



MEDALLION

20
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**DELIVERING ENERGY.
MOVING US FORWARD.**

ESG & Sustainability Report

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| CEO LETTER

Delivering the Energy That Moves Us Forward

Welcome to our 2022 Sustainability Report. We are excited to share the progress and success of our Environmental, Social, and Governance (ESG) journey from 2022 and provide insight into our Sustainability plans moving forward. The contents of this report are a direct reflection of our ESG performance and highlight our continued efforts in striving to be a leader in these areas as a Midstream service provider. Reflecting on 2022, I am extremely proud of our Team's on-going dedication to our ESG efforts and the involvement of our Board of Directors in driving sustainability in everything we do. Our focus continues to be delivering energy solutions to our customers, communities, investors, and partners while maintaining the safest and most reliable operating practices.

Our Total Recordable Incident Rate (TRIR) leads the industry as it has been zero since our inception. In 2022, our continuous efforts in being an industry leader in safety resulted in Medallion receiving the GPA Midstream Perfect Safety Record Award. This award recognizes an entire year without having a lost time injury and is a testament to our hard-working team's commitment to our strategic anchor of Ensuring Safety. We will continue to go above and beyond as always to protect our environment and the safety of our employees, contractors, and communities in everything that we do.

In 2020, as part of our assessment of climate risks and opportunities, we announced our long-term commitment to reducing Scope 2 emissions by transitioning at least 50% of our power consumption in our field operations to renewable sources by 2025. In 2022, we increased our consumption of renewables to as high as 35%, which accounts for an 8% increase from the previous year's levels. As part of Governance, our Board appointed ESG Advisory Committee reported our ESG progress quarterly

at our Board meetings allowing our Board to provide oversight to our Sustainability and Climate efforts. Through feedback from our employees that was solicited by our Diversity, Equity, and Inclusion (DE&I) Committee, we rebranded our DE&I to Medallion ALL Together. I am also proud to report that we were awarded Energage's DE&I Culture Award for Best Practices in DE&I for a Dallas-based company. This accolade highlights our commitment to creating a workplace where diversity, equity, and inclusion thrive and an organizational culture that values the respectful and fair treatment of every employee to ensure a positive company culture of inclusion for all. Our community engagement efforts with multiple local non-profit organizations both at our corporate and field locations resulted in our employees giving more of their time and resources to those in need within our communities. Details of the organizations we support and have partnered with can be found in the report. We continue to include ESG in every employee's short-term incentive plans, aligning our Board's directive on the importance and criticality of sustainable operations and with our everyday work.

Looking ahead, we are guided by our core values of Respect, Responsiveness, and Commitment to Serve as a leader in the safe and reliable transport of crude oil connecting our customers to their markets. These core values have not changed since our inception in the Permian Basin in 2014 and will remain our guiding principles as we continue our sustainability journey. I want to thank our Medallion team for their commitment to our ESG efforts and thank our customers, investors, and communities for their continued support. We hope you enjoy reading through our report and welcome any feedback or thoughts you may have on it.

Randy Lentz
President and Chief Executive Officer

ABOUT THIS REPORT

Medallion is pleased to present our 2022 Sustainability Report, which provides details of our efforts to build on our company's Environmental, Social, and Governance (ESG) targets originally set in 2021. This report discloses new management approaches, policies, and metrics from the previous reporting cycle and provides an update on Medallion's sustainability and climate initiatives throughout our Midland Basin crude oil operations. In 2022, Medallion complemented our existing midstream-specific sustainability topics established in our inaugural 2020 report with additional information, such as our approach to identifying and mitigating climate impacts. As in previous years, the inclusion of these topics was informed by the Sustainability Accounting Standards Board (SASB) and the Energy Infrastructure Council (EIC), which provide frameworks for disclosing progress on material ESG issues.

Medallion's 2022 ESG & Sustainability Report aims to demonstrate our continued commitment to implementing sustainable initiatives and policies and to share updates on our progress with a broad range of valued stakeholders.

Forward-Looking Statements

All statements, other than statements of historical fact, included in this Report, including, but not limited to, statements that address activities, events, performance, or developments that we expect, believe, or anticipate will exist or may occur in the future, are "forward-looking statements." Forward-looking statements reflect Medallion's current expectations or forecasts of future events, plans, intentions, beliefs, expectations, and assumptions, and Medallion expressly disclaims any obligation to publicly update or revise these forward-looking statements as a result of new information, future events, or changes in the underlying facts and circumstances.

When considering these "forward-looking statements", you should keep in mind that a number of factors that are beyond Medallion's control could cause actual results to differ materially from the results contemplated by any such forward-looking statements including, but not limited to the following risks and uncertainties: fluctuations in oil, natural gas and natural gas liquids (NGL) prices; the extent and quality of crude oil, natural gas and NGL volumes produced within proximity of Medallion's assets; failure or delays by Medallion's customers in achieving expected production forecasts; competitive conditions in Medallion's industry and their impact on Medallion's ability to connect its customer's production to its transmission, gathering, processing and pipeline systems; actions or inactions taken or non-performance by third parties, including suppliers, contractors, operators, processors, and shippers; operating hazards, natural disasters, weather-related delays, casualty losses and other matters beyond Medallion's control; Medallion's ability to effectively manage the costs of construction, including costs of materials, labor and rights-of-way and other factors that may impact its ability to complete projects within budget and on schedule; and the effects of existing and future laws and governmental regulations on Medallion's business or operations, including environmental requirements.

All forward-looking statements made in this Report are qualified by this cautionary statement, and readers should not place undue reliance on any.

MATERIAL TOPICS



ENVIRONMENTAL

- GHG Emissions & Energy Efficiency
- Asset Integrity — Pipeline Maintenance, Deactivation, Abandonment & Restoration
- Land Management, Conservation & Biodiversity Impacts
- Spill Prevention, Detection & Control
- Climate Impacts
- Health & Safety



SOCIAL

- Employee & Workforce Management
- Diversity, Equity & Inclusion
- Community Relations



GOVERNANCE

- Sustainability Governance & Leadership
- Company Rights & Responsibilities
- Ethics & Integrity
- Critical Risk Management: Emergency Preparedness & Response
- Personal & Asset Cybersecurity



Medallion's Role in Shaping
a Sustainable Future for All
DELIVERING RESULTS.

Organizational Profile

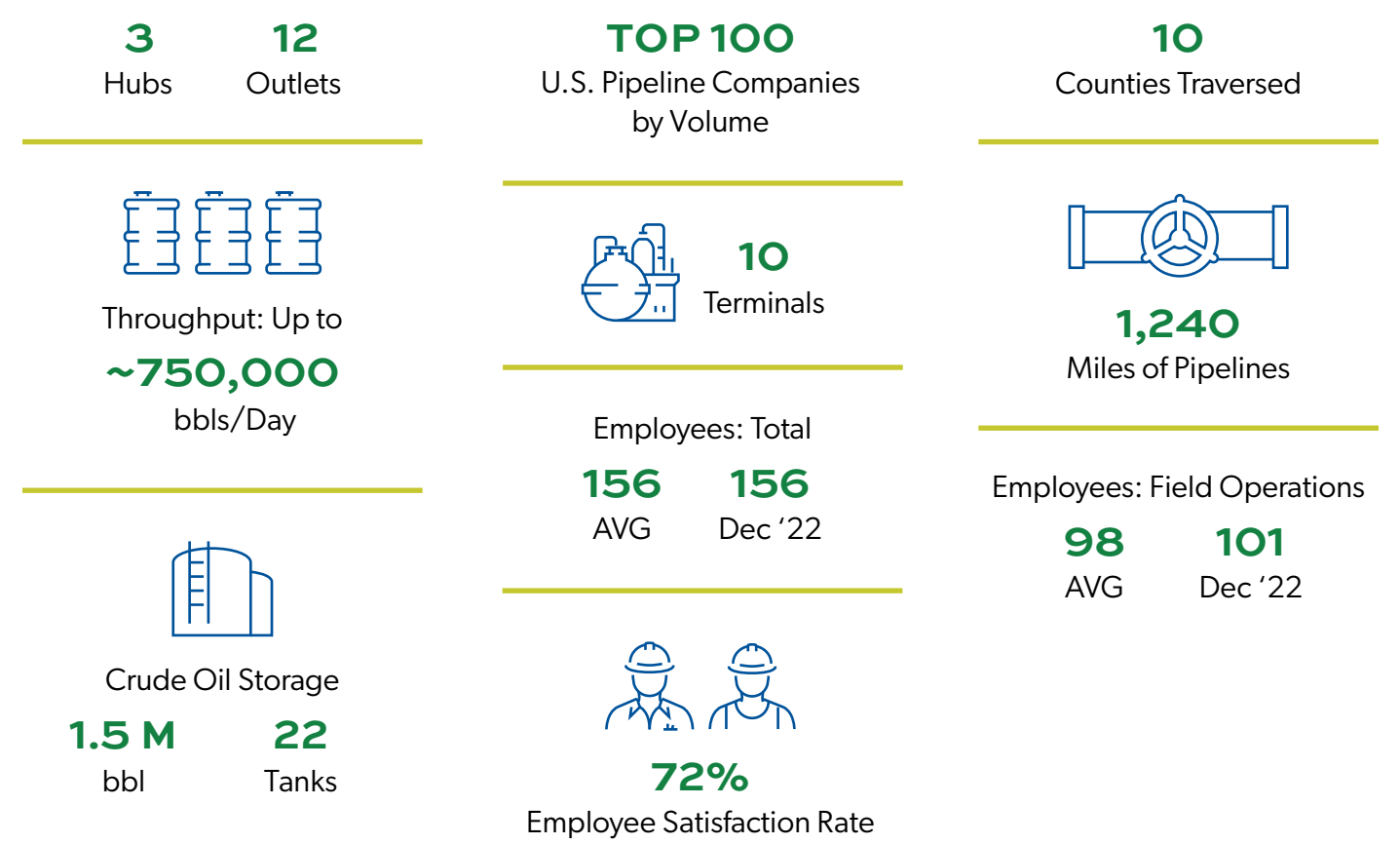
Medallion is a midstream service provider with crude oil pipeline assets and operations in the Permian Basin of West Texas. Medallion provides critical infrastructure for crude oil gathering to the leading oil and gas producers within the U.S., and we are recognized by the Transportation Safety Administration (TSA) as one of the Top 100 pipeline companies by volume in the nation. Our goal is to maximize value for our customers and partners while providing safe, reliable asset operations that contribute to the well-being of our communities.

As of May 2023, 158 employees work across our 1,200+ miles of pipelines in some of the most prolific oil-producing counties within the Permian Basin. Our midstream solutions help ensure the safe transportation, storage, and delivery of crude oil for our customers.

Medallion's state-of-the-art crude oil infrastructure, including pipelines, pump stations, terminals, and storage facilities, is operated by our team of 103 field operations specialists.

Medallion Midstream is a portfolio company of Global Infrastructure Partners (GIP), a leading independent infrastructure fund manager that makes equity and debt investments in infrastructure assets and businesses. GIP targets investments in the energy, transport, digital infrastructure, and water/waste sectors in both Organization for Economic Co-operation and Development (OECD) and select emerging market countries. Headquartered in New York, GIP operates out of 10 offices: New York, London, Stamford (Connecticut), Sydney, Melbourne, Brisbane, Mumbai, Delhi, Singapore, and Hong Kong. For more information, visit www.global-infra.com.

MEDALLION AT A GLANCE



Our Approach to ESG

Since our inception, Medallion has worked to bring valued services to our midstream customers, our employees, and the communities we serve. As a key Permian Basin midstream service provider, we are committed to understanding the needs of our customers and fostering new long-term partnerships that deliver efficient and sustainable market solutions. Medallion continues to stand by our commitment to serve and works to implement safe and reliable practices throughout our organization while fostering an inclusive culture. In this way, we ensure that the safety and well-being of our workforce and communities remains a top priority.

Medallion's Core Values, the behaviors we demonstrate as an organization, directly tie to our approach toward ESG and sustainability and further empower our employees and leadership to promote and enhance the various components of our ESG strategy. Together as a company, we have also worked to align our policies, practices, and performance with our Strategic Anchors; Medallion's priority actions to obtain our competitive advantage. By integrating our sustainability responsibilities and future sustainability initiatives with our commercial strategy, we continue to offer our unwavering commitment to customers, communities, and partners, while delivering impactful market solutions that benefit both people and the planet.

OUR CORE VALUES

Respect

We always treat one another professionally. Through our commitment to Diversity, Equity, and Inclusion, we are stronger together and show respect to all the people we work with and the customers we serve.

Responsiveness

Timely action is critical to our business. Acknowledging when a request is made and working as one team across all our departments is vital to delivering value to our customers.

Commitment to Serve

We always try to understand and meet the needs of our customers, employees, and communities. If a priority issue is brought forward, we will work together to ensure it is resolved.

OUR STRATEGIC ANCHORS

Deliver Solutions

Our primary role is to provide our customers with responsive, reliable, and comprehensive midstream services and solutions.

Ensure Safety

Maintaining the highest standard of safety for our employees, customers, contractors, and the environment and communities that we work in is of paramount importance to us.

Optimize Assets

We continually develop, manage, and optimize our assets to create the best possible value for our investors and other stakeholders.

Sustainability Governance & Leadership

Sustainability is a key focus at Medallion, with oversight and governance responsibilities layered throughout all levels of our organizational hierarchy. Medallion's Board of Managers is responsible for implementing Medallion's policies, practices, and programs to manage material sustainability risks and opportunities. The Board receives quarterly updates from our ESG Committee, which is comprised of Medallion employees, representatives from GIP, Medallion Board Members, and an Independent Board Member. In 2022, Medallion added an independent Board director with twenty years' experience in managing climate and sustainability-related risks and opportunities. The Board is also guided by Medallion's Corporate Governance Guidelines, which provide a

codified framework for the company's approach to ESG. In 2022, Medallion made significant strides to update our approach to sustainability governance, and our leadership introduced a new Risk Management Committee to continuously evaluate Medallion's well-defined risk register. This new committee oversees the company's relative risk exposure and ranks material issues and topics based on their probability of occurrence and potential impact on our organization and its stakeholders. Reports from the Risk Management Committee are sent to the Executive Leadership Team (ELT) and then to the Board for complete evaluation and inclusion within Medallion's risk register to ensure new risks are reviewed by leadership on a recurring basis.

Board of Managers

Oversees the development of Medallion's sustainability strategy, risks, opportunities, and policies.

ESG Committee

Recommends ESG policies to Medallion's Board and provides expertise on ESG and climate related risks and opportunities through quarterly performance updates.

Sets specific Key Performance Indicators (KPIs) and other measures to improve Medallion's performance.

Executive Leadership Team (ELT)

Receives delegated authority from the Board to execute strategic initiatives and implement ESG policies at Medallion.

Risk Management Committee

Receives delegated authority from the ELT to manage enterprise risks and oversees and assures mitigation and adaptation strategies.

Sustainability Steering Committees

- 1 Spill Response Technical Committee
- 2 Diversity, Equity, and Inclusion Committee
- 3 Safe Driving Committee

Receives delegated authority from the ELT to execute and manage Medallion's ESG policies.

Reviews KPIs and management practices of specific subject matters comprising Medallion's sustainability strategy.



ENVIRONMENT, SOCIAL & GOVERNANCE POLICY

In addition to the company's robust ESG governance structure, Medallion continues to follow our Environmental, Social, and Governance Policy which guides the company's sustainability initiatives:

- We are building a deep understanding of our ESG goals among our employees, contractors, suppliers, and partners so that we work together in their achievement;
- We are continuously encouraging the efficient use of natural resources in our business operations and promote the protection of the environment;
- We are ensuring that the achievement of ESG goals and completion of initiatives determine a substantial portion of our employees' annual incentive pay;
- We are providing safe and healthy working conditions for employees and contractors and ensure adequate training resources are available;
- We are, with assistance and guidance from our Diversity, Equity, and Inclusion Committee, seeking to foster an organizational culture that values the respectful and fair treatment of every employee;
- We are properly identifying, monitoring, and addressing the health and safety, environmental, or social impacts of our business on the communities in which we operate;
- We are upholding high standards of honesty and business integrity by complying with local, state, and federal laws and regulations and the terms of our Code of Business Conduct and Ethics;
- We are ensuring that considerations related to potential material ESG and climate related risks and opportunities (e.g., reputational, operational, strategic, legal, and financial impacts) are considered and concluded so the company decides on matters, including material capital investment decisions, holistically; and
- We are continually monitoring developments around changing expectations involving governance matters and their relevance to our operations from the perspectives of our key stakeholders so that we proactively consider issues and methods to resolve them early.

Medallion's Chief Operating Officer and General Counsel are responsible for ensuring company adherence to the principles embedded in this Policy and receive overarching guidance from the Board on how best to implement the principles of our organization.

Our Commitment to Ensuring Safety

At Medallion, our top priority is ensuring that everyone working with us, whether in field operations or corporate offices, returns home safely. We take our commitment to maintaining safe and reliable midstream operations seriously, which is why safety remains one of Medallion's Strategic Anchors.

Our company approach to implementing safety throughout Medallion is guided by our Core Values of Respect, Responsiveness, and Commitment to Serve. The Board oversees Medallion's key safety programs, policies, practices, and critical incident response measures and ensures good governance across all safety training and initiatives. Our Safety Standards outline our expectations for safe conduct from all employees working within field operations. Through a robust contractor management program, we ensure that all contractors working for Medallion adhere to the same principles. Our leadership regularly reviews our safety practices and discusses how our programs can be strengthened in response to evolving conditions.

In 2022, supported by our company-wide Target ZERO initiative, we proudly achieved our safety record of zero lost time incidents once again, which we have continuously maintained since our inception in 2014. We also achieved zero lost time incidents among our contractors and service companies working on Medallion assets, a key addition to our Target ZERO initiative in 2021.

Our commitment to maintaining our 0.0 lost time incident rate (LTIR) over eight years was officially recognized by the GPA Midstream Association's 'Perfect Record Award' for outstanding safety and surpassing one million work hours in 2022 without incident.^[1]

[1] <https://www.bls.gov/iag/tgs/iag486.htm>
(Cases involving days away from work, 2020)



“ The bottom line is that our safety programs aim to return workers to their homes in the same or better condition than when they arrived. We are currently doing that successfully and have consistently accomplished that goal. That is the biggest takeaway. That is the focus. ”

DIRECTOR, ENVIRONMENTAL, HEALTH, AND SAFETY & REGULATORY



100
PERCENT

In 2022, we maintained 100% attendance at our monthly safety meetings, reinforcing our commitment to a strong safety culture.

Medallion continues to focus on our safe driving program, which we introduced in 2021 to encourage our employees to continuously employ safer driving habits. Alongside other safety programs, this initiative kept our Preventable Vehicle Incident Rate (PVIR) of 0.6 per million miles driven and kept preventable driving incidents in company vehicles below the industry average of 1.0 incidents per million miles driven taken from the GPA Midstream Annual Safety Statistics Survey. As our safe driving programs mature, we aim to further reduce this number and continue our strong safe driving performance in 2023 and beyond.

Medallion provides ongoing safety training and mentoring to all field and office employees as part of our commitment to safety. Because we value visible safety leadership beyond our EHS personnel, there is regular Executive Leadership presence at safety meetings. We implement rigorous field training programs, which feature both classroom and hands-on instruction, to ensure that our employees demonstrate proficiency in our safety protocols before being approved by their managers to perform field operations. Medallion provides all employees with the tools and personal protective equipment necessary to complete tasks safely. Additional safety measures, like mandatory heat illness prevention breaks when temperatures exceed 100 degrees Fahrenheit, are deployed when warranted. Reporting of all incidents and near-misses is mandatory, and proactive hazard identification is widely encouraged and discussed. To ensure safe practices are present throughout all our operations, we also conduct monthly safety meetings to help reinforce Medallion's safety culture. In addition to in-person training, employees complete virtual-based training throughout the year to enhance their knowledge of occupational health and safety.

Every individual on a Medallion worksite has the authority and obligation to stop or suspend work for any task that makes them feel unsafe or if the risks associated with a particular job are not clearly understood. This policy continues to empower our personnel and helps keep their safety and the safety of others at the forefront of their decision-making to mitigate potential safety issues. We take immense pride in our safety intervention measures and prohibit reprisals against individuals exercising their stop-work authority. To help encourage safety-first behaviors, we recognize individual employees for their safety intervention actions during our monthly field employee safety meetings.

Medallion complies with all state and federal regulations issued by governing authorities, such as the Occupational Safety and Health Administration (OSHA), the Transportation Security Administration (TSA), the Department of Homeland Security (DHS), the Department of Transportation (DOT), the Pipeline Hazardous Materials Safety Administration (PHMSA),

and the Texas Railroad Commission (TRRC). In the last five years, Medallion has undergone sixteen safety compliance inspections from the TRRC on our Permian Basin operations. Consistent with our commitment to ensuring safety and providing best-in-class service, we have used the results to update our continuous improvement models for Medallion operations. In 2022, we completed four successful regulatory inspections from the TRRC, verifying our design, construction, and operations practices meet or exceed industry standards.

Although not subject to 29 CFR 1910.119, Process Safety Management (PSM) standards, Medallion has chosen to align itself with the standard's Process Hazard Analysis (PHA) element. We partner with an independent third party to lead these PHAs using the Hazard and Operability Analysis (HAZOP) methodology. Upon completion of the PHA, we diligently and swiftly work to close out action items resulting from these reviews in which a potential safety concern is identified, ensuring that Medallion equipment remains safe for our employees to operate.



Medallion's Environmental Priorities

DELIVERING STEWARDSHIP.

At Medallion, we are committed to keeping our environmental impacts as minimal as possible. Guided by our Core Value of Respect, our employees aim to be good stewards of the environment. Whether restoring the land we utilize to its original condition once operations have concluded or increasing the procurement of renewable energy, Medallion works to manage our environmental impacts proactively and responsibly.

Greenhouse Gas (GHG) Emissions & Energy Efficiency

Medallion's crude oil gathering and pipeline transportation systems are operated with fully electrified equipment and do not generate any measurable Scope 1 greenhouse gas (GHG) emissions. The main source of Medallion's Scope 1 emissions comes from the company's vehicle fleet's use in field operations.

To evaluate terminal equipment within our pipeline network, we use infrared and thermal imaging on a 6-month rotational basis to ensure Scope 1 emissions from vapor releases remain insignificant from a GHG measurement and accounting perspective. Although all crude oil is transported as a stabilized product with minimal emission-generating properties, Medallion's breakout storage facilities are also equipped with floating roof tanks to safeguard against working losses

Medallion is currently integrating the following fleet diversification and decarbonization strategies within our operations to help reduce Scope 1 emissions:

- Maximize Transportation efficiency in our truck fleet to decrease Scope 1 emissions. By leveraging GPS technology, we can analyze and optimize the routes taken by our drivers, thus reducing fuel consumption and minimizing greenhouse gas emissions. This strategic move aligns with our commitment to sustainability, reducing our carbon footprint, and promoting resource-efficient practices within our operations;
- Monitor and use data analytics from pipeline equipment to limit callouts and reduce truck fleet mileage, thus gathering real-time information, enabling remote identification of issues and operation of equipment. This removes an equivalent of approximately 4,100 physical trucks off the road by transferring the same volumes of oil products through our reliable pipeline network; and

- Deploy new industry-leading technology to further enhance the reliability and integrity of our pipeline. We will be implementing continuous online corrosion monitoring, leveraging a permanent ultrasonic measurement tool that will seamlessly transmit real-time corrosion data to our Supervisory Control and Data Acquisition (SCADA) system. This strategic initiative is driven by our unwavering commitment to maintaining an impeccable record of pipeline performance, with the goal of preventing any instances of failure. By harnessing this innovative technology, we aim to proactively monitor and swiftly address any potential corrosion concerns, ensuring the operation of our pipelines without any disruptions or incidents.

~4,100 TRUCKS

Transferring oil products through Medallion's pipeline network removes up to 4,100 trucks off the road every day.

Scope 2 emissions from the generation of purchased electricity represent the largest source of Medallion’s GHG impacts. We strive to reduce energy consumption and Scope 2 emissions intensity by continuing to work with our upstream customers to use energy efficiently without compromising meeting their delivery needs. To achieve an absolute reduction in Scope 2 emissions, Medallion has also committed to increasing our utilization of procured renewable energy to 50% of our total energy needs by 2025. In 2022, we sourced up to 35% of our electricity from renewable sources within the local grid infrastructure in the Permian Basin. Medallion is currently examining options for both installing solar capabilities that we would operate across our assets and purchasing Renewable Energy Credits (RECs) to increase our use of renewable energy. Medallion is implementing the use of drag-reducing agents in our pipelines during the summer months when statewide power consumption and non-renewable energy sources are at their highest. This approach aims to reduce our power consumption and Scope 2 emissions. By introducing these agents, we can optimize the efficiency of our pipeline operations, minimizing energy requirements while maintaining desired flow rates.

Medallion is currently undertaking a Scope 3 screening workstream to assess the materiality and Medallion’s ability to impact emission sources within our value chain and will confirm our findings within future reporting cycles.



Climate Impacts

Medallion’s leadership team has commissioned an assessment of climate-related risks and opportunities across our midstream network. This exercise aims to understand how climate change may potentially impact our financial performance, our suppliers and customers, and our position within the U.S. energy landscape in the future. Medallion aims to disclose the results of our climate impact assessment in alignment with the Task Force on Climate-Related Financial Disclosures (TCFD) Recommendations during our next ESG & Sustainability Report.

Asset Integrity

To ensure the effectiveness, safety, and reliability of our midstream operations, Medallion adopts a risk-management approach to manage its Asset Integrity Program to monitor and maintain vital pipeline equipment. This robust set of operating practices and procedures ensures that pipe maintenance requirements and upgrades are reviewed and implemented where necessary. Key requirements within Medallion’s Asset Integrity Program include:

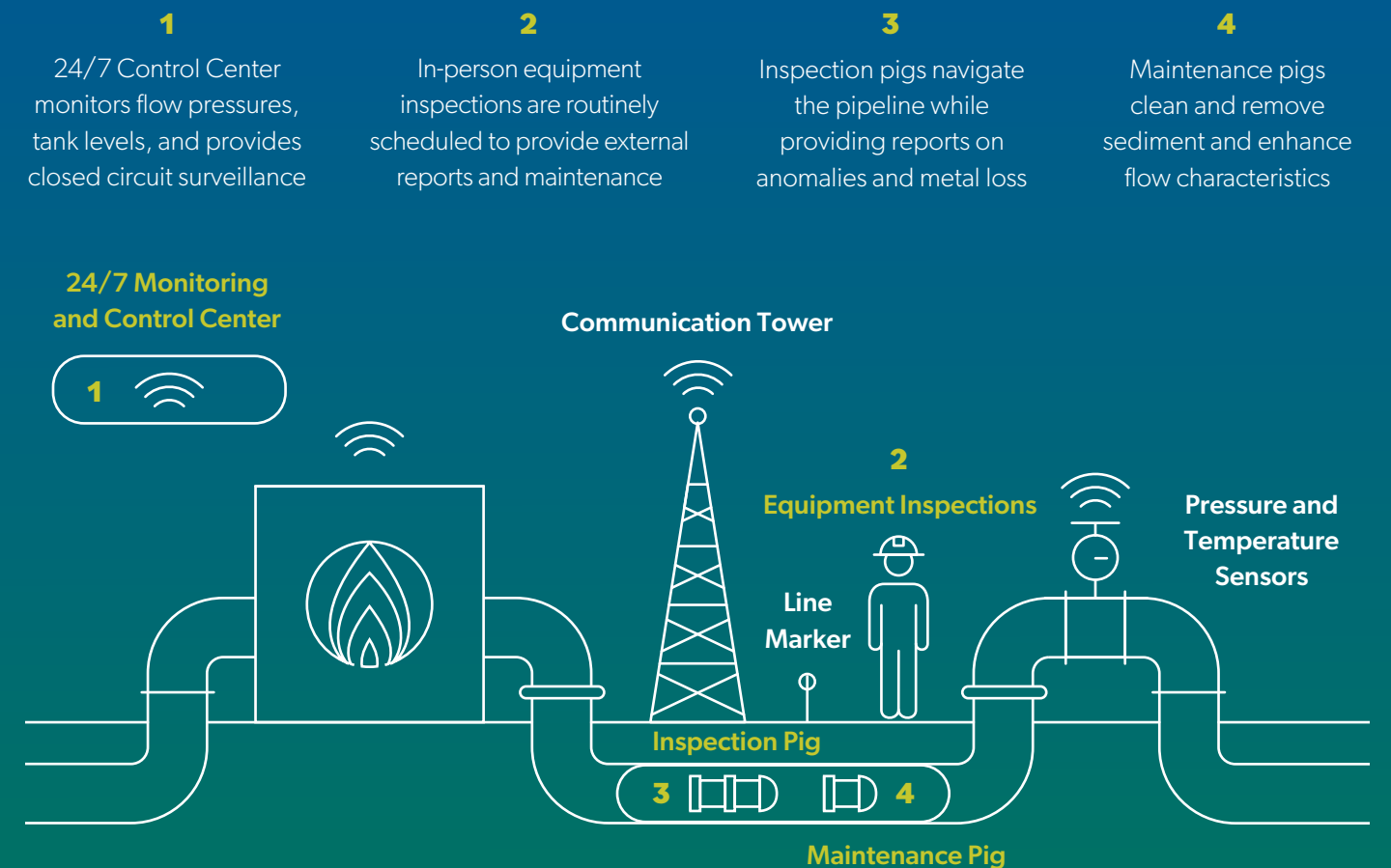
- Requirements for in-line pipeline inspections, identification of high-consequence areas (HCAs), and identification and review of preventative and mitigative measures to be employed to ensure safe pipeline operations;
- Annual tank inspections;
- Robust external corrosion programs, including cathodic protection on all buried pipe; and
- Rigorous internal corrosion programs, including continuous inhibitor injection and pigging operations, to protect Medallion’s pipeline system.

In addition to our Asset Integrity Management Program, listed below are some key engineering pipeline modifications made in 2022 that help to extend the lifespan of our equipment year-on-year:

- Execution of relief tubing modifications to ensure minimal vibrations on pipe fittings and fixtures and reduce the potential loss of fluid associated with tubing vibration;
- Use of thicker threaded connections to withstand high pressures and torque levels within pipeline assets; and
- Relocation of buried facility pipelines above ground to allow access for mechanical integrity inspections.

Additionally, thanks to predictive maintenance routines and damage prevention measures indicated by dashboard and data analytics, Medallion achieved consistent asset integrity throughout 2022 with no failures or compromises to pipeline assets reported. This performance is a testament to Medallion’s enhanced piping and station maintenance programs, which help to improve fluid dynamics, long-term anti-corrosion within the pipeline, and leak detection efforts across our midstream network.

PIPELINE OPERATIONS



Land Management, Conservation & Biodiversity Impacts

Medallion's Core Value of Respect guides our approach to preserving any natural resources affected by our assets. Our goal is to prevent any environmental impacts while developing our pipeline assets through our avoidance strategy. When planning pipe routes and major construction activities, High-Consequence Areas (HCAs) are avoided to the greatest extent possible to minimize environmental impacts and potential landowner disputes. Detailed project surveys and route planning exercises precede all construction or operational activities to prevent environmental harm to biodiverse areas. When construction activities conclude or assets are deactivated, all rights-of-way are returned to their original condition to help restore and rejuvenate the natural environment.

Spill Prevention, Detection & Control

Medallion's comprehensive approach to spill prevention and detection across our midstream assets allows us to take preventative measures to reduce spills and react quickly in the unlikely event of potential issues across our pipeline network. Our relationships with our customers and communities, alongside our continued social license to operate, depend on the safe transportation of crude oil. Medallion operates 24-hour surveillance cameras at all major asset locations, with live feeds accessed through Medallion's Central Control Room, where operations personnel can view asset operations in real-time. Supervisory Control and Data Acquisition (SCADA) systems continue to deploy real-time leak detection programs to prevent and mitigate the impacts of a potential spill. In 2022, Medallion rolled out smart cameras across over 40% of our assets to extend our surveillance in remote site locations and enhance our security measures.

Both initiatives are supported by daily onsite equipment checks from our Operations Team at terminals to verify the integrity of our assets. As part of Medallion's Damage Prevention Program, our Operations Team undertakes the following initiatives to effectively monitor our assets and protect our people and the communities in which we operate:

- Engaging with and providing information to stakeholders (the public, excavators, and other pipeline operators) on best practices for incident prevention (e.g., using the 8-1-1 "One Call" system);
- Working directly with local emergency responders by conducting an annual joint drill and planning exercise to familiarize them with our assets;
- Regular mailing of public awareness information to residents, construction contractors, public officials, and other stakeholders; and
- Monitoring by routine aerial patrols to detect any unauthorized activity in or around our assets.

To assess Medallion's entire pipeline network, aerial assessments are deployed across our 1,200+ miles of pipeline to identify any potential leakages or damage incurred to our assets. Our Operations Team also conducts periodic walkthroughs across the network to monitor unauthorized access along our rights of way and conduct ground assessments. In the event of a potential incident within our pipeline network, Medallion operates a publicly available hotline to report any emergencies directly to our Operations Team.

In 2022, Medallion set an internal spill rate target of 0.5 barrels per million barrels (bbl/MMbbl) transported, tracking spills 1 barrel and greater. We experienced a slightly higher rate of 0.55 bbl/MMbbl, equating to an exceptional 99.99% effectiveness rate. In 2023, we will continue to report our spill rate disclosure metric with the EIC's standard of barrels per mile of pipeline to understand our performance in relation to our immediate midstream peers.





Medallion's Social Responsibility in Action DELIVERING ENGAGEMENT.

Medallion's dedicated employees are our most valuable resource and truly embody our Core Values of Respect, Responsiveness, and Commitment to Serve. Our people are the heart of our culture and play a critical role in our continued success as a leading midstream service provider. We prioritize fostering a workplace in which everyone feels respected, engaged, and empowered to develop their careers and contribute to the growth of our business. We are also passionate about giving back to the communities in which we operate, and each year our employees contribute meaningfully to our engagement efforts with local community partners.

Employee & Workforce Management

EMPLOYEE ATTRACTION, DEVELOPMENT & RETENTION

At Medallion, we recognize the importance of attracting, developing, and retaining top talent to drive our success. Our competitive benefits packages, opportunities for career advancement, and high employee satisfaction rates are key pillars of our strategy. We continuously evaluate our compensation and benefits plans to ensure they are attractive to a diverse range of top applicants.

We are proud that our workforce comes from diverse backgrounds. To further diversify our talent pipeline, we have established partnerships with historically diverse colleges such as Prairie View A&M. As an equal opportunity employer, Medallion is dedicated to fair treatment and consideration for all our current and future employees. Our management teams are committed to accommodating the varying needs of our employees in recruitment, placement, and promotion throughout their careers at Medallion.

Professional development is a priority at Medallion, and we provide numerous opportunities for our workforce to enhance their skills. Through Training Needs Analyses, stay interviews, and cross-training exercises, we help employees identify areas for growth in both technical and soft skills. In prior years, we introduced "Lunch and Learns"

to enhance employee knowledge of the oil and gas industry and provide cross-functional training. We are continuously developing an accelerated leadership program for our high-potential employees and preparing them for leadership roles within Medallion.

We also support our employees' educational pursuits outside Medallion through our Education Assistance program. Medallion has awarded \$27,432 in education reimbursement to date, showing our commitment to our employees' professional development. Additionally, every Medallion employee participates in an annual performance review, regardless of their level or position. This comprehensive review process ensures that we maintain an adaptable and accountable workforce equipped with skill sets they can utilize both in the field and the office. The process gives our leadership valuable insights to effectively manage human capital and optimize business results.

By prioritizing employee attraction, development, and retention, Medallion creates a thriving work environment where individuals can grow professionally and contribute to our collective success. We are dedicated to fostering a culture of continuous learning and providing our employees with the support they need to reach their full potential.



EMPLOYEE ENGAGEMENT

As part of our commitment to our human capital strategy, Medallion places significant importance on employee engagement. We employ various programs and initiatives to track and enhance employee satisfaction. This includes conducting annual engagement surveys and providing open feedback forums for employees to address any questions or concerns with members of the Executive Leadership Team (ELT). We report our progress toward employee engagement goals and overall satisfaction to our Board of Managers annually. In 2022, our employee satisfaction rate was 72%, exceeding average U.S. employee satisfaction rates of 32% in 2022.^[1] We will continue aiming to achieve our ambitious goal of 90%+ employee satisfaction in 2023 as we continue to make Medallion an attractive workplace.

We continue integrating several new initiatives aimed at boosting employee engagement. In 2021, we established five new interest groups to encourage networking and the exchange of passions between employees at all levels, both inside and outside the office. Additionally, we introduced a “Flex Friday” work option, allowing employees to work a half day from home each Friday, provided they fulfill their time and project obligations throughout the week. Due to the success of this program, we expanded our hybrid work schedule in 2022 to include Work from Home Wednesdays. This initiative promotes a better work-life balance, enabling employees to allocate time for personal responsibilities and engage in restorative or relaxing activities. It empowers our employees to have greater control of their schedules and to prioritize their well-being.

In 2022, we initiated a pilot of our P3 Program — Performance, Potential, and Principles. Through this program, our ELT provided mentorship and coaching alongside business professionals from Southern Methodist University’s (SMU) Cox School of Business to a select group of high-potential employees.

The employees underwent leadership training and participated in team-building exercises to assess their teamwork dynamics. In conclusion, they were given a project to develop a five-year plan encompassing vision and strategy. We are excited to continue the program in 2023 and have plans to involve other top-performing employees in future phases.

EMPLOYEE COMPENSATION AND BENEFITS

Medallion’s commitment to fair compensation and benefits extends to all our employees. Our employee compensation program is designed to increase enterprise value, support our business plan, and align incentive compensation with short- and long-term corporate goals. We prioritize aligning employee compensation with the strategic objectives and milestones that drive Medallion’s success.

In line with our pay-for-performance approach, our executive compensation program is designed to align management’s interests with those of Medallion’s stakeholders. We believe that a significant portion of executive compensation should be incentive-based and contingent upon Medallion’s achievement of Board-approved corporate goals. For 2022, up to 15% of our executives’ annual bonus was determined by overall performance in ESG initiatives. This is a testament to our philosophy that Medallion is incentivized to drive positive outcomes in these critical areas, reflecting our dedication to responsible business practices. Additionally, each executive leadership team member demonstrates their commitment to Medallion’s future by holding equity interests in the company. This ownership stake further aligns their interests with those of our shareholders and reinforces their dedication to the long-term growth and prosperity of Medallion.

[1] Harter, Jim. “U.S. Employee Engagement Slump Continues.” Gallup.Com, 19 Apr. 2023, www.gallup.com/workplace/391922/employee-engagement-slump-continues.aspx.

DIVERSITY, EQUITY & INCLUSION (DE&I)

In 2022, we embarked on a reinvigorated journey towards Diversity, Equity, and Inclusion (DE&I) by launching our new initiative called “Medallion ALL Together.” We rebranded our DE&I efforts to create a more interactive and engaging platform for our employees. Our leadership actively connected with our workforce by conducting sessions highlighting our renewed commitment to DE&I.



At Medallion, we recognize that diversity naturally brings forth a wide range of thoughts and ideas, enriching our organization. We believe in creating an inclusive environment where everyone feels valued and can contribute their unique perspectives. The introduction of Medallion ALL Together increased employee participation and engagement in our DE&I initiatives. Our employees consistently heard the message of inclusivity directly from our leadership, fostering a sense of unity and shared responsibility.

We are proud to report that we have made significant strides in our journey toward diversity. Currently, 49% of our workforce represents diverse backgrounds, and we strive to increase female representation. As part of our commitment to fostering an inclusive culture, we transitioned from unconscious bias training to a more comprehensive inclusion training program. This change reflects our commitment to cultivating an environment that celebrates and embraces diversity while promoting an inclusive environment where everyone feels valued and respected. We have also engaged our contractors to ensure that our DE&I efforts extend beyond our internal workforce.



While our training programs are exclusively for employees, Medallion looks for similar DE&I programs and value alignment with contractors. We do not base contractor evaluations on these metrics but recognize the value of fostering a diverse and inclusive ecosystem throughout our operations. We are pleased to share that 27% of our contractors report diverse ownership, with 84% following an internal code of conduct and anti-discrimination policies.

As we progress on our DE&I journey, we have established a committee dedicated to setting goals and driving initiatives in this area. This committee serves as a platform for evaluating our accomplishments, identifying areas for improvement, and outlining our aspirations for the future. Through regular meetings and open dialogue, we continue to refine our DE&I strategy to foster an environment where diversity is celebrated, and inclusivity is embedded in our everyday practices. Our dedication to DE&I has been recognized by Energage’s Employee Workplace Survey through our receipt of the 2022 Top Workplace for DE&I Practices Award. This accolade highlights our commitment to creating a workplace where diversity, equity, and inclusion thrive. We are proud to be recognized among the top workplaces that champion DE&I, and it serves as a testament to our ongoing efforts in this vital area.



Moving forward, we will continue to foster a diverse and inclusive environment by nurturing our internship program, which focuses on providing opportunities to individuals from diverse backgrounds. We strive to create a more inclusive industry and community by actively promoting diversity in our talent pipeline. Our journey toward Diversity, Equity, and Inclusion is ongoing and multifaceted and we celebrate our accomplishments and acknowledge areas for improvement. Medallion remains dedicated to fostering a workplace where every individual feels respected, valued, and empowered to reach their full potential.

Our Employee Handbook outlines our formal commitment to promoting anti-discrimination and maintaining a workplace free from harassment.

Medallion’s Diversity, Equity, and Inclusion efforts are driven by the DE&I Committee, comprising a diverse group of employees from across our company, including Senior Leadership. This committee meets regularly to assess the effectiveness of our DE&I goals and initiatives.

We take pride in promoting greater diversity within our industry and nurturing the future talent pipeline. As part of this commitment, we continued our partnership with Prairie View A&M, a historically Black university outside of Houston, by introducing an internship program for science, technology, engineering, and mathematics (STEM) students. In 2022, we expanded the program to include students from The University of Texas and The University of Oklahoma. From a thriving cohort of summer interns, we were delighted to hire a female engineering intern for a full-time position at our company. The internship program has proven to be a successful pathway for Medallion to build our entry-level team, and we intend to continue the program with diverse cohorts of students in the coming summers. The program offers experiential learning and career mentoring opportunities, enabling students to gain valuable insights into Medallion’s business. Additionally, we participated in a career fair at Odessa College to introduce students to our company and the opportunities available in the energy sector. Furthermore, our partnership with the Knowledge is Power Program (KIPP) Texas Charter School system has allowed us to establish mentoring programs for students from educationally underserved communities through the KIPP Forward Program. These initiatives and others are included in the Community Highlights section below.

Medallion remains dedicated to promoting gender diversity in the oil and gas industry and continued our partnership with the Women in Energy Network (WEN) as a Gold Sponsor. Together, we support aspiring female energy professionals through education, active participation, and scholarships. Our involvement in this initiative helps expand opportunities for women in the midstream sector. In 2022, our Vice President of Human Resources shared her insights on women’s empowerment as a panelist at the WEN panel discussion.



100
PERCENT

of Medallion employees participated in inclusion training for the third consecutive year.

We proudly report that 100% of Medallion employees participated in inclusion training for the third consecutive year, with all senior leaders completing Inclusive Leadership training. Furthermore, in 2021, we introduced a DE&I performance metric tied to bonuses and performance appraisals for our workforce. This metric incentivizes employees to incorporate DE&I considerations into their daily work activities and supports advancing our company’s DE&I objectives. Our DE&I Committee is also actively exploring the interest within our company to establish Employee Resource Groups (ERGs) that will further serve our employees and enhance our organizational culture.

We are pleased to share that the increased focus on gender diversity in 2022 led to the formation of our Women’s ERG. This group is introducing speakers and proposing new policies to further elevate the representation of women, particularly in leadership roles at Medallion. We are currently establishing a Veterans ERG, and we look forward to supporting the establishment of new ERGs in 2023. Additionally, we are launching an internal mentorship program for all our employees, providing opportunities for growth and development, and serving to reinforce our culture of inclusion.

Community Relations

At Medallion, we are committed to engaging and strengthening the local communities where we live and operate. Part of our Commitment to Serve means enabling our communities to feel safe, heard, and supported. We regularly arrange meetings with first responders, regulatory officials, and other external stakeholders to offer them the opportunity to provide feedback and better understand our operations and activities. Medallion’s operations are predominately based in rural areas, and we have little to no pipeline routes entering major urban areas or Indigenous communities.

We build our engagement and working relationships with local landowners on a foundation of trust. We work hard to ensure that landowners are fairly and respectfully dealt with, and we always focus on resolving potential grievances with equitable arrangements and amicable settlements. Since our founding, we have always acknowledged and addressed landowner concerns and will continue to do so in the future. By maintaining open lines of communication and transparent processes, we foster strong partnerships with landowners, ensuring their voices are heard and their interests are respected.



Medallion believes in investing in the communities where our team members live and work, and we have continued our charitable partnerships with organizations such as the American Heart Association (AHA). Supporting initiatives that promote healthy lifestyles, we proudly sponsor the Paul “Bear” Bryant Awards and contribute to annual fundraisers for the AHA. These partnerships allow us to actively contribute to the well-being and vitality of our communities.

To encourage our teams to volunteer their time and engage with the local community, Medallion provides all full-time employees with 20 paid volunteer hours each year. In 2022, as part of National Volunteer Month, Medallion’s field employees and their families helped renovate a home in San Angelo, Texas with the Galilee Community Development Corporation. This program offers minor home rehabilitation and repairs to low-income and senior homeowners in the Concho Valley. In addition, our employees have continued to volunteer with local charitable initiatives such as the Dallas-Fort Worth (DFW) Soup Mobile, Irving Cares, Metrocrest, and Toys for Tots. Medallion also volunteered at the West Texas Food Bank in 2022, where 15 Medallion employees volunteered for 50 hours. We are pleased to see growth in the utilization of paid volunteer hours, signifying that our commitment to serve is resonating throughout the organization. At Medallion, community engagement and support are integral to our values. Through open dialogue, transparent processes, and impactful partnerships, we aim to foster positive change and contribute to the well-being of the communities we call home.

Community Highlights

CAREERS ARE IN THE PIPELINE WITH KIPP

Medallion is proud to have expanded our partnership with the KIPP Texas Charter Schools, providing young minds from underserved communities in Dallas with new opportunities to learn about careers in the oil and gas industry and advance their academic and professional development. In April 2022, Medallion hosted our first Career Day for 11th grade students from KIPP. We believe it is essential for these students to learn about a variety of career opportunities so they may begin thinking about paths toward a successful future. We invited staff from various departments to lead presentations and activities, allowing KIPPsters the opportunity to learn about our business. Medallion employees presented on Information Technology, Operations, Accounting/ Finance & Procurement, Commercial, Human Resources, and Engineering. Then, the KIPPsters competed in a pipeline building project, which was graded on a rubric for speed, safety, and cost. After the event, several students expressed interest in our business. Medallion is excited to expand our summer internship program to KIPP high school graduates transitioning to college. KIPP’s teachers are instrumental in helping the students develop their careers and support them in creating a video resume introducing themselves and their interests to Medallion.

In 2023, we hired one KIPP intern as part of the KIPP transition program. We value our contribution to KIPP’s mission by offering these students the opportunity to grow professionally and pursue fulfilling careers. Medallion supports our KIPP interns as they engage with our employees, building excitement as they learn and grow, and gaining confidence through the duration of the summer program which, in turn, enables them to pursue fulfilling careers.



“ It’s very rewarding. It’s nice to see that we’re making an impact on them, but they’re also making an impact on us. They’re helping us grow Medallion. ”

VICE PRESIDENT OF HUMAN RESOURCES

HABITAT FOR HUMANITY

At the core of Medallion’s values lies a deep commitment to serving the communities in which we operate. We passionately believe that by actively seeking out opportunities to make a positive impact, we can contribute to the betterment of the areas surrounding our operations. In line with this commitment, in 2022, Medallion proudly established a partnership with Habitat for Humanity, an organization renowned for its dedication to creating affordable housing solutions.

The partnership with Habitat for Humanity in West Dallas is aimed at fostering volunteer engagement among our workforce. We were proud to witness that half of our full-time employees enthusiastically took part in this endeavor. Their dedication and willingness to contribute their time and skills were truly commendable. We are delighted to report that the partnership with Habitat for Humanity proved to be a resounding success on multiple fronts.

Primarily, our team members were able to align their actions with our fundamental values by actively supporting the communities we serve. Their dedication and involvement in this initiative was a testament to our core values and unwavering commitment to giving back.

Medallion played an instrumental role in helping Habitat for Humanity achieve its mission of providing safe and affordable homes to those in need. Moreover, our collaboration had a profound and positive effect on the local community, addressing the housing needs of individuals and families in the West Dallas area. By collaborating with community members and other volunteers, our team not only made a tangible impact but also experienced the fulfillment that comes from making a difference in the lives of others, witnessing firsthand the power of collective action and the transformative potential of volunteerism. Altogether, we created lasting change and contributed to building a stronger, more sustainable future for all.



Medallion's Governance Excellence

DELIVERING TRANSPARENCY.

Company Rights & Responsibilities

As one of the Top 100 midstream pipeline companies in the U.S., Medallion is responsible for ensuring that each of our employees performs their duties to the highest standard of business conduct and with personal integrity. To ensure this, Medallion outlines its expectations of employees within its Employee Handbook and Code of Business Conduct and Ethics. Both documents detail our approach to ensuring our workforce's compliance with legal and regulatory requirements and implementing sustainable business practices throughout Medallion. To implement accountability across all levels of Medallion's leadership, our Board adheres to our Corporate Governance Guidelines, which outline Medallion's approach to responsible governance of the company's financial, business, and sustainability initiatives. In 2022, we updated our Code of Business Conduct to outline key expectations that we expect from all contractors who work with Medallion. When considering vendors for field operations, we require all contractors to maintain policies and procedures that align with the Code of Business Conduct.

Ethics & Integrity

As part of our Core Values, Medallion maintains a culture of accountability through our continued professionalism and commitment to serve. To ensure our employees respect Medallion's values, we require all employees to undertake mandatory ethics training and to notify management of any observed incident of illegal or unethical behavior. We expressly prohibit any form of retaliation against employees who notify Medallion of potential violations of our Code of Conduct and maintain a third-party Ethics Hotline Reporting System to help facilitate the reporting of allegations through anonymous reporting. Medallion continues to help empower our workforce to uphold our Core Values, and we encourage employees, field operators, and supervisors to engage in constructive communication through our open-door policy.

Critical Risk Management: Emergency Preparedness & Response

Medallion continues to operate our full-suite crisis management model to help provide comprehensive risk management and crisis coordination training to all management and field operations teams. Introduced in 2021, this system of risk management procedures and policies helps to prepare Medallion employees for potential emergencies and maintain cohesive emergency response planning throughout our operations, communication channels, and business continuity measures. Medallion's Corporate Emergency Management Plan outlines key health and safety personnel throughout the operation, engineering, and technology departments. It details the role of First Responders to help us identify risk mitigation and adaptation strategies. All Medallion assets are physically secured with locked entrances, site fencing, and virtually protected with encrypted password identification procedures, SCADA alarm networks, and 24-hour surveillance through closed-circuit television (CCTV) camera positioning. In the unlikely event of an emergency at any Medallion location, all facilities have signage detailing our emergency hotline information to allow others to report any pressing concerns or immediate incidents.

Medallion continues to require OSHA Hazardous Waste Operations and Emergency Response (HAZWOPER) Training, and we execute company-wide drills and training exercises annually to help our employees remain vigilant and prepared in an emergency. Tabletop and simulated environments like these outline roles and responsibilities among field operations teams during a crisis and assist in assessing our organizational readiness and management responsiveness during an emergency or significant spill incident. Medallion maintains local networks of first responders and other community members to coordinate routine exercises safely and effectively.

GOVERNANCE OF MATERIAL RISK CATEGORIES

Chief Executive Officer

Chief Financial Officer

- Financial performance;
- Employee engagement; and
- Employee compensation.

Chief Operating Officer

- Health, safety, and environmental programs;
- Operational results;
- Cybersecurity; and
- Climate-related risks and opportunities.

General Counsel

- Legal matters;
- Community involvement;
- Diversity, Equity and Inclusion; and
- Environmental Resource Management.

Enterprise Risk Management

Medallion's Board guides the company's approach to identifying, managing, and disclosing our performance on material environmental, social, and governance risks. Overall oversight and responsibility for monitoring principal enterprise risks lie with the Board, who then directs members of Medallion's management teams to conduct periodic reviews of material risk categories. These include:

- Health, safety, and environmental programs;
- Financial performance;
- Operational results;
- Legal matters;
- Cybersecurity;
- Employee engagement;
- Diversity, equity, and inclusion;
- Community involvement;
- Climate-related risks and opportunities;
- Enterprise risk management (ERM); and
- Employee compensation.

Personal & Asset Cybersecurity

Safeguarding Medallion's personnel and assets from cybersecurity threats remains a high priority for the company. Medallion's Defense in Depth cybersecurity strategy, introduced in 2019, is enforced and maintained by our cybersecurity team and continues to be updated by our cybersecurity team and continues to be updated by domestic midstream cybersecurity frameworks, such as the TSA Pipeline Security Guidelines. In 2022, the team implemented a Zero Trust program throughout all information technology (IT) and operational technology (OT) to strengthen our encrypted access for employees, contractors, and vendors and prevent the release of sensitive data. Increases in artificial intelligence (AI)-driven security and safeguard models, combined with mandatory completion of cybersecurity

training programs in accordance with the Cybersecurity and Infrastructure Security Agency (CISA), allow Medallion to produce strong cybersecurity metrics year after year. This performance is demonstrated in the following statistics:

- Medallion maintained its overall security posture within the top 15% of all organizations scored in 2022 by a leading security assessment firm;
- A <5% YTD phish-prone percentage (PPP) in 2022 for the second year in a row, compared to an energy industry average of 12.5%; and
- Mandatory monthly cyber security training that requires 100% completion by all Medallion staff.



ESG GOALS & OBJECTIVES FOR 2023

As we progress on our ESG commitments in the next fiscal year, Medallion has established the following goals and targets to help track our performance.

Environmental Priorities

- Maintain a spill rate of <0.1 bbl/mile of pipeline (annual), and individual spills to less than 1 barrel;
- Conduct exploratory conversations with power companies and customers to increase renewable energy usage by 5% from the 2021 level of 30%, in pursuit of our goal of supplying 50% of our operations' power needs with renewable energy sources by 2024;
- Evaluate and define a Climate Change initiative in alignment with TCFD recommendations and implement a Carbon Footprint Reduction Challenge across the company;
- Continue to focus on 0 Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate LTIR by mandating 100% participation in all monthly safety meetings;
- Continue to focus on 0 TRIR and LTIR and ESG alignment discussions with the top 10 Contractors; and
- Focus on a PVIR of <1 per 1 million miles driven and continuing our safe driving programs.

Social Priorities

- Continue membership in Women in Energy Network round tables and Women Executive networks, expanding participation to other departments within Medallion;
- Evaluate interest and establish appropriate Employee Resource Groups;
- Continue partnerships with historically diverse colleges to enhance our talent pipeline;
- Have 50% of our employees use all their allotted volunteer hours for the year OR 100% of our employees use half of their volunteer hours;
- Maintain our partnership with KIPP and sponsor a Career Day at Medallion with KIPPsters;
- Create an internship program with the KIPP to College program, and create a diversity-focused intern program;
- Implement internal and external mentor/mentee programs;
- Continue to enhance employee knowledge of the oil and gas industry with regular Lunch and Learns;
- Enhance family culture through a "bring kids to work" day;
- Follow-up on 2022 engagement survey results with action/change by mid-year 2023; and
- Extend Stay Interviews, which serve to strengthen engagement and retention of new employees.

Governance Priorities

- Conduct an enterprise-wide risk assessment;
- Enhanced corporate controls for new transactions and projects;
- Complete a third-party administered, company-wide tabletop crisis exercise in Q3 2023; and
- All technology access to go through Zero Trust proxy to increase visibility and anti-breach security.

PERFORMANCE DATA TABLES

| Topic | Metric | 2022 | 2021 | 2020 | 2019 | 2018 |
|-----------------------------|--|-------------|-------------|-------------|-------------|-------------|
| Environment | | | | | | |
| Pipeline Activity | Gross throughput (BOE) | 244,337,128 | 253,005,260 | 194,712,000 | 150,745,000 | 100,375,000 |
| | Miles of pipeline | 1,240 | 1,184 | 1,134 | 1,071 | 889 |
| Hydrocarbon Releases | Number of hydrocarbon liquid releases beyond secondary containment > 5 bbl | 6 | 3 | 3 | 1 | 1 |
| | Volume of hydrocarbon liquid releases beyond secondary containment > 5 bbl (bbl) | 141 | 97 | 129 | 8 | 245 |
| | Hydrocarbon liquid releases intensity per mile of pipeline (bbl/mile) | 0.11 | 0.08 | 0.11 | 0.01 | 0.28 |
| | | | | | | |
| Emissions | Total GHG emissions (Scope 1 + Scope 2) (mt CO ₂ e) | 25,621 | 28,028 | 29,639 | 27,114 | 17,769 |
| | Scope 1 GHG emissions (mt CO ₂ e) ^[1] | 2,557 | 2,559 | 3,974 | 4,856 | 2,672 |
| | Scope 1 CO ₂ emissions (mt) ^[1] | 2,557 | 2,550 | 3,653 | 4,270 | 2,663 |
| | Scope 1 methane emissions (mt CH ₄) ^[1] | 0.11 | 0.11 | 0.14 | 0.13 | 0.11 |

[1] Total Scope 1, Scope 1 CO₂, Scope 1 CH₄, and Scope 1 N₂O emissions were calculated using the U.S. EPA Greenhouse Gas Reporting Program (GHGRP) methodology, but Medallion is not required to report to the EPA through the GHGRP.

| Topic | Metric | 2022 | 2021 | 2020 | 2019 | 2018 |
|------------------|--|--------|-------------------|-----------------------|-------------------|-------------------|
| Emissions | Scope 1 Nitrous Oxide emissions (mt N ₂ O) ^[1] | 0.02 | 0.02 | 1.06 | 1.96 | 0.02 |
| | Percentage of Scope 1 emissions that are methane | 0.00% | 0.00% | 0.03% | 0.05% | 0.00% |
| | Scope 2 GHG emissions, location-based (mt CO ₂ e) | 23,064 | 25,469 | 24,183 ^[2] | 22,258 | 15,097 |
| | Total GHG emissions (Scope 1 + Scope 2) intensity per thousand BOE (mt CO ₂ e/thousand BOE) | 0.10 | 0.11 | 0.15 | 0.18 | 0.18 |
| | Does the company have a greenhouse gas emissions reduction target? | No | No | No | No | No |
| | Does the company participate in an external emissions reduction program? | No | No | No | No | No |
| | Percentage of electricity used that is renewable | 30.8 | 28.5 | 25.2 | 21.2 | 19.4 |
| | Does the company seek third party data verification for any environmental metrics? | No | No ^[3] | No ^[3] | No ^[3] | No ^[3] |

[1] Total Scope 1, Scope 1 CO₂, Scope 1 CH₄, and Scope 1 N₂O emissions were calculated using the U.S. EPA Greenhouse Gas Reporting Program (GHGRP) methodology, but Medallion is not required to report to the EPA through the GHGRP.

[2] Updated metric based on latest emissions rates published from EPA eGRID.

[3] Restatement to prior year reporting.

| Topic | Metric | 2022 | 2021 | 2020 | 2019 | 2018 |
|--------|---|------|------|------|------|------|
| Safety | Total Recordable Incident Rate (TRIR) — employees | 0 | 0 | 0 | 0 | 0 |
| | Total Recordable Incident Rate (TRIR) for major growth projects — contractors | 0 | 0 | 0 | N/R | N/R |
| | Days Away, Restricted or Transferred (DART) — employees | 0 | 0 | 0 | 0 | 0 |
| | Days Away, Restricted or Transferred (DART) for major growth projects — contractors | 0 | 0 | 0 | N/R | N/R |
| | Lost Time Incident Rate (LTIR) — employees | 0 | 0 | 0 | 0 | 0 |
| | Lost Time Incident Rate (LTIR) for major growth projects — contractors | 0 | 0 | 0 | N/R | N/R |
| | Fatalities — employees | 0 | 0 | 0 | 0 | 0 |
| | Fatalities — contractors | 0 | 0 | 0 | 1 | 0 |

Social

| | | | | | | |
|-----------|--|-----|-----|-----|-----|-----|
| Employees | Percentage workforce that is female | 18% | 17% | 19% | 19% | 21% |
| | Percentage workforce from minority groups (defined by Equal Employment Opportunity Commission) | 35% | 34% | 32% | 34% | 30% |

Governance

| | | | | | | |
|-----------|--|-----|-----|-----|-----|-----|
| Diversity | Percentage corporate officers (VP and up) that are female | 14% | 8% | 8% | 8% | 9% |
| | Percentage directors from minority groups (defined by Equal Employment Opportunity Commission) | 25% | 38% | 38% | 38% | 38% |
| | Percentage corporate officers (VP and up) from minority groups | 36% | 23% | 23% | 23% | 27% |
| | Is any director under the age of 50? | Yes | Yes | Yes | Yes | Yes |

N/R: Non-Report years.

| Topic | Metric | 2022 | 2021 | 2020 | 2019 | 2018 |
|--|--|------|------|------|-------|------|
| Directors | Percentage independent directors | 13% | 0% | 0% | 0% | 0% |
| | Does the company have formal ESG oversight structure with associated accountability? | Yes | Yes | Yes | Yes | Yes |
| Board Oversight of Data | Voluntary employee turnover | 3.7% | 9% | 8% | 10.5% | 17% |
| | Percentage of employees who participate in company sponsored matching gift programs and/or volunteer for corporate sponsored charitable events | 46% | 40% | 40% | 50% | 50% |
| | Gender pay ratio | Yes | Yes | Yes | Yes | Yes |
| | Underlying data from an employee satisfaction survey that is anonymous and at least annual | Yes | Yes | Yes | N/R | N/R |
| Compensation | Does the company tie any amount of pay for all employees to ESG objectives? | Yes | Yes | Yes | Yes | Yes |
| Supply Chain | Does the company require suppliers to sign off on the code of conduct or equivalent codes? | Yes | Yes | Yes | Yes | Yes |
| Cybersecurity Risk Management Activities | Mandatory employee training | Yes | Yes | Yes | Yes | Yes |
| | Adherence to industry cybersecurity standards | Yes | Yes | Yes | Yes | Yes |
| | Ongoing evaluation of the threat landscape | Yes | Yes | Yes | Yes | Yes |

N/R: Non-Report years.



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