



**SALT CREEK  
MIDSTREAM**

# 2022 Sustainability Report

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Safety-Focused. Customer-Oriented. Results-Driven.

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**John Bookout**

*President &  
Chief Executive Officer*

## Letter from the CEO

In 2022, we experienced significant growth at Salt Creek Midstream ("Salt Creek"), and amidst this growth, we are proud to maintain our commitment to safety, customer satisfaction, and achieving results, all while striving for sustainability and advancing our environmental, social, and governance ("ESG") initiatives. We believe that sustainable growth is not only beneficial for the environment and society, but is also essential to delivering reliable energy to our communities. As an innovative midstream and downstream solutions provider, we play a pivotal role in enabling access to energy, improving the quality of life, and fostering economic development in the regions we operate and beyond.

As we continue to mature, we are furthering the integration of ESG considerations throughout our operations. We remain committed to fostering a safe work environment and promoting a positive work culture that values diversity, inclusivity, and community engagement. Safety is a core value at our company, and we're proud of maintaining our safety-first culture and exemplary safety record throughout the year. Moreover, we continue to expand our diversity, equity, and inclusion ("DEI") efforts and strengthen our local communities through increased community involvement.

We continuously work to enhance the transparency of our ESG data and refine our data collection processes to align with industry best practices. To that end, we have engaged a third-party consultant through our equity sponsor, Ares Management Corporation ("Ares"), to help us collect and better ensure the integrity of our emissions data. We have also expanded governance oversight over our ESG efforts through regular reporting on sustainability matters to our Boards of Directors and through participation in a variety of ESG initiatives with Ares.

This is our second annual report that documents the sustainability inherent in our operations and the progress we have made. For 2022, we have increased our transparency and the ESG topics and initiatives on which we report. We are proud to present our 2022 Sustainability Report and look forward to sharing our progress in the coming years.

# We are Salt Creek Midstream

Salt Creek is an innovative midstream oil and gas solutions provider headquartered in Houston, Texas, with operations in the Delaware Basin of the Permian Basin. We offer integrated midstream and downstream solutions for natural gas, natural gas liquids ("NGLs"), crude oil, and water gathering and disposal services that reduce bottlenecks and deliver higher netbacks for our customers.

Our core service offerings include:



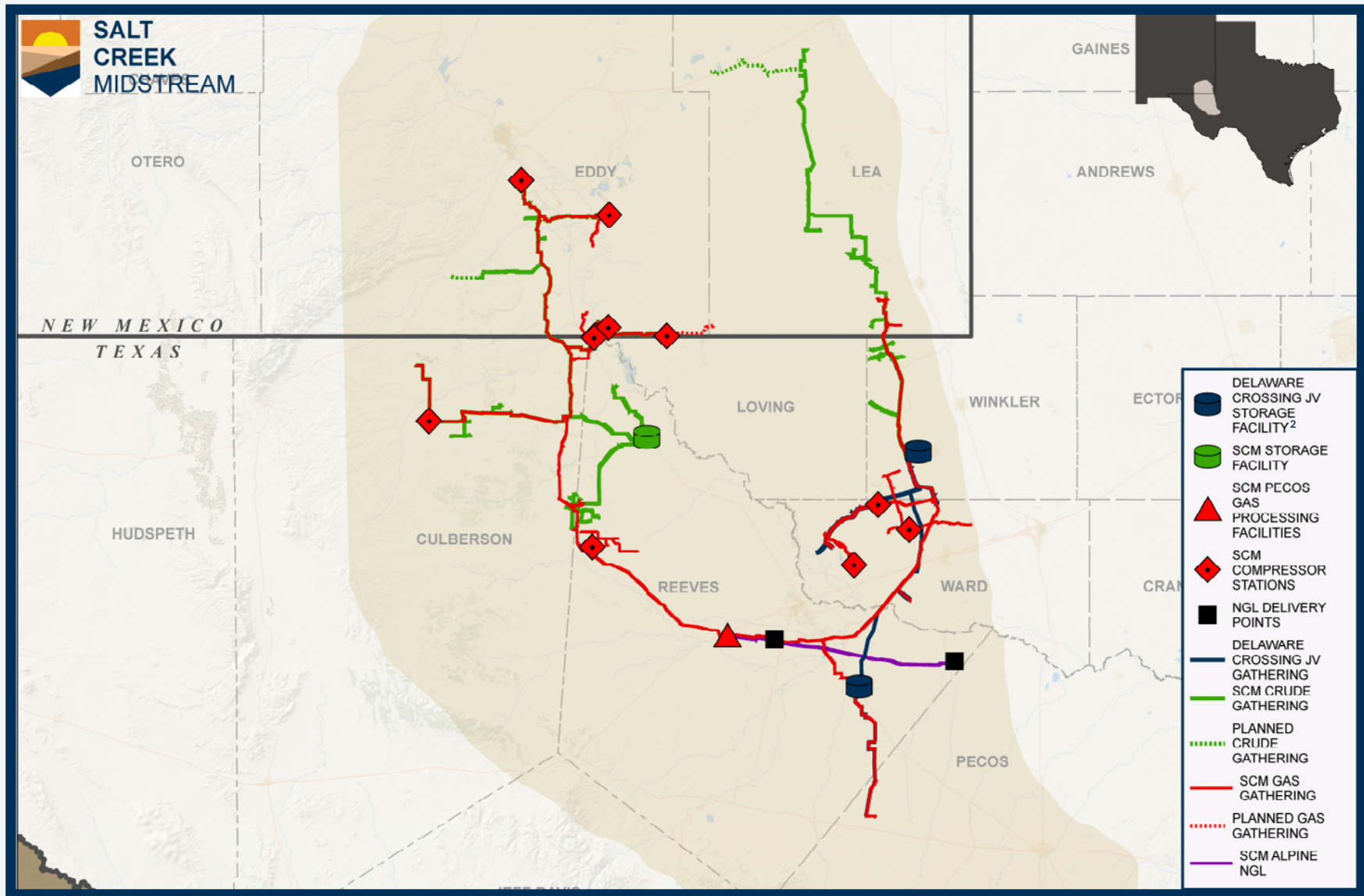
We are one of the largest privately-owned natural gas gatherers and processors and crude oil gatherers in the Delaware Basin. Our vast asset footprint, which includes outlets to major commodity hubs and long-haul takeaway pipelines, large scale gathering and processing facilities, and strategic downstream solutions, uniquely positions us to provide premier natural gas gathering and processing services, as well as crude oil gathering, transportation, and storage solutions for our Delaware Basin producers.

## Our integrated midstream platform includes:

- Approximately 820 miles<sup>1</sup> of natural gas, NGL, oil gathering, and water pipelines
- 400 million cubic feet per day ("MMcf/d") of natural gas processing capacity is expanding to 600 million cubic feet per day by the end of 2023
- Approximately 100,000 barrels of liquids storage
- Combined dedicated net acres from 24 producer customers spanning eight counties in Texas and New Mexico
- Power reliability from Texas-New Mexico Power
- Multiple residues and NGL outlets, including the Salt Creek Midstream Alpine NGL header, a 445 thousand barrels per day capacity pipeline that ties together our Pecos 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

<sup>1</sup>Includes operations through our joint ventures for which we have operational control.

### OPERATIONS AT MIDSTREAM



For further details on our asset footprint, please visit <https://www.saltcreekmidstream.com/>.

<sup>2</sup>These storage facilities represent operations of one of Salt Creek’s joint ventures. ESG metrics related to these facilities are not included in this report, as SCM does not have operational control over the assets.

## 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.



### 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.



### RESULTS DRIVEN

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

**We are  
Salt Creek  
Midstream.**



# Our Sustainability Strategy

We understand we play a vital role in helping to establish and uphold a sustainable energy future for our customers and the communities we serve—and we've made it one of our highest priorities. We continue to enhance our efforts towards a more sustainable future, as we further define ESG elements inherent to our organization, develop our ESG strategy, and refine our approach to managing sustainability issues and opportunities.

We are dedicated to upholding our **integrity** and take our **commitment** to our **core values** very seriously.

We strive to demonstrate **corporate citizenship** and **always do what is right.**

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.**

We are steadfast to **supporting & investing** in our **communities.**

We strive to **minimize our environmental footprint** and focus on **ecological stewardship.**

We seek to drive **sustainability & value creation** throughout our business and are committed to pursuing an **ESG strategy** that is designed to address the most material issues to our business.

We believe **addressing these sustainability challenges** is not only good business, but the **right thing to do.**

## OUR SUSTAINABILITY REPORTING FRAMEWORKS

In support of our ESG efforts, we align with leading sustainability organizations and industry peers, which enables us to enhance our reporting and protocols in-line with evolving best practices, ultimately advancing our sustainability impact and increasing our ESG awareness. The specific metrics included in our 2022 Sustainability Report were determined by assessing the most relevant and impactful performance areas for Salt Creek, our investors, and other key stakeholders, and were aligned with recommendations from organizations below.

### Task Force on Climate-Related Financial Disclosures (“TCFD”)

Salt Creek is focused on understanding and mitigating our climate-related risks and has integrated and adopted the recommendations from the TCFD to effectively guide and measure our progress. We will continue to consider the impact of climate change on our business by integrating our evaluation of climate-related risks and opportunities throughout our overall governance, strategy, and risk management processes. Our broad alignment to the TCFD framework is found on [Page 38](#) 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. The SASB standards provide a standardized, common 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 by SASB 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.

When evaluating our disclosures in relation to the SASB standards, users in some cases will need to normalize the data to make meaningful comparisons. As such, we have included certain activity metrics to aid users in their evaluation. Refer to our *SASB Index* on [Page 36](#), which highlights our responses to the suggested SASB accounting metrics and includes the appropriate activity metrics to assess our disclosed data in a meaningful context.



ENVIRONMENTAL	SOCIAL	GOVERNANCE
Greenhouse Gas Emissions	Employee Diversity, Inclusion & Engagement*	Corporate Governance
Air Quality	Workforce Health & Safety*	Competitive Behavior & Business Ethics*
Ecological Impacts	Community Relations*	Risk Management*
	Data Security*	Operational Safety, Emergency Preparedness & Response
		Supply Chain Management*

\*Represents other strategic focus areas which are beyond the scope of the topics suggested by SASB for the Oil & Gas Midstream industry.

# Governance

## CORPORATE GOVERNANCE

We believe strong governance is foundational to sustainable and ethical business operations. Salt Creek's leadership team consists of dedicated oil and gas professionals that are committed to conducting business with integrity and transparency, and making sure doing the right thing is pervasive throughout our business. Our well-established governance structure serves as an essential framework to our operational excellence and long-term growth.

**As part of our continued commitment to sustainable value creation, our senior management compensation is linked to ESG goals, including:**

- ✓ Safety record and agency reportable spills targets
- ✓ Publication of our annual sustainability report
- ✓ 100% completion of quarterly cybersecurity trainings
- ✓ Completion of on-site DEI training



### OVERSIGHT

Ares Management Corporation & Board of Directors

### STRATEGIC DIRECTION & INTEGRATION

Senior Management Team and ESG Committee

### IMPLEMENTATION & EXECUTION

All Salt Creek Employees

## Salt Creek's Sustainable Governance Structure

OVERSIGHT	<p><b>Ares Management Corporation</b></p> 	<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</p>	<ul style="list-style-type: none"> <li>• Provides leadership and direction on our overall ESG strategy</li> <li>• Provides support of our ESG initiatives by offering expert guidance and access to third-party consultants</li> </ul>
	<p><b>Boards of Directors</b> (the "Boards")</p>	<p>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</p>	<ul style="list-style-type: none"> <li>• Provides strong oversight presence over business strategy development and performance, regulatory and environmental compliance, integration of ESG factors, risk and opportunity management, and ESG performance</li> <li>• Performs periodic reviews of ESG-related results to ensure progress towards our strategy and achievement of targets and goals</li> <li>• Evaluates safety and environmental metrics at each Board meeting</li> </ul>
STRATEGIC DIRECTION & INTEGRATION	<p><b>Senior Management Team</b></p>	<p>Cross-functional leadership team with deep industry expertise, including representation from our Executive, Legal, Health, Safety &amp; Environmental ("HSE"), Accounting, Human Resources ("HR"), Operations, Commercial, and Information Technology ("IT") teams</p>	<ul style="list-style-type: none"> <li>• Develops and executes overall business strategy and initiatives to integrate ESG throughout our operations</li> <li>• Manages, prioritizes, and integrates relevant business risks and opportunities into our strategic focus areas, while monitoring ESG and compliance performance</li> </ul>
	<p><b>ESG Committee</b></p>	<p>Led by senior executives and cross functional groups, including representation from our Legal, Operations, HSE, Accounting, HR, and IT teams</p>	<ul style="list-style-type: none"> <li>• Meets bi-annually to develop, implement, and coordinate ESG strategies, practices, and initiatives across our organization</li> <li>• Ensures transparent disclosure and communication of our relevant ESG topics to our investors, creditors, and other stakeholders</li> </ul>
IMPLEMENTATION & EXECUTION	<p><b>All Salt Creek Employees</b></p>	<p>158 full-time employees</p>	<ul style="list-style-type: none"> <li>• Executes and identifies ways to enhance our existing ESG strategy throughout day-to-day operations</li> <li>• Routinely tracks and monitors our ESG performance and trends, and implements best practices</li> </ul>

## Board Diversity

Diverse Boards with a variety of experiences and viewpoints are critical to effective oversight and sustainable value creation. When selecting members for our Boards, we focus on skills, viewpoints, expertise, and backgrounds that will complement our existing Board members. Salt Creek's Boards are made up of members with a variety of backgrounds and experiences, both within and outside of the midstream oil and gas industry, and each of our Boards has at least two members that are female and/or a member of an underrepresented minority group. We also have numerous directors who have specialized expertise in ESG matters.

## COMPETITIVE BEHAVIOR & BUSINESS ETHICS

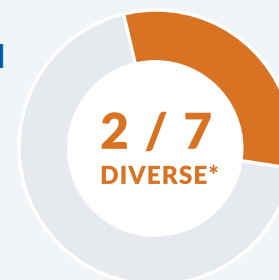
Our integrity, customer reputation, and long-term success depends on each of our day-to-day actions. Our team's commitment to integrity is codified in our Employee Handbook, which includes our Code of Conduct. Salt Creek's Employee Handbook, which is required to be acknowledged by every employee, governs our day-to-day operations and provides policies and procedures to ensure we are always striving to do the right thing.



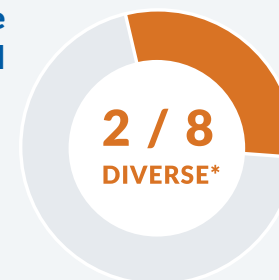
### Below are some of the topics from our Employee Handbook:

- ✓ 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

### Gas Board



### Crude Board



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

In addition to our Employee Handbook, we have other policies and procedures in place to ensure transparency and integrity are pervasive throughout our business and day-to-day operations, 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, which ensures we stay in compliance with anti-competitive regulations for midstream companies. In adherence with our policy, we segregate our crude marketing function from our crude pipeline function to ensure that marketing arrangements are entered into in arms-length transactions.

Portions of our crude pipeline system are subject to the jurisdiction of the Federal Energy Regulatory Commission (“FERC”).

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



**During 2022, 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.



## REPORTING HOTLINE

To further foster a transparent and positive work environment, Salt Creek has established an independent ethics reporting hotline to enable employees and other individuals to report compliance violations or unlawful behavior. Regular training and safety meetings provide information regarding the availability of the hotline.

**Reports can be made anonymously, and we investigate all allegations of ethical misconduct and take appropriate actions where claims are substantiated.**

## RISK MANAGEMENT

We recognize the importance of having a comprehensive enterprise risk management program in place to proactively identify, monitor, and mitigate existing and potential emerging risks to our company, including financial, regulatory, operational, and reputational risks.



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

- ✓ **Emergency preparedness and response programs** and our pipeline **integrity program** to mitigate environmental and critical incident risk
- ✓ **Employee health and safety programs** to ensure the well-being of our employees
- ✓ **Cybersecurity program** to mitigate data security and privacy risks
- ✓ **Legal compliance programs** to mitigate regulatory risks

Salt Creek uses a multidisciplinary approach to assess risks and ensure compliance with applicable federal pipeline and storage regulations. This cross-functional approach involves individuals from our Legal, Regulatory, Finance, Operations, Commercial, and Accounting teams, and also engages external advisors, where appropriate, to ensure that our company keeps up-to-date and in compliance with the latest regulations. Leaders from each of our functional groups meet weekly to assess risks of key decisions facing the Company, including those related to ESG. We also regularly engage with regulators who provide oversight over our operations to help ensure that we are in compliance with current laws and regulations.



## OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE

At Salt Creek, we proactively work to prevent and prepare to respond to any emergency that may occur onsite to ensure the safety of our workforce and the communities in which we live and work. We believe our success hinges on our ability to keep our employees safe, protect the public, and maintain the integrity of our assets. We have established safety policies, procedures, and manuals, and we are dedicated to continuous improvement in all aspects of our operations. From the design and construction phase of our assets, to monitoring, preventing, and responding to emergencies, we work proactively to address our operational safety risks.

### Integrity Programs

Salt Creek Management is committed to maintaining comprehensive integrity programs across all of Salt Creek's physical assets. The purpose of these programs is to provide assurance that our pipelines and facilities meet or exceed safety, environmental, and functional expectations. Our programs are aligned with industry best practices and regulatory requirements, and provide a structured approach for the continuous evaluation of risks and implementation of controls to protect people and the environment. Our integrity programs ensure safe and reliable operation of our assets through adherence to a set of safety management, analytical, operating, and maintenance processes, which include:



- ✓ **Damage Prevention Program**, including participation in the One Call system
- ✓ **Public Awareness Program**, including annual public liaison meetings
- ✓ **Active cathodic protection management** on all active assets to prevent corrosion

- ✓ **Routine inspections**, including bi-monthly aerial patrol of our pipeline right-of-way
- ✓ **In-line inspections** of regulated pipelines
- ✓ **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 CURRENT PIPELINE ASSET MILEAGE** through various methods, including aerial patrol, regular maintenance inspections, and in-line inspections. During 2022, we had **zero Pipeline and Hazardous Materials Safety Administration ("PHMSA") reportable incidents** on 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 2023, 3 to 5 segments are scheduled for inspection, depending on tool availability and schedule.

Salt Creek is committed to operating in a manner that meets or exceeds legal and regulatory requirements and to protecting our team members and surrounding communities. We have implemented various additional measures during 2022 to further enable our preparation for unplanned events, such as **monthly Leak Detection and Repair ("LDARs") and Audio, Visual, and Olfactory ("AVOs") inspections.**



As part of our multi-year program, in 2022, Salt Creek performed in-line inspections on two segments of our crude system totaling 26 miles. There were **no features identified that required immediate digs or repairs** on either line segment inspected.

## Field & Facilities Emergency Response

Salt Creek is dedicated to seeking continuous improvement in all aspects of our daily activities, especially with the safety of the environment, the public, and our employees and contractors. Our Environmental, Health, and Safety ("EHS") manual establishes safety policies and procedures for our field and facility operations and our Emergency Response Plan establishes the procedures for responding to unplanned events. Salt Creek's operations employees are required to participate in various safety trainings throughout the year, including emergency response and action plans. The safety of our employees is the top priority for us, and we are committed to continuous improvement of our safety policies and procedures and monitoring our incidents and safety record, learning from past incidents, and implementing action plans, as needed. Refer to *Workforce Health & Safety* on [Page 23](#) for a further discussion of our comprehensive employee training programs.



## SUPPLY CHAIN MANAGEMENT

Our supply chain management program is vital to providing safe and reliable energy for our customers. Salt Creek is committed to partnering with best-in-class contractors, vendors, and other third parties who share our safety-focused values and will not partner with contractors or vendors that do not meet our safety and insurance standards.



**Salt Creek utilizes a vendor/contractor management software platform to uniformly and systematically monitor the safety performance of our major service vendors and contractors.**

To exercise continuous improvement in our supply chain management program, 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 submitted by these partners and will investigate further if any scores fall below our set limits.

We also require all vendors and contractors to enter into agreements with us prior to engaging in work with Salt Creek, which requires vendors and contractors to comply with laws, meet certain safety and insurance requirements, and indemnify us for negligence. We routinely monitor vendors and contractors to ensure compliance with these requirements.

For tangible goods, such as pipes and valves, we ensure we are sourcing high quality parts to maintain safe and reliable operations for our customers. We ensure all our sourced goods and materials meet applicable regulatory standards and requirements, and regularly train our procurement team on such 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.



**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

At Salt Creek, we take a strategic, risk-based approach to corporate cybersecurity to track, manage, and reduce risk to the organization. We employ cybersecurity protocols and embed safeguards throughout our operations and technology to ensure our data and digital assets are protected. We maintain a rigorous set of cybersecurity policies and standards that align with industry best practices, including the National Institute of Standards and Technology Cybersecurity Framework on information security management. We are continuously monitoring the strength of our cybersecurity program and implementing best practices, such as weekly reviews of new threats identified by the Cybersecurity & Infrastructure Security Agency and collaborating on best practices to build a more secure and resilient infrastructure.



In 2022, we partnered with Ares on a **cybersecurity review** to identify and correct any gaps in our cybersecurity measures. We successfully closed all gaps identified in the review.

Salt Creek had  
**0 CYBERSECURITY BREACHES**  
during 2022.



**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
- ✓ 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



**We require 100% of our workforce**

to participate in this cybersecurity training, and this goal is tied to senior management compensation for 2023.



During the first quarter of 2022, we developed and formalized our **Incident Response Plan**, which covers policies and procedures around threats such as phishing attempts and network intrusions.

In 2022, we worked with a third party to identify sources of risk by enumerating the deficiencies identified and creating a risk register. Each risk has a substantiating narrative attached to communicate the risk effectively to the correct stakeholders. The risk is then looked at by likelihood and impact and given a score. These scores are then used to prioritize and manage risk, while also used to update the risk register as mitigating actions are implemented.

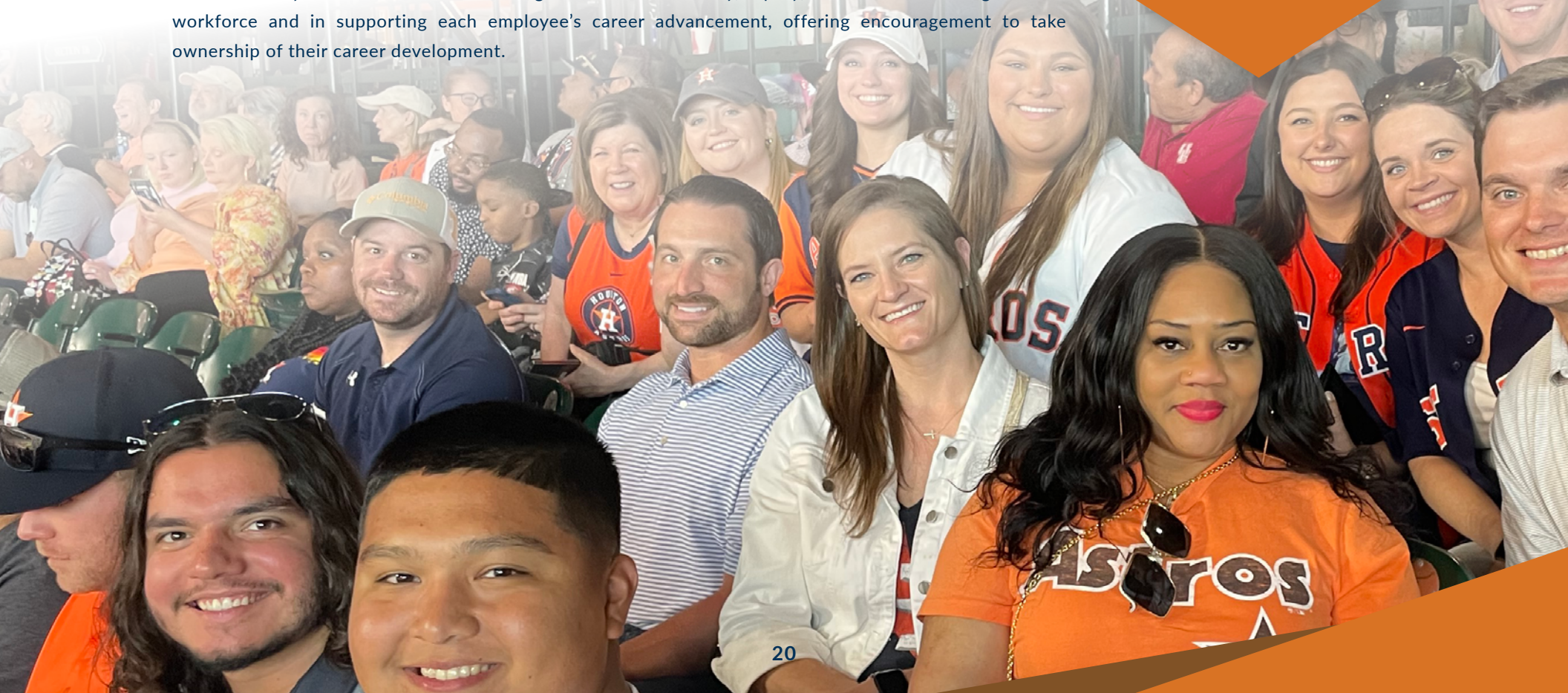
We believe responsibility for cybersecurity belongs to all levels of our organization, which is why we have established mandatory employee training where we educate and engage our workforce on cybersecurity.

# Social

## EMPLOYEE DIVERSITY, INCLUSION & ENGAGEMENT

At Salt Creek, we are committed to our people, as they drive our success. We seek to create a positive, collaborative, and inclusive work environment that allows our employees to grow as we grow. Our commitment is deeply engrained into our company culture and codified in our Equal Employment Opportunity, Anti-Discrimination, and Anti-Harassment policies. Additionally, we engage with our employees through both formal and informal methods, including town hall meetings and regular performance and career development reviews each year. We believe in fostering a culture of diversity, equity, and inclusion throughout our workforce and in supporting each employee's career advancement, offering encouragement to take ownership of their career development.

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



## Diversity, Equity & Inclusion

We strive to maintain a diverse workforce because we believe employees with different backgrounds, experiences, interests, and skillsets drive a culture of innovation, which is key to delivering on our promises and creating value for our customers. Our company also endeavors to support fairness and equity across gender, racial, and ethnic groups. Salt Creek is committed to inclusion and equity in hiring, promotion, and compensation. While also ensuring we have diversity of viewpoints and backgrounds, we:

- ✓ Conduct annual unconscious bias and anti-harassment trainings for all employees
- ✓ Encourage our hiring managers to consider how potential candidates can complement our existing workforce
- ✓ Adhere to our policy of including at least one female and/or member of an underrepresented minority group during our candidate selection process



Our Human Resources team participates in monthly meetings with our equity sponsor on DEI matters, such as best practices and **strategies to advance DEI**.

As part of our continuing DEI journey, in November 2022, we began a **DEI assessment and strategy development project** through our equity sponsor and in partnership with McKinsey & Company.

The assessment includes an inclusion assessment survey distributed to our employees, talent pipeline analysis, and DEI maturity assessment. **The project will also include:**

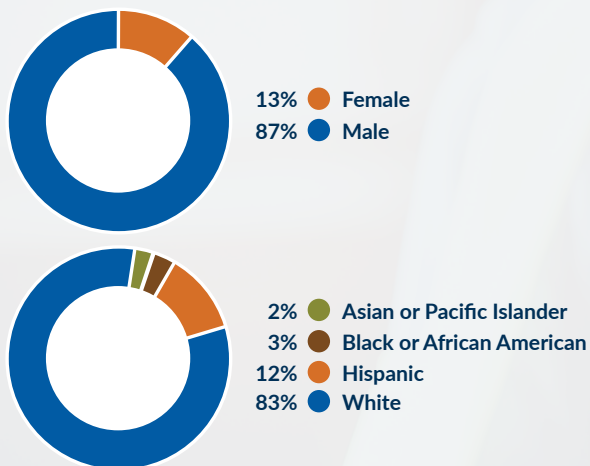
- ✓ Action planning workshops
- ✓ Inclusion training
- ✓ Knowledge sharing sessions
- ✓ Strategy sessions on DEI initiatives



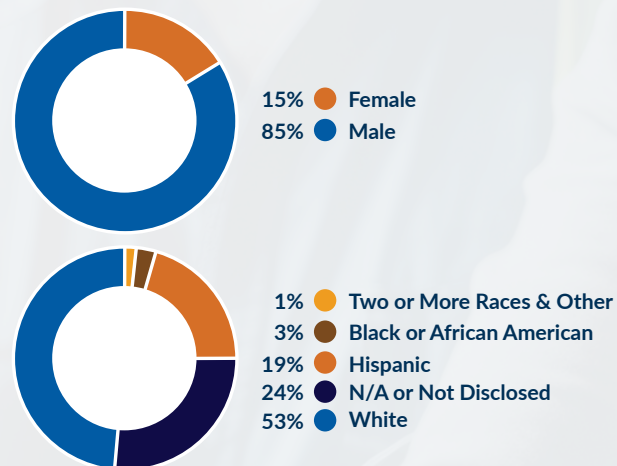
**We expect to complete the initial phases of our DEI assessment and strategy development project in 2023** and will take action to address any significant opportunities to improve our employee experience.

### ALL EMPLOYEES

#### Management Diversity

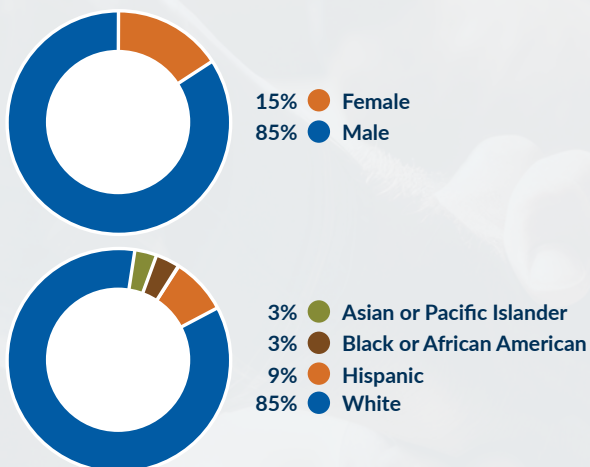


#### Non-Management Diversity

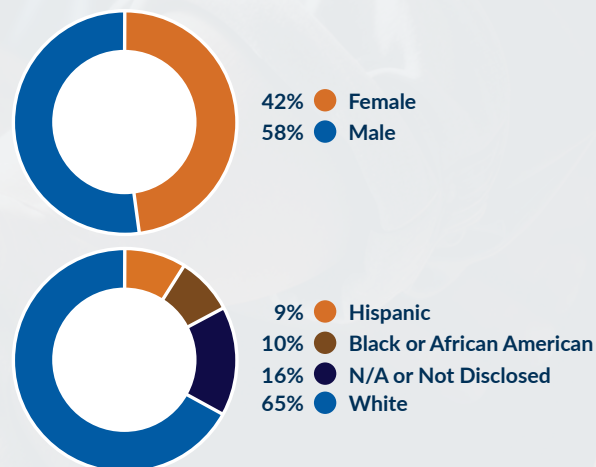


### HOUSTON CORPORATE OFFICE

#### Management Diversity



#### Non-Management Diversity



## WORKFORCE HEALTH & SAFETY

Safety is fundamental to who we are. We remain committed to the safety of the people in the communities in which we operate, including all employees and contract personnel. We are proud of our safety record in 2022. Additionally, we establish annual safety performance targets to promote and improve our safety-first culture.



### Safety is a top priority,

and we are committed to health, safety, and environmental excellence across the board.

We continually strive to provide an accident-free workplace by anticipating, evaluating, and managing risks through our focus on prevention and preparedness. Our strong safety culture is underpinned with a comprehensive safety management system that includes a robust EHS manual, which provides a framework for integrating safety performance into our core business activities.

### 2022 SAFETY SCORECARD

Total Recordable Incident Rate ("TRIR")	0
Fatality Rate	0
Preventable Vehicle Accident Rate <sup>3</sup>	0.83

We believe safety and health must be a part of every operation, and is without question, every employee's responsibility at all levels. Our Executive Commitment sets the tone at the top and emphasizes protecting our employees, our contractors, the public, and the environment. Our safety scorecard is shared and discussed with our operations personnel monthly. It is also disseminated to management monthly and is reviewed quarterly by our Boards. Safety metrics are core components of our goals and objectives, set by our Board.

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 ("H<sub>2</sub>S") safety

<sup>3</sup> Includes preventable moving vehicle incidents only. Rate based on number of crashes per 1,000,000 miles driven.



As part of our commitment to ensuring the safety of our team members, we established a **target safety record** that was integrated into our company compensation program.



In 2022, we formalized a structured onboarding process for field personnel, which includes the **SafeLand safety training program**, that is required to be completed before engaging in any job activities.

We encourage safe behaviors by developing our employees' knowledge, skills, and awareness of safety-related issues. Safety training starts at the beginning of employment and continues throughout an employee's career. All our field employees participate in our mandatory safety training program and new field employees complete a safety foundations course. Our field employees complete an average of 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 H<sub>2</sub>S safety.

To further ensure the health and 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.

We believe safety is the responsibility of each and every employee, and it is our practice to embed safety into our everyday activities. Before beginning work or a project, our field employees and contractors apply tenants of our Hazard Awareness Program. As part of this program, they perform a job safety assessment, identifying potential hazards that could cause physical harm to people or the environment and assessing the threat of each hazard. In addition, any and all employees or contractors have the authority to stop work under our Stop the Job ("STJ") Program if they perceive an unsafe condition or behavior that may result in an unwanted event, without any fear of reprisal.



In 2022, we implemented a variety of measures to ensure the **safety and well-being of our employees and contractors:**

- ✓ Conducted noise surveys at all compressor station sites and have established high noise areas, as needed
- ✓ Completed audiometric testing of all field employees, which will be repeated annually
- ✓ Provided Smith Driver training for field operations team members



Salt Creek is continuously working to maintain our safety record and striving for ongoing improvement of our safety performance. Mandatory operations safety meetings are held each month, with each meeting beginning with a safety topic led by an operations employee. The topic may be an overview of a near miss or safety incident from the previous month and will include a discussion of corrective actions taken, and lessons learned. The meeting also includes a discussion on the monthly EHS scorecard, a report on safety training completions, as well as an evaluation of opportunities for continuous improvement by sharing lessons learned and best practices. Our robust monthly safety scorecard allows all levels of our organization to track our safety performance, and covers workforce safety metrics, such as TRIR, first aid cases, near misses, STJs issued, and vehicle incidents, as well as other incidents, such as process safety events, line strikes, fire/accidental ignition, agency reportable and non-reportable spills and releases, and environmental citations.

While we work hard to ensure emergencies don't occur, we want to be prepared to effectively respond if they do. We hold monthly emergency response drills and tabletop exercises to review emergency procedures and responsibilities. The following represent some examples of themes incorporated throughout our monthly safety meetings:

- ✓ Lockout Tagout
- ✓ General Work Permits
- ✓ Hot Work Permits
- ✓ Confined Space
- ✓ Heat Stress
- ✓ Emergency Response
- ✓ Driving Safety
- ✓ Fire Extinguishers
- ✓ Incident Reporting
- ✓ Job Safety Analysis
- ✓ Hazard Awareness

Additionally, we participate in quarterly Ares Safety Council Meetings, which are facilitated by Ares to share safety management best practices and lessons learned among its portfolio companies. Ares also conducts a safety risk and safety management program gap assessment and provides us with knowledge, tools, resources, and sponsorship to enable positive change in our safety performance.



## COMMUNITY RELATIONS

At Salt Creek, we continue to advance the communities we serve through charitable donations and economic development investments, as well as sponsorships and memberships in organizations that align with our values and business strategy. Our employees support numerous organizations that our team is passionate about through charitable giving, and we plan to continue to expand our volunteer efforts and community involvement throughout 2023.



In 2022, we 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.



# Environmental

At Salt Creek, we are proactive in managing all our operations in a manner that protects the environment while complying with, and where appropriate, exceeding applicable laws, regulations, and industry standards. We work with regulators and other stakeholders to build programs that incorporate industry best practices to protect our employees and the communities in which we live and work. We recognize that a strong environmental performance is essential to the success of our overall business, and we commit to continuous improvement of our operations.

## GREENHOUSE GAS EMISSIONS

The management of Greenhouse Gas (“GHG”) emissions has emerged as a significant operational, reputational, and regulatory focus area for our industry, and we recognize that our commitment to implement practices to improve our environmental performance is critical to the long-term longevity of our business. We are continuously monitoring our operations, along with any changes in the regulatory environment, to ensure we meet all applicable regulations and align our GHG emissions management with industry best practices.



We continue to deploy programs and strategies to **combat fugitive emissions** such as:

- ✓ 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

We routinely track and monitor our Scope 1 emissions data for our natural gas operations and for our crude oil operations (as detailed below), and our operations and controls are designed to minimize these emissions to the extent possible. Salt Creek reports on our Scope 1 GHG emissions by following the guidance established by the Greenhouse Gas Protocol. During 2022, we implemented 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. During 2022, we also began to track and monitor our Scope 2 emissions to establish an appropriate baseline of our indirect emissions. Refer to *About This Report* on [Page 34](#) for further information on our emissions calculation methodology.

In compliance with recent New Mexico regulations, Salt Creek conducts increased OGI/LDAR inspections, as well as monthly reporting on vented and flared gas, to further monitor and **reduce fugitive emissions** consistent with state goals.



**ZERO** incidents of non-compliance or citations from our state and federal regulatory audits in 2022.

As a result of the improvements to our emissions data collection processes, including performing a full inventory of our gas driven pneumatic controllers and collection of actual operating data rather than estimates, we were able to obtain a more accurate inventory of our emissions, resulting in decreases in reported/calculated percentage methane from 2021. We remain dedicated to our progress and will strive to identify opportunities to reduce our overall emissions, where possible.



During 2023, we will begin a multi-year program to reduce our gas driven pneumatic controllers. We have also initiated **an annual program that utilizes aerial patrols to detect methane leaks on over 300 miles of our gas gathering system.**



**Obtained a more accurate inventory of our emissions, resulting in:**

**5% decrease**  
in percentage methane  
from 2021.

## Scope 1 Emissions - Natural Gas Operations<sup>4</sup>

In our natural gas operations, GHG 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. The table to the right summarizes our Scope 1 GHG emissions from our natural gas operations for the year ended December 31, 2022.

### SCOPE 1 GHG EMISSIONS - NATURAL GAS OPERATIONS

GHG Natural Gas	Metric Tons CO <sub>2</sub> e	Intensity per Mcf <sup>5</sup>
Carbon Dioxide (CO <sub>2</sub> )	336,923	0.00323
Methane (CH <sub>4</sub> )	23,000	0.00022
Nitrous Oxide (N <sub>2</sub> O)	755	0.00001
<b>Total</b>	<b>360,678</b>	<b>0.00345</b>
<b>Percentage of Total that is Methane</b>	<b>6%</b>	

## Scope 1 Emissions - Crude Oil Operations<sup>4</sup>

In our crude oil operations, GHG 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. The table to the right summarizes our Scope 1 GHG emissions from our crude oil operations for the year ended December 31, 2022.

### SCOPE 1 GHG EMISSIONS - CRUDE OIL OPERATIONS

GHG Natural Gas	Metric Tons CO <sub>2</sub> e
Carbon Dioxide (CO <sub>2</sub> )	631
Methane (CH <sub>4</sub> )	1
Nitrous Oxide (N <sub>2</sub> O)	0
<b>Total</b>	<b>632</b>
<b>Percentage of Total that is Methane</b>	<b>0.1%</b>

## Scope 2 Emissions<sup>6</sup>

Our Scope 2 emissions are primarily related to electricity for operations, lighting, and office equipment. Our total Scope 2 emissions for the year ended December 31, 2022 were 23,598 Metric Tons CO<sub>2</sub>e.

<sup>4</sup>Represents Scope 1 emissions data related to our natural gas and crude operations for assets over which Salt Creek has operational control. Any operations related to joint ventures for which we do not maintain operational control are excluded from these amounts.

<sup>5</sup>Total throughput for our natural gas operations was 104,408,375 Mcf during 2022.

<sup>6</sup>Represents Scope 2 emissions data related to our corporate office, as well as field offices for our natural gas and crude operations. Any operations related to joint ventures for which we do not maintain operational control are excluded from these amounts.

## AIR QUALITY

To minimize environmental risks and impact to human health, we regularly assess opportunities to control and reduce air pollutants from our operations. In addition to a focus on GHG emissions, such as carbon dioxide and methane, we also work to ensure our other air emissions, including nitrogen oxide, sulfur dioxide, volatile organic compounds, and particulate matter, meet regulatory requirements and align our management of such emissions with industry best practices. We detect and repair fugitive emissions sources and conduct flare observations to ensure proper control of our impact to air quality.

In addition, Salt Creek's air permitting process is integrated into the capital planning and execution of our growth projects to ensure our assets comply with all air quality regulations and permitting requirements. Our EHS team is responsible for establishing air permits for all projects. Whether we are building a new facility or modifying an existing asset, the EHS team will review each project to confirm the proper permits are obtained.

The table below summarizes our performance related to air quality for the year ended December 31, 2022<sup>7</sup>:

2022 AIR QUALITY			
	Natural Gas Operations (Metric Tons)	Crude Operations (Metric Tons)	Total
Oxides of Nitrogen (NO, NO <sub>2</sub> ); Not N <sub>2</sub> O	484	0	484
Sulfur Oxide (So <sub>x</sub> ), includes SO <sub>2</sub> and SO <sub>3</sub>	234	0	234
(Non-Methane) Volatile Organic Compounds (VOCs)	626	20	646
Particulate Matter (PM <sub>10</sub> )	23	0	23

<sup>7</sup>Represents air quality data related to our natural gas and crude operations. Any operations related to joint ventures for which we do not maintain operational control are excluded from these amounts.



We have controls and equipment to monitor and manage these air pollutants integrated throughout our operating assets, such as controls on tanks and truck loading facilities and common vent flares or combustors with a

**98%** combustion efficiency.

## ECOLOGICAL IMPACTS

Salt Creek's commitment to the maintenance of healthy and diverse ecosystems within the communities in which we operate is embodied in our approach to project and operations management. Our practices are governed by both regulatory and company-driven policies. We strive to minimize our ecological impacts during routing, siting, and construction of our assets.

Our assessment process begins by performing an environmental desktop study, whereby potential environmental and ecological impacts are analyzed during the pre-construction phase of a project. The study covers possible cultural resources and environmental impacts, including ecosystem considerations, such as threatened and endangered species, migratory birds, botany, and jurisdictional waterways. Multiple databases and mapping systems are utilized to review surveys and existing environmental studies to identify pre-determined sensitive cultural resources and environmental locations within and adjacent to our project and operating areas. These assessments influence where we construct and conduct our operations. If our desktop assessment warrants further research, we may also perform field level studies or surveys.

**To ensure the ecological health of our project locations, we develop our project plans with a focus on impact avoidance and minimization.**

<sup>8</sup>Represents ecological impact data for our natural gas, crude, and water operations, including joint ventures over which Salt Creek has operational control. Any joint ventures for which we do not maintain operational control are excluded from these amounts.



**We apply a systematic approach to ensure the ecological health of our operating areas are maintained** including an assessment and research process to identify sensitive areas within a proposed project plan.



As of December 31, 2022,  
**8%** of our total leased, owned, and operated land was within areas of **protected conservation status or endangered species habitat.**

Approximately  
**50%** of 1,367.8 disturbed acres were **restored** during 2022.<sup>8</sup>



## Managing Waste

Waste generated at the compressor stations can be divided into three categories: municipal waste, field-generated waste, and wastewater. Municipal waste is classified as everyday trash or garbage, such as paper, plastics, glass, textiles, or other non-hazardous waste. Municipal waste at the compressor stations is collected in trash trailers that are picked up bi-weekly for disposal by a qualified third-party contractor. Field-generated waste is classified as used filters for the glycol and oil systems. Field-generated waste is collected in filter bins that are picked up monthly for disposal by a qualified third-party contractor. Wastewater is classified as produced water or slop water that is generated at the station during separation. Wastewater is collected in storage tanks that are pumped and hauled off daily or weekly for disposal by a qualified third-party contractor.



We also have a robust monitoring program to ensure compliance with regulatory mandates and recognized 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](#)). We maintain 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 2022, we had 3 hydrocarbon spills greater than 1 barrel<sup>9</sup>, totaling 16 barrels (“Bbls”) of condensate and crude, which represents an insignificant percentage of our related throughput for the year. 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.

<sup>9</sup>Includes spills of condensate and crude only.

# 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, 2022, 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, 2022 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 have been prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (revised edition)
- Scope 2 emissions have been prepared in accordance with the GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard

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
<b>GREENHOUSE GAS EMISSIONS</b>			
EM-MD-110a.1	Total gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Metric tons CO <sub>2</sub> e, Percentage (%)	361,310 MT CO <sub>2</sub> e <sup>1</sup> 6% Methane <sup>1</sup> 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	n/a	<a href="#">Page 28</a>
<b>AIR QUALITY</b>			
EM-MD-120a.1	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM <sub>10</sub> )	Metric tons	(1) 484 MT <sup>2</sup> (2) 234 MT <sup>2</sup> (3) 646 MT <sup>2</sup> (4) 23 MT <sup>2</sup>

<sup>1</sup>Total Scope 1 emissions and percentage methane reflect combined amounts for both natural gas and crude operations. For a breakdown of emissions related to each, see [Page 30](#).

<sup>2</sup>Amounts reflect combined air emissions for both natural gas and crude operations. For a breakdown of emissions related to each, see [Page 31](#).

SASB CODE	ACCOUNTING METRIC	UNIT OF MEASURE	RESPONSE
<b>ECOLOGICAL IMPACT</b>			
EM-MD-160a.1	Description of environmental management policies and practices for active operations	n/a	<a href="#">Page 32</a>
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	8%
EM-MD-160a.3	Terrestrial acreage disturbed, percentage of impacted area restored	Acre (ac), Percentage (%)	1,367.8 acres disturbed 50% restored
EM-MD-160a.4	Number and aggregate volume of hydrocarbon spills > 1Bbl, volume in Artic, volume in Unusually Sensitive Areas (USAs), and volume recovered	Number, Bbls	3 hydrocarbon spills <sup>3</sup> 16 Bbls spilled; 100% recovered None in Arctic or USAs
<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	Reporting Currency	\$0
<b>OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS &amp; RESPONSE</b>			
EM-MD-540a.1	Number of reportable pipeline incidents, percentage significant	Number, Percentage (%)	0 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 <sup>4</sup>
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	n/a	<a href="#">Page 15</a>

**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 ton kilometers	(1) 17,401,396 BOE <sup>5</sup> , pipeline (2) 29,069,741 BOE <sup>5</sup> , pipeline (3) 23,898,814 BOE <sup>5,6</sup> , pipeline

<sup>3</sup>Metric response includes spills of condensate and crude only.<sup>4</sup>Disclosure is not applicable, as Salt Creek does not currently have any rail operations.<sup>5</sup>Activity metrics disclosed represent gross throughput from January 1, 2022 - December 31, 2022, presented in barrel of oil equivalent (BOE).<sup>6</sup>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
<b>Governance</b>	Disclose the organization's governance around climate-related risks and opportunities.	<i>Corporate Governance, <a href="#">Page 10</a></i>
<b>Strategy</b>	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, <a href="#">Page 7</a></i>
<b>Risk Management</b>	Disclose how the organization identifies, assesses, and manages climate-related risks.	<i>Risk Management, <a href="#">Page 14</a></i>
<b>Metrics &amp; Targets</b>	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, <a href="#">Page 36</a></i></p>