

2024 Hess Midstream GRI Content Index

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This index refers to the Global Reporting Initiative (GRI) Standards (2021), with cross reference to the GRI 11: Oil and Gas Sector Standard (2021), the oil and gas industry metrics from the Sustainability Accounting Standards Board (SASB) and the Energy Infrastructure Council (EIC) and GPA Midstream Association (GPA) sector specific environmental, social and governance (ESG) indicators.

GRI Disclosure	Disclosure Title	Reference(s)	Other Reporting Framework(s)	Comment(s)
GRI 2: General Disclosures 2021				
2-1	Organizational details	2024 Hess Midstream Sustainability Report (SR), pages 1–2 2024 Hess Midstream SEC Form 10-K, pages 8–15 Operations - Hess Midstream Partners LP About Us - Hess Midstream Partners LP 2024 EIC/GPA ESG Reporting Template	EM-MD-000.A 4.15, 4.19.1, 4.19.2	
2-2	Entities included in the organization's sustainability reporting	2024 Hess Midstream SEC Form 10-K, pages 8-15		
2-3	Reporting period, frequency and contact point	2024 Hess Midstream SR, inside front cover		Hess Midstream publishes a SR on an annual basis.
2-4	Restatements of information	2024 Hess Midstream SR, page 4 Greenhouse Gas (GHG) Inventory Protocol		
2-5	External assurance	2024 Hess Midstream SR, inside front cover and pages 4, 34–35 2024 EIC/GPA ESG Reporting Template GHG Inventory Protocol	2.14, 3.13	In addition to our internal and external assurance process described in the 2024 Hess Midstream SR, our policies and practices with respect to GHG reporting and assurance, including third party assurance, are documented in the Hess GHG Inventory Protocol, which we follow. It is also our practice to have our annual SR and enclosed data reviewed by our named executive officers and Board of Directors (Board) tangentially to the external assurance of our performance data.
2-6	Activities, value chain and other business relationships	2024 Hess Midstream SR, pages 1–2 2024 Hess Midstream SEC Form 10-K 2024 EIC/GPA ESG Reporting Template	EM-MD-000.A 1.1–1.3	
2-7	Employees	2024 Hess Midstream SR, page 6 2024 Hess Midstream SEC Form 10-K, page 22 2024 EIC/GPA ESG Reporting Template	3.10–3.11, 4.2, 4.4, 4.16.1–4.16.4, 4.18.1	Hess Midstream does not have our own employees. We utilize Hess employees through both a secondment agreement and an omnibus agreement.
2-8	Workers who are not employees	2024 Hess Midstream SR, pages 5, 12 Hess Corporation, Inclusion webpage		

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2-9	Governance structure and composition	2024 Hess Midstream SR, pages 5-32 2024 Hess Midstream SEC Form 10-K, pages 97-99 2024 EIC/GPA ESG Reporting Template	4.1, 4.3, 4.5-4.6	To address 2-9 and 405-1, we report the diversity of Hess Midstream's Board directors, which includes Hess employees as well as independent directors, and Hess Midstream's corporate officers, who are Hess employees.
2-10	Nomination and selection of the highest governance body	2024 Hess Midstream SEC Form 10-K, page 97 2024 EIC/GPA ESG Reporting Template	4.7, 4.19.3	
2-11	Chair of the highest governance body	2024 Hess Midstream SEC Form 10-K, page 97		John B. Hess is Chairman of the Board and Chief Executive Officer of Hess Midstream.
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Hess Midstream SR, pages 5-6, 18-19 2024 Hess Midstream SEC Form 10-K, pages 97-101 2024 EIC/GPA ESG Reporting Template	4.7.1, 4.16.1-4.16.4	The Hess Midstream Board had nine meetings in 2024, which included review of impacts, risks and opportunities of economic, environmental and social topics. See our 2024 SEC Form 10-K for a description of the Stockholder and Interested Party Communications process.
2-13	Delegation of responsibility for managing impacts	2024 Hess Midstream SR, pages 5-6, 18-19		In addition to what is discussed in the 2024 Hess Midstream SR related to managing operational, strategic, financial, EHS and social issues, Hess' Chief Information Security Officer holds responsibility for cybersecurity and reports to the Board's Audit Committee at least twice per year.
2-14	Role of the highest governance body in sustainability reporting	2024 Hess Midstream SR, page 5		The Hess Midstream SR is reviewed by the Board.
2-15	Conflicts of interest	2024 Hess Midstream SR, page 5 2024 Hess Midstream SEC Form 10-K, pages 100		
2-16	Communication of critical concerns	2024 Hess Midstream SEC Form 10-K, pages 100		See our 2024 10-K for a description of the Stockholder and Interested Party Communications process.
2-17	Collective knowledge of the highest governance body	2024 Hess Midstream SEC Form 10-K, pages 97-99 2024 EIC/GPA ESG Reporting Template	4.8	
2-18	Evaluation of the performance of the highest governance body	2024 Hess Midstream SEC Form 10-K, pages 102-105 2024 EIC/GPA ESG Reporting Template	4.9	
2-19	Remuneration policies	2024 Hess Midstream SEC Form 10-K, pages 102-105 2024 EIC/GPA ESG Reporting Template	4.10-4.14, 4.19.4-4.19.6.2	
2-20	Process to determine remuneration	2024 Hess Midstream SEC Form 10-K, pages 102-105		Hess Midstream does not have our own employees, but has entered into an agreement with Hess where certain employees are seconded to Hess Midstream. The compensation of our named executive officers, other than equity awards under our Long-Term Incentive Plan, is set and paid by Hess.

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2-21	Annual total compensation ratio	2024 Hess Midstream SEC Form 10-K, pages 102–105		Hess Midstream does not have our own employees, but has entered into an agreement with Hess where certain employees are seconded to Hess Midstream. The CEO is paid by Hess. Accordingly, Hess Midstream does not report its annual total compensation ratio.
2-23	Policy commitments	2024 Hess Midstream SR, inside front cover and pages 5, 7, 10 Code of Business Conduct and Ethics Environment, Health and Safety (EHS) Policy Human Rights Policy 2024 EIC/GPA ESG Reporting Template	4.17	In keeping with a precautionary approach, we evaluate identified risks and develop and implement mitigation plans by following Hess' enterprise risk management, value assurance and due diligence processes.
2-24	Embedding policy commitments	2024 Hess Midstream SR, inside front cover and pages 5, 7, 10 Hess Corporation, How We Operate webpage		
2-25	Processes to remediate negative impacts	2024 Hess Midstream SR, pages 12–13 Code of Business Conduct and Ethics, pages 6–7 EHS Policy Human Rights Policy	4.18.2–4.18.3	
2-26	Mechanisms for seeking advice and raising concerns	2024 Hess Midstream SR, pages 10–11 Code of Business Conduct and Ethics, pages 10–11		
2-27	Compliance with laws and regulations	2024 Hess Midstream SR, page 31 2024 Hess Midstream SEC Form 10-K, pages 16–22	EM-MD-520a.1 11.19.2	Pending material legal proceedings as well as material proceedings known to be contemplated by governmental authorities are disclosed in the appropriate SEC public filings.
2-28	Membership associations	2024 Hess Midstream SR, page 8		
2-29	Approach to stakeholder engagement	2024 Hess Midstream SR, pages 10-11		The frequency of our engagement varies by stakeholder, issue and estimated risk. For example, we meet with landowners on a regular basis and increase the frequency of those engagements as appropriate based on the key issues. Similarly, we maintain an open dialogue with community representatives and regulating bodies, and increase engagement as appropriate based on the relevance and timing of key issues.
2-30	Collective bargaining agreements	2024 Hess Midstream SR, page 5, 12 2024 Hess Midstream SEC Form 10-K, page 22 2024 EIC/GPA ESG Reporting Template	3.12	Hess Midstream does not have our own employees.

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GRI Disclosure	Disclosure Title	Reference(s)	Other Reporting Framework(s)	Comment(s)
GRI 3: Material Topics 2021				
3-1	Process to determine material topics	2024 Hess Midstream SR, page 4		
3-2	List of material topics	2024 Hess Midstream SR, page 4		
GRI 201: Economic Performance 2016				
201-1	Direct economic value generated and distributed	2024 Hess Midstream SR pages 2, 32 2024 Hess Midstream SEC Form 10-K	3.14 11.14.2, 11.21.2	
201-2	Financial implications and other risks and opportunities due to climate change	2024 Hess Midstream SR, pages 19–21	11.2.2	
201-4	Financial assistance received from government	2024 Hess Midstream SEC Form 10-K, pages 46, 52, 55–57, 75, 77, 93–94	11.21.3	
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	2024 Hess Midstream SR, pages 27, 33 2024 EIC/GPA ESG Reporting Template	11.1.2	
302-2	Energy consumption outside of the organization	2024 Hess Midstream SR, pages 27, 33	11.1.3	
302-3	Energy intensity	2024 Hess Midstream SR, pages 27, 33	11.1.4	
302-4	Reduction of energy consumption	2024 Hess Midstream SR, pages 27, 33	2.12, 2.15	
GRI 304: Biodiversity 2016				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	2024 Hess Midstream SR, pages 30–31	EM-MD-160a.2 11.4.2	
304-2	Significant impacts of activities, products and services on biodiversity	2024 Hess Midstream SR, pages 30–31	2.16 11.4.3	
304-3	Habitats protected or restored	2024 Hess Midstream SR, pages 30–31	EM-MD-160a.3 11.4.4	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	2024 Hess Midstream SR, pages 30–31	11.4.5	

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GRI Disclosure	Disclosure Title	Reference(s)	Other Reporting Framework(s)	Comment(s)
GRI 305: Emissions 2016				
3-3	Management of material topics	2024 Hess Midstream SR, pages 16–27 Hess Corporation, Climate Change and Energy webpage GHG Inventory Protocol	EM-MD-110a.2 1.4 11.1.1, 11.2.1, 11.3.1	The potential and actual impacts of our operations are referenced throughout our 2024 SR as they relate to material sustainability topics as well as many of the other topics relevant and important to our stakeholders and our company. We also describe our policies, commitments and management programs related to these topics and disclose relevant performance data. We are regulated at the national, regional and local levels for various environmental media, including, for example, flaring and criteria pollutant and GHG emissions.
305-1	Direct (Scope 1) GHG emissions	2024 Hess Midstream SR, pages 25–27, 33 2024 EIC/GPA ESG Reporting Template	EM-MD-110a.1 2.4–2.4.2.2, 2.5, 2.6–2.6.4 11.1.5	
305-2	Energy indirect (Scope 2) GHG emissions	2024 Hess Midstream SR, pages 25–27, 33 2024 EIC/GPA ESG Reporting Template	2.4.3, 2.5 11.1.6	
305-4	GHG emissions intensity	2024 Hess Midstream SR, pages 25–27, 33 2024 EIC/GPA ESG Reporting Template	11.1.8	
305-5	Reduction of GHG emissions	2024 Hess Midstream SR, pages 21–23 2024 EIC/GPA ESG Reporting Template	2.7, 2.8, 2.13 11.2.3	
305-6	Emissions of ozone-depleting substances	GHG Inventory Protocol 2024 EIC/GPA ESG Reporting Template		This is not one of Hess Midstream's five most material sustainability issues.
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	2024 Hess Midstream SR, pages 29–30, 33 2024 EIC/GPA ESG Reporting Template	EM-MD-120a.1 2.9–2.11 11.3.2	This is not one of Hess Midstream's five most material sustainability issues.
GRI 306: Effluents and Waste 2016				
3-3	Management of material topics	2024 Hess Midstream SR, pages 30–31, 33, 35	11.8.1	The potential and actual impacts of our operations are referenced throughout our 2024 SR as they relate to material sustainability topics as well as many of the other topics relevant and important to our stakeholders and our company. We also describe our policies, commitments and management programs related to these topics and disclose relevant performance data.
306-3	Significant spills	2024 Hess Midstream SR, pages 30–31, 35 2024 EIC/GPA ESG Reporting Template	EM-MD-160a.4 2.1–2.3 11.8.2	

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11.8.3	Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity	2024 Hess Midstream SR, pages 13–14	11.8.3	
EM-MD-540a.1	Number of reportable pipeline incidents, percentage significant	2024 Hess Midstream SR, page 32	EM-MD-540a.1	
EM-MD-540a.2	Percentage of natural gas and hazardous liquid pipelines inspected	2024 Hess Midstream SR, page 32	EM-MD-540a.2	
EM-MD-540a.3	Number of accident releases and non-accident releases from rail transportation	See comment	EM-MD-540a.3	Rail transportation is outside the boundary of the 2024 Hess Midstream SR.
GRI 403: Occupational Health and Safety 2018				
3-3	Management of material topics	2024 Hess Midstream SR, pages 12–13	EM-MD-540a.4 11.8.1, 11.9.1	The potential and actual impacts of our operations are referenced throughout our 2024 SR as they relate to material sustainability topics as well as many of the other topics relevant and important to our stakeholders and our company. We also describe our policies, commitments and management programs related to these topics and disclose relevant performance data.
403-1	Occupational health and safety management system	2024 Hess Midstream SR, pages 5–6, 12–13 Hess Supplier Network	11.9.2	
403-2	Hazard identification, risk assessment, and incident investigation	2024 Hess Midstream SR, pages 12–13	11.9.3	
403-3	Occupational health services	2024 Hess Midstream SR, page 13	11.9.4	
403-4	Worker participation, consultation, and communication on occupational health and safety	2024 Hess Midstream SR, pages 12–13, 15	11.9.5	
403-5	Worker training on occupational health and safety	2024 Hess Midstream SR, pages 12–13, 15	11.9.6	
403-6	Promotion of worker health	2024 Hess Midstream SR, page 13	11.9.7	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Hess Midstream SR, pages 12–15	11.9.8	
403-8	Workers covered by an occupational health and safety management system	2024 Hess Midstream SR, pages 12–13, 15	11.9.9	

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403-9	Work-related injuries	2024 Hess Midstream SR, pages 12–13, 32 2024 EIC/GPA ESG Reporting Template	EM-MD-540a.4 3.1–3.8 11.9.10	
403-10	Work-related ill health	2024 Hess Midstream SR, pages 13, 32 2024 EIC/GPA ESG Reporting Template	11.9.11	
EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project life cycles	2024 Hess Midstream SR, pages 5–6, 12–13	EM-MD-540a.4	
GRI 405: Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	2024 Hess Midstream SR, page 32 2024 EIC/GPA ESG Reporting Template	3.11, 4.1–4.5 11.11.5	To address 2-9 and 405-1, we report the diversity of Hess Midstream's Board directors, which includes Hess employees as well as independent directors, and Hess Midstream's corporate officers, who are Hess employees.
GRI 411: Rights of Indigenous Peoples 2016				
411-1	Incidents of violations involving rights of indigenous peoples	2024 Hess Midstream SR pages 10–11	11.17.2	Hess Midstream has adopted and is committed to adhering to the Hess Human Rights Policy, which codifies our commitment to respect the rights of Indigenous Peoples in communities where we operate. We are not aware of any incidents of violations involving rights of indigenous peoples during the reporting period.
11.17.3	List the locations of operations where indigenous peoples are present or affected by activities of the organization	2024 Hess Midstream SR pages 10–11	11.17.3	We maintain an External Affairs and Stakeholder Plan, which document relevant stakeholders including Indigenous communities.
11.17.4	Report if the organization has been involved in a process of seeking free, prior and informed consent from indigenous peoples for any of the organization's activities	2024 Hess Midstream SR pages 10–11	3.9 11.17.4	When applicable, we aim to follow an approach consistent with the principles set out in these international standards, including applying Free, Prior and Informed Consent.

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GRI Disclosure	Disclosure Title	Reference(s)	Other Reporting Framework(s)	Comment(s)
GRI 413: Local Communities 2016				
3-3	Management of material topics	2024 Hess Midstream SR, pages 10–11	11.17.4, 11.15.1	The potential and actual impacts of our operations are referenced throughout our 2024 SR as they relate to material sustainability topics as well as many of the other topics relevant and important to our stakeholders and our company. We also describe our policies, commitments and management programs related to these topics and disclose relevant performance data.
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Hess Midstream SR, pages 10–11 2024 EIC/GPA ESG Reporting Template	11.15.2	We maintain an External Affairs and Stakeholder Plan and have a community feedback mechanism. When applicable, we conduct environmental and social impact assessments. Further, we are committed to protecting cultural heritage resources in places where we operate. Cultural heritage considerations are incorporated into our decision making and management, from the earliest stages of activity through asset retirement. We follow the mitigation hierarchy of first eliminating impacts and then minimizing and mitigating unavoidable impacts.
413-2	Operations with significant actual and potential negative impacts on local communities	2024 Hess Midstream SR pages 10–11	11.15.3	
11.15.4	Report the number and type of grievances from local communities identified	2024 Hess Midstream SR pages 10–11	11.15.4	For the purposes of sustainability reporting, “grievances addressed and resolved” and “grievances resolved through remediation” are the same.
11.16.2	List the locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing	2024 Hess Midstream SR pages 10–11	11.16.2	We did not have any instances of involuntary resettlement during the reporting period.