



2019 CORPORATE SOCIAL RESPONSIBILITY REPORT



THE FUTURE
IS BRIGHT

About EQT

CEO Letter

102-14



Dear Stakeholders,

On July 10, 2019, EQT's shareholders voted to elect a new slate of directors — and in turn, appoint a new leadership team — with a mandate of transforming EQT into a modern, technology-driven and efficient natural gas producer. Our new board and leadership team have embraced this mandate.

As the largest producer of natural gas in the United States, it is incumbent on EQT to be a leader in the industry, and as such, we are now embarking on a journey to ensure that we are not just the *biggest*, but also the *best*. EQT has long been a leader in the Appalachian Basin in terms of its dedication to safety, preservation of the environment and corporate responsibility. This represents a strong foundation from which we can evolve towards even more lofty goals.

I am pleased to share EQT's eighth annual Corporate Social Responsibility Report produced under the Global Reporting Initiative guidelines. This year's report theme, *The Future is Bright*, is a recognition that the new board and leadership have brought with them a renewed commitment to our shareholders, landowners, communities and the environment.

The report outlines our 2018 operational data, environmental disclosures and outreach efforts. I am proud that our employees were able to deliver another strong year in these areas, and look forward to building on this foundation in the coming years.

On behalf of EQT, thank you for the opportunity to share our commitment to the responsible development of natural gas and I look forward to sharing our progress.

Sincerely,

A handwritten signature in black ink, appearing to be 'T. Rice' with a stylized flourish.

Toby Z. Rice
President and CEO

Corporate Profile



About EQT

102-4, 102-5, 102-7, 102-10, 102-45

EQT Corporation (NYSE: EQT) is a Standard and Poor's 400 investor-owned upstream energy corporation operating in the United States of America. Founded in the Appalachian Basin and headquartered in Pittsburgh, EQT is proud to be the largest natural gas producer in North America. Our company's history demonstrates a longstanding record of integrity, experience, innovation and sustainability in our operations; it also illustrates that our future is bright.

As a leader in the use of advanced horizontal drilling technology, EQT is committed to minimizing the impact of drilling-related activities and reducing our overall environmental footprint. By operating safely and responsibly, EQT is helping to meet our nation's demand for clean-burning energy, while simultaneously offering a rewarding workplace and support for activities that enrich the communities where our employees live and work.

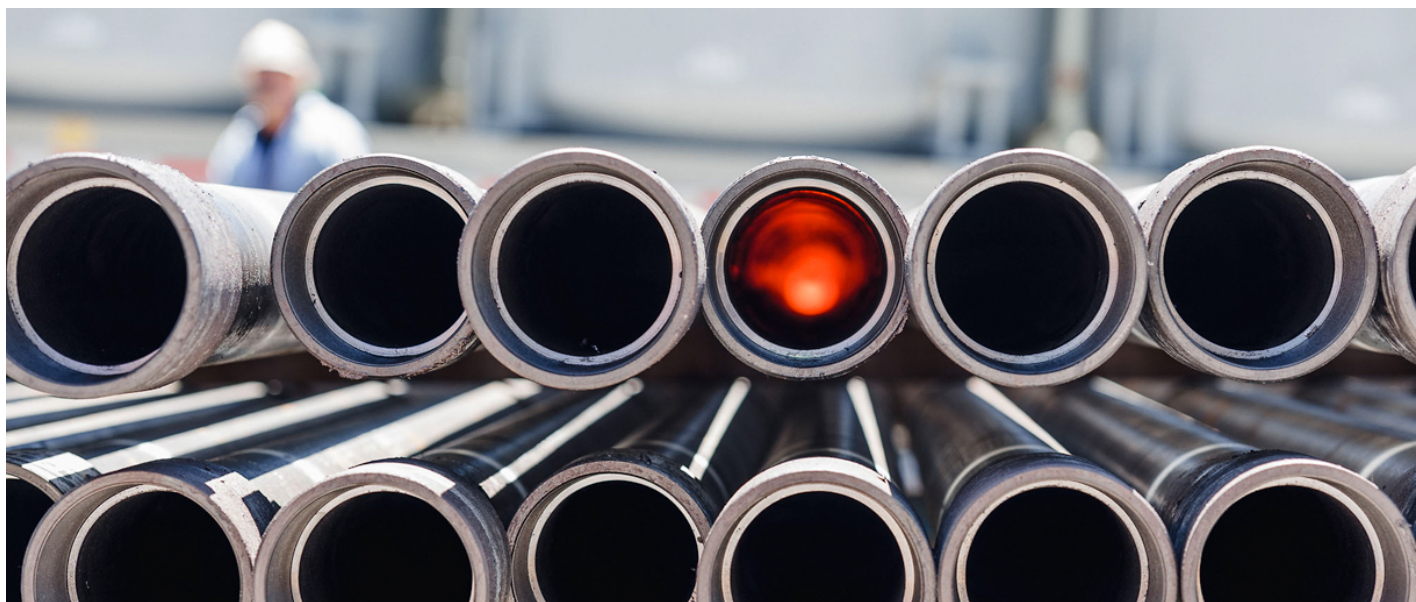
With 965 employees as of December 31, 2018, the company generated 2018 total operating revenues of approximately \$4.6 billion. EQT completed the separation of our upstream and midstream businesses on November 12, 2018, with the spinoff of the standalone midstream company, newly minted Equitrans Midstream Corporation (NYSE: ETRN) (the spin-off). Following the spin-off, EQT became a premier pure play production company with a renewed focus on upstream operations. At December 31, 2018, EQT held a retained 19.9% equity stake in ETRN. All discussions in this report reference EQT upstream activities and operations only, collectively disclosed as EQT or EQT Corporation, unless otherwise specified. For more information about our products (as defined by the Global Reporting Initiative), see [Markets and Products](#).

Significant events for EQT in 2018:

- Achieved annual sales volumes of 1,488 Bcfe and average daily sales volumes of 4,076 MMcfe/d (adjusted for the impact of the 2018 divestitures, as explained below: 1,447 Bcfe, or 3,964 MMcfe/d).
- Sold non-core Permian Basin assets located in Texas for net proceeds of \$56.9 million (the Permian Divestiture) on June 19, 2018. At the time of sale, assets sold in the Permian Divestiture included approximately 970 productive wells with net production of approximately 20 MMcfe per day, approximately 350 miles of low-pressure gathering lines, and 26 compressors.
- Sold approximately 2.5 million non-core, net acres in the Huron play for net proceeds of \$523.6 million (the Huron Divestiture and together with the Permian Divestiture, the 2018 Divestitures) on July 18, 2018. The assets sold in the Huron Divestiture included approximately 12,000 productive wells with current net production of approximately 200 MMcfe per day, approximately 6,400 miles of low-pressure gathering lines, and 59 compressor stations. EQT retained the deep drilling rights across the divested acreage.
- Completed the separation and distribution of Equitrans Midstream Corporation on November 12, 2018.

See [About This Report](#) for additional information about this year's report scope.

Markets and Products



Markets Served

102-2, 102-6

As of December 31, 2018, EQT Corporation was the largest producer of natural gas in North America, with natural gas production operations focused in the Appalachian Basin. EQT produces natural gas and natural gas liquids (NGLs) sold as a commodity to marketers, utilities, power generators and industrial customers in the Appalachian Basin and markets that are accessible through the company's current transportation portfolio, which includes markets in the Gulf Coast, Midwest and Northeast. As a technology-driven leader in advanced horizontal drilling, our ability to drill long laterals from large pads in some of the most productive areas in the world gives us one of the lowest cost structures in the natural gas industry, while consistently working safely and responsibly to minimize impacts to the environment.

102-9

The natural gas supply chain, from discovery to market delivery, is a complex series of activities. For end-users to receive natural gas or natural gas-derived products, the resource must first be identified and produced. EQT Corporation has investments within this phase of the supply chain, including drilling, completion, pumping and gas field service providers, casings for drilling and information technology products. In 2018, EQT spent approximately \$2.99 billion with more than 2,500 suppliers. Of our total spend, nearly 82.5% was spent inside of EQT's operational footprint while the remaining 17.5% went to suppliers outside of our operating area. According to PowerAdvocate's Oil and Gas Upstream model, the upstream oil and gas industry is approximately 30% labor intensive. See [Indirect Economic Impacts](#) for additional information.

Reserves and Production

OG1.SASB 000.A

The table below shows EQT's 2018 production data. All production information related to natural gas is reported net of the effect of any reduction in natural gas volume resulting from the processing of natural gas liquids.

2018 PRODUCTION

	PENNSYLVANIA	WEST VIRGINIA	OHIO	OTHER*	TOTAL
Natural gas (MMcf)	918,150	241,401	207,010	26,382	1,392,943
Oil (MBbl)	1	521	55	103	680
Natural gas liquids (NGLs) (MBbl)	0	14,330	143	1,801	16,274
TOTAL NATURAL GAS, OIL AND NGLS PRODUCTION (MMcfe)	918,156	330,504	208,197	37,806	1,494,663
TOTAL NATURAL GAS, OIL AND NGLS PRODUCTION (MBOE)†	153,026	55,084	34,700	6,301	249,111

* Primarily includes Kentucky and Virginia. During 2018, the company sold approximately 2.5 million non-core, net acres in the Huron play (the Huron Divestiture), however, the company retained the deep drilling rights across the divested acreage in Kentucky and Virginia of 1.5 million and 0.2 million, respectively. Natural gas, oil and NGLs production and sales primarily represents activity prior to the completion of the Huron and Permian Divestitures – see the significant events section of [Corporate Profile](#) page for more information.

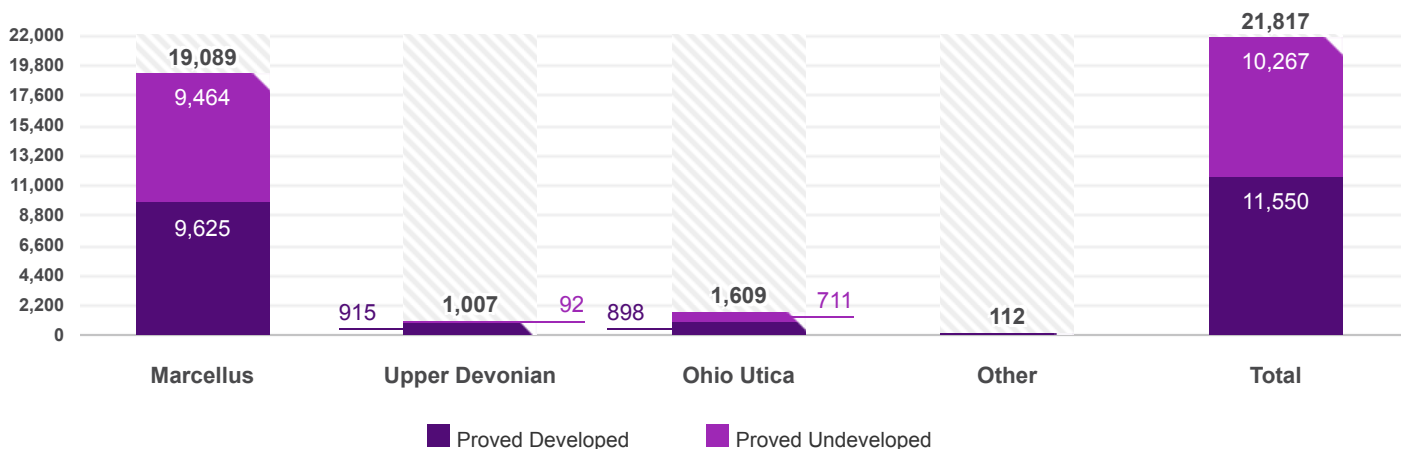
† To convert from MMcf to MBOE, we used a 6MMcf = 1MBOE conversion rate.

In 2018, we produced an average of:

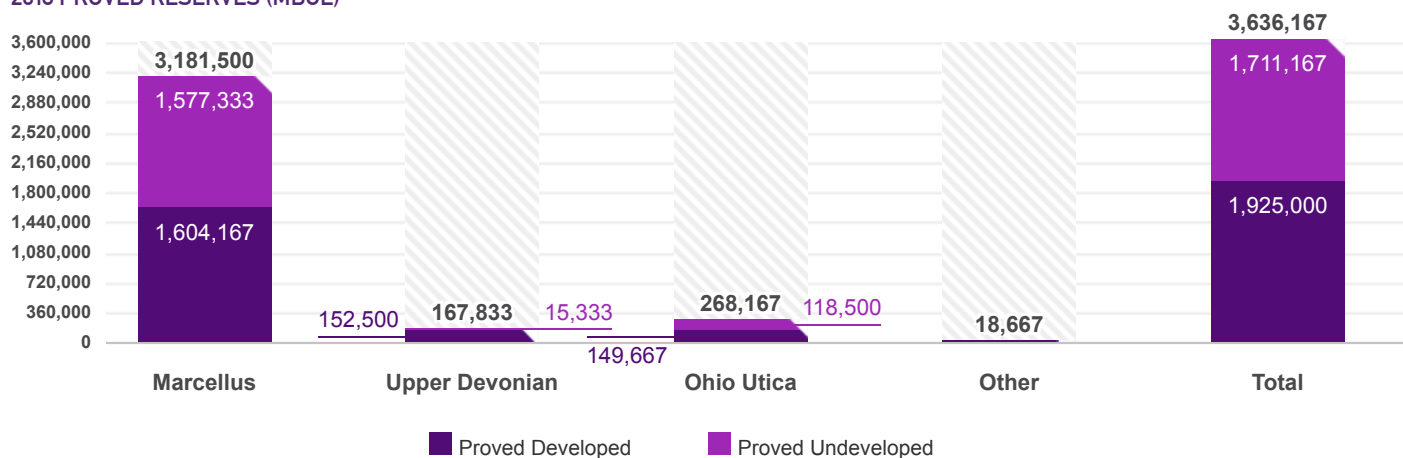
- Oil: 1.86 Mbbl/day
- Natural gas: 3,816.28 MMcf/day
- Synthetic oil: 0 Mbbl/day
- Synthetic gas: 0 MMcf/day

The following charts provide a breakdown of EQT's proved natural gas reserves — the estimated quantity of economically producible natural gas held within the formations where we operate. Our [2018 Form 10-K](#) provides an explanation of how we determine our reserves. As of December 31, 2018, we had 21,817 Bcfe total proved reserves, the largest of which is located in the Marcellus play.

2018 PROVED RESERVES (BCFE)



2018 PROVED RESERVES (MBOE)*



*To convert from Bcfe to MBOE we multiplied by 1,000 to reach MMcf, then divided by 6 to reach MBOE.

As a natural gas producer, EQT's production process encompasses both producing and in-process wells, as outlined in the table below.

2018 WELLS

	GROSS	NET
Productive wells—natural gas	3,258	3,050
Productive wells—oil	0	0
Productive wells—total	3,258	3,050
In-process wells—natural gas	310	278
In-process wells—oil	0	0
In-process wells—total	310	278

As of December 31, 2018, EQT also owned and operated approximately 180 miles of high-pressure gathering lines.

Ethics and Integrity



Doing the Right Thing

102-16, SASB 510a.2

At EQT, we believe each of us has a responsibility for maintaining and enhancing our reputation. Our daily decision-making is guided by our values; in mid-2019, we introduced new company values — Trust, Teamwork, Heart and Evolution. We communicate our expectations for responsible and ethical conduct to all those performing business on behalf of the company through our [Code of Business Conduct and Ethics](#) (code). Our code acts as a guide and resource related to personal responsibilities, compliance with law and the use of good judgement while working on behalf of the company. It covers such topics as environment, health and safety, avoiding conflicts of interest, communicating and cooperating with regulators, political involvement, diversity and inclusion, and honest and ethical dealing. We regularly update our code in collaboration with subject matter experts to ensure it reflects the ever-changing work environment and legal and regulatory landscape. Any changes to the code are approved in advance by EQT's senior management.

We require all new employees to receive in-person compliance and ethics training, in addition to an online code training. Employees are also trained on other compliance and ethics topics relevant to their work responsibilities. All employees must annually confirm their continued understanding and compliance with our code and related policies.

EQT's Code of Business Conduct and Ethics also applies to our suppliers, vendors, agents, contractors and consultants (collectively, our business partners). We expect our business partners to provide services or goods in compliance with our code or their own written code of conduct, if it complies with the U.S. Federal Sentencing Guidelines and all applicable laws and regulations. We annually remind the majority of our business partners of their obligation to comply with our code and, specifically, their responsibilities related to conflicts of interest. We publicize our compliance hotline number at all work locations and provide it to our business partners so they may anonymously report suspected misconduct or ask questions.

Communicating Concerns

102-17

Although our Code of Business Conduct and Ethics provides strong guidance for our employees and business partners, it cannot be all-inclusive. We annually provide a combination of in-person and online training to reinforce the message that employees are encouraged to communicate concerns of misconduct to their supervisors, the Compliance Network or the compliance hotline.

The EQT Compliance Network, a group of senior-level employees from Internal Audit, Human Resources, Compliance and Ethics, Legal, Safety and Environmental, is another resource available to employees to seek guidance regarding ethical and lawful behavior and report misconduct. EQT's compliance hotline offers employees and stakeholders an anonymous way to ask questions and report misconduct. The compliance hotline is operated by a nationally recognized, independent service provider and is available 24 hours a day, seven days a week. Misconduct can also be reported directly to the board of directors via the EQT website. We do not currently track the number of requests for advice, the request descriptions or level of satisfaction for those using the advice mechanisms.

Governance



EQT's Governance Structure

102-18, 102-23

EQT's board of directors is the highest governance body at the company and is responsible for overseeing the management of EQT's business. Our board leadership philosophy is outlined in paragraph 5(g) of our [Corporate Governance Guidelines](#). EQT completed the separation of our upstream and midstream businesses on November 12, 2018, with the spinoff of the standalone midstream company, Equitrans Midstream Corporation (NYSE: ETRN) (the spin-off). On July 10, 2019, Toby Z. Rice was named EQT's president and CEO, and John F. McCartney was elected chairman of the board of directors.

Board Committees

As of November 2019, EQT has four standing board committees:

- Audit
- Management Development and Compensation
- Corporate Governance
- Public Policy and Corporate Responsibility

102-24

The Corporate Governance Committee identifies and recommends requisite skills and characteristics for individuals to serve as directors. The committee identifies potential director candidates through many sources, including third-party search firms and unsolicited shareholder submissions. All EQT Directors annually stand for election by shareholders. For additional information on board member qualifications, please see the [board of directors page](#) on EQT's website. For more information on EQT's nomination and selection process, see pages 36-39 of [EQT's 2019 Proxy Statement](#).

102-27

Upon selection, EQT Directors participate in an initial orientation to board service and routinely receive information from management to inform them about company business, including related economic, environmental and social topics. EQT encourages directors to participate in outside educational programs, for which EQT funds or reimburses participation.

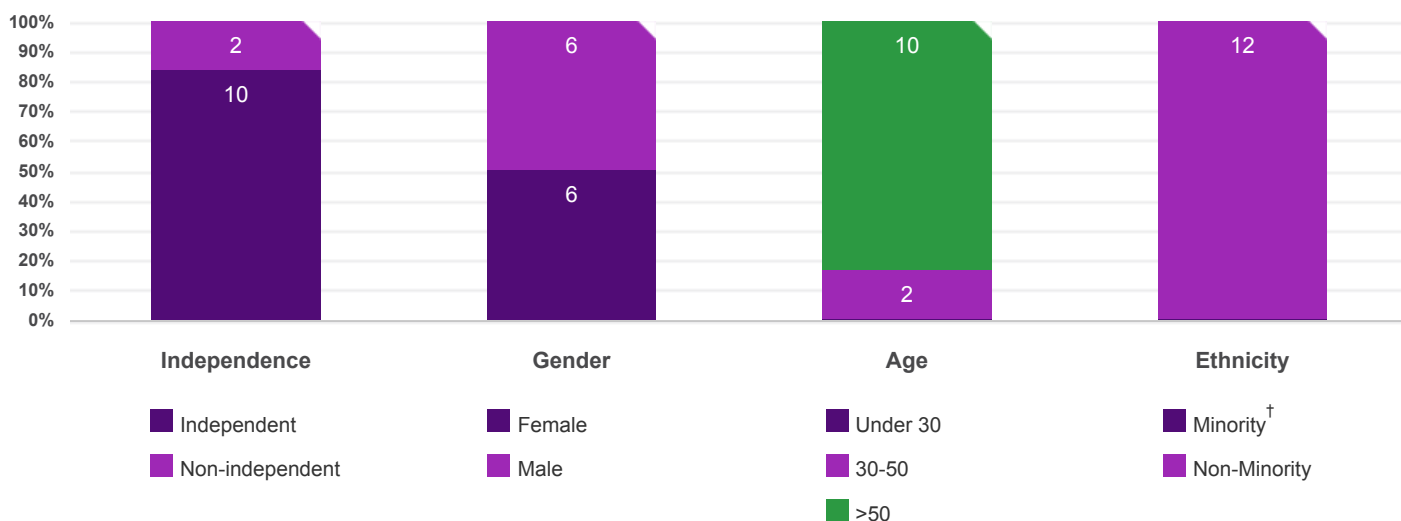
EQT discloses conflicts of interest to stakeholders as required by law. [EQT's Code of Business Conduct and Ethics](#) outlines our policy to avoid conflicts of interest (we also have an internal Conflicts of Interest Policy). EQT maintains a majority of independent directors and our Corporate Governance Committee monitors related-person transactions. For more information, see pages 40-42 of [EQT's 2019 Proxy Statement](#).

The board and its committees use performance assessments to evaluate how well they are fulfilling their governance responsibilities. The board and its committees conduct annual self-assessments and each director — in a discussion with the chairman of the board — provides feedback on individual director performance. Although the board does not publicly disclose any actions taken in response to its annual self-assessments, it takes the assessment process seriously and responds appropriately to the results to improve overall governance performance.

Board of Directors Composition and Diversity

102-22, 405-1

EQT BOARD OF DIRECTORS COMPOSITION AND DIVERSITY*



* Totals set forth in these charts reflect the board composition at July 31, 2019.

† Minority population includes: American Indian/Alaska Native, Asian, Black/African American, Hispanic or Latino or any employee disclosing two or more races.

Sustainability and Risk Management

102-26, 102-30

In addition to general oversight of EQT's business and affairs, the board also performs certain specific functions, set forth in paragraph two of our Corporate Governance Guidelines. These include:

- Oversight of succession planning for the CEO and other key officers
- Review, approval and monitoring of fundamental financial and business strategies and major corporate actions
- Reviewing the process for assessing major risks facing the company and options for mitigation
- Confirming that processes in place are reasonably designed to maintain the integrity of the company's financial statements, promote compliance with laws and regulations applicable to the company and its directors, officers and employees, and sustain good relationships with customers, suppliers and other stakeholders

The board oversees and evaluates the process for assessing the major risks facing EQT and the related risk mitigation options. These responsibilities include:

- Performing an annual review of the company's major risks
- Addressing major risks with management via presentations throughout the year (initiated by management or requested by the board)
- Delegating oversight for certain risks to the board committees

Additionally, the Audit Committee of the board reviews the company's major risk exposures and key processes implemented to monitor and control such exposures. When making decisions on behalf of EQT, the board considers the feedback provided by its respective stakeholders.

102-19, 102-20, 102-29

The assessment and management of environmental, safety and social impacts, risks and opportunities is embedded within EQT's day-to-day operations and is the responsibility of all EQT employees. The board of directors has broad oversight of the company's sustainability efforts, and regularly receives reports from senior management regarding sustainability. In addition, the board has delegated, to certain committees, specific oversight of topics that fall within the scope of that committee's charter. For example, the Public Policy and Corporate Responsibility Committee is charged with providing oversight for a variety of topics, including (but not limited to) matters of public policy and the company's safety and environmental performance. For more information about the board's role in risk oversight, see pages 35-36 of [EQT's 2019 Proxy Statement](#).

EQT's board delegates authority for select economic, environmental and social topics to the CEO, who reports directly to the board. The CEO delegates some of these authorities to senior management based upon their established roles and responsibilities within the company. These senior managers report to the CEO and often present updates to the board regarding the economic, environmental and social risks and opportunities facing the company. Management, in collaboration with the board, also reviews the company's performance in managing the impacts of these activities.

2018 Board Meetings

102-31

At committee meetings, the board reviews, economic, environmental and social impacts, risks and opportunities facing EQT, as warranted.

2018 BOARD MEETINGS

Board	16
Audit Committee	10
Management Development and Compensation Committee	12
Corporate Governance Committee	10
Public Policy and Corporate Responsibility Committee	5
Operating and Capital Efficiency Committee	2
Executive Committee	0*

* The Executive Committee only meets and/or acts in extraordinary circumstances. In 2018, the board acted as a whole on all matters and did not delegate any tasks to the Executive Committee.

102-32

The Vice President of Communications at EQT Corporation is accountable for compiling and verifying the information set forth in the company's corporate social responsibility report.

Communicating with the Board

102-33

To achieve sustainable performance for shareholders, employees, landowners, customers and communities, the board is committed to overseeing EQT with integrity, accountability and transparency. The board welcomes input on how it is doing and provides stakeholders multiple ways to communicate with EQT's governing body.

The chairman of the board is a key point of contact within the board for concerns or inquiries. Other avenues for contacting the EQT board include:

- Corporate Secretary, investor relations, the executive team and respective websites
- The EQT Compliance Hotline
- Traditional written correspondence

Communications may be made anonymously or confidentially.

While EQT does not have systems in place to track the concerns communicated to the board of directors, EQT has conducted a formal shareholder engagement program since 2010, and we maintain active dialogue with our shareholders year-round. Through our investor relations program, senior executives hold meetings with EQT investors or potential investors to discuss operations, strategy and other critical items as outlined on pages 5-6 of [EQT's 2019 Proxy Statement](#). In 2018, we held more than 460 meetings with EQT investors. Executives from the Compensation and Governance functions also meet with interested shareholders to discuss the company's pay structure and governance with time devoted to answering shareholder questions and taking suggestions for changes. Our management team uses the annual corporate social responsibility report to help guide conversations with investors regarding economic, environmental and social topics. When investors pose specific questions, the team schedules calls and/or meetings to address their inquiries accordingly.

As described in [Stakeholder Engagement](#), the board values and regularly considers the input and feedback of all stakeholders in its oversight of the company's sustainability efforts.

Director and Executive Compensation

102-35, 102-36

EQT independent director compensation — including descriptions of cash, equity-based and other compensation — as well as related processes, are outlined on pages 43-46 of [EQT's 2019 Proxy Statement](#). Annually, the Corporate Governance Committee reviews and the EQT board approves the compensation.

The Management Development and Compensation Committee of the EQT board establishes the target total direct compensation for executive officers by establishing base salaries, setting long-term and annual incentive targets, and approving perquisites. The committee approves annual and long-term incentive programs on a yearly basis with recommendations from management and an independent compensation consultant. For more information regarding our executive compensation process, see pages 32-34 of [EQT's 2019 Proxy Statement](#); additionally, pages 51-113 describe the executive compensation program and performance.

EQT has a compensation recoupment or "clawback" policy applicable to executive officers if the company is required to prepare an accounting restatement due to material noncompliance with any financial reporting mandate under U.S. securities law. The policy authorizes the company to recoup certain compensation from covered executives who received equity or non-equity incentive compensation.

102-37

This year marked the ninth consecutive year of shareholder outreach efforts targeting the company's compensation and governance practices. The results of these meetings are reviewed with the CEO, Corporate Governance Committee and the Management Development and Compensation Committee. In 2018, we requested governance and compensation targeted meetings with investors representing approximately 58% of our outstanding shares, met with holders of 16.5% of our outstanding shares, and were told by holders representing another 10% that meetings were unnecessary, as they were content with our practices. In response to the feedback recorded in these meetings, EQT:

- Prohibited pledging of EQT securities by executive officers and directors
- Established a compensation recoupment policy
- Enhanced disclosure of our short-term incentive plan design
- Clarified that our acquisition of Rice Energy would not increase long-term incentive compensation
- Modified the operational metric set forth in the long-term incentive plan design
- Began, in November 2018, a board refreshment effort continued in 2019
- Developed our proxy access bylaw
- Declassified the EQT board of directors
- Adopted a majority voting standard for the election of EQT Directors

The Management Development and Compensation Committee also considers investor feedback during the design of our long-term incentive programs.

SAY-ON-PAY VOTING RESULTS	2015	2016	2017	2018	2019*
% "for" proposal	98.6%	96.1%	98.3%	95.9%	72%

* The company believes that the 2019 say-on-pay results are primarily a byproduct of the contested nature of the 2019 annual shareholder's meeting, which resulted in leadership turnover. The recently reconstituted EQT board of directors is re-evaluating the company's executive compensation practices.

102-38, 102-39

For the 2018 calendar year, our CEO's annualized total compensation was \$5,676,154, and the median annual total compensation of all company employees (other than our CEO) was \$114,490. Based on this information, the ratio of the annualized total compensation of our CEO to the median of the annual total compensation of all other employees was 49.6 to 1. Please see page 113 of [EQT's 2019 Proxy Statement](#) for more information regarding our annual total compensation ratio.

Environment and Climate

EQT strives to operate safely, protect the environment and continuously improve our practices in support of responsible natural gas production. We carefully monitor our air emissions, water, waste and energy use as well as our operational impact on biodiversity and ecosystems. Our **Environment, Health and Safety Policy** (shown below) outlines our internal processes and guidelines for all employees to follow to avoid harm to the environment.

In 2018, EQT joined the [ONE Future Coalition](#), a group of natural gas companies working together to use a science-based approach to reduce methane emissions across the industry’s supply chain. We believe that such targets should be meaningful to our investors and other stakeholders and align with EQT’s long-term strategy. EQT also participates in [The Environmental Partnership](#), a group of U.S. oil and gas companies committed to improving the industry’s environmental performance, and is a founding partner of the [Center for Responsible Shale Development](#) (CRSD), a nonprofit organization consisting of environmental organizations and energy companies. The members of CRSD collaborate to develop realistic performance standards for shale development that incorporate community needs and environmental protection.

Environment, Health and Safety Policy

Safety is a top priority for our organization. EQT will provide a safe and healthful workplace for its employees and contractors and through continuous improvement, we will work to create and maintain a zero-injury culture. We will not compromise safety to gain a business advantage.

EQT also has a steadfast commitment to the protection of our environment. EQT will conduct its business operations in a sustainable and environmentally responsible manner at all times – striving to preserve and protect the land, air and water where we live and do business.

The following principles will guide us toward superior Environment, Health and Safety (EHS) performance. EQT and its employees will:

- Provide and foster leadership to ensure all employees and contractors understand their responsibilities and that all employees are provided with the training and support necessary to integrate EHS principles into their work.
- Manage our business to prevent incidents that could result in harm to people, communities, property or the environment.
- Seek public input regarding our operations in order to facilitate continuous improvement in our EHS performance.
- Integrate EHS considerations into planning, design, construction and operation of all our processes, programs and facilities.
- Optimize conservation of natural resources.
- Commit the resources necessary for successful implementation of this EHS Policy.
- Provide an effective EHS management system that drives innovation and continuous improvement, as well as employee and contractor adherence to EQT processes and requirements.
- Foster business relationships with companies committed to superior EHS performance.
- Operate in accordance with all applicable laws and regulations; and contribute to the development of responsible EHS legislation, regulation and industry best practices.

TOPICS COVERED
CLIMATE AND GHG EMISSIONS
WATER
EFFLUENTS AND WASTE
BIODIVERSITY AND ECOSYSTEM HEALTH
AIR QUALITY

Climate and GHG Emissions



CLIMATE AND GHG EMISSIONS

TOPIC DESCRIPTION

Carefully managing greenhouse gas (GHG) emissions, including methane, from operations; promoting energy conservation; and addressing current and potential regulations related to GHG emissions and the potential impacts of the changing climate on EQT's operations.

Why Managing It Matters

103-1

As the effects of climate change on our planet become more apparent, and the potential for regulation and the demand for lower-carbon energy sources increase, EQT remains informed and committed to being proactive about climate change science. Quantifying and managing our GHG emissions not only protects the environment, it also reduces regulatory risk. EQT's ability to find ways to reduce energy consumption and emissions in the office, on the job site and on the road has a positive impact on the environment, our employees and our bottom line.

It is our responsibility to provide cleaner energy alternatives. While natural gas produces significantly less carbon dioxide when compared with other fossil fuels — up to **50% less than coal** and **20-30% less than oil**, according to the Union of Concerned Scientists — methane leakage from natural gas infrastructure across the industry remains a contributor to climate change. **Methane is 84 times more potent** than CO₂ as a GHG, and is therefore a management priority for EQT. We maintain and monitor best management practices to minimize GHG emissions while making improvements to reduce our climate impact.

Management Approach

103-2

EQT's energy consumption and GHG emissions originate from three sources — facilities, operations and fleet transportation. We drive continuous improvement and seek innovative ways to conserve energy, reduce emissions and minimize our environmental footprint. Direct (Scope 1) GHG emissions result from sources owned or controlled by EQT. The majority of Scope 1 emissions originate from fuel combustion and natural gas-driven pneumatic equipment. EQT does not track energy indirect (Scope 2) GHG emissions. We report GHG emissions and reduction initiatives to the Public Policy and Corporate Responsibility Committee of the board of directors. The committee provides comments

and feedback on our GHG management and emission reduction program. In addition, the Public Policy and Corporate Responsibility Committee discusses environmental, health and safety issues — which can include air and climate — on a regular basis.

Climate Management

Current legislative and regulatory measures to address climate change and GHG emissions are in various phases of discussion or implementation. EQT keeps abreast of these measures to remain compliant and understand how they may affect our operations.

In 2018, the company began to develop a climate change policy to articulate EQT's position regarding climate change and to memorialize EQT's philosophy with respect to mitigating operational impact. The policy will also be used as a lens against which we will evaluate proposed and pending climate regulation. Development of the policy has been put on hold to allow the current management team the opportunity to provide input. For more information about climate-related risks, see page 29 in our [2018 Form 10-K](#).

Facilities

We regularly track energy consumption in EQT's owned and leased facilities. More than half of EQT's total energy consumption is derived from the use of purchased electricity, which powers lighting, cooling, computers, audio/video and other support equipment. EQT's facilities use electricity primarily generated by coal, natural gas and nuclear power. We compared the 2017 and 2018 usage totals for offices that remained with EQT post-separation in November 2018. In 2018, our total energy consumption across facilities was 26,391 GJ, as compared to 24,825 in 2017. Our energy usage in 2018 totaled 17,156 GJ and was primarily generated by natural gas. The occupancy levels of our EQT facilities increased from 2017 to 2018 as buildings became more occupied. The heating/cooling degree days also increased in our operating regions with the heating degree days rising an average of 12% and the cooling degree days rising an average of 18%. Despite the higher occupancy levels in 2018 and the increase in degree days, our energy usage only increased by 6% from 2017 to 2018.

We work to improve energy efficiency at our leased facilities through preventive maintenance and equipment upgrades, such as motion sensor lighting, energy-efficiency fixtures, temperature controls and daily power down of phone displays. At owned facilities, we seek to increase efficiencies by making capital improvements to permanent building controls, such as boilers, thermostats and lighting systems.

302-1

ENERGY CONSUMPTION

	2017*	2018
Electricity consumption (GJ)	16,467	17,156
Heating consumption (GJ)	8,358	9,235
TOTAL ENERGY CONSUMPTION (GJ)	24,825	26,391

*2017 data normalized to reflect energy consumption only at facilities utilized by EQT at December 31, 2018.



Methane and Other GHG Emissions Reduction

EQT's operational GHG air emissions depend greatly on the type and amount of field activity being conducted at any given time and vary on an annual basis. According to a National Academy of Sciences [2012 study](#), natural gas would be the most effective fossil fuel for reducing GHG emissions when compared to gasoline, diesel and coal, if less than 1% of gross production of methane was lost between production and distribution. EQT is active in a number of partnerships seeking to reduce emissions in the oil and gas industry.

For instance, in 2018, EQT joined the [ONE Future Coalition \(ONE Future\)](#), a group of natural gas companies working together to use a science-based approach to reduce methane emissions across the industry's supply chain.

In connection with ONE Future, EQT is working to reduce methane emissions and learn how we might improve our own processes. Among other things, ONE Future focuses on bringing industry emissions below the 1% leakage rate. EQT is currently meeting the sector-level target and, as a whole, ONE Future has shown that the industry can achieve leakage rates below 1%.

	EQT METHANE INTENSITY*	ONE FUTURE INTENSITY PRODUCTION SECTOR TARGET
2017	0.15%	0.28%
2018	0.06%	

* Methane intensity is a calculation of methane emissions over natural gas throughput.

EQT is also a participant in [The Environmental Partnership](#), a group of U.S. oil and gas companies committed to continuously improving the industry's environmental performance. The Environmental Partnership provides programs designed to reduce emissions of methane and volatile organic compounds using proven cost-effective technologies. Specific to shale development in the Appalachian Basin, EQT leverages the [Center for Responsible Shale Development's](#) performance standards related to air and climate performance. For more information, see the [2018 ONE Future report](#).

Wellpad Design

EQT uses pneumatic level switches and liquid level controllers to set thresholds and control motor valves for managing fluid in vessels such as separators, scrubbers and contact towers. For example, EQT operates thousands of pneumatic controllers and level switches that regulate gas/liquid separation volumes or activate shutdowns when high or low liquid levels occur.

Air, natural gas, electricity or other supply media can power pneumatic controllers and level switches. As sufficient compressed air and electricity are difficult to obtain at most production facilities, natural gas is typically used to power the pneumatic devices. The EPA classifies natural gas pneumatic controllers and level switches into three categories: continuous high-bleed, continuous low-bleed and intermittent bleed. High-bleed pneumatic controllers are significant sources of methane emissions when compared to low or intermittent bleed controllers¹.

According to the Code of Federal Regulations, replacement of a high-bleed controller with a low-bleed or intermittent bleed controller results in a GHG emissions reduction of 96% and 64% respectively². EQT currently does not operate any high bleed pneumatic controllers. Consistent with the theme of continuous operational improvement, EQT is now evaluating the potential to replace its intermittent and low-bleed pneumatic controllers with electric or air-driven controllers.

OG3

EQT also utilizes solar and fuel cell technologies, which further reduce our overall GHG emissions. We use solar technology to generate power on some wellpads and capture natural gas from the field to power fuel cells at a few sites, generating on-site energy. We do not currently track the amount of energy produced by these means.

Leak Detection and Repair Program

EQT's facilities operate in compliance with federal standards and permit requirements in each state where we operate. EQT's primary operations are in Pennsylvania, West Virginia and Ohio, where robust air emission regulations cover the oil and gas sector. EQT uses an internal team of certified camera operators to perform Leak Detection and Repair (LDAR) surveys utilizing optical gas imaging (OGI) technology at all compressor stations, dehydration facilities and unconventional wellpads.

A small team of EQT employees has been trained by OGI experts and certified to operate gas detection cameras. EQT uses three types of OGI cameras, which are all verified by the manufacturer to meet the Environmental Protection Agency's (EPA) LDAR requirements under the EPA's New Source Performance Standards for the Oil and Natural Gas Industry. The training consists of a three-day course that includes both classroom and onsite experience. The course objectives are to explain the regulatory framework for OGI, demonstrate proper operation of the cameras, explain the basics of thermal science and illustrate the nuances of using the specialized technology. At the end of 2018, nine EQT employees had been trained and certified in optical gas imaging.

Depending on the facility, the frequency of EQT's LDAR surveys can range from monthly to annually. Our well operators perform auditory, visual and olfactory (AVO) inspections annually for each of our conventional wells. Additionally, we perform quarterly mechanical integrity inspections (MIAs) for our conventional wells in Pennsylvania, during which leaks can be identified.

In West Virginia, we visit conventional wells with storage vessels at least quarterly. At that time, well operators perform inspections for gas leaks.

As an additional leak detection measure on our unconventional wells, EQT has remote gas detection monitors inside the gas processing units (GPU) that monitor for leaks in real time. If a leak is detected by the remote gas detection monitors, an alert is sent to EQT's gas control center, which then assigns a specialist to conduct an inspection. Any confirmed leak is repaired as soon as practical. If a safety concern is present, repairs are completed as quickly as possible after the conditions are deemed safe. All leak repairs are re-surveyed with an OGI camera to confirm that the repair was successful. Unless deemed an emergency or hazardous situation, EQT's standard practice is to repair all minor leaks immediately and all other leaks within 15 days. EQT's standard practice exceeds state and federal requirements related to leak repair procedures, and we are upgrading our management system to track leak repairs at our wellpads.

In 2018, no repairs were delayed beyond the applicable regulatory limits, and more than 90% of all leaks detected in production operations were repaired immediately.

LEAK DETECTION AND REPAIR METRICS*

	2018
TOTAL OPTICAL GAS IMAGING SURVEYS	924
Voluntary surveys	569
Regulatory surveys	355
Estimated components surveyed†	2,250,000
TOTAL LEAKING COMPONENTS	1,025
Components repaired immediately	951
Components repaired within 15 days	74

* Metrics only include optical gas imaging survey data.

† Estimate based upon the number of wellpads surveyed and 40 CFR 98 Subpart W component count estimates.

¹ 40 CFR 98 Subpart W - Table W-1A – In some cases, the high-bleed controller could be removed without a replacement controller.

² https://www.law.cornell.edu/cfr/text/40/appendix-Table_W-1A_to_subpart_W_of_part_98

OG6

EQT operates conventional wells, unconventional wellpads, compressor stations, dehydration facilities and meter sites. Since 2015, EQT has used a [green completions program](#) to reduce the volume of flared-gas. Green completions technology transfers the natural gas at the wellhead to a separator immediately after well completion as opposed to flaring or venting the gas. During 2018, all wells completed utilized green completions technology. To minimize flaring at condensate wells, we utilize varying methods of emissions minimization options including the design of closed-vent systems with low-pressure separators, vapor recovery systems and vapor destruction systems.

	2016	2017	2018
TOTAL AMOUNT OF GAS FLARED AND VENTED BY THE COMPANY DURING COMPLETIONS ACTIVITIES (THOUSANDS OF METRIC TONS)	0	0	0

During the production phase of a well, EQT's flaring and venting practices differ based on the amount of condensate and oil produced. Generally, the industry considers a "dry gas" site as a site that produces water, methane and ethane but not significant natural gas liquids, condensate or oils. A site that consistently produces natural gas in addition to condensate and/or oil is considered a "wet gas" site. Dry gas sites generally have significantly less emissions when compared to wet gas sites and require less control.

Since 2016, EQT has implemented best management practices for the installation of pilot-operated valves and latch-down hatches on closed-vent systems, necessitating the installation of low-pressure separators with vapor recovery systems during periods of high production. EQT has 22 low pressure separators and vapor recovery systems and has installed 253 pilot-operated valves and latch-down hatches. The valves, hatches and additional separators have significantly improved sealing and reduced leaks. EQT conducts monthly LDAR inspections on these closed vent systems and condensate wellpads.

Well Unloading

As a natural gas well ages, "liquid loading" occurs as liquids — primarily water — accumulate in the wellbores of the wells. These liquids create back pressure that restricts or stops the flow of gas. To restore productivity, multiple approaches can unload the fluid from the wellbore; the most simplistic is to flow the well to a lower pressure environment, such as an atmospheric tank. As part of our ongoing efforts to minimize emissions, EQT follows guidance from [The Environmental Partnership](#) to reduce methane emissions from well unloading.

If a well only produces through production casing, EQT installs tubing to reduce flow area to allow the gas to efficiently unload the fluid. EQT installs well tubing on an accelerated schedule to limit the amount of venting that occurs from well unloading activities, reducing the amount of methane emissions. We are further able to minimize tank venting by using automated plunger lift equipment in wells with tubing. Where this is not possible, it may be necessary to utilize a swab rig to mechanically remove fluids from a well to restore flow. For unconventional wells, EQT has personnel on site while unloading wells and will continue to do so. Additionally, EQT follows industry best practice to install plunger lifts one to three years into a well's life. Each of these methods achieve liquid removal without releasing emissions directly to the atmosphere³.

Dehydration Units

To reduce methane emissions, EQT uses glycol pumps rather than natural gas pneumatics pumps on existing dehydration systems to transfer bulk glycol. These pumps only emit gas embedded within the glycol and do not need to be powered by natural gas pressure resulting in lower methane emissions. Additionally, to further minimize emissions, it is our standard protocol to install condensers on new dehydration regenerator still columns. These units condense volatile liquid organics out of the gas and vapor streams collecting marketable natural gas liquids, minimizing odors and emissions, and sending the resulting emissions to a vapor destruction unit.

Transportation

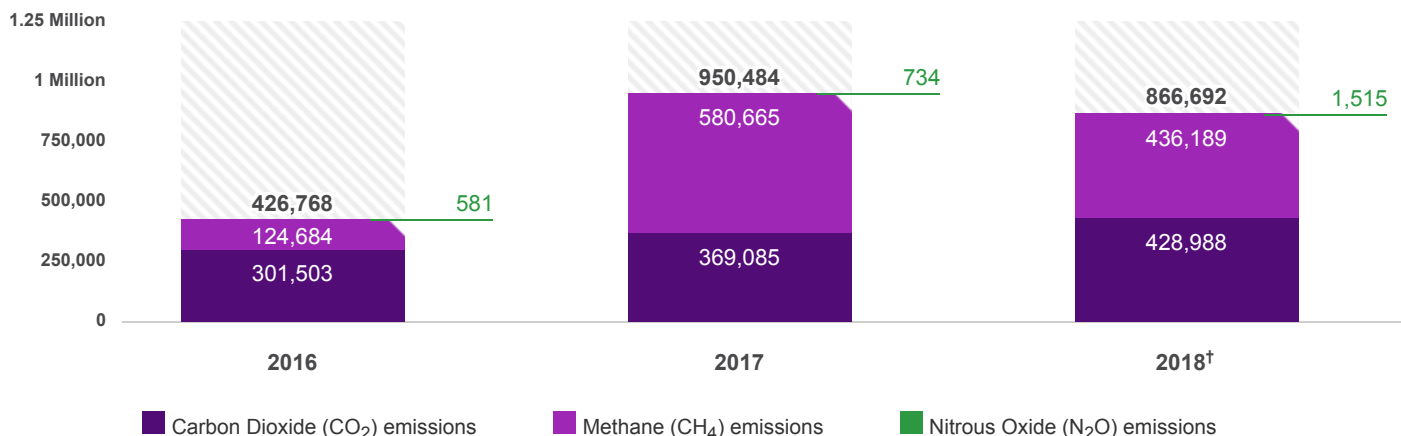
EQT has operations in multiple states requiring us to rely upon trucks and other fleet vehicles for the transportation of workers and materials to job sites. EQT vehicles drive millions of miles annually, and we actively pursue efficient, cleaner-burning alternatives to carbon rich fuels, such as compressed natural gas (CNG). During the fourth quarter of 2018, we also began to evaluate the possibility of reducing the size of our fleet.

Evaluating Our Approach

103-3, SASB 110a.1

We monitor and report on air emissions from our operations as required by state and federal regulations. We gather operational data and calculate emissions annually to comply with each state's emissions inventory requirements where we have operations. For sources subject to the [EPA's Greenhouse Gas Reporting Program](#), we submit reports to the EPA, where they are validated electronically. EQT is not subject to any GHG emissions-limiting regulations. We seek continuous improvement capabilities in areas that provide the most opportunity for GHG reductions.

³ Oil and Natural Gas Sector Liquids Unloading Processes, April 2014, <https://www.ourenergypolicy.org/wp-content/uploads/2014/04/epa-liquids-unloading.pdf>

SCOPE 1 GHG EMISSIONS (METRIC TONS CO₂E)*

* All data exclude midstream operations. 2018 data includes Rice Drilling B, LLC, and Rice Drilling D, LLC. EQT is potentially subject to the methodologies for reporting GHG emissions under Subpart C (Stationary Fuel Combustion) and Subpart W (Petroleum and Natural Gas Systems) of the U.S. EPA Greenhouse Gas Reporting Program. Emissions are calculated utilizing U.S. EPA guidelines under 40 CFR Part 98 Subpart W.

SASB 110a.2

SCOPE 1 EMISSIONS SOURCES (METRIC TONS CO₂E)

	2018
Flared hydrocarbons	0
Other combustion*	423,996
Process emissions†	23,046
Other vented emissions‡	389,413
Fugitive emissions§	23,200

* Other combustion includes the generation of electricity and heat, and the production and processing of oil and gas. This would include diesel, gasoline and natural gas combusted in engines or heaters. However, it does not include mobile sources such as fleet vehicles used by EQT personnel.

† Process emissions originate from EQT's dehydrators, as designed.

‡ Other vented emissions include natural gas-driven pneumatic devices and pumps, well liquid unloading operations and atmospheric tanks.

§ Fugitive emissions include equipment leak surveys and population count emissions.

305-4

GHG EMISSIONS INTENSITY*

	2015	2016	2017	2018
EQT Production GHG emissions intensity (metric tons CO ₂ e/Bcfe)	755.89	341.25	861.78	582.18
EQT Production methane emissions intensity (metric tons CO ₂ e/Bcfe)	263	232	680.42	293

* These GHG emissions intensities include CO₂, CH₄ and N₂O from Scope 1. Our Production GHG emissions intensity increased from 2016-2017 due to a change in calculation methodology for one of the source categories. EQT changed methodology for intermittent natural gas pneumatic controllers between 2017 and 2018 based on the EPA's response to our 2018 GHG inventory. The previous methodology utilized an operating time for our intermittent pneumatic controllers of 500 hours per year, and the new methodology uses 8,760 hours per year. The 2018 inventory reflects a refined inventory of intermittent natural gas controllers and a more accurate count of those controllers. 2017 GHG and methane emissions intensities do not include emissions from facilities acquired from Rice Energy for the period November 13, 2017 to December 31, 2017.

As EQT strives to continuously improve our operating systems and equipment to reduce GHG emissions and increase overall efficiency, we will continue collaborating with ONE Future, CRSD and the Environmental Partnership. As part of these efforts, we will continue sharing best practices with other ONE Future program participants and, where appropriate, use this information to improve performance.

While EQT is confident in our current climate strategy, we understand we must continue to anticipate potential climate change impacts and new regulations, and prepare for future compliance challenges. EQT utilizes both internal inspections and third-party audits for compliance with regulatory and voluntary programs. We voluntarily conducted a leak detection and repair audit in 2018, the results of which informed improvements to our operations.

For more information on our processes, see the [Technological Innovation](#) section of this report.

Water



WATER

TOPIC DESCRIPTION

Minimizing water use, increasing use of recycled water and protecting local water sources.

Why Managing It Matters

103-1

Today's sophisticated natural gas production process relies on water for its innovative procedures. EQT must meet stringent regulatory safeguards to protect water resources in the communities where we operate and ensure that production activities have no lasting negative effects. EQT understands and appreciates the importance of maintaining water quality and quantity standards in maintaining human and ecological health, and we utilize best management practices to adhere to strict environmental standards. We have a vested interest in our communities, as the majority of our employees and contractors live and work in our operating areas.

Management Approach

103-2

EQT recognizes that natural gas development activities are water intensive, and we are dedicated to protecting fresh water by operating responsibly. In our operations, we strive to minimize the quantity of fresh water used and mindfully select and carefully manage the quality of water sources. EQT's developed practices for effective water management include identifying and evaluating water sources, permitting locations and operating withdrawal sites. We identify potential risks in each relevant category as well as appropriate mitigation, should the need arise.

EQT only operates within the Appalachian Basin⁴, which has a richer water supply than other basins where water is scarcer. That said, EQT takes our conservation responsibility seriously and cooperates with state agencies to permit each water withdrawal site, which includes a full evaluation of watersheds and a recommended maximum flow rate. We adhere to agency recommendations on flow rates and do not exceed the maximum daily allowance to protect the quality and quantity of each source. Surface water withdrawals are taken in accordance with a state-approved water management plan ensuring that we will not withdraw water from a stream during low flow conditions and that adequate water remains in the water body for aquatic species and downstream users. In addition to surface water withdrawal, we obtain water from municipalities in accordance with a contract from local or regional municipal water suppliers.

Governance

EQT's Environmental Department, led by our Corporate Director, Environmental Affairs, is responsible for the oversight and management of all aspects of our environmental footprint. This department reports to the Vice President of Environment, Health and Safety. Each quarter, we share environmental progress, including violations, with the Public Policy and Corporate Responsibility Committee of our board of directors. Additionally, regulatory agencies in Pennsylvania, West Virginia and Ohio receive reports pursuant to water withdrawal permits regarding EQT's water usage.

Hydraulic Fracturing

SASB 140a.3, SASB 140a.4

To increase the productivity of shale formations, natural gas extraction relies on the process of hydraulic fracturing — the use of fluid to create pressure to crack shale formations underground that release the natural gas. This fracturing fluid is composed of water mixed with sand and a small percentage of chemical additives. To reduce the likelihood of groundwater or aquifer contamination, our wells have multiple layers of steel and cement — a process known as triple casing.

Further demonstrating our commitment to protecting water resources, EQT is proud to be a charter participant of [FracFocus.org](#), an independent educational website created by the Ground Water Protection Council and the Interstate Oil and Gas Compact Commission. EQT discloses chemicals used down hole through FracFocus, which uses the systems approach to decouple trade names from individual ingredients on the chemical disclosure form by listing all the ingredients without the specific recipe. To that end, EQT regularly updates our public disclosure of all chemicals added to 100% of our hydraulically fractured wells. Additionally, we continuously explore more environmentally friendly alternatives for our fluids. We do not use diesel additives in our fracturing fluid and have continuously worked to optimize and reduce the amount of other chemicals used. Our fracturing fluids are limited to bactericide, scale inhibitor (with minimum concentrations only when needed) and friction reducer.

In 2018, we determined that none (0%) of our hydraulic fracturing sites deteriorated the surrounding ground or surface water quality compared to baseline testing.

Monitoring Water Impacts

SASB 140a.2

Our primary method to reduce water usage is recycling wastewater generated from drilling, completions and well operations. This approach minimizes fresh water withdrawals, primarily through the recycling of water produced in our hydraulic fracturing process and from our production process. EQT recycles more than 90% of the wastewater (flowback and produced water) that we generate. We also have evaluated other water sources, including coal mine wastewater, but the water chemistry characteristics of the coal mine water sources available in our operating areas have not been suitable for hydraulic fracturing operations.

Further, we strive to protect the fresh water in our communities by investing in new technology, leveraging industry best practices, reusing water whenever possible and disclosing the chemical makeup of our fracturing fluids. Well integrity is critical in preventing impacts on water supplies typically found within a few hundred feet of the surface. To protect these shallow aquifers, EQT drills the section of a well that could potentially contain any freshwater using freshwater, soap and air. The drilling is “under-balanced,” which prevents the freshwater, soap and air from flowing into the formation. After drilling the freshwater section of the well, steel pipes — or casings — are cemented in the borehole to protect groundwater and allow production of gas. EQT performs casing pressure tests and runs cement bond logs as required by individual state regulations, and in turn, submits reports on these tests and logs to the applicable state agency when required. EQT has not had a well integrity failure that resulted in an impact to the environment.

Our mature water-well protection program includes conducting both pre- and post-drill sampling at nearby landowners' private water supplies. We analyze water supplies — including water wells, springs, ponds and streams — for general water quality constituents as well as metals, dissolved gas, petroleum constituents and, if warranted, bacteriological parameters. We conduct pre-drill sampling once for all water sources within 3,000 feet of the well pad and post-drill sampling for sources within 1,500 feet of the well pad at six and twelve months after completing the last gas well on the pad.

⁴Water Risk Filter: EQT operates primarily within areas with very low to low Baseline Water Stress (<20%) and very low risk to Water Depletion. There are some wells operated by EQT within Tioga County, Pa., with a medium Baseline Water Stress.

We compile and track pre- and post-drill results within the EQT geographic information system (GIS) mapping application and submit records to the property owner as well as the relevant state environmental agency. EQT examines every landowner quality or quantity concern. If there are any perceived issues, EQT immediately conducts a thorough hydrogeologic review and coordinates with the appropriate internal and external stakeholders to address and resolve the issue.

EQT stores both fresh and impaired water in double wall tanks and open impoundments. Our impaired water impoundments are inspected weekly, have leak detection systems and are only found in West Virginia. In our other operating areas, we use tanks protected by containment that meets Spill Prevention, Control and Countermeasure best practices to store water produced during production. Containment at all unconventional wellpads is inspected monthly for adequacy. EQT does not currently use any wastewater for purposes other than hydraulic fracturing.

Water Sources

EQT uses the following definitions:

WATER WITHDRAWN	NORMALIZED FRESHWATER WITHDRAWAL	RECYCLED WATER
The water obtained from sources such as lakes, rivers, reservoirs or municipal spigots/hydrants. EQT obtains permits for its fresh water sources and adheres to all applicable local, state and federal guidelines.	The ratio of water withdrawn (in cubic meters or m ³) to barrels of oil equivalent per day (boe) produced by the company.	The water that is recycled for reuse by EQT's operations. This includes flowback, drilling water and produced water collected from drilling operations.

As described above, our primary sources of fresh water are surface and municipal water. Rainwater continues to have a minimal effect on EQT's water usage. Many of our water storage facilities and pits passively collect rainwater for use in our operations. However, accurately measuring total usage is difficult due to low volume and other variables.

Our fresh water withdrawal varies annually for the following reasons:

- The location and seasonal availability of fresh water may not match the location and timing of drilling and completions activity.
- The completion of more hydraulically fractured wells results in greater total water usage.
- The use of longer laterals — the horizontal portion of the well — requires more water for each completion while at the same time reducing the number of drilling pads and minimizing surface disturbance.

For the past several years, EQT has increased our utilization of recycled water, lessening our environmental footprint. We have sourced wastewater from recycling facilities and a third-party producer for the past five years.

Evaluating Our Approach

103-3, 307-1

EQT tracks water withdrawals by source, whether or not any water sources are significantly affected by our operations and the quantity of water recycled. We maintain a set of best management practices for water, including digital dashboards for monitoring performance against our operational Key Performance Indicators — such as environmental incidents — and a Production Control Center to optimize schedules and monitor our assets in real time. We also leverage annual third-party environmental audits for a selection of operating facilities and sites. In 2018, we implemented a new procedure for EQT contractors to ensure compliance with water withdrawal requirements, which includes a daily review and approval process prior to water withdrawal.

303-2

EQT complies with individual state regulations and water withdrawal and wastewater limits (see [Effluents and Waste](#) for additional information). Our water withdrawal in 2018 did not significantly affect any water sources. We carefully monitor the availability of fresh water to ensure we avoid overuse when supply is limited. EQT did not use any water sourced from water-stressed areas in 2018.

WATER USE BY SOURCE (M³)*

SOURCE	2014	2015	2016	2017	2018
Fresh					
Surface Water	4,246,554	5,301,649	1,352,416	2,361,378	5,452,713
Municipal Water	769,841	1,650,668	579,450	961,085	3,472,484
Groundwater	88,208	157,032	15,443	59,656	8,258
TOTAL FRESH WATER USED	5,104,603	7,109,349	1,947,309	3,382,119	8,933,455
Non-Fresh					
Wastewater	14,031	26,717	101,204	172,327	60,038
Recycled	1,055,998	1,769,311	2,059,192	2,558,762	5,298,317
TOTAL NON-FRESH WATER USED	1,070,029	1,796,028	2,160,396	2,731,089	5,358,355
Recycled water as % of total water used†	17%	20%	50%	42%	37%
Total water withdrawn‡	5,118,634	7,136,066	2,048,513	3,554,446	8,933,455
Recycled water as % of water withdrawn	21%	25%	101%	72%	59%
Wastewater recycled (%)	87%	87%	92%	91%	93%

* 2017 and 2018 data does not include water withdrawn by RMP Water but does reflect the direct and indirect midstream water purchases. Please note, EQT operates primarily within areas with very low to low Baseline Water Stress (<20%) and very low risk to Water Depletion ([Water Risk Filter](#)). There are some wells operated by EQT within Tioga County, Pa., with medium Baseline Water Stress.

† Calculated by dividing the amount of recycled water by the combined total of fresh and non-fresh water sources.

‡ Includes surface, municipal, groundwater and wastewater.

FRESHWATER INTENSITY

	2014	2015	2016	2017	2018
Normalized Freshwater Withdrawal (m ³ /boe)	0.0629	0.0692	0.0158	0.0235	0.0359

The volume of water withdrawn is partially a function of the location and amount of hydraulic fracturing activity in a given year. The amount of water withdrawn in 2018 increased from 2017 due to the increase in completion operations and crews as a result of the Rice acquisition.

Effluents and Waste



EFFLUENTS AND WASTE

TOPIC DESCRIPTION

Minimizing waste, including fracturing fluid, cuttings and drilling waste, spills and leakages through recycling programs and safe chemical removal; treating wastewater to preserve water quality; preventing spills and managing them when they occur.

Why Managing It Matters

103-1

Wastewater and solid waste, such as drill mud and cuttings, are both by-products of the drilling process in our operations. Careful management of this waste, including the minimization and appropriate disposal of wastes, prevents spills and protects people and the environment.

Management Approach, Performance and Evaluation

103-2, 103-3

EQT's most prevalent by-products from the drilling process are wastewater from hydraulic fracturing and solid wastes, such as drill mud and cuttings. We pursue various strategies to recycle water (see [Water](#) for recycled water data) and are committed to identifying and employing safe waste disposal methods that reduce ecological impact and organizational costs. Additionally, to ensure the safety and health of our workers and communities and to preserve the environment, we abide by policies and procedures designed to minimize and mitigate liquid spills and releases. EQT enters into master service agreements with all contracted landfills to track disposed waste and periodically performs compliance inspections at those facilities.

Governance

EQT's Corporate Director of Environmental Affairs leads our Environmental Department, which oversees and manages all aspects of our environmental footprint. This department reports to the Vice President of Environment, Health and Safety and is ultimately guided by the Public Policy and Corporate Responsibility Committee of the board of directors. Each quarter, we share environmental progress with the committee. Additionally, regulatory agencies in Pennsylvania, West Virginia and Ohio receive quarterly reports on EQT's water usage, as required. We submit Chemical Analysis of Residual Waste reports to the Pennsylvania Department of Environmental Protection annually to satisfy regulatory waste reporting requirements for the state.

Wastewater

306-1

For our Appalachian Basin operations, EQT follows the [Center for Responsible Shale Development \(CRSD\)](#) performance standards, including maximizing water recycling to decrease wastewater volume, safe wastewater disposal and effluent monitoring. We recycle wastewater after the completion of a well by collecting flowback, drilling and produced water to reuse when fracturing new wells. In 2018, more than 90% of the wastewater we generated was recycled.

Any wastewater that cannot be recycled is disposed of at permitted commercial disposal facilities — typically underground injection facilities in Ohio — where formations are most suitable for injection. EQT conducts annual inspections of these facilities to ensure they are operating in compliance with their permit. While increased seismic activity due to wastewater disposal can be a concern, EQT believes Ohio's recent upgrades to its injection and permitting program address potential seismicity problems. Further, the volumes injected are relatively small compared to other states that have experienced seismicity, such as Oklahoma, where the injection is roughly 50 times more than Ohio. For example, in 2014, 1.54 billion gallons were injected in Oklahoma compared to 28.5 million gallons injected in Ohio.

We frequently evaluate wastewater treatment technologies that could further reduce disposal amounts. For instance, in 2017, we piloted an evaporation-based treatment technology to treat wastewater, and in 2018, we installed evaporator technology at a well pad in Tioga County, Pa. These technologies concentrate the waste stream and reduce the amount of wastewater needing disposal.

We do not intentionally discharge any wastewater and did not hold any permits to discharge wastewater in 2018. We are the fourth of the founding members to meet or exceed all 15 CRSD Performance Standards of environmental stewardship and continuous improvement for air and water protection.

OG5

EQT does not discharge any produced water to surface water; therefore, no strategies or criteria are necessary for disposal and treatment; no report standards for produced water quality are required; and EQT has no volume of hydrocarbon discharged in produced water to report.

PRODUCED WATER*

	2016		2017		2018†	
	Volume (m ³)	Percentage	Volume (m ³)	Percentage	Volume (m ³)	Percentage
Water reused‡	1,359,224	80.4%	1,379,914	85.0%	3,334,307	92%
Disposed by injection well	193,568	11.5%	240,160	14.8%	268,711	7%
Disposed by solidification in landfill	0	0%	0	0%	0	0%
Disposed at a recycling facility	137,659	8.1%	2,589	0.2%	27,644	1%
TOTAL VOLUME OF PRODUCED WATER	1,690,451	100%	1,622,663	100%	3,630,662	100%

* All data exclude midstream operations.

† Our 2018 volumes increased from 2017 due to the increase in scope our assets — wells and pads — as a result of the Rice acquisition.

‡ Water reused represents produced water that has been recycled for future in-house or third-party completion operations.

Spill Prevention and Management



To reduce the likelihood and impact of significant spills, we maintain Spill Prevention, Control and Countermeasure (SPCC) plans for every worksite that stores fluid. These comprehensive plans, based on regulation established by the United States Environmental Protection Agency (EPA), guide our employees and contractors to minimize the chance for a release and dictate the actions required should a spill occur. The plans define training programs, inspection protocols, secondary containment monitoring and repair programs required at each of our natural gas wells and compressor stations.

Our emergency response and preparedness program requires the following actions in the event an incident occurs:

- Determine the source and type of spill, and begin taking corrective action.
- Evacuate any employees requiring medical attention.
- Isolate the area, and stop the spill as soon as possible using appropriate methods.
- Contain the spill with available resources, including containment ditches, diking and spill kits complete with absorbent booms, pads, pillows and personal protective equipment (EQT does not use chemical dispersants).
- Notify the immediate supervisor or area manager and the environmental coordinator of all spills and complete an environmental incident investigation form.
- Perform, or observe, proper clean-up measures as directed by the environmental coordinator.

In the event of a spill, EQT uses appropriate clean-up techniques to mitigate the spill's effects, including removal of effluents from soil. We promptly remove and dispose of clean-up materials according to prevailing federal, state and local regulatory requirements, minimizing impact on the environment and local community. We then evaluate the cause of the spill to identify and implement corrective action. We work to prevent repeat accidents by integrating improved techniques and protocols into design standards, operations and future spill prevention plans. We share these with employees and contractors to continuously improve our operations.

306-3, SASB 160a.2

In August 2018, EQT had an unintentional release of 10 barrels of produced water from a temporary storage tank. The access hatch on a tank was not fully bolted shut, providing a pathway for the produced water to be released. The secondary containment around the tank leaked and the water flowed downhill to a small pond. The company remediated the site by removing the affected soil, gravel and water.

Additionally, in 2018, EQT experienced 63 reportable events. These were related to any spill, release or discharge to the environment that triggered a permit or regulatory reporting requirement to a state or federal agency. It should be noted that Pennsylvania reporting requirements are the most stringent of the states in which we operate with any spill of 5 gallons or more to soil being reportable. EQT did not use any chemical dispersants in our cleanup measures, which entailed a complete recovery — removal and disposal — of contaminated gravel and soil where required. Only one spill reached a waterway, as described above. Please refer to the below chart for more information.

2018 REPORTABLE SPILLS RESULTING IN RELEASE

	NUMBER	BARRELS
Hydrocarbon releases	26	179.60
Non-hydrocarbon releases	37	235.84
Total spills resulting in release	63	415.44
Hydrocarbon release >1 BBL	11	174.80
Nonhydrocarbon releases >1 BBL	14	227.60
TOTAL SPILLS RESULTING IN RELEASE >1 BBL	25	402.40

EQT does not operate in the Arctic and, therefore, did not have any spills impact the Arctic or shorelines with [Environmentally Sensitive Index \(ESI\)](#) rankings 8-10.

Solid Waste

EQT's drill mud and cuttings are processed using solids control equipment that efficiently separate drilling fluids from solids. Drying agents then remove any residual moisture, and the dried cuttings are containerized and trucked to landfills that are pre-approved to accept these solids in their permitted disposal cells. EQT continues to improve the efficiency of its solids management program by using higher efficiency systems that create better separation of drilling fluid and drill cuttings, reducing the overall weight of the disposed product. Using more effective drying agents decreases the amount of agents needed, which also decreases the weight of the disposed product.

OG7,306-2,306-4

In 2018, we landfilled 337,403 tons of drill mud and cuttings from our operations. As per [40 CFR 261.4\(b\)\(5\)](#), oil and gas wastes are excluded from the definition of Hazardous Waste. As such, we do not have hazardous waste associated with our production activities and therefore did not create or transport hazardous waste in 2018.

WASTE DISPOSAL *

METRIC	2016	2017	2018
Hazardous waste	N/A	N/A	0
Non-hazardous waste			
Reuse (bbls)	11,269,535	11,396,494	27,454,115
Recycling (tons)	0	0	0
Composting (tons)	0	0	0
Recovery, including energy recovery (tons)	0	0	0
Incineration (tons)	0	0	0
Deep well injection (bbls)	1,185,416	1,642,073	2,195,118
Landfill (tons)	195,286	219,578	393,726
On-site storage (tons)	0	0	0
TOTAL SOLIDS (tons)	195,286	219,578	393,726
TOTAL LIQUIDS (bbls)	12,454,951	13,038,567	29,649,233

* Data excludes midstream operations. Our 2018 volumes increased from 2017 due to the increase in scope our assets — wells and pads — from the Rice acquisition.

Disposal methods for 2016, 2017 and 2018 were determined by the company based on the availability and proximity of pre-approved waste facilities. While disposal methods for our solid waste vary, we seek the most efficient, responsible and cost-effective methods possible. Our priority is to reuse or recycle, but we also use landfills, deep well injection or other approved methods when appropriate. In doing so, we comply with all regulatory requirements for the state or region.

Biodiversity and Ecosystem Health



BIODIVERSITY AND ECOSYSTEM HEALTH

TOPIC DESCRIPTION

Using land management systems to reduce the likelihood of land contamination and to protect soil quality, biodiversity, animal welfare and habitats, including during reclamation and decommissioning.

Why Managing It Matters

103-1

At year-end 2018, EQT owned or leased approximately 1.4 million gross acres primarily in Pennsylvania, West Virginia and Ohio; consequently, land plays a huge role in EQT's daily activities. Exploration and production activity have the potential to impact the surrounding landscape, including areas with high biodiversity value.

Management Approach, Performance and Evaluation

103-2, 103-3, SASB 160a.1

EQT actively works to minimize our impact on the land and wildlife where we operate, both because it is the right thing to do and because we understand that our reputation depends on it. Our daily exploration and production of natural gas activities inevitably alter the land to some degree; therefore, we strive to make careful decisions to limit our impact. As a member of the [Marcellus Shale Coalition](#), we participate in working groups that focus on site planning, development, restoration and other topics that foster land protection.

Once operations are complete at a site, we work with property owners to restore their land — as closely as possible — to its original condition. We reestablish contours and revegetate with state-approved seed mixes, native seed mixes and/or vegetation requested by landowners. We also commonly accommodate agency requests to use specialized seed mixes (e.g., pollinator mixes) and landowner requests for topsoil segregation. These techniques support local flora and fauna by allowing wildlife movement, restoration of pre-existing habitat and prevention of invasive species. EQT works with landowners to successfully accommodate their preference for returning their land to its pre-construction condition all while meeting the regulatory requirements set forth by state and federal agencies. This enables us to maintain positive relationships with landowners and communities and support biodiversity and habitat protection.

Governance

EQT’s Environmental Department, led by our Corporate Director, Environmental Affairs, is responsible for the oversight and management of all aspects of our environmental footprint. This department reports to the Vice President of Environment, Health and Safety, and is ultimately guided by the Public Policy and Corporate Responsibility Committee of the board of directors.

Biodiversity and Land Management

OG4

We assess and monitor 100% of our business segment operations for biodiversity risks. EQT follows federal, state and local regulations regarding species and habitat protection during operational activity near protected land or areas of high biodiversity.

We do not directly drill for natural gas production purposes on legally protected lands in our owned or leased properties; these include wetlands, federal lands and national parks. When drilling on land adjacent to protected areas, we leverage our horizontal drilling expertise to extract natural gas from underground without disturbing the surface or native species. Additionally, our horizontal drilling techniques enable us to drill multiple gas wells from a single pad — which, in turn, helps to preserve the environment by minimizing surface impact. At the end of a well’s life cycle, EQT carefully plugs each well and restores the land to as near its original condition as possible before exiting the area.

304-1

2018 LEASED OR OWNED ACREAGE IN PROTECTED AREAS*

LOCATION	WETLANDS (km ²)	FEDERAL LAND AND PARKS (km ²)
Kentucky	65	513
Ohio	10	4
Pennsylvania	42	151
Virginia	6	77
West Virginia	59	311
TOTAL	182	1,056

* EQT uses U.S. Fish & Wildlife Service and USGS data to identify protected wetlands and land areas of high biodiversity.

304-3

In 2018, EQT owned or leased approximately 1,238 square kilometers of active acreage in legally protected areas. EQT did not directly drill any wells in these protected areas or areas of high biodiversity value but rather leveraged our horizontal drilling technology to extract resources from these areas; therefore, no habitats required protection or restoration in 2018.



Fifth-Grade Class Helps Save Playground from Erosion

When McGuffey School District elementary students in Washington County, Pa., noticed their playground and walking trail were shrinking into a nearby stream within the Chartiers Creek watershed, they decided to take action. In May 2018, 38 fifth-grade students from Joe Walker Elementary School wrote letters to multiple groups, including the Western Pennsylvania Conservancy (WPC), asking for help to save their playground. Their efforts paid off, and the EQT Foundation awarded WPC a \$55,000 grant to restore the streambanks that run alongside the playground. Armed with maps and markers, students helped WPC watershed staff design the future planting of native trees and shrubs, which occurred in the fall after the streambank had been re-graded.

Bats, snakes, mussels and plants are the most common endangered species found within EQT's operating areas. Prior to commencing operations in any area, we conduct studies to determine whether threatened or endangered species exist in that region. In consideration of species protection, EQT consults with the United States Fish and Wildlife Service (USFWS) and state wildlife resource agencies to ensure operations do not adversely affect threatened or endangered species within proposed project locations. Throughout the past several years, EQT and nine other oil and gas companies collaborated with the USFWS to continue developing a multi-state Habitat Conservation Plan to avoid, minimize and offset the effects of our operations on five native bat species in Pennsylvania, West Virginia and Ohio during the next 50 years. EQT participated in this program in 2018 and the initiative continued into 2019.

We also use various domestic environmental registries to identify potential impacts to threatened, endangered and special concern species or resources near possible areas of operation. We make it a priority to avoid disturbing these species and habitats, but if this is not possible, we work with appropriate federal and state agencies to prevent any permanent impacts and to develop and execute protection plans, including implementation of artificial structures, such as bat boxes and artificial bark. These features replace potential roosting trees removed for project development.

304-4

Eleven endangered species and five threatened species occupy habitat within EQT's operating area, covering Pennsylvania, West Virginia and Ohio. The Migratory Bird Treaty Act protects at least 25 different species that use EQT's core operating area as either breeding grounds or seasonal habitat. Additionally, the Eagle Act protects the Bald and Golden Eagles, which nest in the area. The following table summarizes the species of concern located within EQT's core operating area.

2018 USFWS THREATENED AND ENDANGERED SPECIES — CORE OPERATING AREA

STATUS	ANIMAL	PLANT
Endangered	Indiana bat Virginia big-eared bat Clubshell mussel Fanshell mussel Northern riffleshell mussel Pink mucket mussel Rayed bean mussel Sheepnose mussel Snuffbox mussel	Northeastern bulrush Running buffalo clover
Threatened	Northern long-eared bat Eastern Massasauga rattlesnake Rabbitsfoot clam Flat-spined three-toothed snail	Small whorled pogonia
Eagle Act	Bald eagle Golden eagle	

Air Quality



AIR QUALITY

TOPIC DESCRIPTION

Managing and minimizing air emissions (volatile organic compounds, nitrogen oxides, etc.) across EQT's value chain.

Why Managing It Matters

103-1

Our operational emissions can affect local air quality in the areas where we operate. By carefully tracking and inspecting our local air emissions and sources, we are better positioned to identify tools and processes to improve our systems. As we work to reduce local air emissions, we contribute to a healthier environment, lessening our impact on local communities. Further, a compliant emissions program enables EQT to protect air quality and maintain a positive reputation with local communities and regulators, which can streamline permitting for new facilities.

Management Approach

103-2

EQT monitors our operational air emissions to comply with relevant regulations. Our Environmental Management System (EMS) collects data for every station, calculates emissions based on monthly data and informs the continuous improvement of our processes and procedures. Generally, each individual permit requires inventories of such data tracking; and in some cases, we have actively tracked inventories dating back to 1991.

Governance

EQT's Environmental Department, led by our Corporate Director, Environmental Affairs, is responsible for the oversight and management of all aspects of our environmental footprint. This department reports to the Vice President of Environment, Health and Safety and is ultimately guided by the Corporate Responsibility Committee of the board of directors. Within the Environmental Department, the air quality team is responsible for air quality permitting, compliance and reporting. We report environmental progress — including emissions reports, notices of violations and obtained permits — to the EQT Public Policy and Corporate Responsibility Committee quarterly.

Permits and Monitoring

EQT must obtain operational permits, including air quality permits, prior to construction and operation in new locations. A strong air quality compliance record can streamline this process. Once obtained, our operations group reviews the permit and notes any future compliance responsibilities. We communicate the requirements to our field workers to ensure appropriate data is collected and uploaded into our EMS, which tracks our emissions, obligations, limits and air quality requirements. Our Environmental Department reviews the system monthly and identifies improvement processes for tracking and inputting information on an ongoing basis.

Evaluating Our Approach

103-3

Audits and Reporting

EQT utilizes inspections and audits to review compliance obligations and improve our operations. Third-party audits occur annually for a selection of operating facilities. Our environmental group also conducts internal inspections on our facilities and sites. Our corporate auditing group periodically selects internal programs or processes to audit as well. In reviewing findings, lessons learned can be applied to similar facilities via a Plan-Do-Check-Act cycle of continuous improvement.

Additionally, emissions reporting obligations vary by state. Where required, EQT submits emissions reports and, in some cases, permit compliance certifications. We also send overview reports to the U.S. Environmental Protection Agency, as well as report *de minimis* thresholds for relevant emissions.

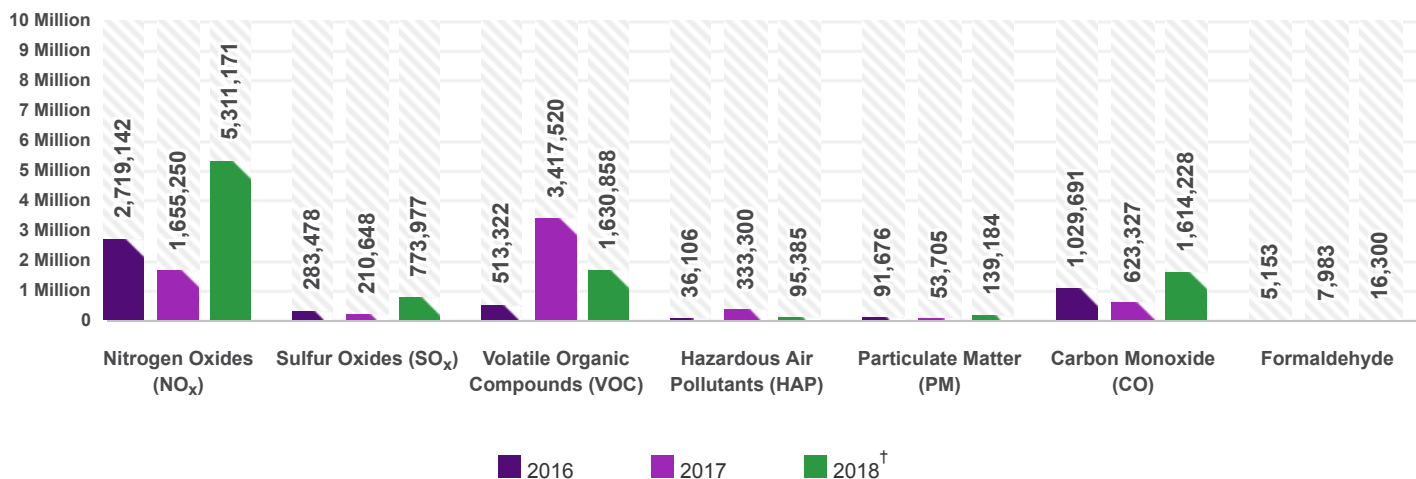
Inspections and Benchmarking

EQT's compliance personnel in each state inspect our work site locations regularly — including compressor stations, well pads and drilling sites — to evaluate air quality compliance. They also meet with state regulators to ensure we are aligned with state air quality regulations and we conduct periodic leak detection and repair. We benchmark our air emissions against our peers to identify potential improvement areas and evaluate what drives internal emissions across our operating regions.

305-7, SASB 120a.1

We strive to maintain 100% facility compliance with all permit requirements and emissions limitations, and we review any operational incidents and notices of violation. We utilize stack test data, manufacturers' data and published emissions factors to calculate our significant air emissions.

SIGNIFICANT AIR EMISSIONS (KILOGRAMS)*



* All data exclude midstream operations. Data does not include emissions from facilities acquired from Rice Energy for the period of November 13, 2017 – December 31, 2017.

We do not track persistent organic pollutants (POP)

[†] NO_x, SO_x, PM, CO and Formaldehyde increases in 2018 were due to increased diesel fuel used on drilling and completions and more combustors installed. VOC/HAP decreases were due to reductions in pneumatic devices and increased use of combustors to destroy VOC emissions.

AIR EMISSIONS INTENSITIES BY BUSINESS (TONS/BCFE)

	2016	2017	2018
Nitrogen oxides — NO _x	3.95	2.23	3.93
Sulfur oxides — SO _x	0.41	0.28	0.57
Volatile organic compounds — VOC	0.75	4.61*	1.21
Hazardous air pollutants — HAP†	0.05	0.45*	0.07
Particulate matter — PM	0.13	0.07‡	0.10
Carbon monoxide — CO	1.50	0.84	1.20
Formaldehyde	0.01	0.01	0.01

* Data does not include emissions from facilities acquired from Rice Energy for the period of November 13, 2017 – December 31, 2017.

† 2017 increase due to change in calculation methodology by the EPA. 2018 decrease mainly due to a survey of pneumatic controllers in the field. The survey found less pneumatic controllers in the field than was estimated in previous years. The reduction in controllers reduced emissions as the emissions are entirely based on controller count.

‡ Decrease due to a decrease in drilling activity.

In the Workplace

EQT relies on talent with a broad range of skills, as well as sophisticated technology, to support the varying components of our operations. We aim to attract top talent from a variety of backgrounds and provide the tools and growth opportunities for our current employees to create a positive, effective and supportive work environment.

We hold the safety of our employees to the highest standard by providing guidelines, trainings and preventive measures on workplace safety. Our [Environment, Health and Safety \(EHS\) Policy](#), underscores the principles that guide us toward superior EHS performance. As we develop and adapt as a company, we will continue to seek, support and protect our employees — our number one asset.

TOPICS COVERED
OCCUPATIONAL HEALTH AND SAFETY
TALENT ATTRACTION AND RETENTION
TECHNOLOGICAL INNOVATION

Occupational Health and Safety



OCCUPATIONAL HEALTH AND SAFETY

TOPIC DESCRIPTION

Ensuring safe working conditions, supplying personal protective equipment and providing resources to maintain and improve employees' and contractors' physical and emotional health.

Why Managing It Matters

103-1

EQT places the highest priority on the safety of our workforce — both employees and contractors — as well as the communities where we operate. We believe our operational excellence begins with our unwavering dedication to safety. We also believe safeguarding the health and safety of EQT's workers contributes to the success and longevity of our company. Further, investors and other stakeholders often view occupational health and safety performance as a leading indicator of overall management performance.

Management Approach

103-2

EQT is committed to achieving superior safety performance every day. Through continuous improvement efforts, we provide a safe and healthy workplace for our workers and strive to create and maintain a zero-injury culture. EQT does not prioritize business objectives above safety objectives.

EQT conducts our active business operations in accordance with the applicable health and safety requirements established by the U.S. Occupational Safety and Health Administration (OSHA) and other regulatory bodies. We closely monitor our health and safety risks, operations and statistics to ensure safe worksites, proper training and motivation to work safely. We work to continuously identify and evaluate opportunities for improvement and believe that all EQT workers are accountable for ensuring a safe working environment and culture.

Governance

EQT's Safety Department, led by our Vice President of Environment, Health and Safety, is ultimately guided by the Public Policy and Corporate Responsibility Committee of the board of directors. EQT personnel conduct regular meetings with the company's senior leadership team to review and analyze issues and provide direction to enhance overall safety performance.

Employees are personally accountable for their individual safety and play a critical role in ensuring the safety of colleagues, contractors and service providers. As part of the company's overall corporate social responsibility performance objective, which is an annual metric, all EQT employees have an individual "workplace safety" performance objective. In addition, safety is embedded in our employee short-term incentive plan.

Environment, Health and Safety Policy

To emphasize the importance of occupational health and safety, EQT's [Environment, Health and Safety \(EHS\) Policy](#) underscores the principles that guide us toward superior EHS performance. Health and safety highlights from our policy include:

- EQT will provide and foster leadership to ensure all employees and contractors understand their responsibilities and that we provide all employees with the training and support necessary to integrate EHS principles into their work.
- We will manage our business to prevent incidents that could result in harm to people, communities, property or the environment.
- We will commit the resources necessary for successful implementation of our EHS Policy.

Safety Management System and Risk Identification

403-1, 403-2, 403-7

EQT's safety management system (SMS) enables the company to systematically identify and properly manage our workforce safety risk. It covers all aspects of the company, our employees and contractors, and all locations — from drilling rigs to offices. The EQT SMS includes the company's [Environment, Health and Safety \(EHS\) Policy](#), workforce safety information, awareness and training, safety procedures, performance monitoring, safety verification processes and qualified safety experts to lead the process.

The core of EQT's SMS is the identification, prioritization and management of our safety risk. Through EQT's detailed risk and hazard analysis (RHA) process, our objective is to relentlessly pursue, establish and sustain proper safeguards using a hierarchy of safety controls. Before any fieldwork begins, the RHA requires a systematic safety review of the site construction plan and all daily onsite workforce activities. If a task is deemed unsafe, everyone has the obligation and authority to stop such work without fear of retribution or discipline. To ensure the RHA functions properly, the company uses a multi-layered verification process — a qualified team of internal and external safety experts oversee observation, testing, inspections and audits. Verification results are shared with EQT's leadership team, and, if potential weaknesses are identified, actions are taken to strengthen them.

403-4

EQT encourages employees to communicate with management about issues or initiatives that could help improve overall performance. Although this format does not require the establishment of formal joint management-employee committees, EQT has found the development of these teams to be beneficial. For example, joint committees collaborated to update upstream equipment gas hazard spacing requirements, enhance the risk quantification processes at operating well pads, and to install permanent lockout-tagout equipment stations on operating well pads.

We set annual targets to reduce injury and vehicle accident rates. In addition, EQT prioritizes the reporting of near-miss incidents to help identify common issues and prevent future incidents. In 2018, key near-miss lessons learned included prevention of dropped objects (potential struck-by incidents), vehicle safety (potential for slow-moving vehicles to lose traction), and slips/falls during winter months. Our analysis also revealed opportunities to prevent hand/finger injuries through the use of push/pull sticks and pipe rolling tools. Opportunities to prevent truck rollovers on EQT lease/access roads were identified and include reducing vehicle speed, implementing unidirectional traffic flow patterns and requiring vehicles to avoid potential soft shoulders that may have been affected by inclement weather.

As a responsible corporate citizen, EQT shares our best safety practices with our peers to help improve overall industry safety performance. One example is EQT's active membership in the ISNetworld® Appalachian Working Group (AWG). The AWG constitutes a group of natural gas producers that share safety-related best practices and innovations to improve safety performance within the Appalachian Basin.

ZiP Today

SASB 320a.2



In June 2018, we launched a new safety culture program for our workers called ZiP Today, an acronym for "[Zero is Possible – Today.](#)" This program is emblematic of a safety culture wherein the EQT workforce believes that each day presents a new opportunity for them to take an active role in living *and* working safely — in the field, in the office and at home — with zero safety incidents.

The ZiP Today platform includes positive worker safety recognition, sharing of lessons learned and take-home ZiP Today safety kits. In 2018, EQT sent two safety kits, including items such as safety glasses, gloves, lip balms and hardhat stickers, directly to employee office mailboxes.

Through the ZiP Today platform, EQT employees are asked to commit to always making our safety, and that of everyone around us, a top priority. In one instance, an employee took her ZiP Safety Kit home with her and gave the safety glasses to her son to wear while doing yard work. A short while later, the son returned with a sizeable chip in his glasses; while weed whacking, a stone was launched toward his face and the glasses helped to protect his eyes from that particular hazard.

Safety Training

403-5

Training, risk mitigation and performance monitoring form the core of EQT's workplace safety initiatives. Every EQT employee — including short-service employees — receives core safety training annually, along with more frequent specialized training tailored to the work performed and the types of issues faced. EQT customizes specialized training subjects and delivery methods as needed. For example, monthly safety meetings held with field employees cover issues such as:

- Stop-work authority
- Personal protective equipment
- Incident reporting and investigation
- Emergency preparedness
- Outdoor safety
- Safe driving
- Industry specific technical safety training

On average, full-time EQT employees received approximately seven hours of safety training during 2018.

Training, risk mitigation and performance monitoring form the core of EQT's workplace safety initiatives.

Contractor Safety

With contractors making up approximately 90% of EQT's total work hours, we recognize the importance of working with companies committed to superior safety performance. A contractor expecting to perform services in drilling, construction, maintenance or other operations-related activities at EQT must pass a qualification process (described below) and must agree to adhere to EQT's Contractor Safety Standard and Contractor Safe Work Rules. These safety requirements, updated regularly to reflect best practices, apply to all work performed by a contractor's employees and the employees of their subcontractors.

EQT uses ISNETWorld® — an industry-recognized platform for monitoring safety metrics and performance — to qualify contractors before they obtain authorization to begin work for EQT. ISNETWorld® provides vital information regarding a contractor's performance in the following key areas:

- Safety Management Systems
- Injury and illness statistics
- Department of Transportation (DOT) inspection compliance
- DOT motor carrier safety rating
- Written safety programs and safety training
- Experience modification rating
- Fatality history

Within our Procurement Department, EQT's Contract Administration group collaborates with the Safety Department to oversee all new contractors' compliance with our standards and to carry out safety directives relative to contract status for existing suppliers. If a contractor does not meet our expectations, Procurement collaborates with ISNetworld® and the Safety Department to work with them to seek improvement. If they do not improve, EQT terminates the contractor or places the contract on hold — and, in turn, Procurement recommends a safer service provider. Existing contractors who fail to meet the rules and standards cannot continue to work on an EQT work site.

EQT remains engaged with our contractors as work evolves to ensure we achieve our joint commitment to safety. We track contractor safety incident rates (injury and vehicle accidents) provided by contractors via ISNETWorld®, and our contractor safety auditing process is incorporated in EQT's contractor safety qualification program.

As part of EQT's continuous improvement of our contractor safety management program, the company performed the following in 2018:

- Updated our contractor safe work rules
- Established a contract worker safety orientation program
- Led contractor safety meetings covering a multitude of joint safety topics
- Held significant incident review meetings with contractors involved in high-potential consequence incidents
- Further expanded the presence of EQT safety teams at our worksites
- Enhanced the EQT contractor safety audit program to focus on the contractor's safety management system

Traffic Safety

Through incident data and root cause analysis, we identify our most significant areas for improvement. Safe driving is an area of particular concern for EQT. Our wellpad activities result in heavy truck traffic causing several-fold increases in truck traffic for surrounding communities. EQT continued many fleet safety initiatives in 2018 to improve traffic safety, including employee behind-the-wheel driver training, safe driver initiatives, speed restrictions and vehicle curfews for contractor traffic and enhanced enforcement.

Our 2018 safe driving initiatives included:

- Mandatory EQT employee safe driver training sessions: *Avoiding a Rear End Collision*, *Proper Following Distances* and *Winter Weather Driving*
- Third-party expert behind-the-wheel driver safety training
- Mandatory EQT employee viewing of *Do Not Disturb* video regarding the use of company cell phones while driving
- EQT employee initial and regular refresher training on all-terrain and utility task vehicles
- Trailer safety training
- Recurring contractor fleet safety meetings with the company's contracted water and sand hauling companies' leadership teams
- Water hauler metric safe driving indicator expansion

For additional information regarding our road safety initiatives, see [Public Safety and Emergency Preparedness](#).

Occupational Health Services

403-3

Healthy employees are more adept at performing their roles safely. To this objective, our Medical Services team plays a key role ensuring the occupational health of company employees, providing advice and teaming with the EQT Safety Department on repetitive motion hazards, industrial hygiene results and the potential for elevated noise exposure. The Medical Services team is accessible to all EQT employees 24/7 each day of the year.

Evaluating Our Approach

103-3

Tracking and Reporting Accidents

If a safety incident does occur, EQT records the nature of the event as prescribed by the OSHA injury/illness recordkeeping requirements in a safety incident management database. After each incident, the company conducts a thorough incident review to clarify possible causes, identify options to prevent recurrences and highlight opportunities to improve training, processes and procedures using the hierarchy of safety controls. EQT personnel also conduct regular incident review meetings with senior management.



By tracking and analyzing safety incidents, we can assess the effectiveness of our approach to safety management and strive for continuous improvement. We supplement our OSHA metrics with a Serious Injury and Fatality (SIF) metric. SIF incidents tracking allows us to better assess our safety program's progress and to detect increases in high potential consequence risk.

EQT develops safety bulletins to address safety incidents and to share lessons learned within our workforce. These bulletins describe the incident and its impact to help inform, educate and prevent a future occurrence. They are distributed to appropriate functional groups based on the topic of each bulletin.

Although the tracking of lagging indicators is important, we believe tracking leading indicators — such as near-miss incidents — is an equally important way to improve safety performance. We require information concerning near-miss incidents to be reported and recorded in our safety incident management database. Tracking and reporting near-miss incidents enables us to take actions to address at-risk behaviors and workplace hazards.

In addition to the use of safety incident metrics, the company also uses several safety management verification processes to evaluate our safety program:

- Safety team inspection program
- Safety team contractor safety auditing program
- External (third-party experts) Safety Management System and worksite auditing program

We analyze all results from our safety verification programs for potential systemic causes. As a result, we establish actions to ensure continuous and sustainable program improvement.

In 2018, EQT revised our Safety Incident Reporting and Investigation Program requirements. This standard provides tools and procedures for classifying incidents and near misses; standardizes notification requirements and action timelines for incidents and near misses; and ensures an appropriate investigation is conducted based on the severity of each incident. Additionally, EQT updated its suite of safety management programs to ensure ongoing continuous improvement.

With expanded training, risk assessment and other preventive measures, EQT worker injuries — OSHA recordable incidents — declined in 2018. As part of EQT's data analysis process, we identified that approximately 35% of EQT's combined worker 2018 OSHA recordable incidents were hand/finger injuries. To address this risk, EQT issued a mandatory workforce glove policy during the fourth quarter of 2018 and initiated a hand/finger injury awareness program. In 2018, EQT experienced one employee ill health case. An employee working in the field

experienced hearing loss and, as a result, we have increased awareness and education on noise hazards and the proper use of hearing protection.

We establish contractor injury rates using hours recorded in ISNetworld® by our contractors. The contractor rates are companywide, not regionally based. EQT does not track contractor absentee rates or injury rates by gender. Three contractor ill health cases occurred in 2018: two outdoor weather exposures (cold, heat) and one skin irritation case. Immediate actions were taken to address identified causes.

403-9

WORK-RELATED INJURIES*

	2017		2018	
Employees	#	Rate	#	Rate
Employee fatalities	0	0	0	0
Lost time accidents – employees†	4	0.29	0	0
Recordable work-related injuries (including fatalities) – employees	20	1.43	6	0.49
Main types of work-related injury – employees	Slip and fall, struck by/against or insect bites		Nearly 65% caused by slip and fall, struck by/against or insect bites	
Contractors	#	Rate	#	Rate
Non-employee worker fatalities	1	0.01	2	0.01
Lost time accidents – non-employee workers†	12	0.20	29	0.24
Recordable work-related injuries (including fatalities) – non-employee workers	63	1.07	97	0.79
Main types of work-related injury – non-employee workers	Nearly 70% either struck by/against, slip and fall, or hand and finger injuries as a result of being caught in or between equipment			

* Employee data excludes midstream operations; contractor data includes midstream operations (without MVP). All data is calculated using OSHA methodologies. All rates (except for fatality rate) have been calculated based on 200,000 hours worked.

† Number of lost work days per 100 FTE.

In the past two years, lost-time accidents have primarily been caused by moving objects (rig blocks, hose, cribbing) striking workers, finger injuries from caught in/between equipment, or slip and fall incidents. In response, EQT issued a mandatory workforce glove policy during the fourth quarter of 2018 and initiated a hand/finger injury awareness program. In 2019, we will update EQT workforce safety procedures and training programs to further drive awareness and responsibility.

403-10

WORK-RELATED ILL HEALTH*

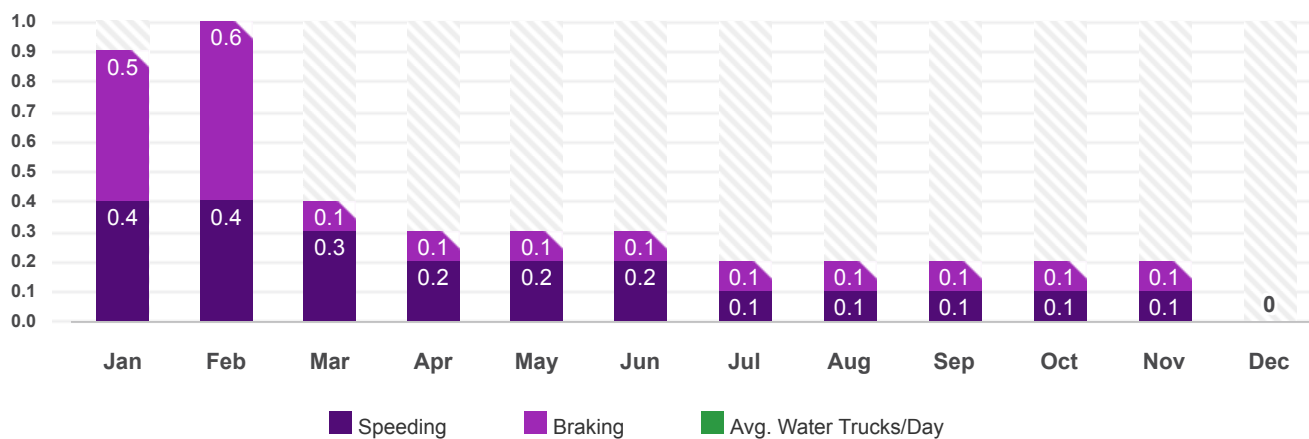
	2017	2018
Employees		
# of fatalities as a result of work-related ill health – employees	0	0
# of cases of work-related ill health – employees	1	1
Contractors		
# of fatalities as a result of work-related ill health – non-employee workers	0	0
# of cases of work-related ill health – non-employee workers	2	3

*2017 contractor data includes midstream operations (excluding MVP); 2017 employee data was restated to exclude midstream operations.

Exposure to outdoor weather (cold, heat) and skin irritation (e.g., poison ivy) pose the biggest risk of ill health for employees and contractors. We have increased awareness and education on how to safely and effectively conduct outdoor activities and taken immediate action to identify and address causes.

We were devastated by the deaths of two contractors in the company's upstream operations in 2018. Both incidents occurred during water truck hauling operations, and have spurred conversations to increase driver safety and awareness across the company. The number of incidents related to our water hauler trucks declined steadily in 2018, in large part due to an increased focus on and investment in safe driving.

2018 WATER HAULING TRUCK-RELATED INCIDENTS



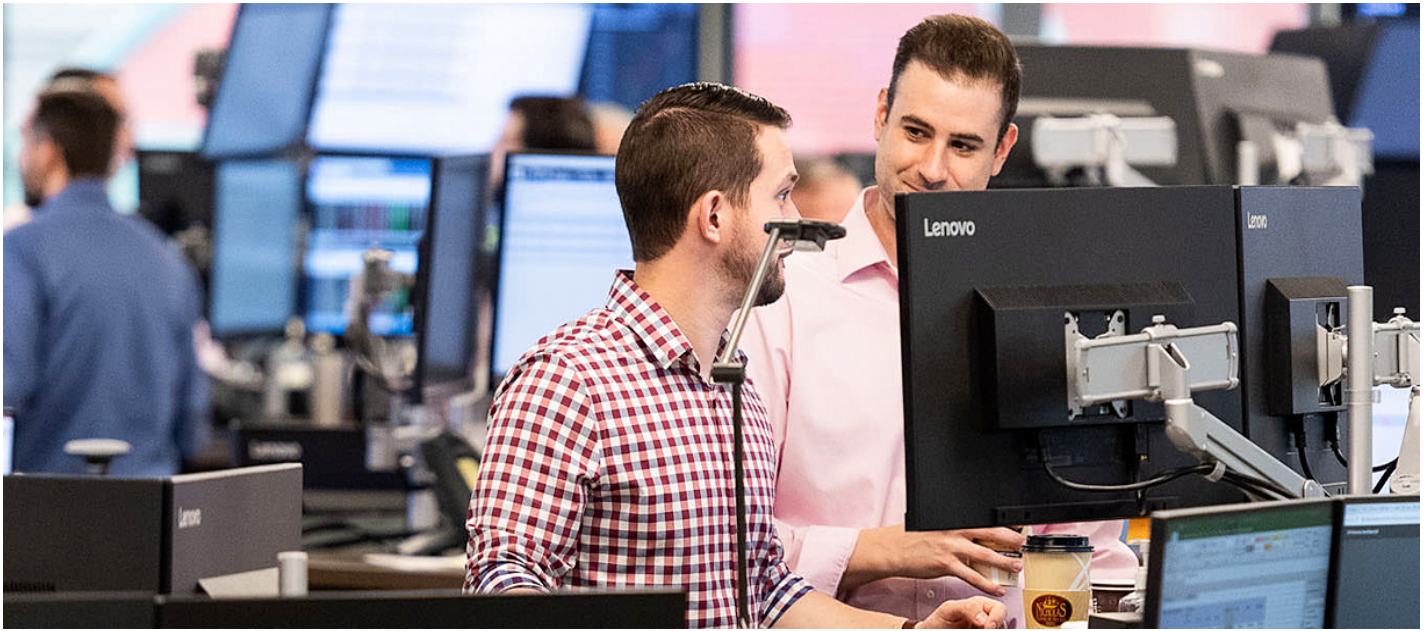
EQT PREVENTABLE VEHICLE ACCIDENT RATES

	2016	2017	2018
Employee*	1.17	0.75	1.27
Contractor†	N/A	1.48	2.13

*Employee data includes only Production and Corporate (excludes midstream) for 2016, 2017, and 2018 employees retained after the separation of Equitrans.

†EQT began tracking contractor PVA rates in 2017; 2017 and 2018 data include EQT midstream information.

Talent Attraction and Retention



TALENT ATTRACTION AND RETENTION

TOPIC DESCRIPTION

Attracting high-caliber workers, including local talent; providing professional development opportunities; promoting diversity and inclusion; and developing strategies for retaining and engaging employees.

Why Managing It Matters

103-1

At EQT, we understand our success depends on our ability to attract and retain unique and committed talent. EQT's reputation as a responsible steward of our operating communities and as a leader in natural gas drilling technology influences potential and current employees. We are committed to diversity and inclusion, training and growth opportunities and a robust compensation and benefits program.

Management Approach

103-2

To maintain a strong workforce, we leverage diversity and provide professional development and robust benefits to create a positive, productive working environment. Our hiring process is overseen by EQT's Human Resource function.

Employee Benefits

401-2, 403-6

To attract high caliber employees and meet the needs of our diverse workforce, we offer a robust benefits package for all employees. Our benefits package options vary for full-time and part-time employees, as outlined below.

2018 EMPLOYEE BENEFITS

HEALTHCARE	INSURANCE	FINANCIAL	LIFESTYLE
<ul style="list-style-type: none"> ■ Medical* ■ Dental* ■ Vision* 	<ul style="list-style-type: none"> ■ Life insurance (company paid)* ■ Accidental death and disability (company paid)* ■ Short-term disability (company paid)* ■ Long-term disability (company paid)* ■ Business travel accident (company paid)* ■ Optional life insurance – employee, spouse, child* 	<ul style="list-style-type: none"> ■ Relocation assistance ■ 401(k) retirement savings with matching company contribution* ■ Employee Stock Purchase Plan* ■ Health Savings Account* ■ Credit union* ■ Severance pay 	<ul style="list-style-type: none"> ■ Paid time off ■ Education assistance program ■ 9/80 work schedule – optional ■ Paid leave of absence ■ Extended unpaid leave of absence ■ Employee Assistance Program* ■ Family and medical leave (includes maternity/paternity leave) ■ Adoption benefit ■ Infertility benefit ■ Commuter reimbursement accounts* ■ Wellness programs* ■ Matching gift program – 100% match up to \$50,000 per year

*These benefits are not available to part-time employees. Part-time employees scheduled to work for at least 20 hours each week are eligible for all other benefits.

In addition to the formal benefits package, we offer the EQT Take Charge wellness program, sponsored by one of the company's health service providers as well as an Employee Assistance Program (EAP). Take Charge offers personal health coaching, wellness information, health management programs, newsletters and employee educational sessions conducted by medical professionals during work hours. The program is designed to aid employees and their families in managing personal health and wellness issues. In addition, employees are eligible to receive cash incentives from EQT by participating in approved online or telephone-based health coaching programs, smoking cessation programs and pregnancy education.

Complementing Take Charge is our EAP, which offers additional wellness and lifestyle services, including confidential short-term counseling and treatment programs and referrals to providers with expertise in family and relationship counseling, elder care, money management and legal problems. EQT pays in full for up to five in-person counselor visits. Any employee, including those who waive our medical coverage, plus anyone living in their household, can take advantage of the EAP and its additional resources.

At no cost to our employees, we offer annual on-site health screening, which enables employees to ask health-related questions during consultation with a medical professional. We protect our employees' privacy by ensuring that individual results remain confidential and third-party providers supply only aggregated information for analysis purposes.

Training and Performance Reviews

Enhancing the skills and knowledge of our current workforce through trainings, degree programs and detailed performance reviews provides our employees with the foundation they need to remain successful in their careers with EQT. All new employees complete an orientation session where they learn about EQT's culture, organization, benefits, leadership competencies, performance expectations and other available resources to help them succeed from day one. Orientation also reinforces our commitment to workplace safety, ethical conduct and environmental stewardship. Following orientation, employees receive additional training as needed to develop the skills necessary to perform their job tasks safely and effectively.

We conduct mandatory and work-specific training and offer optional participation in seminars, workshops and certification programs to ensure that employees are continually prepared for their job tasks. These training opportunities also bolster employee professional development to ensure that core and technical skills remain current. Additionally, we conduct performance reviews for employees at all levels to understand areas in which they can grow.

404-2

Employees continually work with their managers or supervisors to identify other appropriate training opportunities as they grow their careers with EQT. We provide cross-functional rotational assignments, individual development plans and coaching, and in-house training to serve our employees' growth. Some employees may seek to expand their formal education, and our Education Assistance Program provides financial assistance to those who enroll in degree programs and satisfy established grade requirements.

As EQT employees near the end of their careers, we also provide training and additional resources to aid them in the transition from active employment. Our independent 401(k) plan administrator offers online courses, one-on-one meetings and telephone advice about retirement options while our EAP offers courses and individual counseling sessions for those retiring or involuntarily terminating from the company. We also help retiring employees navigate the digital health insurance marketplace as they seek to transition their health insurance providers.

Diversity, Inclusion and Employee Resource Groups

At EQT, we believe that employee diversity enhances the recruitment and retention of talented individuals as well as EQT's overall success and performance. We believe in recruiting the best available talent, including qualified racial and ethnic minorities, women, veterans, disabled persons and LGBTQ candidates. Additionally, every employee has an annual performance objective to reinforce the importance of diversity and to recognize that employee differences bring advantages to the workplace.

Since 2013, company sponsored Employee Resource Groups (ERGs) have provided support to employees with shared characteristics or life experiences. ERGs are voluntary employee groups that advance the interests of their members and those of their common affiliation. They provide additional opportunities for professional development by increasing access to senior management, allowing employees to work in teams other than their own work group and promoting networking. As of December 31, 2018, there were five active ERGs: Multi-Ethnic, Parents, Women in Energy, Developing Professionals and PRIDE.

Evaluating Our Approach

103-3

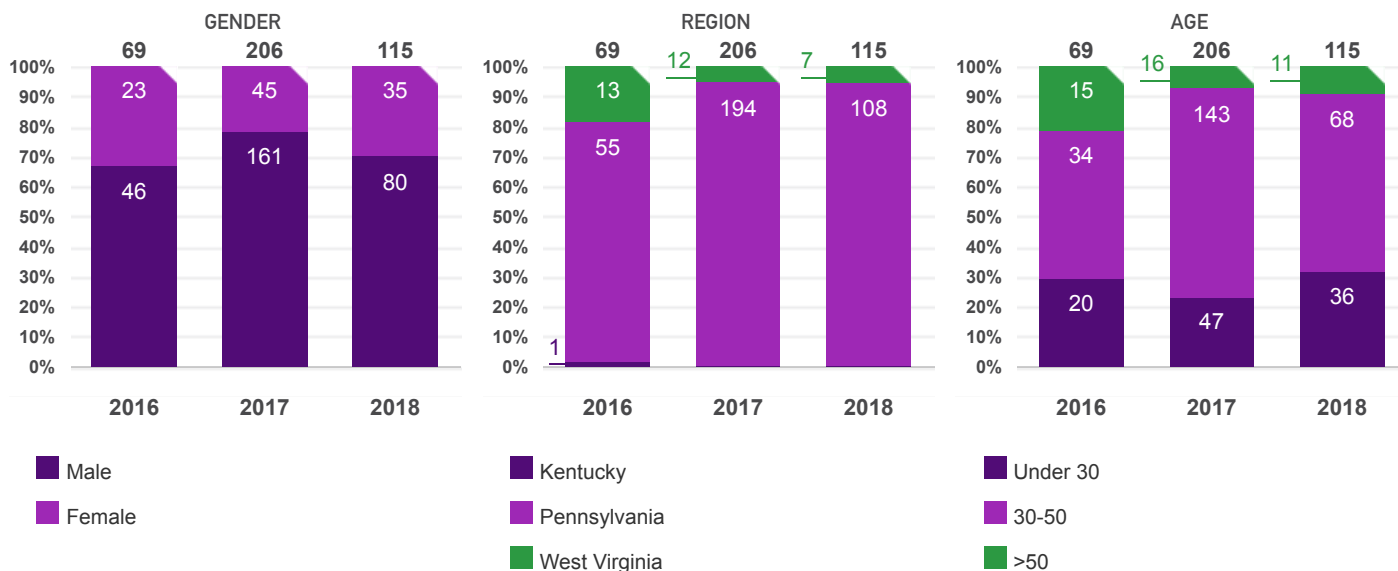
We review and evaluate our employment and diversity and inclusion programs on a regular basis. During these evaluations, we ensure compliance with applicable laws and regulations and assess whether our programs remain competitive with the external labor market. When reviewing our programs, we consider:

- Feedback from exit interviews
- Input from internal Employee Resource Groups (ERGs)
- Annual employee engagement surveys
- Turnover rate
- Internal assessments of diverse representation
- Internal assessments of compensation and benefit plans
- Benchmarking peer companies in the natural gas industry

Our management team reviews these evaluations and may adjust existing programs or develop plans to address any areas of concern that arise.

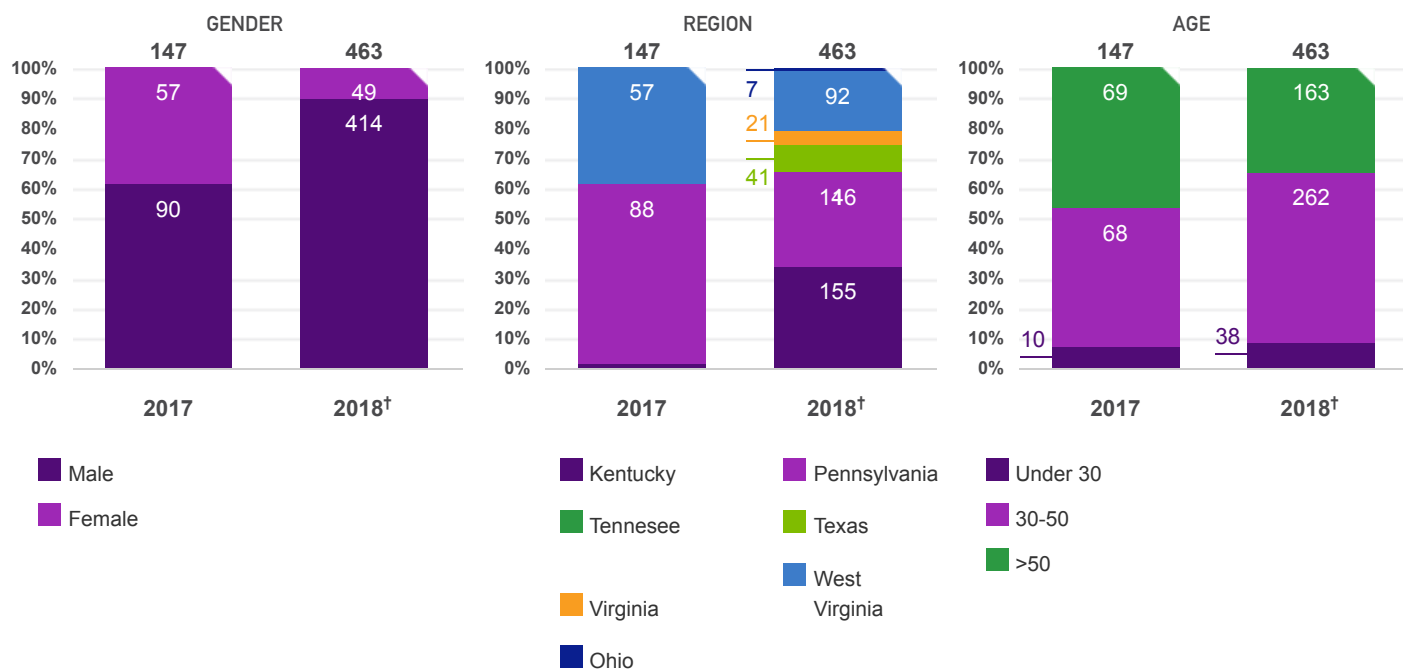
401-1

NEW HIRES*



*Numbers may not add to 100% due to rounding; for year-over-year comparability, total new hires is limited to our upstream operations.

TURNOVER*



*For year-over-year comparability, total turnover is limited to our upstream operations.

†The majority of our 2018 turnover was due to the sale of Southern Operations and Texas locations.

401-3

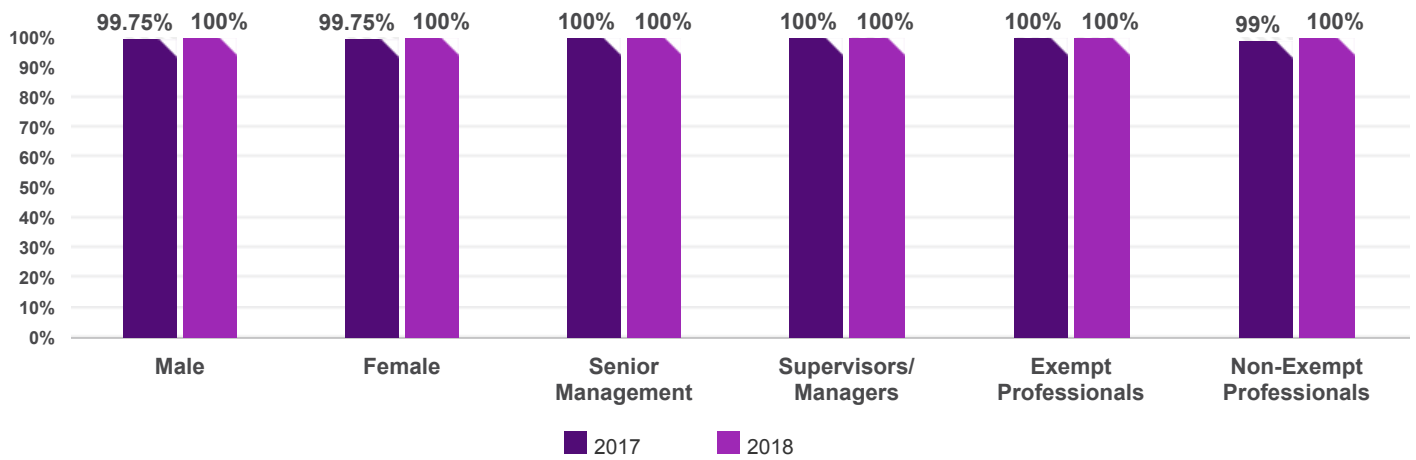
EQT employees are eligible for maternity/paternity leave. We are pleased to report that our retention rate for employees taking parental leave in 2018 was 98.61%.

PARENTAL LEAVE*

	2017			2018		
	Male	Female	Total	Male	Female	Total
Eligible	1,019	304	1,323	692	271	963
Not eligible	0	1	1	2	0	2
Took parental leave	0	14	14	36	20	56
Returned to work	0	14	14	36	20	56
Return to work rate	100%	100%	100%	100%	100%	100%
Retention after 12 months	0	13	13	35	20	55
Retention rate	100%	93%	96%	97%	100%	99%

* 2017 parental leave data does not include former Rice employees; all 2018 data only includes individuals retained as full-time employees after the separation of Equitrans.

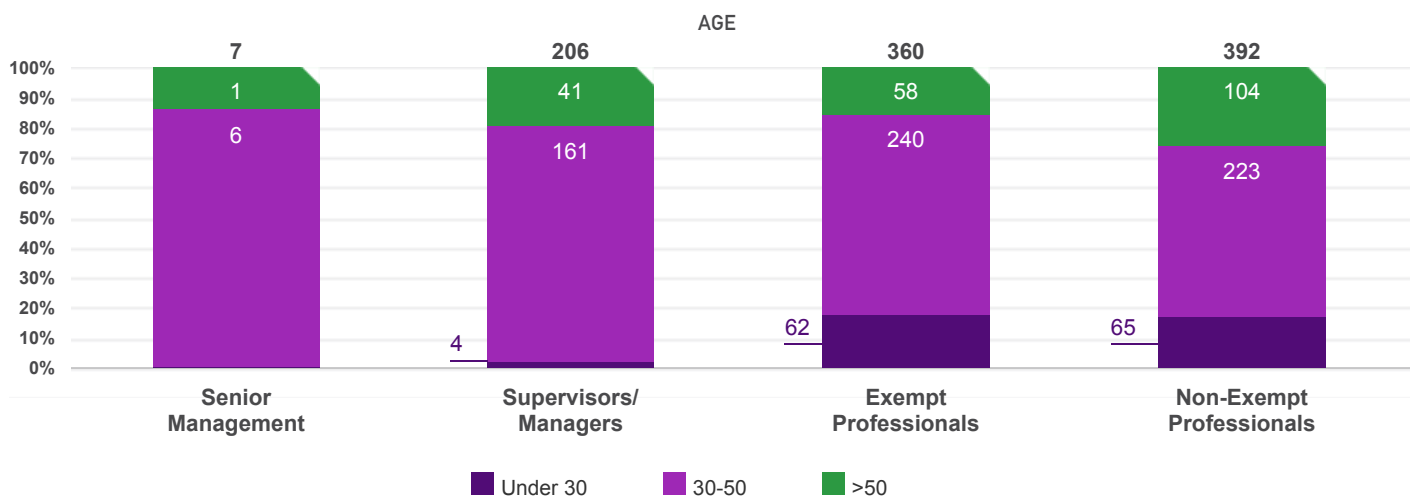
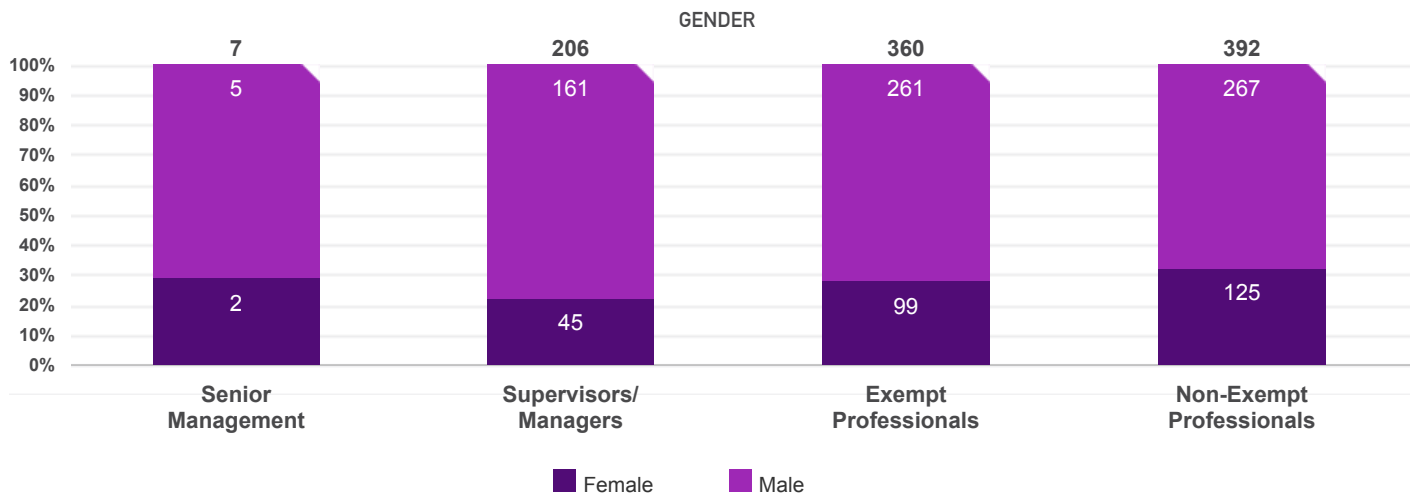
EMPLOYEES RECEIVING PERFORMANCE REVIEWS*

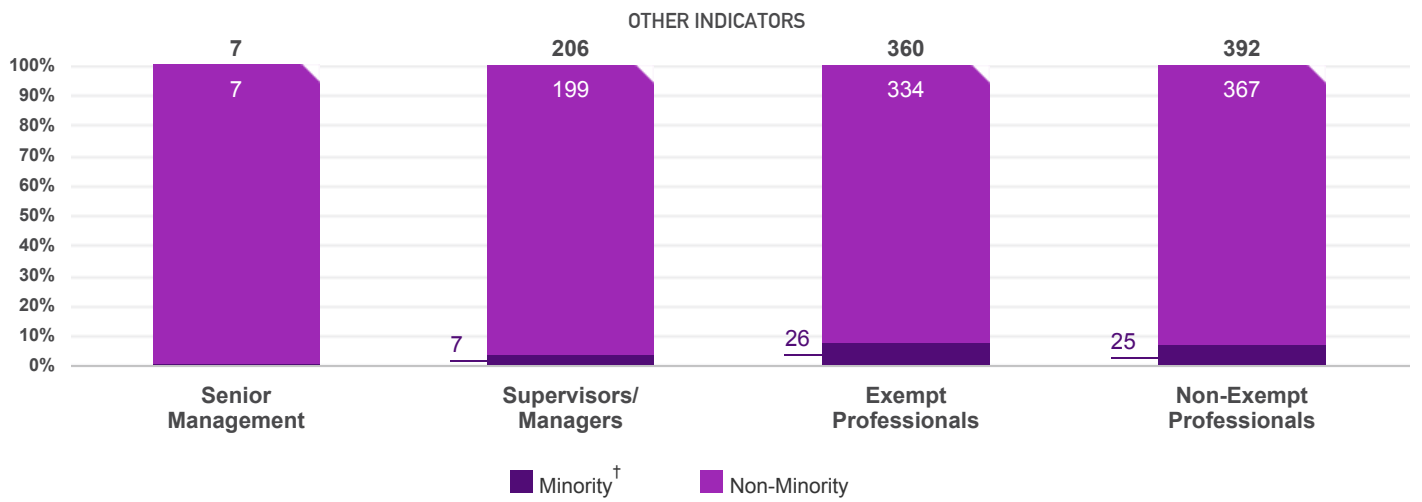


* 2018 data includes individuals retained as full-time employees after the separation of Equitrans; unable to restate 2017 data to exclude Equitrans employees.

405-1

2018 EMPLOYEE DIVERSITY*





* Includes individuals retained as full-time employees after the separation of Equitrans.

† Minority population includes: American Indian/Alaska Native, Asian, Black/African American, Hispanic or Latino, or any employee disclosing two or more races.

For more information on the diversity breakdown of our board of directors, see [Governance](#).

EQT uses the mechanisms described above to measure the effectiveness of our attraction and retention programs. Management regularly reviews the data to evaluate the effectiveness of our programs and recommends changes or enhancements to these programs as deemed necessary.

Technological Innovation



TECHNOLOGICAL INNOVATION

TOPIC DESCRIPTION

Incorporating innovation into EQT's business strategy to increase operational efficiencies and reduce costs in a safer and more environmentally conscious manner.

Why Managing It Matters

103-1

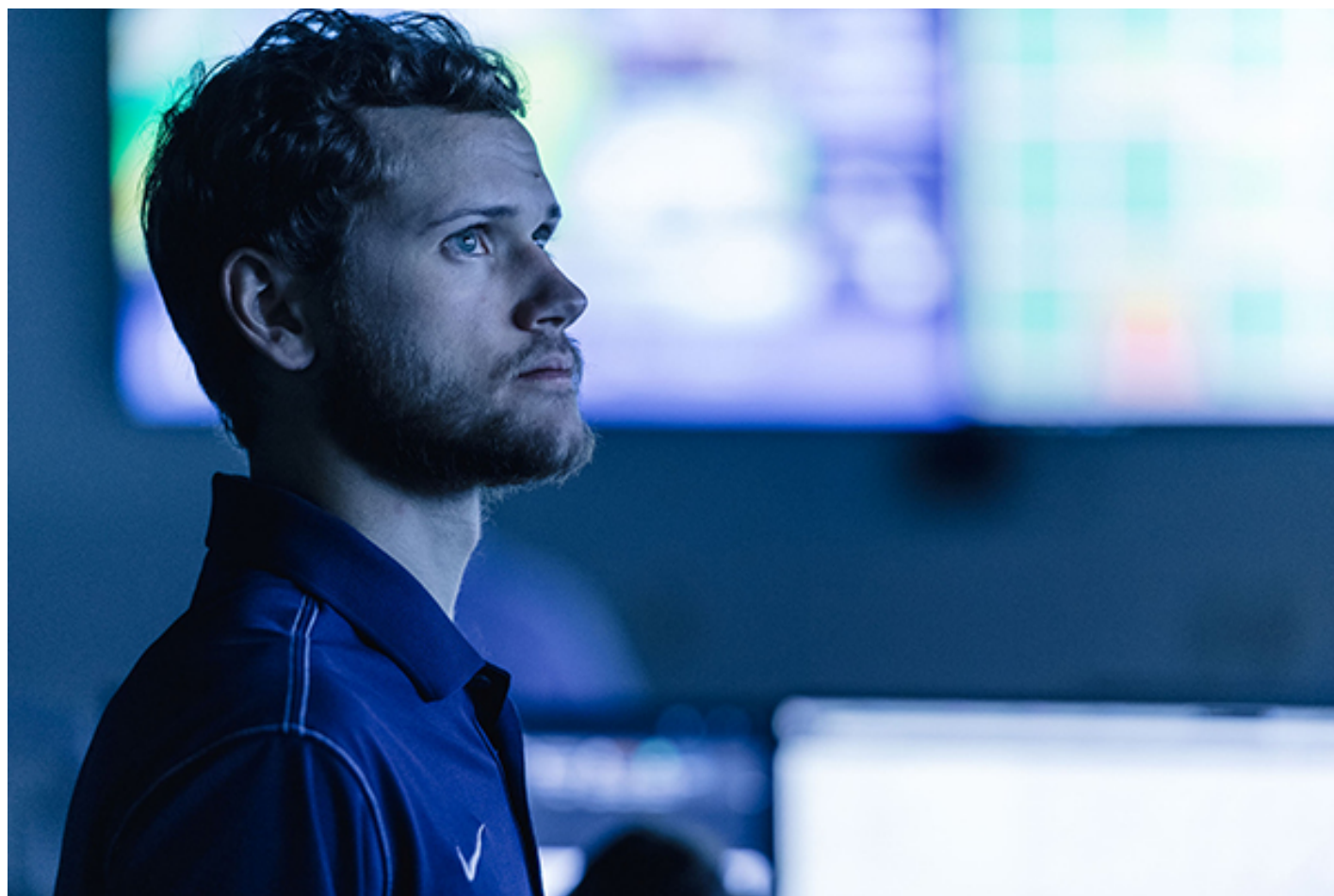
EQT's commitment to innovation allows us to reduce resource use and maintain cost- and time-saving efficiencies across our business, from construction to production and water management. With the integration of Rice Energy assets and operations in 2018, combined with the separation of our midstream business that created a premier pure play upstream corporation, we are even better positioned to leverage and expand the reach of new production-focused technologies and ideas.

Management Approach

103-2

Our commitment to innovation enables EQT to adapt to the fluctuating commodity price of natural gas, changes in the regulatory environment and advances in technology. Innovation creates efficient, cost-effective processes that increase production and improve the safety and environmental impact of our operations. Our dedication to technological innovation will help us maintain our status as the largest natural gas producer in the United States.

We strongly encourage innovation throughout the organization as it is fundamental to every aspect of our business.



In 2018, EQT continued to analyze the use of data in our processes to determine where we can enhance efficiencies through technological innovation. Throughout the past two years, our investments in Real-Time Operations Centers (RTOCs) have built upon our existing systems that transmit data from field locations to office personnel to optimize our operations. Centralized teams and in-house, real-time data review have enabled teams to realize efficiencies by focusing on proactive decisions and preventative maintenance while minimizing the need for costly reactive measures.

During 2018, our operational teams made substantial progress in the development of three centers: drilling, completions and production/water operations.

Drilling RTOC

The Drilling RTOC began as a two-rig pilot program in 2017 and transitioned to a fully implemented operation by mid-year 2018. At this time, 100% of bottom-hole (horizontal) rigs were operated out of the center, meaning all lateral portions of EQT's wells were remotely drilled in the latter half of 2018. EQT is one of the first land-based operators to remotely drill 100% of our wells and, in total, EQT remotely drilled 2.1 million lateral feet during 2018. By allowing the directional drilling and real-time data review to take place side-by-side, we are fostering increased collaboration and enhanced oversight to guide responsible decision-making.

The Drilling RTOC has transformed the way we maximize asset value by providing:

- Quality data to drive decisions
- Optimized resource allocation
- Enhanced collaboration
- Reduced inefficiencies and failures
- Minimized development and production costs

Completions RTOC

Around the time that the Drilling RTOC became fully operational, EQT launched a proof of concept pilot for our Completions RTOC. This program enables our teams to see completions data instantly, communicate transparently and make real-time decisions based on available data. Throughout this pilot, we identified a significant degree of deviation in our completions design, which was not previously visible due to lack of real-time completions information. While we still have substantial work ahead to develop a fully operational Completions RTOC, this pilot allowed us to recognize the need for standardization across our well completions and helped identify best utilization practices for chemical/material usage as well as improved horsepower.

Production Control Center

We implemented the Production Control Center (PCC) in 2018 as a result of the Work Management Optimization (WMO) program. During 2017, we identified the opportunity to enhance efficiencies in the way we operated our producing wells and, in 2018, implemented software to better leverage our available workforce and equipment. In the past, our well operators worked within a specific, assigned daily route to perform well maintenance and other pertinent duties. In 2018, we utilized a software system to issue work orders on an as-needed, prioritized basis, streamlining where and when work was completed. Throughout the year, we tracked approximately 67,000 hours via work orders, which provided an accountable, trackable method of work assignment.

To reduce the amount of downtime a well with operational issues may experience at any given time, the PCC and well operators focused on providing immediate maintenance to those wells in a more efficient manner. This method reduced the average well downtime by more than 75%, ultimately allowing the well to return to production.

The PCC also manages our water operations. Natural gas development is water intensive (see [Water](#)), and the PCC schedules the delivery of water for completions activities and the pickup of produced water from well sites. Additionally, we are beginning to cross-train our employees to be fluent in both production and water operations. Through the PCC, we have been able to reduce our cost per barrel, non-productive time and staging time. This has led to 30% fewer EQT trucks on the road hauling the exact same amount of water.

Innovation Processes

In 2018, EQT's internal innovation group piloted a new idea-sharing platform during a targeted campaign focused on artificial intelligence. This group also launched an internal digital collaboration tool to collect general ideas. Several of the ideas submitted were explored and shared with the business units for further assessment and implementation. In 2018, EQT focused on the shift from idea generation and submission to an operational excellence model, wherein innovation is encompassed in our daily evaluation and thought process for each project.

Throughout 2018, the internal innovation group focused on supporting groups across the company through facilitation rather than the implementation of specific ideas. With a specific focus on helping teams capture costs, efficiencies, process improvements and other proactive solutions, the group led more than 75 sessions across the business. Eventually, members of this group became absorbed into the asset performance and data governance teams where they have continued to focus on finding both capital and operational efficiencies. Additionally, the internal innovation group facilitated 77 creative problem-solving sessions across the company (in conjunction with the above-mentioned sessions).

In 2018, EQT's external innovation group evaluated 151 new technologies mainly focused on: completions, production operations, drilling, water management, construction and design engineering. During this time, they initiated 11 pilot projects and ultimately incorporated three new technologies into our operations. Subsequently, the members of the external innovation team have also been integrated into business unit teams for information technology, asset optimization and the Drilling RTOC.

In the Community

At EQT, we strive to work in harmony with the communities where we operate through our values of trust, teamwork, heart and evolution. We understand that our license to operate is rooted in our relationships with communities, especially when it comes to safety and other concerns. To safeguard local communities' well-being in alignment with our operational needs, we have established channels to discuss and address concerns, engage in political activity, donate funding and resources, and educate community members on various aspects of our business. Through these engagements, we develop strong relationships that benefit both EQT and our communities.

TOPICS COVERED
LOCAL COMMUNITIES
PUBLIC SAFETY AND EMERGENCY PREPAREDNESS
INDIRECT ECONOMIC IMPACTS
POLITICAL INVOLVEMENT AND PUBLIC POLICY

Local Communities



LOCAL COMMUNITIES

TOPIC DESCRIPTION

Managing impacts on and relations with the communities in which EQT operates. This includes the impacts of the transportation of materials, impacts on roads, noise pollution and specific community complaints or concerns. Our financial, educational and other support of communities is also addressed by this topic.

Why Managing It Matters

103-1

Local communities continue to be essential to the success and long-term growth of EQT's business operations. Our operations affect nearby communities, so it is important that EQT conducts business and performs related operations with the support, trust, alignment and cooperation of our local communities.

Management Approach, Performance and Evaluation

103-2

EQT values the communities where we operate, and we focus on three areas to support and engage with them: managing our impacts, various forms of investment and being a good community citizen. As EQT strives to operate responsibly, we work to build trust by sharing information associated with our current, planned and proposed operations. Through public engagement, education, corporate giving and volunteering, we are better able to continue operating as a responsible natural gas producer.

Addressing Local Community Concerns and Public Perceptions

413-2, SASB 210a.3, SASB 210b.1

Increased truck traffic, road impacts, noise, dust, lights and 24/7 operations associated with the construction of wellpads, active drilling and the completion of wells are examples of concerns among local communities in our operating area. The size of a wellpad dictates the amount of time required to prepare and build the site but at minimum construction takes 120 days before drilling operations commence.

Prior to construction, EQT's Land Department engages with surface owners⁵ where a site is planned to ensure mutual agreement on its location. Access to wellpads can be located near or shared with community neighbors and can lead to temporary heavy traffic and operations near local residences. The construction phase and increased truck traffic may produce noise from engine brakes, dust from dirt roads, lights from night operations and road impacts from high traffic volumes.

To better understand these concerns, our Local Government and Community Affairs Specialists — regionally based EQT employees — are responsible for establishing and maintaining relationships with civic organizations, elected officials, emergency response personnel, business owners, residents and other local stakeholders. In 2018, these specialists worked closely with EQT's Land, Permitting, Construction and Legal Departments, among others, to report concerns and engagement outcomes.

We use our awareness of community concerns to establish policies and procedures designed to minimize or eliminate many operational issues before they become disputes. For example, during the past several years, we have evaluated issues related to how our operations might affect nearby residents and businesses in more densely populated areas and worked to proactively mitigate any potential concerns. We also collaborate with counties and municipalities affected by truck traffic and associated road impacts from our operations to mitigate the burden on local economies. See 203-1: Infrastructure investments and services supported below.

As most of EQT's visible workforce is contractor-based, the contracted company holds responsibility for worker behavior. That said, EQT will only contract with companies that share our values and commitment to the community.

The majority of our contractors hold daily safety meetings to address appropriate behaviors and minimize impacts on the local community. EQT works closely with our contractors to ensure removal or discipline of a worker on a case-by-case basis if recurring issues arise.

Our conscious efforts to understand and collaborate with local communities support our desire to become our industry's operator of choice. We strive to communicate with all impacted community members and provide education of issues related to the natural gas industry. Our Local Government and Community Affairs Specialists demonstrate EQT's commitment by:

- Gathering information to help EQT identify local concerns before they inconvenience neighbors
- Advocating for the community by ensuring that issues or concerns are addressed at the appropriate level within the company and ultimately achieve resolution
- Acting as a conduit for suggesting ways to strengthen EQT's processes and procedures
- Providing an accessible local point of contact for residents to learn about current or future projects and how they may affect their communities
- Building relationships prior to the start of activity in new areas



Giving Back in Big Ways on #GivingTuesday

#GivingTuesday, celebrated the Tuesday after Thanksgiving in the U.S., is a global day of giving fueled by the power of social media and collaboration. In 2018, EQT and the EQT Foundation joined the movement by creating a full-day of service and philanthropic activities in our communities. EQT volunteered in the office and community, hand delivered checks to local nonprofits and municipalities, and donated a repurposed ice cream truck to a local food bank. The EQT Foundation matched qualifying charitable contributions made by EQT employees on a two-for-one basis. The company took to social media ([Facebook](#), [Twitter](#) and [LinkedIn](#)) using the hashtags #EQTGivesBack and #GivingTuesday to generate interest and encouraged employees to do the same.

In total, EQT Foundation granted more than \$269,000 to nonprofits through its two-for-one matching contributions. Additionally, EQT donated \$25,500 to local nonprofits and municipalities. Nearly 50 employees participated in volunteer programs.

⁵ Although EQT's operations currently do not impact Native American/Indigenous communities, EQT is committed to working with these groups if/when applicable.

EQT maintains an internal database to track all concerns raised to the Local Government and Community Affairs Specialists and includes elements from identification through resolution. The database enables EQT to avoid issue recurrence by assessing lessons learned. Annually, we analyze the results to identify trends in performance, benchmark against previous data and help determine any required procedural changes. We also conduct an annual survey targeted to local elected officials and community leaders to gauge performance and reputation. We utilize this information for internal review and improvement opportunities.

413-1

All regions within EQT's Marcellus and Utica operations participated in organization-wide local community engagement, impact assessment and development programs in 2018.

OG10

2018 SIGNIFICANT DISPUTES WITH LOCAL COMMUNITIES*

PROJECT	DESCRIPTION	DISPUTE	WHY SIGNIFICANT*	ACTIONS/OUTCOMES
Nicoloff and Christen Wellpads	Noise complaints from operations at these pads in Morgan Township, Greene County, Pa	Ongoing noise complaints from surrounding neighbors were brought to the attention of EQT and township officials	At one point, the township filed a citation against EQT due to the complaints; the citation was later withdrawn	EQT responded with noise monitoring at several locations, adjusted sound mitigation at the Nicoloff Pad, and changed to daylight-only operations to help mitigate noise

*EQT defines a significant dispute as one that has organized opposition or involves/affects more than 12 people.

OG11, OG12

EQT decommissioned 70 sites in 2018, which primarily involved the plugging and abandonment of old wells. None of our operations caused local residents to involuntarily resettle.

Giving Back to Our Communities

EQT and the EQT Foundation — a separate 501(c)(3) organization — support communities through local giving, sponsorship and philanthropic efforts. Charitable contributions from both EQT and the EQT Foundation are restricted to organizations primarily within those communities near EQT's active operations.



Public Relations and/or Government Affairs leaders approve the majority of corporate donations to local communities. We follow a routine review and pre-approval process to avoid support of illegal or otherwise inappropriate activities. EQT donations support a variety of organizations ranging from small local nonprofits to municipalities seeking additional support for community projects that exceed their budgets. Other types of corporate support include sponsorships of county fairs, community festivals and other local events. Our support enables EQT to bond with our neighbors, enhance the quality of life for residents, educate residents about our company and industry, and provide an opportunity for our fellow community members to meet EQT employees.

Highlights from our 2018 local giving and corporate sponsorship initiatives included:

- \$30,000 to Greene County, Pennsylvania, for the extension of the Greene River Trail along the Monongahela River
- \$15,000 to sponsor the Washington and Greene County Covered Bridge Festival in Pennsylvania, a festival that brings the communities in the core of our operations together to celebrate local heritage
- \$10,000 to Waynesburg Borough, Pa., to support the purchase of a new police vehicle
- \$10,000 to Give Belmont County, a community enrichment fund in our newly acquired operating area in Ohio
- \$7,000 to the Village of Bethesda, Ohio, Police Department for body and vehicle cameras

The EQT Foundation also provides funding for communities in and near EQT's operating areas. The EQT Foundation's board reviews all grant applications submitted by a qualifying nonprofit organization; all applications must comply with U.S. laws and regulations applicable to corporate foundations. In line with corporate support, foundation grants help to build relationships throughout EQT's operational footprint. In 2018, the EQT Foundation supported local programming in five main funding priority areas:

- Arts and Culture
- Community and Economic Development
- Diversity
- Education
- Environment

The Foundation periodically adjusts its funding priorities to ensure that its funding strategy matches the evolving needs of the communities where EQT operates. The EQT Foundation gave more than \$7.7 million in 2018 to support local communities. Examples of the 2018 EQT Foundation grant recipients include:

- American Heart Association
- Arts Link
- Bentworth Blessings
- Carnegie Library of Pittsburgh
- Crossroads Foundation
- Delta Foundation of Pittsburgh
- Friends of the St. Clairsville Public Library
- Jane Lew Volunteer Fire Department
- Main Street Farmers Market
- Mountaineer Food Bank
- National Aviary
- Oglebay Institute
- Operation Warm
- Pennsylvania Envirothon Inc.
- Pittsburgh Cultural Trust
- Tyler County Family Resource Network
- West Virginia Public Broadcasting Foundation
- West Virginia Students of Excellence Scholarship program
- Western Pennsylvania Conservancy
- Wildlife for Everyone Endowment Foundation

EQT's corporate giving, sponsorships and road and infrastructure improvements for communities totaled more than \$11 million in 2018, while EQT Foundation provided nearly \$8 million in grants and contributions.

EQT COMMUNITY INVESTMENTS

	2016	2017	2018
Local giving (EQT Corporation)	\$365,000	\$412,750	\$487,897
County fairs, festivals, community events and sponsorships (EQT Corporation)	\$526,125	\$559,400	\$559,425
Roads and infrastructure improvements (EQT Corporation)	\$7,088,750	\$4,379,119	\$10,523,755
TOTAL INVESTMENTS (EQT CORPORATION)	\$7,979,875	\$5,351,269	\$11,571,077
TOTAL GRANTS AND CONTRIBUTIONS (EQT FOUNDATION)	\$6,200,000	\$6,595,000	\$7,778,600

203-1

In 2018, EQT invested approximately \$10.5 million to improve roads and associated infrastructure in affected communities in Pennsylvania, West Virginia and Ohio, where the majority of our operations take place.



EQT Honored with the 2018 McCracken Legacy Award

On October 20, 2018, the Greene County Chamber of Commerce honored EQT Corporation with the McCracken Legacy Award in Waynesburg, Pa. This award recognizes organizations that demonstrate ambition, profitability, growth, sound business planning, customer satisfaction and management of people as well as a commitment to social responsibility and exemplary community involvement. The recipient must also demonstrate a positive social or economic impact to the region and community leadership.

For EQT Corporation, the nation's top producer of natural gas, Greene County is one of its most prolific and successful operational areas. EQT plays a key role in developing the region's abundant source of natural gas to meet the country's demand for clean-burning energy, and Greene County is an essential part of that. However, it is not just about 'doing business.' Many of EQT's employees live or grew up in the county and have profound respect for their neighbors.

With more than 130 years of experience and a long-standing history of good corporate citizenship in southwestern Pennsylvania, EQT strives to provide a rewarding workplace and enrich the communities where we work. EQT has made exciting and substantial investments in the wellbeing of Greene County residents, both economically and philanthropically, and is proud to be part of this community.

To learn more about this award and to hear from EQT's community partners, please watch the [2018 McCracken Legacy Award video](#).

Public Safety and Emergency Preparedness



PUBLIC SAFETY AND EMERGENCY PREPAREDNESS

TOPIC DESCRIPTION

Ensuring the health and safety of the communities in which EQT operates through careful wellpad construction, production activity and lifecycle impact assessments; anticipating and having programs in place for crisis or emergency situations.

Why Managing It Matters

103-1

The safety of the communities where we operate, and that of EQT's employee and contractor workforce, is a top priority for the company. Natural gas is a safe and reliable energy form; however, as with the extraction of any form of energy, precautions must be taken in the design of wells, extraction processes and driving to and from sites. We set precautionary standards and work closely with our communities to prevent and prepare for all possible emergencies. Our communities rely on safe, responsible operation of wellpads, employee safety training and regular communications to minimize safety incidents.

Management Approach

103-2

Beyond EQT's commitment to provide a safe and healthy workplace for our employees and contractors (see [Occupational Health and Safety](#) for information), we maintain and operate equipment responsibly to create a safe environment in the communities where we operate. EQT's emergency management efforts focus on prevention, preparedness and response.

We provide safety awareness and emergency response protocols for communities, establish well designs and processes that prioritize safety, manage traffic and provide safe driver training. Our formal [Environment, Health and Safety Policy](#) outlines our safety commitment and expectations for our employees and contractors.

Emergency Response Preparation

SASB 540a.2

Operating units develop site-specific emergency action and response plans to prepare for significant risks. Before daily field operations begin, each team must focus on hazard prevention and prepare for an emergency situation by leading a tailgate safety meeting. The Crisis Management team — in conjunction with the Environmental and Safety Departments — provides guidance and expertise in emergency response and crisis management. These functions also develop and maintain emergency notification procedures, training and support.

EQT's Crisis Management team conducts annual drills to prepare for a range of scenarios that may affect the company. EQT also contracts with experts to provide immediate support in such areas as well control, firefighting and spill response. We investigate and learn from all emergency situations to continuously improve our processes, preparedness and response.

Public Safety Awareness

EQT recognizes that our operations can affect the communities in which we operate. We uphold safety as our number one priority by regularly communicating with our communities to increase awareness of our activities and address potential safety concerns. We work closely with emergency response personnel, public works employees, elected officials, school districts and other key community members to engage them in the process, provide factual information, learn from them and build relationships.

Most often, the awareness and subsequent conversations surround:

- Identification of the activity occurring at a local job site
- The types of equipment being used
- The most appropriate response for various scenarios
- EQT's emergency or crisis response plan

Through these interactions, EQT and our communities are better prepared to jointly respond in the event safety-related incidents occur. Local officials and first responders become familiar with EQT's operations and feel more comfortable contacting EQT should an incident or issue arise. Our conversations educate them on what they should and should not do to help EQT resolve an incident quickly and safely. In addition to streamlining the response process to a potential safety incident, these engagements build trust and establish lasting relationships.

Road Safety

A common local community concern is the impact of increased vehicle traffic on municipal roads from our operations vehicles. Over the years, we established routines and trainings to mitigate these concerns and reduce safety incidents. When designing construction routes to job sites, we carefully consider the locations of schools, recreation areas and local population. We base our initial route considerations on safety, which can necessitate longer drives on local roads used by residents. Often, route options are limited to reach a site, so we work with local governments and school districts to maximize the community's safety and protection. We curtail traffic on roads traveled by school buses and place custom signs along our active truck routes, alerting our drivers and contractors that truck travel is prohibited during school bus pick-up and drop-off times. These signs also alert the community to slow down and watch for children.

Vehicle safety is included in both our employee and contractor safety expectations, and our Contractor Safe Work Rules include a section on safe vehicle operation. At established Marcellus and Utica job sites, we develop a mandated Traffic Control Plan, which we distribute to employees, contractors and subcontractors. These plans outline our specified speed limits, curfews and route restrictions. We actively monitor compliance with our Traffic Control Plans and take prompt action to address reported violations. We utilize private road monitors with law enforcement backgrounds to continuously surveil our truck traffic once construction begins. The road monitors use radar-equipped vehicles and take necessary corrective action if EQT-related traffic creates unsafe driving conditions. They also investigate community complaints regarding any employee or contractor violations. To ensure contractor accountability, we may require contractor vehicles to have GPS systems in their vehicles so we can access their data.

Our Safe Driving Leadership Team, consisting of representatives from Safety, Legal, Human Resources and relevant business unit leaders, develops and updates policies, such as Fleet Safety Procedures, that uphold the safety of our employees and local communities. EQT acts to limit vehicle-related accidents by requiring employees assigned to a company vehicle to complete a comprehensive set of driver training programs and procedures regarding potential hazards and how to avoid them. During orientation, employees learn how to operate a vehicle safely, to be aware of common road hazards, and the best methods to avoid the most common types of accidents.

We work closely with driving safety and industry experts to reduce risk when operating an EQT vehicle. Both new and experienced drivers must demonstrate their safe driving skills through a periodic supervisor-observation session. New employees undergo a series of computer-based training programs and behind-the-wheel training, including a defensive driving module. We provide additional instruction for those employees operating specialty vehicles or haul trailers, performing off-road travel or driving construction vehicles on public roads. One such course is a U.S. Department of Transportation training, which enables drivers to cross state lines and remain in compliance.

We require contractors to record miles driven for EQT in ISNETWorld® to establish contractor preventable vehicle accident rates. EQT's employees and contractors drove a combined distance of nearly 100 million miles in 2018⁶. For more information regarding our initiatives to enhance vehicle safety for our contractors and employees, see [Occupational Health and Safety](#).

⁶ Includes Midstream business unit contractor miles driven.

Traffic Control Plan

EQT's Traffic Control Plan is designed to protect the people in the communities we serve and ensure that our workforce has the proper directions to each of our locations. The plan requires EQT traffic — both employees and contractors — to follow designated routes, EQT speed limits and school bus curfew times throughout our operating area. Speed limit signs apply to all EQT traffic, including pickups, SUVs, construction vehicles and tractor-trailers. Our school bus curfews apply to vehicles with three or more axles and prohibit them from driving on routes during the times of day when schoolchildren are being picked up or dropped off. Additionally, we use road monitors to ensure that the plan is being followed as they monitor for proper route usage, speed and curfews.

Several collaborating parties developed the information in the plan. First, our Construction group determines the best routes to locations and our Land group obtains the required bonding and permitting of the roadways. Our Safety team then works with the thirty-six school districts in our operating area to determine the best bus curfew times for each route. The plan is sent to employees and contractors who work in the field so they can reference it as they travel to and from each site. EQT has received compliments from the school districts who very much appreciate the fact that we work hard to keep the roads safe for the children (and all drivers). One of the transportation directors told us that he calls EQT the “poster company” for how companies should operate in his school district.

Evaluating Our Approach

103-3

Safety Incidents

419-1, OG13

We track safety incidents to determine the effectiveness of our management approach. EQT experienced one Tier 1 Process Safety event in 2018 when an unexpected pocket of natural gas was encountered during drilling activities that caused a release and site evacuation. No injuries were sustained. EQT received a notice of violation from the Pennsylvania Department of Environment for the Tier 1 natural gas release. Corrective actions taken included equipment modification, procedure updates and an expanded verification process check.

Indirect Economic Impacts



INDIRECT ECONOMIC IMPACTS

TOPIC DESCRIPTION

Contributing to sustainable growth of the U.S. economy and the communities where EQT operates and sells its products through job creation, tax revenue generation and access to affordable and reliable domestic energy.

Why Managing It Matters

103-1

EQT's operations have a significant influence on the local economies where we operate by supporting economic growth via job creation and tax revenue generation. Intentional management of our positive impacts enables us to build strong relationships with our communities and lessen the United States' reliance on foreign energy.

Management Approach, Performance and Evaluation

103-2, 103-3

EQT tracks the indirect economic impacts of our business operations to better understand and communicate how our operations contribute to the economy. We annually commission an independent analysis of the direct and indirect economic impacts of our activities on both local and U.S. economies. Sustainability consulting firm ERM analyzed our year-end 2018 data and compiled the results into a study entitled, "EQT Corporation 2018 Economic Impact Analysis."

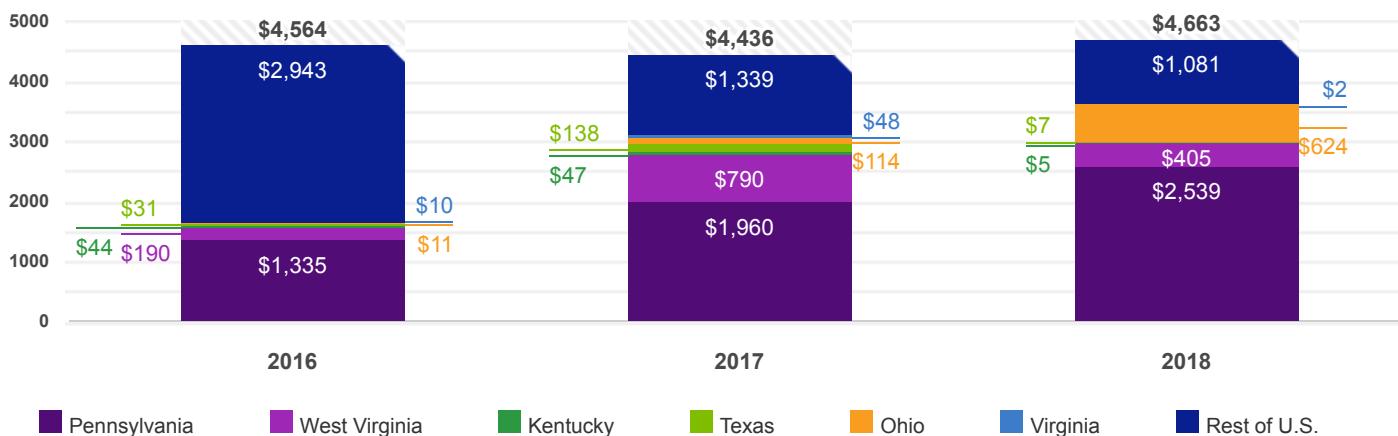
Supporting National and Local Economies

As a domestic energy company, EQT provides abundant, easily accessible, affordable natural gas to the United States, lessening the country's reliance on other nations for energy. This reduces overall energy prices and helps to increase national security.

According to ERM's analysis, we provided \$4.66 billion in value-added contributions to the U.S. Gross Domestic Product (GDP). Of this \$4.66 billion in economic benefits:

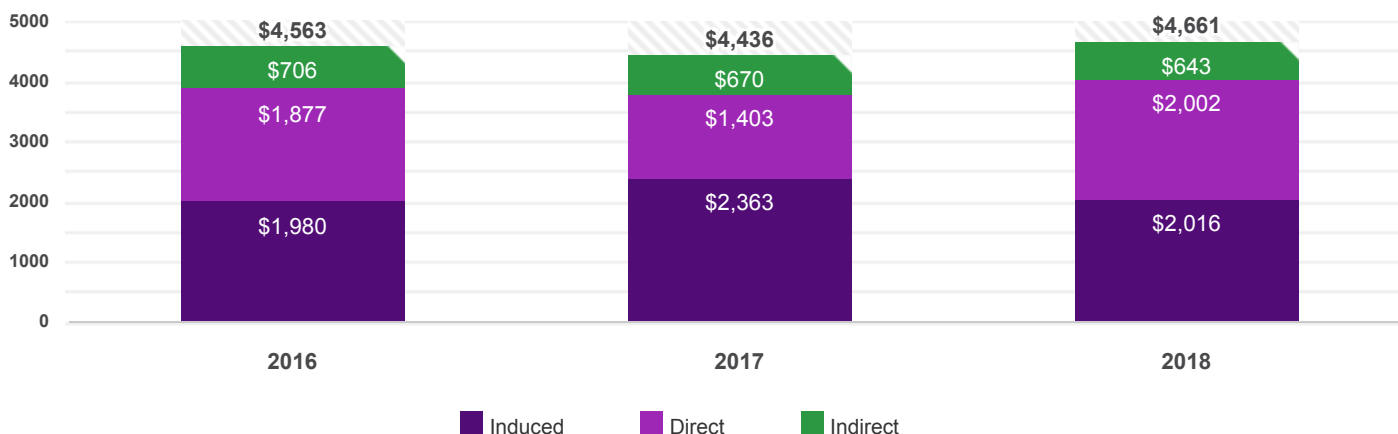
- 82.5% of contributions occurred in six states where EQT operates
- 17.5% of contributions related to out-of-state suppliers that provided goods and services for operational activities in EQT's operating area

EQT GDP CONTRIBUTIONS (MILLIONS OF DOLLARS)



Our direct activities produced approximately \$2 billion of GDP, and the indirect GDP impact through our suppliers was \$643 million. Our total induced impact — that is, the impact of spending by EQT employees, contractors and suppliers — was approximately \$2 billion.

EQT ECONOMIC IMPACT (MILLIONS OF DOLLARS)



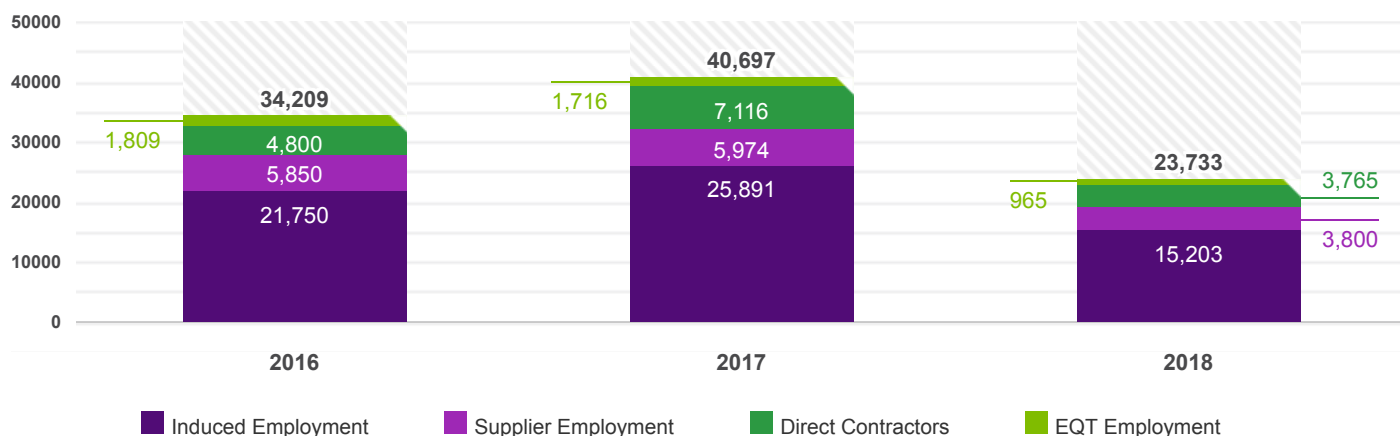
Labor Impacts

We also generate revenue for the communities and states where we live and work through job and wealth creation. Our operations — all in the U.S. — support local economies via taxes paid, road infrastructure improvements, local hiring of personnel and through use and support of local service establishments. We provide millions of dollars in royalty payments to our mineral owners and sustain local jobs for employees, direct contractors and suppliers to support our daily operational activities.

In addition to EQT's direct employees, we supported approximately 23,000 ancillary jobs across our operations in 2018 — a 58% decrease over our 2017 operations; however, the 2018 analysis excluded data from our midstream business unit, whereas the 2017 report included operations across both upstream and midstream operations. This includes direct contractors — who make up most of EQT's visible workforce — suppliers and supply chain employees who support our production, gathering and transmission activities.

Employment contributions also include the earnings spent by those employees, contractors and suppliers — or the induced impact — which drives employment in sectors providing various goods and services to the company.

ESTIMATED U.S. LABOR IMPACTS (NUMBER OF JOBS)*



*2016 and 2017 data include midstream operations, which are now part of Equitrans.

Taxes

In 2018, EQT activities generated nearly \$270 million in state and local tax revenues, supporting state and local governments.

2018 STATE AND LOCAL TAX PAYMENTS (MILLIONS OF DOLLARS)

	PENNSYLVANIA	WEST VIRGINIA	KENTUCKY	TEXAS	OHIO	VIRGINIA	REST OF U.S.*	TOTAL
Property taxes	\$41.2	\$5.5	\$0.2	\$0.3	\$8.4	\$0.1	\$19.6	\$75.3
Income tax	\$33.8	\$4.8	\$0.2	\$0	\$8.1	\$0	\$16.5	\$63.4
Sales tax	\$43.6	\$8.9	\$0.3	\$0.3	\$11.8	\$0.1	\$22.9	\$87.9
Other personal taxes	\$3.4	\$0.5	\$0	\$0	\$1.0	\$0	\$1.7	\$6.6
Other taxes on production and imports	\$7.8	\$2.1	\$0	\$0	\$1.3	\$0	\$4.0	\$15.2
Other	\$12.2	\$0.9	\$0	\$0	\$1.1	\$0	\$5.0	\$19.2
TOTAL	\$142	\$22.7	\$0.7	\$0.6	\$31.7	\$0.2	\$69.7	\$267.6

*Other states benefit economically from EQT's activities because EQT directly receives goods and services from companies located outside of its operating areas.

Supporting Local and Diverse Suppliers

Our board of directors and management team support a strategic sourcing approach in which we seek out small and diverse local suppliers whenever possible to strengthen EQT's ability to deliver high performance to our customers and communities. We consider diverse suppliers as those that are Minority Business Enterprises (MBE), Women's Business Enterprises (WBE) and/or Veteran Owned Businesses (VOB). We identify these suppliers through collaboration with regional and national councils such as the [African American Chamber of Commerce of Western Pennsylvania](#) and the [National Minority Supplier Development Council](#). We also work with coalitions such as the [Women's Business Enterprise National Council](#) and the [American Association of Blacks in Energy](#).

Further, we encourage our top vendors to consider diverse subcontractors as it helps these businesses develop relevant experience and expand business opportunities that may not be directly possible with EQT. Our targeted procurement initiatives include:

- Encouraging top suppliers to seek out and include diverse businesses in their bids and as part of their proposed solution
- Giving greater consideration to vendors who complete and submit a subcontracting document with their proposal identifying where and how they will utilize diverse vendors as part of the bidding process

- Conducting meetings with our top contractors to provide supplier diversity education, outline reporting requirements for subcontracting with diverse suppliers, and identify specific products purchased by the top contractors to help align them with diverse firms selling those products
- Tracking diverse vendor usage by asking our top contractors to provide their monthly spend with diverse subcontractors and local suppliers

204-1

In 2018, we spent 82.5% of our procurement budget on suppliers physically located within EQT's operational footprint. We sponsored or participated in outreach events to target local and diverse suppliers including:

- Regional Matchmaker Events: designed to connect diverse suppliers with corporations and EQT's majority-owned top suppliers for potential business opportunities, in its seventh consecutive year, EQT successfully encouraged 62 of its majority-owned top suppliers to attend and participate in over four hundred one-on-one meetings with diverse vendors
- Annual International Matchmaking Event: to prepare young women and minority students to become future entrepreneurs, EQT invited students to participate at this annual EQT-sponsored event where they met EQT senior leaders and experienced diverse business owners
- Education sessions on supplier diversity in the natural gas industry, where EQT shares our experience and best practices promoting the use of local and diverse businesses.

Political Involvement and Public Policy



POLITICAL INVOLVEMENT AND PUBLIC POLICY

TOPIC DESCRIPTION

Engaging in political activity, providing corporate contributions to political candidates and organizations, and contributing to public policy.

Why Managing It Matters

103-1

EQT serves as an informed resource to U.S. policymakers on issues directly affecting the activities of EQT and those of the natural gas industry in general. This engagement supports fair and balanced laws and regulations that benefit all EQT stakeholders. Our political involvement and public policy activities are limited to the United States.

Management Approach

103-2

To benefit local communities and protect the interests of EQT, we engage with state and local politicians regarding issues that affect our operations and communities. Our expertise in natural gas production enables us to have meaningful discussions around energy policy.

Governance

EQT conducts our public policy activities in compliance with applicable local, state and federal laws. Additionally, the EQT Public Policy and Corporate Responsibility (PPCR) Committee of the EQT board of directors periodically evaluates these activities. The PPCR Committee reviews and receives reports regarding EQT's approach to public policy matters, including corporate political spending, diversity, environment, health and safety, and energy policy.

Policies

EQT has internal policies that help manage our interactions with regulatory agencies and elected officials. We require, among other things, that no employee engage in lobbying activity on behalf of EQT nor use corporate treasury dollars for political purposes without permission from our General Counsel. The PPCR Committee annually reviews all contributions made to political candidates and discusses public policy issues that affect the company.

Political Spending and Policy Issues

We comply with laws and regulations in each jurisdiction where we are active politically. This includes federal and state campaign finance laws regarding political spending in support of political parties, politicians and related institutions.

We do not engage in political activity or make financial or in-kind contributions to political parties, politicians or related institutions outside the United States. We fund our political spending through:

- EQT Employees Federal Political Action Committee (PAC), sourced solely from the voluntary contributions of EQT employees
- EQT Employees Pennsylvania State PAC, sourced from voluntary employee contributions and transfers from the EQT Employees Federal PAC
- EQT corporate treasury dollars

We also work to support federal, state and local policies that promote stable investment climates for natural gas exploration, production, storage and transportation. These may include policies governing environmental protection, taxes, natural gas production, transportation and expanding the use of natural gas in sectors such as transportation, manufacturing and electricity generation. When engaging with policymakers, we consider the impacts to EQT, our stakeholders, communities and the environment.

Evaluating Our Approach

103-3

EQT continues to work with legislators and regulators to help create policies and regulations that further natural gas development. EQT's political engagement in local municipal, township and county elections continues to grow as our business operations expand into new areas.

415-1

In 2018, EQT provided guidance to legislators regarding the following legislative issues:

- Post-production deductions — Pennsylvania and West Virginia
- Joint development and co-tenancy — West Virginia
- Severance tax — Pennsylvania
- Energy infrastructure

To this end, the EQT Employees Federal PAC, EQT Employees Pennsylvania State PAC and EQT treasury dollars contributed \$609,400 to political spending, as shown below.

2018 POLITICAL CONTRIBUTIONS

FUNDING SOURCE	BENEFICIARY OF CONTRIBUTION	AMOUNT
EQT Employee Political Action Committees	Candidates for U.S. Congress and U.S. Senate	\$125,000
	Candidates for, and members of, the Pennsylvania general assembly; candidates for governor of Pennsylvania; candidates for Pennsylvania judicial seats	\$136,900
	Candidates for and members of the West Virginia legislature; candidates for West Virginia governor	\$16,500
	Candidates for and members of the Ohio legislature; candidates for Ohio governor	\$23,000
	Candidates for county and city offices in Pennsylvania and West Virginia	\$17,500
Subtotal: Employee PACs		\$318,900
EQT Corporation	Candidates for and members of the VA Legislature	\$500
	Political Organizations: <ul style="list-style-type: none"> ■ 1863 PAC ■ Democratic Governors Association ■ Grow West Virginia ■ Growth and Opportunity Fund ■ Just Courts for West Virginia PAC ■ Ohio Progressive Collaborative ■ Protecting Colorado's Environment ■ Republican Governors Association ■ Republican State Leadership Committee 	\$290,000

Subtotal: EQT Corporation	\$290,500
TOTAL 2018 CONTRIBUTIONS	\$609,400

Corporate Memberships

102-12

EQT is a founding member of the [Center for Responsible Shale Development](#) (CRSD), working with other producers, environmental groups and philanthropic organizations to promote performance standards for safe and sustainable operations in the Appalachian Basin.

102-13

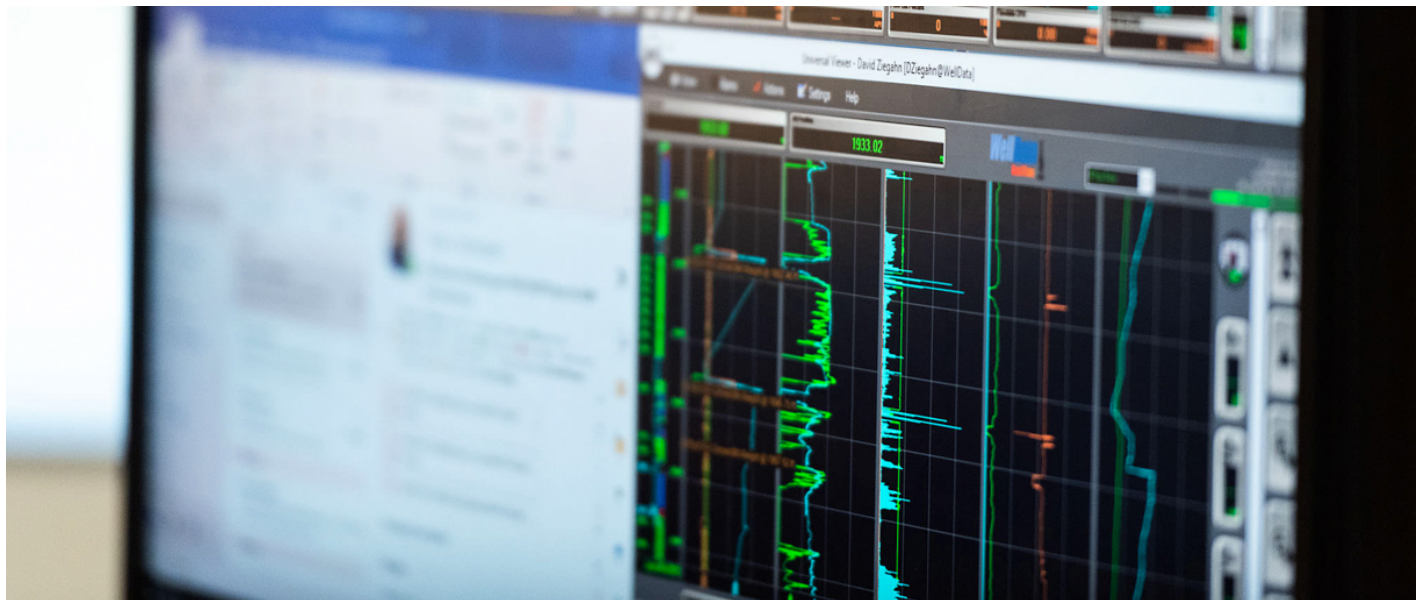
We paid \$1,063,901 in corporate memberships in 2018, with approximately \$141,491 of that total allocated to lobbying. The table below details our participation in industry and trade organizations.

2018 MEMBERSHIP ASSOCIATIONS

MEMBERSHIP ASSOCIATION	TOTAL DUES	PORTION ALLOCATED TO LOBBYING
American Gas Association	\$42,610	\$1,278
Greater Pittsburgh Chamber of Commerce/Allegheny Conference of Community Development	\$128,500*	\$8,995
Greene County Chamber of Commerce	\$700	-
Harrison County Chamber of Commerce	\$450	-
Interstate Natural Gas Association of America (INGAA)	\$274,433	\$35,676
INGAA Foundation, Inc.	\$22,500	-
Kentucky Oil and Gas Association	\$12,500	-
Lewis County Chamber of Commerce	\$1,000	-
Marcellus Shale Coalition	\$175,000	\$53,025
Marion County Chamber of Commerce	\$525	-
Mon Valley Regional Chamber of Commerce	\$395	-
Monongahela Area Chamber of Commerce	\$350	-
National Petroleum Council	\$76,332	\$2,290
Natural Gas Supply Association	\$174,000	\$13,920
Ohio Oil and Gas Association	\$10,521	-
Pennsylvania Chamber of Business and Industry	\$17,945	\$5,384
Peter's Township Chamber of Commerce	\$300	-
Public Affairs Council	\$2,800	-
Ritchie County Chamber of Commerce	\$100	-
St. Clairsville Chamber of Commerce	\$500	-
U.S. Chamber of Commerce	\$50,000	\$12,500
U.S. Chamber Litigation Center	\$50,000	-
Utilities, Telecommunications, and Energy Coalition of West Virginia	\$3,000	\$93
Virginia Chamber Political Act	\$1,000	\$1,000
Virginia Oil and Gas Association	\$7,190	\$7,190
Washington County Chamber of Commerce	\$750	-
West Virginia Chamber of Commerce	\$7,000	-
West Virginia Manufacturers Association	\$1,000	\$140
Wetzel County Chamber of Commerce	\$2,500	-
TOTAL	\$1,063,901	\$141,491

*This represents our total membership amount, including \$25,700 paid by EQT Corporation and \$102,800 paid by EQT Foundation.

About This Report



Corporate Responsibility at EQT

With a rich history in the Appalachian Basin, EQT Corporation has built a solid foundation within the energy industry — and we have a bright future ahead of us. EQT strives to operate with our values at the forefront of all we do, and we are dedicated to producing natural gas in a safe, environmentally responsible manner, operating ethically, supporting our workers and deepening our relationships with the communities in which we live and work. By focusing on trust, teamwork, heart and evolution, we empower our employees to live our values each day.

This year's report, **The Future is Bright**, is a testament to our focus on safety and operational accountability — all captured within the lens of our strategically implemented [mission, vision and values](#). The Future is Bright is EQT's eighth annual corporate social responsibility report. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards – Core option. To demonstrate our commitment to communicate transparently, it also covers numerous additional [GRI disclosures](#), as well as some [Disclosing the Facts \(DtF\)](#) and [Sustainability Accounting Standards Board \(SASB\)](#) disclosures for Oil and Gas – Exploration and Production.

Informing this Report

102-46

EQT conducted a materiality assessment in early 2017 to strategically guide our sustainability reporting. This assessment used the GRI steps of Identification, Prioritization and Validation to rank the environmental, social and governance topics most critical to the company and our external stakeholders. To first identify a universe of relevant topics, we benchmarked peer reports, regulatory and industry trends, reporting frameworks and other stakeholder-related sources. We prioritized these topics by conducting interviews with leaders of EQT's business units and functional groups, as well as analyzing internal financial documents and peer, investor, community, regulatory, industry association and media documents for evidence to support the relative importance of each topic. A customized weighting process demonstrated the importance of each source. Our Corporate Communications team validated the customized weighting and topics most critical for EQT to manage and report. This process further defined the boundary of each topic. To learn more about our materiality assessment process, see our [2017 Corporate Social Responsibility Report](#).

While we will continue to monitor and manage all topics raised through the assessment, this report focuses on the 11 highest ranking or “material” topics shown below plus the topics of Climate Strategy and Technological Innovation, which we believe are also important to our stakeholders. Throughout this report, EQT uses the GRI definition of “material” to reference topics that reflect the company's significant economic, environmental and social impacts or that substantively influence the assessments and decisions of stakeholders. EQT did not use the U.S. Securities and Exchange Commission's concept of materiality within the context of this report.

We completed the separation of our upstream and midstream businesses on November 12, 2018, with the spinoff of the standalone company, Equitrans Midstream Corporation (NYSE: ETRN). Following the spin-off, EQT became a premier pure play production company with a renewed focus on its upstream operations. EQT plans to refresh our materiality assessment in the near future to reflect the company's sole focus on upstream operations for the report that will disclose activities from January 1, 2019 to December 31, 2019.

Key Topics and Boundary

102-47

The table below lists the topics that ranked highest through our 2017 materiality assessment. Each topic provides EQT's description and interested or affected stakeholder groups. We anticipate refreshing our materiality assessment in the near future to glean new priorities and expectations from our stakeholders.

REPORT SECTION	TOPIC	DEFINITION	STAKEHOLDER GROUPS				
			Internal (EQT)	Environment	Local Communities	Investors	Local/State/Federal Governments
Environment and Climate	Climate and GHG Emissions	Carefully managing greenhouse gas (GHG) emissions, including methane, from operations; promoting energy conservation; and addressing current and potential regulations related to GHG emissions and the potential impacts of the changing climate on EQT's operations.	✓	✓	✓	✓	✓
	Water	Minimizing water use, increasing use of recycled water and protecting local water sources.	✓	✓	✓		
	Effluents and Waste	Minimizing waste, including fracturing fluid, cuttings and drilling waste, spills and leakages through recycling programs and safe chemical removal; treating wastewater to preserve water quality; preventing spills and managing them when they occur.	✓	✓	✓		
	Biodiversity and Ecosystem Health	Using land management systems to limit land contamination and to protect soil quality, biodiversity, animal welfare and habitats, including during reclamation and decommissioning.	✓	✓	✓		✓
	Air Quality	Minimizing air emissions (volatile organic compounds, nitrogen oxides, etc.) across EQT's value chain.	✓	✓	✓		✓
In the Workplace	Occupational Health and Safety	Ensuring safe working conditions, supplying personal protective equipment and providing resources to maintain and improve employees' and contractors' physical and emotional health.	✓				
	Talent Attraction and Retention	Attracting high-caliber workers, including local talent; providing professional development opportunities; promoting diversity and inclusion; and developing strategies for retaining and engaging employees.	✓		✓		
	Technological Innovation	Incorporating innovation into EQT's business strategy to increase operational efficiencies and reduce costs in a safer and more environmentally conscious manner.	✓	✓	✓	✓	
In the Community	Local Communities	Managing impacts on and relations with the communities in which EQT operates. This includes the impacts of the transportation of materials, impacts on roads, noise pollution and specific community complaints or concerns. This topic also addresses our financial, educational and other support of communities.	✓		✓		
	Public Safety and Emergency Preparedness	Ensuring the health and safety of the communities in which EQT operates through careful well construction, production activity and lifecycle impact assessments; anticipating and having programs in place for crisis or emergency situations.	✓		✓		✓
	Indirect Economic Impacts	Contributing to sustainable growth of the U.S. economy and the communities where EQT operates and sells its products through job creation, tax revenue generation and access to affordable and reliable domestic energy.	✓		✓		✓
	Political Involvement and Public Policy	Engaging in political activity, providing corporate contributions to political candidates and organizations, and contributing to public policy.	✓				✓

Changes in Reporting

102-49

Although EQT completed the separation of our midstream operations in 2018, our "material" topics did not change for the 2018 reporting year. Unless otherwise specified, the 2018 data throughout this report refers only to our upstream assets and operations.

Content Indices

102-55

For a convenient reference to all disclosures covered in this report, please see our content indices:

- [GRI](#)
- [SASB](#)
- [Disclosing the Facts](#)

Stakeholder Engagement



Reaching Out to Our Stakeholders

102-40, 102-42, 102-43, 102-44

EQT's stakeholders — those most interested in, and affected by, the company's operations — provide valuable feedback from a variety of perspectives. As an organization committed to operating responsibly, EQT monitors stakeholder interests specific to the company and to the broader natural gas industry. We engage with stakeholders, not for reporting purposes, but as part of our effort to continuously improve.

Many of EQT's stakeholders share similar, broad-based concerns about the natural gas industry overall; however, select individual groups may have specific concerns about the manner in which we conduct our business operations. Although stakeholder areas of interest or concern vary widely, EQT believes in maintaining an open and honest dialogue with our stakeholders as we have for decades.

Based upon our experience over time and our ongoing connections with stakeholders, EQT has developed specific methods of response that are designed to meet our stakeholders' diverse expectations and engagement preferences. The table below sets forth EQT's integrated engagement strategies and frequencies for each of the named stakeholder groups — and provides links to our Management Approach and Performance for each topic covered in this report.

STAKEHOLDER ENGAGEMENT APPROACHES

STAKEHOLDER GROUP	ENGAGEMENT APPROACHES AND FREQUENCY	KEY TOPICS/CONCERNS
Investors	<p>EQT engages with investors in a variety of ways via the following methods:</p> <p>At least once each quarter:</p> <ul style="list-style-type: none"> Earnings releases SEC filings Investor teleconferences and the related replays and transcripts <p>Annually:</p> <ul style="list-style-type: none"> Proxy statement Shareholder meeting 	<ul style="list-style-type: none"> Financial and Operational Performance Strategic Direction Governance Risk Management Climate and GHG Emissions Executive Compensation Operational Performance

	<p>From time to time, as needed:</p> <ul style="list-style-type: none"> ■ Meetings with investors regarding investor relations, governance and compensation ■ Investor conferences, meetings and calls ■ Responses to inquiries submitted to the Corporate Secretary of EQT via the contact listed on EQT's Investor Relations website <p>Ongoing:</p> <ul style="list-style-type: none"> ■ Routine updates, presentation postings and news releases to our Investor Relations websites 	
Employees	<p>EQT communicates with employees and solicits employee feedback, as needed, through:</p> <ul style="list-style-type: none"> ■ Print and electronic communications ■ Employee staff meetings ■ Company intranet ■ Lunch and learn seminars ■ Volunteer activities ■ Surveys ■ Formal reporting channels ■ Compliance hotline 	<ul style="list-style-type: none"> ■ Occupational Health and Safety ■ Talent Attraction and Retention ■ Indirect Economic Impacts ■ Local Communities ■ Compliance and Ethics
Residents of Communities Near Operations	<p>Residents may report problems and/or provide feedback 24/7 via the following:</p> <ul style="list-style-type: none"> ■ Email access to Government and Community Affairs representatives ■ EQT Landowner Relations Hotline ■ Social media platforms <ul style="list-style-type: none"> ■ Facebook ■ LinkedIn ■ Twitter <p>As needed or upon request, EQT may schedule the following:</p> <ul style="list-style-type: none"> ■ In-person meetings with EQT Local Government and Community Affairs Specialists ■ Weekly operation updates to townships ■ Facility and rig tours ■ Community meetings ■ Surveys ■ Public safety communications <p>On an ongoing basis, EQT communicates and engages with the community via:</p> <ul style="list-style-type: none"> ■ Community relationship building ■ Local natural gas task force involvement at the county level ■ Philanthropic giving programs ■ Presentations to local organizations ■ Sponsorships ■ Advertising 	<ul style="list-style-type: none"> ■ Noise, Dust, Road impacts, Traffic, Schedule of Operations ■ Water ■ Indirect Economic Impacts ■ Community Investment ■ Public Safety and Emergency Preparedness
Landowners/Royalty Owners/Joint Interest Partners	<p>As needed or requested:</p> <ul style="list-style-type: none"> ■ In-person meetings ■ Letters ■ Access to company landmen or land agents ■ Town halls ■ Public meetings ■ Toll-free royalty and leasing hotlines ■ Owner relations and leasing email addresses ■ Online owner relations portals for account access 	<ul style="list-style-type: none"> ■ Local Communities ■ Biodiversity and Ecosystem Health
Emergency Service Professionals	<p>As needed or requested:</p> <ul style="list-style-type: none"> ■ In-person meetings ■ Public meetings ■ Safety outreach ■ Local donations 	<ul style="list-style-type: none"> ■ Public Safety and Emergency Preparedness ■ Occupational Health and Safety

Elected Officials/Regulators	<p>EQT engages with local government officials weekly by providing drilling and completion activity locations</p> <p>Ongoing:</p> <ul style="list-style-type: none"> ■ Policy discussions ■ Political Action Committee ■ Meetings with national and state regulators, local municipal leaders and lobbyists ■ Attending and/or participating in township meetings <p>As needed or requested:</p> <ul style="list-style-type: none"> ■ In-person meetings 	<ul style="list-style-type: none"> ■ Noise, Dust, Road impacts, Traffic, Schedule of Operations ■ Air Quality ■ Biodiversity and Ecosystem Health ■ Technological Innovation ■ Water ■ Political Involvement and Public Policy ■ Indirect Economic Impacts
Industry/Business Trade Associations	<p>Ongoing:</p> <ul style="list-style-type: none"> ■ Chamber of Commerce memberships ■ Membership in trade associations ■ Participation in association leadership 	<ul style="list-style-type: none"> ■ Air Quality ■ Climate and GHG Emissions ■ Public Safety and Emergency Preparedness ■ Indirect Economic Impacts ■ Privacy and Data Security ■ Political Involvement and Public Policy
Non-Governmental Organizations (NGOs)/Charities	<p>As needed or requested:</p> <ul style="list-style-type: none"> ■ Project partnerships ■ Reporting on environmental, economic and social topics ■ Philanthropic giving ■ Environmental assessments ■ In-person meetings 	<ul style="list-style-type: none"> ■ Local Communities ■ Water ■ Air Quality ■ Climate and GHG Emissions ■ Effluents and Waste ■ Biodiversity and Ecosystem Health
Suppliers	<p>Ongoing:</p> <ul style="list-style-type: none"> ■ Websites ■ Request-for-proposal process ■ Training sessions ■ Trade shows ■ Diversity initiatives, including our annual Supplier Diversity Matchmaker Event 	<ul style="list-style-type: none"> ■ Procurement Practices ■ Financial Performance ■ Indirect Economic Impacts ■ Diversity and Inclusion
News Media/Industry Analysts	<p>As needed or requested:</p> <ul style="list-style-type: none"> ■ News releases ■ Media statements ■ Website-based Media HQ ■ Phone calls ■ Email correspondence ■ In-person meetings ■ Interviews ■ Speaking engagements by executives and senior managers 	<ul style="list-style-type: none"> ■ Local Communities ■ Air Quality ■ Biodiversity and Ecosystem Health ■ Water ■ Climate and GHG Emissions ■ Occupational Health and Safety ■ Public Safety and Emergency Preparedness ■ Operational Performance ■ Financial Performance ■ Governance ■ Executive Compensation ■ Leasing ■ Legal

Content Indices

To demonstrate our commitment to ESG transparency, EQT offers three content indices to help you find the information you're looking for in our 2019 Corporate Social Responsibility Report. Click on the links below.

[GRI](#)
[SASB](#)
[Disclosing the Facts](#)

Global Reporting Initiative (GRI) Content Index

General Disclosures

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER								
GRI 102: General Disclosures 2016	Organizational Profile										
	102-1	Name of the organization	EQT Corporation								
	102-2	Activities, brands, products, and services	Markets and Products Hydraulic fracturing is prohibited in some regions of the United States; however, EQT does not have active operations in these areas. Additionally, there are no bans on any of EQT's primary brands, products, or services.								
	102-3	Location of headquarters	Pittsburgh, Pennsylvania								
	102-4	Location of operations	Corporate Profile								
	102-5	Ownership and legal form	Corporate Profile								
	102-6	Markets served	Markets and Products								
	102-7	Scale of the organization	Corporate Profile								
	102-8	Information on employees and other workers	<p>Total Employees (as of 12/31/18): 965</p> <table><tr><td>Permanent Employees: 963</td><td>Full-time Employees: 955</td></tr><tr><td><ul style="list-style-type: none">Female: 271Male: 692Kentucky: 2Pennsylvania: 828Texas: 1Virginia: 1West Virginia: 131</td><td><ul style="list-style-type: none">Female: 263Male: 692Kentucky: 2Pennsylvania: 820Texas: 1Virginia: 1West Virginia: 131</td></tr><tr><td>Temporary Employees: 2</td><td>Part-time Employees: 10</td></tr><tr><td><ul style="list-style-type: none">Female: 0Male: 2Pennsylvania: 2</td><td><ul style="list-style-type: none">Female: 8Male: 2Pennsylvania: 10</td></tr></table> <p>EQT utilizes contract labor to supplement our workforce to cover periods of high work volume or large, short-term projects in our offices. Currently, contractors make up approximately 90% of EQT's total work hours across our office and field locations.</p>	Permanent Employees: 963	Full-time Employees: 955	<ul style="list-style-type: none">Female: 271Male: 692Kentucky: 2Pennsylvania: 828Texas: 1Virginia: 1West Virginia: 131	<ul style="list-style-type: none">Female: 263Male: 692Kentucky: 2Pennsylvania: 820Texas: 1Virginia: 1West Virginia: 131	Temporary Employees: 2	Part-time Employees: 10	<ul style="list-style-type: none">Female: 0Male: 2Pennsylvania: 2	<ul style="list-style-type: none">Female: 8Male: 2Pennsylvania: 10
	Permanent Employees: 963	Full-time Employees: 955									
	<ul style="list-style-type: none">Female: 271Male: 692Kentucky: 2Pennsylvania: 828Texas: 1Virginia: 1West Virginia: 131	<ul style="list-style-type: none">Female: 263Male: 692Kentucky: 2Pennsylvania: 820Texas: 1Virginia: 1West Virginia: 131									
	Temporary Employees: 2	Part-time Employees: 10									
	<ul style="list-style-type: none">Female: 0Male: 2Pennsylvania: 2	<ul style="list-style-type: none">Female: 8Male: 2Pennsylvania: 10									
	102-9	Supply chain	Markets and Products								
	102-10	Significant changes to the organization and its supply chain	Corporate Profile								
	102-11	Precautionary Principle or approach	Although EQT does not formally follow the precautionary principle, we assess environmental risks across our operations.								
	102-12	External initiatives	Political Involvement and Public Policy								
102-13	Membership of associations	Political Involvement and Public Policy									
Strategy											
102-14	Statement from senior decision-maker	CEO Letter									
Ethics and Integrity											
102-16	Values, principles, standards and norms of behavior	Ethics and Integrity									
102-17	Mechanisms for advice and concerns about ethics	Ethics and Integrity									

Governance		
102-18	Governance structure	Governance
102-19	Delegating authority	Governance
102-20	Executive-level responsibility for economic, environmental and social topics	Governance
102-22	Composition of the highest governance body and its committees	Governance
102-23	Chair of the highest governance body	Governance
102-24	Nominating and selecting the highest governance body	Governance
102-25	Conflicts of interest	Governance
102-26	Roles of highest governance body in setting purpose, values and strategy	Governance
102-27	Collective knowledge of highest governance body	Governance
102-28	Evaluating the highest governance body's performance	Governance
102-29	Identifying and managing economic, environmental and social impacts	Governance
102-30	Effectiveness of risk management processes	Governance
102-31	Review of economic, environmental and social topics	Governance
102-32	Highest governance body's role in sustainability reporting	Governance
102-33	Communicating critical concerns	Governance
102-34	Nature and total number of critical concerns	Governance
102-35	Remuneration policies	Governance
102-36	Process for determining remuneration	Governance
102-37	Stakeholders' involvement in remuneration	Governance
102-38	Annual total compensation ratio	Governance
102-39	Percentage increase in annual total compensation ratio	Governance
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement
102-41	Collective bargaining agreements	None of EQT's employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	Stakeholder Engagement
102-43	Approach to stakeholder engagement	Stakeholder Engagement
102-44	Key topics and concerns raised	Stakeholder Engagement
Reporting Practices		
102-45	Entities included in the consolidated financial statements	Corporate Profile
102-46	Defining report content and topic boundaries	About This Report
102-47	List of material topics	About This Report
102-48	Restatements of information	<p>2016-2017 data for the following disclosures have been restated to exclude Midstream operations:</p> <ul style="list-style-type: none"> ■ 302-1: energy consumption (Climate and GHG Emissions) ■ 305-1: Scope 1 emissions (Climate and GHG Emissions) ■ 306-2: waste disposal (Effluents and Waste) ■ 305-7: air emissions (Air Quality) ■ Preventable vehicle accident rates (Occupational Health and Safety) ■ 401-1: new hires and turnover (Talent Attraction and Retention)
102-49	Changes in reporting	About This Report
102-50	Reporting period	January 1, 2018 through December 31, 2018
102-51	Date of most recent report	August 28, 2018

102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Josie Schultz, External Communications Manager (PublicAffairs@eqt.com)
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	About This Report
102-56	External assurance	EQT conducted a self-assessment of the report; however, we did not submit the report for external assurance.

Topic-Specific Disclosures

GRI STANDARD	DISCLOSURE	DESCRIPTION	LOCATION OR DIRECT ANSWER	OMISSION
GRI 200 Economic Standard Series				
Indirect Economic Impacts				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Indirect Economic Impacts	
	103-2	The management approach and its components	Indirect Economic Impacts	
	103-3	Evaluation of the management approach	Indirect Economic Impacts	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Local Communities	
	203-2	Significant indirect economic impacts	Indirect Economic Impacts	
Procurement Practices				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Indirect Economic Impacts	
	103-2	The management approach and its components	Indirect Economic Impacts	
	103-3	Evaluation of the management approach	Indirect Economic Impacts	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Indirect Economic Impacts	
Sector-Specific Aspects				
	OG1	Volume and type of estimated proved reserves and production	Markets and Products	
GRI 300 Environmental Standards Series				
Energy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Climate and GHG Emissions	
	103-2	The management approach and its components	Climate and GHG Emissions	
	103-3	Evaluation of the management approach	Climate and GHG Emissions	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Climate and GHG Emissions	
	OG3	Total amount of renewable energy generated by source	Climate and GHG Emissions	
Water				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Water	
	103-2	The management approach and its components	Water	
	103-3	Evaluation of the management approach	Water	
GRI 303: Water 2016	303-1	Water withdrawal by source	Water EQT tracks total water withdrawal, as well as water used by source, rather than water withdrawal by source.	Information unavailable for 303-1: EQT does not track rainwater usage and has no plans to begin.
	303-2	Water sources significantly affected by withdrawal of water	Water	
	303-3	Water recycled and reused	Water	
Biodiversity				

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Biodiversity and Ecosystem Health
	103-2	The management approach and its components	Biodiversity and Ecosystem Health
	103-3	Evaluation of the management approach	Biodiversity and Ecosystem Health
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity and Ecosystem Health
	304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity and Ecosystem Health
	304-3	Habitats protected or restored	Biodiversity and Ecosystem Health The reduction in active acreage in legally protected areas is a result of a new, less generalized data source than used in previous years
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity and Ecosystem Health
	OG4	Number and percentage of significant operating sites in which biodiversity risk has been assessed and monitored	Biodiversity and Ecosystem Health

Emissions

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Climate and GHG Emissions; Air Quality
	103-2	The management approach and its components	Climate and GHG Emissions; Air Quality
	103-3	Evaluation of the management approach	Climate and GHG Emissions; Air Quality
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Climate and GHG Emissions
	305-4	GHG emissions intensity	Climate and GHG Emissions
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	Air Quality Information unavailable for 305-7; EQT does not currently track Persistent Organic Pollutants (POP) and has no plans to begin.

Effluents & Waste

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Effluents and Waste
	103-2	The management approach and its components	Effluents and Waste
	103-3	Evaluation of the management approach	Effluents and Waste
GRI 306: Effluents and Waste 2016	306-1	Water discharge by quality and destination	Effluents and Waste
	306-2	Waste by type and disposal method	Effluents and Waste
	306-3	Significant spills	Effluents and Waste
	306-4	Transport of hazardous waste	Effluents and Waste
	OG5	Volume and disposal of formation or produced water	Effluents and Waste
	OG6	Volume of flared and vented hydrocarbon	Climate and GHG Emissions
	OG7	Amount of drilling waste (drill mud and cuttings) and strategies for treatment and disposal	Effluents and Waste

Environmental Compliance

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Biodiversity and Ecosystem Health
	103-2	The management approach and its components	Biodiversity and Ecosystem Health
	103-3	Evaluation of the management approach	Biodiversity and Ecosystem Health
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	Water

GRI 400 Social Standards Series

Employment

GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Talent Attraction and Retention
	103-2	The management approach and its components	Talent Attraction and Retention

	103-3	Evaluation of the management approach	Talent Attraction and Retention
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Talent Attraction and Retention
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Attraction and Retention
	401-3	Parental leave	Talent Attraction and Retention
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Occupational Health and Safety
	103-2	The management approach and its components	Occupational Health and Safety
	103-3	Evaluation of the management approach	Occupational Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety
	403-2	Hazard identification, risk assessment and incident investigation	Occupational Health and Safety
	403-3	Occupational health services	Occupational Health and Safety
	403-4	Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety
	403-5	Worker training on occupational health and safety	Occupational Health and Safety
	403-6	Promotion of worker health	Talent Attraction and Retention
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Information unavailable for 403-8: This data is not available for 2018, as we are just beginning to collect such data.
	403-9	Work-related injuries	Occupational Health and Safety
	403-10	Work-related ill health	Occupational Health and Safety
Training and Education			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Talent Attraction and Retention
	103-2	The management approach and its components	Talent Attraction and Retention
	103-3	Evaluation of the management approach	Talent Attraction and Retention
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Talent Attraction and Retention
	404-3	Percentage of employees receiving regular performance and career development reviews	Talent Attraction and Retention
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Talent Attraction and Retention
	103-2	The management approach and its components	Talent Attraction and Retention
	103-3	Evaluation of the management approach	Talent Attraction and Retention
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Talent Attraction and Retention; Governance
Local Communities			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Local Communities
	103-2	The management approach and its components	Local Communities
	103-3	Evaluation of the management approach	Local Communities
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impacts assessments and development programs	Local Communities
	413-2	Operations with significant actual and potential negative impacts on local communities	Local Communities

	OG10	Number and description of significant disputes with local communities and indigenous peoples	Local Communities
	OG11	Number of sites that have been decommissioned and sites that are in the process of being decommissioned	Local Communities
	OG12	Operations where involuntary resettlement took place, the number of households resettled in each and how their livelihoods were affected in the process	Local Communities
Public Policy			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Political Involvement and Public Policy
	103-2	The management approach and its components	Political Involvement and Public Policy
	103-3	Evaluation of the management approach	Political Involvement and Public Policy
GRI 415: Public Policy 2016	415-1	Political contributions	Political Involvement and Public Policy
Socio Economic Compliance			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Local Communities
	103-2	The management approach and its components	Local Communities
	103-3	Evaluation of the management approach	Local Communities
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Public Safety and Emergency Preparedness
Sector-Specific Aspect: Asset Integrity and Process Safety			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Public Safety and Emergency Preparedness
	103-2	The management approach and its components	Public Safety and Emergency Preparedness
	103-3	Evaluation of the management approach	Public Safety and Emergency Preparedness
	OG13	Number of process safety events, by business activity	Public Safety and Emergency Preparedness

Content Indices

To demonstrate our commitment to ESG transparency, EQT offers three content indices to help you find the information you're looking for in our 2019 Corporate Social Responsibility Report. Click on the links below.

GRI	SASB	Disclosing the Facts
---------------------	----------------------	--------------------------------------

Sustainability Accounting Standards Board (SASB) Index

Sustainability Disclosure Topics and Accounting Metrics

TOPIC	ACCOUNTING METRIC	RESPONSE/LOCATION
Greenhouse Gas Emissions	EM-EP-110a.1: Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Climate and GHG Emissions
	EM-EP-110a.2: Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emissions	Climate and GHG Emissions
Air Quality	EM-EP-120a.1: Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	Air Quality
Water Management	EM-EP-140a.1: (1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Water
	EM-EP-140a.2: Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Water
	EM-EP-140a.3: Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Water
	EM-EP-140a.4: Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Water
Biodiversity Impacts	EM-EP-160a.1: Description of environmental management policies and practices for active sites	Biodiversity and Ecosystem Health
	EM-EP-160a.2: Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	Effluents and Waste
Security, Human Rights and Rights of Indigenous Peoples	EM-EP-210a.3: Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Local Communities
Community Relations	EM-EP-210b.1: Discussion of process to manage risks and opportunities associated with community rights and interests	Local Communities
Workforce Health and Safety	EM-EP-320a.1: (1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Total recordable incident rate, fatality rate, and average hours of health, safety, and emergency response training for employees can be found in Occupational Health and Safety . We do not track near miss frequency rate.
	EM-EP-320a.2: Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Occupational Health and Safety
Business Ethics and Transparency	EM-EP-510a.1: Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0% — EQT only operates in the U.S., therefore, we have no reserves in these countries.
	EM-EP-510a.2: Description of the management system for prevention of corruption and bribery throughout the value chain	Ethics and Integrity
Critical Incident Risk Management	EM-EP-540a.2: Description of management systems used to identify and mitigate catastrophic and tail-end risks	Public Safety and Emergency Preparedness

Activity Metrics

ACTIVITY METRIC	RESPONSE/LOCATION
EM-EP-000.A: Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Markets and Products

Content Indices

To demonstrate our commitment to ESG transparency, EQT offers three content indices to help you find the information you're looking for in our 2019 Corporate Social Responsibility Report. Click on the links below.

GRI	SASB	Disclosing the Facts
---------------------	----------------------	--------------------------------------

Disclosing the Facts (DtF) Index

INDICATOR	RESPONSE/LOCATION
1) Well Evaluation	Water — see Monitoring Water Impacts
2) Well Integrity	Water — see Monitoring Water Impacts
3) Near Misses	Occupational Health and Safety — see Safety Management System and Risk Identification EQT tracks all near misses related to health and safety metrics, including leaks, spills and accidents. These metrics, while lagging indicators, are used to analyze what areas of focus need improvement.
4) Offset Well Assessment	Water — see Hydraulic Fracturing and Monitoring Water Impacts
5) Avoiding Induced Seismic Activity	Effluents and Waste — see Wastewater
6) Pre-drill H ₂ O Monitoring	Water — see Monitoring Water Impacts
7) Post-drill H ₂ O Monitoring	Water — see Monitoring Water Impacts
8) Evaluating Water Scarcity	Water — see Management Approach
9) Total Water Use	Water — see Evaluating Our Approach
10) Freshwater and Non-freshwater Use	Water — see Evaluating Our Approach
11) Water Source Types	Water — see Evaluating Our Approach
12) Wastewater Use	Water — see Evaluating Our Approach
13) Reducing Freshwater	Water — see Management Approach and Monitoring Water Impacts
14) Wastewater Volume	Effluents and Waste — see Wastewater
15) Wastewater Storage Methods	Water — see Monitoring Water Impacts
16) Wastewater Storage Safeguards	Water — see Monitoring Water Impacts
17) Drilling Residuals	Effluents and Waste — see Solid Waste
18) NORM	EQT actively reviews whether new processes will generate naturally occurring radioactive materials (NORM).
19) Managing Inactive Wells	Biodiversity and Ecosystem Health — see Biodiversity and Land Management
20) Use of Waste Products	Effluents and Waste — see Wastewater
21) Toxicity Reduction	Water — see Hydraulic Fracturing
22) CBI Disclaimer	Water — see Hydraulic Fracturing
23) Reducing CBI Claims	Water — see Hydraulic Fracturing