



SALT CREEK MIDSTREAM

SAFETY-FOCUSED.
CUSTOMER-ORIENTED.
RESULTS-DRIVEN.

2023 Sustainability Report



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Letter from the CEO

INTRODUCTION

At Salt Creek Midstream ("Salt Creek"), we provide innovative midstream solutions that play a pivotal role in providing affordable access to energy. We strive to fulfill our role in the energy value chain while holding true to our values of safety, customer commitment, people-focused, and operational excellence. I am pleased to present our 2023 Sustainability Report, highlighting our dedication to promoting sustainable practices.

We recognize the critical importance of minimizing our environmental footprint and acting as responsible ecological stewards. Over the past year, we made significant strides in this area through the introduction of advanced instrument air technology to reduce our reliance on gas-driven pneumatics, along with rigorous monitoring and targeted initiatives to reduce fugitive emissions across our operations.

Our dedication to operational excellence goes hand in hand with ensuring the safety and engagement of our employees. We are proud to have established an employee-led social committee during 2023, uniting individuals from diverse backgrounds to enhance our workplace culture and employee experience. Central to our operational philosophy is our unwavering commitment to achieving zero accidents and zero incidents. We firmly believe that every employee has the right to a safe working environment, and we have integrated annual safety performance targets into our compensation structure.

This proactive approach not only reinforces our safety-first culture but also demonstrates our commitment to continuous improvement in workplace safety.

We remain persistent in our support for the communities in which we operate. Through targeted investments and meaningful partnerships, we aim to create lasting social impact and contribute positively to local economies. Our efforts extend beyond financial support to include active engagement and volunteerism, ensuring that we make a meaningful difference in the lives of those around us.

As we move forward, we are committed to building on our achievements and advancing our goals in environmental stewardship, employee well-being and engagement, safety performance, and operational excellence. We understand that these pillars are integral to our long-term success and sustainability as a responsible corporate citizen. We look forward to sharing our continued progress in the coming years.

John Bookout

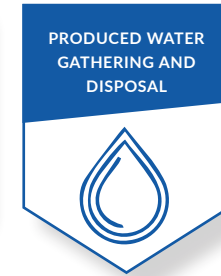
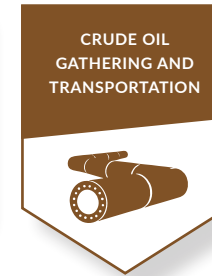
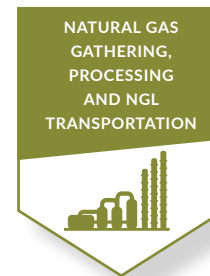
President & Chief Executive Officer



WE ARE SALT CREEK MIDSTREAM

Salt Creek is an independent energy company offering a full suite of innovative midstream and downstream oil and gas solutions that reduce bottlenecks and deliver higher netbacks for our customers. We are headquartered in Houston, Texas, and operate an integrated midstream platform that spans the prolific Delaware Basin. Our core service offerings include:

- Natural gas gathering, processing, and natural gas liquids (“NGL”) transportation
- Crude oil gathering and transportation
- Produced water gathering and disposal



We are among the leading privately-owned natural gas gatherers and processors and crude oil gatherers in the Delaware Basin. Our extensive asset network features connections to major commodity hubs and long-haul takeaway pipelines, large scale gathering and processing facilities, and strategic downstream solutions. Our vast footprint enables us to deliver premier natural gas gathering and processing services, along with crude oil gathering, transportation, and storage solutions for our Delaware Basin producers.

Our integrated midstream platform includes:

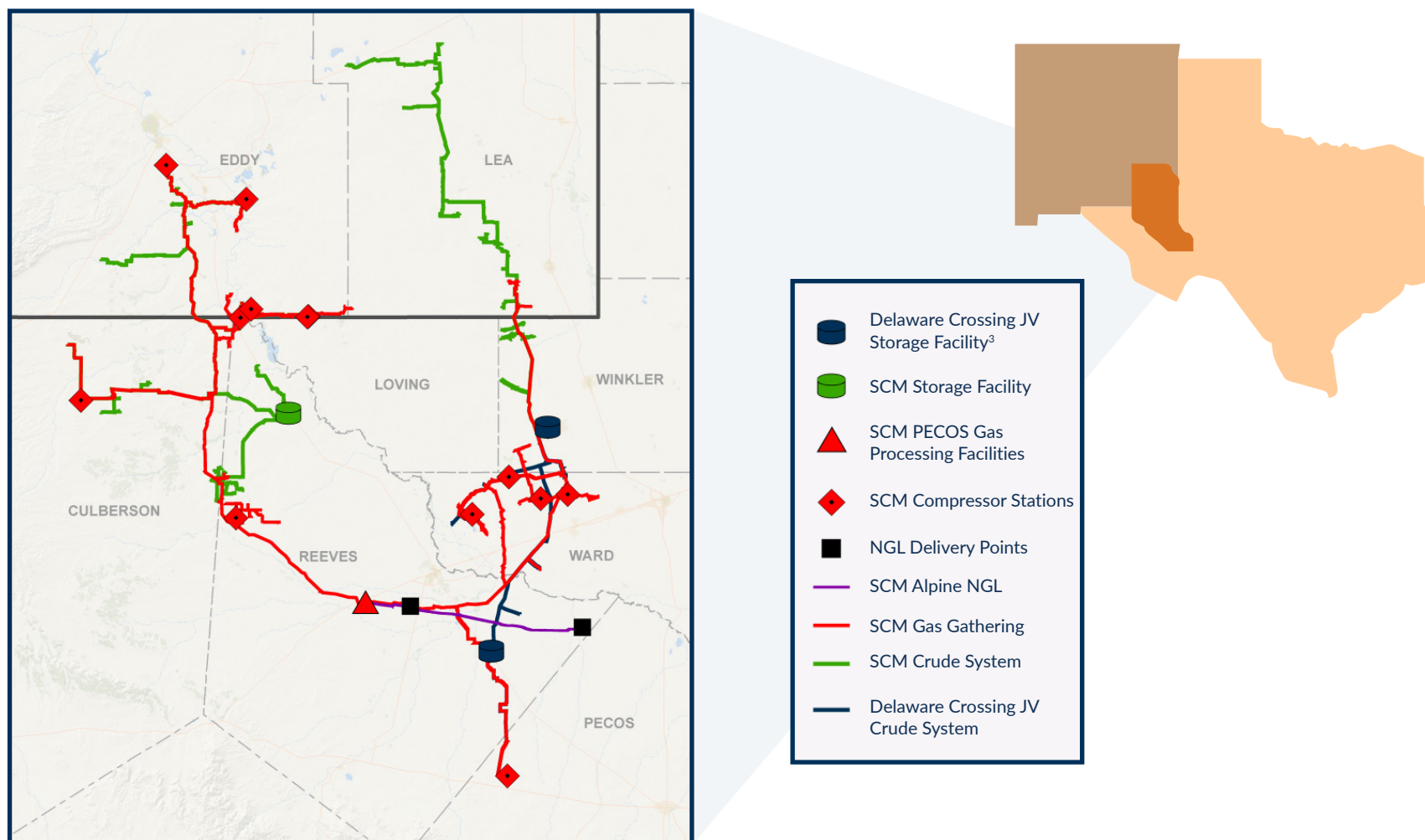
- Approximately 845 miles of natural gas, NGL, crude oil gathering, and water pipelines¹
- 600 million cubic feet per day (“MMcf/d”) of cryogenic natural gas nameplate processing capacity as of March 31, 2024²
- Approximately 100,000 barrels of liquids storage¹
- Significant acreage dedications from 24 producer customers spanning eight counties in Texas and New Mexico
- Power reliability from Texas-New Mexico Power
- Multiple residue and NGL outlets, including the Salt Creek Midstream Alpine NGL header, a 445,000 barrels per day capacity pipeline that ties Salt Creek’s Pecos Gas Processing Complex as well as a third-party gas processing complex into multiple downstream NGL markets
- Water gathering services to multiple customers in Southern Lea County, New Mexico and Winkler County, Texas and saltwater disposal operations in Winkler County

¹Operations related to joint ventures for which we do not maintain operational control are excluded from these amounts, as applicable.

²Salt Creek’s processing capacity expansion project was largely completed at the end of 2023; however, the project was not fully commissioned until 2024.



Operations at Salt Creek Midstream



For further details on our asset footprint, please visit www.saltcreekmidstream.com.

³These storage facilities represent operations of one of Salt Creek's joint ventures. Metrics related to these facilities are not included in this report.



Our Core Values

We are more than just an energy company. At the heart of our operations is a commitment to safety, reliability, integrity, and customer service. We are driven by a core set of values that guide how we conduct business in the field, at the office, and in the communities where we live and work.

SAFETY



Safety is a top priority, and we are committed to health, safety, and environmental excellence across the board.

CUSTOMER COMMITMENT



We understand the importance of communication, flexibility, and exceeding customer expectations.

RESULTS DRIVEN



We have a long history of delivering on promises and creating value for our customers.

PEOPLE- FOCUSED



We believe that a company is only as good as its people – and we have some of the best people in the business.

INTEGRITY



We hold ourselves and those we work with to the highest standards of honesty and transparency.

**We are
Salt Creek
Midstream.**



OUR SUSTAINABILITY STRATEGY

Salt Creek recognizes the important role we play in upholding a sustainable energy future for our customers and our communities – and we’ve made it one of our highest priorities. Central to our commitment to a sustainable future is staying true to our company’s core values and focusing on what matters most. We aim to foster sustainability while generating value across our operations, and are committed to a sustainability strategy focused on addressing the most critical issues for our business. We believe tackling these sustainability challenges is not only good for business, but also the right thing to do.

OUR STRATEGIC PRIORITIES	OUR MEASUREMENT OF PERFORMANCE
ENVIRONMENTAL	
<ul style="list-style-type: none">• We strive to minimize our environmental footprint and focus on ecological stewardship.	<ul style="list-style-type: none">• Greenhouse Gas Emissions• Air Quality• Ecological Impacts
SOCIAL	
<ul style="list-style-type: none">• We are devoted to operational excellence and the safety & engagement of our employees.• We strive for zero accidents & zero incidents and continue building on our culture of diversity, equity, & inclusion (“DEI”).• We are steadfast to supporting and investing in our communities.	<ul style="list-style-type: none">• Company Culture• Employee Engagement & Development• Workforce Health & Safety• Community Relations
GOVERNANCE	
<ul style="list-style-type: none">• We are dedicated to upholding our integrity and take our commitment to our core values very seriously.• We strive to demonstrate alignment with our Code of Conduct and exhibit corporate citizenship, with a core focus on doing what is right.	<ul style="list-style-type: none">• Corporate Governance• Competitive Behavior & Business Ethics• Risk Management• Operational Safety, Emergency Preparedness & Response• Supply Chain Management• Data Security



Our Sustainability Reporting Frameworks

In support of our environmental, social, and governance (“ESG”) efforts, we align with leading sustainability organizations and frameworks, as well as industry best practices. This alignment improves our reporting protocols, enhances our sustainability impact, and raises our awareness. The specific metrics included in our 2023 Sustainability Report were determined by evaluating the most relevant and impactful performance areas for Salt Creek and our stakeholders, aligning with recommendations from the organizations listed below.



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (“TCFD”)

Salt Creek strives to understand and mitigate our climate-related risks and follows the general approach and guidance provided by the TCFD to inform our ESG reporting. We acknowledge the potential impact of climate change on our business, and incorporate these considerations into our governance system, strategy development, risk management, and performance measurement processes, where applicable. Salt Creek proactively evaluates key performance indicators related to specific ESG metrics to identify opportunities for continuous improvement and sustain leading performance within our industry. Our broad alignment to the TCFD disclosure framework is found on [Page 37](#) of this report.



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (“SASB”)

This report follows the guidance of the SASB standards of the International Financial Reporting Standards (“IFRS”) Foundation and the recommended disclosure topics for the Oil & Gas – Midstream industry applicable to our business. The SASB standards provide a standardized reporting approach that yields decision-useful metrics, help us track progress, and enable comparability for our investors and other stakeholders. In addition to the disclosures recommended for our industry, we have also chosen additional priority topics for our business operations that may be decision-useful to our stakeholders, such as those related to data security, employee engagement and diversity, workforce health and safety, and supply chain management. Refer to our *SASB Index* on [Page 35](#), which highlights our responses to the suggested SASB accounting metrics.



GOVERNANCE

Corporate Governance

Our commitment to integrity and sustainable business practices is steadfast. We uphold the highest standards of ethical conduct and ensure that our operations are both responsible and resilient. A strong governance system underpins our efforts to achieve operational excellence and foster sustainable growth. This robust governance framework is integral to our results-driven, values-based culture, ensuring that we consistently align with our principles and deliver outstanding performance.



During 2023, we successfully achieved our goals and targets related to:

- ✓ Near Miss incident reporting
- ✓ Agency reportable spills
- ✓ Motor vehicle accident rate
- ✓ Publication of our annual sustainability report
- ✓ 100% completion of quarterly cybersecurity trainings
- ✓ Completion of on-site DEI training

For 2024, we've set ambitious targets for ESG-related goals, striving to surpass industry benchmarks and build on our established performance. Our 2024 goals include industry leading incident and safety metrics, expanding our Near Miss and Stop the Job reporting, minimizing agency reportable spills, and 100% completion of cybersecurity training targets in addition to publication of our annual sustainability report.

We design our employee performance incentives to ensure industry-leading ESG performance. Compensation is tied to certain ESG goals, reflecting our commitment to sustainable value creation.



Salt Creek's Sustainable Governance Structure

OVERSIGHT	 <p>Ares Management Corporation ("Ares")</p>	Our sponsor, a leading global alternative investment manager who operates complementary, integrated investment solutions across the credit, private equity, real estate, and infrastructure asset classes	<ul style="list-style-type: none"> Leads and directs our overall sustainability strategy Supports ESG initiatives with expert guidance and third-party consultant access
	Boards of Directors (the "Boards")	Comprised of members from Ares' team, independent directors, and Salt Creek senior leadership with deep expertise in the midstream oil and gas sector, strong financial acumen, and extensive governance experience – the majority of which are independent directors	<ul style="list-style-type: none"> Oversees business and sustainability strategy and performance, regulatory and environmental compliance, ESG integration, and risk and opportunity management Performs periodic reviews of ESG results to ensure strategic progress and goal achievement Evaluates safety and environmental metrics at each Board meeting
STRATEGIC DIRECTION & INTEGRATION	Senior Management Team	Cross-functional leadership team with deep industry expertise, including representation from our Executive, Legal, Health, Safety & Environmental ("HSE"), Accounting, Human Resources ("HR"), Operations, Commercial, and Information Technology ("IT") teams	<ul style="list-style-type: none"> Develops and executes overall business strategy and integrates ESG considerations across operations Manages, prioritizes, and integrates relevant business risks and opportunities, while monitoring compliance and performance
	Sustainability Committee	Led by senior executives and cross functional groups, including representation from our Legal, Operations, HSE, Accounting, HR, and IT teams	<ul style="list-style-type: none"> Meets to develop, implement, and coordinate sustainability strategies and initiatives Ensures transparent ESG disclosure and communication with our stakeholders
IMPLEMENTATION & EXECUTION	All Salt Creek Employees	153 full-time employees	<ul style="list-style-type: none"> Executes and enhances sustainability strategy in daily operations Routinely monitors ESG performance and trends, implementing best practices



Board Diversity

We recognize that diverse experiences and perspectives are essential for effective oversight and long-term value creation. Salt Creek's Boards are comprised of individuals with a variety of backgrounds and experiences, including both within and outside the midstream oil and gas industry and specialized ESG expertise. Additionally, each of our Boards has at least two members that are female and/or a member of an underrepresented minority group. When appointing new members to our Boards, we aim to add skills, viewpoints, expertise, and backgrounds that complement our existing members.

GAS BOARD



CRUDE BOARD



*Diverse represents Board members that are female and/or a member of an underrepresented minority group.



Competitive Behavior & Business Ethics

Our dedication to integrity and our core values is central to our operations and culture, playing a crucial role in our long-term success. These commitments are detailed in our Employee Handbook, which outlines the guiding policies and procedures that ensure we consistently aim to do the right thing. Every employee is required to acknowledge their understanding of and compliance with these principles.



We hold ourselves and those we work with to the highest standards of honesty and transparency.



Topics in our Employee Handbook include:

- Employee Code of Conduct, which includes the Prohibited Conduct policy
- Employee Standards and Work Rules, including our Workplace Safety and Facility Security policies
- Equal Employment Opportunity and Anti-Discrimination policies
- Anti-harassment policy
- Electronic, Internet, and Communications Systems policy



REPORTING HOTLINE

To promote transparency and foster trust, Salt Creek has an independent, confidential ethics reporting hotline for reporting compliance violations or unlawful behavior. Regular training and safety meetings provide information regarding the availability of the hotline. Reports submitted via the hotline are taken very seriously by senior management, who conduct thorough investigations and take decisive action as needed. **In 2023, we successfully investigated all allegations of ethical misconduct and took appropriate actions where claims were substantiated.** Our Reporting Hotline continues to be a valuable part of promoting integrity, transparency, and trust within our organization.



We strive to foster a results-driven culture defined by accountability and ethical business practices. In addition to our Employee Handbook, we have other policies and procedures in place to ensure transparency and integrity are pervasive throughout our business, such as a robust Delegation of Authority policy and an Interstate Commerce Act policy. We require certain employees within our marketing, commercial, operations, and accounting teams to acknowledge our Interstate Commerce Act policy. This policy ensures we stay in compliance with anti-competitive regulations for midstream companies by segregating our crude oil marketing function from our crude oil pipeline function to ensure applicable arrangements are entered into in arms-length transactions.

During 2023, we had no monetary losses associated with rates, pipeline access, price gouging, price fixing, or enforcement of industry regulations, such as the FERC, the U.S. Commodities Futures Trading Commission, or the U.S. Federal Trade Commission.





Risk Management

Effective risk management is fundamental to achieving our strategic objectives. At Salt Creek, we implement a comprehensive enterprise risk management program designed to proactively identify, monitor, and mitigate both existing and potential emerging risks, as well as capitalize on opportunities. This program encompasses a broad spectrum of risk factors, including those related to financial, regulatory, operational, and reputational aspects, ensuring that we are well-equipped to navigate the complexities of our business environment and maintain our competitive edge.

We have several risk management systems in place to mitigate some of our business-critical risks, including:



Emergency preparedness and response programs to mitigate environmental and critical incident risk



Pipeline integrity and mechanical integrity programs to mitigate environmental and critical incident risk



Cybersecurity programs to mitigate data security and privacy risks



Employee health and safety programs to ensure the well-being of our employees



Legal compliance programs to mitigate regulatory risks

We employ a cross-functional approach to assess our relevant risks and maintain compliance with applicable regulations. To remain proactive in responding to the evolving regulatory landscape, leaders from our Legal, Regulatory, Finance, Operations, Commercial, and Accounting Teams, collaborate weekly to evaluate relevant risks and opportunities, including those related to ESG. Salt Creek also regularly engages with applicable regulators and external advisors to maintain adherence to current laws and regulations.



Operational Safety, Emergency Preparedness & Response

The safety of our workforce and communities is a top priority. As part of our steadfast commitment to employee safety, public well-being, and asset integrity, we proactively prepare to prevent and respond to any emergencies that may arise on-site. Our comprehensive safety policies, procedures, and manuals form the cornerstone of our proactive risk management program. We continuously strive for excellence across all facets of our operations, from the design and construction phases of our assets to ongoing monitoring, prevention, and emergency response efforts. Through continuous improvement and vigilance, we aim to create the safest possible environment for our employees and the communities we serve.

Integrity Programs

Salt Creek upholds rigorous integrity programs across all our physical assets. These programs stand as paramount assurances that our pipelines and facilities consistently meet, if not surpass, safety, environmental, and functional standards. Aligned with industry best practices and regulatory mandates, our structured approach facilitates ongoing risk assessment and the swift implementation of responsive controls to safeguard both individuals and the environment. Our integrity programs champion the safe and dependable operation of our assets by adhering to a comprehensive set of safety management, analytical, operational, and maintenance protocols.

- **Damage Prevention Program**, including participation in the One Call system
- **Public Awareness Program**, including multiple annual public liaison meetings
 - **Strategic partnership with an industry leader for public awareness services**, which enables us to collaborate with other operators and local emergency and public officials
- **Active cathodic protection management** on all active assets to prevent corrosion
- **Leak Detection and Repair (“LDAR”) and Audio, Visual, and Olfactory (“AVO”) inspections** monthly
- **Computational Pipeline Monitoring (“CPM”)** leak detection system on crude oil and NGL pipelines
- **Routine inspections**, including bi-monthly aerial patrol of our pipeline right-of-way
- **In-line inspections** of regulated pipelines, including deployment of a comprehensive smart pig program
- **Mechanical integrity inspections** of regulated facilities
- **Continuous monitoring of regulatory and industry landscape** and timely updates to our integrity programs, as needed

**We inspect 100%
of our pipeline
asset mileage.**



WE INSPECT 100% OF OUR PIPELINE ASSET MILEAGE through various methods, including aerial patrol, regular maintenance inspections, and in-line inspections. During 2023, we had one Pipeline and Hazardous Materials Safety Administration (“PHMSA”) reportable incident across all our hazardous liquids systems and natural gas systems and received zero environmental fines.

Salt Creek’s multi-year in-line inspections program is managed to meet all regulatory requirements and the company’s risk management objectives. A long-term outlook for future in-line inspection is managed through the program schedule. In 2024, two to four segments are scheduled for inspection, depending on tool availability and schedule.



As part of our multi-year program, in 2023, Salt Creek performed in-line inspections on two segments of our NGL system totaling 33.5 miles, two segments of our gas system totaling 73.5 miles, and three segments of our crude system totaling 54.7 miles. There were no features identified that required immediate digs or repairs on any line segment inspected.



Salt Creek maintains a toll-free emergency reporting number that is manned 24/7/365 to ensure the ability to report and rapidly respond to any operational emergency.

Field & Facilities Emergency Response

Ensuring the safety of our employees, contractors, communities, and the environment is fundamental to our long-term success. We are committed to enhancing our safety performance by consistently evaluating our safety policies and procedures, closely monitoring incidents and safety records, drawing valuable lessons from past experiences, and implementing necessary action plans.

Salt Creek’s comprehensive Environmental, Health, and Safety (“EHS”) manual documents safety policies and procedures for our field and facility operations, and our Emergency Response Plan outlines procedures for responding to unplanned events. We regularly conduct unannounced emergency response drills to simulate various emergency scenarios to ensure that our teams are well-equipped to respond effectively in real-life situations. These drills test our readiness and resilience during unexpected incidents, allowing us to identify areas for improvement and refine our emergency protocols, as needed. Additionally, we require our operations employees to participate in regular safety trainings throughout the year, including emergency response and action plans. Refer to *Workforce Health & Safety* on [Page 24](#) for a further discussion of our comprehensive employee training programs.



Supply Chain Management

Our supply chain management program is crucial to providing safe and reliable midstream services for our customers. Acting with integrity, respect, and accountability is fundamental to how Salt Creek does business. This commitment to ethical, legal, socially responsible, and honest conduct in all we do matters to our employees, communities, customers, and investors. We expect our contractors, subcontractors, and suppliers to share the same values and commitment that give Salt Creek a strong reputation within the industry and in our communities as a responsible business.



To ensure our partners comply with all applicable laws and regulations and conduct their business ethically, Salt Creek established a **Code of Conduct for Contractors, Subcontractors, and Suppliers** ("Supplier Code of Conduct") in 2023. All new vendors and contractors are required to sign and acknowledge the Supplier Code of Conduct, which outlines our expectations around topics such as safety, safeguarding the environment, privacy and information security, anti-corruption, anti-harassment and anti-discrimination, and other prohibited conduct.

Salt Creek is dedicated to working with best-in-class partners in our journey towards a sustainable future. We require all vendors and contractors to enter into agreements with us prior to engaging in work with Salt Creek. These agreements mandate compliance with laws and adherence to safety and insurance requirements. We routinely monitor vendors and contractors to ensure compliance with these requirements. Additionally, Salt Creek will not partner with contractors or vendors that do not meet our safety and insurance standards.

To ensure systematic monitoring of our supply chain, Salt Creek utilizes a vendor/contractor management software platform to monitor the safety performance of the majority of our service vendors and contractors. We set minimum safety metric thresholds in our vendor/contractor management software, such as incident rates and fatalities, that applicable partners must meet to work with us. We regularly monitor safety data from these partners and will investigate further if any scores fall below our set limits.



For tangible goods like pipes and valves, we source high-quality parts to maintain safe and reliable operations for our customers. Our procurement team ensures all sourced goods and materials meet or exceed applicable regulatory standards and requirements. Additionally, to ensure we are working with partners that uphold our values on business ethics, we do not source or partner with companies based out of U.S. government-designated sanctioned countries. In addition, for procurement and services outside of those regulated by federal or state agencies, Salt Creek has implemented an assurance evaluation protocol to ensure material and service providers meet or exceed our expectations.

Our procurement team ensures all applicable contractors and service vendors have Operator Qualifications (“OQ’s”) available for their employees and obtain safety policies and procedures from each to ensure alignment with our internal requirements.



Data Security

Salt Creek employs a strategic, risk-based approach to cybersecurity to effectively track, manage, and mitigate risks. Our cybersecurity protocols and safeguards are embedded throughout our operations and technology to protect our data and digital assets. We adhere to rigorous cybersecurity policies and standards aligned with industry best practices, including the National Institute of Standards and Technology Cybersecurity Framework. We continuously monitor our cybersecurity program, conduct weekly reviews of new threats identified by the Cybersecurity & Infrastructure Security Agency, and collaborate on best practices to enhance our security and resilience.

Salt Creek had
ZERO
cyber security
breaches
during 2023.

To maintain a resilient infrastructure, we have the following cybersecurity measures in place:

- Use 100% cloud-based server and application for IT supporting infrastructure
- Offsite clean copies of all servers and data back-ups
- Weekly external and monthly internal vulnerability scans and development and implementation of timely remediation plans, as necessary
- Annual penetration test and development and implementation of timely remediation plans, as necessary
- Zero trust end-point detection and response technology to monitor for unusual activity from end-user devices and alerts when such activity occurs
- Regularly engage with independent third parties to continually assess our vulnerabilities and strengthen our cybersecurity program
- Advanced e-mail threat detection
- Formalized risk registry and incident response plan

We require **100%**
of our workforce
to participate in
cybersecurity training,
and this goal is tied to
employee compensation
for 2024.

We believe responsibility for cybersecurity extends across all levels of our organization, which is why we have established mandatory training to educate and engage our workforce on cybersecurity risks and best practices.



SOCIAL

At Salt Creek, we value fostering a culture that embraces diverse thoughts and perspectives, recognizing and leveraging them to drive results. We strive to maintain an inclusive, respectful, and collaborative workplace, where new ideas and perspectives can come together to help us thrive.

In 2023,
we offered
**unconscious
bias training**
for all our
employees.

We are committed to promoting diversity, equity, and inclusion across our workforce and encouraging every employee to take charge of their career growth and development. Our commitment is reflected in our Equal Employment Opportunity, Anti-Discrimination, and Anti-Harassment policies. We actively engage with our employees through both formal and informal channels, such as town hall meetings and annual performance and career development reviews.



**We believe that a company is only
as good as its people – and we have
the best people in the business.**

Company Culture

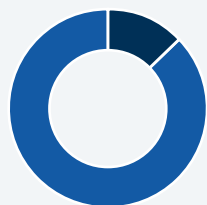
We recognize that our people are the key to executing our strategy and driving results. We value the different backgrounds, experiences, interests, skillsets, and diversity of ideas that they bring to work every day to deliver on our promises and create sustainable value for our customers. We honor each other by maintaining a community where all feel supported, accepted, and respected. To consistently attract and retain top talent, we are continuously advancing initiatives to promote inclusion and equity in our hiring, promotion, and compensation processes, including:

- Conducting unconscious bias and anti-harassment trainings for all employees
- Encouraging our hiring managers to consider how potential candidates can complement our existing workforce
- Implementing a policy to include at least one candidate that is female and/or a member of an underrepresented minority group during the selection process for all open positions
- Having our Human Resources team participate in meetings with our equity sponsor on DEI matters, such as best practices and strategies to advance DEI



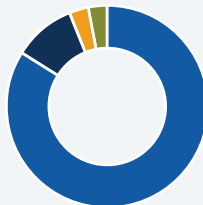
Diversity Metrics

ALL EMPLOYEES MANAGEMENT

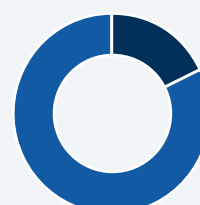


87% MALE
13% FEMALE

84% WHITE
10% HISPANIC
3% BLACK OR AFRICAN
AMERICAN
3% ASIAN OR PACIFIC
ISLANDER

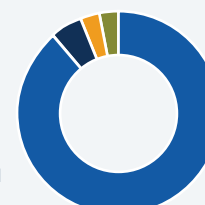


HOUSTON CORPORATE OFFICE MANAGEMENT

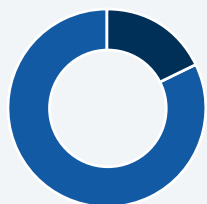


85% MALE
15% FEMALE

88% WHITE
6% HISPANIC
3% BLACK OR AFRICAN
AMERICAN
3% ASIAN OR PACIFIC
ISLANDER

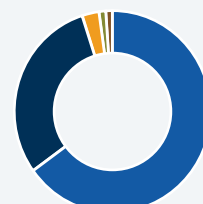


ALL EMPLOYEES NON-MANAGEMENT



82% MALE
18% FEMALE

65% WHITE
30% HISPANIC
3% BLACK OR AFRICAN
AMERICAN
1% ASIAN OR PACIFIC
ISLANDER
1% TWO OR MORE
RACES & OTHER

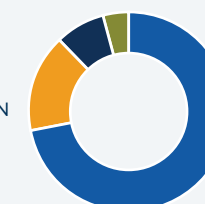


HOUSTON CORPORATE OFFICE NON-MANAGEMENT



68% MALE
32% FEMALE

72% WHITE
16% BLACK OR AFRICAN
AMERICAN
8% HISPANIC
4% ASIAN OR PACIFIC
ISLANDER





Employee Engagement & Development

We prioritize the growth and development of our employees, offering opportunities for meaningful contribution and collaboration. We understand that empowering our team leads to improved work quality and employee satisfaction, ultimately enabling us to deliver exceptional results for our customers. The knowledge and skills of our employees are central to our success. In 2023, we offered multiple trainings to develop our team's leadership skills, including manager's training on developing direct reports and maximizing management skills.



As part of our continuing DEI journey, in 2023, we completed a DEI assessment and strategy development project through our equity sponsor and in partnership with McKinsey & Company. The assessment included an inclusion survey distributed to our employees, talent pipeline analysis, and DEI maturity analysis.

The employee survey revealed a desire for more networking and team-building opportunities. In response, **we established an employee-led social committee, bringing together individuals with diverse backgrounds to enhance our employee experience.** Throughout 2023, the committee organized several networking and team-building events, which received positive feedback from our employees.



Salt Creek employees celebrated Halloween with office door decorating and pumpkin carving competitions.



Employees participated in a Thanksgiving potluck lunch by bringing a dish to share and played bingo.



Celebrating the holidays during the Salt Creek holiday party, which included a festive attire competition.



We celebrated the freedom of America by having an ice cream social in July.

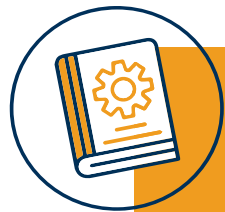


Workforce Health & Safety

Safety is essential to who we are and what we do. We are unwavering in our commitment to the safety and well-being of our employees and the communities in which we operate and take pride in the strong safety culture we have integrated across our organization.

Our Executive Commitment underscores the importance of safeguarding our employees, contractors, the public, and the environment. We share and discuss our safety scorecard with our operations personnel and management monthly and with our Boards quarterly. Safety metrics are key elements in the goals and objectives established by our Board, and we set **annual safety performance targets linked to our employee compensation to foster and enhance our safety-first culture.**

Central to our safety-first culture is our comprehensive safety management system, anchored by a robust EHS manual that serves as the blueprint for integrating safety performance into our core business activities.



Our EHS manual covers a comprehensive set of safety policies and procedures that establish safe work practices for our employees and contractors, including:

- Work permitting
- Control of energy
- Confined space
- Excavation safety
- Hazard awareness
- Hydrogen Sulfide ("H₂S") safety



Safety is a top priority, and we are committed to health, safety, and environmental excellence across the board.

We promote safe behaviors by enhancing our employees' knowledge, skills, and awareness of safety-related issues. Safety training begins at the start of employment and continues throughout an employee's career. All field employees complete a mandatory safety training program, and new field employees complete a safety foundations course, which includes the SafeLand safety training program, before they can begin any job activities. On average, our field employees complete 40 hours of training annually, which is administered through our learning management system. Training topics include the Occupational Safety and Health Administration's recommended health and safety practices and regulations, lock-out, tag-out, electrical safety, and H₂S safety. In addition, all visitors to our operational facilities or field locations are required to complete site-specific safety training, prior to arriving.



In 2023, we implemented a variety of measures to ensure the safety and well-being of our employees and contractors, including a renewed focus on the Hazardous Waste Operations and Emergency Response course.

Integrating safety into our daily activities is a crucial responsibility of each and every employee. Before beginning any work or project, our field employees and contractors apply principles from our Hazard Awareness Program. This includes conducting a job safety assessment to identify potential hazards that could harm people or the environment and evaluating the risk associated with each hazard. Additionally, under our Stop the Job (“STJ”) Program, any employee or contractor has the authority to stop work if they perceive an unsafe condition or behavior that may result in an incident, without any fear of reprisal. Our executive leadership regularly communicates their strong support for the STJ Program. While we work hard to prevent emergencies, we endeavor to be prepared to effectively respond through our monthly emergency response drills and tabletop exercises which review our emergency procedures and responsibilities.

We are dedicated to continuously improving our safety performance. Monthly mandatory operations safety meetings include a discussion led by an employee on recent near misses or incidents and the corrective actions taken. These meetings also review the monthly EHS scorecard, safety training completions report, a monthly safety topic, and evaluations of opportunities for continuous improvement by sharing lessons learned and best practices. Our robust monthly EHS scorecard tracks key safety and environmental performance metrics such as Total Recordable Incident Rate (“TRIR”), first aid cases, near misses, STJs issued, vehicle incidents, process safety events, spills, and environmental citations. The following represent some examples of themes incorporated throughout our monthly safety meetings:

- Lockout Tagout
- Electrical Safety
- General Work Permits
- Hot Work Permits
- Confined Space
- Heat Stress
- Emergency Response
- Hydrogen Sulfide
- Driving Safety
- Fire Extinguishers
- Incident Reporting
- Winter Preparedness
- Job Safety Analysis
- Hazard Awareness





Safety is a fundamental value for Salt Creek. Our goal is to ensure every employee returns home safely to their families every day. We take pride in our excellent safety record. From our inception in 2019 through 2022, we maintained a perfect record of zero incidents and zero fatalities. However, in 2023, we experienced 3 recordable incidents, increasing our TRIR to 1.83. In response, senior leadership initiated a field-wide safety stand-down and conducted thorough investigations of each incident. We also implemented additional corrective and preventative measures to strengthen our safety protocols and create a safer work environment moving forward.

We recognize the imperative of ongoing improvements and remain steadfast in our commitment to an accident-free workplace. Though we try to prevent safety incidents, when they do occur, we always take immediate action to fully investigate the incident and implement appropriate corrective and preventative measures to fortify our safety protocols and ensure a safer environment moving forward.

To further ensure the well-being of our employees and the safe operations of our assets, Salt Creek has a “PHMSA-compliant” Anti-Drug and Alcohol Misuse Prevention Plan in place, applicable to operations employees. Pre-employment drug screenings are administered under the plan for new operations employees, and all such employees are subject to random drug testing. The random employee selections and the drug test protocols are conducted consistent with PHMSA regulations.

2023 SAFETY SCORECARD

Total Recordable Incident Rate	1.83
Fatality Rate	0
Preventable Vehicle Accident Rate ⁴	0.91

⁴Includes preventable moving vehicle incidents only. Rate based on number of crashes per 1,000,000 miles driven. In 2023, our employees drove approximately 3.3 million miles. Mileage is estimated internally based on gas usage.



Community Relations

We remain steadfast in supporting and investing in the communities in which we live and work through charitable donations and economic development investments, as well as sponsorships and memberships in organizations that align with our core values. Our employees support numerous organizations that they are passionate about through investments of their time and charitable giving.

BEARING GIFTS

The Salt Creek team volunteered with Bearing Gifts, a non-profit organization improving lives by providing hope and help for at-risk and Child Protective Services involved children and their caretakers in the greater Houston area. We provided gifts for over 20 children.



WOMEN'S ENERGY NETWORK SPONSORSHIP

Salt Creek sponsored a table at a Women's Energy Network Luncheon, a global organization that provides networking opportunities and fosters career and leadership development for women who work in the energy industries.



HOUSTON FOOD BANK

In November 2023, Salt Creek hosted a donation collection event for the Houston Food Bank, contributing to our community's fight against hunger and providing access to food and other essentials to our communities.



WEAR PINK

In support of Breast Cancer Awareness Month, the Houston Salt Creek team wore pink for the day.





ENVIRONMENTAL

Salt Creek takes a proactive approach to managing our operations, ensuring we adhere to relevant laws, regulations, and industry standards, while aiming to reduce our environmental footprint. We take actionable steps to prioritize environmental considerations as we plan our projects, operations, and growth. We collaborate with regulators and other stakeholders to develop programs that integrate industry best practices to safeguard both our employees and the communities in which we live and work.

Recognizing that strong environmental performance is vital to our business success, we are committed to continuously improving our operations. This includes the evaluation of potential climate-related impacts on our overall business strategy, as we aim to generate long-term value for our stakeholders. We take into account potential impacts arising from regulatory, technological, and market conditions, along with those from the physical environment, and integrate mitigation strategies into our forward-looking plans, when necessary.

Greenhouse Gas Emissions

Managing greenhouse gas (“GHG”) emissions has become a critical operational, reputational, and regulatory priority for our industry. We recognize that adopting practices to improve our environmental performance is essential for the long-term sustainability of our business. We continuously monitor our operations and the regulatory landscape to ensure compliance with all applicable regulations and align our GHG emissions management with industry best practices.



We deploy programs and strategies to monitor and reduce fugitive emissions and our environmental footprint, such as:

- Deploying instrument air technology to reduce gas-driven pneumatics usage
- Audio, Visual or Olfactory inspections are conducted at facilities daily or weekly, as applicable
- Optical Gas Imaging (“OGI”) LDAR inspections are conducted at facilities monthly or semi-annually, as applicable
- Aerial patrol inspections conducted along all pipelines bi-monthly
- Regular reporting and review of vented and flared gas



We routinely track and monitor our Scope 1 emissions data for our natural gas and crude oil operations and have designed our procedures and controls to minimize emissions to the greatest extent possible. Salt Creek reports on our Scope 1 emissions by following the guidance established by the [Greenhouse Gas Protocol Corporate Accounting and Reporting Standard](#). We continue to implement additional measures to ensure the accuracy of our reported Scope 1 emissions, including engaging a third party to refine and review our estimates and collect actual operating data, where feasible. Refer to *About This Report* on [Page 33](#) for further information on our emissions calculation methodology.

Scope 1 Emissions

Natural Gas Operations

In our natural gas operations, emissions generally result from our gas processing plant, engine-driven compressor stations, company-owned and/or operated fleet vehicles, leased vehicles and/or assets under our control, and other minor sources.

Crude Oil Operations

In our crude oil operations, emissions generally result from our crude terminal and ancillary equipment, such as pumps, storage tanks, truck loading facility, company-owned and/or operated fleet vehicles, and leased vehicles.

2023 GHG Emissions ⁵	Natural Gas Operations	Crude Oil Operations	Total
Carbon Dioxide (MT CO ₂ e)	340,975	614	341,589
Methane (CH ₄) (MT CO ₂ e)	19,585	1	19,586
Nitrous Oxide (N ₂ O) (MT CO ₂ e)	639	3	642
Total Scope 1 Emissions (MT CO₂e)	361,199	618	361,817
Percentage of Total that is Methane	5%	0.2%	5%

Scope 2 Emissions

Our Scope 2 emissions are primarily related to electricity for operations, lighting, and office equipment related to our corporate office, as well as field offices for our natural gas and crude oil operations. Our total Scope 2 emissions for the year ended December 31, 2023 were 20,310 Metric Tons CO₂e⁵.

⁵Operations related to joint ventures for which we do not maintain operational control are excluded from these amounts, as applicable.



Air Quality

We strive to protect human health and minimize our environmental risks by reducing our impact on air quality. We regularly evaluate opportunities to control and reduce air pollutants from our operations. Alongside our focus on GHG emissions, such as carbon dioxide and methane, we also work to limit our other air emissions, including nitrogen oxide, sulfur oxide, volatile organic compounds, and particulate matter, ensuring compliance with regulatory standards and aligning our practices with industry best practices. We detect and repair sources of fugitive emissions and conduct flare observations to effectively manage our impact on air quality. Our operating assets are equipped with controls and equipment to help monitor and manage these air pollutants, which may include controls on tanks and truck loading facilities, as well as common vent flares or combustors with a 98% combustion efficiency.

Salt Creek integrates the air permitting process into the capital planning and execution of our growth projects to ensure compliance with all air quality and permitting requirements. Our EHS team is responsible for securing air permits for all projects. Whether constructing a new facility or modifying an existing asset, the EHS team reviews each project to ensure the necessary permits are obtained.

2023 Air Quality Emissions in Metric Tons ⁶	Natural Gas Operations	Crude Oil Operations	Total
Oxides of Nitrogen (NO, NO ₂); Not N ₂ O	509	0	509
Sulfur Oxide (SO _x), includes SO ₂ and SO ₃	6	0	6
(Non-Methane) Volatile Organic Compounds (VOCs)	700	19	719
Particulate Matter (PM ₁₀)	25	0	25

⁶Operations related to joint ventures for which we do not maintain operational control are excluded from these amounts, as applicable.





Ecological Impacts

Salt Creek is dedicated to maintaining healthy and diverse ecosystems within the communities where we operate. This commitment is reflected in our approach to project and operations management, which is governed by both regulatory and company-driven policies. Our goal is to minimize ecological impacts during the routing, siting, and construction of our assets.

Our systematic approach ensures the ecological health of our operating areas is preserved. We begin with an environmental desktop study during the pre-construction phase of a project. This study analyzes potential environmental and ecological impacts, considering factors such as threatened and endangered species, migratory birds, botany, and jurisdictional waterways. We use multiple databases and mapping systems to review surveys and existing environmental studies, identifying pre-determined sensitive cultural resources and environmental locations within and adjacent to our project and operating areas.

These initial assessments inform our construction and operational decisions. If the desktop assessment indicates the need for further investigation, we conduct field-level studies or surveys. This thorough assessment process helps us develop project plans that focus on impact avoidance and minimization, ensuring the ecological health of our project locations.

As of December 31, 2023, 1% of our total leased, owned, and operated land was within areas of protected conservation status or endangered species habitat. 100% of 434.3 disturbed acres were restored during 2023⁷.



⁷Represents ecological impact data for our natural gas, crude oil, and water operations. Operations related to joint ventures for which we do not maintain operational control are excluded from this data, as applicable.



We also have a robust monitoring program to ensure compliance with regulatory mandates and industry best practices regarding the integrity of our assets to prevent and minimize hydrocarbon spills (see further discussion in the Operational Safety, Emergency Preparedness & Response section on [Page 15](#)). Our comprehensive plans for preventing and mitigating the impacts of potential spills that align with regulatory compliance and reporting requirements, as well as industry best practices. In 2023, we had 7 hydrocarbon spills greater than 1 barrel, totaling 83 barrels⁸, which represents approximately 0.0001% of our NGL and crude oil throughput in 2023⁹. All such spills were fully remediated, and under our robust spill impact mitigation plans, we performed a root-cause analysis and implemented timely corrective actions and preventative measures to avoid future occurrences.



Managing Waste

Waste generated at our compressor stations fall into three categories: municipal waste, field-generated waste, and wastewater. Municipal waste includes everyday trash such as paper, plastics, glass, textiles, and other non-hazardous materials. This waste is generally collected in trash trailers and disposed of by a qualified third-party contractor. Field-generated waste includes used filters from the glycol and oil systems. This type of waste is gathered in filter bins and collected by a qualified third-party contractor for disposal. Wastewater, which consists of produced water or slop water generated during separation at the station, is stored in tanks. This wastewater is pumped and transported for disposal by a qualified third-party contractor.

⁸Includes spills of crude oil, condensate, NGLs, and the estimated hydrocarbon portion of produced water spills. We recovered 26 barrels of hydrocarbons related to crude oil, condensate, and produced water spills. NGL vapors were not recovered.

⁹Salt Creek's aggregate NGL and crude oil throughput for the year-ended December 31, 2023 was 58.2 million barrel of oil equivalent.



ABOUT THIS REPORT

The information included in this report has been subjected to the company's policies surrounding the disclosure of financial and non-financial data. The information included in this report is as of and for the year ended December 31, 2023, unless otherwise noted. Any financial information and all non-financial data included in this report was not subject to a third-party audit verification process. All quantitative data, methodologies, and reporting processes were internally reviewed by Salt Creek's Board and our ESG Committee.

BASIS OF PRESENTATION FOR EMISSIONS

We have prepared our GHG emissions calculations for the year ended December 31, 2023 in accordance with the World Resources Institute and World Business Council for Sustainable Development's Greenhouse Gas Protocol standards and guidance (collectively, the GHG Protocol):

- **Scope 1 emissions** were calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (revised edition): using the [EPA's 2023 emissions factors for GHG inventories](#)
- **Scope 2 emissions** were calculated in accordance with the GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard using the [EPA's 2022 eGrid emissions rates](#)

We present our emissions under the operational control approach, accounting for emissions from operations over which we have the full authority to introduce and implement our operating policies.

USE OF ESTIMATES AND ESTIMATION UNCERTAINTIES

We base our estimates and methodologies on historical experience, available information, and various other assumptions that we believe to be reasonable. Emissions data presented is subject to measurement and uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary. Salt Creek nor their affiliates or representatives make any representation or warranty (express or implied) with respect to the information contained in this report (including, without limitation, information obtained from third parties) and each of Salt Creek and their respective affiliates and representatives expressly disclaim any and all liability based on or relating to the information contained in, or errors or omissions from this report, based on or relating to the reader of this report, or any other written or oral communications transmitted to the readers of this report.



FORWARD-LOOKING STATEMENTS

This report contains “forward-looking” information that is not purely historical in nature, and such information may include, among other things, projections, estimates, forecasts, and scenario analyses, each of which involves significant elements of subjective judgment and analysis. Nothing contained in this report shall be relied upon as a promise or representation whether as to the past or future performance. Any forward-looking information contained in this report is based upon certain assumptions about future events or conditions and is intended only to illustrate hypothetical results under those assumptions (not all of which will be specified in this report). Not all relevant events or conditions may have been considered in developing such assumptions. The success or achievement of various results and objectives is dependent upon a multitude of factors, many of which are beyond the control of the Company. No representations are made as to the accuracy of such estimates or projections or that such projections will be realized. Actual events or conditions are unlikely to be consistent with, and may differ materially from, those assumed. Underlying assumptions for our estimates, projections, and other forward-looking statements are highly volatile, and subject to express and inherent risk, and there can be no assurance that they will be achieved. Such risks include, without limitation, the Company’s or its customers’ ability to meet their business plans, changes in general economic conditions (including as a result of worldwide and regional economic and political conditions impacting the global supply and demand for crude oil and natural gas liquids, which may be driven by many global sociopolitical factors), competitive conditions in the Company’s industry, actions taken by third-party operators, shippers, gatherers, processors or transporters, or the Company’s or its affiliates’ ability to complete internal growth projects on time and on budget. Past performance is not indicative of future results. Any forward-looking information is as of the date of this report. The Company assumes no obligation to update or otherwise revise these forward-looking statements, whether as a result of new information, future events, or otherwise.





SASB INDEX

Oil & Gas Midstream Standard

The SASB framework aims to provide a standard for companies to disclose financially-material and decision-useful ESG information to investors and other stakeholders. The index below maps our performance under each of the suggested disclosure topics for the Oil & Gas – Midstream sustainability accounting standard according to SASB's Sustainable Industry Classification System (SICS®), as this industry most accurately reflects our business operations. Other topics disclosed throughout this report beyond the scope of this standard are not reflected in this index.

Table 1: Sustainability Disclosure Topics & Accounting Metrics

SASB CODE	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
GREENHOUSE GAS EMISSIONS			
EM-MD-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Metric tons (MT) CO ₂ e, Percentage (%)	361,817 MT CO ₂ e ¹ 5% methane ¹ 100% 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	Not applicable	Page 28
AIR QUALITY			
EM-MD-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM ₁₀)	Metric tons (MT)	(1) 509 MT ² (2) 6 MT ² (3) 719 MT ² (4) 25 MT ²

¹ Amounts reflect combined Scope 1 emissions and percentage methane for both natural gas and crude oil operations. For a breakdown of emissions related to each, see [Page 29](#). Operations related to joint ventures for which we do not maintain operational control are excluded from these amounts, as applicable.

² Amounts reflect combined air emissions for both natural gas and crude oil operations. For breakdown of emissions related to each, see [Page 30](#). Operations related to joint ventures for which we do not maintain operational control are excluded from these amounts, as applicable.



SASB CODE	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
ECOLOGICAL IMPACTS			
EM-MD-160a.1	Description of environmental management policies and practices for active operations	Not applicable	Page 31
EM-MD-160a.2	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	Percentage (%) by acreage	1%
EM-MD-160a.3	Terrestrial acreage disturbed, percentage of impacted area restored	Acres (ac), Percentage (%)	434.3 acres disturbed 100% restored
EM-MD-160a.4	Number and aggregate volume of hydrocarbon spills, volume in Artic, volume in Unusually Sensitive Areas (USAs), and volume recovered	Number, Barrels (bbls)	7 hydrocarbon spills ³ 83 bbls spilled ³ None in Arctic or USAs
COMPETITIVE BEHAVIOR			
EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	Reporting currency	\$0
OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE			
EM-MD-540a.1	Number of reportable pipeline incidents, percentage significant	Number, Percentage (%)	1 0%
EM-MD-540a.2	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	Percentage (%)	(1) 100% (2) 100%
EM-MD-540a.3	Number of (1) accident releases and (2) non-accident releases (NARs) from rail transportation	Number	Not applicable ⁴
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	Not applicable	Page 15

Table 2: Activity Metrics

SASB CODE	ACTIVITY METRIC	UNIT OF MEASURE	RESPONSE
EM-MD-000.A	Total metric ton-kilometers of: (1) natural gas, (2) crude oil, and (3) refined petroleum products transported, by mode of transport	Metric tons (MT) kilometers	(1) 17,796,135 BOE ⁵ , pipeline (2) 25,515,570 BOE ⁵ , pipeline (3) 32,682,840 BOE ^{5,6} , pipeline

³ Includes spills of crude oil, condensate, NGLs, and the estimated hydrocarbon portion of produced water spills. We recovered 26 barrels of hydrocarbons related to crude oil, condensate, and produced water spills. NGL vapors were not recovered. The 83 barrels spilled represented 0.0001% of our total NGL and crude oil throughput in 2023, an insignificant amount. Salt Creek's aggregate NGL and crude oil throughput for the year-ended December 31, 2023 was 58.2 million barrel of oil equivalent.

⁴ Disclosure is not applicable, as Salt Creek does not currently have any rail operations.

⁵ Activity metrics disclosed represent gross throughput from January 1, 2023 – December 31, 2023, presented in barrel of oil equivalent (BOE).

⁶ Refined petroleum products include NGLs.



TCFD INDEX

We are committed to continuing to increase transparency and alignment of our reporting with the recommendations established by the TCFD. The TCFD has developed voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to stakeholders. Below is a summary of where these disclosures can be found in this report.

CATEGORY	TCFD RECOMMENDATION	REFERENCE
Governance	Disclose the organization's governance around climate-related risks and opportunities.	<i>Corporate Governance, Page 9</i>
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	<i>Our Sustainability Strategy, Page 7</i>
Risk Managment	Disclose how the organization identifies, assesses, and manages climate-related risks.	<i>Risk Management, Page 14</i>
Metrics & Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	<p>Salt Creek has not yet set climate-related targets, as we are focused on establishing our GHG emissions baseline and enhancing our approach to ESG data collection. We will continue to evaluate the feasibility and relevance of setting climate-specific targets in the future.</p> <p>For metrics, see <i>SASB Index, Page 35</i></p>