ANTERO MIDSTREAM CORPORATION
HUMAN, LABOR, AND INDIGENOUS RIGHTS POLICY
(Adopted as of December 15, 2020)

I. Applicability

All directors, officers, employees, temporary/contract employees, sub-contractors, and agents and representatives of Antero Midstream Corporation (together with its subsidiaries, the "***Company***" or "***Antero***") (collectively, the "***Covered Persons***") are required to comply with this Human, Labor and Indigenous Rights Policy (as amended, supplemented or restated from time to time, the "***Policy***"). However, the Company expressly disclaims any duty to monitor Covered Persons compliance with this Policy on an ongoing basis.

The Company reserves the right to amend or rescind this Policy or any portion of it at any time and to adopt different policies and procedures at any time. In the event of any conflict or inconsistency between this Policy and any other materials distributed by the Company, this Policy shall govern. If a law conflicts with this Policy, you must comply with the law.

You should read this Policy carefully and ask questions of the Company's Compliance Officer.

II. Policy Statement

Respect for human rights is essential to the sustainability of a business. Businesses play an important role in addressing human rights challenges, in collaboration with governmental authorities and other actors. Antero is committed to the recognition and protection of human rights where we have control, wherever we operate. Foundational to such protection is compliance with all applicable national and local laws.

As a result, Antero has prepared and put into force this Human, Labor, and Indigenous Rights Policy. This policy was developed by a cross-sectional team at Antero in coordination with external counsel with the goal of guiding the Company's actions and impacts with regards to human, labor, and indigenous rights. As part of development, Antero reviewed pertinent human rights trends and norms in order to better frame the Company's commitments and expectations.

Covered Persons are encouraged to review their compliance with this policy regularly. As noted above, this Policy is subject to change as Antero continues to evaluate how new developments affect the Company's human, labor, and indigenous rights impacts. Non-compliance, depending upon the circumstances, may result in disciplinary action up to and including termination.

III. Compensation

Employees will be paid a wage meeting or exceeding the minimum wages and overtime rates required by law and any applicable collective labor agreements. Where no such laws or agreements

apply, wages will at the very least be in line with marketplace practices. Antero prohibits discrimination in remuneration on any basis covered in the Discrimination and Harassment section of this Policy.

IV. Discrimination and Harassment

As discussed in Antero's Corporate Code of Business Conduct and Ethics, and Antero's Anti-Harassment and Non-Discrimination Policy, Antero believes that every person should be treated fairly, with dignity and respect. The Company values employee diversity and equal opportunity for all. Decisions regarding any aspect of the employment relationship shall be made without unlawful discrimination on the basis of race, color, religion, age, sex, gender, gender identity, sexual orientation, national origin, ancestry, disability, veteran status, marital status, or on any other basis protected by law, ordinance, or regulation. Antero also prohibits harassment in the workplace, whether on these bases or others. This list is not meant to be exhaustive, and the Company will always strive to promote the respect and dignity of all persons.

Antero prohibits harassment, discrimination, and retaliation in the workplace by any party, including but not limited to officers, employees, suppliers, contractors, and others with whom Antero deals. Any unlawful form of harassment, discrimination, or retaliation directed at an Antero employee is strictly prohibited as a matter of Company policy.

Any individual or group that is a victim of harassment, discrimination, and/or retaliation in the Antero workplace is encouraged to immediately report such conduct to Antero's Human Resources department, the Company's Chief Compliance Officer, or the Company's anonymous ethics hotline, the information for which is included in the Reporting and Information section of this policy below. All such reports and subsequent investigations will be handled in such a manner so as to maintain confidentiality to the extent reasonably possible, as well as in a manner consistent with applicable law and any other procedures established by the Company.

V. Health, Safety and Security

Antero's safety goal is zero incidents and zero injuries. Employees are empowered and expected to stop or refuse to perform a job (stop work order) if it is not safe or cannot be performed safely. All work is to be performed in compliance with Antero's health, safety and environmental policies and procedures, (including, but not limited, to those contained in Antero's Corporate Code of Business Conduct and Ethics) as well as with applicable law.

Antero aims to provide appropriate access to a safe and hygienic work environment, including safe water, sanitation, and hygiene for all employees and contractors in premises under Antero's control. Housing or other accommodations, if provided to workers, must be clean and safe. Antero will also provide appropriate security to protect the Company's personnel and assets.

VI. Freedoms of Association

Antero listens to its employees and strives to maintain good relations with its workers, and acknowledge that our employees have the right to choose which, if any, organizations they join, in accordance with applicable law.

VII. Prohibition of Child Labor, Forced Labor, and Human Trafficking

Antero opposes the use of all forms of child labor, forced or compulsory labor, and human trafficking. The Company will not tolerate these practices at our operations and expects vendors and contractors to demonstrate a similar intolerance for such practices. All applicable laws in these areas must be complied with by Company employees, vendors, contractors, and any others with whom Antero deals.

For purposes of this Policy, "forced or compulsory" labor includes such labor as defined by the International Labour Organization ("***ILO***") Convention 29 on Forced Labour and ILO Convention 105 on the Abolition of Forced Labour, as well as any labor exacted by an employer through the use of coercion, including physical violence, corporal punishment, sexual abuse, or debt bondage.

For the purposes of this Policy, "child" labor includes such labor as is prohibited by ILO Convention 138 on Minimum Age and ILO Convention 182 on the Worst Forms of Child Labour.

VIII. Local Communities

Antero seeks to have a positive impact in the areas where it operates, and strives to engage in proactive, open dialogue extending to all aspects of the community—our employees and their families, landowners, mineral-rights holders, policymakers, and lawmakers. As part of this engagement, we seek to understand and be responsive to those communities in which we operate, including through our Community Relations Hotline at (304) 842-4500. Where possible, Antero aims to have a positive economic impact on local communities by hiring qualified local personnel, so long as the hiring of such personnel will not compromise our obligations under any of our other policies or applicable law.

IX. Indigenous Peoples

Antero recognizes the importance of respecting indigenous peoples and communities where the Company operates. The Company approaches these relationships based on expectations of mutual integrity, confidence, trust, and benefit, and as such we will endeavor to respect the culture and customs of indigenous peoples in areas where we operate.

Antero recognizes that indigenous peoples and communities have rights protected by national law and treaties. The Company further recognizes that indigenous peoples and communities have a unique connection to the land and water and a strong desire to retain their cultures and traditions. Antero's inadvertent discovery plan extends to any indigenous cultural resources that may be found during construction. Antero does not currently operate on any indigenous reservations or other lands that indigenous peoples and communities have a current consistent use of treaty rights; however, if Antero does so in the future, the Company will ensure that all operations are completed in compliance with applicable law.

X. Reporting and Implementation

If any employee, business partner, vendor, contractor, or other party witnesses or learns of any incident that may involve a violation of this policy, they can report their concern or grievance via

the company's anonymous ethics hotline at (888) 244-9141 or at https://login.redflagreporting.com/Antero/.

Antero will investigate reported or discovered issues in a timely manner. To the extent violations of this policy are confirmed during these investigations, the Company will timely address them in keeping with all applicable laws and Company policy. Violations of this policy, depending upon the circumstances, may result in disciplinary action up to and including termination.

Every report made to the anonymous ethics hotline is investigated. We do not tolerate retaliation against individuals who report concerns in good faith.

In addition to the anonymous ethics hotline, Company employees may report a concern to their immediate supervisor, the next level of management above their supervisor, the Human Resources department or the Company's Compliance Officer.

XI. Approval

This policy has been reviewed and approved by the ESG Committee of the Board of Directors of the Company on December 15, 2020.

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For additional information or questions regarding this policy, please contact Yvette Schultz – Compliance Officer: vschultz@anteroresources.com or 303-357-7310.

This document states a policy of Antero Midstream Corporation and is not intended to be regarded as the rendering of legal advice.