

A person is shown from the side, wearing a dark jacket, working on a solar panel mounted on a metal pole. The panel is tilted upwards. In the background, there is an industrial facility with large storage tanks and piping under a clear blue sky. The entire image has a blue tint.

Real Change. In Real Time.



2021 SUSTAINABILITY REPORT

About This Report

Crestwood's 2021 sustainability report reflects our commitment to transparency and accountability for the sustainability and environmental, social and governance (ESG) aspects of our business. This report highlights key sustainability topics, our management approaches and performance metrics.

Our Approach to Sustainability Reporting

This report marks the fourth consecutive annual sustainability report that Crestwood has made publicly available since 2018. We aim to provide information to our stakeholders in a transparent, engaging and accessible manner. A key component of our forward-looking ESG strategy was a refresh of our original 2018 materiality assessment to determine which ESG issues are most important to our stakeholders and Crestwood's business strategy. We conducted our second materiality assessment in the fall of 2021.

Reporting Period

January 1, 2021 – December 31, 2021
(unless otherwise noted)

Reporting Cycle

Crestwood has published annual sustainability reports since 2018

Report Boundaries

- Our 2021 sustainability report covers all activities under direct operational control of Crestwood Equity Partners LP and Crestwood Midstream Partners LP. We conduct a portion of our operations through joint ventures (including our Crestwood Permian partnership with First Reserve, Tres Palacios partnership with Brookfield Infrastructure and PRBIC partnership with Twin Eagle Resource Management)
- 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 Methodologies and Frameworks

Crestwood's 2021 sustainability report was prepared in accordance with:

- Global Reporting Initiative (GRI) Standards – Core option and includes the G4 Oil and Gas Sector Disclosures
- Applicable Value Reporting Foundation's Sustainability Accounting Standards Board (SASB) midstream framework metrics
- Task Force on Climate-related Financial Disclosures (TCFD) — We align our climate change reporting with the TCFD framework and expect to conduct a full TCFD-aligned scenario analysis and physical risk assessment in late 2022
- Energy Infrastructure Council (EIC)/GPA Midstream (GPA) ESG Reporting Framework (Version 2.0)

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 and our Sustainability Committee. We perform an internal assurance process led by our Internal Audit and Financial Reporting teams.

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.

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Bob Phillips

Founder, Chairman and Chief Executive Officer

Published our first
Carbon Management Plan
and continue our
steadfast commitment
to carbon management
which remains an integral
component to our
business strategy

CEO Message

To Our Stakeholders,

Our commitment to build a best-in-class midstream company remains as focused as ever. As we continue to define Crestwood's history, we will look back on 2021 as a transformational year with changes to our corporate governance structure, which now better aligns with our sustainability strategy, growth in our portfolio to achieve market relevance through increased size and scale and being the first master limited partnership (MLP) in the midstream sector to roll out clear, achievable carbon management practices. With this broader platform, our continued success will be possible due to Crestwood's dedicated and talented group of employees and by building sustainable, long-term relationships with our stakeholders.

As we deliver on our goals of connecting fundamental energy supply and demand while providing our stakeholders with long-term value, we are mindful of the challenges ahead. Competitive and volatile markets, climate-related risks, supply chain disruptions, lingering COVID-19 impacts and changing workforce dynamics drive us to focus on **real change, in real time**. Crestwood will meet these challenges by continuing our environmental, social and governance (ESG) journey to deliver energy affordably, responsibly and sustainably.

Leading the MLP midstream sector in carbon management practices

In January 2022, we issued our first Carbon Management Plan which highlights our commitment to actionable annual emission intensity reductions through safe and efficient operations of our midstream assets. We are also focused on identifying and mitigating climate-related risks to our business. Through collaboration with our business partners, we can demonstrate the critical role of energy within society, develop pathways for emission reductions and help mitigate business risks associated with a changing climate.

I am proud that in 2021, the organization reduced greenhouse gas emissions intensity by 19 percent and our methane emissions intensity by 30 percent as compared to 2020 levels. These significant reductions are a credit to the hard work of our operations and environmental departments. These teams work tirelessly to find operational optimizations and improvements that result in real-time impacts.

Historically, Crestwood has been at the forefront of ESG development in the midstream sector by taking a proactive industry leadership role in the Energy Infrastructure Council and through membership in climate-focused groups like ONE Future and The Environmental Partnership. This year, we are advancing our commitment to climate leadership through participation in Cheniere's Quantification, Monitoring, Reporting and Verification (QMRV) Project. The goal of this select group of midstream companies is to improve the understanding of greenhouse gases through the natural gas value chain resulting in meaningful improvement in carbon management practices going forward.



30%
REDUCTION IN OUR METHANE
EMISSIONS INTENSITY



19%
REDUCTION IN OUR GREENHOUSE
GAS EMISSIONS INTENSITY

Integrating sustainability into every aspect of our business

As an industry leader, I am often asked how we continue to make ESG a priority with all the changing circumstances centered around the ever-evolving energy landscape. The answer is that we live by our ESG values and embed deliverables into individual and corporate goals that are directly linked to employee and executive compensation. Every day our team works to identify and manage risks as opportunities, which differentiates Crestwood from other midstream companies.

A clear demonstration of this approach is the recently updated materiality assessment we performed in Q4 2021. This is our second assessment since 2018, which evaluated 14 material focus areas. The exercise provides feedback from internal and external stakeholders, refines key strategic focus areas and prioritizes the associated risks and opportunities relevant to our business activities. This process allows us to drive continuous improvement, more effectively evaluate our business performance and informs the context of this report as we embark on our next three-year sustainability strategy.

Superior growth opportunities while maintaining financial strength

At Crestwood, we often speak of our vision to create long-term value for our stakeholders by continuously positioning the portfolio for success. This requires both a long-term view of growth with a consistent midstream strategy and the ability to build, acquire, divest and optimize complementary midstream assets in a constantly changing environment. Most importantly, we will achieve these long-term goals only by maintaining fiscal discipline and financial strength. It was an exceptional year in 2021, delivering on this strategy, as we executed three independent, transformational transactions:

March 2021: We purchased First Reserve's general partner and limited partner interests in Crestwood allowing us to transition to a publicly-elected Board of Directors which strengthens our governance structure.

July 2021: We divested Stagecoach Gas Services, a northeast U.S. natural gas storage business joint venture with Consolidated Edison, to Kinder Morgan for \$1.225 billion using our 50 percent of the proceeds to reduce debt, improve our financial strength and optimize the portfolio.

October 2021: We announced the acquisition of Oasis Midstream Partners, significantly enhancing our scale in the Williston Basin with complementary assets that will drive commercial synergies and operating efficiencies, propelling Crestwood to be the third-largest natural gas processor in the basin.

To deliver on our annual operational and financial targets, we know the importance of being the employer of choice. Our employees continue to challenge the status quo and drive for innovation. I could not be prouder of what they have achieved. By integrating the Oasis Midstream assets and employees into our operating culture and sustainability practices, our capabilities and opportunities are growing, making for a very exciting time at Crestwood. As a leading midstream operator, we will continue to strive for excellence in safety, diversity, equity and inclusion, customer service, community engagement and environmental responsibility.

In this report, we provide a look-back at the incredible year we had at Crestwood. Our resilience and momentum gives me confidence that our best years remain ahead as we drive forward financially strong with a business strategy, asset portfolio and corporate governance structure that positions us well into the future. We look forward to an ongoing dialogue with our stakeholders on our ESG performance and what we can do together to improve.

Sincerely,

Bob Phillips
Founder, Chairman and Chief Executive Officer

Q&A with Head of ESG

A conversation with Crestwood's leadership who are paving the way for positioning the company as best in class for ESG performance across the midstream sector.



Joanne Howard

Senior Vice President, ESG & Corporate Communications



Robert Halpin

President and Chief Financial Officer

Halpin: *You have been in the Sustainability and ESG discipline for more than a decade. Take us through Crestwood's journey on how our key stakeholders continually shape our ESG performance and how we lead with authenticity.*

Howard: I am proud of Crestwood's ESG progress over the past four years. When I joined in 2018, taking those initial steps in defining and mapping our material ESG issues with our stakeholders and developing our three-year strategy elevated our vision and gave us forward momentum. Over the past three years we have established a solid ESG leadership position in the midstream sector, not only advancing Crestwood but also influencing ESG in the midstream industry.

I am equally inspired to see how we systematically built a culture of sustainability throughout our company. We know that actions speak louder than words, and we continue to link ESG performance to executive and employee compensation, including our methane emissions intensity rate, which was reduced by 30 percent in 2021. We know we must continue to adjust our strategies and actions to account for the changing expectations of our stakeholders in the evolving energy landscape and that's why we conducted our second materiality assessment last year to ensure our ESG risks and opportunities remain relevant. As we move into 2022, our next three-year sustainability strategy and our first Carbon Management Plan lay out our authentic and real-time plan and are integral to our success in the future.



Read the
entire
interview

Materiality Assessment

To drive continuous improvement and evaluate our business performance, we closely monitor sustainability and ESG risks that are material to our success.

In 2021, we conducted our second materiality assessment. This exercise objectively gathered feedback from internal and external stakeholders including Board members, investors, customers, employees and local community members to determine key focus areas and associated risks and opportunities relevant to our business activities.

2021 Materiality Results

Our 2021 results reflect the internal and external dynamics Crestwood navigates as well as identifying emerging risks and opportunities. This assessment identified 14 material issues, highlighted below, that may potentially have a financial impact on our company.

We use our materiality assessment findings to inform both the context of this report and our next three-year sustainability strategy, which is integrated into our overall business strategy.



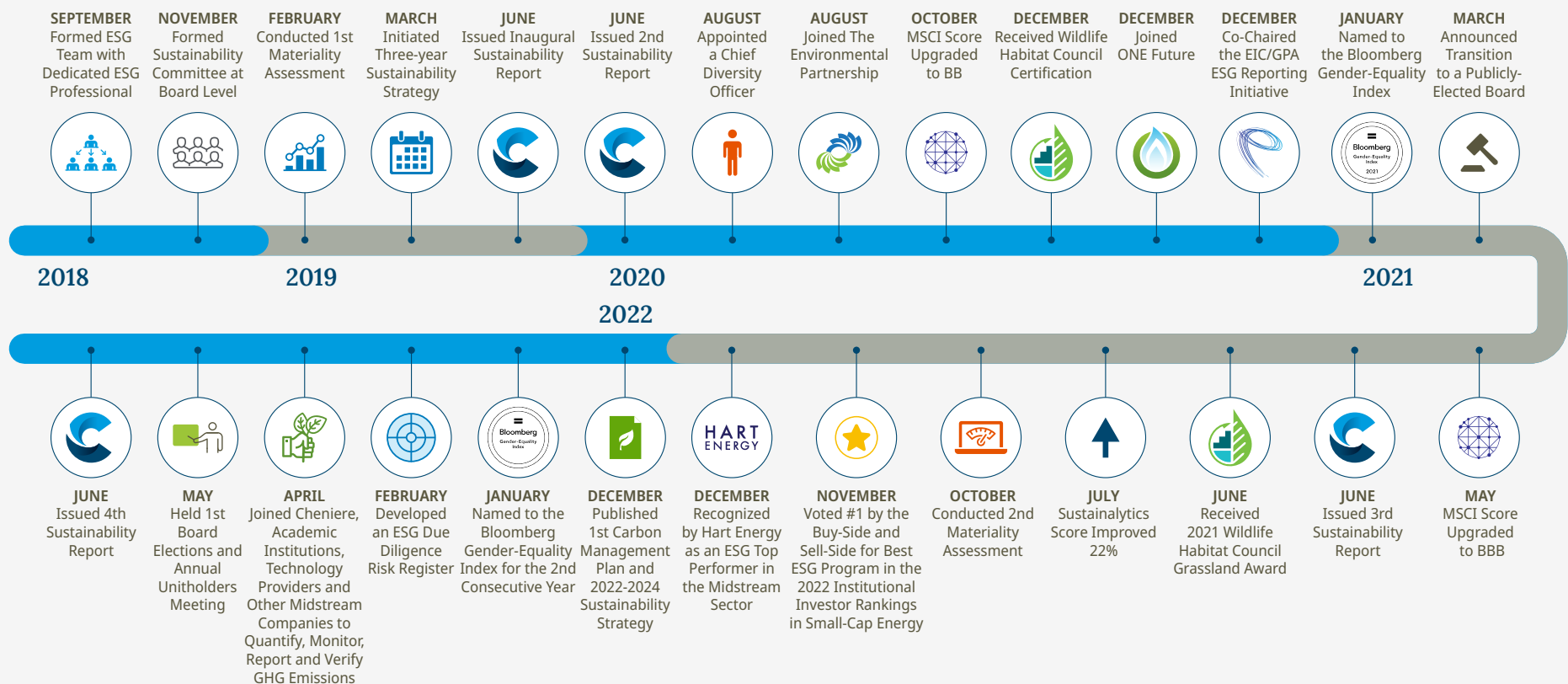
Read about
each material
issue

Sustainability Strategy and Governance

Sustainability at Crestwood means operating ethically, maintaining a strong safety culture, being socially responsible, supporting our communities, protecting the environment and developing our employees. As we continue our sustainability journey, we remain focused on integrating sustainability across our business to enhance our operations and integrate ESG through best practices in the midstream sector.

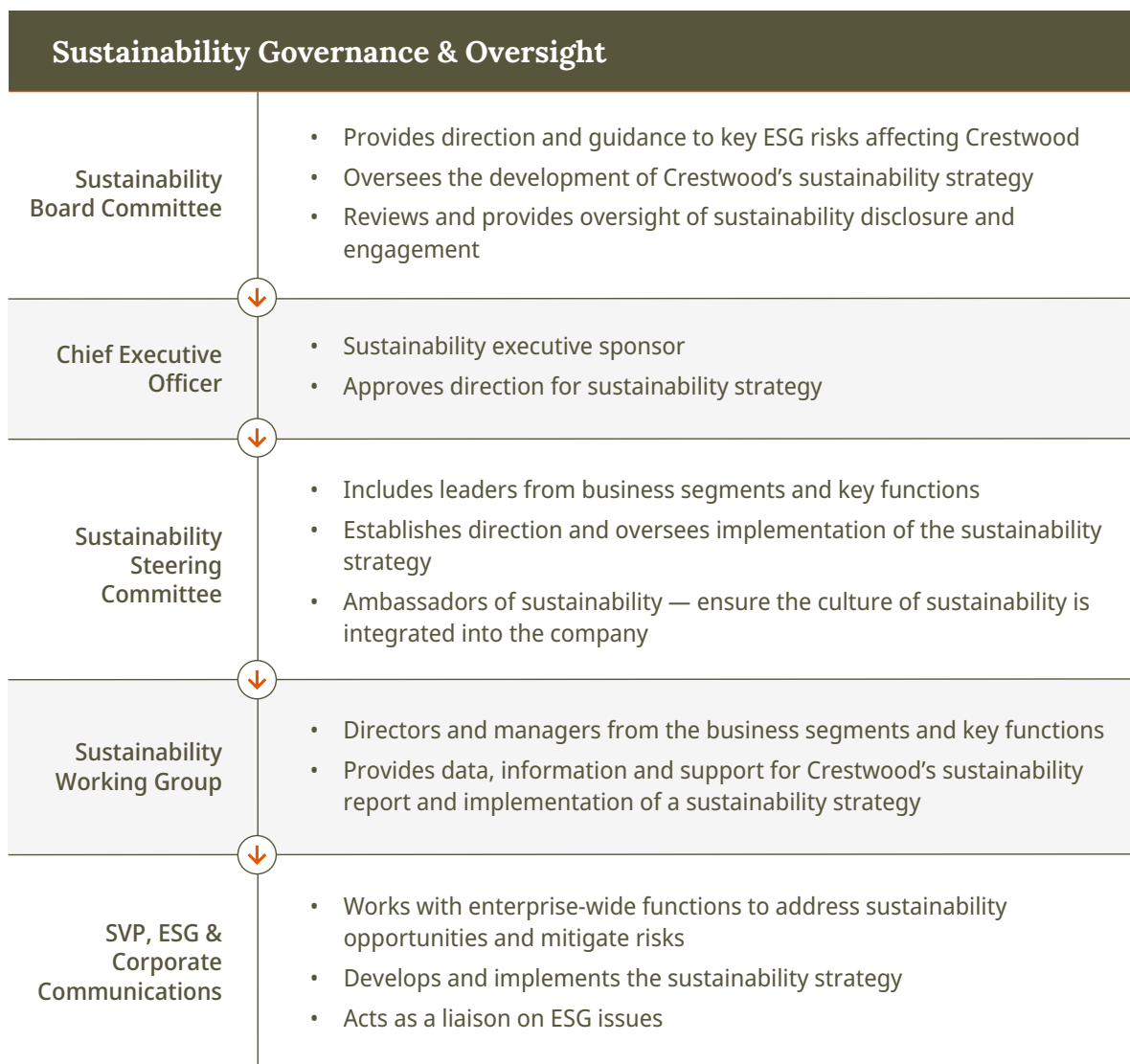
Our ESG Journey

While we have always had ESG ingrained in our values, Crestwood's ESG journey began in earnest in September 2018, which included establishing a Board committee and dedicated ESG function. We also undertook a rigorous assessment of the sustainability topics and metrics that are material to our stakeholders and our business. The results of this initial exercise provided a solid foundation for the past three years, guiding our ESG strategy, performance and progress.



Sustainability Governance

Governance and oversight of sustainability are fundamental to the success of our sustainability strategy, disclosures and performance. See below for how we distribute roles and responsibilities to drive continuous improvement.



Tying Compensation to Sustainability Performance

Our commitment to advancing sustainability within the company is linked to employee and executive compensation and its associated key performance indicators.



- Total Recordable Incident Rate
- Days Away Restricted or Transferred Rate
- Preventable Vehicle Incident Rate
- Employees Submitting Near Miss Reports
- Required Safety Training Completed On Time



- Methane Emissions Intensity Rate
- LDAR to be conducted on 75% of Crestwood facilities with methane emissions sources
- Indigenous Cultural Awareness Training
- Internship and Scholarship Program: 60% of all interns and 60% of scholarship recipients are from diverse backgrounds
- Social Investment: 2,000 employee volunteer hours

2022–2024 Sustainability Strategy

Incorporating lessons learned from our previous three-year strategy and using the results of our second materiality assessment as guidance, we have developed our sustainability strategy for 2022–2024. Crestwood’s enhanced sustainability strategy aligns with our business goals and stakeholder expectations, continually driving strategic performance. Integrating sustainability and ESG performance across our business is foundational to our success as a best-in-class MLP midstream company.

Business Strategy	Focus Areas 2022–2024		
Differentiate Crestwood through execution, sustainability and industry leadership to be a must-own investment	Environment	Social	Governance
Continue to generate strong free cash flow after distributions to enhance our return of capital to unitholders	Biodiversity & Ecosystem Protection To mitigate impacts on and to enhance species and ecosystems specifically pertaining to items such as soil, air and water contamination, habitat fragmentation, deforestation and erosion	Diversity, Equity & Inclusion To create a diverse culture where everyone feels valued and are able to bring their authentic self to work, while building the pipeline of future talent and enhancing retention efforts of current talent	Supply Chain Management To build a dynamic and diverse supply chain that operationalizes sustainability, mitigates risk and meets organizational objectives
Focus on quality growth, asset optimization and thoughtful consolidation opportunities while maintaining financial strength and discipline	 Carbon Management To lead the midstream industry in best-in-class carbon management practices and technology implementation	 Indigenous Relations To continue to further our existing culture of open and transparent dialogue with Indigenous stakeholders where all parties feel engaged and respected	 Transparency & Disclosure To strive for robust, quality and verified data as the core foundation to reliable ESG disclosures
Drive best-in-class operations for safety, customer service, community engagement and environmental responsibility			



Our ESG Commitments



Business Resiliency



Environmental Stewardship



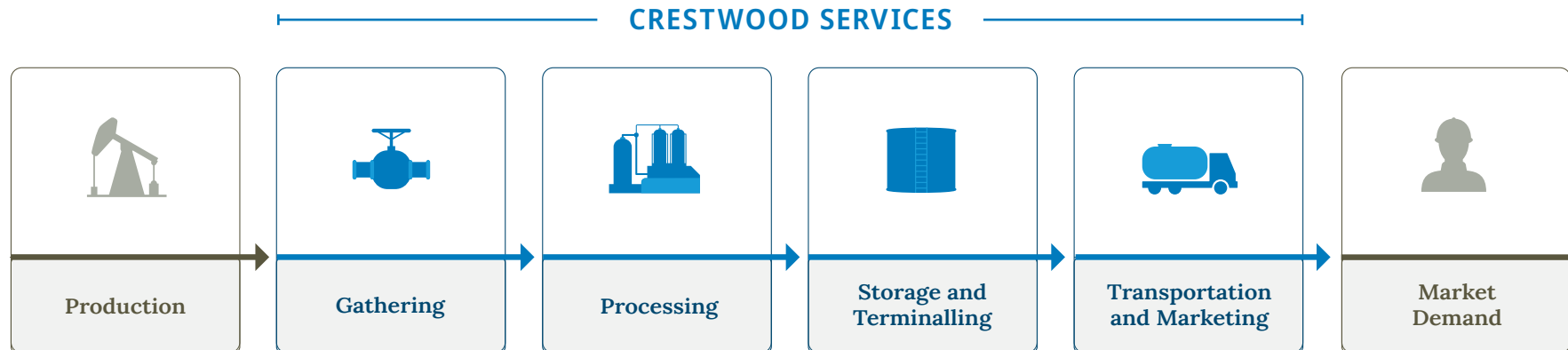
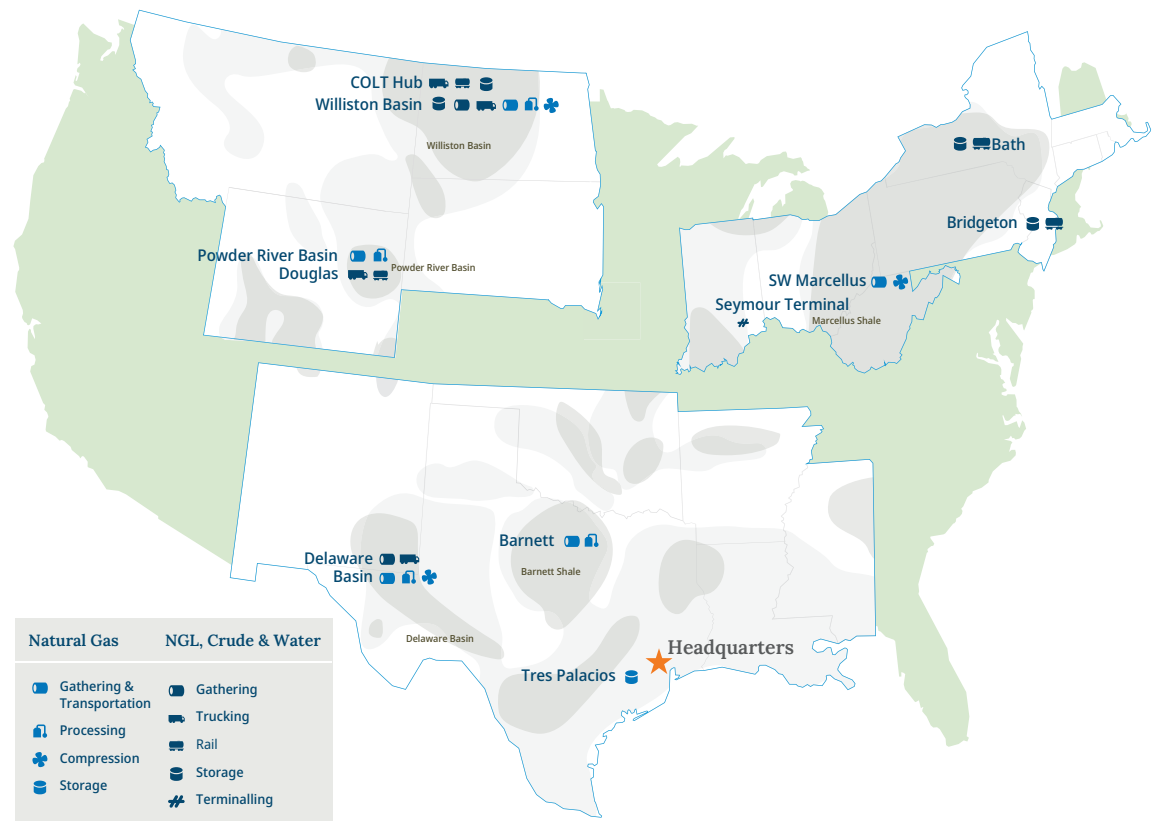
Social Responsibility

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, Powder River Basin, Marcellus Shale and Barnett Shale.

Midstream Value Chain

Connections are at the core of Crestwood's business activities. Our pipelines, plants, storage, truck and terminal operations and rail facilities connect oil, natural gas and natural gas liquids across the value chain — from the wellhead to the marketplace.



2021 Key Business Highlights



Crestwood announces strategic transactions and facilitates exit of First Reserve

"Today marks a great milestone in the history of Crestwood with the buy-in of First Reserve's interest in a transaction that enhances our alignment with common unitholders, improves our financial flexibility and advances our strategic objectives to be a best-in-class midstream infrastructure company and maximize returns to our unitholders."

Crestwood acquires Oasis Midstream Partners LP to expand leading position in the Williston and Delaware Basin

"I am very excited to announce the strategic combination with Oasis Midstream, which has strong industrial logic and perfectly aligns with our stated strategy of consolidating high quality midstream assets in our core operating areas. This transaction enhances our competitive position in the Williston and Delaware Basins, enables Crestwood to capture substantial operational, commercial and capacity synergies as we integrate the Oasis Midstream assets into our existing operations and substantially expands the long-term contract acreage and inventory dedications of our gathering and processing portfolio."

Divested Stagecoach Gas Services for \$1.225B; used proceeds to accelerate MLP leading financial metrics

"As of result of this transaction, Crestwood will enhance our financial flexibility by immediately accelerating our de-leveraging strategy to achieve a year-end 2021 pro forma leverage ratio of 3.50x to 3.75x, consistent with our long-term target that we have communicated to our investors over the past several years. As a result, we are now positioned to further reduce our cost of capital and enhance returns to our unitholders through opportunistic common and preferred unit buy-backs, as we strive to be a leading sustainable MLP with best-in-class financial metrics."

Bob Phillips
Founder, Chairman and Chief Executive Officer



Economic Performance and Business Strategy

We conduct our business with integrity, transparency and accountability while generating unitholder value and delivering long-term financial results.

Crestwood's financial strategy focuses on proactively managing the business through commodity cycles while maintaining significant liquidity and balance sheet strength. This strategy positions the company to execute on its capital allocation priorities and generate value for unitholders through free cash flow generation, investment in high return, accretive capital projects and the return of capital to unitholders via distributions and opportunistic equity repurchases.

2021 Financial Performance

Our integrated asset portfolio, providing midstream services and connections from the wellhead to the burner tip, creates diverse financial opportunities for our company. In 2021, Crestwood delivered strong financial performance with adjusted earnings before interest, taxes, depreciation and amortization (Adjusted EBITDA) of \$600 million and distributable cash flow (DCF) of \$371 million, both up year-over-year. In addition, we achieved the high end of our 2021 financial guidance targets, which resulted in the highest cash flow levels in the company's history. During 2021, we generated \$154 million in free cash flow after distributions which was used to strengthen the balance sheet and reduce debt. In 2022, we expect to continue this track record of exceptional financial results as we continue to deliver long-term value for our unitholders.

Key Investor Highlights

- Diversified midstream portfolio with critical infrastructure assets providing reliable services across the energy value chain
- Strong track record of delivering on operational and financial targets through all commodity cycles
- Balanced portfolio of high-quality customers supported by take-or-pay and fixed-fee contracts, with POP/POI upside
- MLP industry leading sustainability program focused on enhanced transparency, minimizing enterprise risk and embracing best-in-class ESG metrics
- Solid balance sheet with low leverage and substantial liquidity provides financial flexibility
- Positive outlook in 2022 drives best-in-class financial metrics and incremental returns to unitholders



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Strong Corporate Governance and Business Ethics

Our corporate governance foundation is built upon maintaining the trust of our stakeholders through our business conduct, financial strength and expectations for being a socially and environmentally responsible company. We demonstrate our corporate responsibility by adhering to the highest ethical standards. Crestwood's policies promote exceptional business behavior with a commitment to transparency.

Our Approach

A strong Board of Directors structure is fundamental to our approach to governance and business ethics. The Board of Directors, including our independent Board members, enhance our corporate value through their oversight of our management team's execution of our business strategy to create long-term sustainable value in alignment with our core values and stakeholder expectations.

Enhancing Our Board Profile

A key focus in 2021 was to strengthen our Board structure. In March 2021, we agreed to a series of transactions that transferred control of our general partner interest to Crestwood. This enabled us to announce the transition to a publicly-elected Board, aligning with our sustainability strategy and commitment to strong corporate governance.

We held our first annual unitholder meeting in May 2021 and have now fully transitioned to a publicly-elected Board, with oversight similar to that of a traditional public company. During this process, we have been resolute in maintaining strong corporate governance with a best-in-class Board structure,

representative diversity and enhanced independence. Our inaugural Proxy Statement provides more details on our enhanced approach.

Board Changes in 2022

While Crestwood concluded 2021 with seven directors, we had several Board appointments in early 2022 that were implemented to align with our long-term business strategy bringing a total of ten members on the Board.



Appointed two new independent directors, Ms. Angela A. Minas and Mr. Clay C. Williams



January 2022



Mr. John Jacobi and Mr. John Lancaster, Jr. were appointed to the Board as part of the closed merger with Oasis Midstream Partners



Mr. Alvin Bledsoe resigned from the Board after serving since Crestwood's inception

February 2022

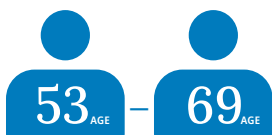
Board Profile at a Glance (As of June 2022)

10 
BOARD MEMBERS



30%
OF BOARD
POSITIONS
HELD BY WOMEN

90%
DIRECTORS
ARE
INDEPENDENT



AGE RANGE OF DIRECTORS

50%
HAVE THREE
OR LESS YEARS
OF TENURE



20% OF BOARD POSITIONS
HELD BY RACIAL &
ETHNIC MINORITIES

As part of our enhanced governance structure, we established a Nominating and Governance Committee that oversees the composition of the Board, its committees and our corporate governance practices in May 2021. We held our first Nominating and Governance Committee meeting in January 2022.

Established a Nominating and Governance Committee

Our five Board-level committees oversee company policies and business decisions in the following areas: Audit, Compensation, Finance, Nominating & Governance and Sustainability. For more information on our board committees and how they provide oversight of enterprise risks, please visit the Risk Management section.



Risk
Management



Our Corporate Governance Guidelines set out general principles and reflect our commitment to providing oversight and accountability. In February 2021, we revised the guidelines to include the importance of our lead director's role and our committees' associated responsibilities. Other revisions included a commitment to expand Board diversity, director unit ownership requirements and Board attendance requirements.



Corporate
Governance

"The new Crestwood Board, comprised of a combination of legacy Crestwood directors, recently recruited independent directors and Oasis Midstream appointees, is well suited to drive Crestwood's long-term business strategy while focusing on building unitholder value. As Crestwood's Lead Independent Director, I am proud of Crestwood's strong corporate governance model that continues to lead the MLP midstream sector with enhanced independence, diversity and transparency."

Warren Gfellar, Independent Lead Director, Crestwood Board of Directors



Sustainability Committee

Established in 2018



Janeen Judah (Chair)



Frances Vallejo



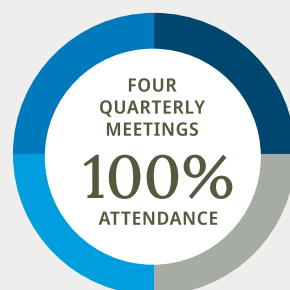
John Jacobi

Mandate

- Provide oversight of sustainability initiatives and ensure that ESG risks are incorporated into Crestwood's long-term business strategy
- Oversee the development of Crestwood's sustainability strategy
- Review and approve the annual sustainability report

2021 Key Achievements

- Reviewed and approved Crestwood's 2020 sustainability report
- Oversaw our risk management activities related to ESG risks, including climate-related risks
- Participated in our second materiality assessment
- Reviewed and approved Crestwood's next three-year sustainability strategy and Carbon Management Plan
- Monitored updates to U.S. climate change initiatives and greenhouse gas legislation



THREE INDEPENDENT DIRECTORS

Board Skills Composition

Our individual members' diverse perspectives, industry experience and thought leadership remains a strength of our collective Board of Directors. This composition is fundamental to our core capabilities and business resiliency to effectively address challenges, capitalize on opportunities, remain innovative and mitigate risks for business success.

Crestwood remains committed to improving our Board diversity. Our process includes strategically searching for and engaging highly qualified candidates with diverse backgrounds when identifying and nominating Board candidates. Consequently, our Board possesses a wide range of skills, perspectives, experiences and qualifications. We maintain a skills matrix for our directors, disclosing their backgrounds and relevant experience to our business. We have incorporated this into our approach when searching for and nominating new directors.

Public Company Experience: C-Suite Experience	8	
Managing and Leading Strategy and Growth	6	
Oil & Gas/Energy Experience	10	
Risk Oversight/Management	6	
ESG/Sustainability	5	
Technology & Innovation	1	
Health, Safety & Environment	4	
Financial Literacy	10	
Investment Banking/Mergers & Acquisitions	2	
Public Policy and Government/ Stakeholder Relations	3	



Risk Management

Understanding and managing our risks is at the core of our business success. Crestwood implements a robust enterprise risk management (ERM) program to identify and mitigate risks across our business. In 2021, we matured our risk program to integrate environmental, social and governance (ESG) risks, reflecting Crestwood's awareness that sustainability, commercial, operational, financial and audit risks are all relevant and correlated.

Our Approach

Focusing solely on traditionally managed risks, such as compliance, operations, customers, competition and financial, provided a short-term view of our risk profile. Incorporating ESG risks, including climate-related risks, into our ERM program allows for the inclusion of more long-term risks and integrates two previously independent programs into one comprehensive, singular process. This corporate-wide enhancement provides a more holistic approach to our risk management process. It allows us to mitigate risks and impacts across the full lifecycle of our business activities, while increasing risk awareness in the short, medium and long-term.

Our 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, is collaborative and dynamic. Leaders from across the company participate in annual reviews, identifying, evaluating and monitoring existing and potential emerging risks that could impact our business.

Based on internal interviews 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, ensuring that the organization has the right processes, systems and support in place.

Results of the annual ERM program are compiled into a risk assessment summary prioritizing and ranking Crestwood's identified ESG business risks. Risk data is reviewed by executive management and provided to the Sustainability and Audit Committees. Following its completion, the findings from the ERM program are also provided to internal department leaders to drive continuous improvement.



Roles and Responsibilities



Climate-Related Risks

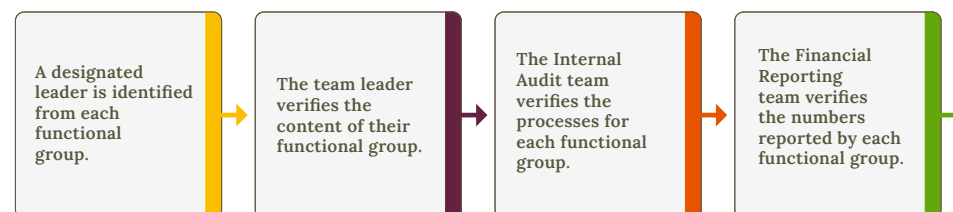
We carefully review, evaluate, monitor and manage climate-related risks and associated opportunities, focusing on both physical and transitional risks. Climate-related risks are routinely reviewed by our Board's Sustainability Committee and evaluated based on our ability to adapt and strengthen our business resiliency.

Our ESG Reporting Framework

Crestwood's 2021 sustainability report reflects our commitment to transparency and accountability for our sustainability and ESG performance across all our business activities. During 2021, we leveraged existing, robust procedures used for our financial reports and developed similar controls and procedures for our sustainability report led by our Internal Audit and Financial Reporting departments. This program includes controls for all functional groups to be accountable for the data, methodologies and processes presented within this report.

Each functional group is responsible for designating a leader to certify that their content is accurate, with review and approval by the respective subject matter experts, and that the controls surrounding the data collection and reporting are effective. The Internal Audit team is then responsible for verifying that the controls executed by each functional group were adequately and appropriately performed. Finally, the Financial Reporting team authenticates all reported statistics and metrics, while validating alignment with other externally published reports and disclosures.

This process was fully implemented during the preparation of the 2021 sustainability report. As such, we uphold with confidence the accuracy of information we are delivering to our stakeholders.





Cybersecurity

Crestwood recognizes that there are ever-evolving, inherent risks associated with cybersecurity in the industry in which we operate. To mitigate the risks of cyber threats across the organization, we continuously train our employees as an extension of our defense in identifying and reporting suspicious activity.

Our Approach

As with any key operational risk, Crestwood has a robust governance structure around cybersecurity. Our approach is governed at the Board level through the Audit Committee where our senior vice president of internal audit, technology and implementation services provides frequent updates to the committee and executive management. Internally, a Cybersecurity Steering Committee, which is represented by a cross-section of leaders, meets on a quarterly basis and is responsible for developing Crestwood's cybersecurity goals and objectives, executing penetration tests and monitoring current trends and threats. Our framework extends to all stakeholders at Crestwood where our goal is to protect privacy, equipment and sensitive information in both the corporate network and throughout the field.

Our Journey and Progress

Since the inception of our cybersecurity program in 2018, we have continued to strengthen the program, systems and methodology to remain agile as the threat landscape continuously changes. Crestwood's Cybersecurity team has matured our program using advanced artificial intelligence technology, robust back-up solutions and by partnering with industry leading vendors.

In response to recent industry-related cyber breaches, we proactively evaluated our security footprint which included a review of services, systems and vendors. Executive leadership strongly supported the recommendations identified by the technology department to enhance our cybersecurity incident detection and response resources, resulting in an elevated program. We approach the program with a continuous improvement mindset to remain nimble, allowing us to enhance, modify and respond to the changing landscape.

To further mitigate threats, we collaborate with regulatory agencies and take part in external events to learn and share best practices. We actively participated in establishing the Energy Infrastructure Council's cybersecurity committee and continue leading industry-wide workshops.

Employees: Our Best Defense Against Cyber Attacks

At Crestwood, everyone has the responsibility to protect and secure our business activities. We educate our employees through a variety of cybersecurity trainings and awareness programs. We distribute monthly technology tips to keep work and personal-use devices safe and conduct simulated cybersecurity attacks as practice exercises.



100% of our employees
participated in
cybersecurity training



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Supply Chain Management

Contractors, suppliers and our entire value chain are vital to Crestwood's success. Our contractors serve as an extension of our team and are integral to how we operationalize sustainability across our business. Supply chain management is a key ESG performance component in our next three-year sustainability strategy and across our value chain, amplifying the impact of our sustainability efforts and the value we bring to our stakeholders.

Our Approach

Our Board of Directors and Sustainability Committee review Crestwood's supply chain management performance, including our approach to enhancing supplier diversity on an annual basis. Our Supply Chain Management (SCM) department leads activities with a focus on leveraging supply markets and providing efficient services across Crestwood's business.

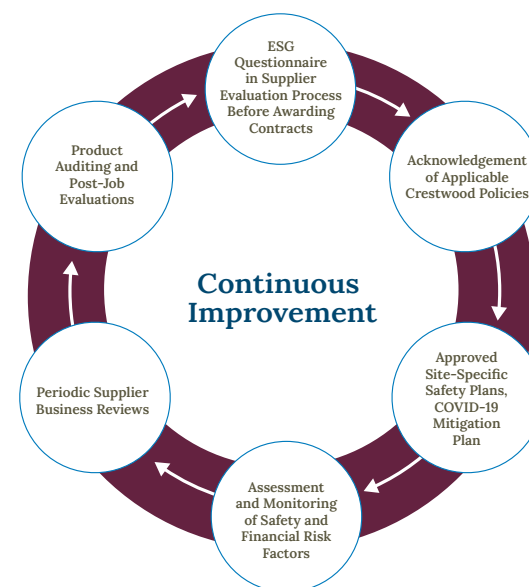
Supplier and Contractor Expectations

Primary contractors and subcontractors working on Crestwood sites are held accountable to applicable federal and state regulations and specific Crestwood requirements. Our Supplier Code of Conduct (the Code) sets forth Crestwood's requirements and expectations for our suppliers and contractors. Crestwood's SCM team works with selected vendors and suppliers to also acknowledge and commit to our Code of Business Ethics and Conduct prior to authorizing services or performing work. We use a Contractor Management System to distribute, track and assign deadlines for suppliers and contractors to acknowledge the Codes. Crestwood does not engage in business with contractors or suppliers that fail to complete this acknowledgment and commitment.

Crestwood's behavioral expectations and dynamic culture is based upon the belief that every individual deserves to be treated fairly, honestly and with dignity. We expect our suppliers and contractors to adhere to applicable child labor, wage, labor, safety, human rights and environmental laws. In addition to the Code, we require suppliers and contractors to review and acknowledge additional policy documents that complement the areas discussed in the Code.

Selecting Trusted Partners

We consider ESG performance a critical factor when selecting suppliers and contractors. Our supplier and contractor management process does not end when the contract is signed. We have regular touch points with our contractors to provide opportunities for continuous improvement.



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more
online

Supplier Diversity

Supplier diversity is also integral to Crestwood's procurement strategy and our culture. We are committed to advancing the development of diverse supplier relationships, including women-, minority-, veteran- and Indigenous-owned businesses across the United States. We also expect our business partners to use and develop diverse suppliers of their own while performing work with or on behalf of Crestwood.

In 2021, we extended our supplier diversity performance gains from 2020 and further solidified our approach to supplier diversity considerations and selections. These improvements enable us to verify that relevant, potential suppliers have a fair and equal opportunity to compete for business within our supply chain process. Further, this builds upon our commitment to championing Diversity, Equity and Inclusion (DEI) in everything that we do.

Supplier Diversity Spend

At Crestwood, we believe that an inclusive, diverse supplier community promotes innovation through the introduction of new products, services and solutions and is essential to economic vitality. We are proud to include and partner with diverse suppliers and remain committed to identifying new opportunities to increase our diverse supplier spend. In 2021, we had a total diversity spend of \$19,392,014, representing 21% of our total supplier spend. To continue delivering on this strategy, **we require at least one diverse supplier in growth capital RFPs over \$100,000.**

**In 2021, we had a total diversity spend
of \$19,392,014, representing 21%
of our total supplier spend**

As we advance our SCM management approach, we continue to collect and report data for our spend with diverse suppliers on an annual basis, including key information and categorizations.

Working with Indigenous Suppliers

Crestwood partners with Indigenous-owned companies for work conducted on the Fort Berthold Indian Reservation (FBIR) through the Tribal Employment Rights Office (TERO). TERO requires all companies conducting work on the reservation to partner with Tier 1 Contractors. We adhere to this mandate while reaching a step further, giving preference to qualified, self-performing Indigenous-owned businesses. In 2021, over 50 percent of all Crestwood's diversity spend was with Indigenous-owned suppliers.

We are committed to working with Indigenous suppliers and contractors and plan to incorporate feedback to assist with capacity building and training initiatives that aid in delivering on Crestwood and industry expectations.

"AR Foreman has worked with Crestwood since 2017 on Delaware Basin projects, including the recent construction of their Willow Lake Compressor Station and the Herradura Compressor Station. We share their commitment to safety and appreciate their proactive efforts to advancing supplier diversity in the communities in which they live and operate. We also believe that it takes continued effort between companies that diligently strive to build sustainable operations that are critical to success in our industry."

Anthony Foreman
Owner, AR Foreman Construction LLC





Carbon Management

As the world transitions to a lower-carbon future, we are committed to doing our part. Crestwood recognizes that changing climate and market conditions can expose our business and operations to risks and opportunities.

Understanding the critical role of energy in society and the various pathways for emission reductions can help our industry meet energy demand while reducing risks associated with a changing climate. To provide affordable energy to a growing population while working towards a lower-carbon economy, oil and natural gas will remain an integral part of the energy portfolio for the next several decades.

Our Approach

Crestwood appreciates that as we grow our portfolio of assets and business, it is our responsibility to set in motion our own standard operating practices for emissions management. We remain resolute on incorporating all assets into our best practice sustainability initiatives and remain focused on realistic, practical and cost-efficient emissions reduction programs. Crestwood is committed to an authentic path to becoming an industry-leading midstream operator delivering energy responsibly and sustainably.

Key 2021 Achievements:



Initiated

A CONTINUOUS METHANE MONITORING PILOT PROJECT IN THE POWDER RIVER BASIN

Published

OUR CARBON MANAGEMENT PLAN IN JANUARY 2022



Compensation



CONTINUED TO LINK ALL EXECUTIVE AND EMPLOYEE COMPENSATION TO OUR METHANE EMISSIONS INTENSITY RATE

Set Goal



SET A CORPORATE EMISSIONS REDUCTION GOAL TO REDUCE GREENHOUSE GAS EMISSIONS INTENSITY ANNUALLY

"I am proud to work for a company that not only makes commitments to reducing emissions but actively implements measures to achieve results. We encourage and empower our employees to raise ideas and creative solutions to help us achieve our emissions reduction goals."



Diaco Aviki, Executive Vice President
and Chief Operating Officer



Governance

We are committed to climate action and believe that transparency, governance and oversight from the top are foundational to our success. Crestwood's carbon management and climate strategies are driven primarily by the Board of Directors' Sustainability Committee. We report our emissions quarterly to the Board of Directors through an internal multi-discipline Carbon Management Working Group established in 2020. The Board's Sustainability Committee is also responsible for approving the enterprise-wide compensation goal that is tied to a reduction in methane emission intensity.

To build a sense of responsibility across the organization, we tie sustainability key performance indicators (KPIs) to employee compensation.

2021 Environmental KPI	2022 Environmental KPI	
Reduced  METHANE EMISSIONS INTENSITY RATE	Reduce METHANE EMISSIONS INTENSITY RATE	75% WE WILL CONDUCT LDAR ON 75% OF FACILITIES WITH METHANE EMISSION SOURCES 

Climate Change Strategy

We believe our climate change strategy encompasses a practical, continuous improvement approach to reduce industry emissions while simultaneously meeting the world's growing energy demand. Crestwood's strategy is to efficiently manage the operations of its vital infrastructure to reduce unnecessary GHG emissions and mitigate the potential for fugitive and process emissions.

Managing GHG emissions, including methane, is an integral part of our overall environmental management program. We work collectively to meet or exceed all regulatory requirements, reduce the emissions intensity of our operations and use cleaner sources of energy where possible.

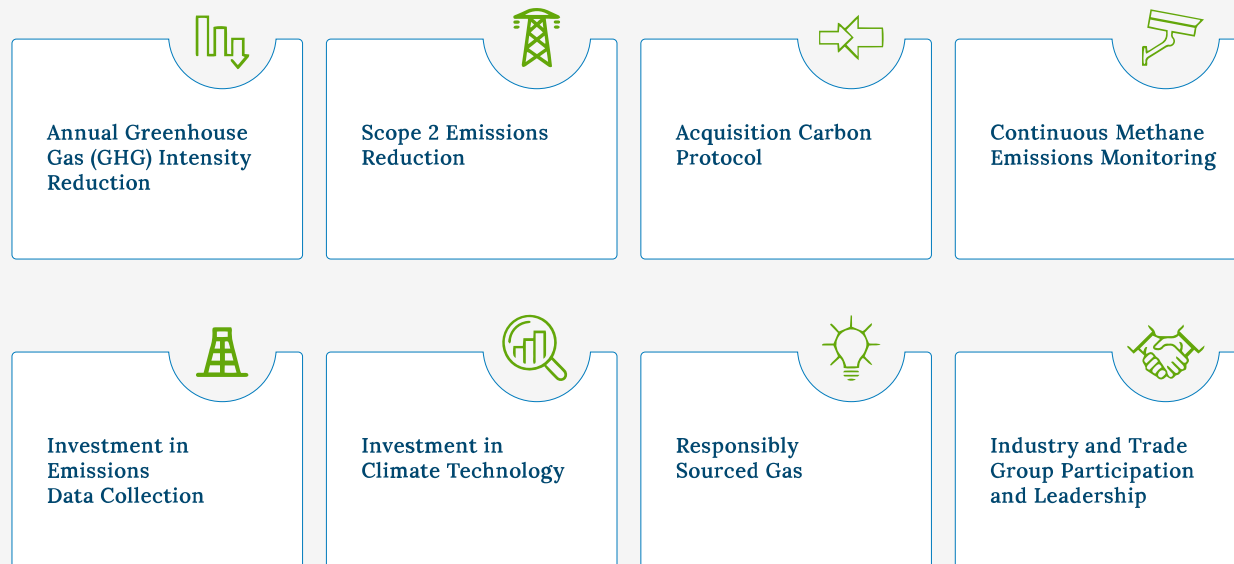
Carbon Management Plan

In January 2022, we published our first Carbon Management Plan. This plan outlines Crestwood's near-term emissions reduction goals, activities and strategies that we intend to implement as we expand our midstream gathering and processing asset portfolio. Our Carbon Management Plan is an authentic approach to managing our critical midstream infrastructure, and it is centered on our public commitment to reduce greenhouse gas (GHG) emissions intensity annually.



Read our entire Carbon Management Plan

EIGHT KEY COMMITMENTS



Collaboration



Active coordination and collaboration across the industry drives innovation and solutions. Crestwood employees participate, chair committees and, in some cases, hold a board position.

ONE Future

In our voluntary partnership with ONE Future, we actively engage with industry peers and advocacy groups to identify technical solutions that better manage emissions, share best practices and reduce emissions. Crestwood has been an active and collaborative member of ONE Future since 2020, and our senior vice president, ESG and corporate communications sits on the board.



ONE Future Methane Emissions Target and Crestwood's Performance





	Gathering & Boosting	Processing
 ONE Future Target	0.08%	0.11%
 Crestwood 2021	0.037%	0.035%

The Environmental Partnership

In 2021, we continued our membership and participation in The Environmental Partnership, a group of energy companies that are focusing on solutions that are technically feasible, commercially proven and will result in significant emissions reductions.

Evaluating our Greenhouse Gas Emissions Performance:

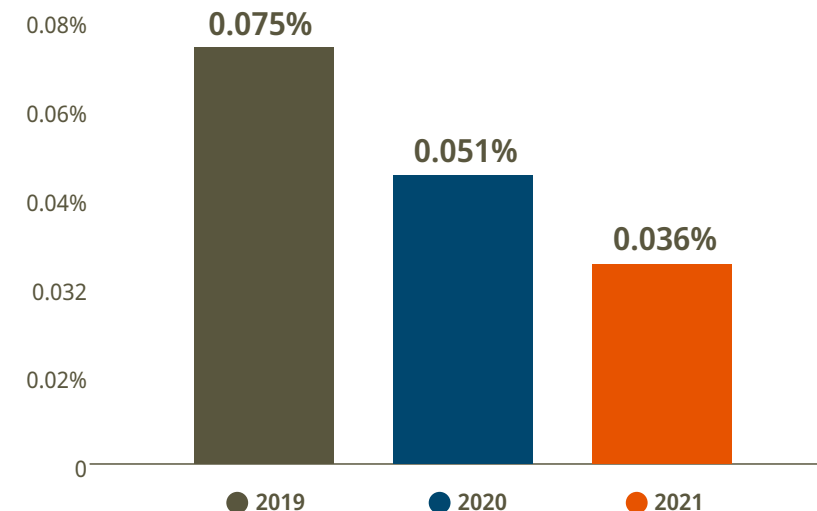
(All emission reductions are from 2020 levels)

 9% REDUCED SCOPE 1 EMISSIONS	 34% REDUCED SCOPE 2 EMISSIONS
19%  REDUCED GHG EMISSIONS INTENSITY	30%  REDUCED METHANE EMISSIONS INTENSITY



Learn more about our GHG performance

Methane Intensity Rate: 2019-2021



Assessing and Managing Climate Risk

Understanding, managing and reporting on climate-related financial risks and opportunities is critical for our business. We integrate climate-related considerations into key business planning and our annual Enterprise Risk Management (ERM) process. It is the responsibility of our executives and management team to implement this risk assessment and management process.

We have identified several potential climate-related risks. This includes physical and transition risks, e.g., effects of climate change on our assets and reduced demand for fossil fuels due to the implementation of policies designed to reduce GHG emissions. We have outlined our potential physical and transition risks and opportunities below, along with brief descriptions of the potential financial impacts.

In late 2022, we plan to conduct a full Task Force for Climate-related Financial Disclosures (TCFD)-aligned scenario analysis and physical risk assessment of Crestwood operations. We will publish the results of this analysis in our 2022 sustainability report.

A Focus on Methane Emissions Detection: Establishing a Robust Technology Toolkit

Reducing our methane emissions remains a critical component of our sustainability strategy and Carbon Management Plan. Detecting and repairing methane leaks is vital as we test and deploy new methods to mitigate methane emissions.

Crestwood relies on a variety of tools and techniques as part of our well-established leak detection and repair (LDAR) process. In addition to traditional use of optical gas imaging (OGI) cameras, recent advancements in technologies are providing additional monitoring solutions. Each of these technologies has a specific application or purpose.



OGI CAMERA



IN-SITU CONTINUOUS
SYSTEM



DRONE SYSTEM



AIRBORNE SYSTEM

CASE STUDY



Continuous Methane Monitoring Pilot

In late 2021, we initiated our continuous methane emissions monitoring pilot program to better enhance our approach to methane detection. Our first pilot is being conducted at the Appaloosa Compressor Station on our Jackalope System, located in Wyoming. We installed ChampionX SOOFIE monitors, a metal oxide sensor that continuously records several methane measurements a second. We are currently utilizing the devices to better understand our methane emissions.

We are also beginning to pilot two to three additional next-generation applications in multiple basins as part of our ongoing initiatives to find more robust and faster ways to detect and mitigate emissions. Based on results from the pilot program, Crestwood aims to deploy continuous methane emissions monitoring devices at key operations while improving its emissions performance by the first quarter 2023.



Biodiversity and Ecosystem Protection

Healthy habitats and ecosystems are vital to a thriving world. Crestwood works to minimize our impacts, reduce long-term habitat disturbances and integrate biodiversity conservation efforts into our land use management. Biodiversity and ecosystem protection remains a strategic focus of the company and a key component of our sustainability strategy.

Our Approach

Our goal is to be an MLP midstream industry leader in biodiversity and ecosystem protection by upholding the strategic and responsible practices described in our Biodiversity Policy. The policy, developed in 2020, contains provisions on sustainable management of natural resources and raw materials as well as respecting Indigenous peoples and minimizing community impacts.

The Environmental Services department, with support from the Land Services department and Operations team, manages Crestwood's land use practices, entrenched in protecting and conserving the biodiversity in areas where we operate.

Protecting and conserving a habitat or species requires stakeholder inclusion and collaboration. We are committed to applicable regulations, best practices and exceeding the expectations of landowners. Our teams work regularly with government entities such as the EPA, the U.S. Fish & Wildlife Service, the Bureau of Land Management, U.S. Army Corps of Engineers, Federal Energy Regulatory Commission, National Park Service, Bureau of Indian Affairs and tribal, state and local permitting and wildlife management agencies to define management plans and minimize impacts.

To monitor our awareness of any sensitive biodiversity areas within the lands we operate, we track the percentage of lands within a 30-foot average corridor of a pipeline's centerline in proximity to areas designated by the U.S. Fish and Wildlife Service as threatened and endangered species habitats.

Strategic Environmental Partnerships

Crestwood understands that long-lasting, meaningful conservation requires commitments from a variety of stakeholders. Therefore, we cultivate environmental stewardship partnerships in key operating locations at the community, state and federal level. In 2021, we engaged with the local Indigenous community in North Dakota, solicited expert advice from local remediation specialists, partnered with state-led conservation organizations and sought and received certification from the Wildlife Habitat Council (WHC). Our approach to our team's grassland reclamation work was further recognized through the WHC's 2021 Grassland Award.



Cultural Heritage Protection

Our focus on minimizing impacts of our operations goes beyond flora and fauna. We include the cultural landscapes of the areas in which we operate. At the start of the routing or siting process, we examine the potential presence of recorded cultural resources along the proposed pipeline route or operational site. The results of this due diligence guide the extent of any additional research or adjustments necessary for the routing or siting process. We work to minimize our construction footprint, specifically managing our developments to avoid impact to cultural resources.



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more
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Environmental Management

At Crestwood, we recognize our responsibility to effectively manage our air emissions, spill prevention and response and waste management. This responsibility is upheld by people across all Crestwood's operations including employees, contractors, executives and our Board of Directors.

Our Approach

Crestwood's environmental management program is guided by our Health, Safety and Environmental Policy. Our quantitative and qualitative environmental performance metrics and regulatory compliance status are reported to our internal Sustainability Steering Committee on a quarterly basis and to our board-level Sustainability Committee on an annual basis.

We regularly seek improvement opportunities through the use of industry best practices across our assets to reduce our operational footprint and environmental impacts.

Criteria Air Emissions

Our operations generate air emissions such as nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter (PM) and volatile organic compounds (VOCs) — most of these emissions primarily come from combustion. We look for ways to reduce these emissions through operational practices, eliminated redundancy and well-maintained, efficient equipment. We continue to invest in NOx emission controls for our relevant assets and, prior to purchase and installation, certify new equipment meets or exceeds the latest air emissions performance standards.

Managing Waste

Crestwood further demonstrates our commitment to environmental stewardship in the way that we manage waste from generation to disposal.

In 2021, we focused on enhancing our waste quantification and management practices. We updated our corporate Waste Management Standard to include new ways to digitize and optimize waste workflows like fuel tickets and manifests. Full waste management plans were updated for over 50 facilities spanning our operations. Each plan is tailored to the operational activities and specific state requirements of the facility and aligned with our corporate Waste Management Standard. Our primary waste streams include hazardous and non-hazardous waste. Where possible, we prioritize recycling of batteries, metal, used oil, light bulbs and limited chemicals.

Preventing and Mitigating Spills and Releases

We strive to promote an environmentally friendly operating culture of zero tolerance for spills. Our operations are designed to reduce the risk of releases to the environment. Employees and contractors are trained to maintain responsible construction and operating practices and prepare for response, if an incident does occur. After any incident, we conduct a root-cause analysis to understand why the incident occurred and implement measures to prevent the incident from reoccurring.

Crestwood's response plans include:

- Facility Spill Prevention, Control and Countermeasure (SPCC) Plans
- Risk Management Plans (RMPs)
- Emergency Response Plans (ERPs)



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Prioritizing Safety

At Crestwood, we believe safety is everyone's responsibility. We promote a culture in which all employees feel engaged, safe and know that their actions can protect their coworkers and the communities in which we operate. Our employees demonstrate their commitment to safe work practices by meeting or exceeding industry performance standards and identifying opportunities for continuous improvement. Our team endeavors to consistently deliver best-in-class operational safety. Our commitment to health and safety excellence is outlined in our Health, Safety and Environmental (HSE) Policy.

"I was honored to receive a Safety Spot Award and appreciate the trust Crestwood had in me to identify a problem and provide a solution, keeping my team and community safe."

Felix Nunez
Measurement Technician,
Tres Palacios Gas Storage



Our Approach

Crestwood's ability to provide the highest quality midstream services to our customers, while providing for the safety of our employees, contractors and the public, is built on adherence to our Principles of Operational Safety:

- Assemble the people with the right skills for the task at hand
- Utilize safe work practices and behaviors
- Ensure conformance with all policies and procedures
- Promote safe operational control of facilities, vehicles and assets
- Ensure all safety devices are in place and properly functioning
- Provide engineering designs in conformance with applicable industry codes and standards
- Immediately address and correct any unsafe condition
- Seek timely assistance from technical and subject matter experts as necessary
- Ensure that the maintenance of vehicles, equipment and facilities is regularly performed, follows known standards, corrects identified failures and is documented in a consistent manner across the company.



33% REDUCED
LTIR



41% REDUCED
PVIR



0 FATALITIES

The Evolution of our Safety Culture

Crestwood's safety culture continues to evolve. We recognize that culture enhancement happens when we demonstrate commitment to safety from our executive management to our field-level supervisors, through words, actions, organizational strategy and personal engagement.

In 2021, we conducted our second employee safety perception survey, facilitated by the National Safety Council, to gauge our efforts over the last two years and drive future work plans. We had over 93 percent participation in the survey, compared to 88 percent participation in 2019. When benchmarked against over 1,350 companies across multiple industries in the National Safety Council database, Crestwood ranked in the 93rd percentile and outperformed our industry peers in pipeline and storage services. This percentile rank was an increase of over 12 percentage points from our original baseline survey.

We continued our Safety in Action campaign to drive employee engagement and build trust by establishing opportunities for multi-disciplinary employees to participate on regional safety committees and share best practices and lessons learned.

Driving for Safety

Vehicle incidents remain a high-risk area that require our daily diligence and proactive mitigation. In 2021, Crestwood achieved a 50 percent reduction in total vehicle incident count. Crestwood deployed new technologies, including high-quality cameras, to monitor driving safety both inside and outside the vehicle. This assists us in mitigating risks and reducing incidents resulting from distractions. Based on data from our in-vehicle telematics systems, we continually identify at-risk behaviors resulting in one-on-one discussions with employees to modify their driving habits.

In 2021, Crestwood achieved a 50 percent reduction in vehicle incidents

We continued with our Smith System driver training, which resulted in 229 field employees trained in 2021. Additionally, we trained 55 corporate employees who drive their personal vehicles or a rental car on behalf of Crestwood.

Crisis Management and Emergency Response

Across our operations, we strive to be prepared for any event, planned or unplanned. It is important that our Crestwood teams are prepared and ready to respond in the event of a crisis or emergency to protect the safety of our people, the community and the environment.

Crestwood understands that responding to potential crises and emergencies is not just an internal responsibility but also a shared responsibility with community leaders, agencies and first responders. Regularly, we engage with local emergency response agencies including police, fire rescue teams and health care providers for a better understanding of our operations and the type of response that might be necessary in an emergency. We maintain and monitor a 24/7 emergency hotline accessible to external stakeholders to ensure immediate notification of an incident allowing for a swift and effective response.



Reaching Triple Zero



Incident Tracking by Regional Asset Group

Crestwood tracks incidents by regional asset group to drive performance and achieve zero OSHA Recordable Injuries, zero Lost Time Injuries and zero Preventable Vehicle Incidents (Triple Zero) annually. At the end of the year, each facility is scored on their progress towards Triple Zero. In 2021, we had six regional groups achieve Triple Zero. Additionally, our Tres Palacios and LPG Terminals – Southeast surpassed seven years and six years, respectively, without an incident.

Triple Zero Assets in 2021

- Colt Hub
- Kansas City Office
- LPG Terminals – Southeast Region
- Marcellus
- Powder River Basin – Jackalope
- Tres Palacios



Building an Inclusive Workplace: Diversity, Equity and Inclusion

At Crestwood, we continue our journey in valuing diversity, building inclusion and inspiring diverse perspectives, ideas, skills and knowledge into everything we do.

During 2021, we rolled out training in understanding unconscious bias, created mentoring circles encouraging enhanced knowledge sharing and invited local Indigenous professionals of the Mandan, Hidatsa and Arikara (MHA) Nation to discuss cultural Indigenous awareness through collaborative discussions. We continue to bridge equity by building and adjusting processes and systems that are impartial, fair and provide equal outcomes for each employee.

Our Approach

Diversity, Equity and Inclusion (DEI) remains a key focus area of our company's sustainability strategy. In 2021, we continued our progress in executing on our **Five-Point Plan** which outlines our approach to enhance DEI inside and outside the organization.

The underpinning value of our DEI strategy continues to focus efforts on building a company culture that cultivates and inspires our current workforce. We continue hosting a variety of opportunities for building a future pipeline of diverse talent to experience and consider careers in the energy industry while monitoring our progress and addressing our recognized diversity gaps. Our engagement through strategic partnerships, providing scholarships and internship programs, implementing unique DEI training experiences, supporting supplier diversity programming and encouraging community giving and employee volunteering provides avenues to building an inclusive society.

Diversity, Equity and Inclusion Five-Point Plan

During the fourth quarter of 2021, we embarked on a sustainability materiality refresh and developed our 2022-2024 sustainability strategy. This process included updating Crestwood's DEI Five-Point Plan. This plan outlines our roadmap and highlights key performance milestones for closing our recognized DEI gaps. Building upon our already unique workplace culture at Crestwood, we fully recognize there is always more work to be done in promoting DEI.

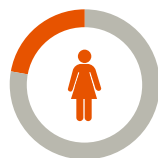


Diversity Metrics

At Crestwood, we are making progress toward a more inclusive leadership by promoting from within. We will be updating our diversity metrics and profile in 2022 with a concentrated effort to continue developing, promoting and advancing representation within our workforce as we continue our DEI journey. In the last year, we made progress through our retention and recruitment efforts in advancing our overall representation.



30% FEMALE
MANAGEMENT



22% FEMALE
EMPLOYEES



17% MINORITY
EMPLOYEES

“Through our various employee engagement strategies, we remain focused on retaining our talented employees, recruiting the next generation and finding unique strategic community, nonprofit and academic partnerships to enhance our culture and tap into our future talent needs.”



Manasi Pandya
Vice President, Human Resources
and Diversity & Inclusion

Gender Equality and Fair Pay Assessments

Crestwood continues to increase opportunities to retain and promote women and minorities. Each year we conduct a gender, race and age pay-gap analysis. We use the results to evaluate and address any potential pay parity issues. This information is evaluated by a third-party consultant specializing in compensation and the accumulated results are shared with members of our Board of Directors’ Compensation Committee.

Bloomberg Gender-Equality Index

For the second year in a row, Crestwood has received the prestigious Bloomberg Gender-Equality Index (GEI) award. We are only one of three midstream companies to be included in the Index. The GEI evaluates transparency to gender-related practices and policies for publicly listed companies.



Diversity, Equity and Inclusion Goals Tied to Employee Compensation

To further demonstrate Crestwood’s commitment to DEI, the following goals are tied to employee compensation in 2022:

2022 DEI Goals Tied to Employee Compensation



All Arrow asset employees and supporting corporate team members to take Indigenous cultural awareness training



60 percent of all interns and 60 percent of scholarship recipients are from diverse backgrounds



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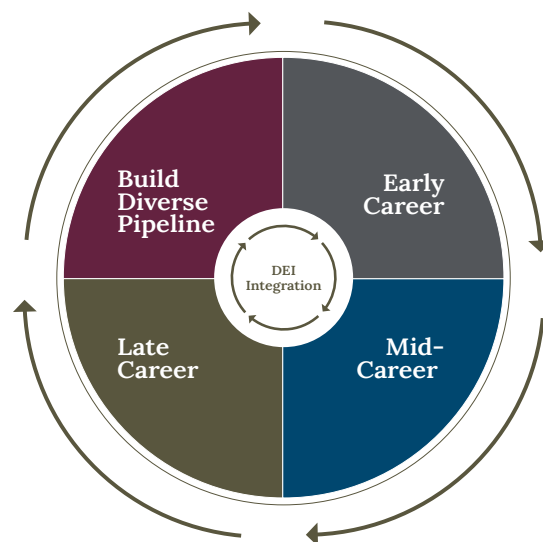
Employee Development

Our number one resource is our talented people. Actively engaging and developing our employees will always be a key priority at Crestwood. We value the culture we have cultivated which focuses on inclusion and collaboration to solve complex problems and find innovative solutions.

Talent Attraction and Retention

With our comprehensive benefits program, competitive compensation and opportunities for growth, Crestwood offers a rewarding career experience. We use a combination of on-the-job learning, formal training opportunities, mentoring circles and enhanced well-being services to attract and retain our talented workforce. We seek individuals at all stages of their careers to join our high-performance culture and engage in challenging and satisfying work that fosters collaboration and respects diversity.

Employee Lifecycle



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Talent Review Meetings Established and Active in 2021

In 2021, we established a round table with senior leaders to review talent across the organization to enhance our internal discussions with regards to employees' career progression, cross-training, and special assignments and to recognize and highlight outstanding performers throughout our business. This process also increases opportunities for leaders to share knowledge of individuals not traditionally associated with their business unit, opening new career path prospects for our employees. As we look for innovative ways to retain and advance our talented workforce, we are leveling the playing field by developing programs and establishing processes that are impartial, fair and open to everyone.

Employee Training

At Crestwood, our goal is to build and develop expertise throughout the company while supporting employees to fulfill their career and life goals. Through our specialized orientation program, new team members start their development on day one. We provide development through a variety of channels, including our Learning Management System (LMS) which offers a large catalogue of courses, educational reimbursement programs and developmental relationships with mentors through mentoring circles.



15,052
TOTAL TRAINING HOURS



19
TOTAL TRAINING
HOURS PER EMPLOYEE



Our Community of Stakeholders

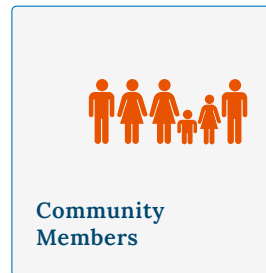
At Crestwood, we are focused on having open, honest and respectful engagements with our diverse stakeholders. Building strong, long-term relationships founded in mutual trust and clear communication is essential to our success, and more importantly, a key component of our overall corporate strategy. Our goal is to become an industry leader in external engagement and social investment through unique and targeted relationship building.

Our Approach

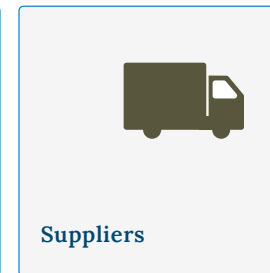
We recognize that stakeholder engagement is not a “one-size-fits-all” exercise. Different groups have specific interests and concerns regarding our business. We tailor our interactions to communicate with diverse stakeholder groups creating opportunities to learn and grow. Our strategic approach to stakeholder engagement assists our employees in navigating and maintaining key relationships across our business.



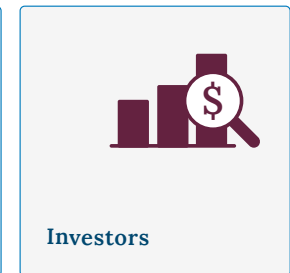
Government & Regulators



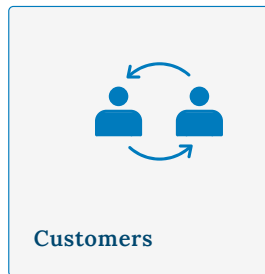
Community Members



Suppliers



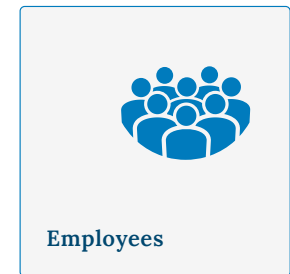
Investors



Customers



Read about how we interact with our stakeholders



Employees



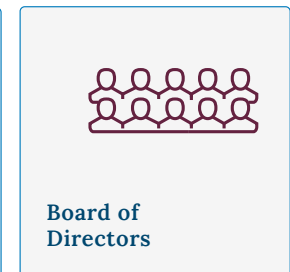
Non-Governmental Organizations & Community-based Organizations



Local Indigenous Groups



Trade Associations



Board of Directors

Learn More About Our Community of Stakeholders



Government Relations



Read about our
Government Relations



Indigenous Relations



Read about our
Indigenous Relations



Landowner Relations



Read about our
Landowner Relations



Enriching Communities

Giving back to the local communities where we live and work is something that we take pride in at Crestwood. We understand our communities are placing their trust in Crestwood to operate responsibly and safely while positively impacting society through supporting local initiatives. With a focus on building lasting relationships through engaging partnerships, volunteering and direct financial contributions, we continually seek to partner with organizations who share our desire to support economic development and the sustainability of our local communities.

Our Approach

For Crestwood, social investment is not just a 'check-the-box' exercise. We take pride in developing and maintaining our partnerships with local communities while building new, long-lasting relationships. Through our active participation, Crestwood's social investment strategy takes a strategic, risk- and opportunity-based approach and considers the unique needs and aspirations of each community. We plan to be long-term guests in our communities, and our strategy purposefully focuses on the full lifecycle of our expected operations.

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



SAFETY



EDUCATION AND
WORKFORCE DEVELOPMENT



ENVIRONMENT



COMMUNITY
VITALITY

As part of our growing commitment and dedication to Diversity, Equity and Inclusion (DEI), in 2021 an all-employee compensation KPI was developed to encourage social investments to organizations with a specific emphasis on progressing DEI. In 2021, 64 percent of our charitable donations advanced DEI in our communities, surpassing our goal by 29 percent.

We take our social responsibility seriously.

Our social responsibility and investment efforts are reviewed and approved through the Board of Directors' Sustainability Committee, with all activities overseen by our president and chief financial officer. Each year, we collaborate with our local employees to discuss investment opportunities aligned with our four giving areas. The active engagement and participation of our employees provides opportunity for greater insight and connectivity to the local community.



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SINCE 2018
\$4.9 MILLION TO ORGANIZATIONS THAT ENGAGE AND PROMOTE SAFETY, ENVIRONMENTAL STEWARDSHIP, EDUCATION AND WORKFORCE DEVELOPMENT AND COMMUNITY VITALITY

\$1.2 MILLION DONATED IN 2021 THROUGH OUR CORPORATE GIVING, VOLUNTEERING AND EMPLOYEE MATCHING GIFTS

Performance Data

Category	Description	2021	2020	2019
Economic				
Financial Performance	Adjusted Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA) (millions USD)	\$600	\$580	\$527
	Distributable Cash Flow (DCF) attributable to CEQP Common Units (millions USD)	\$371	\$361	\$305
	Distribution coverage ratio	2.4x	2.0x	1.8x
	Leverage ratio	3.5x	4.0x	4.1x
	Annual distribution (per unit)	\$2.50	\$2.50	\$2.43
	Pay link to sustainability (Y/N)	Y	Y	Y
Governance				
Board	Number of Board members	7	8	9
	Independent Board members (%)	86%	63%	67%
	Average age of Board members	66	59	59
	Number of Board meetings during the calendar year	17	15	9
	Board member attendance (%)	89%	90%	83%
	Number of Audit Committee meetings	7	7	7
	Audit Committee meeting attendance (%)	97%	100%	90%
	Number of Compensation Committee meetings	6	5	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	2	1	1
	Directors who are women (%)	29.0%	12.5%	11.1%
	Number of directors who are racially and ethnically diverse	1	0	0
	Directors who are racially and ethnically diverse (%)	14%	0%	0%
Ethics	Code of Business Conduct and Ethics (Code) (Y/N)	Y	Y	Y
	Whistleblower reports	3	0	4
	Code training hours	285 ¹	761	389 ¹
	Employees who signed the Code (%)	100%	100%	99.6%
	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	2021	2020	2019
Governance				
Supply Chain Management	Supplier Code of Conduct (Y/N)	Y	Y	Y
	Total supplier spend	\$91,032,885	\$216,188,361	\$509,822,307
	Total diversity spend	\$19,392,014	\$54,091,953	\$94,857,430
	Total diversity spend (%)	21%	25%	19%
	- Minority-owned	\$11,059,540	\$29,687,774	\$39,159,942
	- Indigenous-owned	\$10,308,631	\$28,857,187	\$37,936,893
	- Small business	\$8,483,097	\$24,686,541	\$39,351,216
	- Veteran-owned	\$700,841	\$1,235,559	\$2,019,709
	- Veteran-disabled	\$17,630	\$149,778	\$136,359
	- Women-owned	\$1,410,371	\$2,614,024	\$23,071,672
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with pipeline and storage regulations	\$0	\$200,000	\$0
Environmental				
Environmental Management	Environmental Policy (Y/N)	Y	Y	Y
	Environmental fines and penalties ²	\$0	\$1,500	\$3,265
	Number of environmental NOV/NOE	0	4	4
	Number of external environmental inspections	18	15	46
Waste Type & Disposal Method	Non-hazardous waste total (Metric Tons)	831	747	-
	Hazardous waste total (Metric Tons)	1	2	-
	Landfill disposal (Metric Tons)	679	629	-
	Recycled disposal (Metric Tons)	153	118	-
Criteria Air Emissions	Nitrogen Oxides (NOx) (Metric Tons)	434.98	475.33 ³	638.80
	Sulfur Oxides (SOx) (Metric Tons)	4.28	4.99 ³	6.71
	Volatile Organic Compounds (VOCs) (Metric Tons)	547.52	609.21 ³	633.25
	Particulate Matter (PM) (Metric Tons)	43.38	50.39 ³	57.37
Greenhouse Gas Emissions	Scope 1 Greenhouse Gas Emissions (Metric Tons CO2e)	746,623	819,235	984,605
	- Carbon Dioxide (CO2)	673,378	728,304	837,482
	- Methane (CH4)	2,439	3,622	5,170
	- Nitrous Oxide (N2O)	1.15	1.30	1.44
	- Trucking Emissions (CO2)	11,916	12,948	17,484

Category	Description		2021	2020	2019
Environmental					
Greenhouse Gas Emissions	Scope 2 Greenhouse Gas Emissions (Metric Tons CO2e)		214,642	324,722	219,676
	Total Scope 1 and Scope 2 Greenhouse Gas Emissions (Metric Tons CO2e)		961,265	1,143,957	1,204,281
	Greenhouse Gas Emissions Intensity (Metric Tons CO2e/\$MM Adjusted EBITDA)		1,602	1,972	2,287
	Greenhouse Gas Emissions Intensity (Metric Tons CO2e/Thousand BOE)		7.49	7.99	8.70
	ONE Future Methane Intensity Total (%)		0.036%	0.051%	0.075%
	- Gathering and Boosting (%)		0.037%	0.047%	-
	- Processing (%)		0.035%	0.065%	-
	Energy used (direct and indirect) that is renewable energy (%)		0.08%	0.07%	0.13%
	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		1	3	20
	Number of hydrocarbon liquid releases beyond secondary containment (>5bbl)		1	1	10
	Volume of hydrocarbon liquid releases beyond secondary containment (>5bbl)		124	30	6,260
	Hydrocarbon liquid releases intensity per mile of pipeline		0.08	0.02	3.66
	Volume in Arctic (bbl)		0	0	0
	Volume in unusually sensitive areas (bbl)		0	0	4
	Volume recovered (bbl)		124	0	68
	Reportable pipeline incidents	- Number	0	0	0
		- Significant pipeline incidents (%)	0%	0%	0%
	Rail transportation releases	- Number of accident releases	0	0	0
- Number of non-accident releases		2	0	0	
Operational Safety ⁴	Natural gas pipelines inspected (%)		0.0%	0.0%	0.0%
	Hazardous liquid pipelines inspected (%)		11.5%	31.3%	8.9%
Ecological Impacts ^{5(a)}	Biodiversity Policy (Y/N)		Y	Y	N
	Percentage of land operated within areas of endangered and threatened species habitat	Near designated areas (%) ^{5(b)}	19.03%	17.86%	16.86%
		Inside designated areas (%) ^{5(c)}	0.00%	0.00%	0.00%
		Inside or near designated areas (%)	19.03%	17.86%	16.86%

Category	Description	2021	2020	2019
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	0.94	0.78
	Days Away, Restricted or Transferred Rate (DART) – employees	0.59	0.73	0.70
	Lost Time Incident Rate (LTIR) – employees	0.35	0.52	0.61
	Preventable Vehicle Incident Rate (PVIR) – employees	0.71	1.20	1.03
	Fatalities - employees	0	0	0
	Total Recordable Incident Rate (TRIR) – contractors ⁶	0.00	2.91	0.84
	Days Away, Restricted or Transferred Rate (DART) – contractors ⁶	0.00	1.94	0.28
	Lost Time Incident Rate (LTIR) – contractors ⁶	0.00	1.46	0.19
	Number of preventable vehicle incidents – contractors ⁶	0	0	2
	Fatalities - contractors	0	0	0
	Safety fines and penalties	\$0	\$204,100	\$19,500
	Number of safety NOV/NOE	0	3	3
	Number of agency safety inspections	41	32	45
	Employees who completed safety training (%)	100%	100%	100%
	Number of drills	30	36	22
	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	645	664	862
	Women in the workforce (%)	22%	20%	21%
	Women in management roles (%)	30%	27%	26%
	Employees who are of minority populations (%)	17%	16%	16%
	Management who are of minority populations (%)	14%	15%	14%
Employee Age Demographics	Employees who are 25 or younger (%)	3%	3%	3%
	Employees who are 26 – 34 (%)	23%	25%	24%
	Employees who are 35 – 44 (%)	29%	29%	28%
	Employees who are 45 – 54 (%)	24%	23%	24%
	Employees who are 55 or older (%)	21%	20%	21%

Category	Description	2021	2020	2019	
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	15,052	15,036	14,452	
	Total number of participants	782	909	995	
	Training hours per employee	19	17	15	
	Mentorship programs (Y/N)	Y	N	Y	
	Total mentors/mentees	24	-	26	
Employee Retention & Engagement	Employee engagement survey response rate – Houston (%)		88%	91%	86%
	Employee engagement survey response rate – Locations outside of Houston (%)		56% ⁷	90%	84%
	Total number of new employee hires		86	83	186
	New hire by gender - Male		67	69	154
	New hire by gender - Female		19	14	32
	New hire by age	Employees who are 25 or younger	15	7	16
		Employees who are 26 – 34	28	23	56
		Employees who are 35 – 44	19	16	50
		Employees who are 45 – 54	11	22	33
		Employees who are 55 or older	13	15	31
	Total employee turnover rate (%)		16.2%	37.0%	17.3%
	Voluntary turnover rate (%)		11.1%	8.3%	10.7%
	Employee turnover by gender – Male		93	222	112
	Employee turnover by gender – Female		13	59	34
	Employee turnover by age	Employees who are 25 or younger	7	6	5
		Employees who are 26 – 34	37	56	29
		Employees who are 35 – 44	25	63	35
		Employees who are 45 – 54	14	79	29
		Employees who are 55 or older	23	77	48

Category	Description	2021	2020	2019
Social				
Social Investment	Social investment total giving	\$1,200,000	\$805,000	\$1,400,000
	DEI total giving	\$681,000	\$530,000	\$657,000
	Scholarship total giving	\$215,000	\$132,500	\$225,000
	Employee match	\$5,000	\$5,000	\$5,000
	Employee donations matched	\$116,609	\$122,587	\$58,919
	Number of volunteer activities	32	22	50
	Volunteer hours	1,630	750	2,555
Stakeholder Engagement	Number of grievances from local communities	0	0	0

¹ 2021 and 2019 training hours for the Code are lower due to the fact that the course is required every other year. The 389 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 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.

^{5(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.

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

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

⁶ Contractor data is for major growth projects only.

⁷ 2021 was the first year to include all Field and Kansas City employees in our Employee Engagement Survey, resulting in a significant decrease in participation due to a wider range of employees who received the survey.



811 Main St., Suite 3400
Houston, TX 77002

esg.crestwoodlp.com

