



# Evolving Energy

ESG REPORT  
CALENDAR YEAR 2021



## About EQT and This Report

# Letter from the Chief Executive Officer

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Throughout 2021, we continued our evolution into becoming the operator of choice for all of our stakeholders. This included our continued commitment and focus on environmental, social, and governance (ESG) matters and, in 2021, we achieved several significant ESG “wins,” including the following:

### ENVIRONMENTAL

- We announced our plans to achieve ambitious emissions reduction targets, including a commitment to achieve net zero greenhouse gas (GHG) emissions from our Production segment operations on a Scope 1 and Scope 2 basis by or before 2025.<sup>[1]</sup>
- We made substantial progress toward achieving all of our emissions targets, including:
  - Reducing our Scope 1 and Scope 2 Production segment GHG emissions to 588,533 metric tons (MT) carbon dioxide equivalent (CO<sub>2</sub>e),<sup>[2]</sup> a 36% reduction compared to 2018;
  - Reducing our Scope 1 Production segment GHG emissions intensity to 297 MT CO<sub>2</sub>e / billion cubic feet of natural gas equivalent (Bcfe),<sup>[3]</sup> a 44% reduction compared to 2018; and
  - Reducing our Scope 1 Production segment methane emissions intensity to 0.039%,<sup>[4]</sup> a 35% reduction compared to 2018.
- We obtained Equitable Origin and MiQ certification of natural gas produced from approximately 200 of our well pads, which collectively produce approximately 4.0 billion cubic feet (Bcf) per day in gross volume, making us the largest producer of certified natural gas in North America as of the end of 2021.<sup>[5]</sup>
- We launched an initiative to eliminate natural gas-powered pneumatic devices — the source of 39% of our 2021 Production segment Scope 1 GHG emissions — from our operations by the end of 2022.
- We joined the Oil and Gas Methane Partnership 2.0 — a Climate and Clean Air Coalition initiative led by the United Nations Environment Programme — in partnership with the European Commission, the United Kingdom Government, the Environmental Defense Fund, and other leading oil and gas companies.

### SOCIAL

- We were named a National Top Workplace by Energage for 2021 and 2022.
- We paid \$731 million in royalties to local landowners in 2021, representing a 106% increase compared to 2020.
- Our employees volunteered approximately 7,000 hours in our local communities in 2021.
- Corporate giving, sponsorships, and road and infrastructure investments in local communities totaled more than \$28 million in 2021.
- The EQT Foundation provided over \$3 million in grants and contributions in 2021.
- We improved the racial and ethnic diversity of our Board of Directors, which is now 64% racially, ethnically, or gender diverse.

### GOVERNANCE

- We implemented a system for digitally tracking and managing our operational performance, including over 400 ESG-specific metrics.
- We developed a digital framework for measuring, projecting, and analyzing our emissions data, positioning us to capture opportunities to further enhance our ESG performance.
- We added emissions reduction targets to our short- and long-term incentive compensation plans, directly linking compensation opportunity for our management team with achievement of these important environmental goals.

I am excited to share more details about these initiatives with you in our 2021 ESG Report, *Evolving Energy*, which is produced under disclosure frameworks maintained by the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD), Disclosing the Facts (DTF), and the American Exploration and Production Council (AXPC). This report outlines our 2021 operational data, environmental and governance disclosures, and our social outreach efforts.

In addition to the progress outlined above, we have asserted ourselves into the global conversation about the critical role natural gas plays in arresting climate change and supporting global energy equality. The benefits of affordable, reliable, and clean natural gas are being recognized both domestically and internationally. Russia's invasion of Ukraine only reinforces the critical importance that U.S. energy and American natural gas play in supporting the energy security of our allies.

We are at a critical point in history. The decisions made over the next decade will shape the trajectory and health of our planet. International coal is the leading source of carbon and methane emissions worldwide and is getting worse. We believe replacing international coal with American natural gas via liquefied natural gas (LNG) is the largest green initiative on the planet and the world's best weapon to fight climate change, while simultaneously addressing energy security and affordability.

Over the past 15 years, the United States has led the world in reducing carbon emissions, largely in part by replacing coal with natural gas.<sup>[6]</sup> We contributed to approximately 5% of the total reduction of carbon emissions in the United States during this time period.<sup>[7]</sup> However, while the United States was decreasing its emissions, other countries — such as China and India — have been steadily increasing their emissions at a pace that has effectively negated all of the progress made. International coal use is so high that even if the United States were net zero today, we would still be on a trajectory to miss our global climate goals.

While it is common to think of emissions on a company-specific or country-specific basis, the reality is that climate change, energy security, and access to affordable energy are global issues. The United States is blessed to have an abundance of natural gas resources. Now is the time for the United States to unleash that natural gas and supply the world with the energy it needs. In March, we unveiled our plan to unleash U.S. LNG to address the energy needs of our allies and to advance climate change efforts by targeting the replacement of international coal. This initiative, which you can read more about in our [March 2022 presentation](#), calls for a quadrupling of U.S. LNG capacity to 55 Bcf per day<sup>[8]</sup> by 2030 to address the global undersupply of natural gas and to replace international coal at an unprecedented pace. It would be fully funded by the natural gas industry, generate tax revenues, and result in an estimated \$75 billion<sup>[9]</sup> in additional annual royalties paid to U.S. citizens. Additionally, it would have the same emissions reduction impact as the combined impact of electrifying every U.S. passenger vehicle, powering every home in America with rooftop solar and backup battery packs, and adding 54,000 industrial scale windmills (doubling U.S. wind capacity).<sup>[10]</sup> What's more, unleashing U.S. LNG would provide energy security to our allies while weakening the energy dominance of our adversaries.

We embrace the responsibility associated with being the largest producer of natural gas in the United States. We will continue to challenge our team to be at the forefront of technology, culture, and environmental performance. We stand ready and willing to lead the change we want to see in the world and we ask you to do the same to help us unlock the tremendous potential of unleashing U.S. LNG.

Sincerely,



**Toby Z. Rice**

President and Chief Executive Officer

June 22, 2022

[1] Based on assets owned by EQT on June 30, 2021.

[2] Excludes emissions from the Alta Assets, as such assets were not owned by EQT on June 30, 2021.

[3] Excludes emissions and production from the Alta Assets, as such assets were not owned by EQT on June 30, 2021.

[4] Includes emissions and production from EQT, the Chevron Assets and the Alta Assets.

[5] Based on 2021 North American certified "responsibly sourced gas" supply estimates of 8.7 Bcf per day, as reported by Enverus on January 25, 2022.

[6] From 2005 to 2019, annual U.S. carbon emissions declined by approximately 970 million MT (inclusive of non-power sector emissions), with 525 million MT of that emissions reduction resulting from replacing coal with natural gas in power generation. Calculations conducted as of February 2022 via <https://ourworldindata.org/co2-and-other-greenhouse-gas-emissions>.

[7] Calculated by applying relative contribution to emissions reductions impact of coal-to-gas switching on power sector emissions via <https://www.eia.gov/environment/emissions/carbon/archive/2019/>. For example, EQT represented approximately 10% of U.S. natural gas production growth from 2005 to 2019, allowing for corresponding coal-to-gas switching in the United States, which reduced the United States' annual carbon emissions by 525 million MT (approximately 10% of which, or 52.5 million MT, are attributable to EQT based on its production growth during the time period). Percent of total emissions reduction was calculated by dividing impact (52.5 million MT) by total U.S. annual emissions reduction, inclusive of non-power sector emissions (970 million MT).

[8] Including current capacity, capacity under construction, and future new capacity.

[9] Incremental cumulative royalties above 2021 levels from 2022 to 2030 assuming 20% of revenue at \$3.75 per million cubic feet.

[10] EQT estimates that the proposed unleashed U.S. LNG scenario would reduce international carbon emissions by an incremental 1.1 billion MT per year by 2030. Average windmill capacity of 2.75 megawatts in 2020, with an average capacity factor of 42%, is assumed to replace coal with a carbon intensity factor of 1.19 MT carbon dioxide/terawatt-hour in the U.S. Source: Energy Information Administration; U.S. Environmental Protection Agency; U.S. Bureau of Transportation Statistics; International Council on Clean Transportation; U.S. Geological Survey; and EQT analysis.





## About EQT and This Report

# Corporate Profile

## About EQT

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EQT Corporation (NYSE: EQT) is a leading independent natural gas production company with operations in the Marcellus and Utica Shales in the Appalachian Basin, one of the lowest carbon-intensive and methane-intensive basins in the United States. We are dedicated to responsibly developing our world-class asset base and being the operator of choice for our stakeholders. Our culture prioritizes operational efficiency, technology, and sustainability and we look to continuously improve the way we produce environmentally responsible, reliable, and low-cost energy. We have a longstanding commitment to the safety of our employees, contractors, and communities and to the reduction of our overall environmental footprint. Our values — Trust, Teamwork, Heart, and Evolution — are evident in the way we operate and in how we interact each day.

### **Our mission is to realize the full potential of EQT to become the operator of choice for all of our stakeholders.**

As the largest producer of natural gas in the United States, we are responsible for producing the equivalent of over one minute of every hour of electricity consumed in the United States. We are dedicated to evolving energy and enhancing the critical role that natural gas plays in the future energy mix, both domestically and abroad.

Our business model and corporate strategy are rooted in the tenets of technological innovation, data transparency, and efficiency — geared toward maximizing the value derived from our assets while minimizing the impact of our operations on the environment. We strive to improve the way we work, maintain a rewarding and collaborative workplace, and actively engage with our landowners and the communities where our employees live and work and where we operate. Furthermore, we are focused on testing the boundaries of what is possible in operational performance and leveraging technological and human capital to execute our combination development strategy, leading to a step-change in operational efficiency.

In 2021, we had 1,858 billion cubic feet of natural gas equivalent (Bcfe) in sales volume, a 24% increase compared to 2020. As of December 31, 2021, we had 25.0 trillion cubic feet of natural gas equivalent of proved natural gas, natural gas liquids (NGLs), and crude oil reserves across approximately 2.0 million gross acres, including approximately 1.7 million gross acres located in the Marcellus Shale. Approximately 99% of our gross production is natural gas and, if EQT were a country, we would be the twelfth largest producer of natural gas in the world.<sup>[1]</sup> With 693 employees as of December 31, 2021, we generated approximately \$3.1 billion in total operating revenues in 2021.

We have historically been involved in, and anticipate that we will continue to explore, opportunities to create value through strategic transactions whether through mergers and acquisitions, divestitures, joint ventures, or similar business transactions. For example, in the fourth quarter of 2020, we acquired upstream assets and an investment in midstream gathering assets located in the Appalachian Basin (collectively, the Chevron Assets) from Chevron U.S.A. Inc. (Chevron) for an aggregate purchase price of \$735 million (the Chevron Acquisition). The Chevron Acquisition closed on November 30, 2020 and had an effective date of July 1, 2020. Given the end of year closing of the Chevron Acquisition, in our Calendar Year 2020 ESG Report we separately disclosed certain 2020 production and emissions data related to the Chevron Assets. In this year's report, we have restated our 2020 production and emissions data to include the 2020 production and emissions values from the Chevron Assets with our data. Accordingly, all of our data disclosed in this report now includes data from the acquired Chevron Assets.

Additionally, in the third quarter of 2021, we acquired strategic assets located in the Appalachian Basin (the Alta Assets) from Alta Resources Development, LLC (Alta) for total consideration of \$1.0 billion in cash and 98,789,388 shares of EQT common stock (the Alta Acquisition). The Alta Acquisition closed on July 21, 2021 and had an effective date of January 1, 2021. Data from the Alta Assets is included in this report as part of our data; however, production and sales volumes and emissions data related to the Alta Assets have been disclosed separate from our 2021 data.

Unless otherwise noted, all references to "EQT," "EQT Corporation," "we," "our," or "us" in this report refer collectively to EQT Corporation and its consolidated subsidiaries.

<sup>[1]</sup> Based on billion cubic feet per day production data from IHS Markit as of December 31, 2021.



# Markets and Products

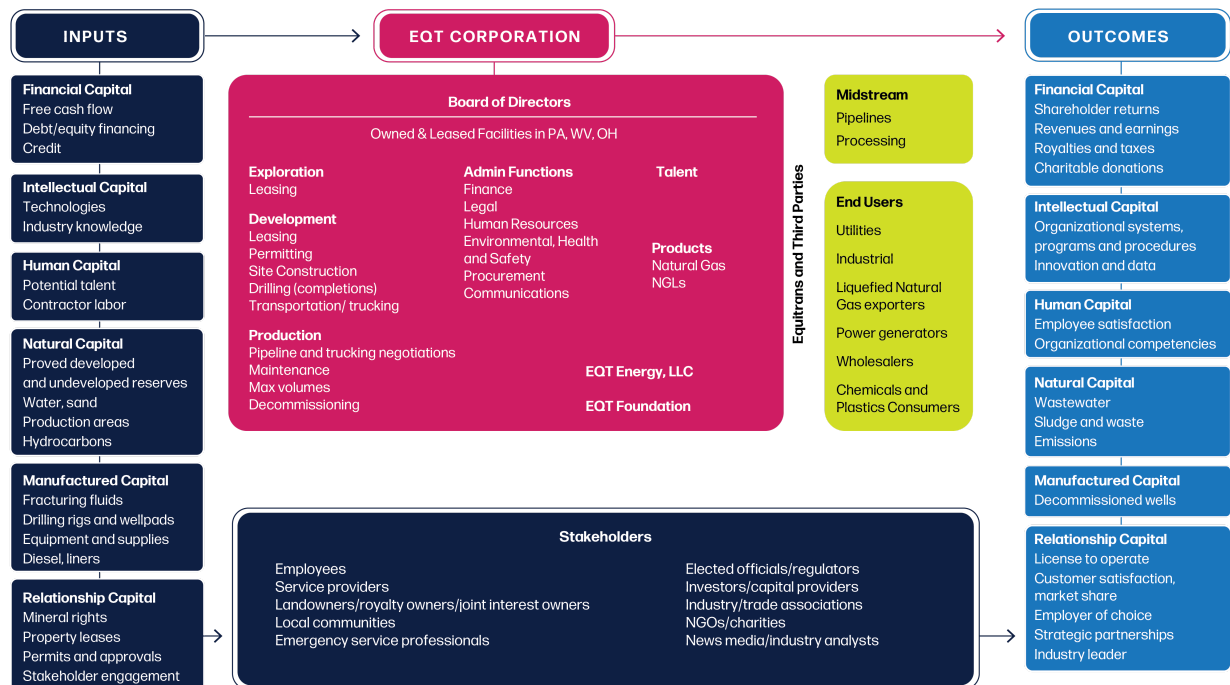
102-6; 102-9

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 found and produced. We have investments within this phase of the value chain — including drilling, completion, pumping and gas field service providers, casings for drilling, and information technology products.

We produce natural gas and, to a lesser extent, NGLs sold as a commodity to marketers, utilities, power generators, and industrial customers in the Appalachian Basin and in other markets accessible through our current transportation portfolio. Our transportation portfolio includes markets in the Gulf Coast, the Midwest and Northeast United States, and Canada. As of December 31, 2021, approximately 50% of our sales volumes reached markets outside Appalachia. We also contract with certain processors to market a portion of our NGLs on our behalf.

In 2021, we spent over \$1.3 billion with 1,784 suppliers. Of our total supplier spend, approximately 48% was spent inside our operational footprint while the remaining 52% went to suppliers outside our operating area. See [Community Impacts and Safety](#) for additional information.

Our value chain is illustrated below.



## RESERVES AND PRODUCTION

SASB EM-EP-000.A

The tables below show our gross production and net sales volume data, using various standard industry denominations<sup>[1]</sup> for measuring volumes of natural gas, oil/condensate, and NGLs.

Gross Production<sup>[2]</sup>

	2018	2019	2020	2021 (EQT)	2021 (Allta Assets)
<b>Natural Gas</b>					
Bcfe	1,739	1,802	1,919	1,942	222
MBOE	289,814	300,293	319,821	323,750	37,064
MMcf	1,738,883	1,801,755	1,918,923	1,942,499	222,384
<b>Oil/Condensate</b>					
Bcfe	4	5	19	21	0
MBOE	680	820	3,199	3,542	0
Mbbl	680	820	3,199	3,542	0
<b>Total Gross Production</b>					
Bcfe	1,743	1,807	1,938	1,964	222
MBOE	290,494	301,113	323,019	327,292	37,064

In 2021, our daily gross production averages (excluding production from the Alta Assets) were as follows (based on a 365-day year):

- Natural gas: 5,322 MMcf/day
- Oil/Condensate: 10 Mbbl/day

### Net Sales Volume<sup>[3]</sup>

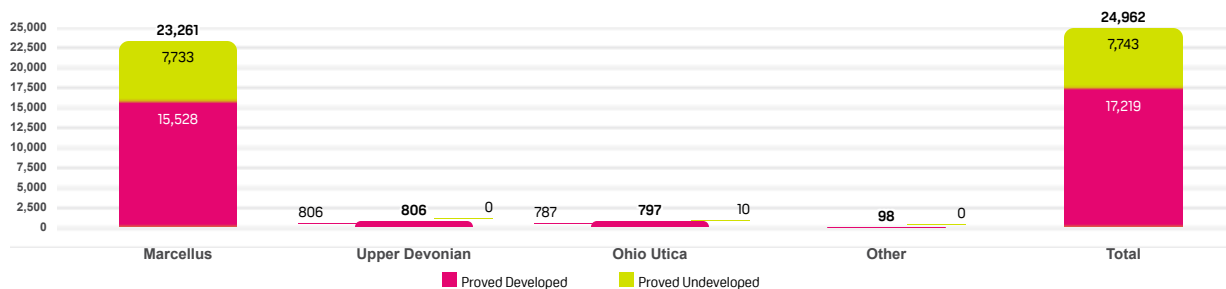
	2018	2019	2020	2021 (EQT)	2021 (Alta Assets)
<b>Natural Gas</b>					
Bcfe	1,387	1,435	1,531	1,576	370
MBOE	231,120	239,189	255,140	262,608	61,735
MMcf	1,386,718	1,435,134	1,530,829	1,575,650	370,409
<b>Oil</b>					
Bcfe	4	5	10	10	0
MBOE	680	822	1,623	1,625	0
Mbbl	680	822	1,623	1,625	0
<b>NGLs (including ethane)</b>					
Bcfe	97	68	96	102	0
MBOE	16,148	11,305	16,043	16,958	0
Mbbl	16,148	11,305	16,043	16,958	0
<b>Total Net Sales Volume</b>					
Bcfe	1,488	1,508	1,637	1,688	370
MBOE	247,948	251,316	272,806	281,191	61,735

In 2021, our daily net sales volume averages (excluding volume from the Alta Assets) were as follows (based on a 365-day year):

- Natural gas: 4,317 MMcf/day
- Oil: 5 Mbbl/day
- NGLs: 47 Mbbl/day

The following charts provide a breakdown of our proved natural gas, NGLs, and crude oil reserves (the estimated quantity of economically producible hydrocarbons) held within the formations where we operate. Our 2021 Form 10-K provides an explanation of how we determine our reserves. As of December 31, 2021, we had 25.0 trillion cubic feet of natural gas equivalent of proved natural gas, NGLs, and crude oil reserves across approximately 2.0 million gross acres, including approximately 1.7 million gross acres in the Marcellus Shale.

### 2021 Proved Reserves (Bcfe)



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

### 2021 Wells

	Gross	Net
Productive wells — natural gas	4,527	3,510
In-process wells — natural gas	282	248

As of December 31, 2021, we also owned and operated an insignificant number of high-pressure gathering lines. We had no productive or in-process oil wells as of December 31, 2021.

<sup>[1]</sup> Throughout this report, we use the following denominations to measure and disclose volumes of natural gas, oil/condensate, and NGLs: MMcf = million cubic feet; Mbbl = thousand barrels of oil/NGLs; Bcfe = billion cubic feet of natural gas equivalent, with one barrel of NGLs and/or crude oil being equivalent to 6,000 cubic feet of natural gas; MBOE = thousand barrels of oil equivalent. A conversion rate of 6 MMcf to 1 MBOE is used to convert MMcf to MBOE.

<sup>[2]</sup> "Gross Production" means gross wellhead production of natural gas and oil/condensate produced from all wells operated by EQT, including volumes from EQT-operated wells subject to a third-party working interest. NGLs are derived from the processing of natural gas and are not directly produced from the wellhead. Therefore, our gross production of NGLs is effectively included in the volume of natural gas produced.

<sup>[3]</sup> "Net Sales Volume" is the amount of EQT's interest in volumes of natural gas, NGLs, and oil from a well or property after giving effect to all third-party interests (i.e., 100% of the volumes from a well minus the percentage of volumes from the well associated with a third party's contractual rights to volumes from the well (known as a "working interest"), if any). Net sales volume differs from gross production because net sales volume includes EQT's working interest in wells that are not operated by EQT and also excludes volumes from EQT-operated wells that are attributable to a third party's working interest in the well. All net sales volume information related to natural gas is reported net of the effect of any reduction in natural gas volume resulting from the processing of NGLs.



# Responsibly Sourced Gas

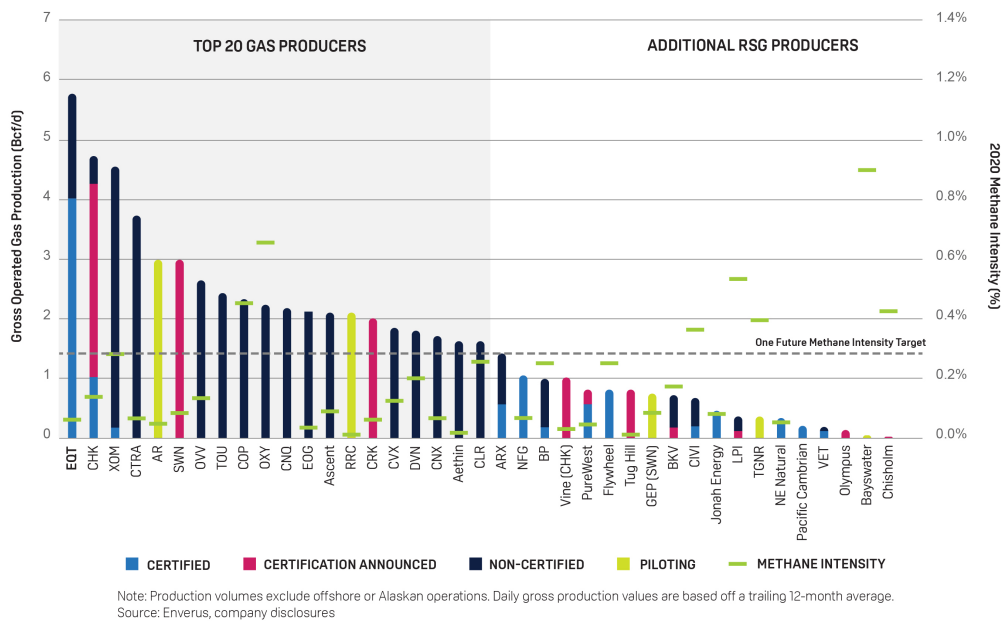
We have a longstanding commitment to operating responsibly and producing our natural gas in accordance with high environmental, social, and governance (ESG) standards. Recently, new certifications have been developed that enable responsible producers like EQT to differentiate their gas in the market based on ESG performance. One such product — often referred to as “independently certified gas,” or “responsibly sourced gas” (RSG) — involves obtaining certification from an independent third party that the gas produced by an operator is sourced through environmentally responsible procurement practices. Certification is based on standards such as greenhouse gas and methane emissions, water sustainability, land use, and community impacts.

In April 2021, we announced our commitment to obtain independent certification of a majority of our produced natural gas under certification standards developed by Equitable Origin and MiQ — two of the global leaders for certifying natural gas pursuant to ESG performance indicators. In November 2021, we successfully obtained certification from both Equitable Origin and MiQ at approximately 200 of our well pads located in Greene and Washington Counties, Pennsylvania. Our certified operating area comprises a substantial component of our operations. For example, in 2021, we paid \$13,211,950 in taxes in Greene County, Pennsylvania and \$6,541,539 in taxes in Washington County, Pennsylvania<sup>[1]</sup> among other charitable donations to local fire departments, first responders, and community development organizations. From a production standpoint, the majority of the natural gas we produce is derived from wells located in these two counties, collectively producing approximately 4.0 billion cubic feet per day.

Equitable Origin certified our produced natural gas against the following five principles of the Equitable Origin 100™ Standard: corporate governance and ethics; social impacts, human rights, and community engagement; Indigenous Peoples' rights (determined to not be applicable to our covered operations); occupational health and safety and fair labor standards; and environmental impacts, biodiversity, and climate change. The certification score we achieved represents the highest initial certification score ascribed by Equitable Origin to any upstream producer domestically or abroad to date. Additionally, as part of our MiQ certification, MiQ calculated the methane intensity for our operations covered under the certification program as being 0.049% for 2020. The methane intensity was calculated in accordance with the Natural Gas Sustainability Initiative Protocol and is based on total methane emissions, total gross gas production, natural gas composition, and natural gas heating values. Based on our methane intensity of 0.049%, we obtained an “A” rating for the methane intensity component of our MiQ certification (awarded to producers with a methane intensity of 0.05% and below).

As of December 31, 2021, we were the largest producer of RSG in North America — responsible for nearly half of the daily volume of RSG produced in 2021.<sup>[2]</sup> We were also the first operator to be issued certificates on the [MiQ Digital Registry](#), a global secure digital ledger in which joint MiQ-Equitable Origin 100™ Certificates are held from issuance to retirement.

## North American RSG Supply Estimates and Methane Intensities by Operator<sup>[3]</sup>



Furthermore, we seek to comply with the principles of international agreements to which the United States is a signatory and we are an active participant in voluntary programs aimed at monitoring and reducing methane emissions on a global scale. In June 2021, we became one of the first operators headquartered in the United States to join the Oil and Gas Methane Partnership (OGMP) 2.0. OGMP 2.0 is a Climate and Clean Air Coalition initiative led by the United Nations Environment Programme in partnership with the European Commission, the United Kingdom Government, the Environmental Defense Fund, and other leading oil and gas companies. Pursuant to the OGMP 2.0 framework, we are working to achieve a “gold standard” emissions monitoring strategy by leveraging modern monitoring technologies across our asset base to demonstrate verifiable achievement of “near zero” emissions intensity by or before 2025. We believe that our certifications from Equitable Origin and MiQ, coupled with our participation in initiatives like OGMP 2.0, will enable us to further differentiate ourselves and our natural gas as a leader in sustainable development and emissions reduction.

## RELATED RESOURCES

[EQT Corporate Website](#) →

[2021 Form 10-K](#) →

[2022 Proxy Statement](#) →

[Corporate Profile](#) →

[EQT Obtains Equitable Origin and MiQ Certifications of a Majority of its Natural Gas](#) →

[Bloom Energy Partners with EQT to Bring Certified Responsibly Sourced Natural Gas to Current and Future Customers](#) →

[1] Greene County and Washington County tax amounts include a Pennsylvania Impact fee, which is paid to the Pennsylvania Public Utility Commission and then distributed by the Pennsylvania Public Utility Commission to the respective county. The amount of the Pennsylvania Impact fee is directly related to the location of the wells to which the fee applies.

[2] Based on 2021 North American RSG supply estimates of 8.7 billion cubic feet per day as reported by Enverus on January 25, 2022.

[3] Source: Enverus, data as of January 25, 2022.

## About EQT and This Report

# Stakeholder Engagement and Materiality

## Engaging Stakeholders

102-40; 102-42; 102-43; 102-44

Our mission is to become the operator of choice for all of our stakeholders. By stakeholders, we mean those most interested in, and affected by, our operations — employees, contractors, service providers, landowners, local communities, emergency service professionals, elected officials, regulators, investors, and capital providers, among others.

Stakeholders provide us with valuable feedback from a variety of perspectives. We monitor stakeholder interests specific to us and to the broader natural gas industry and we actively engage with stakeholders as part of our effort to continuously improve.

We believe in maintaining an open and honest dialogue with our stakeholders and in providing numerous avenues for our stakeholders to actively engage with us. Based on our experience and ongoing communications with stakeholders, we have developed specific methods of response designed to meet our stakeholders' diverse expectations and engagement preferences.

Many of our stakeholders share similar, broad-based concerns about the natural gas industry overall; however, select individual groups may have specific concerns. Our integrated engagement strategies for each stakeholder group are outlined below, with corresponding information about each group's key concerns. We provide links to our management approach and performance for each topic covered in this report.

For the purposes of this report, we define our workers as follows:

- **Employees** — full-time and part-time employees of EQT;
- **Contract Workers** — temporary workers assigned to fill a role or complete a specific project; and
- **Service Providers** — third-party or outsourced providers hired to perform specialized services for EQT.

Stakeholder	Engagement Approaches	Key Topics and Concerns
Employees	Ongoing: <ul style="list-style-type: none"><li>▪ Print and electronic communications</li><li>▪ Employee staff meetings</li><li>▪ Employee town halls</li><li>▪ Digital Work Environment (Salesforce)</li><li>▪ Lunch and learn seminars</li><li>▪ Volunteer activities</li><li>▪ Surveys</li><li>▪ Compliance Network</li><li>▪ Ethics HelpLine</li></ul>	<ul style="list-style-type: none"><li>▪ <a href="#">Occupational Health and Safety</a></li><li>▪ <a href="#">Talent Attraction and Retention, Diversity, and Inclusion</a></li><li>▪ <a href="#">Community Impacts and Safety</a></li><li>▪ <a href="#">Ethics and Integrity</a></li></ul>
Service Providers	Ongoing: <ul style="list-style-type: none"><li>▪ <a href="#">Corporate Website</a></li><li>▪ Request-for-proposal process</li><li>▪ Training sessions</li><li>▪ Safety meetings</li><li>▪ Trade shows</li><li>▪ Diversity initiatives</li></ul>	<ul style="list-style-type: none"><li>▪ <a href="#">Procurement Practices</a></li><li>▪ <a href="#">Financial Performance</a></li><li>▪ <a href="#">Landowner Relations</a></li><li>▪ <a href="#">Community Impacts and Safety</a></li><li>▪ <a href="#">Biodiversity and Land Impacts</a></li></ul>



Stakeholder	Engagement Approaches	Key Topics and Concerns
Landowners / Royalty Owners / Joint Interest Owners	<p>24/7 communication:</p> <ul style="list-style-type: none"> <li>Owner Relations hotline (844-EQT-LAND or <a href="mailto:OwnerRelations@eqt.com">OwnerRelations@eqt.com</a>)</li> <li><a href="#">Owner Relations web page</a></li> <li>Online owner relations portals for account access</li> </ul> <p>As needed or requested:</p> <ul style="list-style-type: none"> <li>In-person meetings</li> <li>Letters</li> <li>Access to company land agents</li> <li>Town halls</li> <li>Public meetings</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Landowner Relations</a></li> <li><a href="#">Community Impacts and Safety</a></li> <li><a href="#">Biodiversity and Land Impacts</a></li> </ul>
Local Communities	<p>24/7 communication:</p> <ul style="list-style-type: none"> <li>Email access to <a href="#">Government and Community Affairs representatives</a></li> <li>Social media platforms <ul style="list-style-type: none"> <li><a href="#">Facebook</a></li> <li><a href="#">LinkedIn</a></li> <li><a href="#">Twitter</a></li> </ul> </li> </ul> <p>As needed or requested:</p> <ul style="list-style-type: none"> <li>In-person meetings with EQT Local Government and Community Affairs Specialists</li> <li>Weekly operational updates to townships</li> <li>Facility and rig tours</li> <li>Community meetings</li> <li>Surveys</li> <li>Public safety communications</li> </ul> <p>Ongoing:</p> <ul style="list-style-type: none"> <li>Community relationship building</li> <li>Local natural gas task force involvement at the county level</li> <li>Philanthropic giving programs</li> <li>Presentations to local organizations</li> <li>Sponsorships</li> <li>Advertising</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Noise, Dust, Road Impacts, Traffic, Schedule of Operations</a></li> <li><a href="#">Water</a></li> <li><a href="#">Community Investment</a></li> </ul>
Emergency Service Professionals	<p>As needed or requested:</p> <ul style="list-style-type: none"> <li>In-person meetings</li> <li>Public meetings</li> <li>Safety outreach</li> <li>Local donations</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Public Safety and Emergency Preparedness</a></li> <li><a href="#">Occupational Health and Safety</a></li> </ul>
Elected Officials / Regulators	<p>Ongoing:</p> <ul style="list-style-type: none"> <li>Weekly drilling and completion activity location updates</li> <li>Policy discussions</li> <li>Meetings with national and state regulators, local municipal leaders, and lobbyists</li> <li>Attending and/or participating in township meetings</li> </ul> <p>As needed or requested:</p> <ul style="list-style-type: none"> <li>In-person meetings</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Noise, Dust, Road Impacts, Traffic, Schedule of Operations</a></li> <li><a href="#">Air Quality</a></li> <li><a href="#">Biodiversity and Land Impacts</a></li> <li><a href="#">Technological Innovation</a></li> <li><a href="#">Water</a></li> <li><a href="#">Public Policy and Perception</a></li> <li><a href="#">Indirect Economic Impacts</a></li> </ul>
Investors / Capital Providers	<p>Ongoing:</p> <ul style="list-style-type: none"> <li><a href="#">Investor Relations website</a></li> <li>Routine updates, presentation postings, and news releases posted to our Investor Relations website</li> <li>Meetings with investors, banks, credit rating agencies, and insurance companies regarding stakeholder relations, governance, and compensation</li> <li>Investor conferences, meetings, and calls</li> <li>Responses to inquiries submitted to the Corporate Secretary of EQT via the contact listed on our Investor Relations website</li> </ul> <p>At least once each quarter:</p> <ul style="list-style-type: none"> <li>Earnings releases</li> <li>Securities and Exchange Commission filings</li> <li>Investor teleconferences and the related replays and transcripts</li> </ul> <p>Annually:</p> <ul style="list-style-type: none"> <li>Proxy statement</li> <li>Shareholder meeting</li> </ul>	<ul style="list-style-type: none"> <li>Financial and Operational Performance</li> <li>Strategic Direction</li> <li><a href="#">Governance</a></li> <li>Risk Management</li> <li><a href="#">Climate and Greenhouse Gas (GHG) Emissions</a></li> <li>Executive Compensation</li> <li>Operational Performance</li> </ul>

Stakeholder	Engagement Approaches	Key Topics and Concerns
Industry / Trade Associations	<p>Ongoing:</p> <ul style="list-style-type: none"> <li>Chamber of Commerce memberships</li> <li>Membership in trade associations</li> <li>Participation in association leadership</li> </ul>	<ul style="list-style-type: none"> <li>Air Quality</li> <li>Climate and GHG Emissions</li> <li>Community Impacts and Safety</li> <li>Privacy and Data Security</li> <li>Public Policy and Perception</li> </ul>
Non-Governmental Organizations (NGOs) / Charities	<p>As needed or requested:</p> <ul style="list-style-type: none"> <li>Project partnerships</li> <li>Reporting on environmental, economic, and social topics</li> <li>Philanthropic giving</li> <li>Environmental assessments</li> <li>In-person meetings</li> </ul>	<ul style="list-style-type: none"> <li>Local Communities</li> <li>Water</li> <li>Air Quality</li> <li>Climate and GHG Emissions</li> <li>Effluents and Waste</li> <li>Biodiversity and Land Impacts</li> </ul>
News Media / Industry Analysts	<p>As needed or requested:</p> <ul style="list-style-type: none"> <li>News releases</li> <li>Media statements</li> <li>Website-based Newsroom</li> <li>Phone calls</li> <li>Email correspondence</li> <li>In-person meetings</li> <li>Interviews</li> <li>Speaking engagements by executives and senior managers</li> </ul>	<ul style="list-style-type: none"> <li>Local Communities</li> <li>Air Quality</li> <li>Biodiversity and Land Impacts</li> <li>Water</li> <li>Climate and GHG Emissions</li> <li>Occupational Health and Safety</li> <li>Public Safety and Emergency Preparedness</li> <li>Operational Performance</li> <li>Financial Performance</li> <li>Governance</li> <li>Executive Compensation</li> <li>Leasing</li> <li>Legal</li> </ul>

# Strategic Materiality Assessment

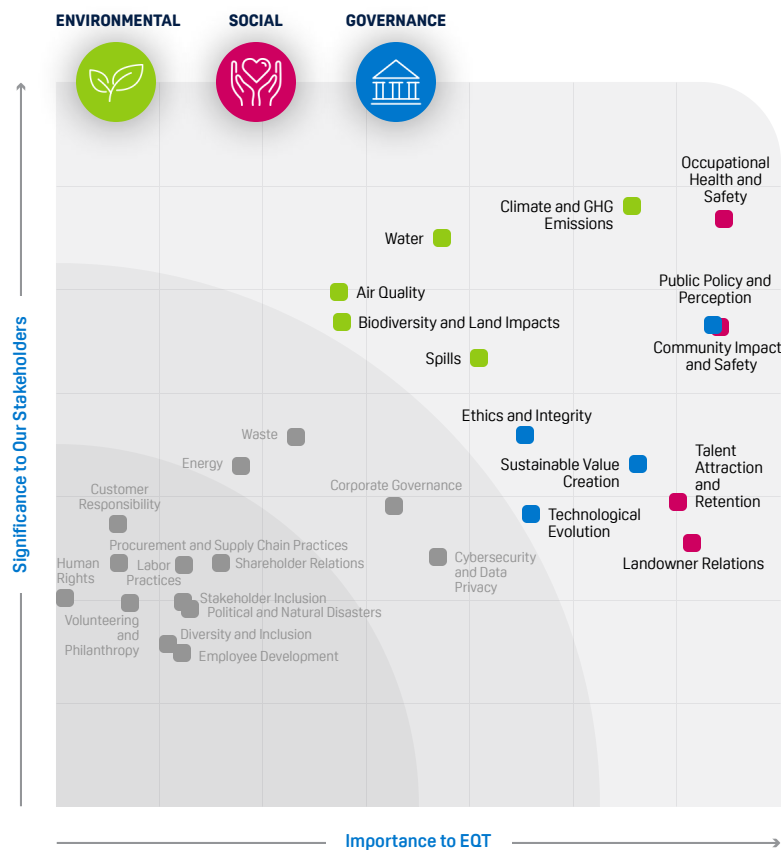
102-46 ▾

In 2020, we undertook a strategic materiality assessment to analyze the environmental, social, and governance topics most important to our operations, internal and external stakeholders, and corporate strategy. Coordinated by Environmental Resources Management International Group Limited — a leading sustainability consulting firm, this comprehensive process followed the Global Reporting Initiative's materiality process of Identification, Prioritization, and Validation. You can read more about the full process in our [2019 ESG Report](#).

## MATERIAL TOPICS

102-47 ▾

We proudly cover our material topics in this report and we use the findings to inform our organizational strategy and management approaches. We did not use the U.S. Securities and Exchange Commission's concept of materiality within the context of this report. The interactive infographic below displays the results of our 2020 materiality assessment.



## Environmental

### AIR QUALITY

#### DEFINITION / BOUNDARY

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

#### PRIMARY STAKEHOLDERS IMPACTED

##### Internal:

- Permitting
- Completions turbines
- Compressor stations
- Sites
- Drilling sites



**External:**

- Water hauling (contractors)
- Landowners
- Local communities
- Appalachian Basin flora and fauna
- Local, state and federal governments

## BIODIVERSITY AND LAND IMPACTS

**DEFINITION / BOUNDARY**

Using land management systems and practices that protect soil quality, biodiversity, forests, animal welfare and habitats, including during reclamation and decommissioning.

**PRIMARY STAKEHOLDERS IMPACTED****Internal:**

- Site design
- Development
- Operations
- Decommissioning

**External:**

- Landowners
- Local communities
- Appalachian Basin flora and fauna
- Local, state and federal governments

## CLIMATE AND GHG EMISSIONS

**DEFINITION / BOUNDARY**

Addressing and mitigating current and potential climate change impacts on EQT's operations, including regulations on GHG emissions and emission trading, the increasing market demand for renewable energy sources and EQT's own GHG emissions.

**PRIMARY STAKEHOLDERS IMPACTED****Internal:**

- Drilling
- Completions
- Production
- Gas field service
- Transportation
- Environmental, Health and Safety (EHS)

**External:**

- Midstream
- End users
- Environment
- Local communities
- Global populations
- Local, state and federal governments
- Emissions trading markets

## SPILLS

**DEFINITION / BOUNDARY**

Preventing spills and leakages into the environment and managing them when they occur, with particular attention paid to harmful substances.

**PRIMARY STAKEHOLDERS IMPACTED****Internal:**

- Drilling
- Completions

**External:**

- Water hauling (contractors)
- Local communities
- Appalachian Basin flora and fauna

## WATER

### DEFINITION / BOUNDARY

Minimizing water use and increasing use of recycled water to protect local water sources while preserving water quality through sound wastewater management practices.

### PRIMARY STAKEHOLDERS IMPACTED

#### Internal:

- Drilling
- Completions
- Production
- EHS

#### External:

- Appalachian Basin watersheds (Pennsylvania, West Virginia, Ohio)
- Landowners
- Local communities
- Commercial disposal facilities (Ohio)
- Local, state and federal governments

## Social

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## COMMUNITY IMPACTS AND SAFETY

### DEFINITION / BOUNDARY

Managing positive and negative impacts on and relations with the communities in which EQT operates, including traffic and impacts on roads; noise pollution; indirect local economic impacts; public safety and emergency planning; and other specific community concerns. Also includes EQT's financial, educational and other community support.

### PRIMARY STAKEHOLDERS IMPACTED

#### Internal:

- Site design and construction
- Marcellus and Utica operations
- Decommissioning
- EQT Foundation

#### External:

- Water hauling (contractors)
- Landowners
- Local communities
- Local, state and federal governments
- State and local first responders
- Law enforcement
- Suppliers
- NGOs/charities

## LANDOWNER RELATIONS

### DEFINITION / BOUNDARY

Maintaining positive, trusted relationships with landowners through engagement, open communication and maintaining timely reporting channels.

### PRIMARY STAKEHOLDERS IMPACTED

#### Internal:

- Owner Relations team

#### External:

- Landowners
- Local communities

## OCCUPATIONAL HEALTH AND SAFETY

### DEFINITION / BOUNDARY

Ensuring the safety and well-being of all workers by maintaining safe working conditions, supplying personal protective equipment and providing resources to maintain and improve physical and emotional health.

### PRIMARY STAKEHOLDERS IMPACTED

#### Internal:

- All employees (especially field operations)

#### External:

- Contractors

## TALENT ATTRACTION AND RETENTION

### DEFINITION / BOUNDARY

Attracting workers with valuable skills, including local talent, and developing strategies for retaining and engaging employees by providing professional development opportunities and technology-enabled work tools, promoting diversity and inclusion, and ensuring workforce changes are communicated effectively.

### PRIMARY STAKEHOLDERS IMPACTED

#### Internal:

- All employees

#### External:

- Local labor markets

# Governance

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## ETHICS AND INTEGRITY

### DEFINITION / BOUNDARY

Ensuring that we preserve our integrity and credibility with our stakeholders by promoting ethical business behavior throughout the value chain, preventing corruption and favoritism, providing mechanisms for stakeholders to report on concerns, and operating in accordance with our values — Trust, Teamwork, Heart and Evolution.

### PRIMARY STAKEHOLDERS IMPACTED

#### Internal:

- All employees

#### External:

- Business partners
- Local, state and federal governments

## PUBLIC POLICY AND PERCEPTION

### DEFINITION / BOUNDARY

Thoughtfully engaging in political activity, providing corporate contributions to political candidates and organizations, and contributing to public policy and dialogue that supports the responsible development of natural gas as a resource for addressing domestic and global energy demands and as a tool for enhancing social equity.

### PRIMARY STAKEHOLDERS IMPACTED

#### Internal:

- Executive team
- Public Relations team
- Public Policy and Corporate Responsibility Committee

#### External:

- Local, state and federal officials
- Industry/trade associations
- Landowners
- Local communities
- U.S. residents



## SUSTAINABLE VALUE CREATION

### DEFINITION / BOUNDARY

Creating long-term value for investors and society by providing access to affordable and reliable domestic energy.

### PRIMARY STAKEHOLDERS IMPACTED

#### Internal:

- Operations

#### External:

- Natural gas users (industrial, commercial, residential)
- Investors
- Domestic and international economies

## TECHNOLOGICAL EVOLUTION

### DEFINITION / BOUNDARY

Exploring and implementing technologies and innovative processes to reduce costs, improve safety and environmental performance, enable a digital workplace and support EQT's business strategy.

### PRIMARY STAKEHOLDERS IMPACTED

#### Internal:

- All employees

#### External:

- Appalachian Basin flora and fauna
- Local communities
- Contractors

<sup>[1]</sup> "Impact Boundary" refers to potential items that may be impacted by a material topic and our involvement in such impacts.



# Environmental

## LESSENING OUR ENVIRONMENTAL IMPACT

We strive to operate safely, protect the environment, and continuously improve our practices in support of responsible natural gas production. We carefully measure our air emissions and water use while monitoring and mitigating impacts on the air, land, and water. Our commitment to environmental protection is embedded in our policies, programs, technological investments, collaborations, and leadership.

0.039%

Scope 1 Production segment methane intensity for 2021

## Environmental

# Climate and GHG Emissions

## Why It Matters to Us

103-1

We recognize that climate change is a preeminent sustainability issue affecting all industries today and, in particular, natural gas producers. Furthermore, the makeup of the future energy mix has significant environmental, social, and economic ramifications and will influence the future demand for, and consequently the price of, natural gas. We seek to remain informed on climate science and we are committed to understanding how climate change both affects our business and how we impact climate change.

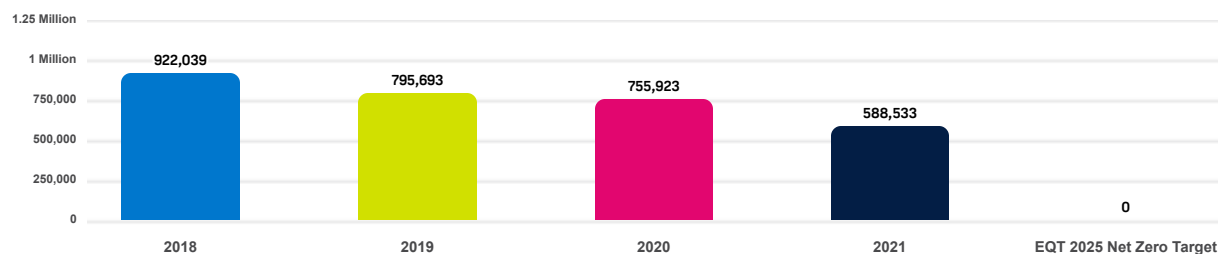
As the largest natural gas producer in the United States, we are particularly conscious of methane emissions. Methane emissions are a potent greenhouse gas (GHG) and, therefore, are an important concern for our stakeholders. We maintain strong management systems to effectively drive down our GHG emissions and we maintain and monitor best management practices to minimize emissions while making improvements to reduce our climate impact. As a result, our operations have one of the lowest GHG emissions intensities of natural gas producers in the United States. Additionally, our methane emissions intensity is significantly below the 2025 Production segment target set by the Our Nation's Energy Future Coalition, a group of more than 50 natural gas companies working together to voluntarily reduce the emissions intensity across the entire natural gas value chain to 1% (or less) by 2025. This goal was informed by the U.S. Environmental Protection Agency's (EPA's) 2012 National GHG Inventory and its intensity rate of 1.44%.<sup>[1]</sup>

In June 2021, we announced the following emissions targets for our Production segment operations:<sup>[2]</sup>

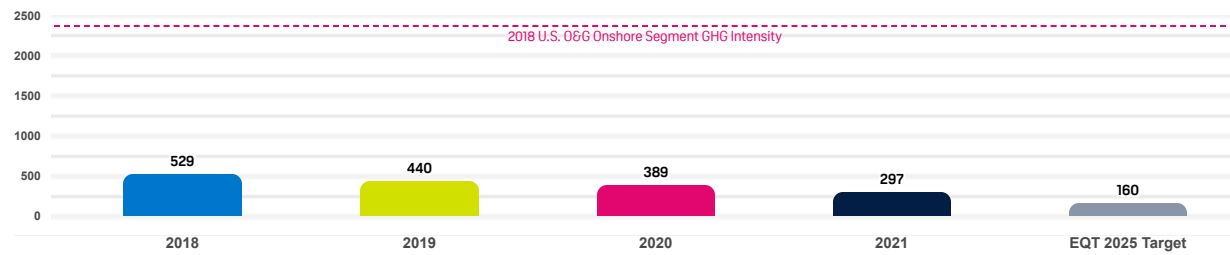
- Achieve net zero Scope 1 and Scope 2 GHG emissions by or before 2025;
- Reduce our Scope 1 GHG emissions intensity to below 160 metric tons (MT) carbon dioxide equivalent (CO<sub>2</sub>e) per billion cubic feet of natural gas equivalent (Bcfe) (representing an approximately 70% reduction compared to 2018 levels) by or before 2025; and
- Reduce our Scope 1 methane emissions intensity to below 0.02% (representing an approximately 65% reduction compared to 2018 levels) by or before 2025.

We made significant progress toward achieving our emissions reduction goals in 2021, including reducing our Production segment Scope 1 and Scope 2 GHG emissions to 588,533 MT CO<sub>2</sub>e. Further, we reduced our Production segment Scope 1 GHG emissions intensity to 297 MT CO<sub>2</sub>e/Bcfe (an approximately 44% reduction compared to 2018 levels) and our Production segment Scope 1 methane emissions intensity to 0.039% (an approximately 35% reduction compared to 2018 levels). Our GHG emissions reduction was driven by our program to eliminate natural gas-powered pneumatic devices from our operations, which we began to implement in the fourth quarter of 2021. Approximately 39% of our Scope 1 Production segment GHG emissions in 2021 came from natural gas-powered pneumatic devices (over 47% when excluding the Alta Assets) and we expect to completely remove these emissions sources from our operations by the end of 2022.

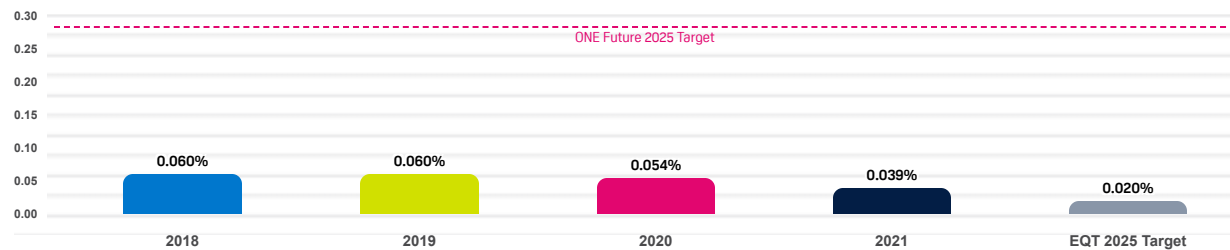
### Production Segment Scope 1 and 2 GHG Emissions (MT CO<sub>2</sub>e)<sup>[3]</sup>



## Production Segment Scope 1 GHG Emissions Intensity (MT CO<sub>2</sub>e emitted/gross annual production (Bcfe))<sup>[4]</sup>



## Production Segment Scope 1 Methane Emissions Intensity (MT methane emitted / [gross annual production + methane content MT methane])<sup>[5]</sup>



For more information on our emissions targets, see [GHG Emissions and Targets](#).

### RELATED RESOURCES

[EQT Response Letter to Senator Warren](#) →

[EQT Letter to U.S. Secretary of Energy Jennifer Granholm](#) →

[Unleashing U.S. LNG](#) →

[Pneumatic Device Replacement, Low-Cost Opportunity for Methane Abatement Whitepaper](#) →

[1] Net zero and GHG emissions intensity targets are based on assets owned by EQT on June 30, 2021.

[2] Source: <https://www.epa.gov/ghgemissions/inventory-us-greenhouse-gas-emissions-and-sinks-1990-2012>.

[3] 2018 and 2019 GHG emissions data does not include Scope 2 GHG emissions, as we began calculating our Scope 2 GHG emissions in 2020. All data excludes emissions from the Alta Assets.

[4] Excludes emissions and production from the Alta Assets.

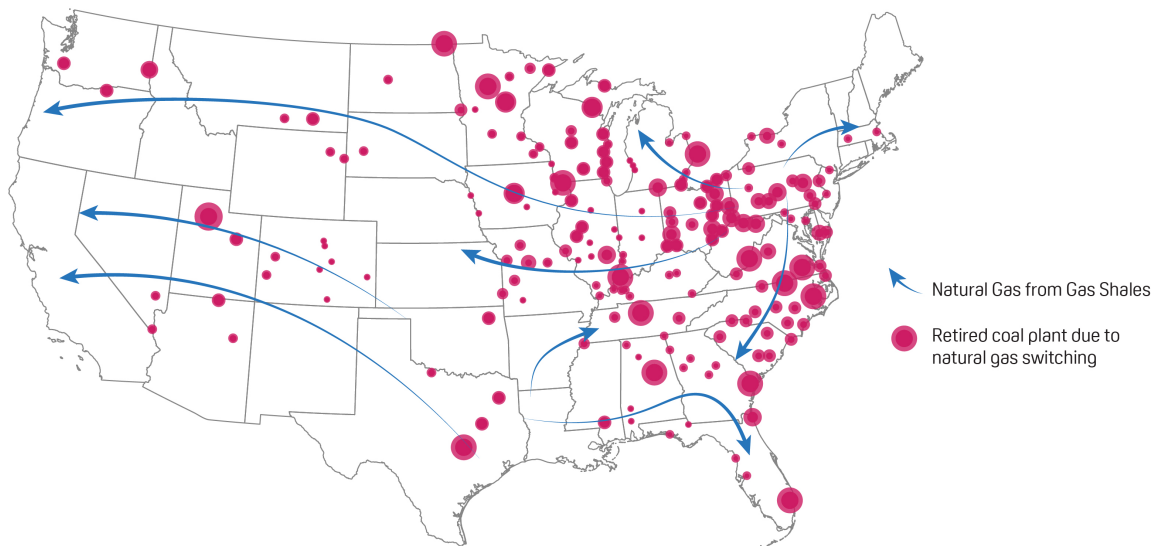
[5] 2020 Scope 1 methane emissions intensity includes emissions and production from EQT and the Chevron Assets. 2021 Scope 1 methane emissions intensity includes emissions and production from EQT, the Chevron Assets, and the Alta Assets.

# Sustainable Value Creation

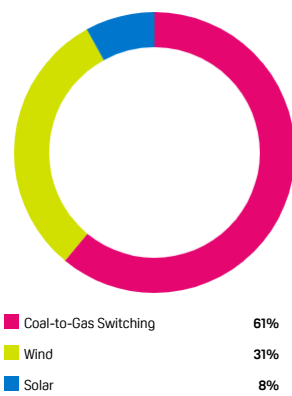
SASB EM-EP-420a.4

Natural gas represents a critical component of the domestic and global energy supply mix as it is readily available, affordable, and reliable. In the United States, the shale revolution has unlocked an abundant supply of low-cost natural gas. The benefits of the revolution have been meaningful, both in spurring the domestic economy and in maintaining reduced power and heating costs for consumers. One of the most meaningful benefits, however, has been the impact on carbon emissions. From 2005 to 2019, the United States led all countries (including those in the European Union) in the reduction of carbon emissions, decreasing its carbon emissions by approximately 1 billion MT.<sup>[1]</sup> The leading contributor to reducing emissions in the United States was coal-to-gas switching, accounting for 61% of the emissions reduction during the approximately 15-year period.<sup>[2]</sup>

From 2005-2020 Natural Gas Replaced > 200 Coal Plants



U.S. CO<sub>2</sub> Emissions Reduction by Solution<sup>[3]</sup>



Country	CO <sub>2</sub> Reduction
United States	-959
United Kingdom	-188
Italy	-147
Germany	-144
Japan	-122
Ukraine	-120
Spain	-104
France	-77
Venezuela	-51
Greece	-39

During this same period, the United States transitioned from being a net importer to a net global exporter of natural gas.<sup>[5]</sup> Importantly, the export of natural gas provides the United States with a means of limiting the geopolitical influence of other major producers such as Russia, while also allowing the benefits of natural gas produced under rigorous domestic regulatory standards to be extended globally. These, along with the relatively low environmental impact of its operators, serves to justify and command a greater market share of the global energy supply mix — thereby increasing the influence of the United States on achieving global climate goals.

We believe seeking certifications for responsibly sourced natural gas adds further credence to the case for domestically produced natural gas, based on the amount of interest we have seen from potential international purchasers. In 2021, we certified the majority of our natural gas production under both the Equitable Origin 100™ (EO100™) Standard for Responsible Energy Development — which focuses on environmental, social, and governance (ESG) performance — and the MiQ methane standard. Our certified natural gas production now comprises 4.5% of all natural gas produced in the United States — making EQT not only the nation's largest natural gas producer, but also the nation's largest producer of certified natural gas.

Furthermore, natural gas will continue to play an important role in the impact of energy on social equity locally, nationally, and abroad. Our operations are concentrated in southwestern Pennsylvania, southeastern Ohio, and northern West Virginia — areas historically characterized as lower socioeconomic regions. Responsible development of natural gas led to an infusion of a significant amount of capital in our operating areas, both to landowners and the broader communities, and has served as an engine for improving the quality of life in these regions; please see [Community Impacts and Safety](#) for more information. Our operations also positively affect disadvantaged groups in the United States by providing low-cost reliable energy, job opportunities, tax revenue generation, and royalty payments to landowners.

ACCELERATING THE LOW CARBON TRANSITION

TCFD: Strategy – a, b; SASB EM-EP-420a.4

We recognize the risks and opportunities that climate change poses to our business and have developed a strategy for how we can best counter the effects of both transition and physical risks. This strategy is underpinned by our values; represents the short-, medium-, and long-term opportunities for our organization; and is built on three foundational beliefs.

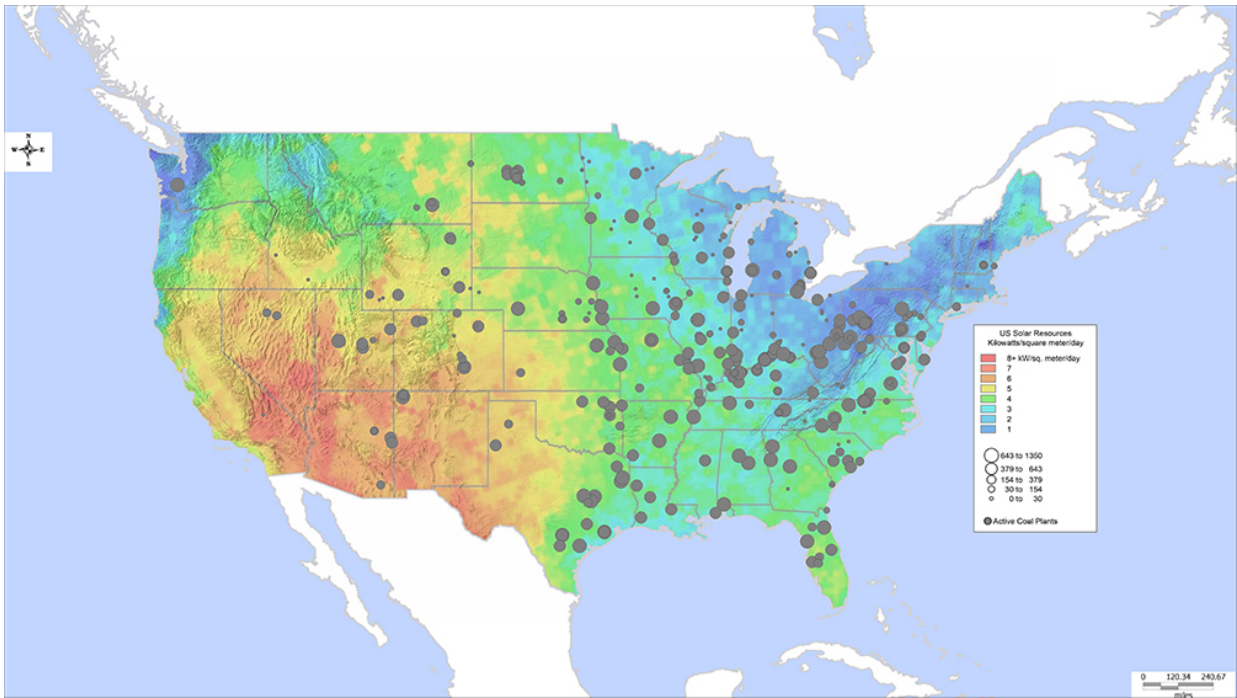
Belief 1: Natural gas is critical to accelerating a sustainable pathway to a low carbon future and achieving global climate goals

Natural gas is a critical commodity to facilitate the growth of renewables as part of our power supply, domestically and globally. Among sources of continuous and reliable power, natural gas leads in its combination of accessibility, low environmental impact, and exportability. As seen with recent power shortages, natural gas has served as a necessary fuel source and fills the gap left by the intermittency of renewable power. As the United States scales renewable power while awaiting technological breakthroughs, the volatility of demand within the power sector on non-renewable power will only increase. Through 2050, the long-term outlook from the U.S. Energy Information Administration<sup>[6]</sup> is that petroleum and natural gas will remain the most consumed source of energy in the United States as renewables continue to be ramped up and added to the grid. Furthermore, rapid replacement of coal-fired power generation with natural gas-fired generation represents the “lowest hanging fruit” in meaningfully accelerating our pathway to decarbonization — not just in the United States, but also globally.

Domestically, renewable energy is rapidly increasing its impact on energy production. Solar power and batteries account for 60% of the planned new U.S. electric generation capacity in 2022 alone<sup>[7]</sup> according to the U.S. Energy Information Administration’s preliminary monthly electric generator inventory. Wind energy produced 43% of all domestic electricity generation by renewables in 2020. The benefits of these increased renewable energy sources can be seen through the reduction in the generation mix share held by coal, which is the highest GHG intensive component of the U.S. electricity generation mix. However, the ability and pace at which the United States can replace coal-fired power generation with renewables will be challenged in areas where replacement is most needed, as approximately 70% of coal-fired power generation is in regions characterized as having low renewable power potential.

For instance, solar panels in the northeastern and southeastern United States are only about 15% and 50%<sup>[8]</sup> as effective, respectively, as solar panels in the southwestern United States. As such, up to eight times the materials and acreage would be needed to generate the same amount of energy from a solar panel in other parts of the United States as it would in the southwestern United States. This reduced efficacy not only impacts the economics of a solar project, but also the reliability of the power generated.

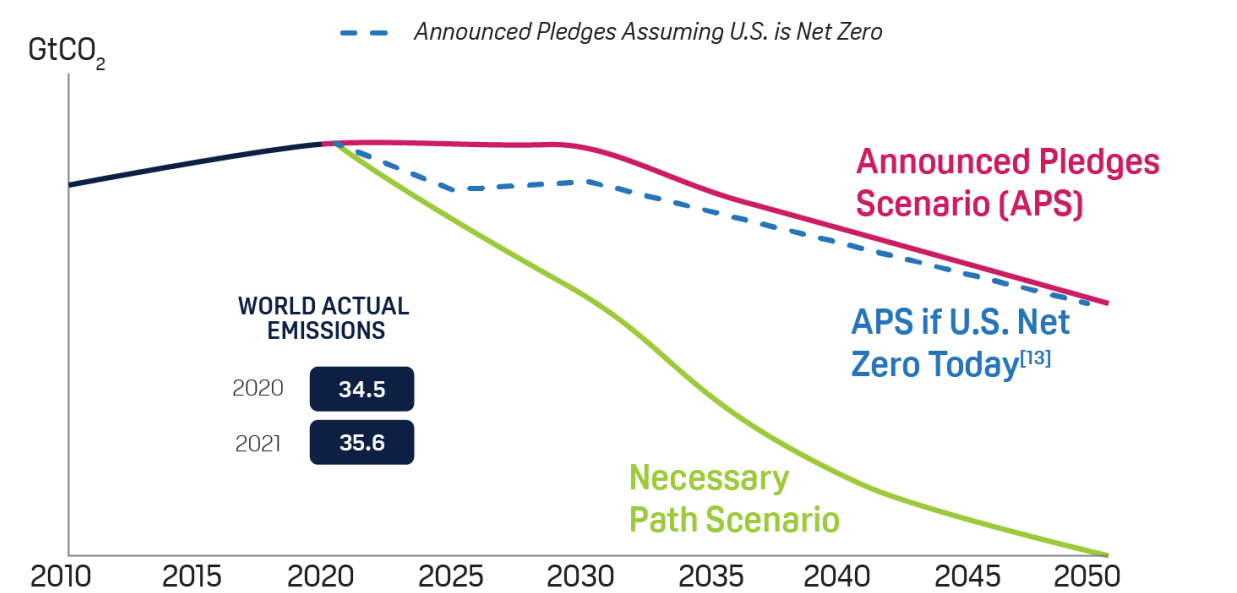




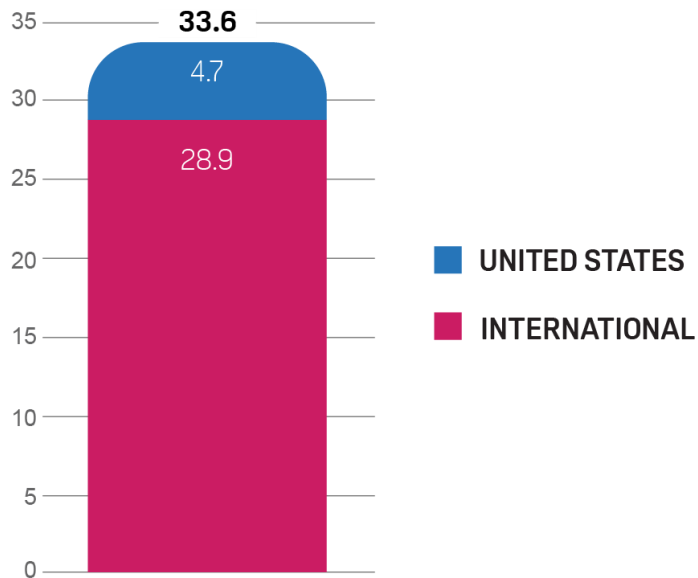
The international story, however, is fundamentally different from that of the United States. To put it simply, the substantial majority of the world has an energy mix roughly equivalent to that of the United States in 2005, with coal accounting for approximately 50% of international carbon emissions as of the end of 2021.<sup>[10]</sup> As natural gas played the leading role in emissions reduction seen within the United States from 2005 to 2019, so too should it play the same role on the international level today.

Even if the United States achieved net zero emissions today, the world would still be on a trajectory to miss its climate goals — in large part because of the significant and growing global consumption of coal. As one of four countries<sup>[11]</sup> that make up roughly two-thirds of the world’s economically developable natural gas resources, the United States must accept its responsibility to provide natural gas to coal-reliant countries to assist them in achieving their necessary carbon-reduction efforts.

Projected Total Global CO<sub>2</sub> Emissions from Coal, Oil, and Natural Gas<sup>[12]</sup>



Global 2019 Emissions (Billion MT of CO<sub>2</sub>)

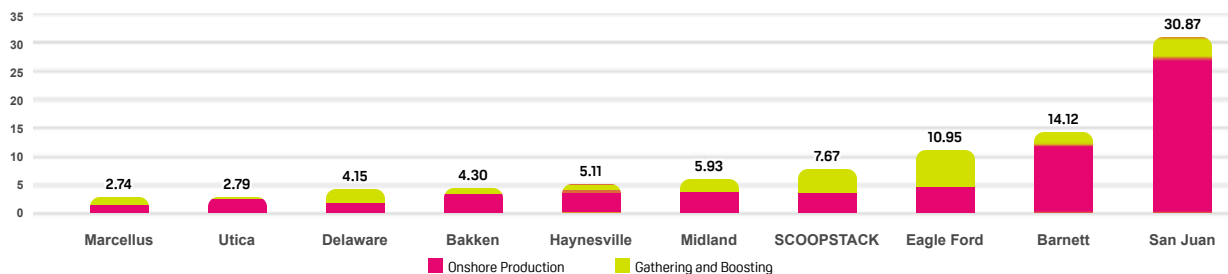


***Belief 2: Natural gas and, in particular, Appalachian natural gas will differentiate itself from other hydrocarbons as the optimal source for reliable, affordable, and responsibly sourced energy***

As the debate about the energy future plays out, we believe greater differentiation will occur between hydrocarbons and producers of hydrocarbons. We believe there will be a decoupling of “oil and gas” — not in the historical sense regarding relative price, but in a fundamental sense between natural gas-focused companies and oil-focused companies. While their production methods are similar, the consumption of their products and the pathways to decarbonize that consumption most effectively differ.

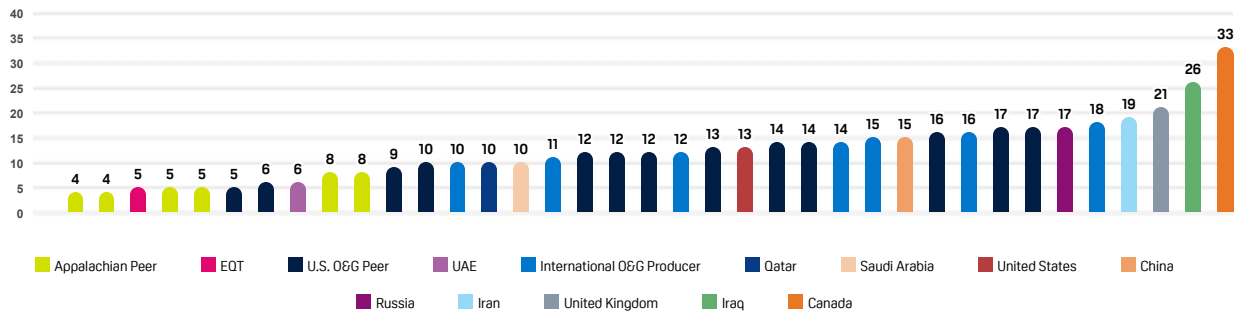
As exhibited in the charts below, emissions intensities of natural gas and oil companies differ starkly. While we believe that all are working to reduce their intensities, natural gas companies have a significant advantage. Much like how we see natural gas differentiating itself from oil and coal, we see specific natural gas sources differentiating from others. Production of domestic natural gas, and specifically natural gas produced in Appalachia, has emissions intensities orders of magnitude lower than other domestic and foreign supply sources. As a result, natural gas companies, and Appalachian natural gas companies in particular, hold a meaningful advantage in the costs that will be incurred by such companies to achieve net zero emissions.

2019 Methane Intensity by Basin (kg CO<sub>2</sub>e/ BOE)<sup>[14]</sup>





## 2020 Emissions Intensity by Operator and Country (kg CO<sub>2</sub> / BOE)<sup>[15]</sup>



As principal end uses differ between natural gas (power) and oil (transportation), the trajectories and cost/benefit of natural gas and oil differ as well. Moreover, the primary pathways to accelerating the low carbon transition of one product's end use (transportation) are through increased usage of the other's (power for vehicle electrification and hydrogen-based transportation). As such, we believe that as the energy transition debate evolves and the focus on potential solutions shifts from supply to consumption, the traditional grouping of "oil and gas" companies will diverge. This is further highlighted internationally, where close to half of international emissions are comprised of burning coal for power.

## ***Belief 3: U.S. natural gas has the unique potential to be the largest green initiative on the planet***

In 2005, the United States was a major consumer of coal. Over the next approximately 15 years, the United States proceeded to become a world leader in emissions reductions, predominately by switching from coal-fired to gas-fired power generation. Between 2005 and 2019, the United States reduced its carbon emissions by approximately 1 billion MT<sup>[16]</sup> with coal-to-gas switching accounting for approximately 61% of U.S. emissions reductions.<sup>[17]</sup> This is a tremendous achievement, but while the United States has been able to successfully reduce its carbon emissions, other developing countries have increased their carbon emissions at a pace far surpassing U.S. reductions.

Two countries, China and India, account for approximately 70% of global coal consumption.<sup>[18]</sup> In the last 20 years, China's and India's coal usage alone added 6.5 billion MT to global carbon emissions — the equivalent of approximately 3 billion gasoline vehicles<sup>[19]</sup> — due to a lack of available alternatives. Approximately 125 gigawatts (GW) of coal power plants were under construction in China and India as of the end of 2020 (comprising nearly 69% of global coal plants under construction), with another 188 GW in pre-construction.<sup>[20]</sup> These newly constructed coal plants would equate to over three times the coal capacity retired by the United States since 2013.<sup>[21]</sup>

### China and India Combined Coal Emissions

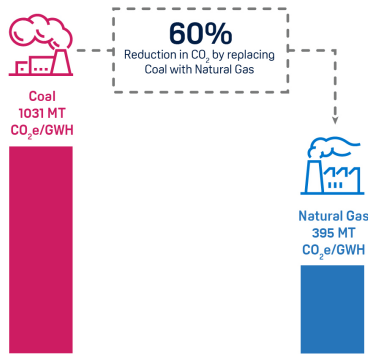


Natural gas power generation has unique attributes, including the following, which make it an optimal alternative to coal power generation:

- Natural gas power plants provide baseload energy, which complements intermittent energy sources like wind and solar;
- Natural gas plants run 50% more efficiently than coal plants (approximately one natural gas plant can replace approximately two coal plants);<sup>[22]</sup>
- Natural gas emits 50% less carbon than a comparable amount of coal;<sup>[23]</sup>
- Natural gas has a lower emissions intensity compared to oil and coal; and
- Natural gas is relatively affordable compared to other fossil fuels and significantly more affordable than renewable sources — a key consideration in countries like China and India where the gross domestic product (GDP) per capita is 84% and 97% lower, respectively, than in the United States.<sup>[24]</sup>

There is currently 175 billion cubic feet (Bcf) per day<sup>[25]</sup> of coal-to-gas switching demand in the world. If we were to quadruple U.S. liquefied natural gas (LNG) capacity to 55 Bcf per day<sup>[26]</sup> by 2030, we believe we could reduce international carbon emissions by an incremental 1.1 billion MT per year — a 60% reduction in global carbon emissions. The emissions reduction impact of an unleashed U.S. LNG scenario would have a combined effect equal to the following:

- Electrifying every U.S. passenger vehicle;
- Powering every home in America with rooftop solar and backup battery packs; and
- Adding 54,000 industrial scale windmills, doubling U.S. wind capacity.



What's more, U.S. citizens would be paid for this initiative in the form of tax revenues and \$75 billion in additional annual royalties<sup>[27]</sup> as opposed to paying for it.

While it is common to think of emissions on a country basis — similar to GDP and other measures, emissions ultimately have no borders and climate change is inherently a global issue. Replacing foreign coal with U.S. natural gas should be our primary focus on reducing global emissions. It is our best, and quite possibly our only realistic, scenario for achieving our global climate goals.

## RELATED RESOURCES

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[Unleashing U.S. LNG →](#)

[Pneumatic Device Replacement, Low-Cost Opportunity for Methane Abatement Whitepaper →](#)

[1] Source: International Energy Agency World Energy Outlook 2021; Energy Information Administration emissions data; the Energy Information Administration Form 860 coal plant data; and EQT analysis.

[2] Data obtained from the Energy Information Administration's U.S. Energy-Related Carbon Dioxide Emissions, 2019 report, splitting wind and solar proportionally to their increased power generation from 2005 to 2019 per the Energy Information Administration's renewable generation data.

[3] Data obtained from EIA's U.S. Energy-Related Carbon Dioxide Emissions, 2019 report, splitting wind and solar proportionally to their increased power generation from 2005 to 2019 per EIA's renewable generation data.

[4] Data obtained from IEA. Source: IEA World Energy outlook 2021; EIA emissions data; EIA form 80 retired plant data, EQT analysis

[5] Source: <https://www.eia.gov/energyexplained/natural-gas/imports-and-exports.php>.

[6] Source: U.S. Energy Information Administration, Annual Energy Outlook 2022 <https://www.eia.gov/outlooks/aeo/>.

[7] Source: <https://www.eia.gov/todayinenergy/detail.php?id=51518>.

[8] Based on kilowatts per square meter per day. Source: Hitachi ABB Power Grids.

[9] Source: Hitachi ABB Power Grids.

[10] Calculated as total global emissions by energy sources, minus emissions by energy source for the U.S. for 2021. Source: International Energy Agency 2021 Report (<https://www.iea.org/reports/global-energy-review-co2-emissions-in-2021-2>); and the Energy Information Administration U.S. emissions (<https://www.eia.gov/environment/>).

[11] Approximately two-thirds of the world's economically developable natural gas is concentrated in the United States, Russia, Iran, and Qatar. Source: Reserves per country from Organization of the Petroleum Exporting Countries Annual Statistical Bulletin 2021; U.S. resources obtained from the Energy Information Administration.

[12] Announced Pledges Scenario (APS) = Assumes that all climate commitments made by governments around the world and longer-term net zero targets, will be met in full and on time; Necessary Path Scenario = Sets out a narrow pathway for the global energy sector to achieve net zero CO<sub>2</sub> emissions by 2050.

[13] Assuming U.S. 2020 4.8 GtCO<sub>2</sub> emissions become zero in the next few years.

[14] Source: Rystad Energy; methane intensity data was calculated as of February 2021.

[15] Source: Rystad Energy; emissions intensity data was calculated as of April 2022.

[16] Source: International Energy Agency World Energy Outlook 2021; Energy Information Administration emissions data; the Energy Information Administration Form 860 coal plant data; and EQT analysis.

[17] Data obtained from the Energy Information Administration's U.S. Energy-Related Carbon Dioxide Emissions, 2019 report, splitting wind and solar proportionally to their increased power generation from 2005 to 2019 per the Energy Information Administration's renewable generation data.

[18] Based on 9.5 billion MT of carbon emissions in 2019 derived from coal consumption in China and India, divided by 13.7 billion MT of carbon emissions from international coal consumption (excluding U.S. coal emissions). Source: International Energy Agency 2021 report (<https://www.iea.org/reports/global-energy-review-co2-emissions-in-2021-2>); Energy Information Administration emissions data by country (<https://www.eia.gov/environment/>); Global coal plant tracker; and International Council on Clean Transportation Vehicle life-cycle GHG emissions in the United States.

[19] Approximately 6 billion MT added and assuming 15,000 kilometers driven per year.

[20] Source: Global Energy Monitor 2021 Boom and Bust Report (<https://globalenergymonitor.org/report/boom-and-bust-2021-tracking-the-global-coal-plant-pipeline-2/>).

[21] Between 2013 and 2020, the United States retired 101.3 GW of coal capacity. Source: Global Energy Monitor 2021 Boom and Bust Report (<https://globalenergymonitor.org/report/boom-and-bust-2021-tracking-the-global-coal-plant-pipeline-2/>).

[22] Source: Energy Information Administration ([https://www.eia.gov/environment/emissions/co2\\_vol\\_mass.php](https://www.eia.gov/environment/emissions/co2_vol_mass.php); [https://www.eia.gov/electricity/annual/html/epa\\_08\\_01.html](https://www.eia.gov/electricity/annual/html/epa_08_01.html)).

[23] Source: Energy Information Administration ([https://www.eia.gov/environment/emissions/co2\\_vol\\_mass.php](https://www.eia.gov/environment/emissions/co2_vol_mass.php); [https://www.eia.gov/electricity/annual/html/epa\\_08\\_01.html](https://www.eia.gov/electricity/annual/html/epa_08_01.html)).

[24] U.S. GDP per capita = \$64,000; China GDP per capita = \$10,000; India GDP per capita = \$2,000. Source: World Bank.

[25] Source: International Energy Agency World Energy Outlook; and EQT analysis.

[26] Including current capacity, capacity under construction, and future new capacity.

[27] Incremental cumulative royalties above 2021 levels from 2022 to 2030 assuming 20% of revenue at \$3.75 per million cubic feet.

# Strategy and Vision

103-1; 103-2 ▾

We believe we have demonstrated, in a brief time, our ability to meaningfully improve the emissions profiles of upstream operations through a modern approach. Following the implementation of new leadership in 2019, we rapidly transformed EQT from a 130-year-old firm to a modern, digitally-enabled natural gas company.

Promoting and investing in sustainable practices creates value for us and for our stakeholders through such actions as process efficiencies, while decreasing our impact on the environment and our communities. Examples include working to lower our emissions and our impact on land, maintaining transparent relationships with communities and landowners, and engaging with and supporting the safety of our employees and contractors. To that end, we pursue development in a way that minimizes our environmental impact while maximizing efficiencies. We are one of the lowest-cost producers of natural gas in the United States and we believe our ESG strategy remains an integral part of our success.

## VISION FOR EQT IN THE ENERGY TRANSITION

SASB EM-EP-420a.1; SASB EM-EP-420a.4; TCFD: Strategy – a, b, c ▾

Our belief in the role of natural gas in a low carbon future influences our corporate strategy. Our strategy is divided into three segments: *Evolve*, *Consolidate*, and *New Ventures*. The execution of these strategic segments is not necessarily sequential; rather, each builds upon and supports the others.

**Evolve** focuses on realizing the full potential of the assets under our control. This evolution started in mid-2019, has progressed rapidly, and can be measured by our financial and operational performance to date. At its core, the purpose of evolution is to distinguish our capabilities from those of our peers, differentiating us to facilitate our next strategic path.

One aspect of differentiation has been the adoption of our combo-development operational strategy — providing high confidence, predictability, and improved well and emissions performance. Since 2018, we have reduced our Production segment Scope 1 GHG emissions intensity by approximately 44%, in large part due to efficiencies gained through our combo-development strategy. Please read more about combo-development [here](#).

In November 2021, we obtained certification under the E0100™ Standard for Responsible Energy Development, which focuses on ESG performance, and the MiQ methane standard for the majority of our natural gas production. Responsible Energy Solutions, an approved independent assessment body for both the E0100™ and MiQ standards, assessed our performance against the E0100™ and MiQ standards at approximately 200 well pads located in Greene and Washington Counties, Pennsylvania, which collectively produce approximately 4.0 Bcf per day. We believe that facilitating the establishment of a market for certified natural gas and other products that leverage our low emissions intensities and focus on sustainability will open additional opportunities for symbiotic financial and ESG value creation.

Additionally, our differentiation can be seen in the targets that we have established for our company, including a target of achieving net zero Production segment Scope 1 and Scope 2 GHG emissions by or before 2025 and significant reductions in both GHG and methane emission intensities during that timeframe. For more information on our emissions targets, see [GHG Emissions Targets](#).

Our evolution starts, however, at the genetic level, namely who we are and how we operate. We have invested heavily in technological and human capital to allow us to take insight into action, ensuring that high quality structured data is readily available to inform decision-makers. This is not limited to financial and operational data. We can ascribe emissions down to the well level, allowing us to target high return on investment emissions reduction opportunities — such as our pneumatic device replacement program — to generate optimal value through decarbonization. Furthermore, our advancements in measuring our desktop emissions are also helping to evolve our field emissions measurement capabilities and demonstrate our commitment to best-in-class certification standards and emissions monitoring and measurement technologies. We believe our team, and the scalability of our platform, will allow us to reap similar benefits from application across a broader set of operations through consolidation.

**Consolidate** focuses on generating value through applying our evolved approach to a broader set of assets, allowing us to accelerate emissions reduction efforts within the natural gas space. It means strategically asserting control over a greater amount of absolute emissions in the short term based on our belief, and demonstrated track record, that we can have a greater impact on the pace of emissions reductions in the medium and long terms.

Our Alta Acquisition is a prime example of our ability to create strong financial value while at the same time creating an opportunity to meaningfully improve our pro forma emissions profile. In furtherance of our commitment to “ESG accretion,” 10% of our company-wide, short-term incentive compensation program is ascribed to a targeted pro forma year-over-year reduction in Scope 1 GHG emissions intensity.

We believe that other acquisitions, particularly acquisitions where we could replace more meaningful development operations than were present in the Alta Acquisition, will allow us to effect even more outsized improvements to our pro forma operations through increased use of combo-development.

Our focus on consolidation also lays the groundwork for new ventures, increasing our market share of a key feedstock in emerging energy technologies while increasing our scale and investible assets. Natural gas is not “big oil.” Unlike integrated oil and natural gas companies or pure oil exploration and production companies, we derive only a small portion of our revenues from the sale and ultimate consumption of oil. Accordingly, we are not disincentivized from pursuing decarbonization actions that affect oil consumption, such as in transportation where increased use of electric vehicles would likely result in an increase in natural gas consumption and a decrease in oil consumption (and a corresponding reduction in GHG emissions). However, natural gas-focused companies represent only a small percentage of the total market capitalization of the entire “oil and gas” industry. Natural gas needs a leader that can compete for capital and investments and help guide the energy transition to ensure that all avenues of decarbonization are diligently pursued.

**New Ventures** focuses on laying the foundation for our evolution over the long term through meaningful participation in energy transition opportunities. It is our belief that we will not only have opportunities to accelerate the path to a low carbon future, but also to develop, invest in, partner with, and acquire attractive new ventures to position alongside, and enhance the value of, our strong and sustainable base business.

We believe that our leadership has demonstrated leading-edge performance in assessing and commercializing emerging technologies. Furthermore, our recent technological and cultural transformation has fostered the mentality, approach, and nimbleness across our organization that is necessary to adapt in dynamic environments. When combined with being the largest producer of low-cost, low carbon intensity natural gas, we believe we will have a competitive advantage in decarbonization opportunities.

To this end, in 2021, our Board of Directors authorized the establishment of an innovation fund — a \$75 million pool of capital — that we have used to develop, invest in, partner with, and acquire new ventures or otherwise pursue initiatives aligned with our ESG strategy through 2025. Our guiding principles in allocating capital to new ventures center on (i) promoting natural gas demand and participating in the low carbon transition, (ii) leveraging our assets, skillsets, and

relationships to capture opportunities, (iii) targeting opportunities for meaningful scale and growth, (iv) deploying proven technology, and (v) improving our ESG reputation.

In 2021, we focused on laying the groundwork and building partnerships to support our new ventures. This included creating a dedicated Corporate Ventures team to focus on exploring opportunities and allocating the innovation fund accordingly. Since its inception, our Corporate Ventures team has been exploring opportunities around land-based carbon credits, hydrogen fuel cells, and carbon capture techniques, among other initiatives, to help us achieve our net zero targets.

Taken together, these strategies influence our long-term trajectory, including how we view our role in accelerating a transition to a low carbon future and how we believe we can progress towards a path that is aligned with the Paris Agreement. We believe our *Evolve*, *Consolidate*, and *New Ventures* strategy will allow us to react nimbly and effectively as data continues to emerge and technologies continue to develop on our collective path to a low carbon future.

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# Strategic Initiatives

103-2; SASB EM-EP-110a.3

Our emissions depend greatly on the type and amount of field activity conducted at any given time and, therefore, vary on an annual basis. We review our Scope 1 emissions inventory on a source-by-source basis to determine areas of opportunity and to monitor our overall impact.

Our Scope 1 emissions primarily originate from our operations and fleet transportation. Fuel combustion and natural gas-driven pneumatic equipment are currently the largest contributors to our Scope 1 emissions and, as a result, we have dedicated significant resources to improving these processes and equipment. We outline our environmental guidelines and data tracking expectations in our Environmental, Health, and Safety Management System.

Our approach for each source is below and our primary emissions reduction activities include the following:

- Pneumatic Device Replacement Program
- Leak Detection and Repair (LDAR) Program
- Preventing venting and flaring
- Preventing releases during well unloading
- Using glycol pumps on dehydration units

Our focus on implementing innovative technologies, best management practices, and aligned policies over the past several years has directly resulted in decreasing our GHG and methane emissions intensity. We regularly review technologies to see if they can cost-effectively reduce our emissions in the short term (you can read more about this process in [Technological Evolution](#)). In 2021, our innovative technologies enabled us to obtain certification under both the E0100™ Standard for Responsible Energy Development, which focuses on ESG performance, and the MiQ methane standard. We are now not only the nation's largest natural gas producer, but also the nation's largest producer of certified natural gas.

We also actively participate in Our Nation's Energy (ONE) Future and The Environmental Partnership, both of which seek to improve the industry's environmental performance. Using a science-based approach, ONE Future — a collaborative group of natural gas companies — has set a 2025 target for methane emissions intensity for the industry at or below 1%, a target of 0.28% for the Production segment, and a target of 0.08% for the Gathering and Boosting segment. We significantly outperform the ONE Future methane intensity target for our industry and the Production operating segment, as shown below. While our Production segment methane emissions intensity decreased compared to 2020, our Gathering and Boosting segment methane emissions intensity increased slightly compared to 2020 — primarily as a result of emissions from certain dehydration units acquired in 2021 in the Alta Acquisition.

## Methane Intensity

	EQT Methane Intensity - Production Segment Emissions <sup>[1]</sup>	ONE Future Production Segment Methane Intensity Target	EQT Methane Intensity — Gathering and Boosting Segment Emissions <sup>[2]</sup>	One Future Gathering and Boosting Segment Intensity Target
2018	0.060%	0.28%	Not applicable	0.08%
2019	0.060%		Not applicable	
2020	0.054%		0.076%	
2021	0.039%		0.152%	

Through the Environmental Partnership, we collaborate with other upstream companies to evaluate best management practices for reducing emissions. Resources provided by the Environmental Partnership include programs designed to reduce methane emissions and volatile organic compounds using proven cost-effective technologies.

**EQT’s 2021 methane intensity for its Scope 1 Production segment emissions is approximately 86% lower than the 2025 target set by ONE Future for the Production segment.**

## PNEUMATIC DEVICE REPLACEMENT PROGRAM

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

Compressed air, natural gas, nitrogen, electricity, or other supply media can power pneumatic controllers and level switches with natural gas being the most common power source for 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-bleed or intermittent-bleed controllers.<sup>[3]</sup>

Replacement of a high-bleed controller with a low-bleed or intermittent-bleed controller results in a reduction of GHG emissions by approximately 96% and 64%, respectively.<sup>[4]</sup> We do not operate any high-bleed pneumatic controllers — we currently use only low-bleed and intermittent-bleed pneumatic controllers in our production facilities.

In June 2021, we announced our intent to pursue the full-scale replacement of all of our natural-gas driven pneumatic devices across our asset base (over 8,000 devices in total) by the end of 2022 with a total projected cost of \$20 million. As part of our replacement program, we are replacing our natural gas-driven pneumatic devices with a combination of compressed air, nitrogen, and electric drive-powered pneumatic devices — each of which eliminates emissions from the pneumatic device with, in certain instances, *de minimis* increases in emissions attributable to power generation. We commenced our pneumatic device

replacement program in the fourth quarter of 2021 and we expect to complete the program by the end of 2022. This project alone represents a substantial step forward in achieving our emissions goals, considering that approximately 39% of our 2021 Production segment Scope 1 GHG emissions came from pneumatic devices.

Replacing natural gas-driven pneumatic devices represents a meaningful — and when done correctly, relatively low cost — opportunity for reducing methane emissions within the oil and natural gas production industry. It is estimated that the U.S. oil and gas production sector currently deploys more than 1 million natural gas-driven pneumatic devices. Based on our own research and replacement program, we believe the majority of the emissions from these devices are abatable at a relatively low cost. For this reason, we published a [whitepaper](#) outlining our research and findings with respect to developing and implementing a pneumatic device replacement program to make our research available for other operators to leverage and implement in their own operations.

## LEAK DETECTION AND REPAIR PROGRAM

One of the most significant investments we have made to reduce emissions releases has been our investment in LDAR surveys. Going beyond compliance with robust state and federal requirements on air emissions, our LDAR program involves the following:

- Utilization of optical gas imaging (OGI) technology at all compressor stations, dehydration facilities, and unconventional sites for conducting LDAR surveys ranging from monthly to annually, depending on the facility;
- A team of EQT employees who have completed a three-day training course consisting of classroom and onsite experience with OGI experts, certified to operate gas detection cameras;
- Use of three types of OGI cameras, all verified by the manufacturer to meet the EPA's LDAR requirements under the EPA's New Source Performance Standards for the Oil and Natural Gas Industry;
- Annual auditory, visual, and olfactory inspections for each of our conventional wells;
- Quarterly mechanical integrity inspections for our conventional wells in Pennsylvania and quarterly visits to conventional wells with storage vessels in West Virginia to perform inspections for gas leaks;
- Remote gas detection monitors inside the gas processing units of our unconventional wells that monitor for leaks in real time and that automatically alert our gas control center to assign a specialist to conduct an inspection;
- Leak repairs conducted as soon as reasonably possible; and
- Resurveying all leak repairs with an OGI camera to confirm the repair was successful.

Our standard practice exceeds state and federal requirements related to leak repair procedures and we routinely upgrade our management system to better track leak repairs at our sites. In 2021, no repairs were delayed beyond the applicable regulatory limits and more than 70% of all leaks detected in our production operations were immediately repaired. We had 38% fewer leaking components in 2021 than in 2020.

### Leak Detection and Repair Metrics<sup>[5]</sup>

	2019	2020	2021
TOTAL OGI SURVEYS	977	809	859
TOTAL LEAKING COMPONENTS	1,058	468	289
Components repaired immediately	911	422	204
Components repaired within 2 to 15 days	146	46	52
Components repaired after 15 days	1	0	33

## VENTING/FLARING PRACTICES

We use a [green completions program](#) to reduce our volume of vented and flared gas during our operations. 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. Through the use of green completions technology, we did not vent or flare any gas during our completions operations in 2021 and we remain committed to zero flaring other than in emergency situations.

During the production phase of a well, our flaring and venting practices differ based on the amount of condensate and oil produced. Generally, the industry considers a “dry gas” well to be a well that produces water, methane, and ethane but not significant natural gas liquids, condensate, or oil. A well that consistently produces natural gas in addition to condensate and/or oil is considered a “wet gas” well. Dry gas wells generally have significantly lower emissions when compared to wet gas wells and require fewer emissions controls. The significant majority of the wells we operate are dry gas wells and no gas is flared in connection with production from these wells. To minimize flaring at our wet gas wells, we use various methods of emissions minimization options including the design of closed-vent systems with low-pressure separators, vapor recovery systems, and vapor destruction systems.

We leverage 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. The valves, hatches, and additional separators have significantly improved sealing, have reduced leaks, and have led us to standardize the installation of latch-down hatches on all new installations. We conduct monthly LDAR inspections on these closed-vent systems and condensate sites.

## WELL UNLOADING

As a natural gas well ages, “liquid loading” occurs as liquids — primarily water — accumulate in the wellbore. These liquids create backpressure that restricts or stops the gas flow. To restore productivity, multiple approaches can be used to unload the fluid from the wellbore; the simplest is to flow the well to a lower pressure environment, such as an atmospheric tank. As part of our ongoing efforts to minimize emissions, we follow guidance from [the Environmental Partnership](#) to reduce methane emissions from well unloading.

If a well only produces through production casing, we install tubing to reduce flow area and to allow the produced gas from the well to efficiently unload the fluid. We install well tubing on an accelerated schedule to limit the amount of venting that occurs from well unloading activities and, thus, reducing the amount of methane emissions. We are able to further minimize tank venting by using automated plunger lift equipment in wells with tubing. Where this is not possible, it may be necessary to use a swab rig to mechanically remove fluids from a well to restore flow. For unconventional wells, we have personnel onsite while unloading wells. Additionally, we follow the industry best practice of installing plunger lifts one to three years into a well's life. Each of these methods helps to reduce our emissions associated with the removal of liquids from our wells.<sup>[6]</sup>

## DEHYDRATION UNITS

To reduce methane emissions during production operations, we use glycol pumps rather than natural gas pneumatic 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, which results in lower methane emissions. Additionally, our standard protocol is to install condensers on new dehydration regenerator still columns to further minimize emissions. These units condense volatile liquid organics out of the gas and vapor streams collecting marketable natural gas liquids and minimizing odors and emissions. The resulting emissions are sent to a vapor destruction unit.

## ELECTRIFYING OUR FRACTURING FLEETS

As described in [Air Quality](#), in 2020, we transitioned substantially all of our fracturing (frac) fleets from diesel to electric fleets powered by a natural-gas-fired turbine using EQT-produced natural gas. We project that the implementation of these next-generation electric frac fleets will eliminate over 23 million gallons of diesel fuel consumption from our operations annually. The electrification of our frac fleets also decreases our emissions due to the corresponding reduction in vehicle use that would otherwise be needed to deliver diesel fuel to our well pads.

## TRANSPORTATION

We have operations in multiple states, requiring us to rely on trucks and other fleet vehicles for the transportation of workers and materials to job sites. Our vehicles drive millions of miles annually and we actively pursue efficient, cleaner-burning alternatives — such as compressed natural gas — for our vehicles. In 2020, we conducted a substantial overhaul of our vehicle fleet — reducing our fleet by approximately 95 trucks and utilizing newer, fuel-efficient, and technology-enabled vehicles to further reduce total vehicle miles and associated emissions. We continue to consider efficiency improvements to our fleet. Read more about our transportation improvements in [Water](#).

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[1] Calculated using ONE Future's methodology for calculating methane intensity for Production segment emissions. Includes only Scope 1 methane emissions. 2020 methane emissions intensity includes methane emissions from EQT and the Chevron Assets. 2021 methane emissions intensity includes methane emissions from EQT, the Chevron Assets, and the Alta Assets.

[2] Calculated using ONE Future's methodology for calculating methane intensity for Gathering and Boosting segment emissions. Includes only Scope 1 methane emissions. 2020 methane emissions intensity includes methane emissions from EQT and the Chevron Assets. 2021 methane emissions intensity includes methane emissions from EQT, the Chevron Assets, and the Alta Assets. We did not participate in ONE Future's calculation of methane intensity for our Gathering and Boosting segment emissions in 2018 and 2019.

[3] Source: 40 Code of Federal Regulations 98 Subpart W—Table W-1A.

[4] Source: [https://www.law.cornell.edu/cfr/text/40/appendix-Table\\_W-1A\\_to\\_subpart\\_W\\_of\\_part\\_98](https://www.law.cornell.edu/cfr/text/40/appendix-Table_W-1A_to_subpart_W_of_part_98).

[5] Metrics only include OGI survey data.

[6] Source: <https://www.ourenergypolicy.org/wp-content/uploads/2014/04/epa-liquids-unloading.pdf>.

# Governance

103-2 ▾

Our ESG Committee — comprised of our Chief Executive Officer, General Counsel, Chief Financial Officer, and other senior leaders — bears the primary responsibility for identifying and managing applicable climate risks and opportunities. Our ESG Committee also assists our executive team and senior management in developing, implementing, and monitoring initiatives, processes, policies, and disclosures pertaining to climate risks and opportunities.

Two Board-level committees also play an integral role in assessing our ability to appropriately manage climate risks and opportunities. The Corporate Governance Committee and the Public Policy and Corporate Responsibility (PPCR) Committee of our Board of Directors routinely evaluate and provide oversight, guidance, and perspective with respect to our climate risks and initiatives including our emissions reduction targets. Our General Counsel and our Vice President of Environmental, Health, and Safety provide regular updates on our climate initiatives to the PPCR Committee at least quarterly. In response to such updates, the PPCR Committee provides comments and feedback on our climate risk management and emissions reduction initiatives, which are relayed to our ESG Committee.

Lastly, our business departments — including our Environmental, Production, Finance, and Business Information Technology teams — work collaboratively to explore and implement new technologies to collect, report, forecast, and reduce our emissions and manage our other climate risks in line with initiatives established by our ESG Committee. Oversight of these initiatives is managed through our digital work environment and monitored by our ESG Committee.

In 2021, our ESG Committee engaged Environmental Resources Management International Group Limited to conduct a Task Force on Climate-related Financial Disclosures gap analysis and readiness assessment on EQT. The analysis was utilized by our ESG Committee to help develop our emissions reduction targets that were publicly announced in June 2021 and the analysis continues to be used by the ESG Committee in helping shape our evolving risk function.

Additionally, 10% of our company-wide, short-term incentive compensation program is linked to a targeted pro forma year-over-year reduction in Scope 1 GHG emissions intensity. In 2022, we also added a performance payout modifier to our Incentive Performance Share Unit Program (our long-term equity incentive compensation program) that links a meaningful portion of participant payout opportunity to both achieving our goal of becoming net zero by or before 2025 and how our net zero goal is achieved. For example, the incentive compensation opportunity for plan participants is reduced if our net zero goal is either not achieved or if it is achieved through the purchase of carbon credits in excess of a specified benchmark threshold. In this regard, a meaningful portion of our executive and senior management compensation is directly tied to our emissions reduction performance, adding an extra layer of accountability to ensure we remain on track to achieve our emissions reduction targets.

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# Risk Management

SASB EM-EP-420a.1; TCFD: Risk Management – a, b, c 

We have a decentralized approach to risk management. To ensure we are aligned and focused on our business risks, we survey senior leaders annually to assess Tier 1 enterprise risks with our ESG Committee bearing primary responsibility for identifying and managing climate risks. Based on this survey, we create a list of our top risks and present this information to our Board of Directors on an annual basis. We also conduct quarterly follow-up assessments to re-rank top risks and identify new or more effective measures for mitigation.

As the nation's largest producer of natural gas, both the effects of climate change and the prevailing views on how to optimally curb the impact thereof can meaningfully impact us. Increased frequency and severity of adverse weather events — such as storms, floods, droughts, and other extreme climatic events — could cause physical damage to our assets, temporarily or permanently displace our employees and service providers, affect the availability of water necessary for our drilling and completions operations, and otherwise impact our ability to operate on schedule. In addition, the impacts of climate change also have the potential to affect us financially. Changes to federal, state, and local climate-focused laws and regulations could prohibit, inhibit, or increase the costs for us to drill for and produce natural gas. Changing consumer tastes and continued focus on climate change management and mitigation could result in decreased demand for natural gas, thereby reducing the price we receive for our product. Furthermore, our access to capital funding could be restricted if we are unable to articulate and execute our sustainable development strategy. As we continue to evolve our risk function, we plan to more explicitly incorporate the transition and physical risks associated with climate change into our risk analysis.

Our Production, Completions, and Financial teams utilize models and forecasts to assess the impact of our identified risks. This includes financial modeling and commodity forecasting. For climate change specifically, we consider risks to our business including accessibility of water for our operations, different carbon pricing scenarios, and demand for natural gas, renewables, and other energy sources. In the first half of 2021, we built a proprietary emissions model that has been integrated into our financial model, which allows us to better understand carbon pricing and enables us to make business decisions based on both financial and climate impact. We use this model to project what our anticipated GHG and methane emissions will be up to five years into the future and to determine the projected amount and cost to purchase carbon credits or create carbon offsets necessary for us to achieve our net zero target. We use various carbon pricing projections based on the [Regional GHG Initiative](#) and the [California Carbon Credit Exchange](#) to model different carbon pricing scenarios and the corresponding impacts on our operations and financial profile.

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# GHG Emissions Targets

103-1; SASB EM-EP-110a.1; SASB EM-EP-110a.2; 305-1; 305-2; 305-3; 305-4; 305-5

We monitor and report on operational air emissions as required by state and federal regulations. We gather operational data and report emissions annually in accordance with emissions inventory requirements in each state where we have operations. For sources subject to the EPA's GHG Reporting Program, we submit reports to the EPA and they are validated electronically. We are not subject to any GHG emissions-limiting regulations and seek continuous improvement capabilities in areas that provide the greatest opportunity for GHG reductions.

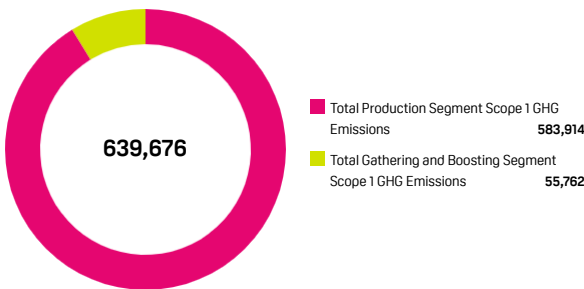
Our GHG emissions are broken into three categories or “scopes.” Scope 1 emissions are direct GHG emissions from sources we own or control. Scope 2 emissions are GHG emissions from the generation of purchased electricity consumed in connection with our operations. Scope 3 emissions are all other indirect GHG emissions as a result of our activities, from sources not owned or controlled by us. We explain how we calculate our Scope 1, 2, and 3 emissions in more detail below; however, the GHG Protocol has additional information about how these scopes are defined.

## SCOPE 1 GHG EMISSIONS

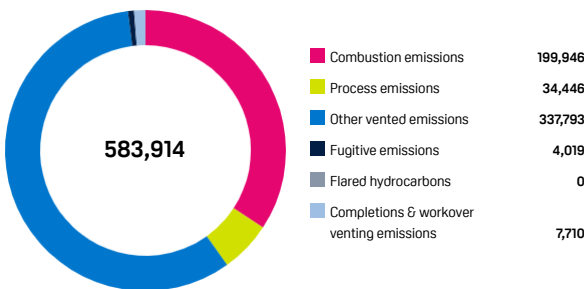
We calculate our Scope 1 GHG emissions in accordance with Subpart C (Stationary Fuel Combustion) and Subpart W (Petroleum and Natural Gas Systems) of the EPA GHG Reporting Program. Pursuant to the EPA's rules and regulations, emissions are reported according to defined “industry segments” as opposed to a single set of emissions at the operator level. There are five industry segments under the EPA's reporting framework for petroleum and natural gas companies — Production, Gathering and Boosting, Processing, Transmission and Storage, and Distribution. The significant majority of our operations (and consequently our Scope 1 GHG emissions) fall within the Production segment.

We own an insignificant amount of midstream assets and the emissions from these assets are disclosed as emissions from the Gathering and Boosting segment. We have no emissions within the Processing, Transmission and Storage, or Distribution segments.

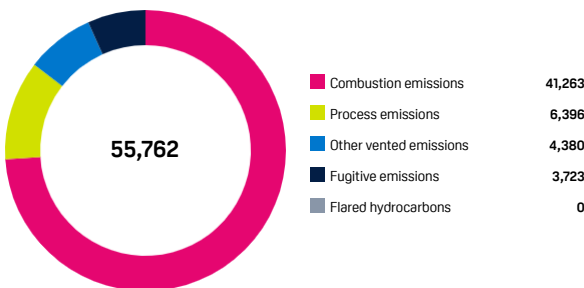
2021 EQT Scope 1 GHG Emissions (MT CO<sub>2</sub>e)<sup>[1][2]</sup>



2021 EQT Production Segment Scope 1 GHG Emissions (MT CO<sub>2</sub>e)<sup>[3]</sup>



2021 EQT Gathering and Boosting Segment Scope 1 GHG Emissions (MT CO<sub>2</sub>e)



## Scope 1 Emissions Sources (MT CO<sub>2</sub>e)

Accounting Metric	2018	2019	2020	2021 (EQT)	2021 (Alta Assets)
<b>Production Segment Scope 1 GHG Emissions</b>					
Combustion emissions <sup>[4]</sup>	466,346	202,952	265,693	199,946	126,988
Process emissions <sup>[5]</sup>	15,615	90,591	31,840	34,446	44,188
Other vented emissions <sup>[6]</sup>	410,122	489,983	442,921	337,793	39,692
Fugitive emissions <sup>[7]</sup>	23,019	6,818	5,537	4,019	2,277
Flared hydrocarbons <sup>[8]</sup>	0	0	0	0	0
Completions and workover venting emissions	6,937	5,349	7,118	7,710	1,243
<b>Total Production Segment Scope 1 GHG Emissions</b>	<b>922,039</b>	<b>795,693</b>	<b>753,109</b>	<b>583,914</b>	<b>214,388</b>
<b>Gathering and Boosting Segment Scope 1 GHG Emissions</b>					
Combustion emissions	48,289	58,679	41,990	41,263	89,954
Process emissions	8,625	9,569	6,781	6,396	46,091
Other vented emissions	6,028	4,716	4,870	4,380	498
Fugitive emissions	10,789	10,703	1,601	3,723	6,976
Flared hydrocarbons	0	0	0	0	0
<b>Total Gathering and Boosting Segment Scope 1 GHG Emissions</b>	<b>73,731</b>	<b>83,667</b>	<b>55,242</b>	<b>55,762</b>	<b>143,519</b>

## Scope 1 GHG Emissions Intensity<sup>[9]</sup>

	2018	2019	2020	2021 (EQT)	2021 (Alta Assets)
<b>Production Segment GHG Emissions Intensity</b> (Production Segment Scope 1 GHG Emissions [MT CO <sub>2</sub> e] / Gross Production of Hydrocarbons [Bcfe])	529	440	389	297	966
<b>Gathering and Boosting Segment GHG Emissions Intensity</b> (Gathering and Boosting Segment Scope 1 GHG Emissions [MT CO <sub>2</sub> e] / Gross Production of Hydrocarbons [Bcfe])	42	46	29	28	646
<b>Total Scope 1 GHG Emissions Intensity</b> (Total Scope 1 GHG Emissions [MT CO <sub>2</sub> e] / Gross Production of Hydrocarbons [Bcfe])	571	487	417	326	1,612

## SCOPE 2 GHG EMISSIONS

We began tracking our Scope 2 GHG emissions (i.e., indirect GHG emissions from purchased electricity to power certain aspects of our operations) in 2020. A third-party entity, typically a utility, generates these emissions at their facility.

The two prevailing methods for calculating Scope 2 GHG emissions are the market-based approach and the location-based approach. Under the market-based approach, Scope 2 emissions are calculated based on the reporting company's contracts with electric utilities. Under the location-based approach, Scope 2 emissions are calculated based on the average emissions intensity of the reporting company's local power grid. We use the location-based approach to calculate our Scope 2 emissions, utilizing the EPA Emissions & Generation Resource Integrated Database's state emission factors for our operating areas.

## Scope 2 GHG Emissions (MT CO<sub>2</sub>e)<sup>[10]</sup>

	2020	2021 (EQT)	2021 (Alta Assets)
Carbon dioxide	2,796	4,591	676
Methane	7	10	1
Nitrous oxide	11	18	3
<b>Total</b>	<b>2,814</b>	<b>4,619</b>	<b>680</b>

## SCOPE 3 GHG EMISSIONS

Similar to Scope 2 emissions, we began efforts to track and understand our Scope 3 GHG emissions (i.e., other indirect emissions) in 2020. There are 15 categories of Scope 3 emissions. To fully understand our Scope 3 emissions, we calculated our Scope 3 emissions within all 15 categories during 2020. We then conducted a materiality assessment to determine which of the 15 categories are material to helping our stakeholders understand our Scope 3 emissions impact.

As is the norm within our industry, the substantial majority of our Scope 3 emissions are generated from category 11 (use of sold products). As such, we report only Scope 3 emissions from category 11, which is also in line with the industry benchmarking analysis we conducted as a part of our Scope 3 materiality assessment.

## Scope 3 GHG Emissions (MT CO<sub>2</sub>e)<sup>[11]</sup>

	2020	2021
Use of Sold Products (Category 11)	87,465,365	100,939,396

## GHG EMISSIONS TARGETS

SASB EM-EP-110a.3

As discussed in [Sustainable Value Creation](#) and our [Strategy and Vision](#), the "Evolve" aspect of our strategy focuses on realizing the full potential of our current asset base. The purpose of evolution is to differentiate us by distinguishing our capabilities from those of our peers. In line with that focus, we have set the following short-term and medium-term goals for our Production segment operations to keep us on track:<sup>[12]</sup>

**Achieve net zero Scope 1 and Scope 2 GHG emissions by or before 2025;**

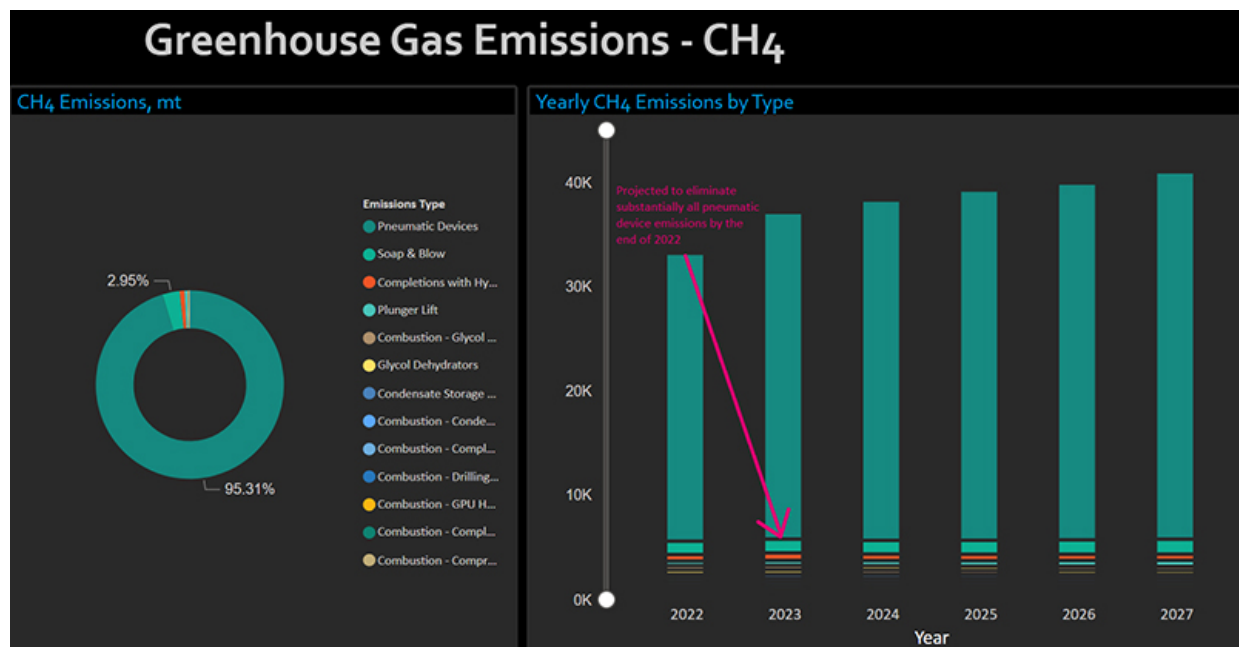
**Reduce our Scope 1 GHG emissions intensity to below 160 MT CO<sub>2</sub>e/Bcfe (representing an approximately 70% reduction compared to 2018 levels) by or before 2025; and**

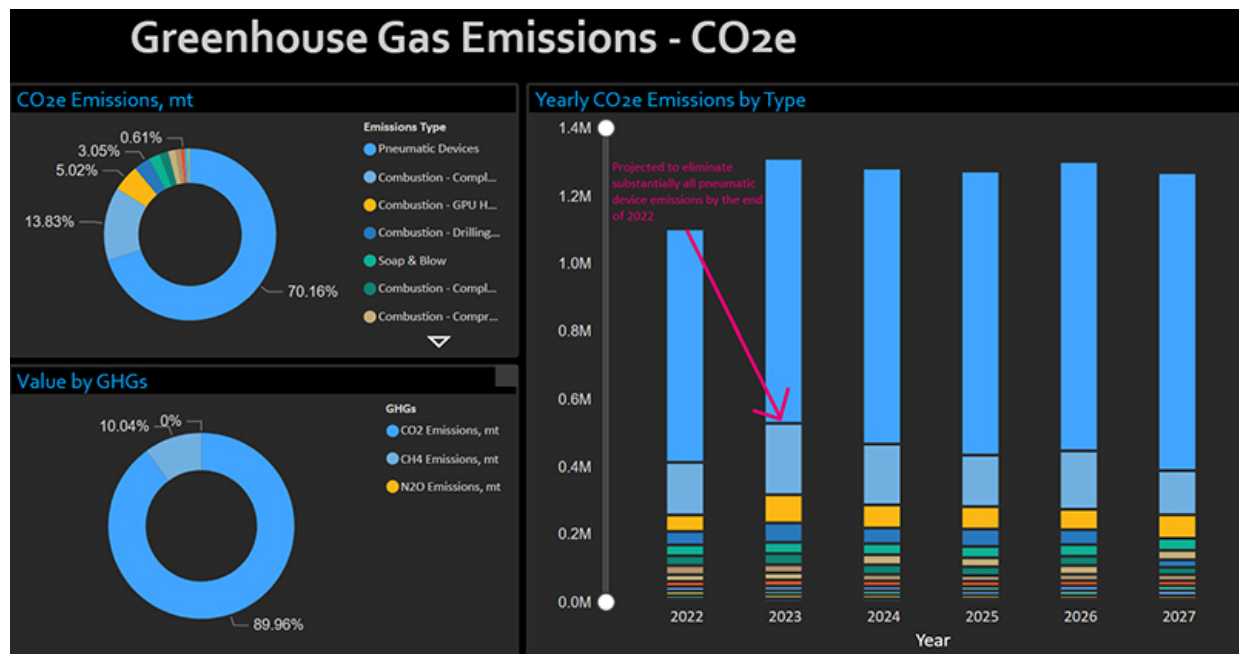
**Reduce our Scope 1 methane emissions intensity to below 0.02% (representing an approximately 65% reduction compared to 2018 levels) by or before 2025.**

To further demonstrate that our impact on climate change is a priority of ours, in 2021 we added GHG intensity reduction as a component of our short-term incentive compensation program in which all of our employees participate. In 2022, we also added a performance payout modifier to our executive performance incentive plan linking a meaningful portion of participant payout opportunity to both achieving our goal of becoming net zero by or before 2025 and to how we achieve our net zero goal. See [Corporate Governance](#) for more details on these incentive compensation plans.

We are planning to achieve our goal of net zero Scope 1 and Scope 2 Production segment GHG emissions by or before 2025 primarily through operational improvements. Through 2021, we have already made significant progress in our efforts toward achieving our net zero goal, including reducing our Production segment Scope 1 and 2 GHG emissions to 588,533 MT CO<sub>2</sub>e — which is a 22% reduction compared to 2020.

In 2021, we built a proprietary emissions model that allows us to track our real-time emissions at the well level and by emissions source and that projects our emissions up to five years into the future. This highly detailed data allows us to more accurately make capital allocation decisions to maximize both the environmental and financial impacts of our emissions initiatives. Based on the data derived from our emissions model, we determined that a substantial portion of our Scope 1 emissions are generated from one piece of equipment — pneumatic devices. With this information, we then proceeded to focus our efforts on determining the best path forward for replacing our natural gas-driven pneumatic devices, which we expect to complete by the end of 2022. In a span of only 18 months, we will have successfully and efficiently eliminated the bulk of our Scope 1 GHG emissions with limited capital outlay. This would not have been possible without the advanced detailed emissions data and analytics derived from our proprietary emissions model.





While we are already operating at an industry-leading emissions intensity level — in part driven by prior adoption of emissions-friendly operational technologies like electric frac crews and hybrid drilling rigs, we fully anticipate additional opportunities for operational improvements beyond our pneumatic device replacement initiative, albeit of a lesser impact, to contribute to achieving our net zero goal.

As we prioritize emissions reduction opportunities, we place a premium on true emissions reduction when making capital allocation decisions for emissions elimination programs versus generating offsets and purchasing credits. We prioritize projects that will support actual emissions reductions versus emissions reported pursuant to EPA guidance. For example, internal research shows that actual annual emissions attributable to pneumatic devices during the first two years of a well's productive life roughly equal the actual emissions for the remaining balance of the well's life. Importantly, while these early-life pneumatic device emissions likely exceed the flat annual emissions attributed under EPA guidelines (which apply a single emissions factor regardless of the life of the well), we also found that EPA guidelines result in inflated emissions for the remainder of the well's life.<sup>[13]</sup> As such, when we initiated our pneumatic device replacement program, we began by targeting all new development and all sites within their first two years of production. Quite simply — our goal is to reduce actual emissions, not “desktop” emissions.

Further to that end, we are actively developing plans to increase our usage of next-generation monitoring technologies across a broader portion of our asset base. While we already employ leading practices in detection, we are driven to constantly improve our ability to identify and quickly address potential emissions incidents. As a demonstration of this commitment, in 2021 we announced our participation in the Oil and Gas Methane Partnership 2.0 which is a Climate and Clean Air Coalition initiative led by the United Nations Environment Programme in partnership with the European Commission, the United Kingdom Government, the Environmental Defense Fund, and other leading oil and gas companies. Pursuant to the Oil and Gas Methane Partnership 2.0 framework, we are working to achieve a “gold standard” emissions monitoring strategy by leveraging modern monitoring technologies across our asset base to demonstrate verifiable achievement of “near zero” emissions intensity by or before 2025.

We are also committed to doing what we can as a natural gas producer to accelerate a sustainable pathway to a low carbon future. In one regard, this means leveraging the impact of our operating model through consolidation — thereby accelerating emissions reduction within the natural gas production industry. In another, it means buttressing our efforts to reduce our emissions with carbon offset creation opportunities. In addition to generating credits attached to our products to facilitate the establishment of differentiated products markets, we believe opportunities exist for us to create carbon offsets through activities consistent with our core competencies.

Offset generation represents part of our plan to achieve net zero Scope 1 and Scope 2 GHG emissions by or before 2025. Given the varying maturity of technologies underpinning offset generation opportunities, we are contemplating principally relying on more proven offset opportunities — such as land management and biological carbon sequestration initiatives — to help us achieve our net zero goals. We plan to leverage our extensive landowner relations — one of our strategic advantages — to execute these opportunities organically.

In 2021, we began laying the groundwork for our Land Based Carbon Credit Program. We have partnered with Teralytic — the producer of the world's first wireless Nitrogen, Phosphorous, and Potassium sensor — to track our carbon sequestration efforts with remote data sensors on 1.4 million acres of our leased land. Through strong commercial relationships with landowners, these resources have a high potential to support our carbon sequestration efforts. In addition to the emissions reduction opportunities that we discussed above — which are our focus, we believe this program will be the final step in enabling us to achieve our net zero goal by or before 2025.

Additionally, while our net zero target does not include our Scope 3 emissions, we are exploring ways to meaningfully affect the emissions impact from use of our products and of others in the industry. Our recent technological and cultural transformation has instilled across our organization the mentality, approach, and nimbleness necessary to adapt in dynamic environments. These changes have been intentional and were pursued in part to allow us to evolve. The reality is that we do not believe that setting a net zero Scope 3 emissions target currently is the optimal manner for us to contribute to an acceleration of a sustainable pathway to a low carbon future.

Across the industry, companies are increasingly divesting highly carbon-intensive operations or assets to achieve corporate net zero targets. The problem with this approach is that the divested assets continue in operations, in many instances shifting to operators who are not subject to public scrutiny. This approach represents a shifting of emissions out of the hands of accountable operators, driven by a desire to achieve a corporate net zero goal, and not a reduction in emissions aligned with achieving our collective emissions reduction goals.

We are taking the opposite approach. We believe our record demonstrates both that we are a committed leader in emissions reduction and field measurement efforts and that we can accelerate meeting a 1.5-degree scenario through consolidation. Although consolidation would inherently increase our Scope 3 emissions

from any future acquired operations (emissions that would exist even if they were not acquired by us), it would also put those operations in the hands of stewards accountable for accelerating emissions reduction efforts. We believe that advancing the collective goal of accelerating a rapid reduction of industry emissions should be the driving factor in shaping our strategy and we will do just that.

We believe these goals provide the right prioritization and targets to guide our strategy and decision-making throughout the company, will continue to position us as a leader in the energy industry, and will accelerate a sustainable pathway to a low carbon future.

## RELATED RESOURCES

[EQT Response Letter to Senator Warren →](#)

[EQT Letter to U.S. Secretary of Energy Jennifer Granholm →](#)

[Unleashing U.S. LNG →](#)

[Pneumatic Device Replacement, Low-Cost Opportunity for Methane Abatement Whitepaper →](#)

[1] We are subject to the methodologies for reporting GHG emissions under Subpart C (Stationary Fuel Combustion) and Subpart W (Petroleum and Natural Gas Systems) of the EPA GHG Reporting Program. We calculate our Scope 1 GHG emissions using EPA calculation guidelines under 40 Code of Federal Regulations Part 98 Subpart Q. Under this Rule, hydrofluorocarbons, perfluorinated chemicals, sulfur hexafluoride, and nitrogen trifluoride are not expected to be emitted in this sector. Our Scope 1 GHG emissions figures include all of our Scope 1 GHG emissions, regardless of size. Subpart W only requires certain GHG emissions to be reported to the EPA if the emissions exceed a certain specified level and, thus, in some cases our Scope 1 GHG emissions disclosed in this report may be greater than the amount we report to the EPA. Additionally, although not shown in our total Scope 1 GHG emissions figure, we had 6,326 MT, 4,721 MT, 3,775 MT, and 3,628 MT CO<sub>2</sub>e attributable to our fleet operations in 2018, 2019, 2020, and 2021 — respectively — and the Alta Assets had 369 MT CO<sub>2</sub>e attributable to its fleet operations in 2021.

[2] Excludes emissions from the Alta Assets.

[3] Excludes emissions from the Alta Assets.

[4] Combustion emissions include emissions from our diesel and natural gas drill rigs, completion engines, stationary engines, boilers, gas processing units, vapor destruction units, and generators.

[5] Process emissions originate from our glycol and desiccant dehydrators.

[6] Other vented emissions include emissions from our storage tanks, reciprocating compressors, well liquid unloading operations, pneumatic controllers, and pumps.

[7] Fugitive emissions include equipment leak surveys and population count emissions.

[8] For purposes of this report, we use the [American Exploration and Production Council's definition](#) of "flaring," which is the flaring of wellhead gas from the primary separator at assets operated by EQT. This definition of flaring specifically does not include (i) combustion of low-pressure gas volumes from crude oil/condensate and produced water storage vessels or other low-pressure separators for the purpose of controlling emissions or (ii) flaring from drilling and/or well completion, which are either (a) exempt from reporting to the EPA (e.g., flaring gas during the drill-out phase of completing a well) or (b) disclosed in our EPA emissions inventory reports under emissions from other sources (e.g., flaring associated with the operation of vapor destruction units is captured under combustion emissions and flaring associated with the operation of glycol dehydrators is captured under process emissions). For further discussion of our venting and flaring practices, see Venting/Flaring Practices.

[9] Unless otherwise noted, our intensity metrics are calculated based on emissions emitted (MT CO<sub>2</sub>e) divided by gross production of hydrocarbons (Bcfe). While there is no standard formula for calculating emissions intensity, we believe gross production (as opposed to net production) is the most accurate representation for calculating emissions intensity because gross production is a measure of the actual volume of hydrocarbons produced from the wells we operate.

[10] Given the timing of the closing of the Chevron Acquisition in the fourth quarter of 2020, our 2020 Scope 2 emissions do not include possible indirect emissions associated with the Chevron Assets. 2021 EQT Scope 2 emissions include indirect emissions associated with the Chevron Assets. Scope 2 emissions from the Alta Assets have been disclosed separately as noted in the table.

[11] 2020 Scope 3 emissions include only indirect emissions from EQT's operations and exclude possible indirect emissions associated with the Chevron Assets. 2021 Scope 3 emissions include indirect emissions from EQT's operations as well as the Chevron Assets, and the Alta Assets.

[12] Net zero and GHG emissions intensity targets are based on assets owned by EQT on June 30, 2021.

[13] We presented these findings to the EPA in November 2020 in part to assist in their analysis on how to best tackle pneumatic device emissions.



# Environmental Water




## Why It Matters to Us

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103-1 ▾

Natural gas production requires water to operate sophisticated processes and procedures. Effectively managing our water consumption and disposal is critical to safeguarding human and ecological health. In addition, the efficient use and transport of water improves the overall efficiency of our operations and decreases air emissions through reduced vehicle transportation. We work to uphold high standards of water management to preserve stakeholder trust, minimize our environmental impact, and protect this valuable natural resource.



# What We Are Doing

103-2 ▾

We recognize that natural gas development activities are water-intensive and we are dedicated to protecting water resources by operating responsibly. We use best-in-class management practices for evaluating water sources, permitting locations, operating withdrawal sites, and discharging water. We identify potential risks at each stage of our operations and implement appropriate mitigation measures. Further, we strive to protect the fresh water in our communities by investing in new technology, leveraging industry best practices, and reusing water whenever possible. We strongly support transparency and disclose the chemical makeup of our fracturing (frac) fluids via [FracFocus.org](#).

## GOVERNANCE

Our Environmental, Health, and Safety (EHS) department, led by our Vice President, EHS, is responsible for the oversight and management of our environmental footprint including following water-related procedures and meeting permit requirements. Our Completion and Production teams are responsible for overseeing the management of operations including associated water use. Our EHS team develops water-related procedures for environmental incidents and safety while our Production team develops operational procedures regarding the movement of water. We report on environmental progress each quarter, which includes any material environmental violations, to the Public Policy and Corporate Responsibility Committee of our Board of Directors.

## WATER WITHDRAWALS

303-1 ▾

We operate within the Appalachian Basin, which has a relatively abundant supply of water with low to moderate baseline water stress when compared to other basins in the United States. That said, we recognize that water is a precious resource and the importance in effectively managing any amount of water use. Prior to starting any water withdrawal, we assess the water source to determine a reasonable rate that can be extracted without harming the existing uses supported by the water source and we obtain approval from appropriate regulatory bodies. We use guidance from local government agencies to determine a reasonable flow rate for the bodies of water from which we withdraw water, specifically the [Susquehanna River Basin Commission](#) and Q7-10 method.

During our operations, we strive to minimize the quantity of fresh water used, mindfully select water sources close to our well pads to minimize transportation, and choose sources with adequate and sustainable capacity to support our withdrawal without impacting the watershed. Regulatory agencies in Pennsylvania, West Virginia, and Ohio issue permits for water withdrawal based on the availability and quality of local supplies. We have procedures in place to maintain compliance with water permitting and reporting requirements.

To the extent possible, we use our own or third party produced water for our operations to minimize freshwater withdrawals. We use the following definitions in this report pertaining to water use and recycling:

Water Withdrawn/Water Consumption	Normalized Fresh Water Withdrawn	Recycled Water
The water is obtained from sources such as lakes, rivers, reservoirs, or municipal spigots/hydrants for use in our operations. We obtain permits for our freshwater sources and adhere to all applicable local, state, and federal guidelines. Due to the nature of natural gas extraction, virtually all water we withdraw is used immediately; therefore, we use "water withdrawal" and "water consumption" interchangeably throughout this report.	The ratio of water withdrawn (in cubic meters [m <sup>3</sup> ]) to barrels of oil equivalent (BOE) produced per day.	Water that is recycled for reuse in our operations. This includes flowback, drilling water, and produced water collected from drilling operations.

We cooperate with state agencies to obtain permits for each water withdrawal site; this process includes a full evaluation of each applicable watershed. 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 to prevent withdrawal during low-flow conditions. This process also helps maintain adequate water for aquatic species and downstream users. In addition to surface water withdrawal, we obtain water from municipalities in accordance with contracts with local or regional municipal water suppliers. We oversee our contractors' compliance with water withdrawal requirements using a daily review and approval process prior to water withdrawal.

## MONITORING IMPACTS

Well integrity is critical in preventing impacts on water supplies within a few hundred feet of the surface. To protect these shallow aquifers, we use fresh water, soap, and air to drill the section of a well that could contain any fresh water. After drilling the freshwater section of the well, steel pipes (casings) are cemented in the borehole to protect groundwater and allow production of gas. We perform casing pressure tests and run cement bond logs as required by individual state regulations and we submit reports on these tests and logs to the applicable state agency. We had no well integrity failures in 2021 that resulted in an adverse impact on the environment.

Our water-well protection program includes conducting both pre- and post-drill sampling at landowners' private water supplies. We analyze water supplies — including water wells, springs, ponds, and streams — for general water quality constituents and metals, dissolved gas, petroleum constituents, and, if warranted, bacteriological parameters. We also follow the [Marcellus Shale Coalition's recommendation](#) for pre-drill water supply surveys. We conduct multiple pre-drill samplings for all water sources within 3,000 feet of the site and post-drill samplings for sources within 1,500 feet of the site based on hydrogeological conditions and other factors as necessary to protect domestic water supplies.

We maintain a database of pre- and post-drill results and submit analytical results to the property owner and to the relevant state environmental agency. We examine any landowner concern brought to our attention. If we perceive an issue, we immediately conduct a thorough hydrogeologic review and coordinate with the appropriate internal and external stakeholders to address and resolve it.

We store both fresh and recycled water in double-wall tanks and open impoundments, where permissible. Our impaired water impoundments, located exclusively in West Virginia, are inspected weekly and have leak detection systems. We do not currently have plans to create any new impaired water impoundments. In our other operating areas, we use tanks protected by containment that meet Spill Prevention, Control, and Countermeasure best practices to store water produced during production. Containment at all unconventional sites is inspected monthly for adequacy.

## TRANSPORTING WATER AND AVOIDING SPILLS

To further improve water efficiency, we continue to transition away from water transportation by truck. We are working to source all fresh water for our operations from pipelines — which reduces truck traffic, our carbon footprint, and air emissions. As of December 31, 2021, approximately 98.8% of the fresh water we consume was delivered to our sites using pipelines. We have electrified many of our water pumps with either natural gas or electricity rather than diesel and we are



pursuing utility power for sites where we are unable to transition our water pumps from diesel to natural gas. We are also working to develop a 45-mile, mixed-use water system in some of our key operating areas that will serve as the backbone for optimal development of our wells moving forward, while also reducing environmental impacts and improving long-term operating expenses. This new water system was placed partially in service in 2021 and we turned in-line our first well pad supported by the water system in the fourth quarter of 2021. In 2022, we plan to open a centralized water storage facility, which will provide more storage and increase hauling efficiency and will result in reduced water disposal.

In instances where water is transported via truck (primarily produced water), we are working to increase our visibility of water use. Our onsite dashboards and remote water applications enable us to access real-time data from multiple service providers and contractors in a centralized place. We have also installed global positioning systems and camera systems inside truck cabs and on trucks to provide a live view of the truck location. By the end of 2021, we installed water meters on 85% of our vehicles to improve water management accountability, with 90% of the installed meters having Bluetooth capabilities furthering remote access to data. We estimate that our evolved meter program has increased hauler efficiency by one barrel per load. We also utilize tank-level monitors to prevent spills, alarms to prevent overfilling, and technology to identify leaks in lines as soon as they occur.

## WASTEWATER MANAGEMENT

303-2 ▾

In addition to adhering to applicable local and federal regulations, we follow best practices for safe wastewater disposal. We frequently evaluate wastewater treatment technologies with the potential to further reduce disposal amounts.

We work to recycle most of our wastewater by collecting flowback, drilling, and produced water to reuse when fracturing new wells. We seek to collaborate with local peers to promote sharing wastewater for reuse and we have several sharing agreements in place with other operators. These agreements generated approximately \$8.2 million in cost savings in 2021 by reducing our water costs and transportation and disposal expenses annually. Over the last three years, we have recycled over 70% of the water produced from our drilling and completions operations. To enhance our recycling capabilities, we use a third-party storage facility to safely store wastewater until it is ready for reuse. We do not currently use any wastewater for purposes other than hydraulic fracturing. We recycled 82% of our produced water in 2021. We have reciprocal arrangements with other producers in Appalachia to reuse each other's wastewater in hydraulic fracturing operations. In 2021, we recycled nearly 3 million barrels of our wastewater through use in other operators' frac locations. In turn, we received 300,000 barrels of water produced by other operators for use in our operations.

To improve our footprint as it relates to water, we use the "Water App" — a logistics and data management tool — to optimize our trucking schedule, to track logistics, and to improve dispatch. The mapping function within the app also provides us with greater insight into our performance and we have used the app to improve our overall recycling and cost savings in Appalachia.

**Our improved efficiency resulting from the Water App has decreased the number of trucks that are used to transport our water by 34% and led to a 20% reduction in disposal cost over the past two years.**

Any wastewater that cannot be recycled is disposed of at permitted commercial disposal facilities. We typically employ underground injection control wells in Ohio, where formations are most suitable for injection. We conduct routine inspections of these facilities to confirm compliance with operating permits. We frequently explore alternatives to injection for any wastewater we are unable to recycle.

We understand that seismic activity due to wastewater disposal can be a concern for stakeholders. Deep-well injection represents approximately 18% of our total wastewater disposal each year. In recent years, Ohio upgraded its injection and permitting program to further address potential seismicity risks. Additionally, the overall volumes injected in Ohio are relatively small compared to other states that have experienced seismicity — such as Oklahoma, where the injection is roughly 50 times greater than in Ohio.

## HYDRAULIC FRACTURING

SASB EM-EP-140a.3 ▾

Natural gas extraction often involves hydraulic fracturing — the process of injecting fluid into the well to create pressure to crack the underground shale formation and release the natural gas contained in the formation. The fluid injected into the well, referred to as fracturing fluid, is composed of water mixed with sand and a small percentage of chemical additives. To reduce the potential for groundwater impacts, our wells are completed with multiple layers of steel casing and cement through a process known as triple casing, which seals and isolates freshwater zones.

We are proud to be a charter registrant of [FracFocus.org](https://www.fracfocus.org/), an independent website created by the Ground Water Protection Council and the Interstate Oil and Gas Compact Commission to disclose chemicals used during hydraulic fracturing. We publicly disclose, via FracFocus, all of the chemicals used in our hydraulically fractured wells and regularly update such disclosures.

Additionally, we continuously explore more environmentally friendly alternatives for our fluids. We do not use diesel additives in our fracturing fluid and have worked to optimize and reduce the amount of other chemicals used.

# How We Are Doing

## 103-3; 303-3; 303-5; SASB EM-EP-140a.1 ▼

We use dashboards in our digital work environment to enable us to monitor our performance against key operational indicators — including environmental incidents — and to drive internal transparency, accountability, and improved data accuracy. Additionally, we have incorporated automatic notifications to alert employees when any data concerns occur, making our operations more proactive and efficient. We also leverage a Production Control Center to optimize schedules and to monitor our assets in real time and utilize annual third-party environmental audits for select operating facilities and sites. We continue to add sensors to our wells with the intention of modernizing our completions activities.

We track all water withdrawals by source. In almost all cases, we consume the water we withdraw immediately and do not store water for long periods of time; therefore, our withdrawal and consumption are effectively the same. As shown in the table below, our primary sources of water in 2021 were surface and municipal water. While many of our water storage facilities and pits passively collect rainwater for use in our operations, rainwater continues to have a minimal effect on our water usage. Our freshwater use 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; and
- The use of longer laterals — the horizontal portion of the well — requires more water for each completion on an absolute basis for each well, but reduces our overall water needs at an operator level.

## Water Withdrawal/Consumption (thousands of m<sup>3</sup>)<sup>[1]</sup>

Metric	2019	2020	2021
<b>Freshwater sources</b>			
Surface water	1,208	406	1,411
Groundwater	0	0	<0.1
Third-party water (third party and municipal)	6,275	6,111	4,892
<b>Total fresh water consumed<sup>[2]</sup></b>	<b>7,483</b>	<b>6,517</b>	<b>6,303</b>
<b>Non-freshwater sources</b>			
Produced water <sup>[3]</sup>	2,672	1,942	2,346
Wastewater <sup>[4]</sup>	22	118	149
<b>Total non-fresh water consumed</b>	<b>2,694</b>	<b>2,060</b>	<b>2,495</b>
<b>Total water consumed</b>	<b>10,177</b>	<b>8,577</b>	<b>8,798</b>

## 303-4; SASB EM-EP-140a.2; SASB EM-EP-140a.4 ▼

We do not intentionally discharge any produced water to surface water, which is why we do not disclose a strategy or standards for relevant disposal and treatment. During 2021, we did not hold any permits to discharge wastewater and there were no occurrences of groundwater or surface water impacts resulting from our hydraulic fracturing operations conducted in targeted formations.

## Produced Water

Metric	2019	2020	2021
<b>Total volume of produced water (thousands m<sup>3</sup>)</b>	<b>3,460</b>	<b>3,370</b>	<b>3,860</b>
Amount and percent of produced water discharged to groundwater (thousands of m <sup>3</sup> )	0 (0%)	0 (0%)	0 (0%)
Amount and percent of produced water injected (thousands of m <sup>3</sup> )	659 (19%)	906 (27%)	692 (18%)
Amount and percent of produced water recycled <sup>[5]</sup> (thousands of m <sup>3</sup> )	2,801 (81%)	2,464 (73%)	3,168 (82%)
Amount and percent of produced water reused at our sites (thousands of m <sup>3</sup> )	Not applicable	1,941 (58%)	2,346 (60%)
Amount and percent of produced water delivered directly to third-party fracs (thousands of m <sup>3</sup> )	Not applicable	84 (2%)	586 (15%)
Amount and percent of produced water delivered indirectly to third-party fracs via recycling facilities (thousands of m <sup>3</sup> )	Not applicable	439 <sup>[6]</sup> (13%)	270 (7%)
Volume of hydrocarbons discharged to the environment via water (BOE)	0	0	56.1

[1] Due to the nature of natural gas extraction, virtually all water we withdraw is used immediately; therefore, “water withdrawal” and “water consumption” are synonymous for our purposes. We do not withdraw sea water.

[2] Please note, we operate primarily within areas with very low to low Baseline Water Stress (<20%) and very low risk to Water Depletion ([Water Risk Filter](#)). Some wells operated by us within Tioga County, Pennsylvania have medium Baseline Water Stress.

[3] Includes all impaired water (produced, flowback, drilling, containment, and cellar water).

[4] Due to the nature of natural gas extraction, virtually all water we withdraw is used immediately; therefore, “water withdrawal” and “water consumption” are synonymous for our purposes. We do not withdraw sea water.

[5] This is the amount of EOT-produced water that is recycled by any means, including reused at our sites, delivered directly to third-party fracs, delivered indirectly to third-party fracs via recycling facilities, or evaporated and/or treated and discharged to the environment without creating additional waste streams. In 2020, we began tracking our specific recycling activities and have disclosed them under “Amount and percent of produced water recycled.”

[6] In 2020, we consumed more recycled water than we delivered indirectly to third-party fracs via recycling facilities; on a net basis, this amount is zero.



# Environmental Spills



## Why It Matters to Us

103-1 ▾

In addition to impacting the environment, spills can adversely impact our landowner partners and lead to environmental fines, remediation costs, operational delays, and reputational risk. We recognize stakeholder concerns regarding the substances involved in a spill and work diligently to avoid spills and mitigate the potential impacts on human and environmental health when a spill occurs.

# What We Are Doing

103-2 ▾

We are committed to preventing spills to protect people, the environment, and our business. We take our approach to preventing and managing spills seriously by seeking to meet or exceed all local, state, and federal policies. If a spill does occur, we seek to ensure a timely and effective response. We outline all expectations related to spills to our employees and business partners in our Environmental, Health, and Safety (EHS) Management System.

## GOVERNANCE

Our EHS team reports to our Vice President, EHS and oversees our compliance, spill prevention, and response activities. A member of this team and two backup individuals are available at all times to receive calls in the event of a spill. Our Vice President, EHS reports information on spills to the Public Policy and Corporate Responsibility Committee of the Board of Directors on a quarterly basis and to our Environmental, Social, and Governance Committee on a periodic basis. In 2021, we combined our Environmental team and our Safety team to form a unified EHS team allowing us to have additional employees covering a smaller field area, increasing our field presence throughout our operating area.

## SPILL PREVENTION

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 regulations established by the U.S. Environmental Protection Agency, guide our employees and contractors to minimize the chance for a release and to dictate the actions required should a spill occur. The plans define training programs, inspection protocols, secondary containment monitoring, and repair programs required at each natural gas well and compressor station.

We deploy targeted strategies at each stage of our operations to prevent spills. We implement measures to monitor the risk of a spill and to detect potential equipment failures, including installing pressure sensors and conducting onsite inspections. Our third-party inspectors look for and identify open or closed pad drains during operations and create a corrective action when applicable. In 2021, we partially placed in service a new produced water infrastructure system used to transport and store water for our operations. We perform daily walks and inspections on the water system to ensure proper functionality and that there are no issues that electronic monitoring equipment may have missed. For additional details, please see [Water](#). We pay special attention to managing wastewater from our operations during production. The completion phase of our operations presents a risk for potential leaks due to the large volume of water onsite. To manage these risks, we deploy ongoing monitoring activities and use specialized spill containment and leak prevention equipment to reduce the risk of groundwater contamination.

We hold our employees and contractors to high standards for spill prevention. We want everyone working on our behalf to take spill prevention seriously and we continuously work to improve the training we provide related to managing spills. Our primary EHS program promotes an overall culture of safety including in spill prevention through Family, Obligation, Communication, Understanding, and Support. In addition to the annual EHS training required by all personnel before working at one of our locations, we require all of our business partners to complete spill-specific training through our contractor management portal. This training covers methods to prevent, identify, contain, report, and safely control any releases encountered while working on EQT property. For additional details, please see [Occupational Health and Safety](#).

## SPILL RESPONSE

When a spill is reported, we request photos and videos to immediately determine the magnitude of the spill so that our Remediation team can promptly investigate the incident and determine an appropriate response. We strive to achieve a two-hour response time from our professional remediation company, regardless of the spill size. The Local Government and Community Affairs team is notified of every spill over 5 gallons. The team uses experience from training and input from the EHS team to determine the potential impact and associated procedure for notification to the municipality and surrounding neighbors.

In the event of a spill, we use appropriate cleanup techniques to mitigate the spill's effects, including removal of effluents from soil. We promptly remove and dispose of cleanup materials according to applicable federal, state, and local regulatory requirements to minimize the 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.

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

- 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 (we do not use chemical dispersants);
- Report the spill through our Emergency Hotline, which notifies the relevant EHS Coordinator to determine appropriate remediation actions; and
- Perform, or observe, proper cleanup measures as directed by the EHS Coordinator.

As part of our company policy, we hire professional service contractors to manage all spills associated with our operations. Our EHS Handbook describes our formal spill prevention and mitigation expectations — including guidance on using and maintaining secondary containment to prevent spills, regularly inspecting equipment, reporting all spills to our Emergency Dispatch Center, and using a spill kit. We also follow up with contractors involved in a spill to better understand the incident and discuss our expectations. Our EHS team meets weekly with our Production Engineering team to review and identify leading indicators for potential spills from the prior week. This review process helps us identify changes in processes to reduce spill numbers and volumes. For each incident, we have a Significant Incident Review meeting to discuss what happened, why it happened, and how we will prevent a similar future occurrence. We then share these findings with other operations and business partners to prevent future occurrences.

Utilizing our digital work environment, we generate dedicated spill reports to notify appropriate personnel of a spill and to provide our professional remediation contractors with access to these reports. This enables contractors to upload status updates and appropriate documentation into one centralized system, allowing for more cohesive tracking and reporting of spills. This centralized system allows multiple departments, operational groups, support groups, and business partners to be informed from the time an incident is first reported through the corrective action and closure.

During quarterly meetings with our contractors, we provide examples of real-life incidents to help prevent future spills. In 2021, we gathered more than 1,000 attendees for a virtual EHS Summit where we discussed incidents and lessons learned and fielded questions from those in attendance. Our Chief Executive Officer presented at the conference and leadership from each of our operational groups attended. As we were unable to return to in-person training in 2021 due to COVID, we maintained our focus on computer-based training and focused specifically on SPCC and our spill policies and procedures. The SPCC training was deployed to employees — while the spill policy training was deployed to, and completed by, over 4,300 employees and business partners.

# How We Are Doing

## 103-3; 306-3; SASB EM-EP-160a.2

We continually work to improve our process for managing spills. Members of our EHS team periodically perform proactive environmental inspections on all of our well sites. Our EHS team performed 2,160 proactive inspections in 2021. We widely distribute our hotline number for reporting spills and strongly emphasize spill reporting regardless of size or quantity — even down to the size of a quarter. We also continue to require water haulers to obtain water from cellars and secondary containment before accessing produced water tanks. Doing so ensures that our cellars and containments are proactively managed, reducing the number of separate dispatches needed from water trucks to manage fluid levels. This procedure has led to a significant decrease in secondary containment compliance violations. From an SPCC standpoint, secondary containment must be able to hold 110% of the volume of the containment — including rain, snow, or storm water input.

We also host a quarterly roundtable to discuss a broad set of topics, including spill performance. We invite our peers in the Appalachian Basin to participate in the roundtable events to discuss key topics such as equipment failures and process improvements. In 2021, we held four roundtable discussions — all socially distanced in an outdoor setting.

While our number of hydrocarbon and non-hydrocarbon spills decreased in 2021 compared to 2020, our volume of non-hydrocarbon releases increased substantially in 2021 due to a subsurface produced water leak associated with a Gas Processing Unit (GPU) disposal line at one of our well pad sites located in Washington County, Pennsylvania, which we discovered in December 2021.

Site characterization of the release is currently ongoing. Our initial findings show that, due to the age of the wells, the released produced water contained only elevated levels of chlorides, with no evidence of other fracturing chemicals. As a result, while some vegetation and aquatic life may have been impacted, initial tests suggest that these impacts, if any, were minor. This lack of distressed vegetation around the site and subsurface nature of the release impacted our ability to identify the release through earlier on-site inspection.

The primary impacted water sources were water wells, with one well being used for drinking water and the remainder of the wells being used for non-drinking water purposes such as gardening and other recreational uses. With respect to the household whose drinking water source was impacted, we arranged for the household to receive municipal water.

Upon discovering the release, we immediately initiated a process to determine the source of the release and the cause of the GPU disposal line leak. We also conducted an assessment of our well pad designs and tested other sites to ensure that there was not a flaw in our well pad designs or drilling processes. Based on this analysis, it was determined that this was an isolated incident and none of our other sites are at risk of a similar incident occurring. Furthermore, unrelated and prior to the identification of the release, we developed a proprietary monitoring technology to detect unexpected variances in produced water volumes that we believe would have flagged this release had it been in place at the time of the initial variance.

We self-reported the release to the Pennsylvania Department of Environmental Protection (PADEP) and are continuing to work cooperatively with PADEP to complete a thorough assessment of this matter. We intend to initiate remediation of the impacted area according to PADEP guidelines.

We do not operate in the Arctic and, therefore, we had no spills that impacted the Arctic or shorelines with Environmentally Sensitive Index rankings 8 to 10.

### Reportable Spills Resulting in a Release<sup>[1]</sup>

	2019		2020		2021	
	#	BOE	#	BOE	#	BOE
Hydrocarbon release >1 barrels of oil (BBL; 1 BOE)	4	65	3	156	1	4
Non-hydrocarbon releases >1 BBL (1 BOE)	8	59	23	212	12	23,485
Total spills resulting in release >1 BBL (1 BOE)	12	123	26	368	13	23,489
Total hydrocarbon spills	13	68	8	158	7	6
Total non-hydrocarbon spills	57	131	82	228	61	23,506
<b>Total Spills Resulting in Release</b>	<b>70</b>	<b>199</b>	<b>90</b>	<b>386</b>	<b>68</b>	<b>23,512</b>

## RELATED RESOURCES

[EQT Environmental, Health, and Safety Site](#) ➔

<sup>[1]</sup> Includes reportable spills and volumes outside containment.



## Environmental

# Biodiversity and Land Impacts




## Why It Matters to Us

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103-1 ▾

We recognize the important role land plays in our daily activities, as we owned or leased approximately 2.0 million gross acres primarily in Pennsylvania, West Virginia, and Ohio in 2021. The potential impact of natural gas operations on biodiversity, habitats, and land are highly regulated and a primary focus for local communities, landowners, and many industry associations. Preventing our operations — including site design, development, operation, and decommissioning — from negatively affecting the surrounding landscape and local biodiversity is critical to building trust with our valued stakeholders and it aligns with our commitment to environmental stewardship.



# What We Are Doing

103-2; 304-1; 304-2

We are focused on mitigating, avoiding, and monitoring any impacts on the land and wildlife where we operate throughout the life cycle of a site. Addressing any issues identified during the permitting phase enables us to proactively minimize or avoid land impacts. 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. Our Permitting and Civil group works closely with our Environmental, Health, and Safety (EHS) team through the permitting, monitoring, and decommissioning of sites. Our guidelines are outlined in our comprehensive EHS Management System.

We do not conduct surface operations on legally protected lands such as federally designated wetlands, federal lands, and national parks. We follow federal, state, and local regulations regarding species and habitat protection during operational activity near protected lands or areas of high biodiversity.

## 2021 Leased or Owned Acreage in Legally Protected Areas<sup>[1]</sup>

	Wetlands (km <sup>2</sup> )	Federal Land and Parks (km <sup>2</sup> )
Pennsylvania	98.1	792.3
West Virginia	18.4	84.6
Ohio	10.5	9.8
Total	127.0	886.7

## SURVEYS AND PERMITTING

We assess all of our operating sites for biodiversity risks — including those related to wetlands, ground stability, drainage systems, and endangered species prior to any development. We work with a third-party surveying and mapping team to assess sites and create wetland delineation reports. We also conduct geotechnical surveys to develop construction plans that minimize the risk of slope failure and use soil investigation surveys to confirm that our operations will not strain stormwater systems or contribute to flooding. These surveys ensure that we can safely begin construction without significantly impacting the land.

Bats, snakes, mussels, and Single Headed Pussy Toes (a plant species) are the most common endangered species found within our operating areas. We conduct studies in coordination with the U.S. Fish and Wildlife Service (FWS) and state wildlife resource agencies to determine whether threatened or endangered species exist in a region prior to commencing operations. If identified, we postpone development until appropriate mitigation activities — in consultation with a biologist — are completed. We also use various domestic environmental registries such as the Pennsylvania Natural Heritage Program and the U.S. FWS Information for Planning and Consultation tool to identify potential impacts to threatened, endangered, and special concern species or resources near proposed areas of operation. We make it a priority to avoid disturbing these species and habitats; where this is not possible, we work with appropriate federal and state agencies to develop and execute protection plans. Plans can include implementation of artificial structures such as bat boxes, artificial bark, and species relocation if required.

## ONGOING MONITORING OF ACTIVE SITES

SASB EM-EP-160a.1

Once a site is in development, we continuously monitor for biodiversity and land impacts. Our site-specific environmental management plans align with the most stringent local regulatory requirements, often applying standards exceeding those required by law. These plans include a Spill Prevention, Control, and Countermeasure Plan (please see [Spills](#) for more information); groundwater protection plans; and other topics applicable to the area. Our plans detail the necessary, site-specific actions to be taken in the event of an incident. For sites where endangered species have been identified and relocated, we continue to monitor species' health in their new environment for up to two years. We also work with a third party who conducts monthly site inspections, documenting the condition of the site and noting any stabilization issues, spills, or site damage.

Identified issues are reported to our Permitting and Civil team, which sends a maintenance crew to address the issue on a priority schedule based on criticality. Depending on the nature of the issue, our Permitting and Civil team also coordinates with our EHS team. Additionally, we have an automated process for reporting issues through our digital work environment to automatically notify the relevant response teams.

## DECOMMISSIONING AND INACTIVE SITES

Once site operations are complete, 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 the habitat, and prevention of invasive species. We work 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. We continue to monitor the site until the applicable state's Department of Environmental Protection determines that we have met their requirements. This enables us to maintain positive relationships with landowners and communities, while also supporting biodiversity and habitat protection.

<sup>[1]</sup> We use U.S. Fish and Wildlife Service and U.S. Geological Survey data to identify protected wetlands and land areas of high biodiversity. Source: <https://www.fws.gov/wetlands/data/State-Downloads.htm>; and <https://www.usgs.gov/>. We have certain leases that allow us to drill and develop deep shale formations outside of our primary operating areas in Pennsylvania, West Virginia, and Ohio. The numbers provided in this table exclude acreage above such leased deep formation development rights located in states other than Pennsylvania, West Virginia, and Ohio as we do not currently drill these deep formation rights in states other than Pennsylvania, West Virginia, and Ohio nor do we have plans to develop these deep formation rights within the next five years.



# How We Are Doing

103-3; 304-3; 304-4; SASB EM-EP-160a.3

We seek to prevent significant incidents by using best management practices to assess, monitor, and mitigate potential or actual impacts on biodiversity and land. Failure to do so can result in environmental violations, which we track closely to evaluate our performance. We measure our notice of violation rate as it applies to violations specific to earth disturbance, as a significant violation could prevent our future access to permits. In 2021, we received 66 notices of violations associated with biodiversity and land.

We also carefully track any impacts on biodiversity and habitats. We did not conduct surface operations on any land classified as a protected area or area of high biodiversity value in 2021 and, instead, used our horizontal drilling technology to extract resources from beneath these areas. In Pennsylvania, only one of our sites was identified as having the potential to impact a special concern species and, after a botanical survey was completed, the Pennsylvania Department of Conservation and Natural Resources determined that no impact to the species was anticipated. In West Virginia, all of our projects were properly coordinated with the U.S. FWS and only one of our sites was identified as potentially harmful to the threatened and endangered Indiana Bat. We developed an Indiana Bat conservation plan that included installation and monitoring of six bat boxes for two years by a qualified bat biologist for that site. We had no new construction projects in Ohio in 2021.

## 2021 Proved and Probable Reserves In or Near Protected Areas

	2021
Percentage of proved reserves in or near sites with protected conservation status or endangered species habitat <sup>[1]</sup>	67.8%
Percentage of probable reserves in or near sites with protected conservation status or endangered species habitat <sup>[2]</sup>	68.6%

We also closely track and identify threatened and endangered species within our core operating area. Ten endangered species and three threatened species occupy habitats within our core operating area — covering Pennsylvania, West Virginia, and Ohio. The Migratory Bird Treaty Act protects certain species that use our core operating area as either breeding grounds or seasonal habitat. Additionally, the Bald and Golden Eagle Protection Act protects Bald and Golden Eagles, which nest in the area. The following table summarizes the species of concern located within our core operating area.

## 2021 U.S. FWS Threatened and Endangered Species – Core Operating Area

	Animal	Plant
Endangered	<ul style="list-style-type: none"><li>Indiana Bat</li><li>Clubshell Mussel</li><li>Fanshell Mussel</li><li>Northern Riffleshell Mussel</li><li>Pink Mucket Mussel</li><li>Purple Cat's Paw Mussel</li><li>Rayed Bean Mussel</li><li>Sheepnose Mussel</li><li>Sunffbox Mussel</li></ul>	Northern Bulrush
Threatened	<ul style="list-style-type: none"><li>Northern Long-eared Bat</li><li>Eastern Massasauga Snake</li><li>Rabbitsfoot Mussel</li></ul>	Not applicable
Bald and Golden Eagle Protection Act	<ul style="list-style-type: none"><li>Bald Eagle</li><li>Golden Eagle</li></ul>	Not applicable

We continuously work to improve our biodiversity and land protection processes in alignment with regulatory requirements and industry best practices. In 2021, we continued to use a benchmark established by our Civil and Permitting team to better understand how quickly we address and solve issues identified by monitoring crews. The team uses this data to better define priority levels and identify solutions that enable our maintenance teams to respond to issues more efficiently.

We are also exploring additional opportunities to minimize our land impact. As described in [Water](#), we are connecting more sites with water pipelines to allow us to eliminate unnecessary water impoundments and reduce road traffic from water hauling. In 2021, we continued our investment in combo-development to achieve our production volume target with fewer sites — with approximately 80% of our planned development through 2026 scheduled for combo-development. Combined with maximizing lateral footage of our wells (horizontal drilling), we can further reduce our impact on land. For every site we eliminate, we estimate we will prevent 40 to 50 acres of tree clearing and grading and reduce associated road impacts.

## RELATED RESOURCES

EQT Production

[1] Calculated based on the location of protected areas (with a 5-kilometer buffer around such locations) identified on the U.S. Geological Survey map (<https://maps.usgs.gov/padus/>), and surveys maintained by Protected Planet (<https://www.protectedplanet.net/en/thematic-areas/wdpa?tab=WDPA>) and the National Audubon Society (<https://www.audubon.org/important-bird-areas>), mapped against the location of EQT's proved reserves.

[2] Calculated based on the location of protected areas (with a 5-kilometer buffer around such locations) identified on the U.S. Geological Survey map (<https://maps.usgs.gov/padus/>), and surveys maintained by Protected Planet (<https://www.protectedplanet.net/en/thematic-areas/wdpa?tab=WDPA>) and the National Audubon Society (<https://www.audubon.org/important-bird-areas>), mapped against the location of EQT's probable reserves.





## Environmental Air Quality




### Why It Matters to Us

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103-1 ▾

Air emissions associated with our fleet, onsite equipment, and other aspects of our operations can affect local air quality. We carefully monitor our local air emissions and sources to capitalize on innovative opportunities to improve our systems and processes. We work with regulators, communities, and other stakeholders to decrease our impact and reduce local air emissions.

For information related to greenhouse gas emissions, see [Climate and GHG Emissions](#).



# What We Are Doing

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103-2 ▾

We monitor operational air emissions in compliance with relevant state and federal regulations. We use this data to inform the continuous improvement of our processes and procedures. Individual permits require activity and emission data tracking and, in some cases, our historical data inventories date back to 2011. Across our operations, we continue to implement new and improved technologies that lead to more efficient processes and reduce local air emissions.

## GOVERNANCE

Our environmental program is managed by our Director, Environmental, Health, and Safety (EHS) — who is responsible for the oversight and management of all aspects of our environmental footprint. Our environmental program is ultimately guided by the Public Policy and Corporate Responsibility Committee of the Board of Directors and by our management-level Environmental, Social, and Governance Committee. The Air Quality team, within the EHS department, is responsible for air quality permitting, compliance, and reporting. The Public Policy and Corporate Responsibility Committee receives quarterly reports on environmental progress such as emission reports, notices of violations, and strategic initiatives directed at improving our emissions profile.

## PERMITS AND MONITORING

Prior to construction or operation at a new wellsite location, we may be required to obtain air quality and other operational permits. When we receive a new permit, our Operations group reviews the permit to identify all future compliance responsibilities. We communicate permit requirements to our field workers, who collect and upload data into our Environmental Management System. We track emissions, obligations, limits, and other air quality requirements using our Environmental Management System and third-party software. We review the Environmental Management System monthly and identify improved processes for tracking and entering information. To gain better insight into tracking, analyzing, and projecting our emissions, we built a proprietary emissions model in 2021 that enables all of our employees to view or export our emissions data from a centralized data repository. The emissions model allows us to both track our historical emissions and project emissions up to five years into the future based on our current assets and production schedule.

## ELECTRIFYING OUR FRACTURING FLEETS

In alignment with our focus on decreasing completion costs and minimizing environmental impact, we began the process of transitioning to electric hydraulic fracturing (frac) fleets in 2019. In 2020, we completed the transition from diesel to electric power for substantially all of our frac fleets. These electric frac fleets use onsite natural gas to power a portion of our completions operations and have eliminated approximately 23 million gallons of diesel fuel from our operations annually and removed several thousand water hauling track runs from the roadways. Using onsite natural gas to power our frac fleets enables us to reduce local air emissions, decrease our carbon footprint, reduce trucks on the road, and capture proven operational efficiencies.

# How We Are Doing

103-3

## AUDITS AND REPORTING

We conduct inspections and audits to review compliance obligations and improve our operations. Our Corporate Audit group periodically selects internal programs or processes to audit. In reviewing findings, lessons learned can be applied to similar facilities via a Plan-Do-Check-Act cycle of continuous improvement.

Where required, we submit emissions reports and, in some cases, permit compliance certifications to applicable regulatory authorities. We submit annual emissions reports to the U.S. Environmental Protection Agency and we report relevant emissions in applicable states.

## INSPECTIONS AND BENCHMARKING

305-7; SASB EM-EP-120a.1

Our Air Quality team periodically inspects worksite locations to evaluate air quality compliance. This team also meets with state regulators to confirm alignment with state air quality regulations. We participate in a network of industry and regulatory groups to stay abreast of emerging regulations. Our EHS department also conducts internal inspections of our facilities and sites and field personnel perform periodic leak detection and repair inspections, as described in [Climate and Greenhouse Gas Emissions](#).

We benchmark our air emissions against our peers to identify potential improvement areas and evaluate our primary sources of internal emissions across our operating regions. In areas of success, we consult with state regulators and share best practices through our engagement in [the Environmental Partnership](#) and [Our Nation's Energy Future](#).

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

### Significant Air Emissions

Metric	Unit of Measure	2018	2019	2020	2021 (EQT)	2021 (Alta Assets)
Production Segment Emissions						
Nitrogen oxides (NOx)	kilograms	3,413,603	1,378,736	1,209,315	894,214	296,649
	tons	3,762	1,519	1,333	986	327
Sulfur oxides (SO <sub>2</sub> )	kilograms	4,157	1,882	6,177	4,045	907
	tons	5	2	7	4	1
Volatile organic compounds (VOC)	kilograms	1,646,913	1,593,584	1,204,410	1,121,226	26,943
	tons	1,815	1,756	1,327	1,236	30
Hazardous air pollutants (HAP)	kilograms	117,680	115,394	120,592	84,441	1,724
	tons	130	127	133	93	2
Particulate matter (PM)	kilograms	112,352	44,590	37,052	86,645	13,880
	tons	124	49	41	96	15
Carbon monoxide (CO)	kilograms	949,086	487,436	369,009	422,179	113,761
	tons	1,045	537	406	465	125
Formaldehyde	kilograms	23,856	22,038	6,456	1,210	91
	tons	26	24	7	1	<1
Gathering and Boosting Segment Emissions						
Nitrogen oxides (NOx)	kilograms	79,893	85,888	70,770	76,886	81,583
	tons	88	95	78	85	90
Sulfur oxides (SO <sub>2</sub> )	kilograms	785	1,654	239	185	553
	tons	< 1	2	<1	<1	1
Volatile organic compounds (VOC)	kilograms	63,826	65,656	79,319	118,873	44,026
	tons	70	72	87	131	49
Hazardous air pollutants (HAP)	kilograms	11,779	10,195	12,283	10,892	36,922
	tons	13	11	13	12	41
Particulate matter (PM)	kilograms	5,612	8,644	3,817	2,915	7,629
	tons	6	10	4	3	8
Carbon monoxide (CO)	kilograms	16,244	22,003	10,805	31,893	31,325
	tons	18	24	11	35	35
Formaldehyde	kilograms	5,978	6,402	6,872	15,486	19,350
	tons	7	7	8	17	21

## Air Emissions Intensities (air emissions [tons]/gross production of hydrocarbons [BCFE])<sup>[1]</sup>

Metric	2018	2019	2020	2021 (EQT)	2021 (Allta Assets)
<b>Production Segment Air Emissions Intensities</b>					
Nitrogen oxides (NOx)	2.16	0.84	0.69	0.50	1.47
Sulfur oxides (SO <sub>2</sub> )	< 0.01	< 0.01	<0.01	<0.01	<0.01
Volatile organic compounds (VOC)	1.04	0.97	0.68	0.63	0.13
Hazardous air pollutants (HAP)	0.07	0.07	0.07	0.05	0.01
Particulate matter (PM)	0.07	0.03	0.02	0.05	0.07
Carbon monoxide (CO)	0.60	0.30	0.21	0.24	0.56
Formaldehyde	0.01	0.01	<0.01	<0.01	<0.01
<b>Gathering and Boosting Segment Air Emissions Intensities</b>					
Nitrogen oxides (NOx)	0.05	0.05	0.04	0.04	0.40
Sulfur oxides (SO <sub>2</sub> )	< 0.00	< 0.00	<0.01	<0.01	<0.01
Volatile organic compounds (VOC)	0.04	0.04	0.04	0.07	0.22
Hazardous air pollutants (HAP)	0.01	0.01	0.01	0.01	0.18
Particulate matter (PM)	< 0.00	0.01	<0.01	<0.01	0.04
Carbon monoxide (CO)	0.01	0.01	0.01	0.02	0.16
Formaldehyde	< 0.00	< 0.00	<0.00	0.01	0.09

## RELATED RESOURCES

[U.S. Well Services, Inc. and EQT Corporation Finalize Long-Term Electric Frac Contract](#) ➔

[U.S. Well Services and EQT Corporation Finalize Long-Term Electric Fracturing Contracts](#) ➔

<sup>[1]</sup> Our intensity metrics are calculated based on emissions emitted divided by gross production of hydrocarbons (billion cubic feet of natural gas equivalent). While there is no standard formula for calculating emissions intensity, we believe gross production (as opposed to net production) is the most accurate representation for calculating emissions intensity because gross production is a measure of the actual volume of hydrocarbons produced from the wells we operate.



# Social

## SUPPORTING OUR WORKERS, COMMUNITIES AND LANDOWNERS

Our continued success is contingent on ensuring the safety, well-being, and development of our employees and contractors while maintaining proactive, transparent relationships with the communities in which we work and the landowners whose cooperation is imperative to our business. We place the highest priority on the safety of our stakeholders and aim to create a work environment that provides our talent with the tools and growth opportunities they need for success.

# \$28M+

in corporate philanthropic investments  
and giving in 2021



Social

# Occupational Health and Safety

## Why It Matters to Us

103-1 ▾

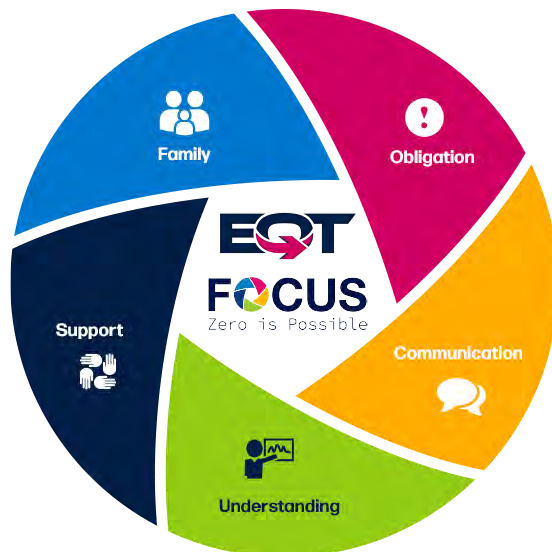
We understand that safety is a precursor to achieving operational excellence. The safety of our employees and contract workers is a top priority as the nature of natural gas extraction activities, including well operations and water hauling, has the potential to pose health and safety risks to workers. A strong safety record also contributes to our success in attracting and retaining employees and demonstrating strong and effective management to investors and other stakeholders.



# What We Are Doing

103-2; SASB EM-EP-320a.2

The safety of our people and the environment in which they work is at the core of everything we do. We prioritize safety objectives over business objectives and we conduct 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 such as the Pennsylvania Department of Environmental Protection, the Ohio Department of Natural Resources, and the West Virginia Department of Environmental Protection. As we strive to be the safest operator in the Appalachian Basin, we implement technologies, robust training, and clear safety guidelines to ensure all workers — including our large contractor base — have the resources, training, and support from our culture necessary to work safely. Our Family, Obligation, Communication, Understanding, and Support (FOCUS) program and training promotes an overall culture of safety and serves as a coaching tool for our employees and contractors.



## F IS FOR FAMILY

Family is about expanding our connections and caring for the people here at work and at home, and treating everyone as our family.

## O IS FOR OBLIGATION

Each one of us has an obligation to perform our jobs efficiently and safely in a manner that protects the health and safety of ourselves and those around us.

## C IS FOR COMMUNICATION

Communication is engaging in respectful conversations that focus on our common goals and values

## U IS FOR UNDERSTANDING

Understanding is being aware of our safety goals and how we can each contribute to achieving them

## S IS FOR SUPPORT

Support is working together to create an environment where Zero is Possible, a safe working environment to ensure we all return home safely to our families

FOCUS exemplifies our commitment to creating an environment where “Zero is Possible” and ensures that all employees and contract workers receive the same messaging on why safety is important to our family — at home and on the job. The program has been so well received by employees that all of our contractors are exposed to, and trained on, our FOCUS program to ensure their buy-in to our culture and mission. We assess performance of our contractors and provide additional training and coaching to them as needed. We apply a FOCUS lens to our safety management processes, training, contractor guidance, and interaction with local communities. We reward our employees and contractors that exemplify our safety culture using challenge coins — one for each letter of the acronym. Workers receive a digital coin and recognition across the organization for going beyond expectations.

As a responsible corporate citizen, we share our best safety practices with our peers to help improve overall industry safety performance. Through our active membership in the ISNetwork® (ISN) Appalachian Working Group, we share safety-related best practices and innovations with a group of natural gas producers to improve safety performance within the Appalachian Basin. We also require that all of our contractors be a member of ISN and utilize their digital platform for uploading and tracking their safety statistics, which are accessible to us for review. We host monthly, quarterly, and annual meetings with ISN and have representatives from ISN attend our large Contractor Safety meeting to answer any questions and to assist in coaching.

## RELATED RESOURCES

[Safety at EQT](#)

[EHS Site](#)

## GOVERNANCE AND DATA TRACKING

Our Safety department is part of our Environmental, Health, and Safety (EHS) department and works alongside the Environmental, Fleet, and Security teams. The Vice President, EHS — who reports directly to our Chief Executive Officer — leads the department and presents quarterly updates regarding EHS matters to the Public Policy and Corporate Responsibility Committee of the Board of Directors.

We maintain an annual cash incentive compensation plan for our employees, which we refer to as our Short-Term Incentive Plan (STIP). Under our STIP, annual incentive compensation opportunity for all of our employees is based on our successful achievement of specific financial, operational, and EHS performance measures — which are established annually by the Management Development and Compensation Committee of our Board of Directors. For 2022, 15% of the annual incentive compensation opportunity under our STIP is tied to safety performance — specifically, our “safety intensity” performance and employee days away restricted time rate. We believe this provides a meaningful incentive for all of our employees to maintain their focus on safety and further reinforces the importance of safety as part of our culture. For more information about the 2021 STIP and the related performance metrics, see our [2022 Proxy Statement](#).

We use a centralized database to track all EHS data in a centralized location, which is updated monthly and made available to all EQT employees. This provides the entire organization with transparency on our overall EHS performance and the performance of individual departments.

## EHS MANAGEMENT SYSTEM AND RISK IDENTIFICATION

403-1; 403-2; 403-4; 403-7; 403-8

Our EHS Management System is informed by the federal and state regulatory requirements of OSHA, the Pennsylvania Department of Environmental Protection, the Ohio Department of Natural Resources, and the West Virginia Department of Environmental Protection. Our EHS Management System enables us to systematically identify and manage workforce safety risk by communicating our EHS Policy, workforce safety information, awareness and training, safety procedures, performance monitoring, and safety verification processes to our employees and contractors at all locations. We are committed to auditing our EHS Management System annually to provide updates when needed and ensure alignment with current issues and regulatory requirements. As a result of our 2021 audit and with the assistance of our Internal Audit department, we determined that certain new vendors assisting with our new venture projects did not have prior experience with standard safety procedures for working on natural gas well sites. We identified and shared areas of improvement and training necessary for these contractors to work safely before allowing them to work on our sites. In 2021, approximately 17,200 workers<sup>[1]</sup> (100% of our employees and contract workers) were covered by the EHS Management System.

The identification, prioritization, and management of our safety risk is core to our EHS Management System. Our detailed risk and hazard analysis (RHA) process uses a hierarchy of safety controls to pursue, establish, and sustain proper safeguards. 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 onsite has the obligation and authority to stop work without fear of retribution or discipline. To ensure the RHA functions properly, we use a multilayered verification process and a qualified team of internal and external safety experts to oversee observation, testing, inspections, and audits. We share verification results with our leadership team and, if potential weaknesses are identified, we take action to strengthen them.

We encourage employees to communicate with management about issues or initiatives that could help improve overall safety performance. Our toll-free emergency number operates 24 hours a day, seven days a week. Our call center received 2,919 calls in 2021 and has played a critical role in enabling us to collect the necessary information to dispatch appropriate individuals and agencies to mitigate incidents. We require all employees, contractors, and vendors to report an emergency, medical issue, fire, spill, safety concern, etc. Members of the EHS department field these calls to ensure the right teams are notified to respond.

We also maintain a community hotline number for community members to report safety concerns; see [Community Impacts and Safety](#) for more information on how we protect our communities.

## Emergency Hotline: 1-833-990-1534

## SAFETY TRAINING

403-5

Safety training is a critical component of our workplace safety initiatives. All EQT employees receive core safety training annually, along with more frequent specialized training for various groups of employees tailored to the work performed and the types of issues faced by those employees. We customize specialized training subjects and delivery methods as needed. For example, monthly safety meetings with field employees, held virtually in 2021 due to COVID-19 constraints, covered issues such as:

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

We continue to have contractors take our FOCUS training program, including training on water hauler truck safety and rollover prevention. In 2021, many of the trainings continued to be offered virtually and participants were able to engage directly through virtual breakout rooms. Where possible, we offered in-person trainings in socially distanced outdoor settings. Additionally, in 2021, we launched a monthly safety newsletter that is distributed to all employees. The safety newsletter covers relevant safety matters and other issues that may arise given our predominately remote workforce.

**“EQT prioritizes safety, which makes me feel safe on the job because I know that they are doing everything possible to ensure everyone on site goes home at the end of each day without injury.”**

**- Anonymous EQT Contractor quote from 2021 Safety Culture Survey**

During 2021, our field-based employees in the aggregate completed approximately 4,241 hours of EHS training, while our office-based employees in the aggregate completed approximately 4,983 hours of EHS training. Contract workers completed approximately 594,904 hours in the aggregate of EHS training that we hosted.

## CONTRACTOR SAFETY

Contract workers made up approximately 83% of our total workforce hours in 2021 — necessitating transparency from, and collaboration with, our partner companies. All drilling, construction, maintenance, or other operations-related contractors that we utilize must agree to adhere to our EHS Policies and Program. These include safety requirements that are updated regularly to reflect best practices and apply to all work performed by a contractor's employees and the employees of their subcontractors. Contractors must also pass a qualification process developed by ISN — an industry-recognized platform for monitoring safety metrics and performance. ISN ensures our contractors qualify by providing vital information regarding their performance in the following key areas:

- Safety management systems;



- Injury and illness statistics;
- U.S. Department of Transportation (DOT) inspection compliance;
- U.S. DOT motor carrier safety rating;
- Written safety programs and safety training;
- Experience modification rating; and
- Fatality history.

Our EHS department collaborates with our Supplier Relations Management group to oversee contractors' compliance with our safety standards. If a contractor does not satisfy our safety standards, EHS collaborates with the supplier, applicable operations departments, and Supplier Relations Management to seek improvement. If the supplier does not improve, safer service providers are engaged. Contractors who fail to meet our rules and standards are not permitted to continue to work on our sites.

We remain 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 ISN and our contractor safety auditing process is incorporated in our contractor safety qualification program. We also conduct quarterly contractor safety meetings and held smaller, virtual meetings in 2021 to continue collaborating and sharing learnings with contractors. In these meetings, we spotlight employees and contractors that have demonstrated success toward our commitment to create an environment where "Zero is Possible."

We have also automated certain aspects of our operations to improve efficiency and enhance the safety of our workers. In our drilling operations, we perform remote geosteering and use Baker Hughes' directional drilling services. Our wellbore data is gathered remotely via satellite and analyzed for quality control issues. Adjustments in the speed and direction of drilling are made remotely and, if necessary, instructions are sent electronically to crews on location to make corrections. This not only decreases the number of onsite personnel, thereby reducing the potential for safety issues, but it also allows us to use the best geosteers and Baker Hughes' best directional drillers and personnel to perform services on multiple wells and rigs simultaneously.

In our completions operations, we eliminated the use of hammer unions — a known failure point in the industry — in our hydraulic fracturing operations. We have replaced the labor associated with carrying and hammering hundreds of connections with a controlled, mechanically assisted rig-up with connections that are bolted together instead of hammered. Eliminating hammer unions from our hydraulic fracturing operations has decreased the risk of failed connections, thereby improving equipment life and creating a safer work environment that requires less labor and has a lower operational cost.

We have automated our wellhead controls, decreasing the number of personnel needed on location to execute valve actuation and maintenance while increasing valve maintenance and reliability. Our automated system opens and closes the valves on our drilling rigs and greases the valves on a set schedule, increasing the valve's life.

Additionally, we perform vibration analysis on our wells, which tells our pump operator if the well pump is operating within a specified "danger zone." Staying outside the "danger zone" extends the life of the pump and decreases the frequency at which pumps need to be rebuilt. Rebuilding well pumps is a labor-intensive process that increases the risk of workforce injuries and spills — reducing required pump rebuilds improves our efficiency and our safety and environmental impact.

## TRAFFIC SAFETY

Safe driving is an area of particular importance for us as our site activities at times necessitate heavy truck traffic that can affect surrounding communities. In addition to our FOCUS training for water haulers, we maintain Traffic Control Plans and Fleet Safety Procedures. We hire personnel with law enforcement backgrounds to monitor contractors and operate speed radar equipment. Not only do these individuals help ensure our employees and contractors follow our guidelines, they also support community safety. Read more about our efforts to protect public safety in [Community Impacts and Safety](#).

We also work closely with driving safety and industry experts to reduce risk associated with operating our vehicles. 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. DOT training, which enables drivers to cross state lines and remain in compliance with relevant laws. Our drivers are required to be recertified every three years. Our drivers completed a total of 1,444 driver training courses in 2021 — including vehicle, all-terrain vehicle, and snow mobile trainings. We require contractors to record miles driven in ISN to establish contractor preventable vehicle accident rates. Our contractors drove 37,829,598 miles for us in 2021 and had a preventable vehicle accident rate of 1.77.

We require all water hauling vendors to have video cameras installed in their vehicles — one camera facing the driver and another forward-facing camera to show the roadway. These cameras allow us to conduct periodic spot checks on the drivers to verify that they are following the bonded routes, adhering to posted speed limits, and that they are not distracted while driving. The cameras have also assisted us in determining the cause of accidents and are used to share lessons learned from different events to further enhance our safety-focused culture.

We continue to use our Water App to allow us to track the location and status (e.g., loaded, unloaded, etc.) of water trucks and other vehicles operated by our service providers. The application launched in early 2021 and has enabled us to more efficiently source local, available vehicles — thereby reducing mileage traveled — and to monitor for vehicles that fail to operate within our standards such as defined speed levels. We believe that this insight will continue to increase the effectiveness of our incident response times and we estimate that this tool will reduce miles traveled by approximately 600 miles per day. For more information, see [Water](#).

## OCCUPATIONAL HEALTH SERVICES

403-3 ▾

Healthy employees are more adept at performing their roles safely. To this end, our Medical Services team plays a key role in ensuring the occupational health of our employees, providing advice, and teaming with the EHS department on repetitive motion hazards, industrial hygiene results, and the potential for elevated noise exposure. Our Medical Services team has also played an integral role in helping us ensure that our workforce continues to be safe and healthy in the wake of the COVID-19 pandemic, including providing testing and offering vaccines to employees at our office locations within our operating area. The Medical Services team is accessible to all of our employees 24 hours a day, seven days a week. Read more about employee wellness in [Talent Attraction and Retention, Diversity, and Inclusion](#).

[1] Inclusive of EQT employees and contract workers. The number of individuals in both demographics is as of December 31, 2021.

# How We Are Doing

103-3; 403-9; 403-10; SASB EM-EP-320a.1

If a safety incident does occur, we record the nature of the event in our safety incident management database as prescribed by OSHA injury/illness recordkeeping requirements. After each incident, we conduct a thorough incident review to determine possible causes, to identify options to prevent recurrences, and to highlight opportunities to improve training, processes, and procedures using a hierarchy of safety controls. Our personnel also conduct biweekly 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 track leading indicators — including near-miss incidents, number of trainings held, audits performed on contractors and our own operations, and survey results — to better benchmark ourselves and identify areas for improvement. We conducted an employee safety survey in 2021, the results of which showed that most employees believe that we promote a values-driven, proactive, and mutually accountable culture and that we are developing a more consistent alignment of our core safety values. We plan to survey our own employees and contractors again in 2022 for a year-over-year comparison.

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

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

We analyze all results from our safety verification programs for potential systemic issues and establish actions to promote continuous and sustainable program improvement.

## Work-Related Injuries<sup>[1]</sup>

Metric	2018		2019		2020		2021 <sup>[2]</sup>	
Employees	#	Rate	#	Rate	#	Rate	#	Rate
Fatalities from work-related injury	0	0	0	0	0	0	0	0
High-consequence work-related injuries <sup>[3]</sup>	1	0.06	0	0	1	0.16	0	0
Workforce accidents <sup>[4]</sup>	39	3.20	16	1.98	13	2.02	11	1.63
Lost time accidents <sup>[5]</sup>	0	0	1	0.12	3	0.47	0	0
Recordable work-related injuries (including fatalities)	6	0.49	4	0.49	5	0.78	2	0.30
Main types of work-related injury	Nearly 65% caused by slip and fall, struck by/against, or insect bites		Accidental methanol ingestion, ergonomics (heavy lifting), slip and fall, and finger injury as a result of being caught in or between equipment		Majority of injuries caused by struck by/against, slip and fall, or hand and finger injuries as a result of being caught in or between equipment		Tick bites requiring prescription medication	
Contractors	#	Rate	#	Rate	#	Rate	#	Rate
Fatalities from work-related injury	2	0.01	0	0	0	0	0	0
Workforce accidents <sup>[6]</sup>	372	3.04	173	2.44	64	2.18	81	3.20
Lost time accidents <sup>[7]</sup>	29	0.24	10	0.14	6	0.20	5	0.20
Recordable work-related injuries (including fatalities)	98	0.80	29	0.41	15	0.51	18	0.71
Main types of work-related injury	Nearly 70% either struck by/against, slip and fall, or hand and finger injuries as a result of being caught in or between equipment		Majority of injuries caused by struck by/against, slip and fall, or hand and finger injuries as a result of being caught in or between equipment		Majority of injuries caused by struck by/against, slip and fall, or hand and finger injuries as a result of being caught in or between equipment		Majority of injuries caused by struck by/struck against (e.g., hand tools, hose, mobile equipment), or same level slip/trip/fall	

## Total Recordable Incident Rate

Metric	Unit of Measure	2018	2019	2020	2021 <sup>[8]</sup>
Full-time employees	Incidents per 200,000 hours worked	0.49	0.49	0.78	0.30
Contract employees		0.80	0.41	0.51	0.71
Short-service employees		0	0.25	0	0

The majority of our workforce injuries result from struck by/against, slips and falls, and hands/fingers getting caught in or between equipment. In 2020, we created videos for all employees to watch regarding prior safety incidents/injury. In the videos, the individuals who were injured describe what occurred and what could have been done differently to prevent the incident from occurring. These videos have been very well received by our field employees because the message is coming from their peers and we attribute much of our year-over-year improvement to the effectiveness of these safety videos. We are proud to report that our 2021 employee work-related injuries decreased or stayed the same in every metric that we track as compared to 2020. We again had no work-related fatalities in 2021.

## Work Related Ill Health

Metric	2018	2019	2020	2021 <sup>[9]</sup>
<b>Employees</b>				
Number of fatalities as a result of work-related ill health	0	0	0	0
Number of cases of work-related ill health	1	1	0	0
<b>Contractors</b>				
Number of fatalities as a result of work-related ill health	0	0	0	0
Number of cases of work-related ill health	3	0	1	0

We had no incidents of employee or contractor work-related ill health in 2021.

## Near Miss Frequency Rate<sup>[10]</sup>

Metric	2018	2019	2020	2021 <sup>[11]</sup>
Full-time employees	3.70	0.99	0.78	1.78
Contract employees	1.95	1.56	2.08	1.42
Short-service employees <sup>[12]</sup>	Not applicable	0	0	0

While our contractor near-miss frequency rate decreased in 2021 as compared to 2020, our employee near-miss frequency rate increased. We believe the reason for the increase can be linked to an increase in reported small, near-miss incidents following training we conducted throughout the year during which employees were educated on the importance of reporting all near-miss incidents (regardless of magnitude or severity) so that we can use the reported incidents as a way to train our employees and contractors.

## Preventable Vehicle Accident Rates<sup>[13]</sup>

	2018	2019	2020	2021 <sup>[14]</sup>
Employees	1.27	1.10	1.14	1.32
Contractors <sup>[15]</sup>	2.15	2.36	1.63	1.77

Our employee and contractor preventable vehicle accident rate increased slightly in 2021 compared to 2020 due to additional work vehicles in use during 2021 to support our operations.

## RELATED RESOURCES

[EHS Portal](#) →

[Safety at EQT](#) →

[1] All rates are calculated per 200,000 hours worked.

[2] 2021 safety metrics do not include incidents related to the Alta Assets and Alta employees and contractors which occurred prior to our acquisition of such Alta Assets on July 21, 2021.

[3] Inclusive of cases with a return to work date greater than six months from date of incident.

[4] Includes all reported injuries.

[5] Number of lost work days per 100 full-time equivalent employees.

[6] Includes all reported injuries.

[7] Number of lost work days per 100 full-time equivalent employees.

[8] 2021 safety metrics do not include incidents related to the Alta Assets and Alta employees and contractors which occurred prior to our acquisition of such Alta Assets on July 21, 2021.

[9] 2021 safety metrics do not include incidents related to the Alta Assets and Alta employees and contractors which occurred prior to our acquisition of such Alta Assets on July 21, 2021.

[10] All rates are calculated per 200,000 hours worked.

[11] 2021 safety metrics do not include incidents related to the Alta Assets and Alta employees and contractors which occurred prior to our acquisition of such Alta Assets on July 21, 2021.

[12] Short-service employee information is available for our employees only.

[13] (Number of preventable vehicle accidents \* 1,000,000) / miles driven.

[14] 2021 safety metrics do not include incidents related to the Alta Assets and Alta employees and contractors which occurred prior to our acquisition of such Alta Assets on July 21, 2021.

[15] Does not include contractor information associated with the Mountain Valley Pipeline project. Inclusive of contractor preventable vehicle accidents occurring on and off our property.



## Social

# Community Impacts and Safety

## Why It Matters to Us

103-1; 413-2 ▾

Being a good neighbor and operating responsibly in our local communities is critical to being the operator of choice for all stakeholders. We provide significant benefits to the communities in which we operate — including direct and indirect job creation, landowner royalties, road improvements, and financial contributions. We also recognize, however, that our operations have the potential to impact the communities in which we operate — including due to traffic and road congestion, dust, noise pollution, and potential accidents from operations that can occur at or near our sites. As a result, we have increased our focus on the areas surrounding our direct operations and proactively engage with local communities to further mitigate our impact.

Our efforts to positively impact our community focus on mitigating potential negative impacts of our business and maximizing the benefits of our operations by providing sustainable benefits to local economies and charitable support. We mitigate potential negative impacts primarily through proper site assessments and active engagement with landowners and local communities for the duration of our operations. See [Landowner Relations](#) for more information on landowner engagement activities. We also strive to be a good neighbor and corporate citizen by working collaboratively with, and giving back to, the communities in which we live and operate — our approach includes the following actions:

- Working with Communities — how we mitigate local impacts, address concerns, and promote public safety;
- Supporting Local Economies — our impacts through job creation, tax revenue generation, and royalty payments; and
- Giving Back to Our Communities — our charitable contributions in the areas where we operate.

# Working with Communities

103-2; 413-1; SASB EM-EP-210b.1 ▾

We are committed to proactively addressing community concerns and other risks associated with local operations throughout all phases of our operations. This process involves ensuring we follow all applicable laws at the township, county, and state levels and addressing community concerns before we begin construction.

## MITIGATING LOCAL IMPACTS

The size of a site dictates the amount of time required to prepare and build the site but, at a minimum, construction takes 120 days before drilling operations can commence. Prior to construction, our Land department engages with landowners near a planned site to discuss its location. Our Local Government and Community Affairs Specialists — our regionally based employees — are responsible for establishing and maintaining relationships with civic organizations, elected officials, emergency response personnel, business owners, residents, and other local stakeholders. These specialists work to understand and address our stakeholders' primary concerns. This team obtains approval for construction in accordance with local ordinances through township hearing boards, which guide operational practices in the applicable community. COVID-19 enhanced our engagement with these groups as the virtual nature of 2020 and beyond has enabled us to improve our digital communications and bring more groups into our regular cadence of communication. We provide monthly updates to elected officials at the county, state, and township levels and anyone wishing to be added to our updates can easily sign up to receive our monthly newsletters. We also contacted over 115 individuals, businesses, and government representatives in connection with our 2021 acquisition of Alta Resources Development, LLC, ensuring that all impacted stakeholders knew of the acquisition and how to contact our team should there be a need.

Access to sites can be located near, or shared with, community neighborhoods and can lead to temporary heavy traffic and operations near local residences, which is a regular safety concern in our local communities. When designing construction routes to sites, we carefully consider the locations of schools, recreation areas, and the local population. 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 on township roads. These signs also alert the community to slow down and watch for children. We also widen roads, ensure the road base is suitable for heavy loads, and try to make roads safer by building turnouts and issuing flaggers to help control traffic. To further mitigate our impact on local communities, we routinely complete road upgrades prior to commencing operations — including roads at, and leading to, a site — and we conduct proactive noise assessments. These efforts have led to a decrease in road issues, traffic, noise, and — as a result — complaints and community disturbance. We also implemented a communications process to provide information about upcoming operations and a means of receiving periodic updates to neighbors within a certain radius of construction.

During the active operation of a site, we provide monthly updates to local townships and counties as applicable and our Local Government and Community Affairs team actively communicates with communities as needed and in alignment with local policies. Due to COVID-19, in 2021, we held township meetings virtually when possible. For townships and counties where this was not possible, we met in person in accordance with our COVID-19 safety guidelines — requiring attendees to wear masks and socially distance. Once a well is brought online and the gas is flowing, our Owner Relations team becomes the primary point of contact for the community.

We were involved in organization-wide local community engagement activities, conducted an impact assessment, and hosted development programs in all regions where we operated in 2021. We are also proud to report that we experienced zero Tier 1 Process Safety events<sup>[1]</sup> during 2021.

## ADDRESSING COMPLAINTS

103-3 ▾

We respond to and track community complaints and concerns reported via our Owner Relations hotline. Community members can easily contact our Owner Relations team members about any concerns they may have through a dedicated email address, phone number, and submission form on our external website. We use a data-driven approach to resolve issues by completing assessments related to the concern (e.g., noise assessment) and collecting relevant data to determine the best resolution. In 2021, we received approximately 27,400 inquiries, with most questions concerning royalties or other payments. We fully resolved 97% of the inquiries received by our Owner Relations team in the same calendar year.

Annually, we analyze our response results to identify trends in performance, benchmark against previous data, and determine any required procedural changes.

## EMERGENCY PLANNING

SASB EM-EP-540a.2 ▾

The safety of the communities where we operate, and that of our employee and contractor workforce, is a top priority for us. We maintain and operate equipment responsibly to create a safe environment in the communities where we operate and to focus our emergency management efforts on prevention, preparedness, and response. Our Crisis Management team in conjunction with the Environmental, Health, and Safety (EHS) department provides guidance and expertise in emergency response and crisis management. These functions also develop and maintain emergency notification procedures, training, and support.

Operating units develop site-specific emergency action and response plans to prepare for significant risks and teams in the field lead a daily tailgate safety meeting focused on hazard prevention and emergency preparedness before operations begin. Our Crisis Management team also conducts annual emergency scenario drills and we contract with experts to provide immediate support in areas such as well control, firefighting, and spill response as needed. In 2021, we conducted these drills and trainings onsite in outdoor, socially distanced settings.

To address and proactively respond to community safety concerns, we regularly communicate with our communities through the channels described above and 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 the following:

- Identification of the activity occurring at a local job site;
- The types of equipment being used;
- The most appropriate response for various scenarios; and
- Our emergency or crisis response plan.

In addition, we work hand-in-hand with local first responders, building relationships and providing training and site tours to ensure all parties have the knowledge needed to respond in the unlikely event of an emergency at our sites. During on-location training, we conduct mock incidents for our employees and first responders to resolve. First responders utilize our "Oil and Gas 101" handbook, which includes photos and descriptions for each phase of operations. We provide employee training on incident response and command structure approximately every six months. We also participate in the Southwest Pennsylvania Oil & Gas

Emergency Management Alliance — a coalition of producers, supply companies, and first responders dedicated to promoting safety in the upstream industry. The group is managed by Washington County Emergency Management Services.

## ROAD SAFETY

Vehicle safety is included in both our employee and contractor safety expectations and our EHS Program addresses safe vehicle operation. We utilize a Traffic Control Plan for all active sites, which we distribute to employees, contractors, and subcontractors. These plans outline speed limits, curfews, and route restrictions. We also track all employees and contractors coming on or off our sites to increase visibility and promote safety. We require all workers coming onto a location to watch a safety video and pass a test created by our EHS department. Individuals are then issued a safety badge containing their name, company, and vehicle information — which is used to track arrival and departure from the site. This system proved invaluable during the COVID-19 pandemic in assisting with our contact tracing efforts, enabling us to contact individuals and companies in instances of potential exposure. This system also enhances our emergency response readiness as we now have real-time information regarding on-location workers, enabling us to provide an accurate head count to first responders should an incident occur.

All of our vehicles have a Geotab global positioning system vehicle tracking device which we use to track worker driving behaviors to ensure drivers are in compliance with applicable guidelines. These global positioning system devices allow us to more easily monitor vehicle location, enabling us to determine who was involved if an accident does occur or if we receive a community complaint. We review the analytics daily to track abnormalities or determine the offender if a complaint is logged. We also use private road monitors with law enforcement backgrounds to continuously surveil our truck traffic once operations begin. These monitors are also involved in investigating community complaints regarding employee or contractor violations.

Read more about employee and contractor safety in [Occupational Health and Safety](#).

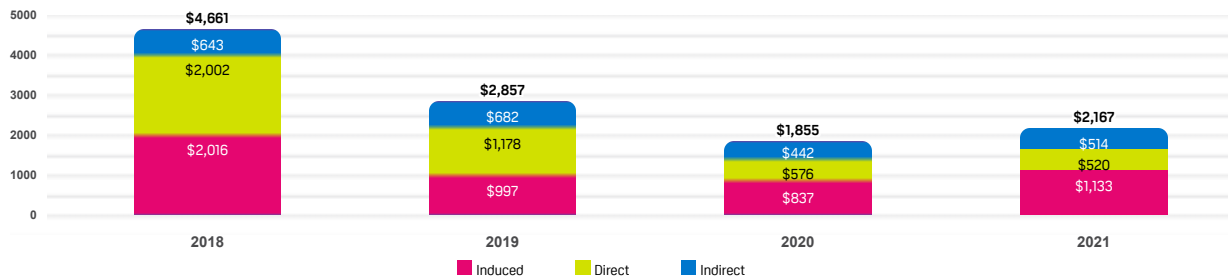
[1] A Tier 1 Process Safety event is a loss of primary containment of any material, including non-toxic and non-flammable materials (e.g., steam, hot water, nitrogen, compressed carbon dioxide, or compressed air) with the greatest consequence as defined by the American Petroleum Institute Recommended Practice 754.

# Supporting Local Economies

203-2

Our operations have a significant influence on the local economies where we operate by supporting economic growth via job creation, tax revenue generation, and landowner royalty payments. We track the indirect economic impacts of our business operations to better understand and communicate how our operations contribute to the local and U.S. economies by annually commissioning an independent analysis. Environmental Resources Management International Group Limited conducted an economic impact analysis using our year-end 2021 data. According to the analysis, our direct activities produced approximately \$520 million of gross domestic product (GDP) in 2021 and the indirect GDP impact through our suppliers was \$514 million. Our total induced impact — that is, the impact of spending by our employees, contractors, and suppliers — was approximately \$1,133 million.<sup>[1]</sup>

EQT Economic Impact (millions of dollars)<sup>[2], [3]</sup>



Further, our activities generated \$399 million in state and local tax revenues in 2021, supporting state and local governments.

2021 State and Local Tax Payments (millions of dollars)<sup>[4], [5]</sup>

	Pennsylvania	West Virginia	Ohio	Rest of the United States <sup>[6]</sup>	Total
Property Taxes	\$41.0	\$18.7	\$8.2	\$40.7	\$108.7
Income Tax	\$44.1	\$4.1	\$1.2	\$29.3	\$78.7
Sales Tax	\$43.6	\$10.3	\$3.6	\$34.4	\$91.9
Other Personal Tax	\$0.6	\$0.2	\$0.0	\$0.5	\$1.4
Other Taxes on Production and Imports	\$8.3	\$2.8	\$0.4	\$6.9	\$18.5
Other	\$31.8	\$22.0	\$8.8	\$37.2	\$99.8
<b>Total</b>	<b>\$169.5</b>	<b>\$58.1</b>	<b>\$22.2</b>	<b>\$149.1</b>	<b>\$398.9</b>

Through our operations, we paid approximately \$731 million in royalty payments to our landowners in 2021.

2021 Royalties Paid (millions of dollars)

State <sup>[7]</sup>	Royalties Paid (millions of dollars)
Pennsylvania	\$416
West Virginia	\$86
Ohio	\$79
All other states	\$150
<b>Total</b>	<b>\$731</b>

In addition, we track the indirect economic impacts of our business operations on the U.S. economy by annually commissioning an independent analysis. According to this analysis, we provided approximately \$2.2 billion in value-added contributions to the U.S. GDP in 2021 where:

- 64% of contributions occurred in three states where we operate; and
- 36% of contributions were related to out-of-state suppliers who provided goods and services for operational activities in our operating areas.

EQT GDP Contributions (millions of dollars)<sup>[8]</sup>

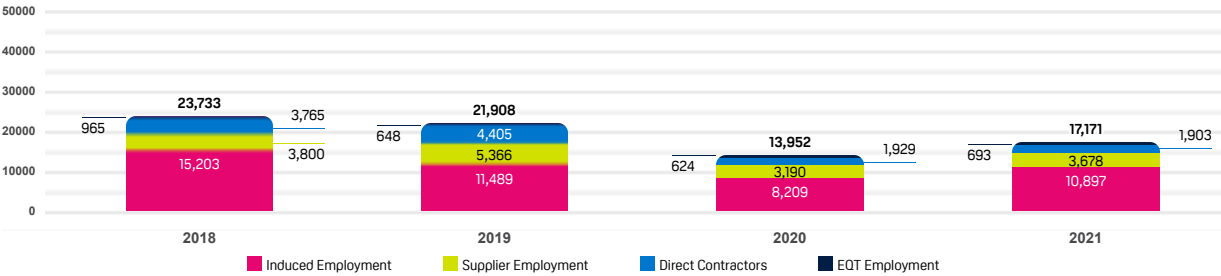
EQT GDP Contributions (millions of dollars)	2018	2019	2020	2021
Pennsylvania	\$2,539	\$1,639	\$1,050	\$1,034
West Virginia	\$405	\$230	\$86	\$265
Ohio	\$624	\$326	\$143	\$98
Rest of the United States	\$1,093	\$662	\$576	\$770
<b>Total</b>	<b>\$4,661</b>	<b>\$2,857</b>	<b>\$1,855</b>	<b>\$2,167</b>

LOCAL LABOR AND SUPPLIER IMPACTS

204-1

Our operations, which are entirely in the United States, support local economies via taxes paid, road infrastructure improvements, local hiring of personnel and suppliers, and the use and support of local service establishments. We sustain local jobs for employees, contractors, and suppliers to support our daily operational activities. In addition to our direct employees, we supported over 16,000 ancillary jobs through our operations in 2021. This includes direct contractors — who make up most of our visible workforce, suppliers, and supply chain employees who support our production, gathering, and transmission activities. Employment contributions also include earnings spent by those employees, contractors, and suppliers (or the induced impact) which drives employment in sectors providing various goods and services to the communities where we, and our contractors and suppliers, operate and live. During 2021, 48% of our total supplier spend was spent with suppliers headquartered within the Appalachian Basin.

Estimated U.S. Labor Impacts (number of jobs)<sup>[9]</sup>



[1] For 2021, our economic impact was calculated using IMPLAN software. IMPLAN analyses are run using an underlying annual dataset that assesses the state of the economy. Data for 2021 was not available in IMPLAN at the time when the 2021 analysis was conducted. To model 2021, the IMPLAN analysis was run using our 2021 activity — first with 2019 IMPLAN data and then with 2020 IMPLAN data and the results were averaged. The 2019 data represents the “business as normal” economy prior to the COVID-19 pandemic, while the 2020 data reflects the economic shocks and changes in economic activity associated with the pandemic. The results from 2019 and 2020 are averaged because 2021 has shown some recovery from the pandemic shocks towards more normal activity.

[2] Numbers may not add to exact total due to rounding.

[3] Analysis reflects our 2021 economic activity, using averaged results from 2019 and 2020 annual IMPLAN data.

[4] Numbers may not add to exact total due to rounding.

[5] Analysis reflects our 2021 economic activity, using averaged results from 2019 and 2020 annual IMPLAN data.

[6] Other states include *de minimis* direct benefits and the broader indirect economic benefit from our activities as a result of receiving goods and services from companies located outside of our operating areas.

[7] Royalties paid is based on the state of residence of the recipient of the royalty.

[8] For 2021, our economic impact was calculated using IMPLAN software. IMPLAN analyses are run using an underlying annual dataset that assesses the state of the economy. Data for 2021 was not available in IMPLAN at the time when the 2021 analysis was conducted. To model 2021, the IMPLAN analysis was run using our 2021 activity — first with 2019 IMPLAN data and then with 2020 IMPLAN data and the results were averaged. The 2019 data represents the “business as normal” economy prior to the COVID-19 pandemic, while the 2020 data reflects the economic shocks and changes in economic activity associated with the pandemic. The results from 2019 and 2020 are averaged because 2021 has shown some recovery from the pandemic shocks towards more normal activity.

[9] Analysis reflects our 2021 economic activity, using averaged results from 2019 and 2020 annual IMPLAN data.



# Giving Back to Our Communities

203-1

Our efforts to support the communities in which we operate include local giving, sponsorship, and philanthropic initiatives through EQT Corporation and the EQT Foundation (the Foundation) — a separate 501(c)(3) organization. EQT Corporation and the Foundation both focus on making charitable contributions to organizations within the communities near our active operations and support programs that build trusting relationships in our local communities, help educate a future workforce for the natural gas industry, and safeguard the environment where we operate.

Our Stakeholder Affairs team manages corporate donations to local communities, following a routine review and pre-approval process to ensure that each recipient organization's initiatives are consistent with our values and corporate strategy. Our philanthropic investments 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 that enable us to bond with our neighbors, enhance the quality of life for residents, and educate community members about our company and industry. Our goal is to provide an opportunity for community members to engage with our employees. The following includes some examples of our 2021 corporate philanthropic efforts:

- Spent approximately \$110,000 on livestock purchases at county fairs and festivals across our operating footprint and re-donated the livestock purchased and/or donated the proceeds to the local 4H.
- Awarded \$220,000 to local volunteer fire departments through the EQT First Responder Giving Program in conjunction with National First Responders Day.
- Donated over \$31,000 to schools and community agencies on Giving Tuesday 2021 to help fund holiday gift giving and feeding programs.
- Sponsored the inaugural Greene Country Fest, a two-day music festival held over Labor Day Weekend in Waynesburg, Pennsylvania.

Qualifying nonprofit organizations may also apply for grants through the Foundation, which are reviewed by the Foundation's Board of Directors to ensure compliance with U.S. laws and regulations applicable to corporate foundations. Foundation grants complement our corporate support to build relationships throughout our operational footprint. The Foundation prioritizes funding within the following three categories:

- Community Enrichment
- Education and Workforce
- Environment

The Foundation gave more than \$3 million in 2021 to support local communities. Examples of grant recipients include the following:

- Trade Institute of Pittsburgh — carpentry job skills workforce education program
- Ohio University Eastern — Belmont County Innovation Corridor
- Community Foundation of Fayette County — building a stronger Fayette County, Pennsylvania endowment
- Sewickley Township Public Library — summer reading program
- Perennial Project — park beautification project
- Corner Cupboard Food Bank — funding toward purchase of a refrigerated truck
- Greene County United Way — community volunteer program
- Waynesburg University — Achievement Academy
- Dress for Success Pittsburgh — mobile services to women in Fayette, Greene, and Washington Counties, Pennsylvania
- Central Pennsylvania Food Bank — fresh produce delivery in Lycoming County, Pennsylvania
- Pennsylvania College of Technology — Parents as Partners in Applied Technology education
- American Red Cross — Sound the Alarm home safety program
- Project Lead the Way — K-12 engineering curriculum
- Catalyst Connection — new manufacturing program
- Pennsylvania State Association of County Fairs — improvements to the Washington County, Pennsylvania Fairgrounds
- 412 Food Rescue — expansion work in Washington County, Pennsylvania
- The Education Alliance — Adopt-A-School program, providing take-home school supplies to students
- Progressive Women's Association — community food program
- West Virginia Public Broadcasting — Inquire Within in new West Virginia University Children's Hospital
- Marion County Family Resource Network — afterschool education program/assistance
- Ducks Unlimited — Pleasant Creek Wildlife Management Area Wetland Creation and Enhancement Project
- West Virginia Northern Community College — Commercial Driver's License and Welding certificate scholarship program

Our corporate philanthropic investments and road and infrastructure improvements for communities totaled more than \$28 million in 2021, while the Foundation provided more than \$3 million in grants and contributions in 2021.

## EQT Community Investments

	2018	2019	2020	2021
Philanthropic investments and giving (EQT Corporation)	\$1,047,322	\$1,029,142	\$518,000	\$865,900
Roads and infrastructure improvements (EQT Corporation)	\$10,523,755	\$22,889,397	\$27,600,000	\$27,585,234
<b>Total Investments (EQT Corporation)</b>	<b>\$11,571,077</b>	<b>\$23,918,539</b>	<b>\$28,118,000</b>	<b>\$28,451,134</b>
<b>Total Grants and Contributions (EQT Foundation)</b>	<b>\$7,778,600</b>	<b>\$5,111,970</b>	<b>\$3,662,864</b>	<b>\$3,052,508</b>

Additionally, in 2021, we joined [Pledge 1%](#), an initiative to encourage employees to pledge 1% of their time each year — about 20 hours — to volunteering in the communities in which they live and work. In 2021, we halved this goal due to COVID-19 restrictions. Employees can participate in company provided volunteer opportunities or identify opportunities on their own. We encourage our employees to donate their unique set of skills to those in need in the community. Our employees donated 6,981 hours of their time to volunteering in 2021.

We also hosted a Random Acts of Kindness Day to encourage employees to engage in both big and small ways in their communities. The event included pizza and cupcake deliveries to local police stations and personal lunch delivery to local teachers.

**“I’d like to think that I show kindness in my daily life, whether it’s a smile, a compliment, a shoulder or a lending hand. Random Acts of Kindness Day is an opportunity for me to step it up a notch and connect with others on a deeper level. We can’t perfect selflessness, as it is an endless journey. But we can make a difference in the lives of others. Last year I provided lunch to the Moon Township Police Department, as well as the staff at The Goddard School in Moon Township, Pennsylvania. I wanted to give back to my community, while showing support for organizations that were impacted by COVID.”**

**-Carol Caracciolo, Sr. Executive Assistant, EQT Corporation**

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#### RELATED RESOURCES

[Community at EQT](#) →

[Community Engagement](#) →

[Owner Relations](#) →

[Safety at EQT](#) →

[EQT Foundation](#) →



## Social

# Talent Attraction and Retention, Diversity and Inclusion

## Why It Matters to Us

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103-1 ▾

To realize our full potential to become the operator of choice for all stakeholders, it is essential that we maintain a strong workforce and foster a culture aligned with our mission. Attracting and retaining diverse talent leads to greater innovation and overall success, as we rely on a broad range of skills to operate our business. We are steadfast in our commitment to hire, retain, and develop the best and brightest in our industry and to ensure all employees find purpose and meaning in their roles.

# What We Are Doing

103-2 ▾

We aim to develop a workforce that produces peer leading results. To further that goal, we are focused on creating a modern, innovative, diverse, collaborative, and digitally-enabled work environment where top talent is incentivized to contribute at the highest levels. We aim to attract and retain top talent in our industry from our recruitment processes to our robust benefits package, learning and development opportunities, and technology-driven work environment.

Our organizational values of Trust, Teamwork, Heart, and Evolution are engrained into our company culture. Transparency, integrity, collaboration, and a willingness to look for better ways to operate all support our end-goal of producing timely, accurate data to help guide our decisions.

We are highly focused on ensuring that we get the best out of our employees, that they grow, that they are heard, and that they are valued. We leverage our digital capabilities and programs to recruit talent and promote learning, development, and performance. We also use our digital work environment to engage directly with our employees by sharing company updates, highlighting personnel accomplishments, and soliciting employee feedback. Using internal polls and surveys, employees are able to provide feedback to management on the technology we use, their work experience, and the overall company culture.

We measure the career development of our employees through the lens of personal growth, contributions to value creation, and recognition of individual actions. As we continue to evolve, we aim to solicit and respond to employee feedback to shape our policies and actions to be the best that we can be.

## ATTRACTING TALENT

When recruiting talent and promoting job opportunities, we communicate who we are as an organization — a company with deep history that is a leader in innovation and committed to modernization. Our Human Resources (HR) team seeks to attract talent by showcasing who we are and what we do on our company website, career pages, and social media — including LinkedIn and Glassdoor. Our job opportunities are distributed to a multitude of job boards and our team is highly skilled in leveraging LinkedIn for additional sourcing and networking efforts. In 2020, we also redesigned our [EQT.com Careers page](#) to better resonate with prospective talent by sharing a “behind-the-curtain” view of our culture and environment and personifying our opportunities through employee testimonials. We maintain policies compliant with all federal and local regulations, including the Equal Employment Opportunity Commission and Americans with Disabilities Act, to promote fair and equitable recruiting practices. We also promote career mobility by maintaining Internal Applicant Guidelines.

In 2021, we instituted a new remote work policy pursuant to which all office-based employees (approximately 70% of our employees) now work remotely. This has allowed our HR team to expand talent searches beyond the geographical boundaries of our operational footprint and to hire highly skilled and diverse candidates, regardless of where they reside. Additionally, we have been able to retain employees that would have otherwise considered leaving our company due to personal or family relocation. We understand that life outside of work is a top priority and we want to support our employees as they navigate important life transitions.

**“As my elder daughter was nearing kindergarten age, my wife and I began to grapple with conflicting desires of living closer to extended family and continuing a job I love at a great company. Luckily, EQT did not force me to choose between my career and family, allowing me to continue in my role even after moving out of state”.**

**-Corey Broton, Director STAQ, EQT Corporation**

Additionally, consistent with our corporate values of Trust, Teamwork, Heart, and Evolution, we maintain an “equity-for-all” program, under which each of our employees receives an annual long-term equity incentive grant in the form of restricted stock units. The stock grants under this program are in addition to, and not in lieu of, the existing compensation opportunities for our employees. We believe this program helps promote internal pay equity, recognizes the contributions of all our employees, and enhances our shared culture of success.

## EMPLOYEE BENEFITS

401-2; 403-6 ▾

Ensuring employees have the resources and support they need to live a healthy life is critical for sustaining a workplace of choice. In addition to competitive compensation, we offer a comprehensive suite of employee benefits — including company-subsidized medical, dental, and vision insurance. We also continue to offer comprehensive family benefits, including 80 hours of paid paternity leave and 12 weeks of paid maternity leave for both birth and adoptive parents in addition to our in vitro fertilization benefit. Both aspects of our family leave policy go beyond legal obligations, as the United States has no legal requirements for paid parental leave. Other notable employee benefits include flexible work arrangements, paid time off to volunteer, and a vacation donation program where employees can offer paid vacation days to a colleague dealing with a serious personal situation that requires them to take off significant amounts of time from work that would not be covered by existing leave benefits. All of our employees receive a minimum of four weeks of paid vacation.

## 2021 Employee Benefits

Healthcare	Insurance	Financial	Lifestyle
<ul style="list-style-type: none"> <li>Medical*</li> <li>Dental*</li> <li>Vision*</li> <li>In vitro fertilization benefit</li> </ul>	<ul style="list-style-type: none"> <li>Life insurance (company paid)*</li> <li>Accidental death and disability (company paid)*</li> <li>Short-term disability (company paid)*</li> <li>Long-term disability (company paid)*</li> <li>Business travel accident (company paid)*</li> <li>Optional life insurance — employee, spouse, child*</li> </ul>	<ul style="list-style-type: none"> <li>Relocation assistance</li> <li>Company match on contributions to 401(k) retirement savings (up to 6% of eligible compensation)*</li> <li>Company contribution to 401(k) retirement savings (3% of eligible compensation)*</li> <li>Employee Stock Purchase Plan*</li> <li>Equity for All employee stock grant program*</li> <li>Health Savings Account*</li> <li>Credit Union*</li> <li>Severance pay</li> </ul>	<ul style="list-style-type: none"> <li>Minimum four weeks paid time off</li> <li>Education assistance program</li> <li>Flexible work arrangements and optional 9/80 work schedule</li> <li>Paid leave of absence</li> <li>Extended unpaid leave of absence</li> <li>Vacation Donation Program</li> <li>Employee Assistance Program*</li> <li>Extended family and medical leave (includes maternity/paternity leave)</li> <li>Adoption benefit</li> <li>Infertility benefit</li> <li>Commuter reimbursement accounts*</li> <li>Wellness programs*</li> <li>Foundation Donation Program</li> <li>Matching gift program — 100% match up to \$50,000 per year</li> <li>Fully remote work and relocation opportunities</li> </ul>

\*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.

### EMPLOYEE WELLNESS

In addition to our formal benefits package, we offer the EQT Take Charge wellness program, sponsored by one of our health service providers. 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, we contribute \$750 annually to each employee's Health Savings Account, with additional opportunities for company-contributions upon the completion of a wellness coaching conversation.

Complementing Take Charge is our Employee Assistance Program, 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. We pay in full for up to five in-person counselor visits. Any employee, including part-time employees and those who waive our medical coverage plus anyone living in their household, can take advantage of the Employee Assistance Program and its additional resources.

We protect our employees' privacy by ensuring that individual results remain confidential and third-party providers supply only aggregated information for analysis purposes.

### EMPLOYEE ENGAGEMENT

With the majority of our employees working remotely in 2021, our workforce continued to remain connected through various virtual and in-person events. For example, we hosted multiple community "hashtag events" in our digital work environment to encourage employees to share their summer travels. We also hosted our inaugural Evolution Day event — a day to celebrate our evolution, which began with our 2019 management transition — with our entire employee base. Evolution Day began with employees gathering at 13 volunteer events in the communities where they live and work and taking part in community service events. We also hosted virtual volunteer opportunities for employees who could not join in person. After, participating employees gathered for community picnics in Pennsylvania and West Virginia and our management teams brought lunch to our field employees who could not leave site operations. Our Chief Executive Officer traveled around to the volunteer events, picnics, and sites to meet with employees.



To encourage transparency and a sense of community from the top down, our Chief Executive Officer hosts various question and answer sessions with our entire employee base to discuss our strategy directly. We actively explore ways in which technology can help us build and sustain our winning culture. In early 2022, we launched a metaverse virtual meeting space that creates a truly immersive experience by unlocking social interactions and giving all employees access to one another in a manner similar to a physical office. We are committed to keeping our employees engaged, retained, and passionate about the work we do.

## EMPLOYEE DEVELOPMENT

404-2 ▾

During an employee's tenure, we aim to provide the resources needed to enhance their skills and knowledge and to promote a culture where employees feel empowered to advance their education and career. This begins with our new-hire orientation, where employees learn about our culture, organization, benefits, performance expectations, and other available resources to help them succeed from their first day of employment. Orientation also reinforces our commitment to workplace safety, ethical conduct, and environmental stewardship. Our employee onboarding is offered 100% online through Salesforce Trailhead, which has received positive feedback from recent new hires. Following orientation, employees receive additional training, as needed, to develop the skills necessary to perform their job tasks safely and effectively. This includes mandatory and work-specific trainings in addition to the opportunity for optional participation in various seminars, workshops, and certification programs in an effort to ensure that employees remain continually prepared to perform their job tasks at the highest level.

Employees routinely work with their managers or supervisors to identify other appropriate training opportunities as they grow their careers. Employees have access to digital learning modules, which offer development opportunities covering a wide range of topics — such as supporting mental health, working on cross-functional teams, and developing habits for improving performance. Some employees may seek to expand their formal education and our Tuition Reimbursement Program (formerly Education Assistance) provides financial assistance to those who enroll in degree programs and satisfy established grade requirements. Our Tuition Reimbursement Program reimburses 100% of eligible education expenses up to \$5,250 and 70% of all eligible education expenses thereafter. Undergraduate and graduate programs and online programs are covered under the program, provided a business case can be made for why program completion will benefit the employee and us.

We conduct quarterly performance reviews to promote an ongoing feedback culture for all employees. One of these reviews includes “360-degree” feedback, where employees can request feedback from individuals at all levels and departments. In addition, employees participate in formal development planning with their direct managers to discuss aspirations and development gaps in experience and/or skillsets. These discussions are intended to foster success in the employee's current role and identify additional responsibilities and opportunities. In 2021, we implemented a process pursuant to which employees rate the effectiveness of their performance review as well.

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

In 2021, we used market analysis to update employee job descriptions to better reflect the responsibilities associated with each role at EOT and across the industry. We also developed career ladders so that employee upskilling and career progression is more transparent across all employee levels. Taking into account employee survey results in 2021, we are working to continue building a robust learning and development strategy in 2022.

## DIVERSITY AND INCLUSION

405-1

We firmly believe that diversity of backgrounds, education, and skillsets among our employees supports a successful workforce and improved performance. We strive to recruit the best available talent — including qualified candidates who are racial and ethnic minorities, veterans, disabled persons, and LGBTQ+ and candidates from all age groups and genders. For example, we continue to work with [Diversity Pennsylvania](#) and other organizations committed to growing diverse workplaces to promote our job openings and support a diverse applicant pool.

Our transition to a predominately remote work environment beginning in March 2020 has also enabled us to expand our search for talent nationally. Approximately 70% of our employees work remotely, with 93% residing in Pennsylvania or West Virginia; however, approximately 14% of our new hires in 2021 reside in states outside of our primary operating area of Pennsylvania, Ohio, and West Virginia. While we continue to seek and hire qualified candidates from our local communities, we anticipate that our flexible work arrangement policies and remote work opportunities will continue to allow us to broaden our talent search beyond our core operating area, helping ensure that we have access to diverse, highly qualified talent.

In 2022, we continued our “Modern Intern” program, which we rolled-out in 2021, to attract and build our talent pipeline. We surveyed our department managers to understand which of our departments were best suited to host interns and identified top national programs, local programs, and diversity programs to attract a diverse pool of intern candidates. We received extremely positive feedback from our first cohort of interns in 2021. Each noted that they would consider a full-time position with us in the future and that they would recommend their internship experience to a friend. Approximately 22% of the interns selected for our 2022 summer program are racially diverse and 44% are women. We anticipate that the implementation of virtual internships will also enable us to continue to tap into more diverse geographies and involve more students with the energy industry in the future. We also hope to grow the pool of diverse candidates interested in our industry by providing learning programs and opportunities to visit our sites to students in local school districts. Our intent is for initiatives such as these to foster students’ interest in potential careers in our industry and with us, growing our diversity organically.

Our digital work environment enables us to more easily connect individuals across EQT and promote inclusivity. Not only have employees regularly used our digital work environment to message one another, to discover shared connections with colleagues, and to post articles, comments, and photos, they have also indicated that they feel more connected and included within their department and at EQT than they did prior to the implementation of our digital work environment.

Furthermore, we believe that our flattened organizational structure enables more employees to be seen and recognized individually for the value that they create. Employees routinely work with leaders and personnel outside of their department, gaining increased opportunities for learning and exposure and furthering their career development.

### 2021 Employee Diversity<sup>[1]</sup>



Our efforts in creating a more inclusive organization are part-and-parcel with our overall approach to maximizing human capital. Consistent with the cultural foundation of our organization, we are committed to continually improving the diversity of our employee base. While headwinds exist in growing our diverse employee base — both in low turnover limiting opportunities to attract more diverse candidates and operating in a region that does not have a significant minority workforce, we are focused on improving. We believe that our flexible work approach and remote work practices will support our efforts for improving our workforce diversity. In 2021, 19% of our new hires were women and 7% identified as being part of a minority population.



EQUITABLE PAY

405-2

As transparency and accountability are cornerstones of our garnering trust with our stakeholders, in 2019 we began disclosing our gender pay ratios (calculated by dividing the average base salary and remuneration<sup>[2]</sup> for women by that of men) in accordance with Global Reporting Initiative standards.

Gender Pay Ratios

	2019	2020	2021
Executive Officers	66.2%	74.5%	74.1%
Senior Management	89.5%	86.5%	90.6%
Supervisors/Managers	80.6%	94.1%	94.7%
Exempt Professionals	87.5%	82.2%	80.7%
Non-Exempt Professionals	82.2%	87.0%	85.1%

We are committed to ensuring that our organization provides fair and equitable pay that is in line with market rates for our industry and region. Given our goal of maintaining a relatively flat organization, our compensation structure is market-based with compensation tailored to competitive rates focused on job-specific duties and scope of responsibility. This is as opposed to compensation being based upon an employee's title or level within the organization. Market rates based on job responsibility vary significantly, which is why regulatory agencies typically look at compensation related to responsibility as opposed to title. In a flat organization, similarly titled employees can have significant variation in market compensation. The pay gaps noted in the chart above can be attributed to the relatively low numbers of women to men in each of the broad categories provided and differences in market rates among roles within each of such categories.

For information on the diversity breakdown of our Board of Directors, see [Corporate Governance](#).

SUPPLIER DIVERSITY

We seek out small and diverse local suppliers whenever possible to strengthen our ability to deliver strong performance to our customers and communities through a strategic sourcing approach supported by our Board of Directors and management team. We consider diverse suppliers as those that are Minority Business Enterprises, Women's Business Enterprises, and/or Veteran Owned Businesses. Further, we encourage our top vendors to consider diverse subcontractors as it helps these businesses develop relevant experience and provides us with additional opportunities to work with diverse businesses which we may not otherwise have had the opportunity. We maintain dashboards in our digital work environment to track diverse service provider spend to identify targeted outreach opportunities and we integrate supplier diversity goals within our standard procurement practices to inform a broader reaching-, competitive, and data-driven approach to awarding business. We continue to expand our diverse supplier universe through targeting diverse suppliers in our bidding processes and setting goals for increasing diverse supplier utilization. Our targeted procurement initiatives include the following:

- Encouraging top suppliers to seek out and include diverse businesses in their bids and as part of their proposed scope of work;
- Giving greater consideration to vendors who identify how they will utilize diverse sub-vendors;
- 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; and
- Requesting that our top contractors provide their monthly spend with diverse subcontractors and local suppliers.

In 2021, we spent just over \$70 million — 8.4% of our supplier spend with non-publicly traded companies — with minority-owned businesses. We have awarded bids to diverse businesses in more than 113 supplier categories — an increase of 95% compared to 2020, nearly doubling the opportunities for EQT to work with diverse service providers.

RELATED RESOURCE

EQT Careers

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

[2] "Remuneration" includes all forms of compensation (other than base salary) that are reported on an employee's Form W-2.



# How We Are Doing

103-1; 401-1 ▾

Our HR team reviews and evaluates our employment and diversity and inclusion programs on a regular basis. During these evaluations, we confirm compliance with applicable laws and regulations and assess whether our programs remain competitive with the external labor market and align with our values. When reviewing our programs, we consider the following:

- Feedback from exit interviews;
- Annual employee engagement surveys;
- Internal feedback provided by our workforce through our digital work environment;
- Turnover rate;
- Internal assessments of diverse representation;
- Internal assessments of compensation and benefit plans;
- Benchmarking of peer companies in our industry; and
- External employee ratings and reviews.

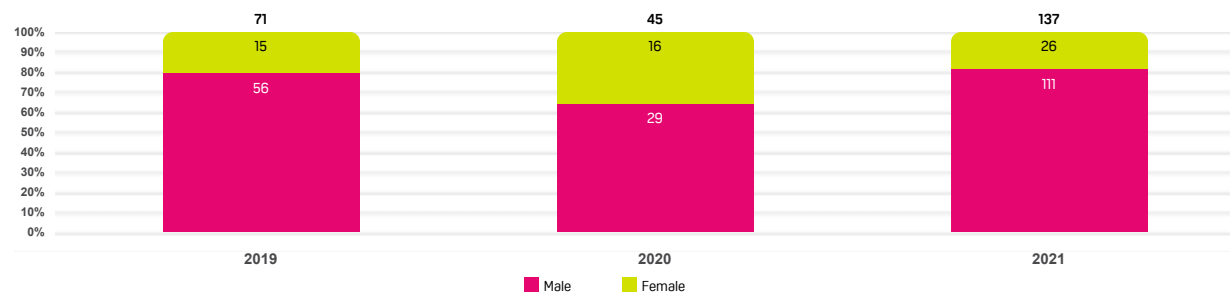
## EQT was named a National Top Workplace by Energage in 2021 and 2022

We also leverage succession planning to identify and mitigate human capital risks. Our management team reviews these evaluations and may adjust existing programs or develop plans to address any areas of concern that arise.

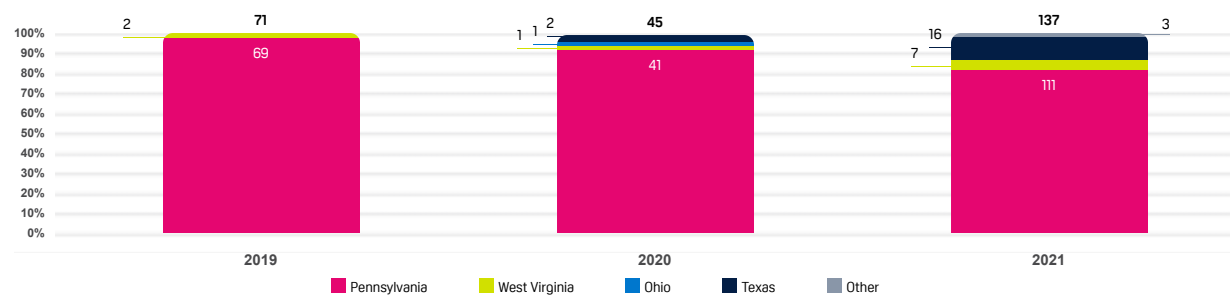
In 2021, we hired 137 employees across our operations.

### New Hires

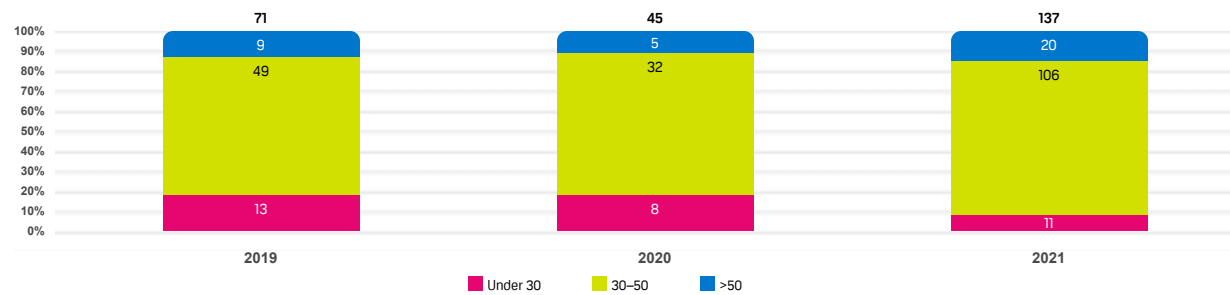
#### Gender



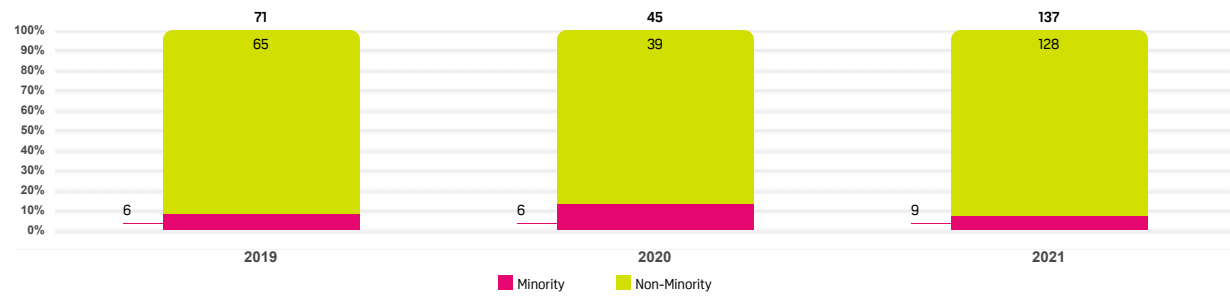
#### Region



## Age



## Race and Ethnicity



### 401-3

For full-time employees, we offer two weeks of paid leave for fathers and 12 weeks of paid leave for mothers following the birth or adoption of a child. We offer similar benefits to part-time employees on a pro-rated basis. Our retention rate for employees taking parental leave in 2021 was 100%.

## 2021 Parental Leave

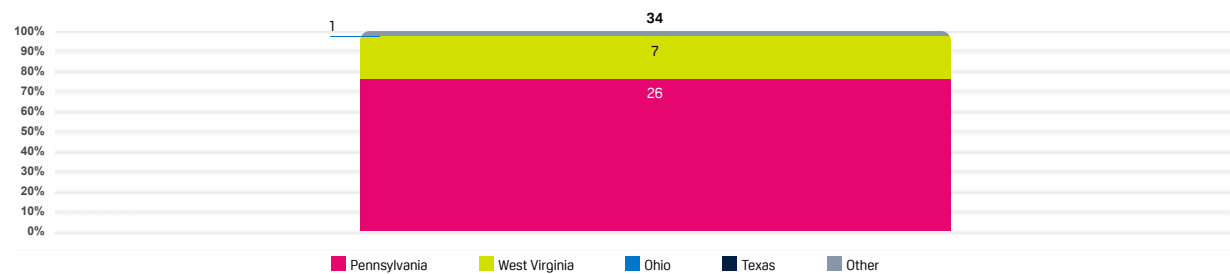
	Male	Female	Total
Eligible	518	175	693
Not eligible	0	0	0
Took parental leave	15	5	20
Returned to work	15	5	20
Return to work rate	100%	100%	100%
Retention after 12 months	15	5	20
Retention rate	100%	100%	100%

### 404-3

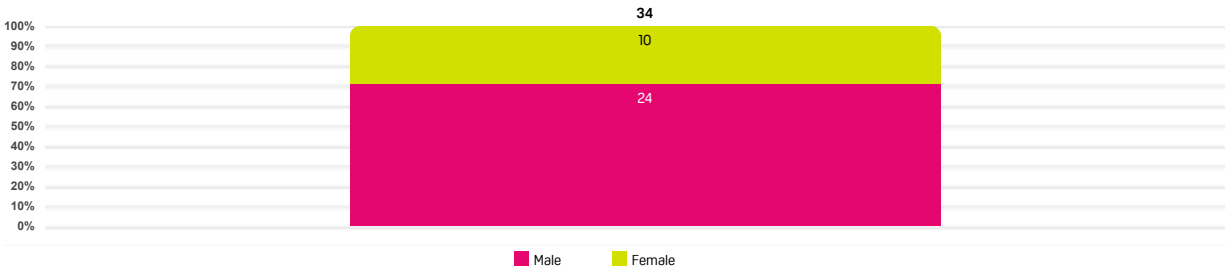
100% of our employees received at least one formal quarterly performance review in 2021. We believe our quarterly reviews and varying types of review processes help employees have proactive conversations with their supervisors, identify areas for growth and engagement, and obtain comprehensive feedback.

## Turnover (Voluntary)

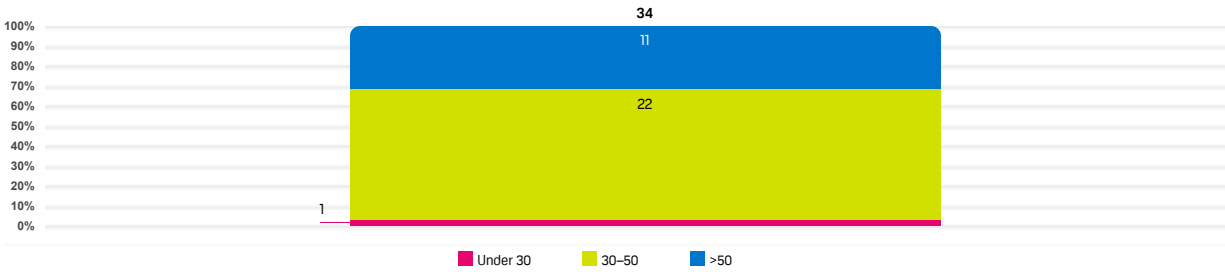
### Region



Gender



Age



Our 2021 voluntary turnover decreased by 15% compared to 2020, likely due to employees settling into new roles following our 2019 workforce realignment. In addition, the new relocation request benefit we began offering in 2020 has enabled us to retain employees that otherwise would have left upon relocating outside of our primary operating area.

**RELATED RESOURCE**  
[EQT Careers](#) ➔



Social

# Landowner Relations

## Why It Matters to Us

103-1 ▾

We view our local landowners as valued partners and our ability to operate is dependent upon maintaining positive, proactive relationships with these individuals. During every step of the process, our goal is to create mutual trust through transparency, proactive engagement, and appropriate responsiveness to their concerns.

# What We Are Doing

103-2 ▾

We take a proactive approach to cultivating and maintaining landowner relations with a focus on ensuring all landowners clearly understand how our plans and operations may affect them. In 2021, we were unable to host in-person meetings or town hall events with our landowners due to the ongoing concerns of COVID-19, but we are anticipating the return of in-person events in 2022. We have, however, continued to leverage virtual meetings and provide mass communications to keep landowners engaged throughout the year. In early 2021, we integrated our call center into our digital work environment allowing us to work more efficiently while improving our reporting capabilities.

Please read about our wider community engagement activities in [Community Impacts and Safety](#).

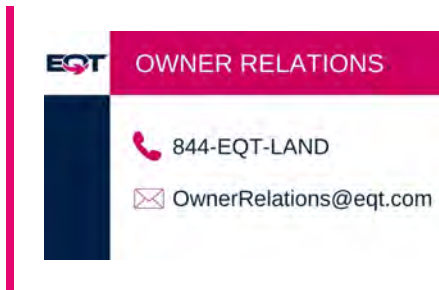
## LANDOWNER ENGAGEMENT

We believe face-to-face interactions with landowners build trust and open channels for future dialogue and we are looking forward to resuming in person events in 2022. During 2021, we maintained our commitment to open communication channels by increasing the frequency of our mass outreach and ensuring our landowner hotline was available.

We send correspondence to landowners to ensure these critical stakeholders understand what to expect throughout the lifecycle of our operations in their area and we send targeted correspondence to select landowners to provide updates on relevant projects.

## TRACKING AND RESPONDING TO CONCERNS

Landowners can contact EQT through several avenues. We maintain a hotline number and a dedicated webpage to provide landowners with an opportunity to easily voice concerns and ask questions. We promote the use of the hotline during in-person and virtual meetings, through email correspondence, on company business cards, and on our corporate website.



Our Owner Relations team manages all landowner requests and questions received via our online portal, telephone, or written mail by creating trackable cases in our digital work environment. For entries made through our website, landowners are provided a list of potential issues to choose from to automatically generate a corresponding tagged case in our digital work environment. The most frequent inquiry types we see include general royalty payment inquiries, account address changes, ownership changes, and direct deposit setup. For landowners who choose to contact us by phone — if all Owner Relations team members are on calls, the caller can leave a voicemail that is automatically transcribed into a case in our digital work environment to enable our Owner Relations agents to proactively follow up on concerns. We have also refined the data we collect for these cases to ensure internal accountability and that cases are routed appropriately.

Our process results in stronger relationships with members of the local communities where we operate and better tracking of landowner feedback. Through this system, we can track thousands of questions and comments each year and how quickly we respond to the landowner and close each matter. In 2021, we also implemented a formalized call center that will allow us to report more specific response time data.

Landowner matters are communicated to our Vice President, Land, who reports directly to our Chief Executive Officer. Relevant topics on landowner relations are communicated to the Board of Directors on a regular basis. Our management team also reviews aggregate information on the types and volumes of calls we receive from landowners on a weekly basis.

## LANDOWNER PRIVACY

We must request certain personal information from landowners for legal and tax purposes and we work to protect their privacy by maintaining systems that handle incoming information and are designed to prevent breaches. We strategically limit the number of employees who manage landowner data and employees who do handle sensitive information are required to complete relevant training.

## RELATED RESOURCES

[Owner Relations at EQT](#) ➔

[Leasing with EQT](#) ➔

[Landowner Forms and FAQs](#) ➔

# How We Are Doing



103-3 ▾

We are continually working to better understand the types of feedback we receive from landowners and proactively address any significant issues identified through this process. We manage all landowner communications internally to promote more direct relationships. We measure our performance in managing landowner concerns based on how frequently we cycle cases compared to our acceptable open case count. We strive to resolve any issues identified by a landowner within seven business days of the notification date and cycle approximately 900 cases every 10 calendar days. In 2021, our Owner Relations team received approximately 27,400 inquiries and fully resolved 97% of such inquiries in the same calendar year.



# Governance

## LEADING WITH SUSTAINABLE BUSINESS PRACTICES

We understand that embodying responsible governance and ethics practices is critical to being the operator of choice for all stakeholders. We are committed to operating transparently and ethically while seeking engagements and technological investments that support our overall strategy.

# 25%

of our short-term incentive compensation is linked to ESG performance

## Governance

# Corporate Governance

## Our Governance Structure

102-18; 102-22; 102-23; 405-1

Our Board of Directors (our Board) is the highest governance body and oversees the management of our business with a focus on policy and strategic direction. We have only one class of voting stock and all directors on our Board are elected annually, reinforcing our Board's accountability to our shareholders. Additionally, our Board has adopted comprehensive Corporate Governance Guidelines, which, among other things, require that a majority of our directors be independent and our Board annually appoints an independent director to serve as Board Chair. Our Board leadership philosophy, including the responsibilities of our independent Board Chair, are outlined in paragraph 5(g) of our [Corporate Governance Guidelines](#).

As of December 31, 2021, our Board had four standing committees:

- Audit
- Corporate Governance
- Management Development and Compensation (Compensation Committee)
- Public Policy and Corporate Responsibility (PPCR)

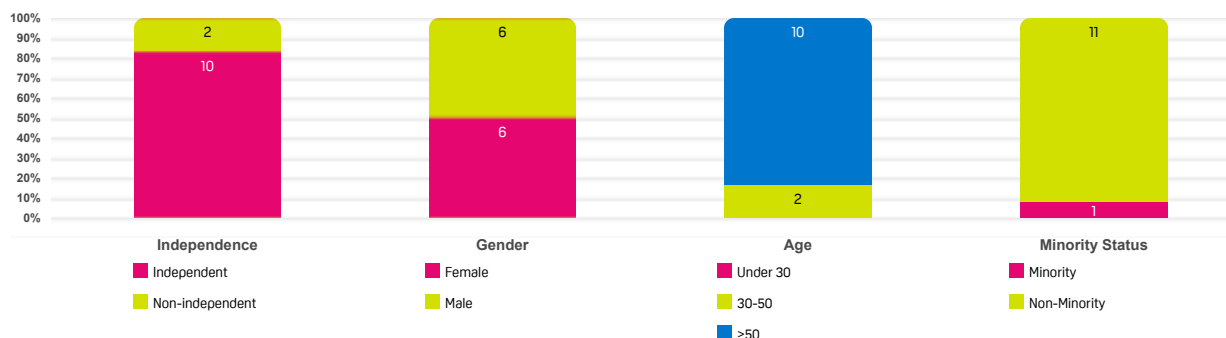
The duties of each standing Board Committee are set forth in a written charter, a copy of which is available on our [Governance Documents](#) page.

Consistent with our core values, our Board values diversity and believes it contributes to a variety of viewpoints that improve the quality of dialogue and effectiveness of the Board's decision-making process, while enhancing overall culture in the boardroom. Details regarding certain diversity characteristics of our Board are included in the chart below.

Our Board benefits from significant gender diversity, with women comprising 50% of our Board as of December 31, 2021. Additionally, female directors serve in key leadership roles, chairing our Board and all four of our standing Board Committees.

Our Board also recognizes the importance of racial and ethnic diversity and is committed to improving such diversity on public company boards. During 2021, we enhanced the racial and ethnic diversity of our Board and now 64% of our directors self-identify as racially, ethnically, or gender diverse. As our Board evolves, racial and ethnic diversity will continue to be an important factor in assessing the Board's overall mix of skills, experience, background, and characteristics.

EQT Board of Directors Composition and Diversity<sup>[1]</sup>



<sup>[1]</sup> Data as of December 31, 2021. Minority population includes American Indian/Alaska Native, Asian, Black/African American, Hispanic or Latino, or any employee disclosing two or more races.



# ESG Oversight

102-20; 102-26; 102-29; 102-31

Two Board-level Committees — the Corporate Governance Committee and the PPCR Committee — are each responsible for evaluating and providing oversight, guidance, and perspective with respect to our environmental, social, and governance (ESG) strategy. Each of these Committees has explicit ESG oversight responsibilities embedded within their formal committee charters.

Our management-level ESG Committee supports the Corporate Governance and PPCR Committees and helps guide and ensure execution of our ESG strategy. The ESG Committee — comprised of our Chief Executive Officer, General Counsel, Chief Financial Officer, and senior leaders from our critical business functions — meets every other week. The ESG Committee reports and makes recommendations regularly to both the Corporate Governance and PPCR Committees on emerging ESG matters. Our full Board also discusses critical ESG topics — such as safety, governance, sustainability, climate change, and other environmental matters — as applicable.

## EXECUTIVE COMPENSATION

We maintain an annual cash incentive compensation plan in which executives and other employees participate, which we refer to as our Short-Term Incentive Plan (STIP). We also maintain a long-term equity incentive compensation program in which our executives participate, which we refer to as our Incentive Performance Share Unit Program (IPSUP). The incentive compensation opportunities available under these compensation programs are based on our successful achievement of specific financial, operational, and environmental, health, and safety performance measures in the case of the STIP and total shareholder return performance on a relative and absolute basis in the case of the IPSUP. The Compensation Committee of our Board establishes these performance measures annually and reviews our performance against these performance measures before certifying payout of compensation under the programs.

In 2021, the Compensation Committee introduced reduction of greenhouse gas (GHG) intensity as a new performance metric in our STIP. Reduction of GHG intensity is an important component of our ESG strategy and the Compensation Committee believes this environmental performance measure is a meaningful way to link annual incentive compensation opportunity with achievement of our GHG intensity reduction goals. We are proud to report that our year-over-year reduction in GHG intensity from 2020 to 2021 significantly exceeded the target of 4% set forth in our 2021 STIP. For 2022, 25% of our STIP funding continues to be linked to ESG-focused measures — specifically, GHG intensity reduction, safety intensity, and employee days away (restricted or transferred).

In 2021, we announced our goal of achieving net zero GHG emissions from our existing Production segment operations on a Scope 1 and Scope 2 basis by or before 2025. The Compensation Committee incorporated achieving our net zero goal into the 2022 IPSUP by including a performance payout modifier that links a meaningful portion of participant payout opportunity to both (i) achieving our goal of becoming net zero by or before 2025 and (ii) the manner by which net zero is achieved. This payout modifier will result in reduced incentive compensation opportunity if our net zero goal is either not achieved or if it is achieved through the purchase of carbon credits in excess of the benchmark threshold established by the Compensation Committee. The Compensation Committee intended to prioritize environmentally responsible operations and carbon offset generation in achieving net zero. In this regard, a further portion of our executive and senior management compensation opportunity is directly tied to our environmental performance, helping ensure accountability for achieving our emissions targets. For more information about our 2022 STIP and IPSUP and the related performance metrics, see our [2022 Proxy Statement](#).

## ESG STRATEGY DEVELOPMENT AND IMPLEMENTATION

102-19; 102-21

To ensure our ESG strategy is, and continues to be, fully informed, our ESG Committee leverages external research and benchmarking, researches ESG best practices, evaluates data trends, and engages stakeholders — all to identify the ESG issues most pertinent to us and to our stakeholders and to identify potential opportunities for improvement. Examples of our stakeholder engagement include external outreach to investors, credit providers, landowners, environmental certification organizations, nongovernmental organizations, and other groups to better understand how we can address key ESG issues and internal outreach to our employees to better understand the impact of our social initiatives. Stakeholder outreach is a standing agenda item for each ESG Committee meeting. For more information on our engagement strategy, see [Stakeholder Engagement and Materiality](#).

Our ESG Committee also assists our executive team and senior management in developing, implementing, and monitoring initiatives, processes, policies, and disclosures in accordance with our ESG strategy. In combination with the Board and Committee oversight described above, the ESG Committee provides input to the Board on strategic direction and works with senior management and specific business departments to coordinate company-wide implementation and execution of our ESG strategy.

## ESG REPORTING

102-32

Our ESG Committee oversees our ESG reporting process, including coordination with internal subject matter experts as needed. In addition, our Board has an opportunity to review and provide feedback regarding our annual ESG Report.

### RELATED RESOURCES

[EQT 2021 Form 10-K](#) →

[EQT 2022 Proxy Statement](#) →

[EQT Code of Business Conduct and Ethics](#) →

[EQT Board of Directors](#) →

[Charters and Governance Documents](#) →



Governance

# Ethics and Integrity



## Why It Matters to Us

---

103-1 ▾

In 2021, we continued to build our culture around our company values — Trust, Teamwork, Heart, and Evolution. Each of our employees has a responsibility to carry out our values and enhance our reputation as a company with integrity. It is imperative that we do what we say we will do and that we do the right thing as all of our stakeholders expect this of us and it is a necessary component of building and maintaining trust within the communities where we operate.

# What We Are Doing

103-2; 102-16; 205-2; SASB EM-EP-510a.2

We firmly believe that each of us is responsible for maintaining and enhancing our reputation by acting with integrity. Our values drive the culture we expect our employees to maintain at all times.



## TRUST

- Always do the right thing.
- Do what you say you will do.



## TEAMWORK

- Work together toward a common goal.
- Understand our stakeholders and their needs.
- Share, respect, and embrace diversity.
- Respect the wrench.



## HEART

- Care about what you do.
- Care about the relationships you form.
- Bring passion and drive to be the best at what you do.



## EVOLUTION

- Drive to get better every day.
- Understand your environment to prioritize needed adaptations.
- Be transparent.

Our [Code of Business Conduct and Ethics](#) (Code) provides a foundation for our values and sets clear expectations for our employees and all individuals who perform business on our behalf. The Code acts as a guide and resource related to personal responsibilities, compliance with law, and the use of good judgement. Our Compliance and Ethics Program Manager revises the Code and other ethics-related policies as needed, in collaboration with subject matter experts, to ensure our policies reflect the ever-changing work environment and legal and regulatory landscape. The Code covers a variety of topics — including environmental, health, and safety; human rights; conflicts of interest; communication and cooperation with regulators; political involvement; diversity and inclusion; and honest and ethical dealing. Our General Counsel and applicable executive management, up to and including our Chief Executive Officer, approve any changes to the Code. Depending on the materiality of the changes, revisions are also reviewed by the Board of Directors.

Annually, all employees must confirm their continued understanding and compliance with the Code. We provide a core curriculum of online training relating to the Code and individual topics covered within the Code such as bribery and anti-corruption. This core curriculum is required for every new employee and biennially for all employees and it is supplemented with additional courses depending on an individual's job responsibilities.

Our suppliers, vendors, agents, contractors, and consultants (collectively, our business partners) are also expected to provide services or goods in compliance with the Code or their own written code of conduct if it complies with the U.S. Federal Sentencing Guidelines and other applicable laws and regulations. We annually remind our business partners of their obligation to comply with the Code and, specifically, their responsibilities related to conflicts of interest.

## COMMUNICATING CONCERNS

102-17

Although the Code provides strong guidance for our employees and business partners, it cannot be all-inclusive. On an annual basis, we provide in-person and online training to reinforce that employees are encouraged to communicate concerns of misconduct to their supervisors, the EQT Compliance Network, or the [Ethics HelpLine](#).

## Ethics HelpLine: 1-800-242-3109

[www.eqt.ethicspoint.com](http://www.eqt.ethicspoint.com)

The EQT Compliance Network — which consists of a group of senior-level employees from Internal Audit, Human Resources, Compliance and Ethics, Legal, and Environmental, Health, and Safety — is an additional resource available for employees to seek guidance regarding ethical and lawful behavior and to report suspected misconduct.

Our Ethics HelpLine allows our employees to call and report misconduct and obtain resources to help them do the right thing. We also offer an Ethics HelpLine web-intake form as an additional way to report misconduct and ask questions anonymously. The Ethics HelpLine web-intake form provides an alternative medium for employees to report misconduct or express concerns as we realize that some employees may feel more comfortable reporting misconduct electronically and in written form rather than over the phone.

We publicize our Ethics HelpLine phone number and web-intake instructions at all of our work locations (including active field sites) and provide it to our business partners so they may anonymously ask questions or report suspected misconduct. The Ethics HelpLine is operated by a nationally recognized, independent service provider and is available 24 hours a day, seven days a week by phone and web form. We maintain a zero-tolerance policy concerning retaliation for anyone who makes a good faith report of an alleged Code violation.

Additionally, interested parties may communicate directly with our Board of Directors (and with independent directors, individually or as a group) by sending an email to [independentchair@eqt.com](mailto:independentchair@eqt.com). Our Corporate Secretary, or an appropriate individual on their staff, will receive the communications and promptly deliver the communications to the appropriate director or directors unless the communications are junk mail or mass mailings.

# How We Are Doing

103-3 ▾

We had 14 compliance violation reports in 2021, a decrease from 16 reports in 2020. In 2021, 71% of reports were substantiated as actual violations, compared to 50% in 2020. The majority of our employees work remotely and so, as with 2020, we saw limited types of misconduct that typically occur in an in-person working environment. The higher substantiation rate in 2021 correlates to the rise in non-anonymous reports — 86% of reports raised concerns non-anonymously versus 63% in 2020.

We use a variety of surveys, scoring systems, and data sources to benchmark our performance against peers and other businesses. This enables us to identify training opportunities, improve policies, and enhance communication to internal and external stakeholders. We share gathered information and insights among Compliance, Internal Audit, and Human Resources staff to ensure we meet our expectation to do the right thing.

All of our employees assigned to receive training on our Code in 2021 completed such training.

## RELATED RESOURCES

[EQT's Mission and Values](#) →

[EQT's Code of Business Conduct and Ethics](#) →



Governance

# Public Policy and Perception

## Why It Matters to Us

103-1 ▾

Growing debate within public, regulatory, and investor groups related to the transition to a low carbon economy has contributed to an enhanced focus on fossil fuels, including natural gas. As the largest producer of natural gas in the United States, we believe it is our duty to serve as an informed resource to policymakers on issues directly affecting us and the natural gas industry. Pursuing thought leadership opportunities and advocating for responsibly developed natural gas may lead to improvements to, and better perceptions of, the industry, while supporting our goal to be the natural gas operator of choice.

Additionally, we have an opportunity to elevate the conversation with policymakers to explain how natural gas can be used not just as a resource for meeting growing energy demands domestically and globally, but also as a tool for enhancing the quality of life in many disadvantaged communities. Nearly 3 billion people live in energy poverty. Natural gas is the most evolved tool to help address this, as natural gas is a low-cost, reliable, and clean source of energy — but the benefits do not end there.

Responsible development of natural gas can help improve disadvantaged areas by providing a low-cost, low-impact, and reliable source of energy, while also providing a number of direct and indirect benefits to the broader community through job creation, landowner royalties, road improvements, and philanthropic investments in educational programs and municipal services.

# What We Are Doing

103-2 ▾

We engage on issues that affect our operations and communities so that we and others in the industry fairly and safely produce natural gas. We aim to be a thought leader that state and local elected officials seek out for consultation on questions related to our industry. We engage with regulators, legislators, and other natural gas companies to proactively shape policies in the best interest of all stakeholders. In 2021, we increased our outreach with legislators. Some examples include our response letter to Senator Warren, our letter to Secretary Granholm, engagement with the Environmental Defense Fund, our Chief Executive Officer joining the Bipartisan Policy Center's [American Energy Innovation Council](#), and frequent discussions with other U.S. Congressional representatives including Senator Joe Manchin's staff regarding our West Virginia operations.

## PUBLIC POLICY ISSUES AND ENGAGEMENT

SASB EM-EP-530a.1 ▾

When considering and engaging on policy issues for the industry, we aim to see the larger impact on communities, operators, the environment, and the economy. We collaborate with government agencies such as the National Safety Council and the Occupational Safety and Health Administration to improve safety regulations related to the industry. 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. The impact on our stakeholders remains a key driver for our influence and engagement.

We typically seek to engage in shaping policies affecting our company and our industry at the local and state levels directly, while we often engage in federal policies through membership in trade associations. In all cases, we take a tailored approach to engaging in policy issues. For example, in early 2022, following the publication of our letters to Senator Warren and Secretary Granholm, we [published materials](#) demonstrating the case for increasing exports of liquefied natural gas (LNG) to replace foreign coal and the benefit it would have on reducing emissions across the globe.

## GOVERNANCE AND POLICIES

We conduct our public policy activities in compliance with applicable local, county, state, and federal laws — guided by our Public Relations and Government Affairs teams, collectively referred to as "Stakeholder Affairs." Additionally, the Public Policy and Corporate Responsibility (PPCR) Committee of our Board of Directors receives regular reports regarding these activities at each PPCR Committee meeting. The PPCR Committee reviews and receives reports regarding our approach to public policy matters — including corporate political spending; diversity; environmental, health, and safety; and energy.

Our Political Contributions and Political Activity Policy and Lobbying Disclosure and Compliance Policy help manage our interactions with regulatory agencies and elected officials. We require, among other things, that employees not engage in lobbying activities on our behalf and that corporate treasury dollars not be used for political purposes without prior approval from our General Counsel. The PPCR Committee annually reviews our contributions made to political candidates and discusses public policy issues that affect us to help ensure compliance with our policies and applicable law.

## POLITICAL SPENDING

Our political involvement is limited to the United States and we comply with the laws and regulations in each jurisdiction where we are politically active. This includes adherence to federal and state campaign finance laws regarding political spending in support of political parties, politicians, and related institutions. We fund our political spending through three sources:

- The non-partisan EQT Corporation Federal Political Action Committee (the Federal PAC), sourced solely from voluntary employee contributions;
- The non-partisan EQT Corporation State Political Action Committee (the State PAC), sourced from voluntary employee contributions and transfers from the Federal PAC; and
- EQT corporate treasury dollars.

Members from our executive team comprise the Board of Directors of our PACs and our General Counsel serves as Chair of both PAC Boards. Our PAC Boards meet as necessary to approve political contributions and to take other actions. At each meeting, representatives from our Stakeholder Affairs team present to the PAC Boards on relevant political issues and key political races. At each meeting the PAC Boards also discuss fundraising efforts and solicitation and contribution strategies for the PACs.

## CORPORATE MEMBERSHIPS

102-12; 102-13 ▾

We are committed to being an active participant in member and trade organizations to improve our industry. We participate in the [Our Nation's Energy Future Coalition](#), a group of natural gas companies working together to voluntarily reduce methane emissions across the natural gas supply chain. We are a member of [the Environmental Partnership](#), where upstream companies share best management practices to improve environmental performance. We also participate in industry associations — such as the [Marcellus Shale Coalition](#), the [Gas & Oil Association of West Virginia](#), and the [American Exploration and Production Council](#) — to discuss local, state, and federal issues pertinent to natural gas and the ISNetworld® Appalachian Working Group to share safety-related best practices.

In 2021, we continued to use our associations dashboard in our digital work environment to track our corporate memberships. The dashboard tracks our membership status, renewal date, membership dues, the organization type, and the geographic focus of each organization in which we are a member or have considered joining. This data can be accessed by all of our employees, helping ensure both accuracy and full transparency of our membership data.

Additionally, every proposed corporate membership is submitted for approval to our Environmental, Social, and Governance (ESG) Committee and the ESG Committee also reviews all of our active corporate memberships on an annual basis. The ESG Committee uses a pre-defined scoring rubric to assign a membership score to each proposed membership based on the organization's influence, historical success in achieving its stated goals, and whether the organization's mission is aligned with our corporate mission and strategy. The ESG Committee used our membership tracking tool and scoring rubric to reassess all of our corporate memberships in 2020 and, based on such assessment, we chose to discontinue certain memberships while taking a more active role in the organizations that scored highly in our analysis.

In 2021, we increased our participation in the American Exploration and Production Council (AXPC) and the Gas & Oil Association of West Virginia through participation in various subcommittees. We also contributed to helping develop AXPC's ESG disclosure framework and continue to play an active role in helping guide AXPC in developing their position on regulatory and ESG-related issues such as Scope 2 greenhouse gas (GHG) emissions disclosures and development of the

responsibly sourced gas market. We also joined new organizations focused on building a better understanding and developing the role of natural gas in the low carbon economy, such as the [Institute of Gas Technology](#) and the [Stanford Natural Gas Initiative](#). At least one of our employees is assigned as the relationship manager for each of our corporate memberships and many of our employees also sit on the boards of local chambers of commerce and industry associations of which we are members. We provide a list of our corporate memberships, disclosing 2021 dues paid and the portion allocated to lobbying under [How We Are Doing](#).

## THOUGHT LEADERSHIP

Thought leadership is a critical component to achieving our mission. We firmly believe that natural gas is an essential energy form in the United States with strong potential to satisfy the growing demand of energy globally. We also recognize the importance of reducing GHG emissions from our operations. That is why, in the fourth quarter of 2021, we began an initiative to replace all of the natural gas-powered pneumatic devices from our operations by the end of 2022. Natural gas pneumatic devices have historically been a significant source of methane and GHG emissions within the oil and natural gas production industry and, therefore, replacement of these devices present the industry with an opportunity to meaningfully reduce emissions with limited capital outlay. In 2021, we published a white paper, [Pneumatic Device Replacement, Low-Cost Opportunity for Methane Abatement](#), outlining our strategic rationale for this project with the aim to encourage peers to take on similar initiatives to support their emissions reduction targets.

Additionally, in 2021, we used our position as a leading natural gas company to publicly respond to claims made by Senator Elizabeth Warren about our industry. Thereafter, in early 2022, we published a letter to United States Secretary of Energy, Jennifer Granholm, in response to a letter sent to Secretary Granholm from several senators advocating for a limit on natural gas exports. We believe that LNG is the most impactful green initiative on the planet. The transition to sustainable LNG is proven, is actionable using today's technologies, and can be executed rapidly. The United States is well positioned to lead this transition with plentiful access to natural gas resources and we remain committed to using our voice to educate policymakers about the environmental, social, and economic benefits of natural gas production and consumption. For more information, please read our [Response Letter to Senator Warren](#) and our [Letter to Secretary Granholm](#).



# How We Are Doing

103-3; 415-1

## PUBLIC POLICY ISSUES

We continued working with legislators and regulators in 2021 to help develop policies and regulations that further safe and efficient natural gas development. In 2021, we provided guidance to legislators, administration officials, and regulators on the following issues:

- Royalty statement transparency — Pennsylvania and West Virginia
- Carbon Capture Unitization and Storage — Pennsylvania, West Virginia, Ohio, and Federal Government
- Blue hydrogen — Pennsylvania, West Virginia, Ohio, Federal Government
- Methane mitigation — Pennsylvania, West Virginia, Ohio, Federal Government
- LNG exports — Federal Government
- Responsibly Sourced Gas — Pennsylvania, West Virginia, Ohio, Federal Government
- Unitization and additional leasing laws — West Virginia, Ohio
- Severance tax — Pennsylvania, West Virginia, Ohio
- Energy infrastructure — Pennsylvania, West Virginia, Ohio
- Regional Greenhouse Gas Initiative — Pennsylvania
- Critical infrastructure legislation — Pennsylvania

## POLITICAL CONTRIBUTIONS

Through our Federal and State PACs along with our corporate treasury dollars, we contributed over \$100,000 to political candidates and organizations in 2021 as shown below.

### 2021 Political Contributions

Funding Source	Beneficiary of Contribution	Amount (\$)
EQT Corporation PACs	Candidates for, and members of, U.S. Congress and U.S. Senate	\$7,500
	Candidates for, and members of, Pennsylvania state elected office <sup>[1]</sup>	\$50,600
	Candidates for, and members of, West Virginia state elected office <sup>[2]</sup>	\$6,500
	Candidates for, and members of, Ohio state elected office <sup>[3]</sup>	\$3,500
	Candidates for, and members of, county and municipal elected office	\$3,150
Total PAC Political Contributions		\$71,250
EQT Corporation	EQT corporate treasury contributions to political candidates and other political organizations	\$30,000
Total 2021 Political Contributions		\$101,250

We also paid over \$650,000 in corporate memberships in 2021, with approximately \$160,000 of that total allocated to lobbying. The table below details our corporate-level participation in membership organizations during 2021.

### 2021 Membership Associations<sup>[4]</sup>

Association Name	Membership Dues	Dues Allocated to Lobbying
Allegheny Conference on Community Development	\$52,250	\$3,657.50
American Exploration & Production Council (AXPC)	\$120,000	\$84,000
Boston College Center for Corporate Citizenship	\$6,000	\$0
Center for Corporate Social Responsibility at Waynesburg University	\$2,000	\$0
Doddridge County Chamber of Commerce (West Virginia)	\$1,000	\$0
Fayette County Chamber of Commerce (Pennsylvania)	\$800	\$0
Global Carbon Capture and Storage Institute	\$28,000	\$0
Gas & Oil Association of West Virginia	\$30,000	\$0
Greene County Chamber of Commerce (Pennsylvania)	\$700	\$0
Harrison County Chamber of Commerce (West Virginia)	\$495	\$0
Independent Producers Environmental, Health, and Safety Forum	\$0	\$0
Institute of Gas Technology	\$50,000	\$0
Marcellus Shale Coalition	\$150,000	\$32,250
Marion County Chamber of Commerce (West Virginia)	\$595	\$0
Marshall County Chamber of Commerce (West Virginia)	\$775	\$0
Mon Valley Regional Chamber of Commerce (Pennsylvania)	\$475	\$0
Monongahela Area Chamber of Commerce (Pennsylvania)	\$330	\$0

Association Name	Membership Dues	Dues Allocated to Lobbying
Northern Appalachian Alliance for Carbon Capture, Utilization & Storage, and Hydrogen	\$60,000	\$0
Ohio Chamber of Commerce	\$6,000	\$1,800
Ohio Oil and Gas Association	\$40,000	\$16,000
Oil and Gas Methane Partnership	\$0	\$0
Our Nation's Energy Future Coalition	\$15,000	\$0
Pennsylvania Chamber of Business and Industry	\$40,750	\$20,375
Peters Township Chamber of Commerce (Pennsylvania)	\$300	\$0
Pledge 1%	\$0	\$0
Propane Gas Association of New England	\$750	\$0
Public Affairs Council	\$2,800	\$0
St. Clairsville Area Chamber of Commerce (West Virginia)	\$500	\$0
Stanford Natural Gas Initiative	\$35,000	\$0
The Environmental Partnership	\$0	\$0
Utilities, Telecommunications, & Energy Coalition of West Virginia	\$1,000	\$0
Washington County Chamber of Commerce (Pennsylvania)	\$800	\$0
West Virginia Chamber of Commerce	\$7,000	\$875
West Virginia Manufacturers Association	\$1,000	\$160
Westmoreland County Chamber of Commerce (Pennsylvania)	\$625	\$0
Wetzel-Tyler Chamber of Commerce (West Virginia)	\$500	\$0
Williamsport-Lycoming Chamber of Commerce (Pennsylvania)	\$437.50	\$0
<b>Total</b>	<b>\$655,882.50</b>	<b>\$159,117.50</b>

## RELATED RESOURCES

[EQT Response Letter to Senator Warren →](#)

[EQT Letter to U.S. Secretary of Energy Jennifer Granholm →](#)

[Unleashing U.S. LNG →](#)

[Pneumatic Device Replacement, Low-Cost Opportunity for Methane Abatement Whitepaper →](#)

[1] Includes contributions to candidates for, and members of, the Pennsylvania General Assembly candidates for Pennsylvania governor and candidates for Pennsylvania judicial seats.

[2] Includes contributions to candidates for, and members of, the West Virginia legislature, candidates for West Virginia governor, and candidates for West Virginia judicial seats.

[3] Includes contributions to candidates for, and members of, the Ohio legislature, candidates for Ohio governor, and candidates for Ohio judicial seats.

[4] Excludes organizations in which EQT Foundation (and not EQT Corporation) is a member.



Governance

# Technological Evolution




## Why It Matters to Us

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103-1 ▾

Our ability to adopt innovative technologies enables us to cut costs, improve productivity, reduce environmental impacts, improve safety, attract and retain talent, adapt to fluctuations in commodity prices, and remain a market leader. We leverage new technologies to benefit our processes, communities, environment, employees, and other stakeholders to ensure we are the operator of choice. Our focus on continuous technological evolution is critical to our future success as the largest natural gas producer in the United States.



# What We Are Doing

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103-2 ▾

Our strategic use of technology and commitment to process improvement play critical roles in [worker safety](#), [community well-being](#), and our ability to [create sustainable value](#). We believe innovative ideas can arise from any level of our organization, so we maintain open channels for submitting ideas and clear steps for implementation. In 2021, we continued to increase our focus on optimizing performance by building a foundation of reliable and visible data as we continued our initiative to digitize our processes. Our aim going forward is to leverage our data to take action and inform operational decisions.

## DIGITAL WORK ENVIRONMENT

Our digitally-enabled workplace supports transparency, collaboration, and data accuracy. Our digital work environment serves as our primary platform for online communication and collaboration. It is the home for our critical work processes and allows our employees to connect in real-time, ensuring a shared and transparent view of operational data that drives decisions. It provides the structure that empowers our workforce to be agile, efficient, and highly synchronized. The use of this technology has transformed our culture by completing the following:

- Enabling every employee to access a unified, accurate view of critical data;
- Promoting collaboration across business areas and with executives and senior management;
- Driving accountability for data collection and timely reporting;
- Encouraging employees to connect, share ideas, and provide feedback;
- Fostering innovation and capturing ideas that add value;
- Providing insights on areas for improvement; and
- Reinforcing data quality to inform goal setting, strategy, and focus areas.

Not only has our digital work environment encouraged innovative thinking and idea-sharing, it proved to be invaluable during the COVID-19 pandemic when the majority of our workforce rapidly shifted from working in the office to remote work settings. Our digital work environment proved to be so successful in ensuring open communication and collaboration that we have been able to successfully transition approximately 70% of our employee workforce to remote work arrangements.

Additionally, in 2021, our Operations team expanded its sensor network to all of our key operating locations. This has allowed for real-time data from operations to supplement and, in some cases, replace human decision-making through automation on location. This has allowed for increased oversight of our operations and decreased exposure of personnel to environmental, health, and safety risks.

## INNOVATION PROCESS

We are focused on evolving our technology to achieve our goals and improve our performance in key indicators associated with material topics such as health and safety, environmental impacts, community impacts, and operational efficiency.

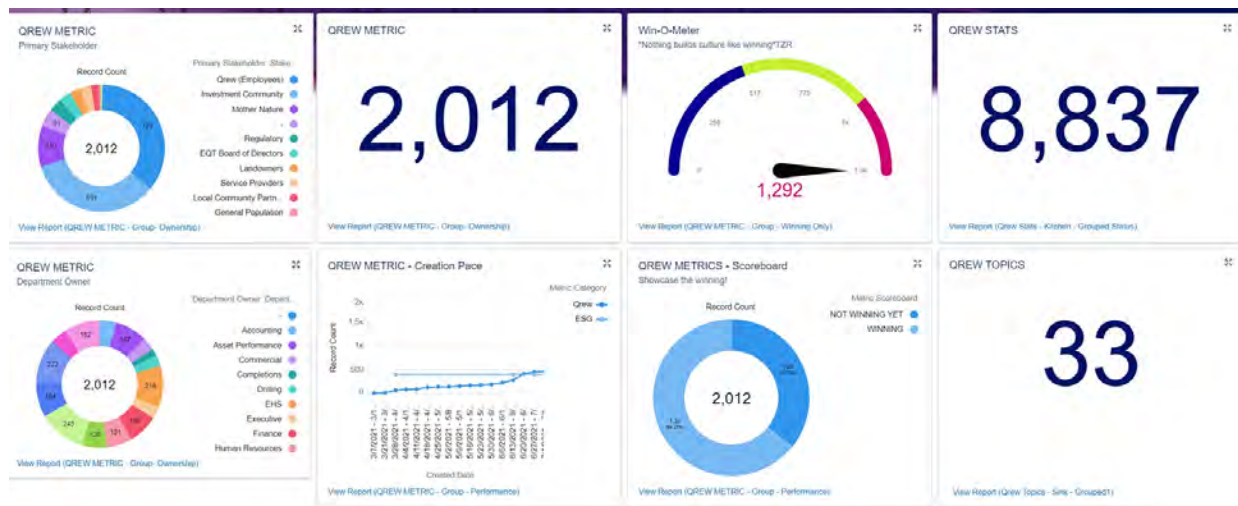
In 2021, we continued to utilize our Special Project Pipeline process pursuant to which all of our employees can submit a new idea for consideration and adoption into our operating procedures. Once the idea is submitted through our digital work environment, a member from our Information Technology team is automatically notified of the submission and schedules a time to review the submission with the requestor. The goal of that meeting is to confirm alignment with our mission, explore benefits to our operations and costs, or develop new business objectives.

We had so many ideas submitted through the Special Project Pipeline that, in 2021, we rolled out a new feature called “Information Technology Prime.” Information Technology Prime allows us to fast-track our well-planned ideas that meet a few general guidelines, with such projects guaranteed to be implemented within two weeks of approval. We believe our Special Project Pipeline and the unique ability of our digital work environment to enable us to efficiently source, evaluate, and implement new projects have taken our innovation process to the next level by giving our business the tools to develop meaningful ideas and allow us to deliver quick and effective solutions.

## DATA INNOVATION

The future of technological innovation — such as artificial intelligence, automation, and a digital work environment — requires extensive, efficient, and accurate data collection. We have developed a “Plan to Pay” system and integrated it into our digital work environment, giving us a more holistic view of our operations and capital allocation. All of our project bids, cost estimates, and other relevant data points are tied to our Master Operations Schedule, enabling us to seamlessly plan and launch projects and accurately track spending against our annual budget. By capturing activity and forecasting data in real time, we promote collaboration across relevant groups — including Procurement, Operations, and Production. Our Plan to Pay system also exemplifies our efforts to automate systems, as our operating teams can plan a job and automatically receive a service provider name that connects to bids and generates a cost forecast. Underpinning the successful use of our data technology is a workforce culture that supports efficient and accurate data collection. We trust our employees to make responsible decisions and promote accountability to keep our operations performing efficiently.

We developed a digital dashboard that currently tracks over 2,000 operational and performance metrics and associated statistics, which we refer to internally as our “Qrew Metrics” program. Our “Qrew Metrics” program is another key element of how we are using robust data to track performance across departments and innovate accordingly. Qrew Metrics is a way for us to tabulate, record, track, and prioritize key performance metrics as a company, as departments, and even down to the individual level. Our management teams can use Qrew Metric statistics to analyze team functions to see where we are succeeding and where we could make improvements. For example, we can see how many wells are turned-in-line at any given moment, we can track safety incidents, and we can track our environmental, social, and governance (ESG) performance across 400 separate ESG metrics tied to our 28 ESG material topics. Within certain key metrics, we are able to view the overall capital allocated to that metric and how the metric is supporting overall corporate goals. Each metric takes an element of our mission statement and puts quantifiable numbers to a goal associated with the mission statement. Our Qrew Metrics program has been essential in enabling us to understand and manage our path to achieve our emissions reduction targets. See an example snapshot of our Qrew Metrics dashboard below.



We are also expanding our data technology to monitor well safety.

# How Are We Doing

103-3 ▾

Technological evolution is about making sure we are the operator of choice, now and in the future. In alignment with our company strategy, we strive to develop and explore new technology that supports our operations and ESG program. We are focused on implementing new technologies and evolving our processes to create value for our communities, our employees, our business, and our investors. We measure our innovation by the value it adds to our stakeholders — such as increased local air quality, cost reductions, and improved safety metrics.

As a result of implementing new data management technologies, we identified pneumatic devices as a significant source of our GHG and methane emissions and, correspondingly, we developed a plan to replace our natural gas-powered pneumatic devices by the end of 2022. Our pneumatic device replacement program is a key part of our emissions reduction strategy and the successful completion of this initiative will bring us one step closer to achieving our emissions reduction targets.

In 2021, we focused on measuring the labor power hours required to deploy our work. We strive to understand how we can continue to enable employees to be efficient and focus on core competencies rather than additional work, which would further increase the efficiency of our operations. Throughout the year, we automated many tasks such as checking fluid levels, pressures, and rates — decreasing the need for personnel to perform these tasks. This not only increases the efficiency of our operations but can eliminate health and safety hazards associated with these tasks.

# Highlight Stories



## Development of Mixed-Use Water System

As part of our combo-development strategy, which involves the development of several multi-well pads in tandem, we frequently look to implement new processes geared towards making our operations more efficient — thereby fully maximizing the benefits of combo-development. One of the new processes that we implemented in 2021 involved transitioning away from water transported by truck in favor of piped water, where possible. Transitioning to piped freshwater reduces truck traffic, thereby reducing our carbon footprint and air emissions while also reducing road traffic and noise within the communities where we operate.

As we transitioned to seeking to source more of our water from piped sources, we quickly realized that a portion of our operating areas did not have access to the infrastructure necessary for piped freshwater. Accordingly, in 2021, we began the development of a 45-mile, mixed-use water system which, when completed, will serve as the primary source of freshwater for certain of our operations. This water system was placed partially in service in 2021 following the installation of 119,000 feet of pipe and we turned in-line our first well pad supported by the water system in the fourth quarter of 2021. We also utilized this system to move impaired water offsite. In 2022, we plan to open a centralized storage facility, which will provide more storage and increase hauling efficiency, resulting in reduced water disposal. Our new water system is expected to service approximately 1.8 million feet of pay based on our development schedule, with an extensive inventory of future locations that will also benefit from this infrastructure.



## Evolution Day

On July 12, 2021, we hosted our inaugural Evolution Day — a day centered on the values of our company: Trust, Teamwork, Heart, and Evolution — by hosting volunteer events throughout various local communities and gathering in-person to celebrate our successes.

The day began with 13 company-hosted volunteer projects across our operating footprint, engaging more than 220 employees who logged a total of 860 volunteer hours. Volunteer activities included trail maintenance in local parks, trash removal along riverfronts, sorting items in a non-profit's warehouse, helping a local community center move to a new location, and a virtual option for those not able to gather in person. After volunteering, employees gathered at outdoor park pavilions in three central locations for lunch, music, games, and time together as a team. For many, it was the first time seeing members of their team in person since the onset of the COVID-19 pandemic the previous year.

For employees working on active well sites or in our production control center, a catered lunch was provided.

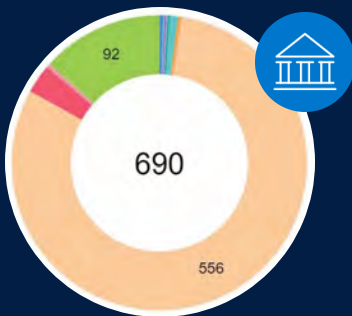






## Giving Back to First Responders

To show our appreciation and in celebration of National First Responders Day, we developed the EQT First Responder Giving Program. Each year, we identify the primary responding department at our active drilling locations and reward them with a \$10,000 donation. In 2021, we made donations to 22 volunteer fire departments across Pennsylvania, West Virginia, and Ohio — totaling \$220,000. This money is given without condition to the departments who are free to spend it however they see fit. We thank our partners, friends, and all volunteer first responders who dedicate themselves to keeping our communities safe.



## Qrew Metrics

We aim to be the operator of choice for natural gas production. To do so, we understand our tools and operations need to be industry leading. With that ethos in mind, in 2021, we developed a digital dashboard that currently tracks over 2,000 metrics and associated statistics, which we refer to internally as our “Qrew Metrics” program. The Qrew Metrics digital dashboard allows us to better understand our operational efficiencies at a granular level. Each metric has a short- and long-term target, allowing us to efficiently assess how we are performing at that specific metric. The Qrew Metrics digital dashboard brings transparency to the entire company by highlighting the most important areas of performance and building accountability for the teams and departments responsible for delivering that performance.

Qrew Metrics, which began as a way to track and report on the metrics associated with ESG topics — such as climate and GHG emissions, talent attraction and retention, and technological evolution, has evolved into an information tracking and reporting tool for every EQT department and team. This robust data tracking has allowed us to see a clear path to achieving our emissions reduction targets, something we believe sets us apart from our peers and is now a core element supporting our optimization of all of our operations.

# Content Indices

## Global Reporting Initiative (GRI) Content Index

### GENERAL STANDARD DISCLOSURES

GRI Indicator	Description	Location
<b>Organizational Profile</b>		
102-1	Name of the organization	EQT Corporation
102-2	Activities, brands, products, and services	<a href="#">Corporate Profile</a> Hydraulic fracturing is prohibited in some regions of the United States; however, we do not have active operations in these areas. Additionally, there are no bans on any of our primary brands, products or services.
102-3	Location of headquarters	Pittsburgh, Pennsylvania
102-4	Location of operations	<a href="#">Corporate Profile</a>
102-5	Ownership and legal form	<a href="#">Corporate Profile</a>
102-6	Markets served	<a href="#">Corporate Profile</a>
102-7	Scale of the organization	<a href="#">Corporate Profile</a>
102-8	Information on employees and other workers	<b>Employee Information (as of 12/31/21)</b>  Employees: 693 <ul style="list-style-type: none"> <li>Female: 175</li> <li>Male: 518</li> <li>Ohio: 9</li> <li>Pennsylvania: 547</li> <li>Texas: 21</li> <li>Other States: 15</li> </ul> Full-time Employees: 686 <ul style="list-style-type: none"> <li>Female: 172</li> <li>Male: 514</li> <li>Ohio: 9</li> <li>Pennsylvania: 540</li> <li>Texas: 21</li> <li>West Virginia: 101</li> <li>Other States: 15</li> </ul> Part-time Employees: 7 <ul style="list-style-type: none"> <li>Female: 3</li> <li>Male: 4</li> <li>Pennsylvania: 7</li> </ul> Temporary Employees: 198
102-9	Supply chain	<a href="#">Corporate Profile</a>
102-10	Significant changes to the organization and its supply chain	<a href="#">Corporate Profile</a> <a href="#">2021 Form 10-K, p. 8-9</a>
102-11	Precautionary Principle or approach	Although we do not formally follow the precautionary principle, we assess environmental risks across our operations.
102-12	External initiatives	<a href="#">Public Policy and Perception — Corporate Memberships</a>
102-13	Membership of associations	<a href="#">Public Policy and Perception — Corporate Memberships</a>
<b>Strategy</b>		
102-14	Statement from senior decision-maker	<a href="#">Letter from Our Chief Executive Officer</a>
<b>Ethics and Integrity</b>		
102-16	Values, principles, standards and norms of behavior	<a href="#">Ethics and Integrity</a> We operate exclusively within the United States, and predominately within three states — Pennsylvania, West Virginia, and Ohio. All of our employees speak English and English is the primary language spoken by the population where we operate. Accordingly, our Code of Business Conduct and Ethics is only made available in English.
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Ethics and Integrity</a>

Governance		
102-18	Governance structure	<a href="#">Corporate Governance</a>
102-19	Delegating authority	<a href="#">Corporate Governance</a>
102-20	Executive-level responsibility for economic, environmental and social topics	<a href="#">Corporate Governance</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">Corporate Governance</a>
102-22	Composition of the highest governance body and its committees	<a href="#">Corporate Governance</a>
102-23	Chair of the highest governance body	<a href="#">Corporate Governance</a>
102-24	Nominating and selecting the highest governance body	The Corporate Governance Committee of the Board of Directors identifies and recommends to the Board requisite skills and characteristics for individuals qualified to serve as directors. The Corporate Governance Committee identifies potential director candidates through many sources, including third-party search firms and unsolicited shareholder submissions. All of our directors annually stand for election by shareholders. For additional information on Board member qualifications, please see the <a href="#">Board of Directors page</a> on our website. For more information on our director nomination and selection process, see pages 12–18 of our <a href="#">2022 Proxy Statement</a> .
102-25	Conflicts of interest	We disclose conflicts of interest to stakeholders as required by law. Our <a href="#">Code of Business Conduct and Ethics</a> outlines our policy to avoid conflicts of interest (we also have an internal Conflicts of Interest Policy). We maintain a majority of independent directors and our Corporate Governance Committee monitors related-person transactions. For more information, see pages 29–33 of our <a href="#">2022 Proxy Statement</a> .
102-26	Roles of highest governance body in setting purpose, values and strategy	<a href="#">Corporate Governance</a>
102-27	Collective knowledge of highest governance body	Upon election, our 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. We encourage our directors to participate in outside educational programs for which we fund or reimburse our directors' participation.
102-28	Evaluating the highest governance body's performance	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 Chair 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.
102-29	Identifying and managing economic, environmental and social impacts	<a href="#">Corporate Governance</a>
102-30	Effectiveness of risk management processes	<p>The Board oversees and evaluates the process for assessing the major risks facing EQT and the related risk mitigation options. These responsibilities include:</p> <ul style="list-style-type: none"> <li>■ Performing an annual review of our major risks;</li> <li>■ Addressing major risks with management via presentations throughout the year (initiated by management or requested by the Board); and</li> <li>■ Delegating oversight for certain risks to Committees of the Board</li> </ul> <p>Additionally, the Audit Committee of the Board reviews our 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.</p>
102-31	Review of economic, environmental and social topics	<a href="#">Corporate Governance</a>
102-32	Highest governance body's role in sustainability reporting	<a href="#">Corporate Governance</a>
102-33	Communicating critical concerns	<p>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 with multiple ways to communicate with our governing body.</p> <p>The Chair of the Board is a key point of contact on the Board for concerns or inquiries. Avenues for contacting the Chair or other members of the Board include:</p> <ul style="list-style-type: none"> <li>■ Communicating directly with the Board (and with independent directors, individually or as a group) by sending an email to <a href="mailto:independentchair@eqt.com">independentchair@eqt.com</a>. Traditional written correspondence, directed to our Corporate Secretary, sent to the following address: <ul style="list-style-type: none"> <li>EQT Corporation</li> <li>c/o Corporate Secretary</li> <li>625 Liberty Avenue</li> <li>Suite 1700</li> <li>Pittsburgh, Pennsylvania 15222</li> </ul> </li> <li>■ Communications sent to our Corporate Secretary are reviewed by the Corporate Secretary, or an appropriate individual on their staff, and such communications are promptly delivered to the appropriate director or directors unless the communications are junk mail or mass mailings.</li> <li>■ Communications may be made anonymously or confidentially.</li> </ul>
102-34	Nature and total number of critical concerns	<p>While we do not maintain a record of concerns communicated to the Board, we have 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 our investors or potential investors to discuss operations, strategy, and other critical items as outlined on page 7 of our <a href="#">2022 Proxy Statement</a>. During 2021, our team had over 750 interactions with our shareholders, including meetings with over 200 individual firms covering 45% of our shareholder base. Our Chief Executive Officer or Chief Financial Officer participated in over half of these interactions with shareholders during 2021. Our management team uses our annual ESG Report to help guide conversations with investors regarding economic, environmental, and social topics. When investors pose specific questions, our management team schedules calls and/or meetings to address their inquiries accordingly.</p> <p>As described in <a href="#">Stakeholder Engagement and Materiality</a>, the Board values and regularly considers the input and feedback of all stakeholders in its oversight of our sustainability efforts.</p>
102-35	Remuneration policies	<p>Our independent director compensation — including descriptions of cash, equity-based, and other compensation — and related processes are outlined on pages 34–37 of our <a href="#">2022 Proxy Statement</a>.</p> <p>We also have compensation recoupment, or a “clawback” policy, applicable to current and former executive officers if we are required to prepare an accounting restatement due to material noncompliance with any financial reporting mandate under U.S. securities laws. The policy authorizes us to recoup certain compensation from covered executives who received equity or non-equity incentive compensation.</p>
102-36	Process for determining remuneration	<p>Annually, the Corporate Governance Committee reviews, and the entire Board approves, the compensation of our executive officers.</p> <p>The Management Development and Compensation Committee of the Board establishes the target total direct compensation for executive officers by establishing base salaries, setting</p>

		long-term and annual incentive targets, and approving perquisites. The Management Development and Compensation 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 49–50 of our <a href="#">2022 Proxy Statement</a> ; additionally, pages 51–76 describe our executive compensation program and performance.
102-37	Stakeholders' involvement in remuneration	The Management Development and Compensation Committee considers investor feedback during the design of our long-term incentive programs. At our 2022 annual meeting of shareholders, 98.8% of votes cast approved the "Say-on-Pay" proposal, approving the compensation of our named executive officers.
102-38	Annual total compensation ratio	See page 76 of our <a href="#">2022 Proxy Statement</a> .
102-39	Percentage increase in annual total compensation ratio	Our Chief Executive Officer's annual total compensation ratio increased from 65:1 in 2020 to 138:1 in 2021. Our Chief Executive Officer's total annual compensation increased from \$7,526,515 in 2020 to \$16,919,763 in 2021, as calculated pursuant to Securities and Exchange Commission rules.
<b>Stakeholder Engagement</b>		
102-40	List of stakeholder groups	<a href="#">Stakeholder Engagement and Materiality</a>
102-41	Collective bargaining agreements	None of our employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	<a href="#">Stakeholder Engagement and Materiality</a>
102-43	Approach to stakeholder engagement	<a href="#">Stakeholder Engagement and Materiality</a>
102-44	Key topics and concerns raised	<a href="#">Stakeholder Engagement and Materiality</a>
<b>Reporting Practices</b>		
102-45	Entities included in the consolidated financial statements	<a href="#">Corporate Profile</a>
102-46	Defining report content and topic boundaries	<a href="#">Stakeholder Engagement and Materiality</a>
102-47	List of material topics	<a href="#">Stakeholder Engagement and Materiality</a>
102-48	Restatements of information	In the fourth quarter of 2020, we acquired upstream assets and an investment in midstream gathering assets located in the Appalachian Basin (collectively, the Chevron Assets) from Chevron U.S.A. Inc. (the Chevron Acquisition). The Chevron Acquisition closed on November 30, 2020 and had an effective date of July 1, 2020. Given the end of year closing of the Chevron Acquisition, in our Calendar Year 2020 ESG Report we disclosed certain 2020 production and emissions data related to the Chevron Assets separate from our data. In this year's report, we restated our 2020 production and emissions data and intensities to include the 2020 production and emissions values from the Chevron Assets with our data. Accordingly, all of our data disclosed in our 2021 ESG Report includes data from the acquired Chevron Assets.
102-49	Changes in reporting	No changes in reporting.
102-50	Reporting period	January 1, 2021 through December 31, 2021
102-51	Date of most recent report	June 29, 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Cameron Horwitz, Managing Director, Investor Relations and Strategy (412-395-2555; <a href="mailto:Cameron.Horwitz@eqt.com">Cameron.Horwitz@eqt.com</a> )
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	<a href="#">This page</a>
102-56	External assurance	We conducted a self-assessment of the report; however, we did not submit the report for external assurance.

## SPECIFIC STANDARD DISCLOSURES

GRI Standard	Disclosure	Description	Location or Direct Answer	Omission
<b>GRI 200 Economic Standard Series</b>				
<b>Indirect Economic Impacts</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Community Impacts and Safety</a>	
	103-2	The management approach and its components	<a href="#">Community Impacts and Safety</a>	
	103-3	Evaluation of the management approach	<a href="#">Community Impacts and Safety</a>	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	<a href="#">Community Impacts and Safety</a>	
	203-2	Significant indirect economic impacts	<a href="#">Community Impacts and Safety</a>	
<b>Procurement Practices</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	103-2	The management approach and its components	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	103-3	Evaluation of the management approach	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	<a href="#">Community Impacts and Safety</a>	
<b>Anti-Corruption</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Ethics and Integrity</a>	
	103-2	The management approach and its components	<a href="#">Ethics and Integrity</a>	
	103-3	Evaluation of the management approach	<a href="#">Ethics and Integrity</a>	
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Ethics and Integrity</a>	
<b>GRI 300 Environmental Standards Series</b>				
<b>Energy</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary		Not material
	103-2	The management approach and its components		Not material
	103-3	Evaluation of the management approach		Not material
GRI 302: Energy 2016	302-1	Energy consumption within the organization	See the <a href="#">Data Download</a> for a breakdown of our energy consumption. An insignificant amount of our energy consumption is derived from solar panels on our well pads; otherwise, all of the energy we consume is from non-renewable sources.	
<b>Water</b>				
GRI 103: Management Approach	103-1	Explanation of the material topic and its Boundary	<a href="#">Water</a>	

2016	103-2	The management approach and its components	<a href="#">Water</a>	
	103-3	Evaluation of the management approach	<a href="#">Water</a>	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	<a href="#">Water</a>	
	303-2	Management of water discharge-related impacts	<a href="#">Water</a>	
	303-3	Water withdrawal	<a href="#">Water</a>	Information unavailable for 303-3: We do not track rainwater usage and we do not have any plans to begin tracking rainwater usage.
	303-4	Water discharge	<a href="#">Water</a>	
	303-5	Water consumption	<a href="#">Water</a> We do not have reservoirs. Our Aboveground Storage Tanks hold impaired water and are temporary structures. Our freshwater impoundments collect rainwater, but are only used to store water when we need it for a current operation, and rainwater has a minimal effect on our total water usage.	
<b>Biodiversity</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Biodiversity and Land Impacts</a>	
	103-2	The management approach and its components	<a href="#">Biodiversity and Land Impacts</a>	
	103-3	Evaluation of the management approach	<a href="#">Biodiversity and Land Impacts</a>	
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	<a href="#">Biodiversity and Land Impacts</a>	
	304-2	Significant impacts of activities, products and services on biodiversity	<a href="#">Biodiversity and Land Impacts</a>	
	304-3	Habitats protected or restored	<a href="#">Biodiversity and Land Impacts</a>	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Biodiversity and Land Impacts</a>	
<b>Emissions</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Climate and GHG Emissions</a> <a href="#">Air Quality</a>	
	103-2	The management approach and its components	<a href="#">Climate and GHG Emissions</a> <a href="#">Air Quality</a>	
	103-3	Evaluation of the management approach	<a href="#">Climate and GHG Emissions</a> <a href="#">Air Quality</a>	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	<a href="#">Climate and GHG Emissions</a> <a href="#">Data Download</a>	
	305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Climate and GHG Emissions</a> <a href="#">Data Download</a>	
	305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Climate and GHG Emissions</a> <a href="#">Data Download</a>	
	305-4	GHG emissions intensity	<a href="#">Climate and GHG Emissions</a> <a href="#">Data Download</a>	
	305-5	Reduction of GHG emissions	<a href="#">Climate and GHG Emissions</a>	
	305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	<a href="#">Air Quality</a>	Information unavailable for 305-7: We do not currently track Persistent Organic Pollutants and we do not have any plans to begin tracking Persistent Organic Pollutants.
<b>Effluents &amp; Waste</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Spills</a>	
	103-2	The management approach and its components	<a href="#">Spills</a>	
	103-3	Evaluation of the management approach	<a href="#">Spills</a>	
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	<a href="#">Data Download</a>	
	306-3	Significant spills	<a href="#">Spills</a>	
	306-4	Transport of hazardous waste	We did not create or transport hazardous waste in 2021.	
<b>Environmental Compliance</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Biodiversity and Land Impacts</a>	
	103-2	The management approach and its components	<a href="#">Biodiversity and Land Impacts</a>	
	103-3	Evaluation of the management approach	<a href="#">Biodiversity and Land Impacts</a>	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> <li>Total number of 2021 environmental non-monetary sanctions: 0</li> <li>Total number of 2021 significant environmental fines: 1</li> <li>Total monetary value of 2021 significant environmental fines: \$549,575</li> <li>Cases brought through dispute resolution mechanisms: 5</li> </ul> <p>*For purposes of this disclosure, we define "significant fine" as a monetary fine equal to or exceeding \$300,000.</p>	
<b>GRI 400 Social Standards Series</b>				
<b>Employment</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	103-2	The management approach and its components	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	103-3	Evaluation of the management approach	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	401-3	Parental leave	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
<b>Occupational Health and Safety</b>				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Occupational Health and Safety</a>	
	103-2	The management approach and its components	<a href="#">Occupational Health and Safety</a>	

	103-3	Evaluation of the management approach	<a href="#">Occupational Health and Safety</a>	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	<a href="#">Occupational Health and Safety</a>	
	403-2	Hazard identification, risk assessment and incident investigation	<a href="#">Occupational Health and Safety</a>	
	403-3	Occupational health services	<a href="#">Occupational Health and Safety</a>	
	403-4	Worker participation, consultation and communication on occupational health and safety	<a href="#">Occupational Health and Safety</a>	
	403-5	Worker training on occupational health and safety	<a href="#">Occupational Health and Safety</a>	
	403-6	Promotion of worker health	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Occupational Health and Safety</a>	
	403-8	Workers covered by an occupational health and safety management system	<a href="#">Occupational Health and Safety</a>	
	403-9	Work-related injuries	<a href="#">Occupational Health and Safety</a>	We are unable to include high-consequence work-related injuries for contractors as we do not currently track contractor recovery times for injuries.
	403-10	Work-related ill health	<a href="#">Occupational Health and Safety</a>	
Training and Education				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	103-2	The management approach and its components	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	103-3	Evaluation of the management approach	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
Diversity and Equal Opportunity				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	103-2	The management approach and its components	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
	103-3	Evaluation of the management approach	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a> <a href="#">Corporate Governance</a>	
	405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Talent Attraction and Retention, Diversity and Inclusion</a>	
Local Communities				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Community Impacts and Safety</a>	
	103-2	The management approach and its components	<a href="#">Community Impacts and Safety</a>	
	103-3	Evaluation of the management approach	<a href="#">Community Impacts and Safety</a>	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impacts assessments and development programs	<a href="#">Community Impacts and Safety</a>	While we do not track the specific percentage of our operations with implemented local community engagement, impact assessments, and development programs, we work in coordination with all of the communities where we operate to help mitigate any impacts from our operations on the community. We also maintain an Owner Relations hotline and online submission form, enabling all community members in the areas where we operate to contact us regarding any complaints or concerns they may have with respect to our operations. Please see <a href="#">Community Impacts and Safety</a> for more details.
	413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Community Impacts and Safety</a>	
Public Policy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Public Policy and Perception</a>	
	103-2	The management approach and its components	<a href="#">Public Policy and Perception</a>	
	103-3	Evaluation of the management approach	<a href="#">Public Policy and Perception</a>	
GRI 415: Public Policy 2016	415-1	Political contributions	<a href="#">Public Policy and Perception</a>	
Socio Economic Compliance				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Community Impacts and Safety</a>	
	103-2	The management approach and its components	<a href="#">Community Impacts and Safety</a>	
	103-3	Evaluation of the management approach	<a href="#">Community Impacts and Safety</a>	
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	Except as set forth in GRI 307-1 (Non-compliance with environmental laws and regulations), we were not subject to any significant fines or non-monetary sanctions in 2021.  *For purposes of this disclosure, we define "significant fine" as a monetary fine equal to or exceeding \$300,000.	
Custom Topic: Landowner Relations				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	<a href="#">Landowner Relations</a>	
	103-2	The management approach and its components	<a href="#">Landowner Relations</a>	
	103-3	Evaluation of the management approach	<a href="#">Landowner Relations</a>	
	Custom	Number of calls and emails received from landowners	<a href="#">Landowner Relations</a>	

# Sustainability Accounting Standards Board (SASB) Index

## SUSTAINABILITY DISCLOSURE TOPICS AND ACCOUNTING METRICS – OIL AND GAS EXPLORATION AND PRODUCTION

Topic	Accounting Metric	Response/Location
Greenhouse Gas Emissions	SASB EM-EP-110a.1: Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	<a href="#">Climate and GHG Emissions — GHG Emissions and Targets</a>
	SASB 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	<a href="#">Climate and GHG Emissions — GHG Emissions and Targets</a>
	SASB EM-EP-110a.3: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<a href="#">Climate and GHG Emissions — Strategy and Vision; GHG Emissions and Targets</a>
Air Quality	SASB 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)	<a href="#">Air Quality — Inspections and Benchmarking</a>
Water Management	SASB 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	<a href="#">Water — How We Are Doing</a>
	SASB EM-EP-140a.2: Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	<a href="#">Water — How We Are Doing</a>
	SASB EM-EP-140a.3: Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	100%; see <a href="#">Water — Hydraulic Fracturing</a> for more information
	SASB EM-EP-140a.4: Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	<a href="#">Water — How We Are Doing</a>
Biodiversity Impacts	SASB EM-EP-160a.1: Description of environmental management policies and practices for active sites	<a href="#">Biodiversity and Land Impacts — Ongoing Monitoring of Active Sites</a>
	SASB 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	<a href="#">Spills — How We Are Doing</a>
	SASB EM-EP-160a.3: Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	<a href="#">Biodiversity and Land Impacts — How We Are Doing</a>
Security, Human Rights and Rights of Indigenous Peoples	SASB EM-EP-210a.1: Percentage of (1) proved and (2) probable reserves in or near areas of conflict	We do not have any reserves in or near areas of conflict.
	SASB EM-EP-210a.2: Percentage of (1) proved and (2) probable reserves in or near indigenous land	To our knowledge, we do not have any reserves in or near Indigenous land. Additionally, in 2021, we obtained independent certification that a majority of our natural gas is produced in accordance with rigorous standards for responsible development maintained by Equitable Origin, known as the <a href="#">E0100™ Standard for Responsible Energy Development</a> . The E0100™ Standard encompasses five principles: corporate governance and ethics; social impacts, human rights, and community engagement; Indigenous Peoples' rights; occupational health and safety and fair labor standards; and environmental impacts, biodiversity, and climate change. Based on a review of our operations and reserves, Equitable Origin determined that the Indigenous Peoples' rights principle was not applicable to us.
	SASB 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	We do not operate in areas of conflict.
Community Relations	SASB EM-EP-210b.1: Discussion of process to manage risks and opportunities associated with community rights and interests	<a href="#">Community Impacts and Safety — Working with Communities</a>
	SASB EM-EP-210b.2: Number and duration of non-technical delays	Our operations are subject to numerous regulatory and permitting requirements. We strive to account for potential delays in obtaining regulatory and permitting approvals or similar non-technical factors in our scheduling process. In 2021, none of our operations were stopped or delayed due to unanticipated non-technical factors.
Workforce Health and Safety	SASB 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	<a href="#">Occupational Health and Safety — How We Are Doing</a>
	SASB EM-EP-320a.2: Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	<a href="#">Occupational Health and Safety — What We Are Doing</a>
Reserves Valuation & Capital Expenditures	SASB EM-EP-420a.1: Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	<a href="#">Climate and GHG Emissions — Vision for EOT in the Energy Transition; Risk Management</a>
	SASB EM-EP-420a.2: Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	We estimate that we had 346,748 metric tons of CO <sub>2</sub> embedded in our proved hydrocarbon reserves in 2021.
	SASB EM-EP-420a.3: Amount invested in renewable energy, revenue generated by renewable energy sales	At certain sites, we either use solar technology to generate power or capture natural gas from the field to power fuel cells, generating on-site energy. We do not track the amount of energy produced by these means as it is only used in remote locations and on a limited basis.
	SASB EM-EP-420a.4: Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	<a href="#">Climate and GHG Emissions — Sustainable Value Creation; Accelerating the Low Carbon Transition; EOT's Response Letter to Senator Elizabeth Warren</a>
Business Ethics and Transparency	SASB 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% — EOT only operates in the United States; therefore, we have no reserves in these countries.
	SASB EM-EP-510a.2: Description of the management system for prevention of corruption and bribery throughout the value chain	<a href="#">Ethics and Integrity — What We Are Doing</a>
Management of the Legal & Regulatory Environment	SASB EM-EP-530a.1: Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	<a href="#">Public Policy and Perception — Public Policy Issues and Engagement</a>
Critical Incident Risk Management	SASB EM-EP-540a.2: Description of management systems used to identify and mitigate catastrophic and tail-end risks	<a href="#">Community Impacts and Safety — Emergency Planning</a>

## ACTIVITY METRICS

Activity Metric	Response/Location

SASB EM-EP-000.A: Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	<a href="#">Corporate Profile — Reserves and Production</a> ; we did not produce any synthetic natural gas or synthetic oil in 2021.
SASB EM-EP-000.B: Number of offshore sites	We do not operate any offshore sites.
SASB EM-EP-000.C: Number of terrestrial sites	As of December 31, 2021, we operated 616 well pads.



# Disclosing the Facts Index

Indicator	Response/Location
1) Well Evaluation	<a href="#">Water — Monitoring Impacts</a>
2) Well Integrity	<p>In December 2021, we discovered a produced water leak associated with a Gas Processing Unit disposal line at one of our well pad sites located in Washington County, Pennsylvania. We self-reported the release to the Pennsylvania Department of Environmental Protection (PADEP) spill hotline on December 4, 2021 and initiated cleanup of the released produced water. The initial release was determined to be in excess of one barrel and we entered the remediation project into PADEP's Land Recycling and Environmental Remediation Act 2 Program (Act 2) for voluntary clean up. In January 2022, we determined the release was larger than initially discovered and we disclosed this information to PADEP on January 14, 2022. Site characterization of the release is ongoing and, upon completion, we intend to initiate the remediation according to PADEP's Act 2 guidelines.</p> <p><a href="#">Water — Monitoring Impacts; Spills — How We Are Doing</a></p>
3) Near Misses	<a href="#">Occupational Health and Safety — How We Are Doing</a>
4) Offset Well Assessment	<a href="#">Water — Hydraulic Fracturing; Monitoring Impacts</a>
5) Avoiding Induced Seismic Activity	<p>We operate in the Appalachian Basin — primarily in Pennsylvania, West Virginia, and Ohio. Our operating areas have historically not experienced significant seismic activity associated with natural gas drilling operations. Most seismic activity associated with natural gas drilling operations is related to the injection of produced wastewater into the ground. In 2021, we recycled 82% of our produced water, reducing the amount of wastewater that would have otherwise been injected into the ground. Furthermore, we have reciprocal arrangements with other producers in Appalachia to reuse each other's wastewater in hydraulic fracturing operations. In 2021, we recycled nearly 3 million barrels of our wastewater through use in other operators' fracturing locations. In turn, we received 300,000 barrels of water produced by other operators for use in our operations. These water sharing arrangements throughout the Appalachian Basin, and an overall emphasis on recycling wastewater, have helped reduced the amount of wastewater that is injected within the Appalachian Basin, which we believe has also reduced the amount and magnitude of seismic activity in our operating areas.</p> <p><a href="#">Water — Wastewater Management</a></p>
6) Pre-drill H <sub>2</sub> O Monitoring	<a href="#">Water — Monitoring Impacts</a>
7) Post-drill H <sub>2</sub> O Monitoring	<a href="#">Water — Monitoring Impacts</a>
8) Evaluating Water Scarcity	<a href="#">Water — Water Withdrawals</a>
9) Total Water Use	<a href="#">Water — How We Are Doing</a>
10) Freshwater and Non-freshwater Use	<a href="#">Water — How We Are Doing</a>
11) Water Source Types	<a href="#">Water — How We Are Doing</a>
12) Wastewater Use	<a href="#">Water — How We Are Doing</a>
13) Reducing Fresh water	<p>As much as possible, we seek to use our own or third-party produced water for our operations to minimize freshwater withdrawals. In 2021, 28% of the total water that we consumed came from non-freshwater sources — including our produced water or third-party impaired water.</p> <p><a href="#">Water — Water Withdrawals; How We Are Doing</a></p>
14) Wastewater Volume	<a href="#">Water — Wastewater Management; How We Are Doing</a>
15) Wastewater Storage Methods	<a href="#">Water — Monitoring Impacts; Wastewater Management</a>
16) Wastewater Storage Safeguards	<a href="#">Water — Monitoring Impacts; Wastewater Management</a>
17) Drilling Residuals	<p>Our 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 stored in containers and transported by truck to landfills that are pre-approved to accept these solids in their permitted disposal cells. We continue to improve the efficiency of our 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.</p>
18) NORM	We actively review whether new processes will generate naturally occurring radioactive materials (NORM).
19) Managing Inactive Wells	<a href="#">Biodiversity and Land Impacts — Decommissioning and Inactive Sites</a>
20) Use of Waste Products	<p><a href="#">Water — Wastewater Management.</a></p> <p>We continuously evaluate minimization and beneficial reuse options for our waste products from both an environmental and economic standpoint. Currently, reuse of our wastewater is only used for hydraulic fracturing operations.</p> <p><a href="#">Water — Monitoring Impacts; Wastewater Management</a></p>
21) Toxicity Reduction	<a href="#">Water — Hydraulic Fracturing</a>
22) Dry Chemical Use	We currently do not use any dry hydraulic fracturing chemicals in our operations.
23) Eliminating BTEX	<p>We do not use any toluene, ethylbenzene, or xylene chemicals in our hydraulic fracturing fluids. In connection with a routine assessment of the components of the drilling fluids used in our operations, we discovered that one of the lubricants utilized in certain of our completions operations contains benzene (benzenesulfonic acid). The lubricant containing this chemical was used sparingly in our completions operations during 2021, and we are conducting analysis to determine the specific amount which was used and amending our FracFocus reports to disclose the use of this chemical. We are also evaluating alternative lubricants which do not contain benzene which can be used to remove this chemical from our operations.</p>
24) CBI Disclaimer	<p>We publicly disclose, via FracFocus.org, the chemicals used in our hydraulically fractured wells and regularly update such disclosures. As of December 31, 2021, we did not directly claim any confidential business information (CBI) restrictions with respect to disclosing chemicals used in our hydraulically fractured wells; however, some of our chemical vendors and suppliers refuse to publicly detail the composition of their proprietary additives, citing CBI protections, and, therefore, the chemical makeup of our hydraulic fracturing fluid as reported on FracFocus may not be complete due to such third-party CBI restrictions. In the case that one or more chemicals in our hydraulic fracturing fluid cannot be publicly disclosed on FracFocus due to third-party CBI restrictions, the entry is marked as "Proprietary" in lieu of listing the chemical additive name or number. However, even if a chemical is marked as "Proprietary," the supplier of the chemical and the chemical's purpose and ingredient concentration is listed in the FracFocus report.</p> <p><a href="#">Water — Hydraulic Fracturing</a></p>
25) Reducing CBI Claims	<p>As noted above, some of the vendors and suppliers who supply chemicals used in our hydraulic fracturing fluid refuse to publicly detail the composition of their proprietary additives, citing CBI protections. Where possible, we work with our vendors to develop self-sourced fracturing chemicals in an effort to minimize our environmental impact and reduce the use of unknown chemicals that cannot be disclosed because of their protection as CBI. We also work with our vendors to ensure that data from our well completions is accurately and timely submitted to FracFocus.org.</p> <p><a href="#">Water — Hydraulic Fracturing</a></p>

# American Exploration and Production Council (AXPC) Index

Topic	Metric	EQT	Alta Assets
Production of Hydrocarbons	Gross Annual Production of Oil/Condensate (Bbl)	3,542,479	0
	Gross Annual Production of Natural Gas (Mcf)	1,942,499,269	222,384,467
	Total Gross Annual Production (BOE)	327,292,357	37,064,078
	Total Gross Annual Production (MBOE)	327,292	37,064
Greenhouse Gas Emissions	Scope 1 GHG Emissions (MT CO2e)	639,676	357,907
	Scope 1 GHG Intensity (#) (Scope 1 GHG Emissions [MT CO2e] / Total Gross Annual Production [MBOE])	1.95	9.66
	Percent of Scope 1 GHG Emissions Attributed to Gathering and Boosting Segment	8.7%	40.1%
	Scope 2 GHG Emissions (MT CO2e)	4,619	680
	Scopes 1 and 2 Combined GHG Intensity (#) (Scope 1 GHG Emissions [MT CO2e] + Scope 2 GHG Emissions [MT CO2e]) / Total Gross Annual Production [MBOE]	1.97	9.67
	Scope 1 Methane Emissions (MT CH4)	15,002	5,641
	Scope 1 Methane Intensity (#) (Scope 1 Methane Emissions [MT CH4] / Total Gross Annual Production [MBOE])	0.05	0.15
	Percent of Scope 1 Methane Emissions Attributed to Gathering and Boosting Segment	3.7%	38.0%
Flaring	Gross Annual Volume of Flared Gas (Mcf)	0	0
	Percentage of Gas Flared per Mcf of Gas Produced (Gross Annual Volume of Flared Gas [Mcf] / Gross Annual Production of Natural Gas [Mcf])	0%	0%
	Volume of Gas Flared per Barrel of Oil Equivalent produced (Gross Annual Volume of Flared Gas [Mcf] / Total Gross Annual Production [BOE])	0	0
Spills	Produced Liquid Spilled (Bbl)	22,666	30
	Total Produced Liquid (MBbl)	24,454	1,915
	Spill Intensity (%) (Produced Liquid Spilled [Bbl] / Total Produced Liquid [MBbl])	92.7%	1.6%
Water Use	Freshwater Consumed (Bbl)	39,647,886	N/A
	Freshwater Intensity (#) (Freshwater Consumed [Bbl] / Gross Annual Production [BOE])	0.12	N/A
	Recycled Water (Bbl)	20,561,615	N/A
	Total Water Consumed (Bbl)	60,209,501	N/A
	Water Recycle Rate (%) (Recycled Water [Bbl] / Total Water Consumed [Bbl])	34.2%	N/A
	Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water stressed areas in your portfolio?	Yes	N/A
Safety	Employee OSHA Recordable Cases	2	N/A
	Annual Employee Workhours	1,348,781	N/A
	Employee TRIR (Employee OSHA Recordable Cases x 200,000 / Annual Employee Workhours)	0.30	N/A
	Contractor OSHA Recordable Cases	18	N/A
	Annual Contractor Workhours	5,063,315	N/A
	Contractor TRIR (Contractor OSHA Recordable Cases x 200,000 / Annual Contractor Workhours)	0.71	N/A
	Combined Employee and Contractor OSHA Recordable Cases	20	N/A
	Annual Combined Employee and Contractor Workhours	6,412,096	N/A
	Employee and Contractor Combined TRIR (Combined Employee and Contractor OSHA Recordable Cases x 200,000 / Annual Combined Employee and Contractor Workhours)	0.62	N/A

All data is for the year-ended December 31, 2021. In the third quarter of 2021, we acquired strategic assets located in the Appalachian Basin (the Alta Assets) from Alta Resources Development, LLC (the Alta Acquisition). The Alta Acquisition closed on July 21, 2021, and had an effective date of January 1, 2021. The data included in the table under the "EQT" column generally includes data from the Alta Assets, except production, emissions, flaring and spill data, which is disclosed separately under the "Alta Assets" column.

# Task Force on Climate-related Financial Disclosures (TCFD) Index

<b>Governance</b> Disclose the organization's governance around climate-related risks and opportunities.	
a) Describe the board's oversight of climate-related risks and opportunities.	<a href="#">Climate Change and GHG Emissions — Governance; CDP, G1</a>
b) Describe management's role in assessing and managing climate-related risks and opportunities.	<a href="#">Climate Change and GHG Emissions — Governance;</a>
<b>Strategy</b> Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	<a href="#">Climate Change and GHG Emissions — Accelerating the Low Carbon Transition; Vision for EQT in the Energy Transition; 2021 Form 10-K, pgs. 24-27, 36-37</a>
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	<a href="#">Climate Change and GHG Emissions — Accelerating the Low Carbon Transition; Vision for EQT in the Energy Transition</a>
c) Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.	<a href="#">Climate Change and GHG Emissions — Vision for EQT in the Energy Transition</a>
<b>Risk Management</b> Disclose how the organization identifies, assesses, and manages climate-related risks.	
a) Describe the organization's processes for identifying and assessing climate-related risks.	<a href="#">Climate Change and GHG Emissions — Risk Management</a>
b) Describe the organization's processes for managing climate-related risks.	<a href="#">Climate Change and GHG Emissions — Risk Management</a>
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	<a href="#">Climate Change and GHG Emissions — Risk Management</a>
<b>Metrics and Targets</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	<a href="#">Climate Change and GHG Emissions — GHG Emissions and Targets</a>
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<a href="#">Climate Change and GHG Emissions — GHG Emissions and Targets</a> We are exploring new ventures and researching alternative technologies to address our Scope 3 emissions.
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">Climate Change and GHG Emissions — GHG Emissions and Targets</a>