CORPORATE SUSTAINABILITY REPORT 2024

CALENDAR YEAR 2023 PERFORMANCE DATA

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CEO MESSAGE

DAVID SLATER
President & CEO of
DT Midstream

TO OUR STAKEHOLDERS

I want to take a moment to reflect on the achievements the DTM team has made since we spun the company into a stand-alone publicly traded entity in 2021. It's been a very exciting three years.

Sustainability

Our ESG program has made great strides since the spin-off and is in a very strong position today. We have focused on authentic initiatives that reinforce responsible performance, increase stakeholder engagement, and contribute to long term enterprise value. Major highlights of this multi year effort include:

- Our safety total recordable incident rate has consistently improved each year for a cumulative 78% improvement since 2021.
- We continue to be recognized for our strong governance practices that effectively manage corporate risk and responsibly create sustainable long term value.
- We completed a wide range of major capital projects across our multi-region footprint with an excellent track record for protecting the environment and effectively working with local communities.
- Our Louisiana Carbon Capture & Sequestration (CCS) project continues to make great progress, with a final investment decision expected during the second half of 2024 and Phase 1 in service expected in the second half of 2026.
- Led by our Chief Diversity Officer, we have advanced our DEI priorities to create a "Know, Support, and Respect" culture founded on engagement and personal actions.
- Supported by our $4 million DTM Foundation, our community giving and volunteer hours on a per employee basis are leading among sector peers and are focused on local giving and volunteer opportunities identified by our employees.
- We were independently recognized for best in class customer service in the Mastio Customer Service Study of midstream companies which reflects the impact of our "Safe, Caring, Dependable, and Efficient" service culture.
- We have robust and disciplined enterprise risk management and cybersecurity programs that assess corporate risks and identify effective mitigation opportunities.
- Awarded MSCI second highest ESG rating of "AA" which positions DTM as having a best in class rating.

"I am very proud of the DTM team. Their dedication to delivering exceptional results for our shareholders, customers and communities is foundational to our business performance and sustainable success."

- David Slater

These great accomplishments could not have been achieved without the hard work and dedication from individual team members who have continued to demonstrate excellent performance and professionalism. Our diverse and professional board of directors, executives, leaders, and employees share a common purpose and culture built on service to each other. This alignment of values and priorities across our company is the key to our sustainable success and service to our stakeholders.

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Financial Performance

In addition to our successful sustainability efforts, our business continues to thrive. Since the spin-off, we have achieved significant growth while maintaining a high quality pure play natural gas asset portfolio. We have delivered consistent financial growth which has outpaced gas focused midstream peers. We have also consistently grown the dividend to our shareholders.

Driving this growth has been our high quality natural gas pipeline segment, which represented less than 50% of our business mix at the spin-off and has grown to represent about two thirds of our business today, ranking DTM as having the highest natural gas pipeline segment mix in the peer group. This integrated wellhead to market pipeline asset portfolio is positioned to serve growing demand markets from two world class dry gas basins and features a deep organic growth project backlog that is grounded in supportive long term market fundamentals. In addition, we have maintained a strong balance sheet and financial flexibility.

Our Team

I am very proud of the DTM team. Their dedication to delivering exceptional results for our shareholders, customers and communities is foundational to our business performance and sustainable success. It is an honor to work with this group, and I truly look forward to what the future has in store for the company.

David Slater
President & CEO of DT Midstream

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OUR COMPANY

- DT Midstream (NYSE: DTM) is an owner, operator, and developer of an integrated portfolio of natural gas midstream assets.
- We provide multiple, integrated natural gas services to customers through our interstate pipelines, intrastate pipelines, storage systems, and gathering systems, including related gathering lateral pipelines, treatment plants, compression and surface facilities.
- We also own joint venture interests in equity method investees which own and operate interstate pipelines that connect to our wholly owned assets.
- After decades as a midstream subsidiary of DTE Energy, DT Midstream was **spun-off as a stand-alone publicly traded company in July 2021** with a reputation for responsible performance.
- Our midstream and storage assets are a critical part of the nation's natural gas infrastructure which helps provide safe, resilient, and low-cost energy for our country.

COMPANY OVERVIEW

Pipeline & Gathering Assets[1]

~2,400 MILES

Number of Employees[2]

400

Headquarters

DETROIT, MI

- **Natural Gas Pipelines[3]**
  Approximately **900 miles** of FERC-regulated interstate pipelines and **700 miles** of interstate and gathering lateral pipelines
- **Gathering Assets**
  Approximately **800 miles** of pipelines, **119** compressor units with **258,000** horsepower, approximately **2.6 Bcf/day** of treating capacity in the premier Marcellus/Utica, and Haynesville dry gas basins
- **Storage Assets**
  Natural gas storage assets with capacity of approximately **94 Bcf** located in the Midwest
- **Market Access**
  Interconnections to multiple interstate pipelines and local distribution companies serving major natural gas markets
- **Primary Markets**
  Natural gas producers, local distribution companies, electric power generators, industrials, national marketers, and major Gulf Coast LNG export customers

(1) Total mileage of FERC-regulated interstate, intrastate, lateral pipeline, and gathering assets

(2) As of November 2023

(3) The terminology and asset categorization used here is for accounting purposes only and do not reflect on the jurisdictional status of any particular asset

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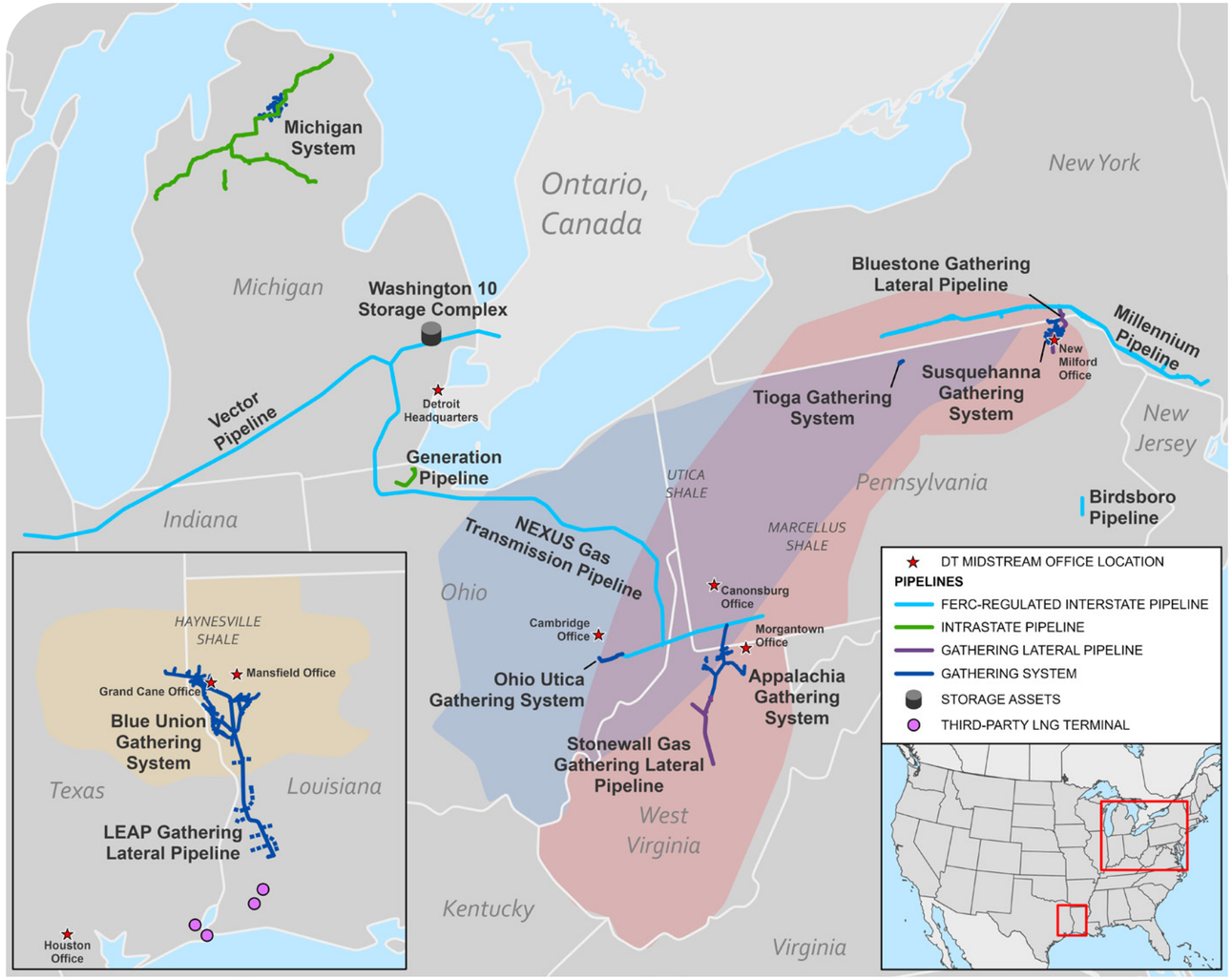
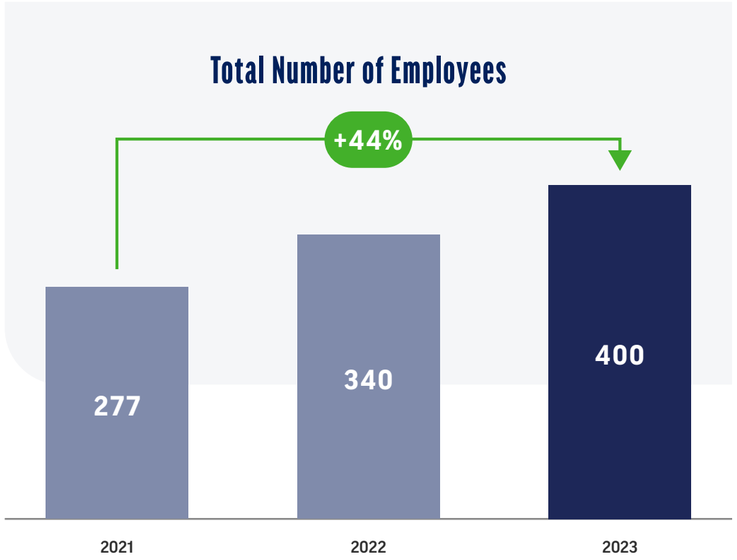


Our core assets strategically connect key demand centers in the Midwestern U.S., Eastern Canada and Northeastern U.S. regions to the premium production areas of the Marcellus/Utica natural gas formation in the Appalachian Basin and connect key demand centers and LNG export terminals in the Gulf Coast region to premium production areas of the Haynesville natural gas formation.



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OUR STRATEGY

PRINCIPAL OBJECTIVE

Our principal objective is to safely and reliably operate and develop natural gas assets across our premier footprint.

- Our proven leadership and highly engaged employees have an excellent track record of safety and reliability.
- Prospectively, we intend to continue this track record by executing on our natural gas-centric business strategy focused on disciplined capital deployment and supported by a flexible, well capitalized balance sheet.
- Additionally, we intend to develop low carbon business opportunities and deploy Greenhouse Gas (GHG) reducing technologies as part of our goal of being leading environmental stewards in the midstream industry.
- We are executing on our plan to achieve net zero carbon emissions by 2050.

"Our mission is to responsibly deliver clean energy while minimizing impacts on the environment."

STRATEGIC PRINCIPLES

We manage our business based on a fundamental set of strategic principles:

- **Operate our assets in a sustainable and responsible manner**
  We believe that consistently serving our communities, customers, team members, and stakeholders is foundational.
- **Provide exceptional service to our customers**
  We will continue to provide safe, highly reliable, timely and cost-competitive service, which is a key distinguishing competitive advantage.
- **Disciplined capital deployment in assets supported by strong fundamentals**
  New capital spending will continue to go through a rigorous review process to ensure that it is accretive and deployed to assets serving high-quality, low-cost resources with proximity to strong demand centers, meeting our strategic criteria and expected returns.
- **Capitalize on asset integration and utilization opportunities**
  We intend to leverage the scale and scope of our large asset platforms, our services, and our capabilities to increase efficiency across our portfolio and in the strategically situated natural gas basins in which we operate.
- **Pursue economically attractive opportunities**
  We intend to pursue economically attractive expansion opportunities that leverage our current asset footprint and strategic relationships with our customers.
- **Grow cash flows supported by long-term firm service revenue contracts**
  We will continue pursuing opportunities that increase the demand-based component of our contract portfolio and will focus on obtaining additional long-term firm service commitments from customers, which may include fixed demand charges, minimum volume commitments (MVCs) and acreage dedications.

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REPORT HIGHLIGHTS

62%
Reduced year over year employee Total Recordable Incident Rate (TRIR) by 62%

28%
Increased workforce diversity in CY by 28%

29%
Increased female representation on the board to 29%

11%
Increased number of women in leadership by 11%

8%
Increased number of women in our workforce by 8%

$535K
DTM contributed more than $535,000 to local communities

3,650
of employee volunteer activity hours

794K
Completed 794,000 hours of work with one minor recordable safety incident

4,079
Completed 4,079 hours of training which is an average of 10.2 hours per employee

100%
Acheived 100% participation in corporate ethics training

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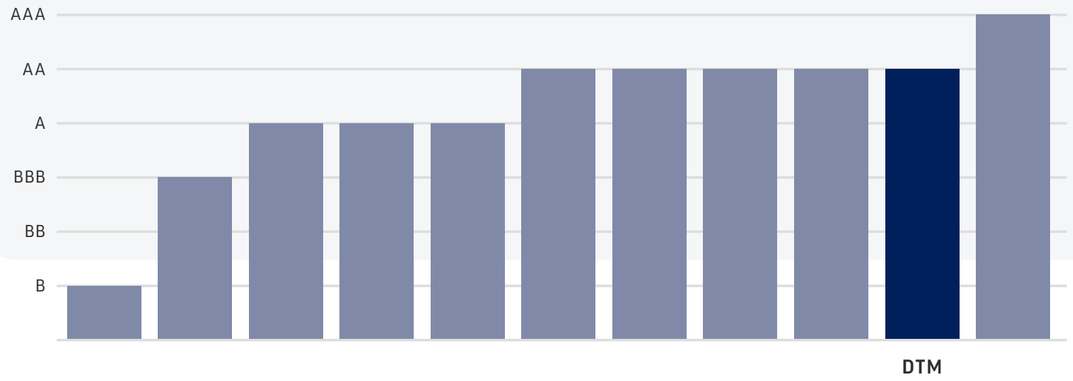
MAJOR ACCOMPLISHMENTS

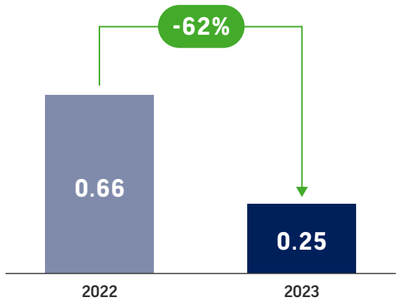
- DTM continued to perform as a safe and environmentally responsible midstream operator
- MSCI rated DTM at their second highest ESG rating of "AA"
- Reduced the employee safety incident rate by 62%
- Recognized for industry-leading customer service by an independent survey
- Frequent and transparent executive review processes ensure safe operations, consistent customer service, community engagement, and effective risk management

MSCI ESG Ratings (Major Midstream Peers)

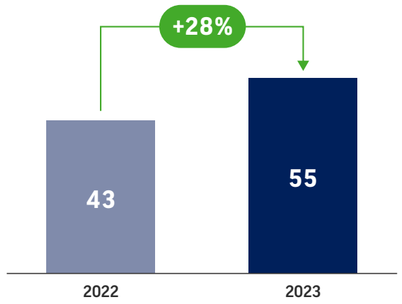


Our MSCI score is in the top tier of peer midstream scores including companies with much larger scale.

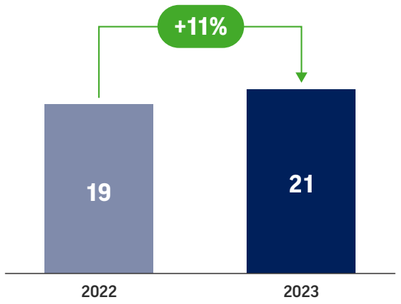
Total Safety Recordable Incident Rate



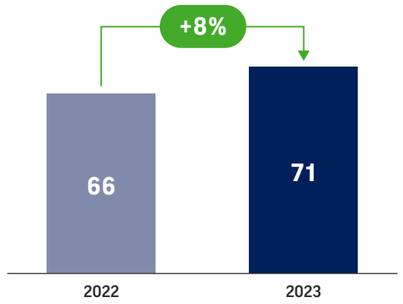
Ethnically Diverse Employees



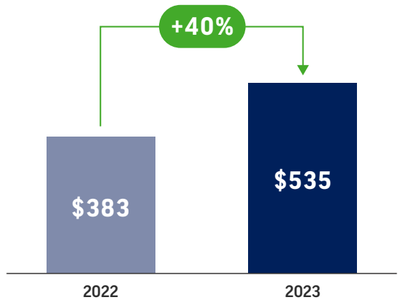
Female Leaders



Female Employees



Community Giving ($000)



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ABOUT THIS REPORT

Our objective is to execute sustainability initiatives that are authentic to who we are as a company; increase long term enterprise value; and are aligned with industry best practices.

- To support this objective, we conduct internal reviews of our sustainability performance along with periodic comparisons with major industry peers.
- This process includes internal audits, executive reviews, external independent surveys, partnership in industry initiatives, and active membership in key industry associations.
- We design our annual corporate sustainability report to transparently share details of our sustainability strategy, performance, and major accomplishments.
- We develop this report based on quantitative and qualitative performance criteria.
- We conduct periodic assessments of material sustainability risks and opportunities as part of the enterprise risk management process.
- This report represents the most accurate information available at the time of publication.
- This report does not address the rules adopted by the SEC on March 6, 2024 to enhance and standardize climate-related disclosures for investors.

Sustainability Standards

Our disclosures are guided by the recommendations of the Task Force on Climate related Financial Disclosures (TCFD), Sustainability Accounting Standards Board (SASB), and Global Reporting Initiative (GRI). At the end of this report, we include indices that map our disclosures with the major criteria for these industry standards.

- Our sustainability reporting program includes periodic reviews by the major ESG rating companies.
- We monitor our company ratings with these entities and conduct gap analyses to determine areas of potential improvement.
- We include peer reviews in this process to determine strengths and improvement opportunities for our program.
- We have designed this year's report to be straight forward and focused on clearly presenting our quantitative and qualitative performance highlights.
- The report is also designed to make it easier to compare our performance to recognized sustainability evaluation criteria.
- The information in this report highlights our commitment to sustainable performance.
- Our strategy is focused on managing sustainability risks, maintaining a value driven culture, strengthening business processes, and integrating sustainable capabilities into everything we do.

Other Resources

- This report is available on our corporate website to provide easy access for all stakeholders.
- We also publish our financial disclosures, major corporate policies, and company announcements on this site.
- To access this information, please go to our DTM Sustainability website.

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ENVIRONMENTAL MANAGEMENT

OUR APPROACH

Our approach to environmental management is guided by a commitment to responsible performance and our disciplined construction and operation processes.

These processes have been established based on regulatory agency guidelines, construction and operating permits, industry best practices, and DTM's years of responsible performance.

Our environmental team of experienced professionals works side-by-side with project design, construction, and operating teams to ensure that we consistently meet or, where feasible, exceed the regulatory requirements.

Environmental impacts are assessed and minimized from the inception of each project and throughout the operational life of each asset.

We have spent decades working closely with local regulatory agencies to earn the reputation as a responsible operator who understands the critical importance of environmental stewardship.

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ENVIRONMENTAL PROCESS

Project designs strive to minimize the impact on sensitive environmental areas by assessing multiple options prior to final design and construction

Our environmental management program uses formal processes developed by functional groups, and approved by senior leadership, to ensure environmentally sensitive project development and long term operating performance.

Environmental and construction teams walk proposed construction routes to identify and avoid sensitive areas where possible

Construction contract partners are evaluated and selected in large part based on their environmental and safety performance

Our environmental team monitors each project throughout the pre-construction, construction, and post-construction phases to ensure that the project meets or exceeds permit requirements

Any deviation is identified and immediately communicated to management via daily environmental and safety calls along with reporting of material issues to senior management and the Board

Our teams receive training on environmental best practices and are expected to maintain 100% transparency on environmental incidents or concerns

Environmental exceptions are tabulated, and after-action reviews are conducted to ensure root cause issues are addressed

ENVIRONMENTAL ACCOMPLISHMENTS

DTM successfully executed a **$677 Million** capital program that included new gathering pipelines and operating facilities across multiple regions.

Despite the significant scope of this effort, we only received **5 minor** Notices of Violation (NOVs)

This history of responsible performance demonstrates the successful application of our environmental management program.

We are very proud of the professionalism and responsible performance of our environmental, project, construction, and operating teams.

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ENVIRONMENTAL STEWARDSHIP

Biodiversity & Land Use

- We conduct thorough Environmental Impact Assessments at the start of any project
- We have a disciplined post-project restoration process that has been developed to ensure consistent restoration of impacted areas
- We abide by local laws and regulations and remain transparent with regulatory agencies
- We install noise mitigation technologies where necessary to reduce negative impacts on local communities and wildlife
- We measure and assess sensitive wetland areas and proximity to at-risk or nesting species

Spill Prevention

- We develop project designs that anticipate and mitigate spill risks which includes perimeter containment designs that effectively capture inadvertent spills
- Our consistent inspection and maintenance protocols head off potential spill events
- Our disciplined operating procedures anticipate and mitigate spill risks

Air Emissions

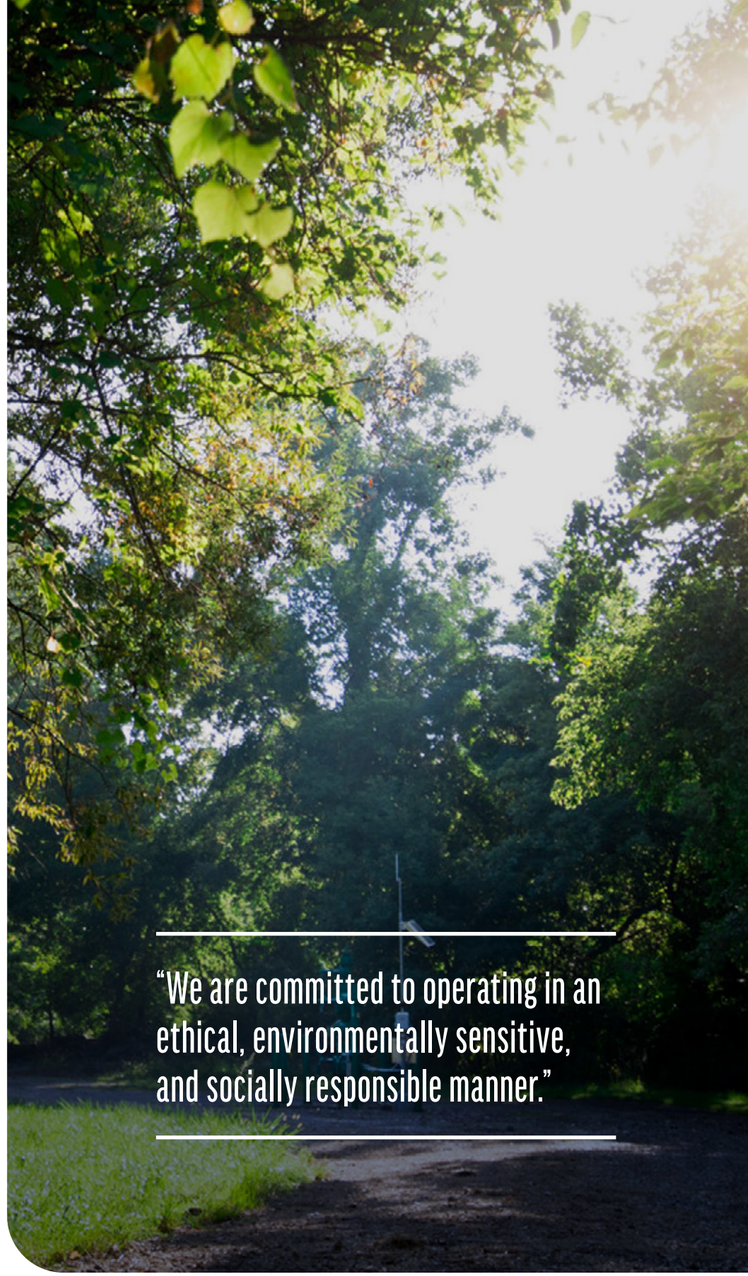
- Leak prevention program includes use of thermal oxidizers and Forward Looking Infrared (FLIR) cameras to help mitigate air emissions
- We execute a comprehensive Leak Detection and Repair (LDAR) program at our compressor stations to proactively identify leaks
- We routinely monitor our air emissions and conduct baseline emissions analyses
- With an engineering mindset, we measure emissions, assess performance, and mitigate releases where possible
- We have tested methane monitoring equipment at major facilities to improve methane management capabilities

Water Management

- We recognize and respect the importance of responsible water management across our operations
- DT Midstream uses a limited amount of fresh water in our operations
- Environmental impact of our freshwater consumption within our operations is not significant
- We comply with regulations and explore innovative opportunities to responsibly reduce, recycle, and reuse water

Waste Management

- Currently do not generate hazardous waste
- Employ efforts to reduce non hazardous waste whenever possible
- Minimize the production of non hazardous waste from our operations
- Reuse and recycle materials as much as possible
- Follow a range of best practices to minimize the production of waste



"We are committed to operating in an ethical, environmentally sensitive, and socially responsible manner."

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GREENHOUSE GAS (GHG) EMISSIONS

GHG EMISSIONS PORTFOLIO

- Total Scope 1 emissions were 1.71 million metric tons CO2e in 2023
- Total Scope 2 emissions were 0.11 million metric tons CO2e in 2023
- Scope 2 emissions comprised only 6% of total CO2e emissions in 2023
- Approximately 90% of our Scope 1 emissions are in the form of CO2
- Methane comprised only 10% of Scope 1 CO2e emissions in 2023
- Most of the CO2 emissions come from our Louisiana gas treating facilities and pipeline compressor combustion
- CO2 emissions from our Louisiana facilities creates a mitigation opportunity using Carbon Capture & Sequestration (CCS) technology
- DTM recently announced that our Louisiana CCS project is advancing to the well testing phase, with a goal of making a Final Investment Decision (FID) during the second half of 2024
- Our Louisiana CCS project is expected to be the cornerstone of our emissions reduction strategy

COMPANY GROWTH

DTM continues to grow its natural gas business with the addition of several major projects in 2023 that included:

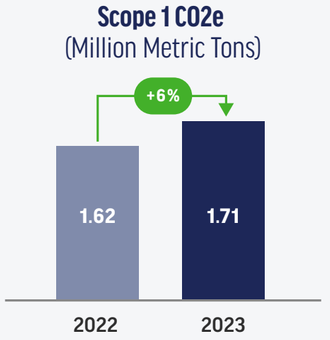
- LEAP Gathering expansions in Louisiana (+700 MMcfd capacity)
- Blue Union Gathering expansion project in Louisiana (+400 MMcfd treating capacity)
- Ohio Utica project in Ohio (Initial trunkline service)
- Appalachia Gathering expansion in West Virginia (+150 MMcfd capacity)

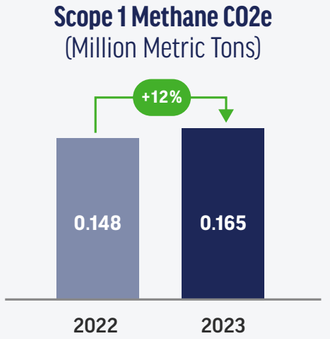
These projects increased year-over-year activity levels which resulted in an increase in GHG emissions.

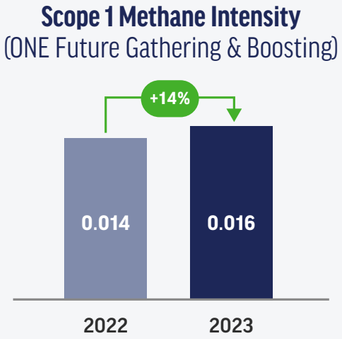
EMISSIONS MITIGATION PROGRESS

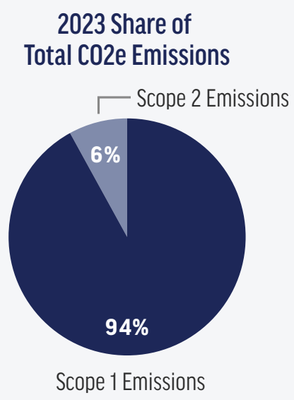
As stated above, our emissions portfolio is mostly CO2 with methane comprising only 10% of Scope 1 emissions. Despite this relatively low methane contribution, our team has implemented disciplined methane management protocols including:

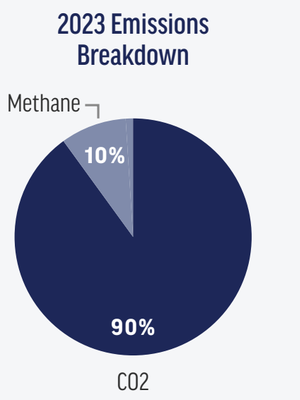
- Added more than **47,000 horsepower** of electric motor-driven compression since 2022 which **avoids adding 259,000 MTPY** of CO2e emissions
- Continued to include **low-emissions equipment** designs in new projects
- Implemented **strong pipeline integrity protocols**, proactive equipment maintenance, and LDAR inspections
- Conducted **methane monitoring programs** along with pipeline integrity management (blowdown and pigging)











(1) "Company Growth" is a general reflection of increased capital investment, operational activity, and financial performance.

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EMISSIONS REDUCTION PLAN

OUR STRATEGY

Our strategy has three main components:

1. **Minimize emissions growth** in the near term as the company continues to grow by using electrified compression and emissions management protocols.
2. **Develop Carbon Capture & Sequestration (CCS) projects** in Louisiana to capture emissions from our major gas treating facilities.
3. **Expand our low-carbon commercial platform** to develop additional CCS projects and hydrogen infrastructure capabilities that will support our 2050 net zero goal.

OUR APPROACH

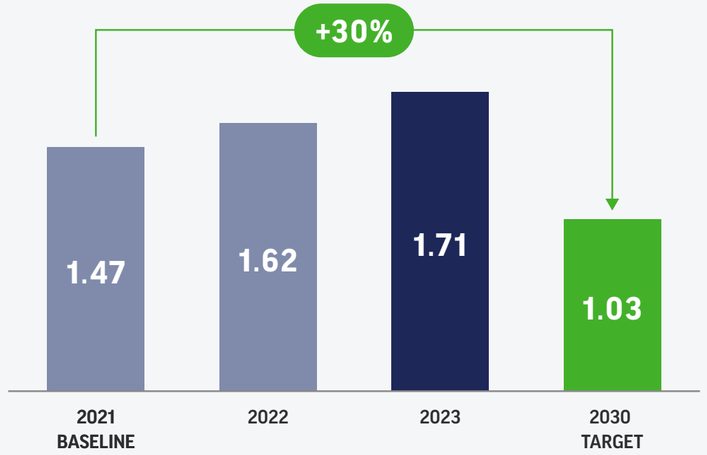
- Our announced goal is to reduce Scope 1 emissions 30% by 2030 and to achieve "Net Zero" emissions by 2050.
- The 2030 emissions reduction plan is designed to mitigate 30% of the 2021 baseline emissions, plus the projected emissions associated with continued growth of the company.
- The baseline Scope 1 emissions for 2021 were 1.47 million metric tons of CO2e.
- Our plan utilizes organically developed CCS projects to reduce major portions of our emissions.
- To ensure that these efforts are successful, our Scope 1 emissions reduction plan is integrated into the overall corporate business plan and board approved budget processes.

NEAR-TERM INITIATIVES

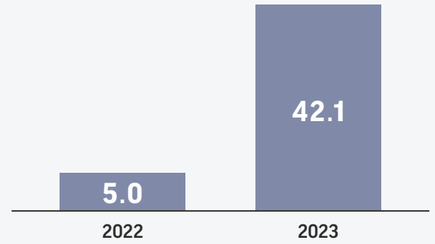
- We have added over **47,000 horsepower** of electric motor-driven compression since 2022 which avoids more than **259,000 MTPY** of CO2e emissions.
- Utilized low emission technologies in customer supported project designs.
- Implemented emissions management protocols based on industry best practices.
- Optimized compression utilization for existing assets.
- Implemented strong pipeline integrity protocols, proactive equipment maintenance, and LDAR inspections.
- Conducted methane monitoring programs along with blowdown and pigging management.
- Utilized methane monitoring equipment at major facilities in 2022 and 2023 to refine our leak detection programs.
- Worked with industry groups to advance emissions reduction protocols and technologies.

Added over 47,000 horsepower of electric motor-driven compression which avoids more than 259,000 MTPY of CO2e emissions.

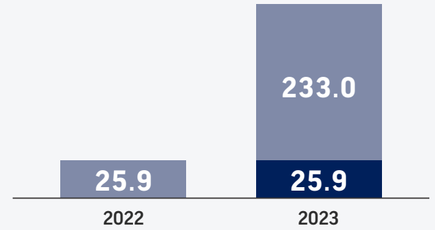
Emissions Reduction Plan
(Scope 1 Million MT)



New Electric Motor-Driven Compression
(000 Horsepower)



Future Avoided Scope 1 Emissions
(000 MTPY CO2e)



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LOUISIANA CARBON CAPTURE & SEQUESTRATION (CCS) PROJECT

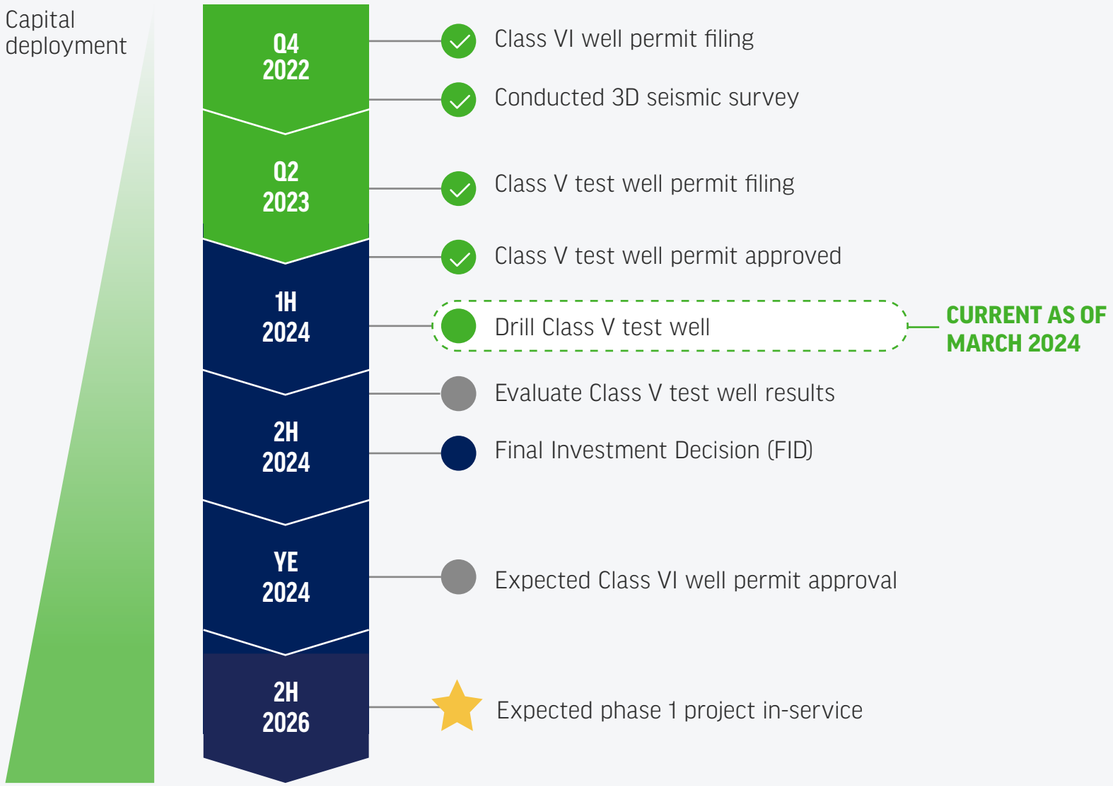
- Our **Louisiana CCS project** is expected to be the cornerstone of our emissions reduction strategy.
- The project is projected to have the capacity to capture and store up to **1.0 million MTPY** of CO2.
- Working to de-risk the project by conducting a detailed assessment and testing program.
- The project has advanced to the well testing phase.
- Our goal is to make a Final Investment Decision (FID) during the second half of 2024.

Project Development Approach

Disciplined storage site selection and stakeholder engagement.

- Proximity to CO2 source
- Favorable geology for permanent sequestration
- Early engagement of local community and Louisiana DNR on key development activities
- Engaged with third party experts in local geology to evaluate existing well core log data and to conduct 3D seismic surveys
- Stratigraphic test well drilling currently underway

LOUISIANA CCS PROJECT TIMELINE



Minimizing capital spend until we reach a Final Investment Decision (FID)

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TEAM SAFETY

OUR APPROACH

- Safety is always the first consideration in our Safe, Caring, Dependable, and Efficient service culture that guides our team behaviors and company decisions.
- Protecting the health and safety of our team members, contractors, customers, and the communities we serve is our highest priority.
- We reduced our year over year employee recordable incident rate by **62%** which reflects a **78%** improvement since 2021 by relentlessly focusing on safety in our daily activities.
- We are proud to have earned a safety record that is consistently among the best in our industry.
- We remain committed to constantly enhancing our health and safety performance, which is driven by our culture of continuous improvement.

SAFETY PROCESS

- Our safety protocols are comprehensive and designed to meet applicable safety standards including PHMSA pipeline safety standard 49 CFR 192, OSHA safety standard 29 CFR 1910, and the Federal Mine Safety and Health Act of 1977.
- We proactively address known safety risks and respond to opportunities for improvement with timely and appropriate corrective and preventive measures.
- Our leadership is actively engaged in ensuring compliance and accountability for safety rules, regulations, and procedures.
- We aspire to create a world class safety culture where every employee and contractor demonstrates strong and consistent safety behaviors.
- Our processes effectively identify and mitigate safety hazards.

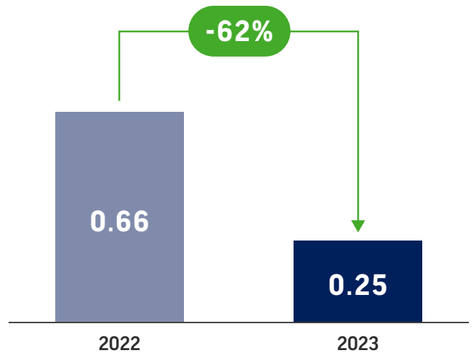
EMPLOYEE SAFETY

- We have established clear safety standards.
- New employees are given safety training as part of the onboarding process
- There is strong executive engagement on safety.
- Proactive assessments to identify risks are critical to mitigating hazards.
- Effective pre-job briefings are designed to identify specific risks for current activities.
- We collect quality safety observations from across the enterprise and share the results.
- Instituted a robust safety training program for all team members.
- We share transparent reporting of all employee safety incidents.
- Leadership conducts after action reviews of safety incidents.

CONTRACTOR SAFETY

- We contractually require contractor safety standards that meet or exceed our safety standards.
- We conduct pre-assessments of contractor safety histories.
- We select contractor partners based on compatibility with our safety culture.
- We have developed effective onboarding processes of contractors.
- We have added third party safety inspectors to provide additional oversight.
- We require transparent reporting of all contractor safety incidents.
- Leadership conducts after action reviews of contractor safety incidents.

Total Safety Recordable Incident Rate



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PUBLIC SAFETY

OUR APPROACH

- Maintaining the integrity and reliability of our pipeline systems while limiting the impact on people and the environment is key to reducing risk and limiting the impact on the environment.
- With our pipeline systems spanning thousands of miles across the United States and Canada, we believe that pipelines provide the safest and most efficient means of gathering and transporting natural gas.
- We take a comprehensive, proactive approach to addressing the safety of our pipelines from design and construction, prevention and asset integrity processes, to ongoing monitoring and detection.
- Regular maintenance is a cornerstone of the efforts to ensure our pipeline systems deliver reliable and safe energy to our customers, while limiting the impact on the environment and communities.
- Our systems are designed, engineered, and operated with industry leading safety practices. This includes monitoring our infrastructure around the clock, internally inspecting our pipelines consistent with PHMSA regulations, and conducting regular ground and aerial surveillance.
- We work closely with state and federal experts that oversee natural gas pipelines and public safety officials to execute our pipeline integrity program.

INTEGRITY MANAGEMENT

Our integrity management program has several primary components:

- Assign clear roles and responsibilities for program management.
- Identify high consequence areas as well as other areas of increased risk.
- Execute baseline assessments of qualified assets.
- Establish criteria for remediating conditions found during integrity assessments.
- Establish a process for continual assessment.
- Execute a performance plan that includes measures and record keeping provisions.

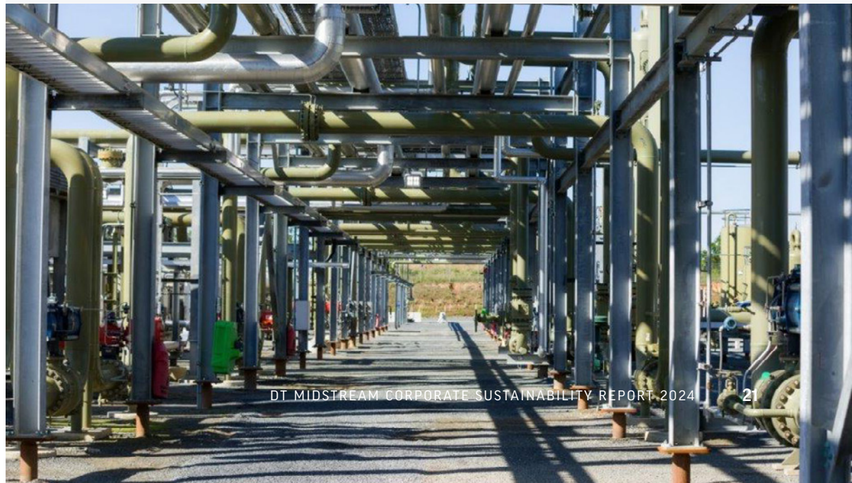
PROCESS SAFETY

- We have implemented Process Safety Management (PSM) protocols for our major treating facilities in Louisiana.
- This program involves establishing rigorous safety management methodologies that reduce the risk of a safety incident or environmental impact.
- This program is an essential component of our safety program.
- We use PSM protocols to proactively assess and mitigate risks.
- The program ensures that the entire workforce and onsite contractors are aligned in their focus on safe operations.

PROCESS SAFETY COMPONENTS

Major components of the PSM process include:

- Participation of the entire workforce
- Collection and organization of facility safety information
- Comprehensive Process Hazard Analysis (PHA) survey
- Disciplined written operating procedures for critical activities
- Formal PSM workforce training and qualification
- Contractor compliance program for PSM standards
- Prestartup safety reviews of new or modified processes
- Mechanical integrity testing of process equipment
- Consistent hot work permit processes
- Management of Change (MOC) processes
- Incident investigations to identify root causes
- Emergency planning and response procedures
- Compliance audits to ensure consistent application of protocols



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PUBLIC SAFETY HIGHLIGHTS

Internally inspected approximately **11%** of our natural gas pipeline mileage

Increased corrosion protection on our pipeline system by **14%**

Monitored **7,842** test points to ensure effective corrosion protection for our assets

Completed **360** rectifier inspections at **60** locations

Increased internal corrosion monitoring by adding additional testing and sampling locations

Participated in **22** state and federal safety inspections

Conducted **16** emergency response meetings with local first responder groups

Responded to **6,692** One Call requests, a **57%** increase from 2022, with no reported damage to our systems

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OUR TEAM

OUR APPROACH

- We are committed to creating a safe and supportive workplace for our employees.
- We recognize that our success is directly tied to the contributions of our team.
- We continue to build out our employee engagement, professional development, training, talent management, and benefits programs to make DT Midstream a great place to work.
- We strive for DT Midstream to be an employer of choice where our team can grow and thrive for years to come.
- Understanding the team's needs is a cornerstone of our human capital management efforts and that requires two way communications between leadership and our employees.
- We use employee feedback to ensure that team perspectives influence our path forward.
- This feedback is solicited via various pathways including surveys, team events, HR communications, and monthly all hands calls.

TRAINING & PROFESSIONAL DEVELOPMENT

- Ongoing training and professional development initiatives are core to cultivating a competitive, skilled, and safety minded workforce.
- We continue to execute a robust training program with courses and programs that span all levels, from new hire orientations to manager and leadership programs.
- Topics include safety, environmental responsibility, unconscious bias, code of business conduct, and specialty training for specific functions.

TALENT MANAGEMENT

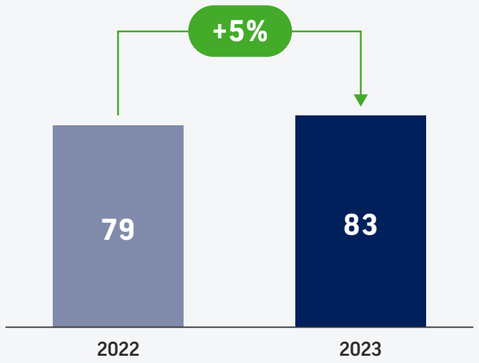
- We believe that attracting and retaining highly talented individuals is core to our success.
- To recruit new team members, we dedicate resources to finding the right people to fill openings across all levels of the organization.
- To ensure we are attracting diverse candidates, we post listings on job boards and reach out to community organizations before conducting phone screenings and interviews.
- We strive to hire local talent to deepen our connection with local communities.

BENEFITS & COMPENSATION

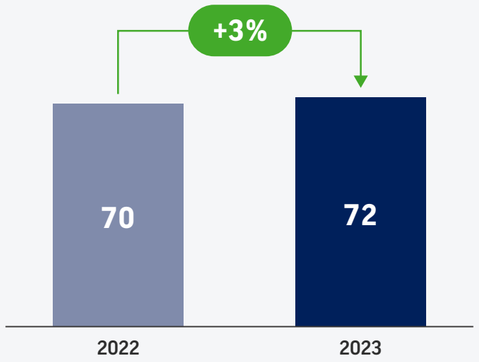
We have a competitive benefits package that includes:

- Company equity for all employees
- Medical, dental, and vision coverage
- Employee 401(k) plans with company matching
- Employer contributions to all employee 401(k) accounts even when employees do not contribute
- Group insurance plans
- Flexible spending accounts
- Tuition assistance programs
- Hybrid work program
- Training and development opportunities
- Paid time off for volunteerism
- Paid holidays and vacation days
- Paid parental leave program

DTM Employee Engagement Survey Scores



National Employee Engagement Survey Scores



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DIVERSITY EQUITY & INCLUSION

2023 YEAR IN REVIEW

We are committed to maintaining a diverse, equitable, and inclusive workplace for everyone. Our team has operationalized DEI by establishing a "**Know, Support, and Respect**" culture that is founded on engagement and personal actions.

We increased workforce diversity in 2023 by **28%,** and increased the number of women in our workforce by **8%** while also increasing the number of women in leadership by **11%**.

Our Chief Diversity Officer worked with senior leadership and the organization to advance several key DEI initiatives in 2023:

- Measured current state of diversity in DTM.
- Conducted local site visits to connect with teams across the company.
- Developed Enhanced Leader Toolkit to provide DEI encouragement and guidance for leaders.
- Integrated DEI into our corporate stakeholder engagement plan.
- Conducted career development discussions to encourage employee ownership of career path.
- Improved cross functional communication to eliminate barriers to team engagement.

OUR VISION

Welcome everyone, be yourself, and respect each other.

OUR PRIORITIES

KNOW
Deliberately learn. Inclusion starts with knowing each other and the cultural norms of the communities where we live and operate

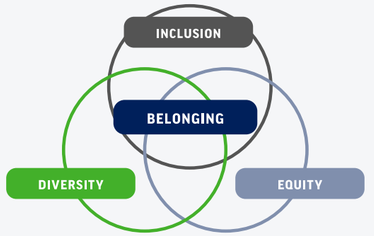
SUPPORT
Honestly understand. We listen to each other's perspectives and needs, regardless of locations, position or tenure

RESPECT
Respect is required, so every person will feel comfortable being themselves at work

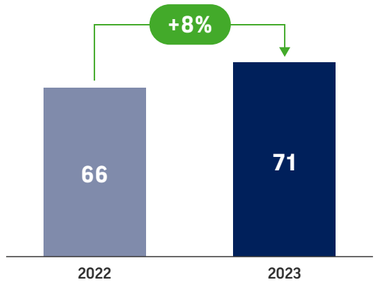
OUR YEAR IN REVIEW

- Launched DEI Priorities
- Career Discussions
- Local Site Visits
- Engagement Survey
- Leader Toolkit
- Measure Current State

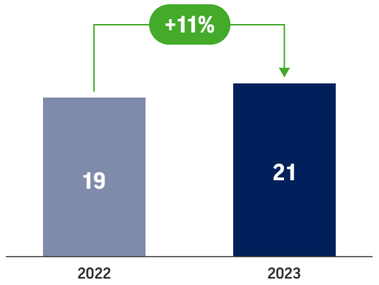
OUR STRATEGY



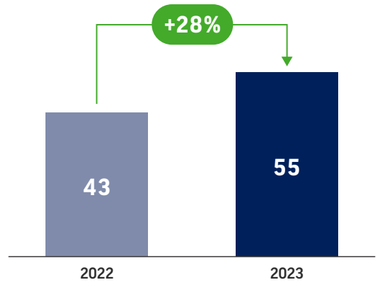
Female Employees



Female Leaders



Ethnically Diverse Employees



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COMMUNITY ENGAGEMENT

OUR APPROACH

At its core, we are dedicated to earning trust and fostering collaboration in the communities where we live, work, and operate.

We recognize the importance of stakeholder engagement and community relations in driving sustainable practices and fostering positive impact.

Our stakeholder universe encompasses a diverse array of individuals and entities, including employees, investors, customers, suppliers, regulatory bodies, local communities, and environmental organizations.

COMMUNITY ENGAGEMENT PLAN

- Through comprehensive stakeholder mapping, we prioritize engagements based on their influence and interest in our ESG initiatives, ensuring inclusive and impactful communication.
- We initiate informal dialogues with key stakeholders to gain insights into their perspectives, concerns, and expectations regarding our ESG efforts.
- Through one on one meetings, focus groups, surveys, and community gatherings, we foster open communication channels to build trust and collaboration.
- Our approach ensures that relevant information is directly conveyed to stakeholders, empowering them to effectively engage in the process. This facilitates alignment with our ESG objectives across all levels of the organization, driving collective action towards sustainability.
- We develop clear and concise messaging tailored to address the most critical information that stakeholders need to know. By highlighting the relevance and impact of our project initiatives on stakeholders' interests, we enhance transparency and engagement.
- We then begin broadening our public messaging by encompassing additional communication channels, including where appropriate, public hearings, public notices, social media, press releases, and community reporting.
- Through consistent and transparent communication, we aim to raise awareness and inspire action among a wider audience, driving positive change.
- We conduct thorough research to identify and understand potential opposition groups or concerns related to our project initiatives. By engaging in constructive dialogues and validating concerns through transparent communication and data analysis, we strive to address stakeholder concerns effectively.
- Through ongoing and strategic dialogues, we foster trust and collaboration with key stakeholders, demonstrating our commitment to fair and sustainable values. By listening to stakeholders' needs and concerns, we adapt our project strategies to better align with their expectations, driving shared value creation.
- We facilitate communication pathways between external stakeholders and SMEs within our organization. By ensuring accessibility and responsiveness to external inquiries or concerns, we enhance transparency and stakeholder engagement in our project initiatives.
- We identify opportunities for corporate social responsibility and philanthropic initiatives that align with our values and community goals. Through strategic partnerships with local organizations and non profits, we address environmental and social challenges, contributing to sustainable community development.
- Our commitment to sustainable values drives our efforts to engage stakeholders and build strong community relations. By prioritizing transparency, collaboration, and social responsibility, we aim to create sustainable value for all stakeholders and contribute to a more resilient and equitable future. Through ongoing dialogue and collective action, we will continue to make a positive impact on society and the environment.

MEMBERSHIP ASSOCIATIONS

DT Midstream is an active member of major industry associations through which we provide input and receive feedback on industry best practices.

- American Gas Asssociation
- Carbon Capture Coalition
- Energy Infrastructure Council
- Go West Virginia (WVONGA / IOGAWV)
- GPA Midstream
- Interstate Natural Gas Association of America (INGAA)
- The INGAA Foundation
- Louisiana Mid-Continent Oil and Gas Association
- Marcellus Shale Coalition
- Michigan Chamber of Commerce
- Michigan Oil and Gas Association
- Ohio Gas Association
- Ohio Manufacturer's Association
- Ohio Oil and Gas Association
- Ohio SE Economic Development
- Pennsylvania Independent Oil & Gas Association
- Regional Growth Partnership
- Shale Crescent
- Team NEO
- West Virginia Land and Mineral Owners Association
- West Virginia Manufacturer's Association
- Women in Energy Network
- ONE Future Coalition

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COMMUNITY INVESTMENT

OUR APPROACH

We identify opportunities for corporate social responsibility and philanthropic initiatives that align with our values and community goals.

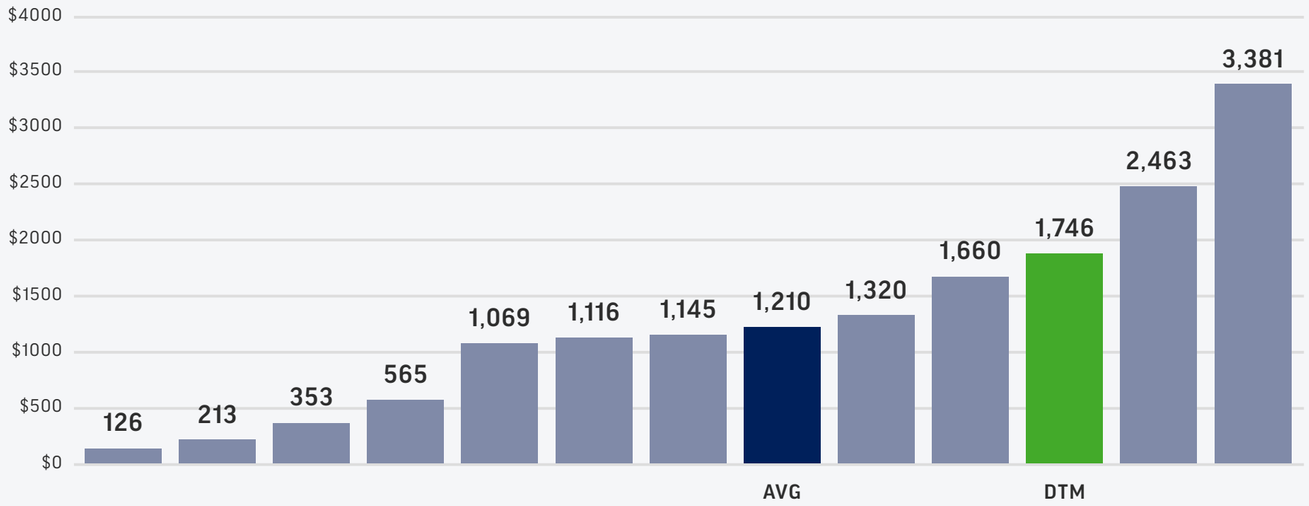
- Through strategic partnerships with local organizations and non profits, we address environmental and social challenges, contributing to sustainable community development.
- With the help of local employees, we strategically identify philanthropic partners whose missions are driven by local priorities.
- We align those missions and foster mutually beneficial collaborations.
- By leveraging our resources and expertise, we support initiatives that, among other things, promote environmental conservation, social equity, and ethical governance.

COMMUNITY GIVING

- We continue to use the **$4.0 million** DT Midstream Foundation to support community investments.
- We spread our community giving across our entire corporate footprint **based on local employee feedback.**
- We distributed more than **$535,000** to employee sponsored local communities in 2023.
- The program supported **187** community partnership opportunities in 2023 based on employee recommendations.

"We work with local organizations and non profits to address environmental and social challenges, which contributes to sustainable community development."

Annual Giving per Employee



Reflects three-year average Giving Per DTM Employee as compared to major midstream peers.

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EMPLOYEE MATCHING

As part of our **$535,000** overall giving program in 2023, we support individual employee personal giving opportunities with company matching funds.

As part of our 2023 giving total, we provided **$194,000** in company matching funds to support employee personal giving.

We are particularly proud of this effort to support our employees as they give back to the communities in which we work and live.

COMMUNITY VOLUNTEERS

Our employees pride themselves in participating in community volunteer events, and our annual volunteer hours per employee consistently rank among the best in the industry when compared to our peers.

- To support this effort, the company provides **2 days** of paid time off to support volunteer opportunities that are important to each employee.
- We averaged **10 volunteer hours** per employee in 2023 while the industry peer average was 3.5 volunteer hours per employee.
- Our strategy is to build a **culture of giving** that earns goodwill and aligns with our company's objectives for strong community engagement.
- Our giving program includes **employee volunteerism**, **volunteer partnerships**, and **financial support** to our communities.

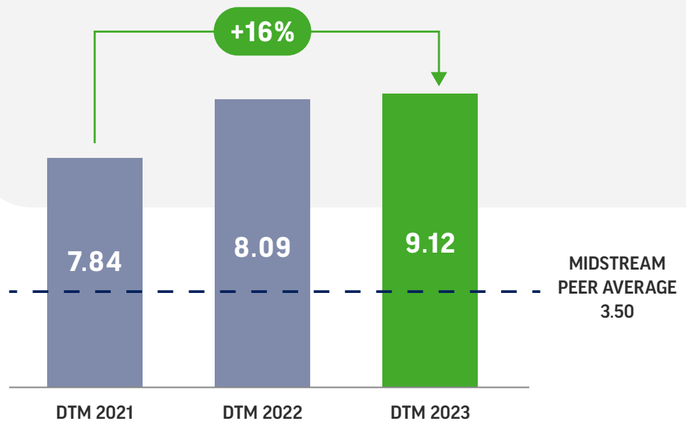
> "With the help of our Foundation, we look to our employees to select and sponsor worthy organizations and programs in the community to support and embrace."

COMMUNITY PARTNERS

The following is a list of major recipients that were part of our employee led giving program to local communities in 2023:

- Northwestern Michigan College Foundation ($25,000)
- Food Bank of Central Louisiana ($20,000)
- Houston Habitat for Humanity ($15,000)
- Cranbrook Institute of Science ($10,000)
- Claire Williams O'Neal Foundation ($10,000)
- Texas Baptist Men ($10,000)
- Sabine 4H Youth Foundation ($10,000)
- The Way Community Center of Greene County ($10,000)
- Sabine Fair & Rodeo ($10,000)
- American Gold Star Mothers of West Virginia ($10,000)
- Susquehanna County Interfaith ($10,000)
- Central Christian Academy ($10,000)
- Camp Freedom ($10,000)
- United Way of Monongalia and Preston Counties ($10,000)

Volunteer Hours Per Employee



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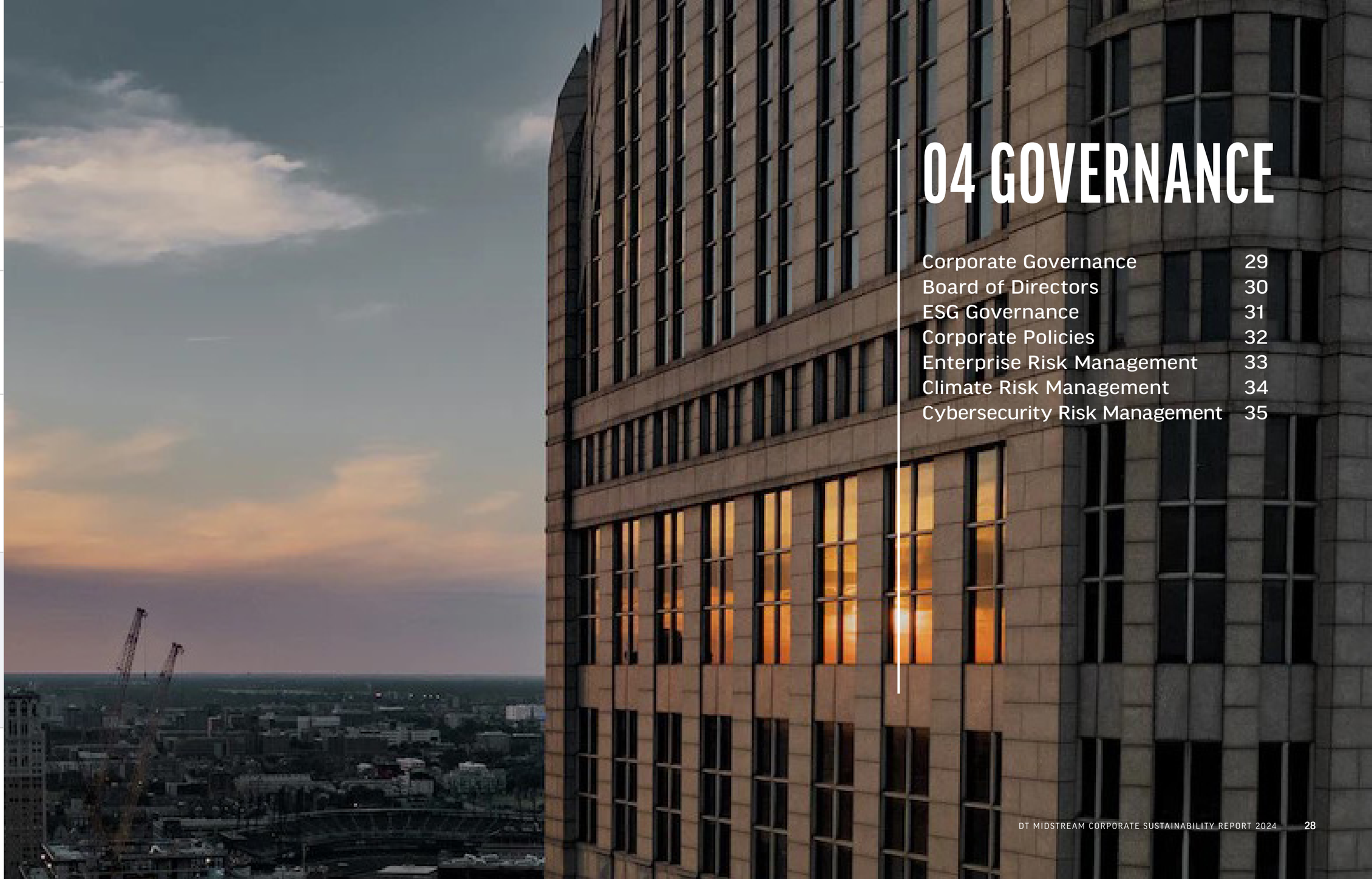

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CORPORATE GOVERNANCE

OUR APPROACH

- DT Midstream is committed to effectively managing corporate risk and creating sustainable long term value.
- To guide this, we created a governance structure that enables our directors to provide advice, insight, and oversight to advance the interests of DT Midstream, our shareholders, and other key stakeholders.
- We strive to maintain sound governance standards through our Corporate Governance Statement, Governance Guidelines, Code of Business Conduct and Ethics, our systematic approach to risk management, as well as our commitment to transparent financial reporting and strong internal controls that include ESG matters.
- DT Midstream consistently reports financial and operating data in accordance with professional and industry standards.

GOVERNANCE STRUCTURE

- We have instituted robust governance practices and structured DT Midstream as a C-Corp with a separate CEO and Chairman of the Board as well as a Lead Independent Director.
- Our Board structure includes five oversight committees. These are the Audit, Corporate Governance, ESG, Finance, and, Organization and Compensation committees.
- The Board and each of its committees perform a self assessment annually to measure their effectiveness and identify any opportunities for further improvement.
- We have a diverse, experienced, and engaged Board that is committed to delivering ethical and transparent governance.
- The Board has significant ESG experience and is actively engaged in the development of the corporate ESG strategy.
- Guided by our Governance Guidelines, our robust corporate governance structure includes a strong relationship with management, periodic stakeholder engagement, an annual CEO evaluation, CEO succession planning, and detailed director selection and succession planning.
- Director nominees for the Board are selected by the Corporate Governance Committee. The Committee assesses nominees based on a candidate's judgment, experience, independence, complimentary skills, understanding of the company or related industries, and other relevant factors.
- The Board believes that its membership should reflect a diversity of experience, gender, race, ethnicity, and age. In line with our corporate values, Directors are expected to exercise their position with the highest personal and professional ethics and integrity.
- Per NYSE listing standards, our Board is required to be at least majority independent. In practice, we have well exceeded that benchmark, maintaining a structure whereby all members of the Board except our CEO and Chairman of the Board are independent.

> "DT Midstream is committed to effectively managing corporate risk and creating sustainable long term value."

BOARD LEVEL COMMITTEES

Board level committees integrate sustainability risk management into their specific area of oversight.

These committees include:

- **Audit Committee**
  Overall analysis and review of risk issues, policies, and controls associated with our overall financial reporting and disclosure process, legal, and regulatory compliance, in addition to reviewing policies on risk control assessment and accounting risk exposure.
- **Corporate Governance Committee**
  Analyze and review risks associated with DT Midstream's governance practices and the interaction of DT Midstream's governance with enterprise risk level management.
- **ESG Committee**
  Analyze and review DT Midstream's risk exposures as they relate to ESG matters and the management of those risks.
- **Finance Committee**
  Analyze and review of financial, capital, credit and insurance risk.
- **Organization & Compensation Committee**
  Assess and discuss with the Board the relationship between the inherent risks in executive compensation plans, executive compensation arrangements, executive performance goals and payouts, and how the level of risk corresponds to DT Midstream's business strategies.

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BOARD OF DIRECTORS

BOARD EXPERIENCE

Our experienced and independent Board of Directors provides effective and engaged oversight. Per NYSE listing standards, our Board is required to be at least majority independent. In practice, we have well exceeded that benchmark, maintaining a structure whereby all members of the Board except our CEO and Chairman of the Board are independent. The Board was selected based on their complementary skills and commitment to ESG performance excellence.

Best-in-Class Governance Practices

- Structured as C-Corp with separate CEO and Chairman of the Board
- Long-term incentive plans tied to total shareholder return targets
- Board committee focused on ESG initiatives
- Broad range of experience and diversity
- Financial and operating data reporting in accordance with industry standards

Board Diversity

71% Independent

43% gender or racially diverse

Robert Skaggs, Jr.

David Slater

Dwayne Wilson

Elaine Pickle

Angela Archon

Peter Tumminello

Stephen Baker

Board Skills

Energy / Midstream

Finance / Accounting

Regulatory / Public Affairs

Public Company Board

Public Company Executive

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ESG GOVERNANCE

OUR APPROACH

Effective oversight and governance is fundamental to the success of our sustainability strategy. To ensure consistent and effective oversight, we formed a board level ESG committee to focus on sustainability issues.

- Our experienced and independent Board of Directors provides effective and engaged oversight of our ESG performance.
- The Board was selected in part based on their complementary skills and commitment to ESG performance excellence.
- As part of our commitment to sustainable value creation, we created a Board level committee to focus on ESG performance and initiatives.
- The ESG Committee oversees the Company's ESG strategy, policies, and practices. The Committee also reviews disclosures with respect to environmental, health and safety, corporate social responsibility, corporate governance, sustainability, and other public policy matters.
- The ESG Committee plays an essential role in overseeing communications with team members, investors, and other stakeholders with respect to ESG matters.

ESG Committee

- Oversees sustainability strategy development.
- Provides oversight and guidance on sustainability risks.
- Monitors sustainability communications, reporting, and disclosures.
- Meets regularly to review our sustainability progress and plans moving forward.

Chief Executive Officer

- Performs the role of "Sustainability Champion".
- Oversees execution of sustainability strategy and policies.
- Drives focus on sustainability and DEI initiatives.

Sustainability Integration

- Sustainability risks are integrated into the corporate risk management program.
- Business processes are designed to incorporate sustainable best practices.
- Annual compensation is directly linked to sustainable performance.

Sustainability Working Group

- Includes leaders from major functional groups.
- Executes sustainability strategy and policies.
- Monitors sustainability performance metrics in each area.

Sustainability Transparency

- Annual publication of corporate sustainability report.
- Board ESG Committee quarterly reviews.
- Weekly executive review of sustainability performance.

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CORPORATE POLICIES

OUR APPROACH

The Code of Conduct, our highest level policy, is the centerpiece of our commitment to how we live by our values and conduct our business according to the highest ethical standards and in compliance with the law.

The Code applies to every employee, regardless of role or location. It provides detailed requirements and guidance on how we should work with colleagues, customers, vendors, and government entities within our Company as well as the communities and markets where we operate.

- Clear guidelines on acceptable professional behavior
- Clear protections for whistleblowers as part of our anti retaliation policy
- Mechanisms for reporting ethics related concerns
- Mandatory ethics training for all employees

DT Midstream encourages employees to speak up and has established a robust reporting structure for any concerns related to business conduct and ethics. This includes an internal and external whistle blower hotline which allows for anonymous reporting of concerns.

The reporting pathways for employees and stakeholders also include:

- Ethics and Compliance Office
- Human Resources
- Functional Leader
- Chief Audit Executive and Chief Risk Officer
- Ethics and Compliance Helpline
- General Counsel
- Board Audit Committee

MAJOR CORPORATE POLICIES

EMPLOYEE CODE OF CONDUCT	Acting with integrity, accountability, and respect for each other is fundamental to how we do business. Our Code of Conduct is a consolidated set of standards that help every team member understand what's expected and offers guidance on the rules and polices we each must follow.
ANTI CORRUPTION	Formal policy that establishes clear standards for employee and leadership behavior in areas such as anti bribery and compliance with the Honest Leadership and Open Government Act (HLOGA).
ZERO TOLERANCE	Formal policy that establishes "zero tolerance" for all forms of discrimination, harassment, and retaliation in the workplace and in our communities.
CONCERN REPORTING	Integrated policy within our Code of Conduct establishing clear methods for anonymous and attributed concerns to be escalated without fear of retaliation.
CONFLICTS OF INTEREST	Integrated policy within our Code of Conduct that establishes clear standards for avoiding conflicts of interest while conducting corporate business.
FAIR COMPETITION	Integrated policy within our Code of Conduct addressing the need to conduct our business in an ethical and legal manner.
FINANCIAL REPORTING	Formal policy that addresses internal control over financial reporting to ensure compliance with the Sarbanes Oxley Act of 2002.
HUMAN RIGHTS	Formal policy to codify our commitment to the fair and respectful treatment of all people. The policy includes provisions that address Anti Slavery, Human Trafficking, Child Labor, and Indigenous Peoples Rights.
INSIDER TRADING	Formal policy that restricts anyone from trading securities based on material non public information that could influence an investor's decision to buy, sell, or trade those securities.
POLITICAL CONTRIBUTIONS	Formal policy to establish clear guidelines for political contributions by employees and senior leadership.
VENDOR CODE OF CONDUCT	Formal policy to better align our vendor partners with the DTM commitment to sustainable performance.
CLAWBACK POLICY	Formal policy that allows DTM to recover incentive-based compensation from our executive officers in the event of an accounting restatement.

VIEW OUR POLICY PAGE ›

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ENTERPRISE RISK MANAGEMENT

OUR APPROACH

We have developed an enterprise risk management process to identify and mitigate significant strategic risks. Our risk management program has the following major components:

- We have created an enterprise risk register to identify significant strategic risks.
- Our strategic risk assessments integrate significant climate related and compliance risks into the enterprise risk management process.
- We have assessed significant strategic risks and identified mitigation options that reduce the severity, frequency, and velocity of these risks where possible.
- Our risk management plan is integrated into the financial and capital management processes.
- Our Executive Committee regularly reviews the risk assessment and directs related risk mitigation efforts.
- Each Board committee is responsible for overseeing and considering significant risk issues relating to their committee.

RISK MANAGEMENT PROCESS

Our risk management process includes:

- Identifying material strategic, operational, financial, corporate, compliance, and climate risk factors.
- Ranking identified risks by severity and velocity impact.
- Assigning risk monitoring and mitigation responsibilities to business leaders.
- Developing and implementing mitigation action plans for material risks.
- Implementing emergency preparedness and response plans.
- Integrating risk reviews into the daily, monthly, quarterly, and annual reporting processes.
- Quarterly risk updates are presented to the Board as part of the governance oversight process.

EMERGENCY RESPONSE

We have implemented an emergency response program to ensure an immediate and effective response in the event of a significant risk event. This program includes regular drills with business unit teams and reviews with senior leadership. Components of the program include:

- Emergency response coordinator function.
- Emergency response protocols for each risk category.
- Site Emergency Response Plans (SERP) for each area.
- Tabletop and simulated exercises with business unit teams.
- Continuous improvement initiatives based on exercise results.
- Outreach to local first responders and community groups.
- Clear emergency roles and responsibilities.
- Integration with our community engagement program.

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CLIMATE RISK MANAGEMENT

OUR STRATEGY

- We conduct regular risk assessments that integrate significant climate related and compliance risks into our full enterprise risk management process
- Significant risks have been scored by severity and frequency
- Business leaders are responsible for managing significant risks as they apply to their areas of responsibility
- Associated costs and resources are integrated into our corporate budget
- Executive leadership conducts regular inspection of significant risks and mitigation plans
- Significant climate related risks are reviewed with and overseen by the Board as part of the enterprise risk management process and the Board also oversees and assesses progress toward our "Net Zero" goal

"We have integrated climate risk assessment and mitigation into our enterprise risk management process."

DIRECT CLIMATE RISKS

- More frequent and severe weather events, which may result in adverse physical effects on portions of the country's gas infrastructure and could disrupt our supply chain and ultimately our operations
- Severe weather events could also cause physical damage to facilities, all of which could lead to reduced revenues, increased insurance premiums, or increased operational costs
- To the extent we are unable to recover those costs, or if the recovery of those costs results in higher rates and reduced demand for our services, our future financial results could be adversely impacted
- Disruption of transportation systems which are utilized by our customers or by our operations could result in reduced operational efficiency and customer service interruption
- Chronic physical risks include long term shifts in climate patterns resulting in new storm patterns or chronic increased temperatures, which could cause demand for gas as a heating fuel to decrease as a result of warmer weather and adversely impact future financial results

DIRECT REGULATORY RISKS

- New, modified, or stricter climate related laws, including the SEC's new climate disclosure rules, or regulations
- New enforcement policies associated with existing climate change laws and regulations
- Regulatory or enforcement changes may significantly increase our compliance costs and impact our operations

INDIRECT REGULATORY RISKS

- Climate related legislative changes have resulted in the imposition of more restrictive requirements for the establishment of pipeline infrastructure or the permitting of LNG export facilities
- New regulations or U.S. federal laws, such as a carbon tax, restricting emissions of GHGs from customer operations, or that limit the growth of pipelines and LNG exports from the U.S., could delay or curtail their activities and, in turn, adversely affect our business, financial condition, and results of operations
- These changes could result in a fundamental shift in the demand for our products and services

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CYBERSECURITY RISK MANAGEMENT

OUR STRATEGY

To identify and manage the material risks of cybersecurity threats to our business, operations and control environments, we have made investments in our technology and have implemented policies, programs and controls, with a focus on cybersecurity incident prevention and mitigation.

- Our cybersecurity program is integrated into our risk management process and is managed by a dedicated cybersecurity team that is responsible for leading enterprise wide cybersecurity strategy, policy, standards, architecture, and processes.
- The program is aligned with industry standards and best practices, such as the National Institute of Standards and Technology Cybersecurity Framework.
- As part of our cybersecurity process, we engage external experts and consultants to assess our cybersecurity program and compliance with applicable practices and standards.
- We recognize that our employees are a critical part of the cybersecurity process and we provide cybersecurity training to all employees with reviews of cybersecurity best practices as part of employee engagement discussions.

OUR APPROACH

Our objective is to identify cybersecurity risks, detect threats, block malicious activity in our systems, and remediate suspected attacks. Our strategic approach is focused on these key components:

CONTINUOUS MONITORING	Our cybersecurity team and third party security partner provide 24/7/365 cybersecurity risk monitoring.
NETWORK PROTECTION	We have developed on premise firewall solutions, cloud app security network protections, and industry leading VPN solutions.
END POINT PROTECTION	We have utilized cloud end point protection services to take advantage of industry leading cybersecurity technologies.
PHYSICAL SECURITY	We take steps to harden our physical sites to protect against unauthorized physical access to company computer systems.
EMPLOYEE TRAINING	We have an extensive cybersecurity training program that is mandatory for all employees.
THREAT SIMULATIONS	We routinely send employees simulated cybersecurity threats to increase awareness, improve threat identification, and ensure consistent reporting.
CYBERSECURITY	Our cybersecurity team is staffed with highly skilled analysts with many years of experience and specialized cybersecurity certifications.

Cybersecurity Key Capabilities

Our cybersecurity risk program is founded on these key capabilities:

LEADERSHIP

DTM executives and the Board are committed to executing a disciplined and effective cybersecurity risk program

PEOPLE

Our employees are educated on cyber risk to identify and report threats

PROCESS

We utilize best practices and industry standards to develop and execute effective risk mitigation processes

TECHNOLOGY

We partner with world class technology companies to identify and mitigate risks

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PERFORMANCE DATA TABLES

FOCUS AREA	ESG METRIC	UNITS	2020	2021	2022	2023
METHANE INTENSITY	Gathering and Boosting	Percent	0.020%	0.013%	0.014% [1]	0.016% [1]
	Transmission & Storage	Percent	0.008%	0.006%	0.019% [1]	0.009% [1]
GHG EMISSIONS	Scope 1 CO2 Emissions	Metric Tons	1,137,940	1,339,134	1,467,589	1,548,731
	Scope 1 Methane Emissions	MT CO2e	175,472	126,532	148,542	165,340
	Scope 1 Nitrous Oxide Emissions	MT CO2e	639	541	572	583
	Total Scope 1 CO2e	MT CO2e	1,314,051	1,466,207	1,616,703	1,714,654
	Total Scope 2 CO2e	MT CO2e	--	--	115,679	110,496
AIR EMISSIONS	Nitrogen Oxide (NOx)	Net Tons	627	628	743	825
	Volatile Organic Compounds (VOC)	Net Tons	218	186	258	240
	Carbon Monoxide (CO)	Net Tons	261	294	347	684
	Hazardous Air Pollutants (HAP)	Net Tons	135	127	104	163
	Particulate Matter (PM)	Net Tons	67	68	136	107
	Formaldehyde (HCHO)	Net Tons	32	28	30	41
	Sulfur Dioxide (SO2)	Net Tons	3	3	5	6
	Sulfur Oxides (SOx)	Net Tons	3	3	3	3
ENVIRONMENTAL STEWARDSHIP	Reportable Spills and Releases	Number	3	8	8	17
	Volume of Reportable Spills	Barrels	1,211	303	76	100
	Notices of Violation (NOVs)	Number	2	2	7	5
	Fines Associated with Violations	000 US $	$0	$0	$7.2	$0
	Hazardous Waste Disposed	Net Tons	0	0	0	0
BOARD OF DIRECTORS	Total Number of Directors	Number	--	7	7	7
	ESG Committee Directors	Number	--	3	3	3
	Independent Directors	Percent	--	71%	71%	71%
	Female Directors	Percent	--	14%	14%	29%
	Gender & Ethnically Diverse Directors	Percent	--	43%	43%	43%

(1) Data for 2023 calculated per ONE Future methane intensity methodology without methane slip, consistent with the 2021 and 2022 NGSI methodology.

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EMPLOYEE SAFETY	Employee Fatalities	Number	0	0	0	0
	Employee Recordables	Number	3	3	2	1
	Employee Fatality Rate	Rate	0.00	0.00	0.00	0.00
	Total Recordable Incident Rate (TRIR)	Rate	1.47	1.16	0.66	0.25
	Lost Time Incident Rate	Rate	0.98	0.78	0.66	0.25
	Days Away, Restricted, or Transferred (DART)	Number	2	2	2	1
	DART Rate	Rate	0.98	0.78	0.66	0.25
	Incidents with Fatal Potential (PSIF)	Number	7	13	12	21
	Total Hours Worked	Hours	409,491	516,089	605,239	793,925
	Preventable Vehicle Accidents	Number	0	2	2	6
CONTRACTOR SAFETY	Contractor Fatalities	Number	0	0	0	0
	Contractor Recordables	Number	5	4	5	8
EMPLOYEE DEMOGRAPHICS	Total Number of Employees	Number	234	277	340	400
	Male Employees	Percent	82%	79%	81%	82%
	Female Employees	Percent	18%	21%	19%	18%
	Ethnically Diverse Employees	Percent	9%	9%	13%	14%
	Employees Aged <30 Years Old	Percent	17%	14%	17%	15%
	Employees Aged 30 to 50 Years Old	Percent	57%	59%	59%	60%
	Employees Aged > 50 Years Old	Percent	26%	27%	24%	25%
LEADER DEMOGRAPHICS	Total Leaders	Number	77	99	119	119
	Male Leaders	Percent	92%	84%	84%	82%
	Female Leaders	Percent	8%	16%	16%	18%
	Ethnically Diverse Leaders	Percent	1%	4%	8%	7%
COMMUNITY GIVING	Community Giving Totals	000 US $	$681	$266	$383	$535
	Employee Volunteer Hours	Hours	369	2,174	2,752	3,650

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FORWARD LOOKING STATEMENTS

Certain information presented herein includes "forward looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995 with respect to the financial condition, results of operations, and businesses of DT Midstream. Words such as "believe," "expect," "expectations," "plans," "strategy," "prospects," "estimate," "project," "target," "anticipate," "will," "should," "see," "guidance," "outlook," "confident," and other words of similar meaning in connection with a discussion of future operating or financial performance may signify forward looking statements. Forward looking statements are not guarantees of future results and conditions, but rather are subject to numerous assumptions, risks, and uncertainties that may cause actual future results to be materially different from those contemplated, projected, estimated, or budgeted. Many factors may impact forward looking statements of DT Midstream including, but not limited to, the following:

- changes in general economic conditions, including increases in interest rates and associated Federal Reserve policies, a potential economic recession, and the impact of inflation on our business;
- industry changes, including the impact of consolidations, alternative energy sources, technological advances, infrastructure constraints and changes in competition;
- global supply chain disruptions;
- actions taken by third party operators, processors, transporters and gatherers;
- changes in expected production from Southwestern Energy and other third parties in our areas of operation;
- demand for natural gas gathering, transmission, storage, transportation and water services;
- the availability and price of natural gas to the consumer compared to the price of alternative and competing fuels;
- our ability to successfully and timely implement our business plan;
- our ability to complete organic growth projects on time and on budget;
- our ability to finance, complete, or successfully integrate acquisitions;
- the price and availability of debt and equity financing;
- restrictions in our existing and any future credit facilities and indentures;
- the effectiveness of the Company's information technology and operational technology systems and practices to detect and defend against evolving cyber attacks on United States critical infrastructure;
- changing laws regarding cybersecurity and data privacy, and any cybersecurity threat or event;
- operating hazards, environmental risks and other risks incidental to gathering, storing and transporting natural gas;
- geologic and reservoir risks and considerations;
- natural disasters, adverse weather conditions, casualty losses and other matters beyond our control;
- the impact of outbreaks of illnesses, epidemics and pandemics, and any related economic effects;
- the impacts of geopolitical events, including the conflicts in Ukraine and the Middle East;
- labor relations and markets, including the ability to attract, hire and retain key employee and contract personnel;
- large customer defaults;
- changes in tax status, as well as changes in tax rates and regulations;
- the effects and associated cost of compliance with existing and future laws and governmental regulations, such as the Inflation Reduction Act;
- changes in environmental laws, regulations or enforcement policies, including laws and regulations relating to climate change and greenhouse gas emissions;
- ability to develop low carbon business opportunities and deploy greenhouse gas reducing technologies;
- changes in insurance markets impacting costs and the level and types of coverage available;
- the timing and extent of changes in commodity prices;
- the success of our risk management strategies;
- the suspension, reduction or termination of our customers' obligations under our commercial agreements;
- disruptions due to equipment interruption or failure at our facilities, or third party facilities on which our business is dependent;
- the effects of future litigation; and
- the risks described in our Annual Report on Form 10K for the year ended December 31, 2023 and our reports and registration statements filed from time to time with the SEC.

The above list of factors is not exhaustive. New factors emerge from time to time. We cannot predict what factors may arise or how such factors may cause actual results to vary materially from those stated in forward looking statements. Any forward looking statements speak only as of the date on which such statements are made. We are under no obligation to, and expressly disclaim any obligation to, update or alter our forward looking statements, whether as a result of new information, subsequent events or otherwise.

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GLOBAL REPORTING INITIATIVE (GRI)

GRI SECTION	GRI INDEX	METRIC / DISCUSSION ITEM	DTM DISCLOSURES
GENERAL DISCLOSURES			
ORGANIZATIONAL PROFILE	2-1	Organizational details	• DTM Annual Form 10-K • DTM Proxy Statement • Corporate Sustainability Report (CSR) 2024 Section: "Our Company"
	2-2	Entities included in organization's sustainability reporting	• DTM Annual Form 10-K
	2-3	Reporting period, frequency and contact point	• CSR Section: "About This Report" • Reporting Period: January 1, 2023 to December 31, 2023 • Contact : investor_relations@dtmidstream.com
	2-4	Restatements of information	• No material restatement of information from prior corporate sustainability reports
	2-5	External assurance	• We did not seek external assurance for the data in the DTM CSR 2024
ACTIVITIES & WORKERS	2-6	Activities, value chain, and other business relationships	• DTM Annual Form 10-K • CSR Sections: "Our Company" / "Our Strategy"
	2-7	Employees	• DTM Annual Form 10-K • CSR Sections: "Our Team" / "Diversity Equity and Inclusion"
GOVERNANCE	2-9	Governance structure and composition	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors"
	2-10	Nomination and selection off highest governance body	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors"
	2-11	Chair of highest governance body	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors"
	2-12	Role of highest governance body in overseeing the management of impacts	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors" / "ESG Governance" / "Enterprise Risk Management"

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GOVERNANCE	2-13	Delegation of responsibility for managing impacts	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors" / "ESG Governance" / "Enterprise Risk Management"
	2-14	Role of the highest governance body in sustainability reporting	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors" / "ESG Governance"/ "Climate Risk Management"
	2-15	Conflicts of interest	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors" / "ESG Governance" / "Corporate Policies"
	2-16	Communication of critical concerns	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors" / "Corporate Policies" / "Enterprise Risk Management"
	2-17	Collective knowledge of the highest governance body	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors"
	2-18	Evaluation of the performance of the highest governance body	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors"
	2-19	Remuneration policies	• DTM Annual Form 10-K • DTM Proxy Statement
	2-20	Process to determine remuneration	• DTM Annual Form 10-K • DTM Proxy Statement
	2-21	Annual total compensation ratio	• DTM Proxy Statement
STRATEGY, POLICIES, AND PRACTICES	2-22	Entities included in organization's sustainability reporting	• DTM Annual Form 10-K

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STRATEGY, POLICIES, AND PRACTICES	2-23	Policy commitments	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Section: "Corporate Policies"
	2-24	Embedding policy commitments	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Section: "Corporate Policies"
	2-25	Processes to remediate negative impacts	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Enterprise Risk Management" / "Climate Risk Management" / "Cybersecurity Risk Management"
	2-26	Mechanisms for seeking advice and raising concerns	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Board of Directors" / "ESG Governance" / "Corporate Policies"
	2-28	Membership associations	• CSR Section: "Community Engagement"
STAKEHOLDER ENGAGEMENT	2-29	Approach to stakeholder engagement	• CSR Sections: "Community Engagement" / "Community Investment"
	2-30	Collective bargaining agreements	• Not Applicable
MATERIAL TOPICS	3-1	Approach to stakeholder engagement	• DTM Annual Form 10-K • DTM Proxy Statement • CSR Sections: "Corporate Governance" / "Enterprise Risk Management" / "Climate Risk Management" / "Cybersecurity Risk Management"
	3-2	Approach to stakeholder engagement	• DTM Annual Form 10-K • CSR Sections: "Enterprise Risk Management" / "Climate Risk Management" / "Cybersecurity Risk Management"
	3-3	Approach to stakeholder engagement	• DTM Annual Form 10-K • CSR Sections: "CSR Sections: "Corporate Governance" / "Enterprise Risk Management" / "Climate Risk Management" / "Cybersecurity Risk Management"

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GHG EMISSIONS	302-1	Energy consumption within the organization	• **Not Reported**
	305-1	Direct Scope 1 GHG Emissions	• **CSR Sections: "GHG Emissions" / "Emissions Reduction Plan" / "Performance Data Tables"**
	305-2	Direct Scope 2 GHG Emissions	• **CSR Sections: "GHG Emissions" / "Performance Data Tables"**
	305-3	Other indirect Scope 3 GHG emissions	• **Not Reported**
	305-4	GHG emissions intensity	• **CSR Sections: "GHG Emissions" / "Performance Data Tables"**
ENVIRONMENTAL TOPICS			
CLIMATE ADAPTATION, RESILIENCE, AND TRANSITION	201-2	Financial implications and other risks and opportunities due to climate change	• **DTM Annual Form 10-K** • **CSR Sections: " "Enterprise Risk Management" / "Climate Risk Management" / "Forward Looking Statements"**
	305-5	Reduction of GHG emissions	• **CSR Sections: "GHG Emissions" / "Emissions Reduction Plan"**
AIR EMISSIONS	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	• **CSR Section: "Environmental Stewardship" / "Performance Data Tables"**
BIODIVERSITY	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	• **CSR Sections: "Environmental Management" / "Environmental Stewardship"** • **Details Not Reported**
	304-2	Significant impacts to activities, products, and services on diversity	• **CSR Sections: "Environmental Management" / "Environmental Stewardship"**
	304-3	Habitats protected or restored	• **CSR Sections: "Environmental Management" / "Environmental Stewardship"** • **Details Not Reported**
	304-4	IUCN Red List species and national conservation list species with habitat in areas affected by operations	• **Not Reported**
WATER AND EFFLUENTS	303-1	Interactions with water as a shared resources	• **CSR Sections: "Environmental Management" / "Environmental Stewardship"**
	306-3	Water withdrawal	• **CSR Sections: "Environmental Management" / "Environmental Stewardship"**

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WATER AND EFFLUENTS	306-4	Water discharge	• **CSR Sections: "Environmental Management" / "Environmental Stewardship"**
	306-5	Water consumption	• **CSR Sections: "Environmental Management" / "Environmental Stewardship"**
ASSET INTEGRITY AND CRITICAL INCIDENT MANAGEMENT	306-3	Significant spills	• **DTM Annual Form 10-K** • **CSR Sections: "Environmental Management" / "Environmental Stewardship" / "Public Safety" / "Performance Data Tables"**
SOCIAL TOPICS			
OCCUPATIONAL HEALTH & SAFETY	403-1	Occupational health and safety management system	• **CSR Sections: "Team Safety" / "Public Safety"**
	403-2	Hazard identification, risk assessment, and incident investigation	• **CSR Sections: "Team Safety" / "Public Safety" / "Enterprise Risk Management" / Climate Risk Management"**
	403-3	Occupational health services	• **CSR Sections: "Team Safety" / "Our Team"**
	403-4	Workers representation in formal joint management worker health and safety committees	• **CSR Section: "Team Safety"**
	403-5	Worker training on occupational health and safety	• **CSR Sections: "Team Safety" / "Public Safety"**
	403-6	Promotion of work health	• **CSR Sections: "Team Safety" / "Our Team"**
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	• **CSR Sections: "Team Safety" / "Our Team"**
	403-8	Workers covered by an occupational health and safety management system	• **CSR Sections: "Team Safety" / "Our Team"**
	403-9	Work related injuries (partial)	• **CSR Sections: "Team Safety" / "Performance Data Tables"**
EMPLOYMENT PRACTICES	401-1	New employee hires and employee turnover	• **CSR Sections: "Our Company" / "Our Team" / "Report Highlights" / "Performance Data Tables"**
	401-3	Parental leave	• **CSR Section: "Our Team"**
	404-1	Average hours of training per year per employee	• **CSR Section: "Report Highlights"**

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NON-DISCRIMINATION AND EQUAL OPPORTUNITY	405-1	Diversity of governance bodies and employees	• **CSR Sections: "Report Highlights" / "Our Team" / "Diversity Equity and Inclusion" / "Board of Directors" / "Performance Data Tables"**
ECONOMIC IMPACTS	201-1	Direct economic value generated and distributed	• **Not Reported**
LOCAL COMMUNITIES	413-1	Operations with local community engagement, impact assessments, and development programs	• **CSR Sections: "Community Engagement" / "Community Investment"**
	413-2	Operations with significant actual and potential negative impacts on local communities	• **CSR Sections: "Community Engagement" / "Community Investment"**
RIGHTS OF INDIGENOUS PEOPLES	411-1	Incidents of violations involving rights of indigenous peoples	• **Not Applicable**
ANTI-CORRUPTION	205-2	Communication and training about anti-corruption policies and procedures	• **CSR Sections: "Corporate Governance" / "Corporate Policies"**

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SUSTAINABLE ACCOUNTING STANDARDS BOARD (SASB)

SASB TOPIC	SASB CODE	ACCOUNTING METRIC	DISCLOSURE LEVEL	COMPANY DISCLOSURES
GREENHOUSE GAS EMISSIONS	EM-MD-110A.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions limiting regulations	Disclosed	• **DTM Annual Form 10-K** • **CSR Sections: "GHG Emissions" / "Emissions Reduction Plan" / "Performance Data Tables"**
	EM-MD-110A.2	Discussion of long term and short term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Partial	• **DTM Annual Form 10-K** • **CSR Sections: "GHG Emissions" / "Emissions Reduction Plan" / "Performance Data Tables"**
AIR QUALITY	EM-MD-120A.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Disclosed	• **CSR Section: "Performance Data Tables"**
ECOLOGICAL IMPACTS	EM-MD-160A.1	Description of environmental management policies and practices for active operations	Partial	• **CSR Sections: "Environmental Management" / "Environmental Stewardship"**
	EM-MD-160A.2	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	Not Reported	• **Not Reported**
	EM-MD-160A.3	Terrestrial acreage disturbed; percentage of impacted area restored	Not Reported	• **Not Reported**
	EM-MD-160A.4	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume in Unusually Sensitive Areas (USAs), and volume recovered	Partial	• **CSR Sections: "Environmental Stewardship" / "Performance Data Tables"** • **No volumes applicable to Arctic or Unusually Sensitive Areas**
COMPETITIVE BEHAVIOR	EM-MD-520A.1	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations (including nature, context, and corrective actions associated with regulatory fines)	Not Disclosed	• **CSR Sections: "Environmental Management" / "Environmental Stewardship" / "Public Safety"**
OPERATIONAL SAFETY, EMERGENCY PREPAREDNESS & RESPONSE	EM-MD-540A.1	Number of reportable pipeline incidents, percentage significant	Disclosed	• **CSR Sections: "Public Safety" / "Public Safety Highlights" / "Performance Data Tables"**
	EM-MD-540A.2	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	Disclosed	• **CSR Sections: "Public Safety" / "Public Safety Highlights"**
	EM-MD-540A.3	Number of (1) accident releases and (2) non accident releases (NARs) from rail transportation	Not Applicable	• **Not applicable for our operations**
	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 lifecycles	Disclosed	• **CSR Sections: "Team Safety" / "Public Safety" / "Enterprise Risk Management"**
ACTIVITY METRICS	EM-MD-000.A	Total metric ton-kilometers of: (1) natural gas, (2) crude oil, and (3) refined petroleum products transport, by mode of transport	Not Reported	• **We do not report total volumes of transported products**

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TASK FORCE ON CLIMATE RELATED FINANCIAL DISCLOSURES (TCFD)

TCFD CORE ELEMENTS	RECOMMENDED DISCLOSURES		COMPANY DISCLOSURES
GOVERNANCE	A.	Describe the organization's governance around climate related risks and opportunities.	• DTM Annual Form 10-K • CSR Sections: "Our Strategy" / "Enterprise Risk Management" / "Climate Risk Management"
	B.	Describe management's role in assessing and managing climate related risks and opportunities.	• DTM Annual Form 10-K • CSR Sections: "Our Strategy" / "Corporate Governance" / "ESG Governance" / "Enterprise Risk Management" / "Climate Risk Management"
STRATEGY	A.	Describe the climate related risks and opportunities the organization has identified over the short, medium, and long term.	• DTM Annual Form 10-K • CSR Sections: "Our Strategy" / "Enterprise Risk Management" / "Climate Risk Management"
	B.	Describe the impact of climate related risks and opportunities on the organization's businesses, strategy, and financial planning.	• DTM Annual Form 10-K • CSR Sections: "Our Strategy" / "Enterprise Risk Management" / "Climate Risk Management"
	C.	Describe the resilience of the organization's strategy, taking into consideration different climate related scenarios, including a 2 C or lower scenario.	• We have not conducted formal climate related scenarios including a 2 degree C or lower scenario
RISK MANAGEMENT	A.	Describe the organization's processes for identifying and assessing climate related risks.	• DTM Annual Form 10-K • CSR Sections: "Enterprise Risk Management" / "Climate Risk Management"
	B.	Describe the organization's processes for managing climate related risks.	• DTM Annual Form 10-K • CSR Sections: "Emissions Reduction Plan" / "Enterprise Risk Management" / "Climate Risk Management"
	C.	Describe how processes for identifying, assessing, and managing climate related risks are integrated into the organization's overall risk management.	• DTM Annual Form 10-K • CSR Sections: "Emissions Reduction Plan" / "ESG Governance" / "Enterprise Risk Management" / "Climate Risk Management"
METRICS & TARGETS	A.	Disclose the metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process.	• DTM Annual Form 10-K • CSR Section: "Climate Risk Management"
	B.	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	• DTM Annual Form 10-K • CSR Sections: "GHG Emissions" / "Emissions Reduction Plan" / "ESG Governance" / "Performance Data Tables"
	C.	Describe the targets used by the organization to manage climate related risks and opportunities and performance against targets.	• DTM Annual Form 10-K • CSR Sections: "Emissions Reduction Plan" / "ESG Governance" / "Climate Risk Management"