

2020 ESG & SUSTAINABILITY REPORT



MEDALLION
—MIDSTREAM—




MEDALLION

CONTENTS

CEO Letter	4
About This Report	5

01 MEDALLION'S APPROACH TO SUSTAINABILITY 6

Organizational Profile	7
Our Core Values & Priorities	9

02 MEDALLION'S GOVERNANCE & LEADERSHIP 10

Sustainability Governance & Leadership	10
Company Rights & Responsibilities	11
Ethics & Integrity	11

03 MEDALLION'S SOCIAL PRIORITIES 12

Employee & Workforce Management	12
Health & Safety	14
Community Relations	17

04 MEDALLION'S ENVIRONMENTAL PRIORITIES 19

Our Commitment to Preserve	19
GHG Emissions & Energy Efficiency	20
Asset Integrity	21
Land Management, Conservation & Biodiversity Impacts	21
Spill Prevention, Detection & Control	22
Looking Forward: 2021 Key ESG Objectives	22
Performance Data Tables	23



CEO Letter

I am pleased to present our Inaugural ESG & Sustainability Report for 2020. The contents of this report are taken directly from our Environmental, Social and Governance (ESG) performance and highlight our continued efforts in striving to be a leader in these areas as a midstream operator. I am extremely proud of our employees' dedication to these efforts and the engagement of our Board of Directors in driving sustainability in everything we do. Within this report, where possible, we have shown a three-year period of sustainability data to demonstrate our accountability to continuous improvement and transparency around our performance. We will continue to enhance our ESG reporting as the metrics presented in the Performance Tables evolve going into the future.

“Sustainability is at the core of everything we do.”

Medallion's core values of Respect, Responsiveness, and Commitment to Serve are at the forefront of everything we do as a leader in the safe and reliable transport of crude oil connecting our customers to the markets. Our focus and commitment to these values has enabled us to create a sustainable business model since our inception in the Permian Basin in 2014.

Our intra-basin header system that connects crude oil supply from top-tier producer customers to multiple Permian Basin markets requires commitment from everyone at Medallion to our strategic anchors of: delivering solutions, ensuring safety and optimizing our assets.

In 2020, our Board established an ESG Advisory Committee to provide guidance and oversight to our sustainability efforts, with quarterly updates provided by the Committee at our Board meetings. As a result, we initiated a multitude of initiatives to advance our ESG efforts, including a Target ZERO initiative for workplace incidents and injuries, which builds off of our zero lost time injuries since our inception in 2014. Our teams also re-engaged in diversity, equity, and inclusion training to ensure a positive company culture of inclusion and acceptance for all employees. Our community engagement efforts led to multiple partnerships with local non-profit organizations, both at our corporate and field locations where our employees live and work. Our best practice approach to our operations has set the foundation to lead the way in minimizing emissions, reducing waste, and mitigating disturbances to the environment and the land we work on. More detail on each of these can be found in subsequent sections of this report.

As we look ahead, Medallion will continue to operate and strive to lead the midstream sector with the same core values of respect, responsiveness, and commitment to serve our customers, investors, and communities. We hope you find this report informative and welcome any feedback or suggestions as we move forward with our sustainability efforts, which we will keep at the core of everything we do.

Randy Lentz
President and CEO

About This Report

Medallion is proud to present our inaugural Sustainability Report and demonstrate our commitment to ESG programs and practices. This report provides data and management approaches for Medallion's Midland Basin crude oil operations. We have conducted benchmarking analyses to identify material report topics for midstream service providers referenced by the Sustainability Accounting Standards Board (SASB) and the Energy Infrastructure Council (EIC).

Medallion's 2020 ESG & Sustainability Report serves as a foundation for our ongoing sustainability commitments, and we are committed to updating our investors on our journey towards improved sustainable performance.

MATERIAL TOPICS



GOVERNANCE

- Sustainability Governance & Leadership
- Company Rights & Responsibilities
- Ethics & Integrity



SOCIAL

- Employee & Workforce Management
- Diversity, Equity, & Inclusion
- Health & Safety
- Our Response to Coronavirus
- Occupational Health & Safety
- Critical Risk Management: Emergency Preparedness & Response
- Personal & Asset Cybersecurity
- Community Relations



ENVIRONMENTAL

- Our Commitment to Preserve
- GHG Emissions & Energy Efficiency
- Scope 2 Emissions Targets
- Asset Integrity – Pipeline Maintenance, Deactivation, Abandonment, & Restoration
- Spill Prevention, Detection, & Control
- Land Management, Conservation, & Biodiversity Impacts



MEDALLION'S

APPROACH TO SUSTAINABILITY

01

Organizational Profile

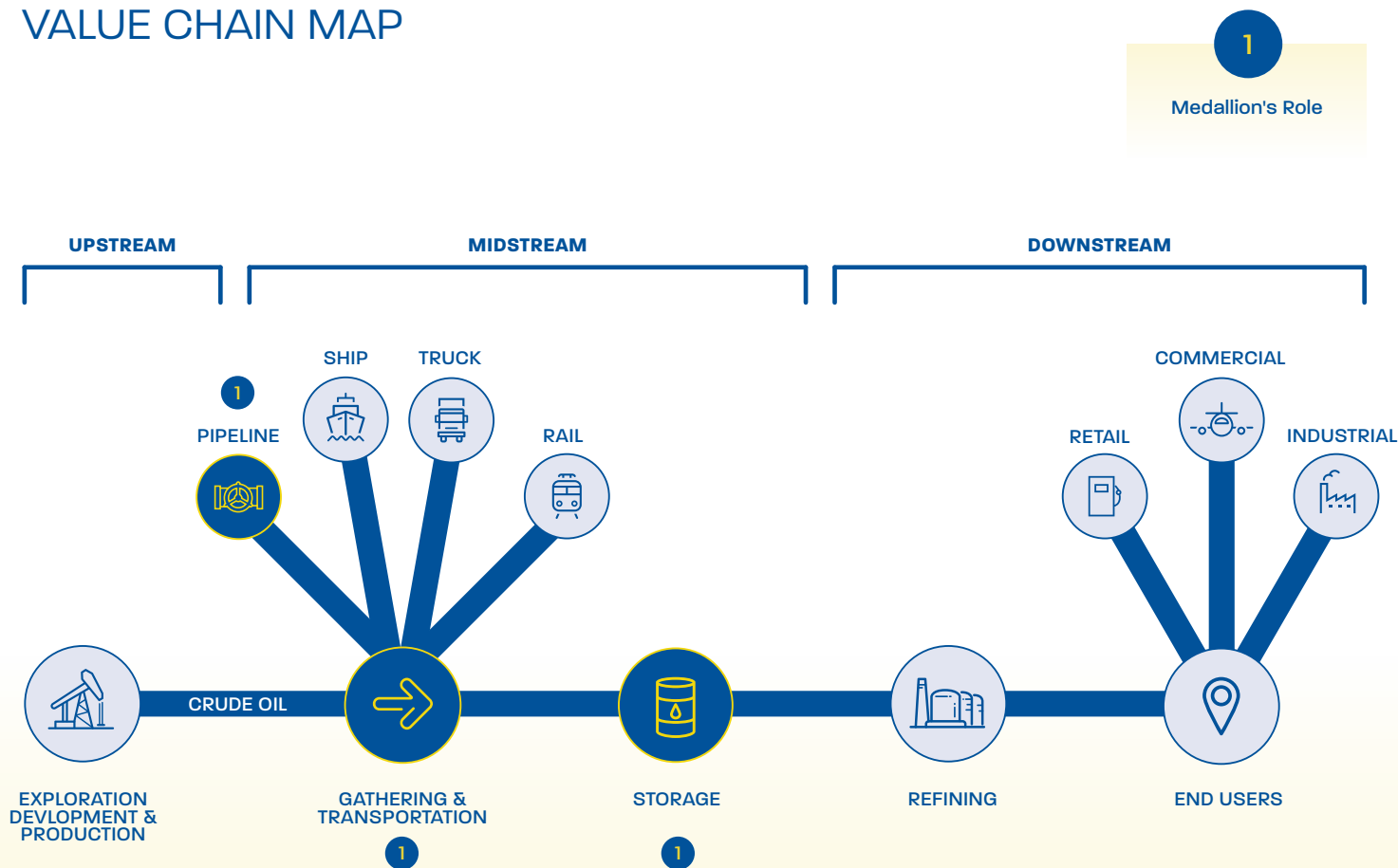
Medallion Midstream is a midstream service provider located within the Permian Basin, with a critical crude oil pipeline system that operates in the Midland Basin. As one of the Top 100 pipeline companies in the United States, Medallion provides critical infrastructure for crude oil gathering and related services to some of the nation's leading oil and gas producers. We maximize value for our customers, without compromising the safety of our people, our assets, or the communities we operate in.

We provide critical infrastructure for some of the nation's leading oil and gas producers.

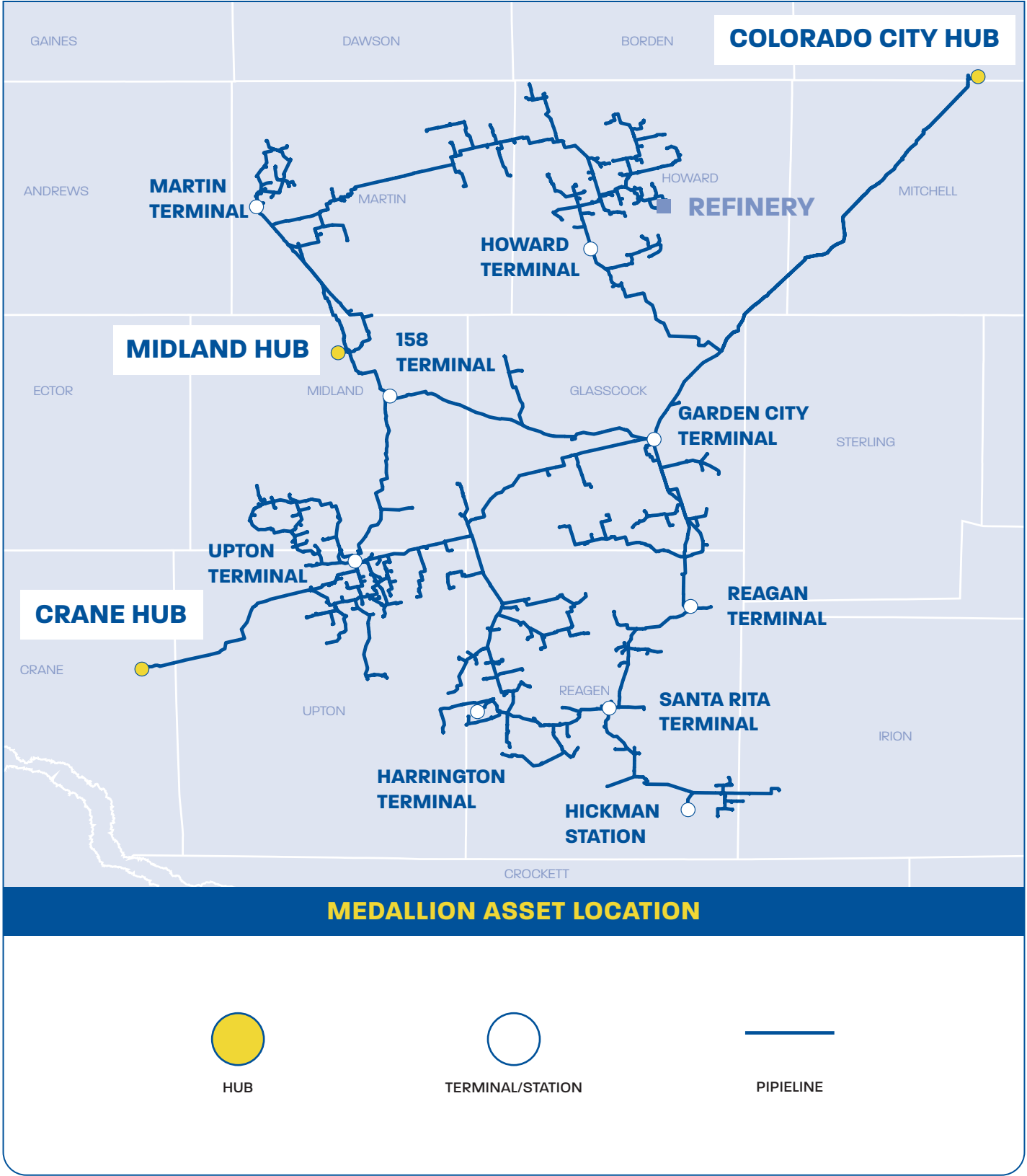
As of 2021, we have over 150 employees working across over 1,170 miles of pipelines throughout West Texas. Our comprehensive solutions help ensure the storage, processing, and transportation of key crude oil products. Our team has developed state-of-the-art crude oil infrastructure, including gathering pipelines, pump stations, terminals, and storage.

Medallion Midstream is a portfolio company of Global Infrastructure Partners (GIP), an independent infrastructure fund manager that combines deep industry expertise with best-practice operational management. GIP manages over \$74 billion for its investors, and the companies in GIP's combined portfolio employ over 58,000 people.

VALUE CHAIN MAP



AREA OF OPERATIONS



Our Core Values & Priorities

At Medallion, we believe that “quality service” goes beyond what you do for your customers—to us, it also matters how you do it. We prioritize our customers’ needs and offer innovative solutions to maximize flexible commercial options. As a midstream service provider, we take pride in our commitment to ethical and responsible business practices. Our beliefs are embraced by everyone working with us and they provide the foundation of Medallion’s Core Values and Strategic Anchors.



OUR CORE VALUES		
<p>RESPECT</p> <p>We always treat one another professionally. We show respect to all the organizations and people that we work with, and to the decisions that have been made.</p>	<p>RESPONSIVENESS</p> <p>Timely action is critical to our business. Acknowledging when a request is made and showing teamwork across all our departments is vital to delivering value to our customers.</p>	<p>COMMITMENT TO SERVE</p> <p>We always try to understand and meet the needs of our customers and our communities. If a priority issue needs to be addressed, we will work together to make sure that it is addressed.</p>
OUR STRATEGIC ANCHORS		
<p>DELIVER SOLUTIONS</p> <p>Our primary role is to provide responsive, reliable, and comprehensive services and solutions for our customers.</p>	<p>ENSURE SAFETY</p> <p>Maintaining the highest standard of safety for our employees, customers, and the environment and communities that we work in is of paramount importance to us.</p>	<p>OPTIMIZE ASSETS</p> <p>We are continually developing, managing, and optimizing our assets to create the best possible value for our clients.</p>



Sustainability Governance & Leadership

Sustainable performance is a growing expectation among Medallion’s investors. As we begin our sustainability journey, our ESG Committee continually identifies material topics and recommends ESG targets for Medallion’s Executive Leadership Team. We encourage all our senior management to integrate and improve Medallion’s ESG performance through annual executive remuneration policies.

BOARD OF MANAGERS	<ul style="list-style-type: none">■ Supervises the development of Medallion’s strategic sustainability risks and policies.
ESG COMMITTEE	<ul style="list-style-type: none">■ Recommends ESG policies to Medallion’s Board and provides expertise on ESG issues through quarterly performance updates.■ Sets specific key performance indicators (KPIs) and measures to improve Medallion’s performance.
EXECUTIVE LEADERSHIP TEAM (ELT)	<ul style="list-style-type: none">■ Receives delegated authority from the Board to oversee and implement ESG policies at Medallion.
SUSTAINABILITY STEERING COMMITTEES 1. Spill Response Technical Committee 2. Diversity, Equity, and Inclusion Steering Committee	<ul style="list-style-type: none">■ Receives delegated authority from the ELT to manage Medallion’s enacted ESG policies.■ Reviews KPIs and management practices of specific subject matters comprising Medallion’s sustainability strategy.

Company Rights & Responsibilities

As an operator of critical infrastructure, it's our responsibility to hire the right people for the job. Medallion outlines our expectations for everyone who works with us through our Employee Handbook and our Code of Business Conduct and Ethics. These documents ensure that Medallion's workforce complies with all applicable laws and regulations, and maintains the highest standard of business conduct and ethical behavior. Our Board recently adopted Corporate Governance Guidelines which provides the framework for the governance of Medallion's financial and business strategies, including compliance oversight for our environmental, health and safety policies.

100%



ETHICS TRAINING

All Medallion employees are required to take mandatory ethics training on a regular basis.

ZERO



FORMAL COMPLAINTS

Zero formal complaints received from our employees since Medallion's inception

Ethics & Integrity

Our recently adopted Code of Business Conduct and Ethics requires Medallion employees to promptly notify management about observed incidents of illegal or unethical behavior. Medallion holds all employees accountable for their actions and expressly prohibits retaliation of any kind against complaints of violations of illegal or unethical conduct.

To facilitate the reporting of illegal or unethical practices, Medallion maintains a third-party administered Ethics Hotline Reporting System. This easy-to-use tool empowers our employees to anonymously report concerns regarding employee misconduct and unethical behavior. We maintain an open-door policy to all our employees, and we encourage constructive communication between supervisors and field operators.





MEDALLION'S **SOCIAL PRIORITIES**

03

Employee & Workforce Management

Medallion's workforce is the most valuable resource we have. Our people are the cornerstone for our continuing success as a midstream service provider. Creating a working environment where we genuinely care about our employees is something that Medallion prides itself on. We go the extra mile to empower our workforce and ensure that everyone feels valued and respected. Medallion's Employee Handbook outlines our formal commitment to promoting anti-discrimination and maintaining a harassment-free workplace. Our responsive culture, combined with our competitive benefits packages and high rates of job satisfaction, help Medallion to attract a wide range of talent, with a third of our workforce coming from diverse backgrounds.

As an equal opportunity employer, Medallion ensures that all of our employees are treated fairly. Our management teams accommodate employees' needs with respect to recruitment, placement, and promotion during the course of their careers. At Medallion, we make sure the professional development of our workforce is catered to. We train our staff to identify potential gaps in their technical and soft-skill inventories through Training Needs Analyses, STAY Interviews, and cross training exercises. These processes help individuals identify career and leadership opportunities available to them. At Medallion, we also ensure that every employee participates in an annual performance review, regardless of their position. This comprehensive approach helps us to create a flexible and talented workforce at Medallion, with skillsets that can be utilized in the field and in the office.

As part of our talent retention strategy, Medallion deploys engagement exercises to track employee satisfaction. We conduct annual engagement surveys and provide open feedback forums for employees with questions for members of the ELT. We periodically report to our Board of Managers on Medallion's progress towards employee engagement goals and overall satisfaction.

- In 2020, Medallion employees reported an 80%+ employee satisfaction rate. In 2021, we are setting a new employee engagement KPI of 90%+ employee satisfaction.

DIVERSITY, EQUITY, & INCLUSION (DEI)

Fostering a culture that promotes DEI within Medallion will help us maintain a representative workforce, create a wider pool of talent, and introduce additional perspectives. Medallion is refining its approach to DEI to help expand future opportunities for women in the midstream sector. We are currently building

internship programs, specifically for female STEM students within historically diverse colleges, to help create a greater pool of diverse applicants. As a Gold Sponsor of the Women in Energy Network, Medallion is working to increase the number of opportunities for female energy professionals.

In 2020, we established Medallion's first DEI Committee. This diverse group of employees is tasked with recommending favorable changes to existing policies and procedures, and works to inform the ELT on Medallion's progress towards enhanced DEI. Since its formation, the DEI Committee has developed programs that embrace DEI leadership and a diverse workforce as a commercial necessity for Medallion. In 2021, all Medallion employees participated in Unconscious Bias training and all senior leaders undertook Inclusive Leadership training as part of their professional development. Further DEI guidance and initiatives are currently being developed and will be made publicly available in 2022.



WOMEN IN ENERGY NETWORK

As a Gold Sponsor of the Women in Energy Network, Medallion is working to increase the number of opportunities for female energy professionals.

Health & Safety

At Medallion, our responsibility as a midstream service provider is to ensure that everyone who comes to work with us, makes it back home safely. Our company is committed to the safety of our customers and to the many suppliers, contractors, and employees that help us to deliver great service.

OUR RESPONSE TO CORONAVIRUS

From 2020 to the present day, Medallion has monitored the effects of COVID-19, and we continue to implement risk management strategies to mitigate any additional challenges. Despite difficulties posed by the COVID-19 pandemic, Medallion's workforce has demonstrated extraordinary resilience by maintaining the same level of service that we are renowned for. To support all our

employees, we provided everyone with a 'COVID Care Package' containing face masks, hand sanitizer and other essential items, to help prevent the spread of the virus. At the onset of the COVID-19 pandemic last year, Medallion introduced policies and practices for all employees and contractors that implemented contact tracing measures and assessed overall health and fitness for work. For the small percentage of Medallion's employees exposed to the virus, we provided additional paid sick leave to aid in their recovery. Our Human Resources team acted swiftly to prevent the virus from spreading within the workforce by employing strict rules on quarantining and allowing only essential business travel. As a result, we have been able to prevent any employee-to-employee spread of the virus to-date.



OCCUPATIONAL HEALTH & SAFETY

We take our commitment to health and safety seriously. Our approach to health and safety reflects our core values of Respect, Responsiveness, and Commitment to Serve. Medallion's Pipeline Safety Standards ensure that our field operatives always act with integrity. We comply with all state and federal legislation issued by governing bodies, such as the Occupational Safety and Health Administration (OSHA), the Transportation Security Administration (TSA), and the Department of Homeland Security. In the last three years, Medallion has received nine safety compliance inspections from the Texas Railroad Commission on our operations in the Permian Basin. Final reports revealed zero findings in our operations, consistent with our commitment to safety and best-in-class operations.

Safe work environments are maintained at all times, and safe work procedures are never circumvented. Through our Corporate Emergency Management Plan, we place health and safety liaisons throughout operations, engineering, and technology departments, and partner with First Responders to identify potential risks. All our assets are secured physically with locks and control site fencing, and virtually with password protection, SCADA alarms, and on-site CCTV cameras with 24-hour surveillance.

Every member of our team has the authority and obligation to stop or suspend work for any task if they feel unsafe, or if the risks to safety are not clearly understood. This policy ensures that all personnel are always protected and that any potential issues are resolved. Medallion takes pride in our safety intervention procedures and ensures that any reprisals against individuals are prohibited.

At Medallion, we also provide orientation and mentoring processes for all new field and office employees. We monitor our field operatives and implement health and safety standards and preventative programs, including heat illness prevention and incident reporting, to ensure their personal safety. Medallion also conducts monthly safety meetings and virtual-based training throughout the year to help supplement our employees' knowledge of occupational health and safety.

Although Medallion is not subject to 29 CFR 1910.119, Process Safety Management (PSM) standards, Medallion has chosen to align itself with the Process Hazard Analysis (PHA) section of the standard. In conjunction with our Operational Excellence and Engineering Excellence quality assurance teams, Medallion utilizes an independent third-party contractor to provide PHA services and OSHA HAZOP methodologies and assessments. If a risk is identified during a HAZOP, we act swiftly to mitigate those risks. This ensures that Medallion equipment is safe for our employees to operate. In addition to mitigating risks, we have identified additional asset improvements to maximize efficiency and performance. Medallion has modified some key engineering design modifications to our pipeline network, such as:

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

ZERO



LOST TIME INCIDENTS

At Medallion, we are proud of our safety record, including zero lost time incidents since our inception in 2014.



CRITICAL RISK MANAGEMENT: EMERGENCY PREPAREDNESS & RESPONSE

In 2021, Medallion will introduce a full-suite crisis management model to provide overarching coordination and critical training to our management and field operations teams. We have developed operational emergency response planning, crisis communication, and business continuity planning to mitigate and manage potential contingencies. We currently conduct specific drills and training sessions, including OSHA HAZWOPER Training and tabletop exercises annually. These are designed to address role responsibilities within the field operations management team and the entire incident command structure during an emergency or a significant spill incident.

At Medallion, we are proud of our safety record, including zero lost time incidents since our inception in 2014. As of 2021, we are developing several key safety goals and metrics, including:

- Preventable vehicle incidents rate <1.0 per 1,000,000 miles driven per year;
- Target ZERO - Lost Time Incident Rate (LTIR) for Employees and Contractors = 0.

We take our commitment to health and safety seriously.

PERSONAL & ASSET CYBERSECURITY

To help identify Medallion's critical assets and sensitive documentation, our IT team implemented a 'defense in depth' cybersecurity strategy in 2019. Our approach was guided by domestic cybersecurity frameworks and guidelines specific to the midstream sector, such as TSA Pipeline Security Guidelines. Based on the team's findings, Medallion initiated multiple projects to strengthen our internal IT safeguards. This has resulted in:

- Medallion's overall security posture rated in the top 15% of all organizations scored in 2020 by a leading security assessment firm;
- A 4.8% YTD phish prone percentage (PPP) for 2021, compared to an energy industry average of 12.5%.

Medallion is committed to maintaining a constant state of digital vigilance and continues to review and evaluate additional solutions to help bolster future cybersecurity efforts.

Community Relations

At Medallion, we make sure that the communities we work in are given the care and respect they deserve. We strongly believe that we have a commitment to serve the communities where our team members live and work. We arrange regular meetings with local communities, first responders, and regulatory officials to offer external stakeholders the chance to provide their feedback and better understand our operations and activities. Medallion's operations are predominately based in rural areas, and we have no direct pipeline routes entering major urban areas or indigenous communities.

Medallion's working arrangements and relationships with local landowners are built on a foundation of trust. We work hard to ensure that landowners are dealt with fairly and respectfully, and we always focus on resolving potential grievances with equitable arrangements and amicable settlements. Since our founding, we've always acknowledged and addressed landowner concerns.

We are also committed to investing in local communities near our operations. Medallion has formed charitable partnerships with organizations such as the American Heart Association (AHA), KIPP Texas Public Schools, and Genesis Women's Shelter and Support. We are also an active sponsor in the Paul "Bear" Bryant Awards and organize and sponsor annual fundraisers for the AHA every year to encourage health and fitness activities. In 2020, we raised and donated:

- \$20,000 to the KIPP Texas Public Schools Partnership (KIPP) and a further \$50,000 in 2021;
- Over \$10,000 in charitable donations to the AHA through a virtual field day;
- \$12,000 to Diversity Awareness Initiatives.

Medallion also maintains a board position at KIPP and is working towards building mentoring and internship programs for students from educationally underserved communities through the KIPP Forward Program. We will provide one-on-one support to KIPP students by building resumes and offering personal mentoring to help advance their academic and professional development. To encourage our employees to volunteer their time and engage with the local community, Medallion also provides all full-time employees:



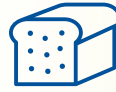
20



PAID VOLUNTEER HOURS

Medallion provides all full-time employees up to 20 hours of paid volunteer hours annually with any qualified charitable organization.

Community Highlights



DALLAS - FORT WORTH (DFW) SOUP MOBILE

Our team joined others in the community and made over 7,400 sandwiches, to distribute to the underserved in DFW.



MEDALLION'S 'BIKES FOR KIDS PROGRAM'

As part of a team building event, Medallion employees competed against each other in different skilled events, including making bikes and donating them to children in need.



VOLUNTEERING THROUGH IRVING CARES

A volunteer opportunity for all corporate staff that employees can participate in bi-monthly where we help replenish and stock a local food pantry for families in need.





MEDALLION'S
**ENVIRONMENTAL
PRIORITIES**

04

Our Commitment to Preserve

Our core value of 'Respect' is at the heart of Medallion's approach to environmental protection. We have a responsibility to minimize any adverse environmental impacts caused by Medallion's operational footprint. Our philosophy is to preserve any natural resources that our assets may disturb, simply because we believe it's the right thing to do. Whenever we complete construction activities or deactivate operations, we ensure the restoration of local environments to the condition in which we found them.

When developing new concepts and operational standards for Medallion's midstream assets, we consider every stage of the pipeline's life cycle, from start-up to decommissioning. Medallion's decision to standardize modular construction for key pipeline components is grounded in our cultural commitment

to risk management and makes us unique among our industry peers. Modular construction provides key benefits to the environments we operate in, such as:

- Minimized external traffic and reduced congestion areas to construction sites;
- Lower levels of energy consumption through operational efficiencies;
- Reduced soil disturbance and overall environmental impacts due to a 20–30% reduction in construction space and operational footprints;
- Improved fabrication quality due to fabrication occurring in climate controlled and weld-contaminant free facilities.

GHG Emissions & Energy Efficiency

At Medallion, we're committed to reducing our overall emissions footprint within the environments that we work in. All our pipeline assets are operated by electric-powered equipment, resulting in a negligible GHG emissions intensity across Medallion's operations. Medallion installs floating roof tanks at facilities to minimize emissions from crude oil storage. Medallion works directly with upstream producers and downstream pipelines to manage large peak flows and coordinate a steady availability of crude oil products. This helps reduce energy consumption and emissions generation.

Medallion's management of Scope 1 and Scope 2 GHG emissions focuses on reducing the impact of our transport fleets and energy generation purchases. Our approach to GHG Management is supplemented with additional programs to:

- Conduct deep-dive research into route planning for transportation efficiency along with studying fleet diversification using electric vehicle;
- Provide data analytics on pipeline equipment with real-time information to reduce vehicle mileage and call-outs for Medallion employees;

50%



OPERATIONS' POWER NEEDS

Within 4 years, 50% of our Operations' power needs will be supplied by Renewable Sources.

- Expand our use of renewable energy by exploring direct partnerships and market-based approaches with solar and wind energy suppliers in the Permian Basin.

SCOPE 2 EMISSIONS TARGETS

As part of our sustainability goals, Medallion commits to increasing our utilization of renewable energy for our Operational energy needs by committing to sourcing or investing in renewable energy generation over the next 4 years to reach a minimum 50% utilization of renewable energy in our field operations. This will be twice the amount of renewable energy utilization from current levels; effectively reducing Scope 2 emissions by 33%.



Asset Integrity

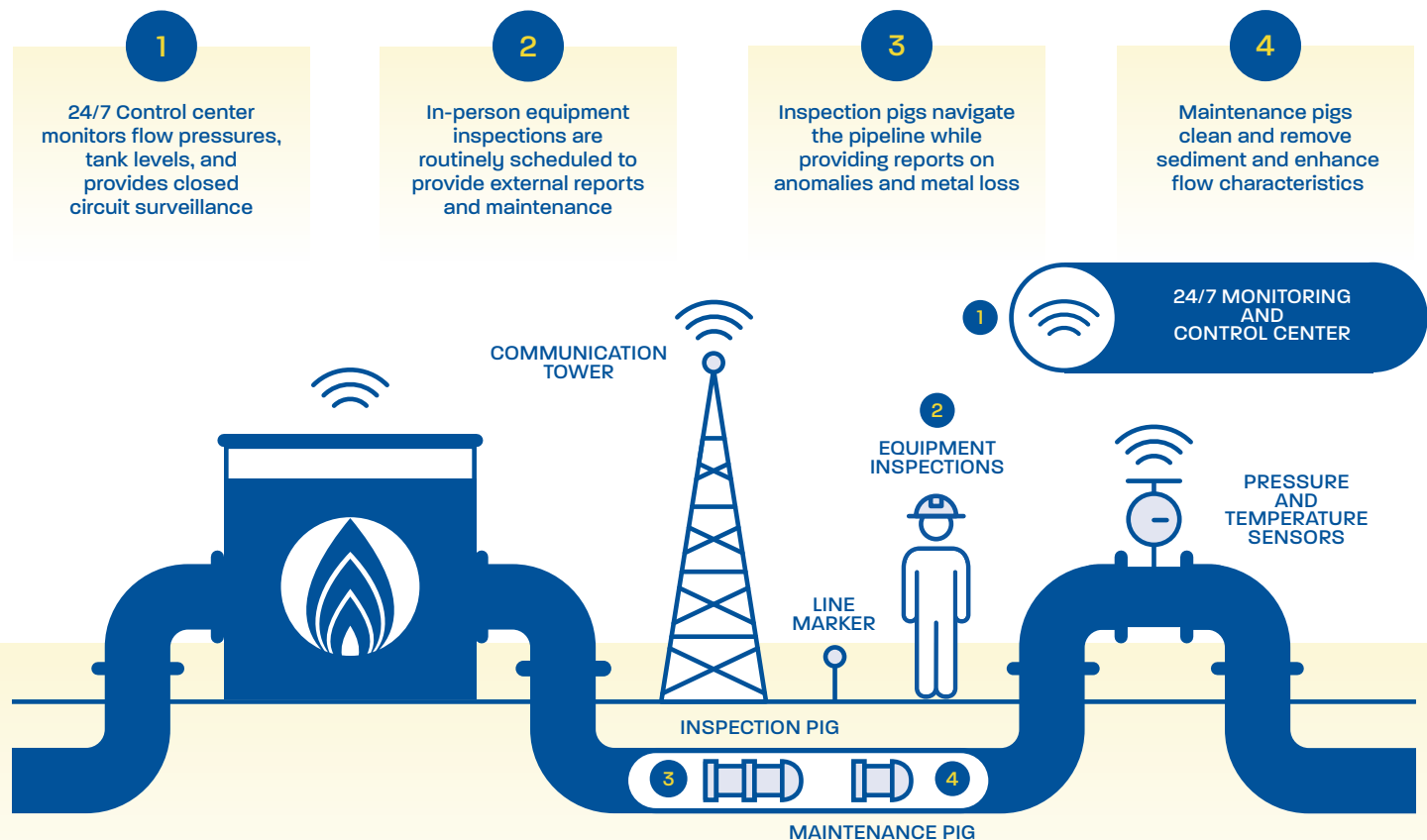
Medallion's Asset Integrity program utilizes a risk-based approach to safely maintain and operate our pipelines and facilities to ensure pipeline reliability safety and longevity. Elements of Medallion's Asset Integrity program include:

- Medallion's Pipeline Integrity Management program, which implements Inline pipeline inspections and pressure testing at regularly scheduled intervals;
- Annual tank inspection programs;
- Robust external corrosion programs, including cathodic protection on every pipe segment;
- Rigorous internal corrosion programs, including continuous inhibitor injection and pigging operations that clean Medallion's pipeline system every month.

Land Management, Conservation & Biodiversity Impacts

When it comes to the development of our pipeline assets, Medallion works to ensure minimal environmental impacts to the surrounding environment by employing a strategy of avoidance. Before commencing any construction activities or significant operations in a local area, we perform detailed project surveys and conduct route planning and resource reviews to ensure major encroachments on wetlands and areas of biodiversity are kept to an absolute minimum.

PIPELINE OPERATIONS



Spill Prevention, Detection & Control

As a midstream service provider, we are committed to ensuring that the crude oil product we transport stays within our pipeline system. Our comprehensive approach to spill prevention helps us to stay vigilant and react quickly to any potential issues. Surveillance cameras are in place at all of Medallion's major pipeline stations, with live feeds that relay into Medallion's central Control Room. Through the use of our SCADA system, we also employ real-time leak detection programs to prevent any potential incidents. All cameras are monitored and are supported by daily on-site equipment checks at terminals and are verified by members of our Operations Team.

Medallion maintains a comprehensive Damage Prevention Program designed to protect our assets as well as the people, communities, and environments in which we operate. The Damage Prevention Program includes initiatives such as:

- Educating the public on best practices in accident prevention (e.g. using the 8-1-1 "One Call" system);
- Working directly with local emergency responders to familiarize them with our assets;
- Regular mailing of public awareness information to residents, construction contractors, public officials, and other stakeholders (over 16,000 mailings in 2020);
- Aerial patrols to monitor any unauthorized activity in, or around, our assets.

To maintain operational awareness across Medallion's network, we also conduct in-person and aerial surveillance across all of our pipeline assets. Every two weeks, we deploy aerial patrols across 1,170 miles of pipeline to observe any potential leaks or damage

across Medallion's midstream network. To maintain accurate measurements and evaluation, our right of way patrols conduct additional ground assessments to assess Medallion's operational safety. We also operate an emergency hotline that's available to the public 24/7 to report any potential incident.

ESG GOALS & OBJECTIVES FOR 2021

Environmental:

- Target ZERO: 0 lost time incidents and injuries for employees and contractors;
- Motor Vehicle Incident Rate (MVIR) < 1.0 incident per million miles;
- Spill prevention rate of <0.5 bbl/MMbbl transported.

Social:

- 100% training of staff in Unconscious Bias training;
- 90%+ employee satisfaction and engagement;
- 20 paid volunteer hours for all staff; with 50% of our staff using 100% of those hours;
- Double volunteer partnerships for field and corporate based employees to participate in.

Governance:

- Issuance of inaugural Sustainability Report;
- Ensure completion of ethics training by 100% of employees;
- Integration of appropriate ESG KPI's as part of all employees compensation;
- Quarterly Board guidance and input on ESG programs and practices.

Performance Data Tables

Medallion is committed to enhancing our sustainability performance. As we continue to develop our management approaches, we will disclose additional metrics in future sustainability reports.

		2020	2019	2018
Governance				
Diversity	% directors that are female	0%	0%	0%
	% corporate officers (VP and up) that are female	8%	8%	9%
	% directors from minority groups (EEOC defined)	38%	38%	38%
	% corporate officers (VP and up) from minority groups (EEOC defined)	23%	23%	27%
Social				
Employee Profile	% workforce that is female	19%	19%	21%
	% workforce from minority groups (EEOC defined)	32%	34%	30%
Safety	Total Recordable Incident Rate (TRIR) – employees	0	0	0
	Total Recordable Incident Rate (TRIR) for major growth projects – contractors	0	N/R	N/R
	Days away, restricted or transferred (DART) - employees	0	0	0
	Days away, restricted or transferred (DART) for major growth projects - contractors	0	N/R	N/R
	Lost Time Incident Rate (LTIR) - employees	0	0	0
	Lost Time Incident Rate (LTIR) for major growth projects – contractors	0	N/R	N/R
	Fatalities – employees	0	0	0
	Fatalities – contractors*	0	1	0
Environment				
Pipeline Activity	Gross Throughput (BOE)	194,712,000	150,745,000	100,375,000
	Mile of pipeline (mile)	1134	1071	889
Hydrocarbon Releases	Hydrocarbon Liquid Releases Intensity per Mile of Pipeline (bbl./mile)	0.11	0.01	0.28
Emissions	Total GHG Emissions (Scope 1 + Scope 2) – Total (mt CO ₂ e)	29,321	26,531	17,763
	Scope 1 GHG Emissions – Total (mt CO ₂ e)	3,656	4,273	2,666
	Scope 1 CO ₂ Emissions – Total (mt)	3,653	4,270	2,663
	Scope 1 Methane Emissions – Total (mt CO ₂ e)	3	3	3
	Scope 2 GHG Emissions (mt CO ₂ e)	25,665	22,258	15,097
	Total GHG Emissions (Scope 1 + Scope 2) Intensity per Billion (mt CO ₂ e/ Billion BOE-mile) – Total	133	164	199
Energy	% of energy used (direct and indirect) that is renewable energy**	25.2	21.2	19.4

*Prior to consideration, Medallion verifies all contractors' safety management performances during our selection process for each project. We utilize ISNetwork to identify contractors' historical safety performances and appropriate safety policies that exceed minimum regulatory requirements. All contractors performing work at Medallion sites must sign a Master Service Agreement and provide Certificates of Insurance to ensure we can monitor safety performances and contract statuses.

**Taken from location-based data from ERCOT's entire grid generation data.



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