




Responsible Growth. Authentic Advancement.

2022 SUSTAINABILITY REPORT



At Crestwood, we understand the importance of balancing economic progress with environmental stewardship, social responsibility and strong governance.

Our dedication to responsible business growth and authentic advancement of our sustainability objectives is unwavering. By incorporating ESG principles into the foundation of our strategic vision, we continuously strive to foster a culture of innovation and accountability, while driving positive change and creating long-term value for our stakeholders. Join us in exploring the progress we have made on this journey, as we remain steadfast in our pursuit of a sustainable and prosperous future.



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CEO Message



Bob Phillips

Founder, Chairman and Chief Executive Officer

Dear Valued Stakeholders,

I am proud to share Crestwood's fifth annual sustainability report, outlining our progress and ongoing efforts to create long-term value for our stakeholders through **responsible growth and authentic advancement**. We remain committed to integrating sustainability into every aspect of our business and enhancing our environmental, social and governance (ESG) goals as a key part of our growing midstream portfolio. For us, sustainability is a strategic imperative that drives our success as a company.

Responsible Growth, Authentic Advancement

During 2022, the energy and commodity markets were exceptionally volatile, with impacts felt across the globe. Russia's invasion of Ukraine caused a humanitarian crisis and sent shockwaves through the world's finely balanced energy system, disrupting supply and fueling extreme price fluctuations. The U.S. energy industry responded to the challenge by continuing its efforts to increase oil and gas production, year over year, with a renewed focus on improved capital efficiency and disciplined, responsible growth to support improvements in global energy security.

To capitalize on long-term midstream opportunities while delivering stable unitholder returns, Crestwood executed a regional consolidation strategy from 2021 to early 2023 that included a series of transactions focused on responsibly acquiring synergistic midstream assets to build scale in our core basins. During the same period, we divested many of our legacy, low-growth assets, using cash proceeds to reduce debt and maintain a strong balance sheet for future growth opportunities. As a result, we delivered strong growth with record earnings in 2022, and we achieved our goal of becoming a top-tier gatherer and processor in the Williston, Delaware and Powder River Basins.

Throughout our strategic repositioning, we remained focused on progressing our ESG goals. We took a proactive approach to integrating ESG risks into our transaction underwriting process by creating a comprehensive ESG due diligence risk register that allows us to better understand and manage potential ESG risks associated with the acquisition of an asset or company.

Transparent Carbon Management

As energy demand continues to grow, reducing emissions and addressing climate change becomes increasingly complex. As an industry-leading midstream company, we recognize the magnitude of this challenge and are committed to being part of the solution.

We believe that all forms of energy, including oil and natural gas, will play a role in the future. We also understand that mitigating climate change requires a pragmatic approach based on what is feasible today, and we are focused on promoting cost-effective, practical emissions reduction practices that deliver long-term value to our unitholders. As an industry and a society, we strive to improve the quality of life for everyone around the globe by increasing access to effective energy solutions, and we believe we can continue to do so while decreasing emissions across the energy value chain through optimizing operational practices today and identifying and implementing innovative new technologies that advance the energy transition for the future.

Our commitment to responsible business growth is reflected in our rigorous emissions management practices. In 2022, we made meaningful strides on key deliverables in our Carbon Management Plan, which outlines our approach to reducing our greenhouse gas (GHG) emissions intensity year-over-year while managing our critical infrastructure. Given our focus on strategic repositioning during 2022, we developed and utilized an industry

Methane Emissions



We decreased our methane emissions intensity rate by 5% from 2021 levels and 58% from 2018 levels.

leading Carbon Acquisition/Divestiture Protocol, which establishes emissions performance standards for acquired assets to ensure those operations are incorporated into our carbon management standards.

In 2022, our absolute GHG emissions and emissions intensity rate increased due to the acquisitions of Oasis Midstream and Sendero Midstream assets, which substantially expanded the size and scale of our Williston and Delaware Basin operations. Despite these increases, we decreased our methane emissions intensity rate by five percent from 2021 levels and 58 percent from 2018 levels. We remain resolute in our efforts to reduce our GHG emissions intensity rate as we responsibly grow our business. To that end, we immediately took steps to identify and reduce emissions from our newly acquired assets. For example, within 180 days of the acquisitions, we performed methane detection flyovers on each new asset, and we installed continuous methane detection devices at our acquired Oasis Midstream assets in North Dakota. Our focus on reducing our GHG emissions intensity rate has continued into 2023 and we are working to meet our goals through improved operations.

Strengthening Governance and Accountability

We also continue to strengthen our approach to corporate governance. In 2022, we further evolved our Board structure with several new highly qualified, independent director appointments and became one of only three master limited partnership midstream companies to voluntarily transition to a publicly-elected Board.

Additionally, we released our inaugural Proxy Statement, held our first Annual Unitholder Meeting and formed a Nominating and Governance Committee which led efforts to further improve Board and management governance standards.



These steps improved Crestwood's alignment of interests with our common and preferred unitholders and greatly enhanced transparency around our long-term business goals and objectives.

To maintain accountability for our progress, we continue to align employee and executive compensation with our safety and sustainability performance. In 2023, we increased the percentage of compensation tied to key sustainability metrics from 10 to 15 percent.

Our People and Communities Drive Our Progress

We know that our people and the communities we serve are integral to our success. Our employees are our most valuable asset, and their skills, expertise and commitment to excellence are unmatched. We also believe in establishing and nurturing relationships with the communities we serve, and we support them through strategic investments, partnerships and volunteer programs. I am very proud to report that during 2022, we donated approximately \$1.5 million to community organizations and our employees volunteered nearly 3,000 hours of their time to support community organizations.



A RATING

Looking Ahead

As we reflect on 2022 and look ahead towards the future, we are committed to ensuring that Crestwood remains a responsible and sustainable partner for years to come. We have and will continue to focus on integrating ESG into our business at every level, developing innovative and sustainable solutions that address the evolving demands of the energy market and prioritizing operational excellence and long-term value creation for our stakeholders. Our efforts continue to be recognized by third-party organizations including an upgraded A rating from MSCI and inclusion in the Bloomberg Gender-Equality Index for the third consecutive year.

I am incredibly proud of what our team achieved in 2022. I also recognize that there is more work to be done. We are committed to listening to your feedback and engaging in ongoing dialogue about our sustainability journey. As always, we value and appreciate your continued support and trust in our company.

Sincerely,

Bob Phillips

Founder, Chairman and Chief Executive Officer

About This Report

This sustainability report highlights our environmental, social and governance (ESG)-related progress and continued commitment to deliver sustainable value to our stakeholders. We remain focused on rigorously managing key ESG risks, demonstrating tangible actions to strengthen our performance and enhancing our reporting.

Our Approach to Sustainability Reporting

Crestwood's 2022 sustainability report marks the fifth consecutive annual sustainability report that we have made publicly available since 2018. We utilize qualitative descriptions and quantitative metrics to describe our policies, practices and performance and we aim to provide information to all our stakeholders in a transparent, engaging and accessible manner.

Reporting Period

January 1, 2022 – December 31, 2022 (unless otherwise noted)

- Unless otherwise noted, our joint ventures are not included in this report to align with our financial reporting.
- All financial data is in U.S. dollars.

Reporting Cycle

Crestwood has published annual sustainability reports since 2018

Reporting Methodologies and Frameworks

Crestwood's 2022 sustainability report was prepared in accordance with:

Report Boundaries

- Our 2022 sustainability report covers all activities under direct operational control of Crestwood Equity Partners LP and Crestwood Midstream Partners LP. In July 2022, we acquired First Reserve's 50 percent equity interest in the Crestwood Permian Joint Venture, and, because of this transaction, we control and own 100 percent of the equity interests in Crestwood Permian. Crestwood Permian's operations include its Crestwood Permian Basin partnership with Shell Midstream.
- We conduct a portion of our operations through joint ventures (including our Crestwood Permian Basin partnership with Shell Midstream beginning July 1, 2022, Tres Palacios partnership with Brookfield Infrastructure and PRBIC partnership with Twin Eagle Resource Management).

- Global Reporting Initiative (GRI) Standards – We report with reference to GRI Standards 2021 and GRI Sector Standard GRI: 11 Oil and Gas 2021
- Sustainability Accounting Standards Board (SASB) – We report applicable Value Reporting Foundation's SASB midstream framework metrics
- Task Force on Climate-related Financial Disclosures (TCFD) – We align our climate change reporting with the TCFD framework and conducted a physical risk assessment in 2022
- Energy Infrastructure Council (EIC)/GPA Midstream (GPA) ESG Reporting Framework (Version 2.0)

Our Sustainability Reporting Framework

Our 2022 sustainability report highlights our progress on key ESG initiatives, identifies focus areas for 2023 and demonstrates our commitment to providing our stakeholders with a transparent and authentic view of our ESG performance. During 2022, we continued to leverage the robust internal procedures we use for our financial reports and the controls and procedures we developed and utilized for our 2021 sustainability report, led by our Internal Audit and Financial Reporting departments. The procedures include controls for all functional groups to be accountable for the data, methodologies and processes presented within this report.



**Designated
Leader**

A designated leader is identified from each functional group to certify that their content is accurate, including thorough reviews with each subject matter expert, and that the controls surrounding the data collection and reporting are effective.



**Internal
Audit
Team**

The Internal Audit team verifies that the controls executed by each functional group were adequately and appropriately performed.



**Financial
Reporting Team**

The Financial Reporting team authenticates all report statistics and metrics, while validating alignment with other externally published reports and disclosures.

The process outlined above was fully implemented during preparation of the 2022 sustainability report. As such, we uphold with confidence the accuracy of the information we are delivering to our stakeholders.

More information about the risks applicable to Crestwood can be found in our Annual Report on Form 10-K, our Quarterly Reports on Form 10-Q and other reports filed with the U.S. Securities and Exchange Commission (SEC).

Third-party Assurance and Review

Currently, our sustainability reports are not assured by a third party; however, we are reviewing this option for future reports. All quantitative data, methodologies and reporting processes are internally reviewed with the Board of Directors and our Sustainability Committee. In addition, we perform an internal assurance process, as outlined above.

Additional Information

Additional information, including past sustainability reports, ESG investor materials and corporate policies can be found at our ESG Reporting Suite.

We welcome your comments and questions about our sustainability efforts. Please direct them to sustainability@crestwoodlp.com.

This report, including information included or incorporated by reference herein, contains forward-looking statements that are not guarantees of future performance or results, as they involve risks, uncertainties and assumptions. Actual results may differ materially from those contemplated by the forward-looking statements due to a variety of unforeseen factors.



**ESG
Reporting
Suite**

Sustainability Strategy and Governance

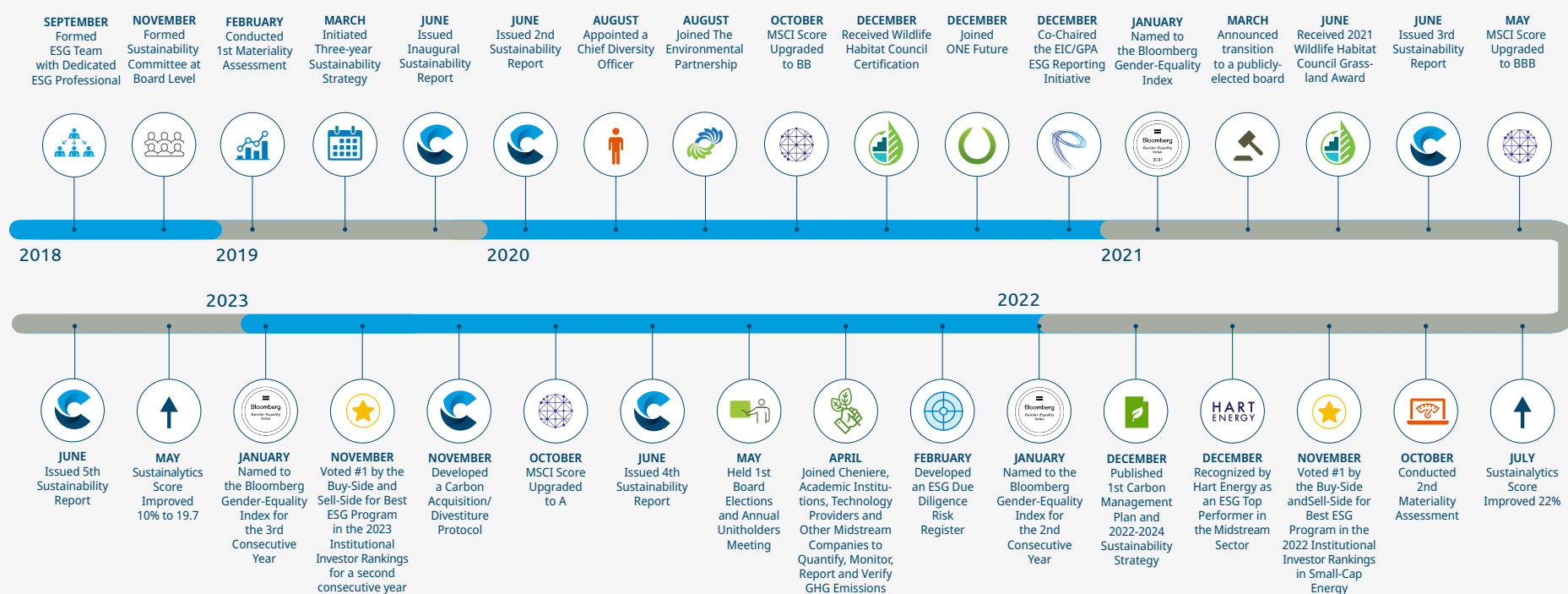
Sustainability at Crestwood means maintaining rigorous ethical standards, operating responsibly, creating a strong safety culture, supporting our communities, protecting the environment and developing our employees. These shared commitments drive us forward as we grow our business with a focus on **responsible growth and authentic advancement**. We embed sustainability in all we do, for the good of our business, our stakeholders and the areas where we live and work.

Our ESG Journey

While ESG has always been engrained in our values, Crestwood formalized a sustainability governance framework in September 2018 with the establishment of a Board of Directors Sustainability Committee and dedicated ESG function. As our journey continues, we will remain focused on making sustainability and responsible operations a foundational part of our business and success as a best-in-class midstream company.



Read more about our Sustainability Strategy and Governance



Sustainability Strategy Focus Areas 2022–2024

<i>Focus Area</i>	<i>2022 Key Achievements</i>
Environment	
Biodiversity & Ecosystem Protection	<ul style="list-style-type: none"> Received Wildlife Habitat Council (WHC) Recertification for the Grasslands Project on the Fort Berthold Indian Reservation Partnered with Continental Resources to renew the Plan for the Development of Oil and Gas Resources within the Sage-Grouse Core Population Area in Wyoming
Carbon Management	<ul style="list-style-type: none"> Linked employee compensation to methane emissions intensity reduction for three consecutive years Conducted a physical climate risk assessment on key facilities Installed continuous methane monitoring devices on 13% of our assets with a commitment to achieve 40% by the end of 2023 Developed a Carbon Acquisition/Divestiture Protocol utilized in four transactions
Social	
Diversity, Equity, and Inclusion	<ul style="list-style-type: none"> 31% females in management Continued to monitor pay equity, including gender, race and age Conducted Indigenous Cultural Awareness Training for a second consecutive year Named to the Bloomberg Gender-Equality Index for the third consecutive year Continued strategic partnerships such as Catalyst
Indigenous Relations	<ul style="list-style-type: none"> Supported science, technology, engineering and math (STEM) education at Indigenous schools in North Dakota Donated \$3 million to organizations to support the Mandan, Hidatsa and Arikara (MHA) Nation on the Fort Berthold Indian Reservation since 2017 Conducted bi-annual meetings with Chairman Mark Fox to understand environmental and social issues affecting the MHA Nation
Governance	
Supply Chain Management	<ul style="list-style-type: none"> Spent over \$210 million with diverse suppliers since 2019 Approximately 16% of our suppliers were diverse in 2022
Transparency & Disclosure	<ul style="list-style-type: none"> MSCI score upgraded to A from BBB; Sustainalytics rating improved 10% Integrated ESG performance in Inaugural Proxy Statement Disclosed Board Skills Matrix Developed an ESG Reporting Manual and continue to work with Internal Audit and Financial Reporting teams to enhance ESG reporting controls

Business Resiliency



About Crestwood

Crestwood Equity Partners LP (NYSE: CEQP) is a publicly traded master limited partnership (MLP) that owns and operates vital midstream infrastructure assets. Our three business segments are Gathering & Processing North, Gathering & Processing South and Storage & Logistics. We are headquartered in Houston, Texas with midstream infrastructure assets located primarily in the Williston Basin, Delaware Basin and Powder River Basin.

The Energy Value Chain

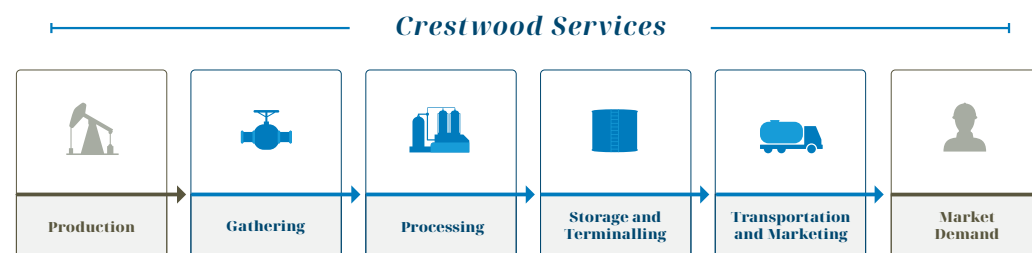
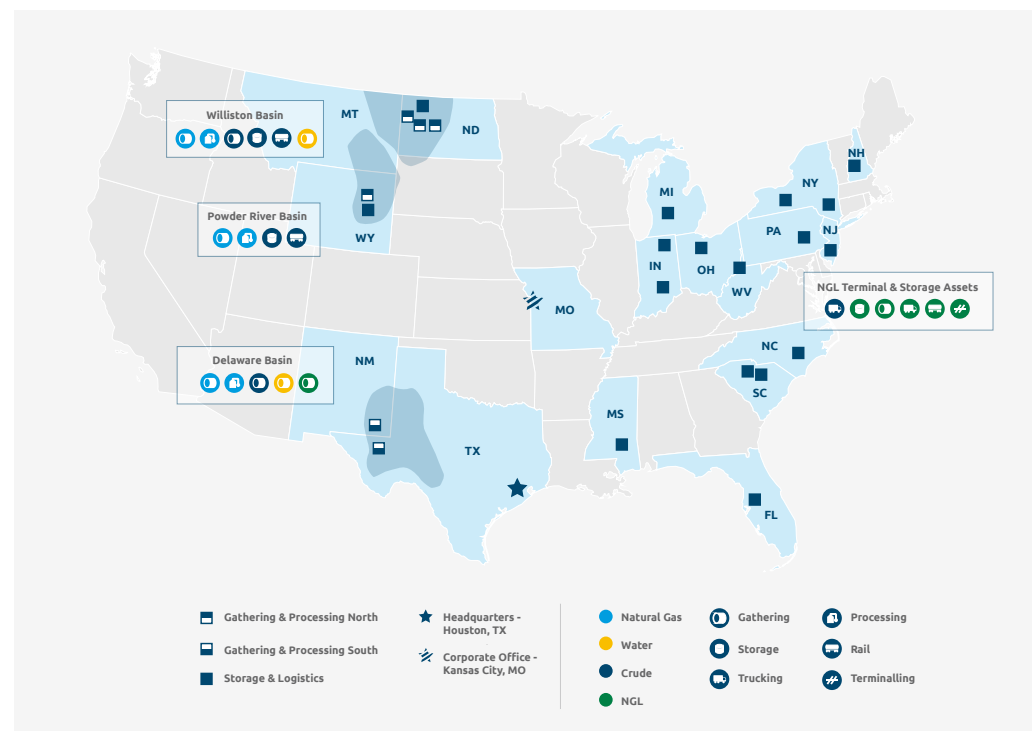
Connections are at the core of Crestwood's business activities. Our operations are part of a critical, integrated energy value chain that creates safe, affordable, reliable and clean energy for people around the world. Crestwood's various infrastructure, including pipelines, plants, storage, truck and terminal operations and rail facilities, link oil, natural gas and natural gas liquids from the wellhead to the marketplace.

Strategic Transactions in 2022: Another Transformational Year

During 2022, we completed a series of strategic transactions that further enhanced our position as a best-in-class midstream company focused on responsibly building scale in our core basins – the Williston, Delaware and Powder River – while preserving our balance sheet strength and maintaining our ESG commitments.



Read more about our Strategic Transactions in 2022



Corporate Governance and Business Ethics

At Crestwood, we prioritize best-in-class corporate governance, which we believe is critical to achieving our goals and maintaining the trust of our stakeholders. We have established processes and foundational principles that govern the way we do business, and we believe it is our obligation to operate with ethics and integrity, promote open and transparent communication and maintain our commitment to social and environmental responsibility.

Governance Highlights

Oversight	<ul style="list-style-type: none"> • Independent Lead Director • Annual board, committee and director evaluation process administered by our Independent Lead Director • Annual advisory vote on executive compensation • Employee and executive compensation tied to sustainability, safety and key financial metrics • ESG oversight by Board and Sustainability Committee • Cybersecurity oversight by Audit Committee • Annual enterprise risk assessment with Board and senior leadership team involvement 	Executive Compensation	<ul style="list-style-type: none"> • Focus on pay for performance • Eliminated single-trigger Change of Control provisions • Align the interests of executive officers and unitholders by tying a substantial portion of each named executive officer's total compensation to financial, operational and safety performance metrics that support total unitholder return • Ask unitholders to vote on the compensation of executives through a say-on-pay vote held voluntarily every year instead of every three years as required • Consider competitive industry data in making executive pay determinations • Unit ownership guidelines for directors and executives • Developed a Clawback Policy that applies in the event of error, fraud or misconduct
Board Composition	<ul style="list-style-type: none"> • 89% of Directors are independent (all except one – our Founder, Chairman and CEO) • 33% of Board positions held by women, two of whom chair a Board committee • 22% of Board positions held by racial and ethnic minorities • 100% independent Directors on all Board committees • 44% of Directors have three or less years of tenure • Mix of Director tenure, skills and background, providing a balance of experience and institutional knowledge with fresh perspectives • Published Board skills matrix 	Ethics, Guidelines and Policies	<ul style="list-style-type: none"> • Code of Business Conduct and Ethics • Corporate Governance Guidelines • Clawback Policy • Common Unit Ownership and Retention Guidelines • Professional Associations Policy • Whistleblower Policy

Enhancing Our Board Profile

We are committed to continuously evaluating and enhancing our Board structure. In alignment with our sustainability strategy, we transitioned to a publicly-elected Board with oversight like that of a traditional public corporation. We are one of only three master limited partnership midstream companies to take this voluntary step.

In 2022, we held our first unitholder meeting, released our inaugural Proxy Statement and established a Nominating and Governance Committee that oversees the composition of the Board, its committees and our corporate governance practices. The Nominating and Governance Committee held their first meeting in January 2022.

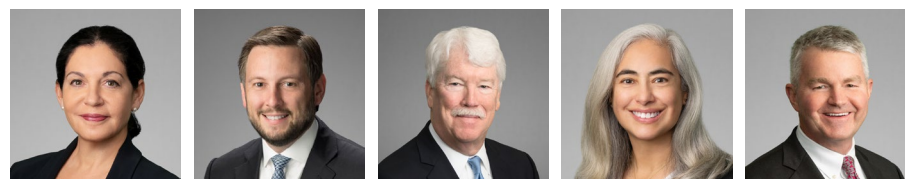


Robert Phillips

Warren Gfeller

Janeen Judah

David Lumpkins



Angela Minas

Gary Reaves

John Sherman

Frances Vallejo

Clay Williams

Board Profile



89% INDEPENDENT DIRECTORS
(100% independent directors on all Board committees)



33% WOMEN DIRECTORS
22% RACIAL AND ETHNIC GROUP REPRESENTATION



44% THREE YEARS OR LESS TENURE

Board Skills Composition

The diversity of perspectives, industry experience and thought leadership among our individual Board members continues to be a strength for our company and we are dedicated to maintaining our focus on enhancing Board diversity.

In 2022, as part of our commitment to continuously enhance our governance practices and provide meaningful disclosures to unitholders, we developed a detailed skills matrix for evaluating the composition of our Board. The matrix is aligned with the expectations established by Glass Lewis.

For additional information about our Board of Directors, including how we evaluate potential Board candidates, see our Proxy Statement.

Board Skills Matrix									
									
Age & Gender	70 / M	63 / F	68 / M	59 / F	68 / M	43 / M	67 / M	57 / F	60 / M
Energy Industry	•	•	•	•	•	•	•	•	•
Financial/Audit & Risk	•		•	•		•		•	•
Government Relations/ Public Policy	•	•			•				
Senior Executive (C Suite)	•		•	•	•		•		•
M&A/Capital Markets	•		•	•		•		•	•
ESG/Sustainability		•						•	
Technical/Engineering		•	•					•	•
Health, Safety, Environment (HSE)		•		•					
Cybersecurity/IT		•							



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Risk Management

Systematically identifying and managing risks is central to our ability to make informed decisions and provide long-term value to our stakeholders. Through our robust enterprise risk management (ERM) program, we proactively identify, evaluate and mitigate potential risks that could impact our operations, reputation, financial health and overall business goals.

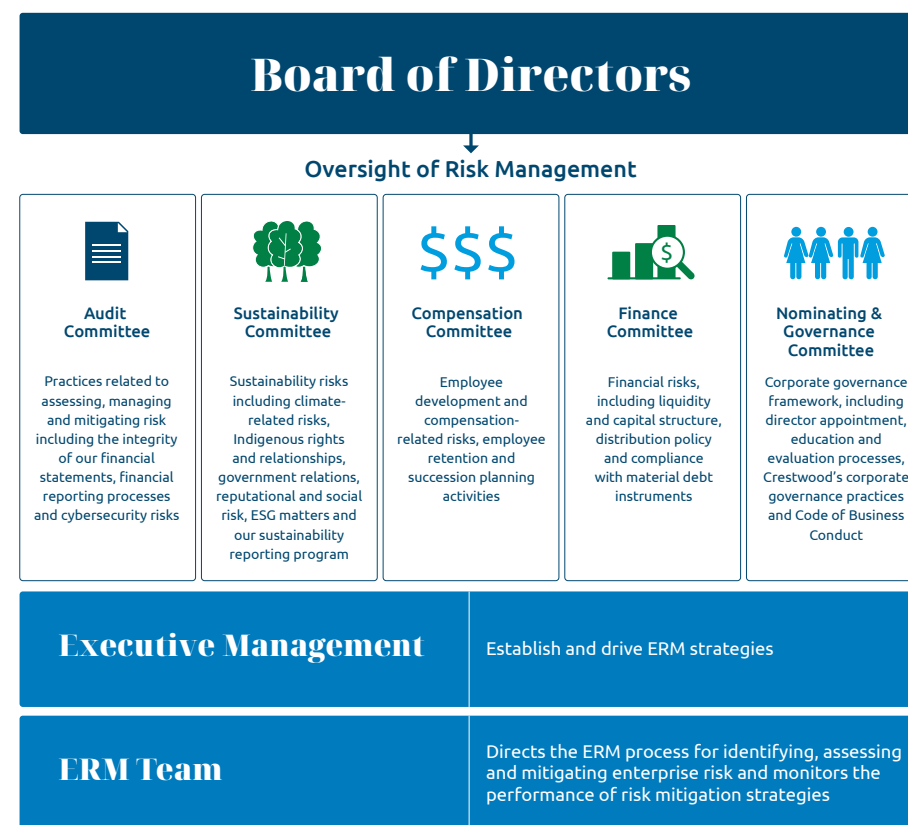
Our Approach

Our comprehensive approach to risk management aims to integrate risk awareness and mitigation throughout all levels of the organization. In 2022, we continued to incorporate ESG risks, including climate-related risks, into our ERM program, reflecting our awareness that sustainability, commercial, operational, financial and audit risks are all relevant and correlated.

Board Oversight of Risk Management

Our Board has responsibility for overall risk management for the company. Key enterprise risks, including ESG risks, have been assigned to each Board Committee for oversight and the Committee chairs regularly report back to the full Board.

In 2022, we further enhanced our ERM program by systematically integrating ESG risks into the Board-level review process. As part of the process, the ERM team met with each Board committee chair to discuss relevant ESG risks within their area of oversight. Crestwood team members responsible for monitoring and mitigation planning for each identified risk provide a comprehensive and in-depth review to the full Board of Directors throughout the year.



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ESG Risk Management and Strategic Transactions

Crestwood completed several strategic transactions during 2022, requiring us to identify, manage and mitigate a wide range of potential risks across all areas of the organization.

As a result, we have taken a proactive approach to integrating ESG risks into our due diligence process by creating a comprehensive ESG due diligence risk register, which is shared with members of the senior leadership team and allows us to make informed decisions about how an acquisition could affect our ESG goals and key performance indicators.



Crestwood Voice

“At Crestwood, our ERM program aligns with our overall business objectives and is integrated into all decision-making processes. A key part of our program is the integration of ESG risks that are ever evolving in nature and provide a holistic approach to our risk management process. We remain committed to continuously evaluating and enhancing our risk management approach, as we know it is essential to our ability to deliver strong results in a responsible and ethical manner.”

Angela A. Minas
Chair of Audit Committee



Enterprise Risk Management Process

Our annual ERM review process, led by our senior vice president of internal audit, technology and implementation services and our senior vice president of ESG and corporate communications, is a year-round collaborative and dynamic process.

1

Leaders from across the company participate in annual reviews aimed at identifying existing and potential emerging risks, including ESG-related risks, that could impact our business

2

Based on the internal reviews and discussions, the ERM team assesses each risk to determine

- The impact of a risk event
- The likelihood of a risk occurrence
- The speed of onset of a risk consequence
- The management and mitigation of the identified risk

3

Results of the annual ERM program are compiled into a risk assessment summary with each risk prioritized and ranked

4

The risk assessment summary is reviewed by executive management and provided to the Sustainability and Audit Committees and the full Board

5

The risk assessment summary is also provided to internal department leaders so they can manage and mitigate specific risks and drive continuous improvement

6

The risk owner for specific risks conducts a comprehensive review of the risk and mitigation activities with the full Board



Cybersecurity

Protecting our operations against the dynamic, complex and ever-evolving cybersecurity landscape is critical to our risk management process and our success as a company. It requires constant vigilance and a holistic approach that leverages expertise, training, capital investments, comprehensive standards and new technologies. Our goal is to protect privacy, equipment and sensitive information in both the corporate network and throughout the field.

Our Approach

Our commitment to mitigating cybersecurity risks extends to all levels of the organization and is managed through a robust governance structure. The Board of Directors, through the Audit Committee, provides oversight of cybersecurity, with our senior vice president of internal audit, technology and implementation services providing frequent updates to the committee and executive management. Our Cybersecurity Steering Committee, which is comprised of a cross-section of leaders, meets at least quarterly and is responsible for developing Crestwood's cybersecurity goals and objectives, reviewing the results from external penetration tests and drills and monitoring current events, threats and potential vulnerabilities.



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Cybersecurity Crisis Response Drill

In 2022, we conducted our first cybersecurity crisis response drill using our internal Incident Response Plan and scenario specific playbooks. The drill included various scenarios that required both field and corporate employees to respond to threats without using company computers or accessing operational data. Response options included temporary facility and operational shutdowns to ensure the safety of our field employees and impacted community.

After the drill, we produced an after-action report and integrated the findings into our 2023 cybersecurity plan. The report highlighted key learnings, including spending authority, third-party engagement approvals and additional manual work procedures necessary for a cybersecurity event.





Supply Chain Management



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Third-party contractors and suppliers are vital to the success of our industry, and at Crestwood, they are considered essential partners. They play a crucial role in our responsible business growth and the advancement of our sustainability efforts and commitments. Supply chain management is a key component in our current three-year sustainability strategy.

Our Approach

Crestwood's Board of Directors and Sustainability Committee conduct an annual evaluation of the company's supply chain management performance, which includes assessing our efforts to improve supplier diversity. The Supply Chain Management department spearheads these initiatives, aiming to optimize the supply markets and deliver streamlined services throughout Crestwood's operations. On a continuous basis, Crestwood monitors our suppliers' commitments to shared core business values such as human rights, environmental stewardship, social performance and responsible business ethics.

Our Journey and Progress

We continue to develop our supply chain management and procurement approach with a focus on identifying strategic partners early in our Request for Proposal process. As part of Crestwood's supplier evaluation, we consider each supplier's commitment to enhance diversity and inclusion in the workplace, reduce or mitigate environmental impacts and community involvement. We partner with a dynamic and diverse supply chain that operationalizes sustainability throughout our business, mitigates risks and meets Crestwood's business objectives.

Focus Area	2022 Key Achievements
Supply Chain Continuity, Resiliency and Continuous Improvement	<ul style="list-style-type: none"> Conducted a supply chain gap analysis focused on long lead items, critical equipment and maintenance program needs and materials, taking into consideration emerging issues and risks including labor shortages and increased pricing Continued our efforts to mitigate supply chain risks through strategies like bulk ordering, standardizing equipment across basins to allow for inventory relocation and the development of new supplier relationships Identified barriers to further diversify sourcing materials, labor and equipment across the business Implemented supply chain standards and procedures at newly acquired assets Reduced our footprint by redeploying inventory from newly acquired assets
Supplier Diversity	<ul style="list-style-type: none"> Continued efforts to identify new strategic partnerships with diverse suppliers that share our core business values Continued to require at least one diverse supplier in growth capital requests for proposals over \$100,000
Reporting and Transparency	<ul style="list-style-type: none"> Developed a supplier mapping process for key operational areas Assessed technology to incorporate into supply chain management systems and operations Continued to report real time supplier spend via a PowerBI dashboard providing clear and interactive daily supply chain insights

Selecting Trusted Partners

We screen contractors and suppliers based on their performance, including their ESG performance, and we continuously monitor them to identify areas for improvement as we work together to advance our shared goals.



Supplier Diversity

Our commitment to diversity, equity and inclusion extends to our supply chain and procurement strategy. We are proud to include and partner with diverse suppliers and we remain committed to identifying new opportunities to increase our supplier spend and further diversify our supplier relationships, including with women-, minority-, veteran- and Indigenous-owned businesses across the U.S. We also expect our business partners to use and develop diverse suppliers of their own while performing work with or on behalf of Crestwood.



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3 of our top 10 suppliers are diverse



Working with Indigenous Suppliers

We are firmly committed to partnering with Indigenous suppliers and contractors. We collaborate with Indigenous-owned businesses through the Tribal Employment Rights Office (TERO) for all work conducted on the Fort Berthold Indian Reservation. TERO requires all companies conducting work on the reservation to partner with Tier 1 contractors. We not only adhere to this mandate but also give preference to qualified, self-performing Indigenous-owned businesses. In 2022, Crestwood's spend with Indigenous-owned suppliers and contractors was more than \$14 million, representing 33 percent of Crestwood's total diversity spend.



External Voice



“At Big G Electric and Engineering, we are proud to partner with Crestwood to provide best-in-class electrical, instrumentation and automation services in the Permian Basin. As an Indigenous-owned small business, we are committed to providing exceptional service to our clients and our partnership with Crestwood is a testament to our shared values of safety, reliability and innovation in the energy industry.”

John Nichols
Big G Electric & Engineering LLC

Environmental Stewardship





Carbon Management

Meeting the continuous growth in energy demand while reducing emissions and mitigating climate change is a complex challenge that will require significant technology advancements, effective and coordinated energy policies and targeted capital investments.

We recognize the challenge in front of us and, as an industry-leading midstream operator, we are committed to being part of the solution. As most forecasts suggest, we believe that achieving a low-carbon economy will require all forms of energy, including oil and natural gas, for at least the next several decades. We also believe that understanding the critical role of energy in society and the various emissions reduction pathways can help our industry identify and implement effective climate change solutions without sacrificing economic and humanitarian imperatives.

Approach

At Crestwood, we continue to focus on growing our business in a responsible manner. We utilize a strict set of standard operating procedures for emissions management that is realistic, practical and cost-effective. We remain committed to ensuring that all our assets are incorporated into our rigorous sustainability practices, and we are focused on continuing to deliver energy responsibly and sustainably using an authentic and transparent approach.

Key 2022 Performance and Achievements

Developed and Utilized

a Carbon Acquisition/Divestiture Protocol for two acquisitions and two divestitures.



Conducted

leak detection and repair (LDAR) and flyovers on 100% of our assets, including our newly-acquired assets.



Continued

to link all executive and employee compensation to our methane emissions intensity rate and methane detection practices.



Installed

continuous methane monitoring devices on 13% of our assets with a commitment to achieve 40% by the end of 2023.






Governance

Our commitment to mitigating climate change risks extends to all levels of the organization, from front-line employees to the Board of Directors. Crestwood's Board of Directors' Sustainability Committee is responsible for overseeing our carbon management and climate strategies, as well as developing environmental goals that are tied to employee compensation.

We report our emissions to the Sustainability Committee quarterly through an internal multi-discipline Carbon Management Working Group that consists of leaders from our operations, environmental services and sustainability departments. The executive sponsors of this group include our chief operating officer and our president. The Board of Directors and the Sustainability Committee are also responsible for reviewing the results of our annual ERM process and providing oversight of our climate-related risks.

To foster accountability for achieving our ESG goals across the entire company, we link sustainability key performance indicators to both executive and employee compensation.

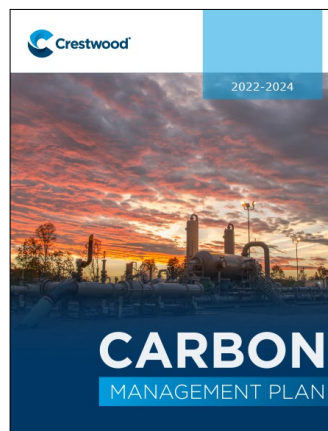
2022 Environmental KPIs	Goal	Achieved
Methane Emissions Intensity Rate	0.046%	0.034%
Conduct LDAR on Facilities with Methane Emission Sources	75%	100%

2023 Environmental KPIs	
 0.0404% Methane Emissions Intensity Rate	90%  Conduct LDAR/Flyovers on Facilities with Methane Emission Sources
New KPI	40%  Install Methane Detection Devices on Facilities with Methane Emission Sources

Carbon Management Plan

In January 2022, we published our first Carbon Management Plan, which outlines our planned, near-term emissions related goals, activities and strategies.

In early 2023, we updated the Carbon Management Plan (Plan) to show the significant progress made in 2022 on the key deliverables outlined in the Plan and maintained our authentic approach to carbon management, while responsibly and strategically growing our business.



Carbon Acquisition/Divestiture Protocol

During 2022, we reinforced our leading carbon management practices, by developing a Crestwood Carbon Acquisition/Divestiture Protocol to formalize how we manage transferred emissions from recent and future acquisitions and divestitures.

The Protocol aims to:

- Set enterprise-wide standards for the emissions performance of new acquisitions
- Establish how GHG emissions are considered in the due diligence phase of deal evaluation
- Set a standard that requires new acquisitions to be brought into Crestwood's standards within a reasonable timeframe
- Establish how we view a potential divestment and the assets' emission profile and transition any emissions mitigation programs
- Outline the process for incorporating emissions performance data following an acquisition

We utilized the Protocol for the divestiture of our Barnett and Marcellus assets and for the acquisition of the Oasis Midstream and Sendero Midstream assets. Soon after the acquisitions closed, we performed flyovers on all new assets and installed continuous methane monitors at the acquired Oasis Midstream assets. Quickly integrating the new assets into our Carbon Management Plan allowed us to successfully detect leaks and repair approximately 90 percent of them at one newly-acquired asset without disruption to our customers.

Commitments	2022 Key Achievements
 Annual GHG Intensity Reduction	<ul style="list-style-type: none"> • 5% reduction in methane intensity rate from 2021 levels and a 26% reduction from our 2022 KPI goal linked to compensation • Incorporated Oasis Midstream and Sendero Midstream assets into our carbon management practices • Performed methane detection flyovers on all acquired assets within 180 days • Conducted LDAR/Flyovers on 100% of our facilities with methane emission sources • Replaced 100% of our high-bleed pneumatic controllers and continued to route blowdown emissions to a control device where available • Continued to follow procedures outlined in our Flaring Minimization Policy
 Scope 2 Emissions	<ul style="list-style-type: none"> • Employed optical character recognition (OCR) technology to minimize manual calculations and improve the accuracy of Scope 2 emissions data • Reviewed the application of variable frequency drives (VFD) to minimize power across our footprint and have installed VFD's at all applicable locations to minimize power consumption
 Carbon Acquisition/Divestiture Protocol	<ul style="list-style-type: none"> • Developed a Carbon Acquisition/Divestiture Protocol that formalizes how we handle transferred emissions for strategic transactions in support of our goal to reduce our emissions intensity rate • Utilized the Protocol for two acquisitions and two divestitures
 Continuous Methane Emissions Monitoring	<ul style="list-style-type: none"> • Installed continuous methane detection devices at 13% of our facilities, testing three different technologies • Installed devices at newly acquired Oasis Midstream assets • Participated in Cheniere-led Quantification, Monitoring, Reporting and Verifying (QMRV) Midstream Project to further test multiple technologies for methane detection and establish baseline emission levels
 Responsibly Sourced Gas	<ul style="list-style-type: none"> • Provided comments to the MiQ Midstream Protocol via GPA Midstream Association • Monitored responsibly sourced gas (RSG) market developments and engaged key customers on potential RSG partnerships
 Investment in Emissions Data Collection	<ul style="list-style-type: none"> • Conducted an emissions digitalization pilot at Herradura compressor station to improve the accuracy and availability of emissions data • Reviewed and selected an industry-leading software platform to enhance our emissions data frequency
 Investment in Climate Technology	<ul style="list-style-type: none"> • Continued to assess next-generation methane technology • Continued to install solar panels to power meter stations across our pipeline assets
 Industry and Trade Group Participation and Leadership	<ul style="list-style-type: none"> • Continued participation in ONE Future, The Environmental Partnership, the EIC/GPA ESG Working Group and other trade associations to proactively ensure a more sustainable future for the energy industry • Senior vice president for ESG and corporate communications sits on the ONE Future Board of Directors • Continued senior leadership participation in industry conferences ensuring continued collaboration and discussion around carbon management in the energy sector

Climate-related Physical Risks

In 2022, we engaged with a third party to conduct a TCFD-aligned physical risk assessment of Crestwood's top revenue generating assets. The purpose of the assessment was to consider and better understand how our business might perform under different future states and to prioritize protection against and adaption towards probable natural hazard scenarios to our properties and business.

The assessment evaluated the exposure of 11 sample Crestwood locations/assets to a specific natural hazard within the framework of climate change impacts based on various models, including government hazard models and National Oceanic and Atmospheric Administration (NOAA) climate change projections, as well as other models and projections. The hazards utilized in the assessment included:



FLOODING



HURRICANES



WILDFIRES



LIGHTNING



POLAR VORTEX




Our operations team reviewed the hazard findings and the recommended mitigation and adaption strategies and determined that Crestwood has a high level of resiliency to the assessed physical risks. We acknowledge that we will need to take these physical risks, and others that emerge over time, into consideration for our overall business strategy.

Risk Assessment Findings

A summary of the physical risk assessment findings, including a description of each scenario evaluated, risk descriptions, potential business impacts and mitigation strategies, are shown on this page.



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Scenarios	Potential Financial Impacts	Mitigation Strategies
 Flooding/ Hurricanes	<ul style="list-style-type: none"> • Rail and truck loading and unloading disruptions • Direct and indirect damage to equipment and buildings resulting in downtime and lost production capacity 	<ul style="list-style-type: none"> • Robust safety protocols • Emergency response and crisis management plans that incorporate extreme weather preparedness • Business continuity plans that incorporate extreme weather preparedness
 Polar Vortex	<ul style="list-style-type: none"> • Loss of power • Decreased or no production from upstream partners • Logistical challenges • Equipment freeze-off 	<ul style="list-style-type: none"> • Robust safety protocols • Emergency response and crisis management plans that incorporate extreme weather preparedness • Identification of critical functions susceptible to cold weather events and winterize equipment
 Lightning	<ul style="list-style-type: none"> • Compressor downtime 	<ul style="list-style-type: none"> • Robust safety protocols • Applicable equipment protection for low voltage systems
 Wildfires	<ul style="list-style-type: none"> • Downtime 	<ul style="list-style-type: none"> • Robust safety protocols • Emergency response and crisis management plans • Exercises and drills based on different scenarios including wildfires

Emissions Performance

While operational emissions from midstream companies represent a small portion of total GHG emissions across the value chain, we believe it is our responsibility to proactively limit the environmental impacts of our operations as much as possible.

In 2022, our GHG intensity rates increased due to the acquisitions of Oasis Midstream and Sendero Midstream assets and the acquisition of First Reserve's 50 percent interest in Crestwood Permian Basin Holdings LLC (CPJV), which resulted in the assets no longer being reported as a joint venture entity. In addition to the increases associated with the acquisitions, our absolute GHG emissions also increased due to legacy system expansions and increased throughputs. However, our methane intensity rate decreased by five percent from 2021 levels, 58 percent from 2018 levels and was 26 percent lower than our 2022 KPI goal that is tied to employee compensation.

We immediately took action to detect and reduce emissions from the newly-acquired assets, which included three gas processing plants, one crude stabilizer and terminal and 17 compressor stations. Within 180 days of acquisition, we performed methane detection flyovers on each asset, and we installed continuous methane detection devices on the Oasis Midstream assets in North Dakota.

Our divestitures conducted in 2022 did not provide any reductions to our emissions performance.

We are resolute in our efforts to reduce our emissions intensity as we responsibly grow our business through strategic acquisitions and continue to help meet increasing demand for reliable and affordable energy.

58%



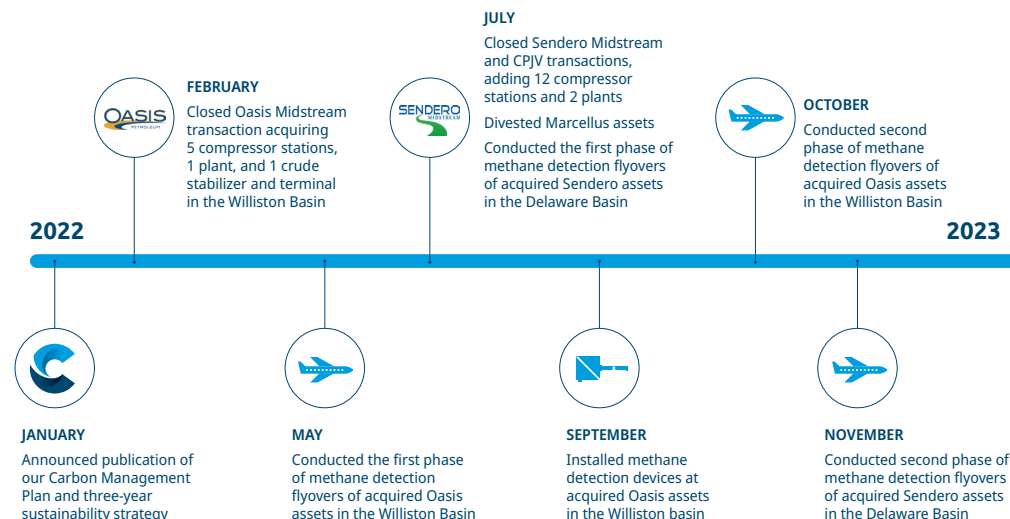
reduced methane emissions intensity since 2018

5%



reduced methane emissions intensity since 2021

Timeline: Incorporating Assets in our Carbon Management Practices



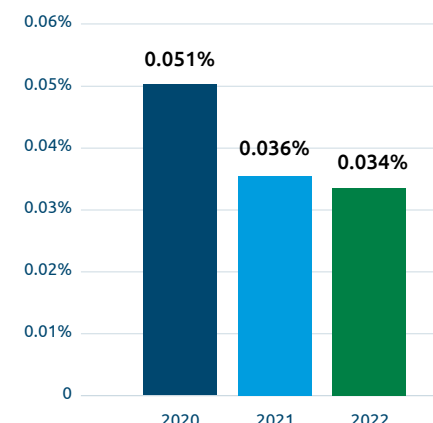
GHG Emissions Intensity

Metric Tons CO₂e/Thousand BOE



Methane Intensity Rate*

Metric Tons /Mscf Throughput



*Our methane emissions intensity rate is calculated in accordance with ONE Future methodology and includes the Gathering & Boosting and Processing segments.

Methane Emissions Test Facility

In 2022, Crestwood established an emissions monitoring test facility – the Appaloosa compressor station on our Jackalope System, located in Wyoming. Appaloosa has played a critical role in helping us identify which technologies are most effective and can be incorporated more broadly across Crestwood’s various assets.

To date, we have implemented OGI cameras, our LDAR program, flyovers and testing of all three next-generation continuous methane monitoring technologies at Appaloosa. As a result, our detected methane emissions decreased by 87 percent during the first five months of the pilot project.

Crestwood’s Methane Detection Test Facility



● Soofie Devices ● Ecotec Devices ● Qube Devices ● Aerial Flyover



Quantification, Monitoring, Reporting and Verifying (QMRV) Project

In 2022, we joined the Cheniere Energy-led QMRV project with several other midstream operators, methane detection technology providers and leading academic institutions to better understand the methane emissions associated with the operation of natural gas gathering, processing, transmission and storage systems.

The QMRV project develops and employs multi-scale, multi-technology measurement methodologies including ground, drone, aerial and satellite, along with robust assessments of operational and maintenance practices, to develop dynamic, measurement-informed methane inventories of facilities. Crestwood enrolled three of our assets in the project beginning in 2021.

We believe that participating in industry initiatives like the QMRV project is important and further demonstrates our dedication to better understanding our emissions, while also testing innovative methane detection technologies. We will continue to look for additional opportunities to fully understand and quantify emissions across our value chain so that we can more effectively reduce them.

QMRV
QUANTIFY MONITOR REPORT VERIFY



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Biodiversity and Ecosystem Management

At Crestwood, we know that responsible and effective biodiversity and ecosystem management is critical to being responsible stewards of the environment, and that is why it remains a key component of our sustainability strategy and focus area for our company. Our priorities include minimizing our impacts, reducing long-term habitat disturbances and integrating biodiversity conservation efforts into our land use management practices.

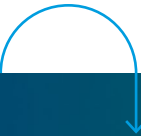
Approach

In 2020, we developed our Biodiversity Position Statement, which outlines our commitment to sustainable resource management, Indigenous rights and minimizing community impacts. Our Land and Natural Resources department, with support from our operations team, leads the implementation of this policy and our land use practices, which guide the way we protect biodiversity in new and existing areas of operation as a standard for how we do business.

Respect for Indigenous peoples and the significance of nature in the communities where we work are key considerations for how we approach ecosystem management. We value strong relationships, local partnerships, stakeholder inclusion and collaboration.



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Key 2022 Performance Highlights

- Incorporated our newly-acquired Oasis Midstream and Sendero Midstream assets into our biodiversity and land stewardship practices
- Explored alternate right-of-way observation technologies to identify invasive species and increase visibility
- Worked with Continental Resources to renew the Plan for the Development of Oil and Gas Resources within a Sage-Grouse Core Population Area
- Received WHC recertification for our Fort Berthold Indian Reservation reclamation projects
- Explored a Habitat Conservation Plan for the Dakota Skipper in western North Dakota
- Contributed funding to conservation and habitat restoration efforts, including for tree and shrub planting activities
- Completed several reclamation projects on legacy pipeline projects
- Finalized environmental reference guides, which include cultural and natural resource considerations during project planning and execution, reference files, Crestwood contacts and other relevant information for key operational areas



Environmental Management

As responsible stewards of the environment, we closely monitor the air emissions associated with our operations, proactively work to prevent and respond to spills and manage our waste effectively.

Approach

We implement industry-leading environmental management and protection practices and technologies and strive to continuously improve our performance. Our environmental management program is guided by our Health, Safety and Environmental Policy and our quantitative and qualitative environmental performance and regulatory compliance status is reported to our internal Sustainability Steering Committee and to our Board-level Sustainability Committee on an annual basis.

Criteria Air Emissions

We actively mitigate air emissions, including nitrogen oxides (NO_x), sulfur oxides (SO_x), particulate matter (PM) and volatile organic compounds (VOCs), from our operations. Our mitigation methods include maximizing operational efficiencies, implementing best practices and complying with local, state, regional and federal laws and regulations.

Water Stewardship

We understand water stewardship is an important topic for several stakeholders and adhere to all applicable environmental laws, regulations and permit conditions related to water.

As we work to conserve water during construction and operations through our environmental inspection and compliance programs, we also recognize the importance of effectively managing our water use when developing and planning a new pipeline right-of-way. As part of our detailed routing and construction process, we review routing options to minimize environmental impacts, including water resources.

Water consumption plays a minor role in pipeline operations, with hydrostatic testing being one of the most common uses. Hydrostatic testing is a crucial step in ensuring that pipelines are safe and reliable. While the amount of water used for hydrostatic testing is relatively small in comparison to other industries, we remain committed to minimizing our water consumption.

We are also focused on assisting our producers in the Williston Basin with conserving freshwater for the state of North Dakota. For example, we have successfully worked with multiple producers to reduce freshwater usage by providing produced water via pipeline to fracturing locations in North Dakota at rates of up to 11,000 barrels per day.

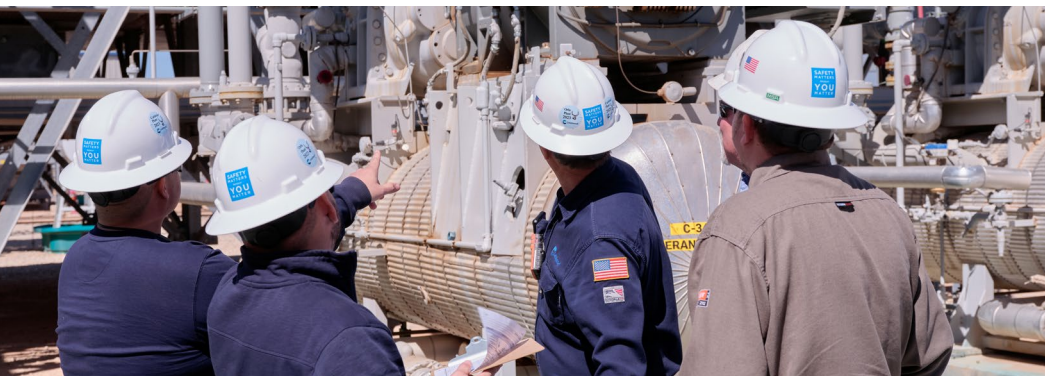
Crestwood has redelivered 1,475,764 barrels of water on the Arrow system to date, which equates to the elimination of 10,500 truckloads.



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Social Responsibility





Prioritizing Safety

Our objective is for everyone to return home safely at the end of each day. We have a steadfast dedication to safety that permeates every aspect of our business. We believe that safety is a shared obligation and that everyone has a responsibility to promote safe work practices and identify opportunities for continuous improvement.

Our Approach

To maintain our ongoing emphasis on safety and the behaviors we expect from our employees, we focus on continual awareness and engagement, and seek to positively influence decision-making that promotes safe outcomes through the prevention of incidents or injuries. Our Health, Safety and Environmental (HSE) Policy guides our comprehensive approach to safety and applies to all Crestwood operations.

We establish risk-based engineering and process controls to manage the existing and potential hazards in our work environment. We promote understanding and conformance with safety expectations and standards through core training, lessons learned and safety standdowns. We also empower our employees to use Stop Work Authority to reassess hazards if it appears a job cannot be completed safely. We recognize and reward employees whose self-initiated actions and behaviors demonstrate a high-level of commitment to the safety and welfare of Crestwood employees and local communities.

Crestwood Adopts Life-Saving Rules

In early 2023, we adopted the Life-Saving Rules, which were developed by the International Association of Oil and Gas Producers (IOGP) and are recognized as an industry best practice to prevent workplace fatalities. The Life-Saving Rules are meant to draw attention to the activities most likely to lead to a fatality, and the life-saving actions over which an individual has control.

The Life-Saving Rules have been incorporated into our Health and Safety Standards and existing hazard recognition process. Applying the Life-Saving Rules during daily work tasks at Crestwood will:

- Enhance personal accountability in task planning by requiring one final check to ensure all rules can be followed before work starts
- Enable increased transfer of knowledge, experience and lessons learned between personnel
- Improve clarity of expectations and promote consistent usage by our employees and contractors

The Life-Saving Rules are an important tool for our employees and our contractors as we continue to enhance our worker safety program.



Safety in Action Program

We continued to advance our Safety in Action program in 2022, specifically focusing on developing opportunities for employees to participate on regional safety committees to share best practices and lessons learned, enhancing our employee engagement efforts through a continuation of our safety spot awards, implementing a National Safety Month campaign focused on varying safety topics each week and celebrating safety milestones and achievements in our monthly field safety meetings.

While we know our safety culture is dependent on the actions of all our employees, there were several individuals that stood out in 2022 whose self-initiated actions demonstrated a high-level of commitment to the safety of our workforce and the communities in which they work. Since we started the safety spot award program in 2021, we have provided over 55 awards with representation from each of our core asset locations.

Spot Award Winners: Williston Basin

- Identified and implemented an alternative method for tightening bolts to eliminate pinch-point hazard
- Voluntarily provided positive on-the-job training and mentorship for less experienced peers
- Promoted safe work practices during routine tasks
- Worked with a contractor who was planning to conduct a high-risk task to ensure procedures, training and a mitigation plan was in place prior to starting the job

A special thanks to Darry Steichen, Matt Jensen and Brett Banie for their continued commitment to safety.



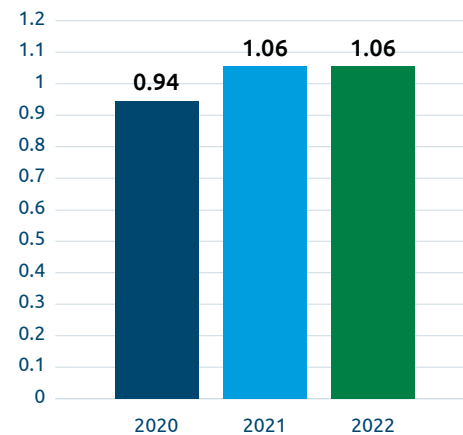
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Key Performance Indicators

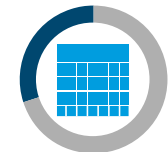
Overall, we had a strong 2022 safety performance, maintaining our total recordable incident rate and improving our days away, restricted or transferred incident rate. However, our preventable vehicle incident rate and lost time incident rate increased, largely due to incidents at newly acquired assets within the first few months of ownership. Immediate changes were implemented by our operations leadership team and employees were trained in the Smith System Driver Training Program, resulting in no additional similar incidents.

Safety Metrics: Employees

Total Recordable Incident Rate (TRIR)



Key Employee Safety Stats



Maintained
TRIR



10% Reduced
DART

Key Contractor Safety Stats



0 Fatalities



0 DART



0 LTIR



Building an Inclusive Workplace: Diversity, Equity and Inclusion

At Crestwood, we remain focused on creating a workplace that values diversity, bridges equity and embraces inclusion. By encouraging our employees to bring their authentic selves to work, we challenge our organization to work and think differently to innovate and solve complex problems. Our leadership team is actively engaged in progressing our diversity, equity and inclusion (DEI) initiatives. Our CEO has committed to accelerate DEI at Crestwood through the CEO Action for Diversity & Inclusion pledge.

Approach

At Crestwood, we prioritize DEI in our sustainability strategy, as outlined in our Five-Point Plan. We believe that creating an inclusive culture is key to retaining and developing the best talent in the industry. Through strategic partnerships, scholarship and internship programs, unique DEI training experiences, supplier diversity programs, community giving and employee volunteering, we aim to build a pipeline of diverse leaders, not just for Crestwood, but for the energy industry.

Our internal DEI Committee, comprised of senior leadership and sponsored by our president, oversees our performance and monitors the progress of our Five-Point Plan and our Diversity, Equity & Inclusion Statement, with quarterly meetings to foster accountability. We are committed to continuous improvement and provide annual updates on our progress to the board-level Sustainability Committee through our chief diversity officer.

Diversity, Equity and Inclusion Five-Point Plan

During 2022, our newly updated DEI Five-Point Plan served as our roadmap as we worked to close our recognized DEI gaps.



Our Journey and Progress

We are committed to an ongoing journey of creating a more equitable, diverse and inclusive workforce, with a dedication to continuous improvement. In 2022, we achieved the following:

<i>Five-Point Plan</i>	<i>2022 Key Achievements</i>
Creating an Inclusive and Engaged Workforce	<ul style="list-style-type: none"> • Created a new DEI floating holiday for 2023 • Maintained our talent review committee to ensure all applicant pools are representative of diverse candidates • Continued our Crestwood Women's Network (CWN) in Houston and Kansas City to encourage women to take an active role in personal and professional development • 100% of employees who worked with Indigenous communities completed Indigenous Cultural Awareness Training
Focusing on Sustainability and Accountability	<ul style="list-style-type: none"> • Completed our annual gender pay ratio assessment, which was reviewed by a third-party compensation consultant • Included in the Bloomberg's Gender-Equality Index for the third consecutive year • Incorporated DEI into our ESG due diligence risk register • Developed a plan to externally publish our EEO-1 Survey Data in the third quarter of 2023 for the first time, providing a demographic breakdown of our workforce data by job categories, gender, race and ethnicity
Building the Future Pipeline of Talent	<ul style="list-style-type: none"> • Continued conducting Sister Circles with Young Women's College Preparatory Academy in Houston • Continued to conduct our summer internship program, with approximately 60% diverse candidates and continued our partnership with Genesys Works for a fourth consecutive year to provide year round internships • Provided four female students with a CWN scholarship of \$5,000 • Donated 58% of our social investment to organizations advancing DEI in our communities • Completed 715 volunteer hours with or in support of DEI organizations
Attracting Talent for a Diverse Workforce	<ul style="list-style-type: none"> • Continued to focus on recruitment practices where all applicant pools are representative of diverse candidates • Increased minority employees in the workforce from 17% in 2021 to 21% in 2022
Creating Meaningful External Partnerships with Diversity Associations	<ul style="list-style-type: none"> • Continued our strategic partnership with Catalyst, a global nonprofit focused on building workplaces for women with actionable research, measurement tools and e-learning opportunities • Continued our engagement with the Women's Energy Network, Society of Women Engineers, Hispanic Alliance for Career Enhancement and Combined Arms • Hosted a round table session with the Hispanic Alliance for Career Enhancement on how leaders can serve as effective allies



Crestwood Voice

“We are steadfast in our commitment to cultivating a future pipeline of talent. Our partnership with the Young Women’s College Preparatory Academy in Houston is a testament to this dedication. I am proud to participate in our sister circles program, which gives me an opportunity to meet with the bright young women at the academy monthly to provide mentorship and guidance. We are proud that some of these promising students have joined us as interns and have been awarded CWN scholarships. We believe that, together, we are shaping the future of our industry by investing in its most valuable resource – our future leaders.”

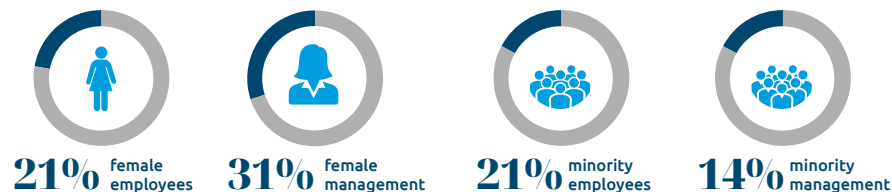
Tina Cherian

Senior Manager, Commercial,
Sister Circles Mentor



Diversity Metrics

We continue to make progress toward a more inclusive and diverse workforce. In 2022, our percentage of minority employees in the workforce increased from 17 percent in 2021 to 21 percent in 2022. We are proud of this achievement but recognize there is more work to be done.



Gender Equity and Fair Pay Assessments

We prioritize the retention and advancement of women and minorities in our workforce and conduct an annual pay equity evaluation to address potential gaps. This evaluation, which focuses on gender, race and age, is conducted company-wide and analyzed by a third-party compensation consultant. The findings are shared with our Board of Directors’ Compensation Committee and reviewed by the Sustainability Committee.

Bloomberg Gender-Equality Index

For the third year in a row, Crestwood has been included in the Bloomberg Gender-Equality Index (GEI). The GEI evaluates transparency around gender-related practices and policies for publicly listed companies. Crestwood is one of three midstream companies to be included in the Index.



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Employee Development

We acknowledge that our employees are crucial to our success at Crestwood, and we prioritize actively engaging and developing them. Our company culture emphasizes inclusivity and teamwork to overcome challenges and promote creativity.

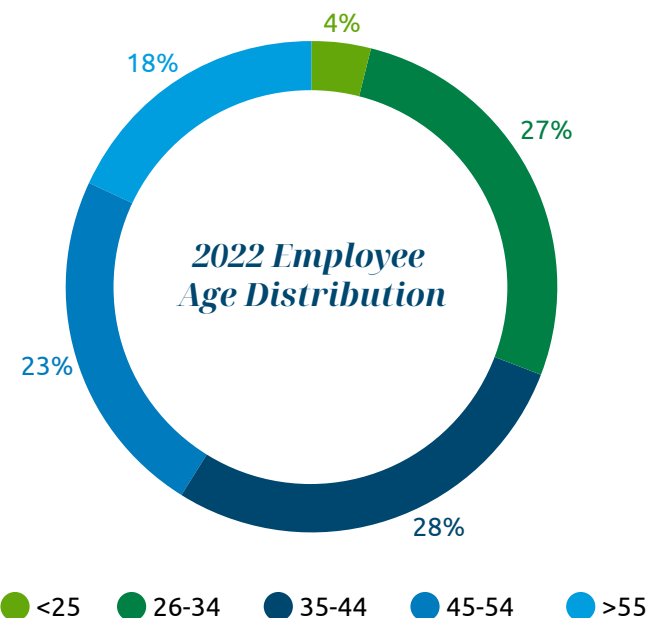
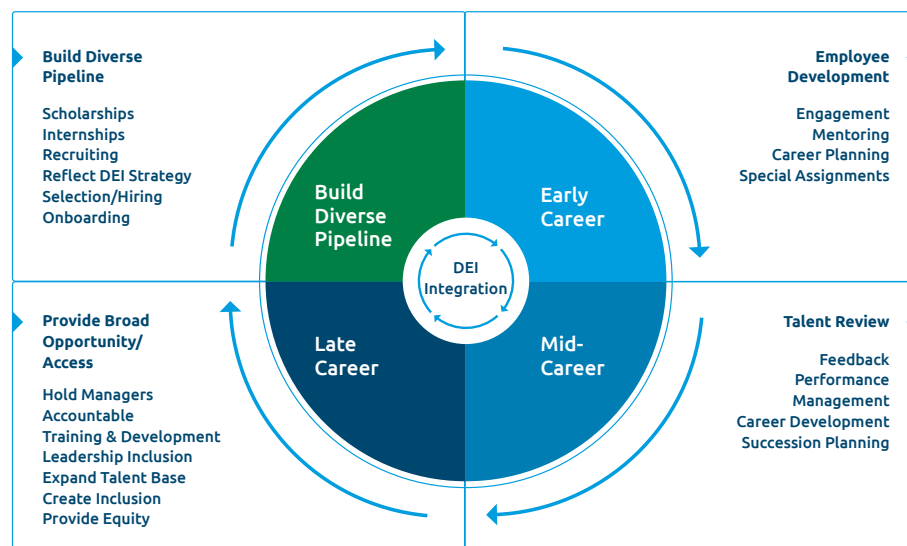
Our Approach

We know that employees who receive opportunities for growth and development are more likely to be engaged and motivated, leading to higher job satisfaction and increased productivity. We also know that investing in employee

development creates a more skilled workforce that is better equipped to adapt to changing business needs. We are dedicated to implementing innovative approaches to talent development and career progression.

Employee Profile

As of December 31, 2022, we had 753 employees across our operations in the U.S.



Talent Attraction and Retention

Crestwood is committed to providing a fulfilling career experience for our employees through fair compensation, comprehensive benefits and ample growth opportunities. We offer a range of learning and development options, including on-the-job training, structured programs and mentorship, to attract and retain top talent. We seek individuals at all career stages who are driven and thrive in a dynamic, high-performance culture where they can take on meaningful challenges and work collaboratively in a respectful environment.



Crestwood Voice

“I am proud to be part of a company that recognizes and values its employees and their professional development. I began my journey at Crestwood as a summer intern in the Engineering and Project Management department, which provided me with the opportunity to hone my skills, gain invaluable experience and grow as an individual. After completing my internship, I was offered a full-time position as a systems planning engineer, giving me the opportunity to continue making positive contributions to Crestwood’s success.”

Raj Chandra
System Planning Engineer



Wellness and Mental Health

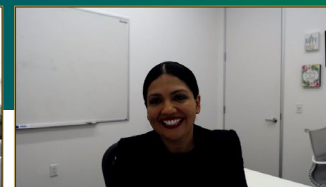
At Crestwood, our employees’ health and well-being is a top priority. We recognize that mental health plays a critical role in every person’s ability to concentrate, be creative, maintain safety and make meaningful contributions. To foster an engaged and productive workforce, we place a strong emphasis on promoting work-life balance and flexibility.

We continue to offer our employees a range of benefits to help them care for themselves and their families, including enhanced sick leave and other paid parental leave to primary and secondary caregivers, an Employee Assistance Program and team engagement opportunities. We also continue to offer a hybrid work schedule to employees to help them manage their competing demands.



Managing Well-Being in the Workplace

We invite third party speakers to present and discuss various wellness and mental health topics. For example, in 2022, at a CWN event, Dr. Lisa Damour – a clinical psychologist, best-selling author, New York Times and CBS News contributor and Ask Lisa podcast co-host – talked about managing well-being in the workplace. Dr. Damour touched on a variety of topics including personal and professional vulnerability and how to manage stress, achieve better work-life balance and be more empathetic towards others.



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Government Relations

Building strong relationships with local, state, federal and tribal officials and regulators is essential to our success. These relationships facilitate communication and collaboration and help us stay informed about upcoming policy changes and regulatory requirements that might impact our operations.

Our Approach

We regularly meet with officials to discuss regulatory issues and industry perspectives, and to learn more about officials' concerns and perspectives. We leverage our trade association memberships and provide tours of our assets and operations to raise awareness of our business and the midstream sector.

Contributing to the Energy Industry

We engage in trade associations that promote industry standards, provide leadership opportunities and raise public awareness. Crestwood's Government Affairs team and internal experts hold leadership positions and serve on committees to advocate our policy priorities. Our Founder, Chairman and CEO, Robert G. Phillips, sets the standard by playing a key role in showcasing the perspectives of midstream operators. His current roles include serving on:

- The Energy Infrastructure Council (EIC) Board of Directors and leading the EIC ESG Working Group with co-chair Alan Armstrong, President and CEO of Williams

- The National Petroleum Council, a position that was appointed by the U.S. Secretary of Energy, which advises the U.S. Department of Energy on oil and gas related matters

- The National Petroleum Council's GHG Emissions Committee, providing a midstream view on GHG reductions across the value chain

As state legislatures convene in Texas, New Mexico, Wyoming and North Dakota in 2023, we closely monitor proposed bills and provide input as needed. We offer our perspectives on policy matters that affect Crestwood and, in some cases, provide testimony on proposed legislation.



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External Voice

“The Texas Pipeline Association (TPA) serves as a resource to the pipeline business in Texas and beyond, collaborating on safety practices, environmental regulations and midstream sector legislation. Active member engagement is crucial to TPA's success and since Crestwood joined the Board they have actively shared ideas, analysis and expertise; provided valuable feedback on regulatory issues; and helped educate policy makers and stakeholders about the many facets of our complex industry.”



Thru Cannon
President, Texas Pipeline Association



Indigenous Relations

Our transparent dialogue with stakeholders is grounded in mutual respect and engagement. We acknowledge that our success hinges on gaining acceptance and support from surrounding communities, including the MHA Nation in North Dakota. As the largest landowner across our asset base and our neighbor on the Fort Berthold Indian Reservation, we prioritize effective engagement, transparent communication and responsible business practices.

Approach

We are constantly striving to gain a better understanding of the goals and desires of the Tribal community and we believe that fostering open and ongoing communication with the MHA Nation helps us do that. Our Indigenous Relations Policy, published in early 2021, focuses specifically on:



MEANINGFUL
ENGAGEMENT



RESPECT FOR
THE LAND



LOCAL EMPLOYMENT AND
BUSINESS OPPORTUNITIES



SOCIAL
INVESTMENT



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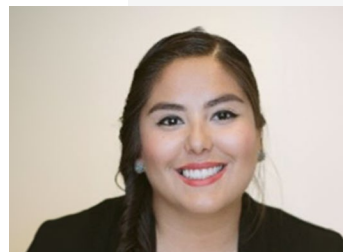
Cultural Awareness Training

To further build our employees' knowledge and respect for Indigenous communities, including the MHA Nation, we continued our Cultural Awareness Training in 2022 and extended it to include all Arrow employees in North Dakota and supporting corporate team members. Through the training, our employees gained insight into the historical and current experiences of the Indigenous community, which can foster better communication and relationships and improve understanding and respect.



External Voice

“Having a positive and accurate perspective of the MHA Nation – including their history, traditional values and key cultural interpretations – creates a well-established sense of awareness and sensitivity among Crestwood employees that helps minimize biases, fosters the development of strong relationships with Tribal leaders based on trust and mutual respect and allows Crestwood to become part of the community.”



Taylor Keplin
Cultural Awareness Trainer



Landowners and Local Community Support

We believe that building and maintaining trust and good relationships with our landowners is a crucial element of responsible and sustainable oil and gas operations. We build mutual trust by maintaining open and responsive communication and treating our landowners with dignity and respect.

Approach

We remain resolute in fostering long-lasting relationships with our landowners by offering fair compensation, preserving and restoring any impacted lands and always operating with integrity. Our land department strives to maintain open communication and active engagement with all landowners, including those from the federal, state, tribal and private sectors, from the beginning stages of pre-planning through construction, operation and reclamation. For more information on our approach to working with landowners, please read our Landowner Relations Guiding Principles.

Developed Landowner Relations Guiding Principles



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External Voice

“As a landowner, it is critical to establish a good working relationship with energy companies, like Crestwood, who are working in my backyard to provide the energy people need to power their lives. Through experience and growth, Crestwood – from upper management to third-party contractors – has nurtured our relationship and prioritized my needs. Their focus on proactively avoiding issues before they occur and quickly resolving issues that arise is unprecedented and it has forced other companies to raise their standards as well. As a result, they have helped me not only co-exist with the energy industry but enjoy my critical job as a rancher in New Mexico.”



Forrest Connally

Landowner in Eddy County, New Mexico



Enriching Communities

As a good neighbor and responsible corporate citizen, we understand our responsibility to give back to the communities where we operate in a meaningful way. We collaborate with organizations that share our goals of promoting sustainability and supporting local economic development. Our focus is on building lasting relationships through engaging partnerships, volunteering and direct financial contributions.

Approach

Crestwood's social investment strategy takes a strategic and risk-based approach and considers the unique needs and aspirations of each community.

Crestwood's social investment initiatives align with our four giving areas:



SAFETY



EDUCATION AND
WORKFORCE DEVELOPMENT



ENVIRONMENT



COMMUNITY
VITALITY



Read more
online

Community Contributions

By aligning our support with the needs of our communities and Crestwood's organizational objectives, we aim to create a meaningful and lasting impact.

Since 2018, Crestwood has donated \$6.4 million to organizations that promote safety, environmental stewardship, education and workforce development and community vitality. In 2022 alone, we donated \$1.5 million, including our employee matching gifts and volunteering efforts.

Leading the Way

Crestwood is committed to honoring and supporting the communities where we operate, and this commitment is reflected in the actions of our CEO and senior leadership team. In 2022, our senior leaders spent nearly 180 hours participating in community volunteer initiatives, which included serving on non-profit and advisory boards where they provided expertise and leadership to help develop innovative solutions to complex challenges.

Crestwood Voice

“Crestwood’s support of the Children’s Environmental Literacy Foundation (CELf) has been instrumental in equipping teachers with the skills and resources necessary to cultivate students’ understanding of the interdependencies between social, economic and ecological systems. By integrating Education for Sustainability into core curriculum, students are empowered to take proactive measures towards building a more sustainable future. We are grateful for the support from Crestwood, a company that shares our commitment to sustainability as a driver of success. In 2022, Crestwood’s support contributed to CELf programs reaching over 250 educators and 5,000 students in the Greater Houston area.”



Tara Stafford Ocansey
Executive Director,
Children’s Environmental
Literacy Foundation

Since 2019, Crestwood has provided nearly \$813,000 in scholarships to 193 recipients through our scholarship program.

Building a Future Pipeline of Talent

Our goal is to always explore and support new and innovative initiatives and community partners. In 2022, we partnered with Black Girls Do Engineer, an organization that focuses on developing young black female students ages 6 – 21 in all areas of STEM by providing mentoring, personal growth opportunities, guidance on career paths and opportunities to participate in STEM activities.

In 2022, Crestwood was the title sponsor of Black Girls Do Engineer’s First Annual Future of STEM Conference. The half-day event included over 100 female students and a women-led panel that highlighted the importance and possibilities for females in various STEM careers. Three of our Crestwood female engineers volunteered as panelists, sharing their experiences and expertise with participants.

Capacity Building Through Scholarships

Crestwood is committed to developing a future pipeline of leaders in the energy industry. To that end, supporting local students in achieving their academic goals remains a cornerstone of our social investment program. Our scholarship program offers opportunities for educational and workforce development with a focus on enhancing energy-related skills. Our program’s focus areas include:

- **STEM Scholarship Program** – Providing financial assistance to students pursuing a post-secondary STEM degree
- **Employee Dependent Scholarship** – Providing financial assistance to students of full-time Crestwood employees
- **Crestwood Women’s Network Scholarship** – Providing financial assistance to high school seniors seeking a post-secondary STEM-related degree with a specific focus on professional development and community service



Performance Data

Category	Description	2022	2021	2020
Economic				
Financial Performance	Adjusted Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA) (millions USD)	\$762	\$600	\$580
	Distributable Cash Flow (DCF) attributable to CEQP Common Units (millions USD)	\$467	\$371	\$361
	Distribution coverage ratio	1.8X	2.4x	2.0x
	Leverage ratio	4.2x	3.5x	4.0x
	Annual distribution (per unit)	\$2.62	\$2.50	\$2.50
	Pay link to sustainability (Y/N)	Y	Y	Y
Governance				
Board	Number of Board members	9	7	8
	Independent Board members (%)	89%	86%	63%
	Average age of Board members	62	66	59
	Number of Board meetings during the calendar year	13	17	15
	Board member attendance (%)	97%	89%	90%
	Number of Audit Committee meetings	8	7	7
	Audit Committee meeting attendance (%)	100%	97%	100%
	Number of Compensation Committee meetings	5	6	5
	Compensation Committee meeting attendance (%)	100%	100%	100%
	Number of directors attending less than 75 percent of meetings during the calendar year	0	0	0
Board Diversity	Number of directors who are women	3	2	1
	Directors who are women (%)	33.0%	29.0%	12.5%
	Number of directors who are racially and ethnically diverse	2	1	0
	Directors who are racially and ethnically diverse (%)	22%	14%	0%
Ethics	Code of Business Conduct and Ethics (Code) (Y/N)	Y	Y	Y
	Whistleblower reports	0	3	0
	Code training hours	629	285 ¹	761
	Employees who signed the Code (%)	100%	100%	100%
	Whistleblower Policy (independent, available 24/7) (Y/N)	Y	Y	Y
	Whistleblower hotline proactively communicated to employees (Y/N)	Y	Y	Y
	Structures in place to process whistleblower reports (Y/N)	Y	Y	Y
	Incidents of discrimination and corrective action taken	0	0	0

Category	Description	2022	2021	2020
Governance				
Supply Chain Management	Supplier Code of Conduct (Y/N)	Y	Y	Y
	Total supplier spend	\$277,121,603	\$91,032,885	\$216,188,361
	Total diversity spend	\$43,161,422	\$19,392,014	\$54,091,953
	Total diversity spend (%)	16%	21%	25%
	- Minority-owned	\$21,830,439	\$11,059,540	\$29,687,774
	- Indigenous-owned	\$14,119,396	\$10,308,631	\$28,857,187
	- Small business	\$27,089,381	\$8,483,097	\$24,686,541
	- Veteran-owned	\$645,772	\$700,841	\$1,235,559
	- Veteran-disabled	\$0	\$17,630	\$149,778
	- Women-owned	\$1,569,493	\$1,410,371	\$2,614,024
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with pipeline and storage regulations	\$0	\$0	\$200,000
Environmental				
Environmental Management	Environmental Policy (Y/N)	Y	Y	Y
	Environmental fines and penalties ²	\$0	\$0	\$1,500
	Number of environmental NOV/NOE	1	0	4
	Number of external environmental inspections	20	18	15
Waste Type & Disposal Method	Non-hazardous waste total (Metric Tons)	1,739	831	747
	Hazardous waste total (Metric Tons)	0	1	2
	Landfill disposal (Metric Tons)	1,688	679	629
	Recycled disposal (Metric Tons)	50	153	118
Criteria Air Emissions	Nitrogen Oxides (NO _x) (Metric Tons)	563.76	434.98	475.33 ³
	Sulfur Oxides (SO _x) (Metric Tons)	10.99	4.28	4.99 ³
	Volatile Organic Compounds (VOCs) (Metric Tons)	669.03	547.52	609.21 ³
	Particulate Matter (PM) (Metric Tons)	52.36	43.38	50.39 ³
Greenhouse Gas Emissions ⁴	Scope 1 Greenhouse Gas Emissions (Metric Tons CO ₂ e)	1,100,297	746,623	819,235
	- Carbon Dioxide (CO ₂)	1,014,772	673,378	728,304
	- Methane (CH ₄)	2,991	2,439	3,622
	- Nitrous Oxide (N ₂ O)	1.83	1.15	1.30
	- Trucking Emissions (CO ₂)	10,215	11,916	12,948

Category	Description	2022	2021	2020
Environmental				
Greenhouse Gas Emissions ⁴	Scope 2 Greenhouse Gas Emissions (Metric Tons CO2e)	310,495	214,642	324,722
	Total Scope 1 and Scope 2 Greenhouse Gas Emissions (Metric Tons CO2e)	1,410,792	961,265	1,143,957
	Greenhouse Gas Emissions Intensity (Metric Tons CO2e/\$MM Adjusted EBITDA)	1,851	1,602	1,972
	Greenhouse Gas Emissions Intensity (Metric Tons CO2e/Thousand BOE)	8.49	7.49	7.99
	ONE Future Methane Intensity Total (%)	0.034%	0.036%	0.051%
	- Gathering and Boosting (%)	0.037%	0.037%	0.047%
	- Processing (%)	0.028%	0.035%	0.065%
	Energy used (direct and indirect) that is renewable energy (%)	0.08%	0.08%	0.07%
	Emissions reduction initiatives (Y/N)	Y	Y	Y
	Use of cleaner sources of energy (Y/N)	Y	Y	Y
	Capture Greenhouse Gas Emissions (Y/N)	Y	Y	Y
Spill Prevention Control & Emergency Response	Total reportable releases	4	1	3
	Number of hydrocarbon liquid releases beyond secondary containment (>5bbl)	3	1	1
	Volume of hydrocarbon liquid releases beyond secondary containment (>5bbl)	316	124	30
	Hydrocarbon liquid releases intensity per mile of pipeline	0.13	0.08	0.02
	Volume in Arctic (bbl)	0	0	0
	Volume in unusually sensitive areas (bbl)	0	0	0
	Volume recovered (bbl)	311	124	0
	Reportable pipeline incidents	- Number	0	0
		- Significant pipeline incidents (%)	0%	0%
	Rail transportation releases	- Number of accident releases	0	0
		- Number of non-accident releases	4	2
Operational Safety ⁵	Natural gas pipelines inspected (%)	0.0%	0.0%	0.0%
	Hazardous liquid pipelines inspected (%)	19.8%	11.5%	31.3%
Ecological Impacts ^{6(a)}	Biodiversity Policy (Y/N)	Y	Y	Y
	Percentage of land operated within areas of endangered and threatened species habitat	Near designated areas (%) ^{6(b)}	23.77%	19.03%
		Inside designated areas (%) ^{6(c)}	0.01%	0.00%
		Inside or near designated areas (%)	23.78%	19.03%

Category	Description	2022	2021	2020
Social				
Safety	Safety Policy (Y/N)	Y	Y	Y
	Anti-Human Trafficking Policy (Y/N)	Y	Y	Y
	Total Recordable Incident Rate (TRIR) – employees	1.06	1.06	0.94
	Days Away, Restricted or Transferred Rate (DART) – employees	0.53	0.59	0.73
	Lost Time Incident Rate (LTIR) – employees	0.53	0.35	0.52
	Preventable Vehicle Incident Rate (PVIR) – employees	0.92	0.71	1.20
	Fatalities – employees	0	0	0
	Total Recordable Incident Rate (TRIR) – contractors ⁷	1.20	0.00	2.91
	Days Away, Restricted or Transferred Rate (DART) – contractors ⁷	0.00	0.00	1.94
	Lost Time Incident Rate (LTIR) – contractors ⁷	0.00	0.00	1.46
	Number of preventable vehicle incidents – contractors ⁷	1	0	0
	Fatalities – contractors	0	0	0
	Safety fines and penalties	\$0	\$0	\$204,100
	Number of safety NOV/NOE	0	0	3
	Number of agency safety inspections	71	41	32
	Employees who completed safety training (%)	100%	100%	100%
	Number of drills	32	30	36
	Emergency preparedness procedures (Y/N)	Y	Y	Y
	Operating guidelines or procedures relevant for the industry (Y/N)	Y	Y	Y
	Targets to improve health and safety performance (Y/N)	Y	Y	Y
Employee Profile	Number of employees	753	645	664
	Women in the workforce (%)	21%	22%	20%
	Women in management roles (%)	31%	30%	27%
	Employees who are of minority populations (%)	21%	17%	16%
	Management who are of minority populations (%)	14%	14%	15%
Employee Age Demographics	Employees who are 25 or younger (%)	4%	3%	3%
	Employees who are 26 – 34 (%)	27%	23%	25%
	Employees who are 35 – 44 (%)	28%	29%	29%
	Employees who are 45 – 54 (%)	23%	24%	23%
	Employees who are 55 or older (%)	18%	21%	20%

Category	Description		2022	2021	2020
Social					
Diversity, Equity & Inclusion	Diversity initiatives (Y/N)		Y	Y	Y
	Diversity training and guidance (Y/N)		Y	Y	Y
Employee Training	Total training hours		17,969	15,052	15,036
	Total number of participants		952	782	909
	Training hours per employee		19	19	17
Employee Retention & Engagement	Employee engagement survey response rate – Houston (%)		75%	88%	91%
	Employee engagement survey response rate – Company-wide (%)		51%	56% ⁸	N/A
	Total number of new employee hires		254	86	83
	New hire by gender – Male		215	67	69
	New hire by gender – Female		39	19	14
	New hire by age	Employees who are 25 or younger	28	15	7
		Employees who are 26 – 34	90	28	23
		Employees who are 35 – 44	58	19	16
		Employees who are 45 – 54	49	11	22
		Employees who are 55 or older	29	13	15
	Total employee turnover rate (%)		25.0%	16.2%	37.0%
	Voluntary turnover rate (%)		13.0%	11.1%	8.3%
	Employee turnover by gender – Male		154	93	222
	Employee turnover by gender – Female		21	13	59
	Employee turnover by age	Employees who are 25 or younger	13	7	6
		Employees who are 26 – 34	35	37	56
		Employees who are 35 – 44	49	25	63
Employees who are 45 – 54		41	14	79	
Employees who are 55 or older		37	23	77	

Category	Description	2022	2021	2020
Social				
Social Investment	Social investment total giving	\$1,500,000	\$1,200,000	\$805,000
	DEI total giving	\$761,000	\$681,000	\$530,000
	Scholarship total giving	\$240,000	\$215,000	\$132,500
	Employee match	\$5,000	\$5,000	\$5,000
	Employee donations matched	\$142,244	\$116,609	\$122,587
	Number of volunteer activities	49	32	22
	Volunteer hours	2,850	1,630	750
Stakeholder Engagement	Number of grievances from local communities	0	0	0

¹ 2021 training hours for the Code are lower due to the fact that the course is required every other year. The 285 training hours reflect new employees.

² Represents fines and penalties paid to federal and state regulatory agencies.

³ Number has been recasted due to more accurate reporting methods.

⁴ GHG emissions increase in 2022 due to the acquisitions of Oasis Midstream and Sendero Midstream assets, and the acquisition of First Reserve's 50% interests in CPJV.

⁵ Inspections are on regulated lines only. Inspection activities include those listed under U.S. 49 CFR 192 for gas pipelines and U.S. 49 CFR 195 for liquid pipelines.

^{6(a)} Acreage of land used in this analysis is based on acreage we operate, which is most of the land we own and lease. There may be additional land that is owned and leased, but not operated, which is not included in this analysis. Acreage operated for pipelines includes land within a 30-foot average corridor of a pipeline's centerline. Facility acreage is based on individual facility footprints. This analysis deviated from the SASB standard for our operations and used the U.S. Fish & Wildlife Service (USFWS) designated critical habitat areas for "threatened and endangered species" as this dataset is more reflective of biodiversity risks posed by our operations. The dataset was acquired in the first quarter of 2021 from the USFWS Environmental Conservation Online System. Analysis was completed using our asset GIS datasets as of the first quarter 2021.

^{6(b)} Defined as operated land within five (5) kilometers of the boundary of an endangered or threatened species critical habitat.

^{6(c)} Defined as operated land within the boundary of an endangered or threatened species critical habitat.

⁷ Contractor data is for major growth projects only.

⁸ 2021 was the first year to include all Field and Kansas City employees in our Employee Engagement Survey, resulting in a decrease in participation due to a wider range of employees who received the survey.



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