



**ANTERO MIDSTREAM CORPORATION**  
**BIODIVERSITY POLICY**  
**(As of April 11, 2023)**

The following Biodiversity Policy (the “Policy”) of Antero Midstream Corporation (“Antero Midstream”) sets forth the company’s strategy and policies regarding biodiversity.

**I. Understanding Biodiversity**

The term “biodiversity” is used to describe the variety of life on Earth. It refers to the number, variety, and variability of living organisms (animals, plants, fungi, microbes, etc.); the genetic differences among them; and the ecosystems in which they occur.<sup>1</sup>

**II. Biodiversity Program and Values**

Antero Midstream highly values biodiversity and environmental stewardship. We are keenly aware that we depend on biodiversity and the stability of the environment for the continued prosperity of our business.

Our biodiversity program and values inform our approach to both our new and existing operations. The foundation of our project planning and development is to: (1) understand and comply with laws and regulations; (2) train employees as appropriate on environmental protection and provide information on species or habitat sensitivities specific to the project; and (3) engage company design teams on biodiversity issues during project development, where applicable.

**III. Governance and Biodiversity Strategy**

The Environmental, Social and Governance (ESG) Committee of our Board governs our ESG initiatives, which includes biodiversity issues. Led by the ESG Committee, Antero Midstream considers biodiversity values in our policies and planning processes, where applicable, and, in accordance with applicable regulatory requirements, through the implementation and interpretation of the International Finance Corporation’s mitigation hierarchy and additional activities, as described below.

a. Mitigation Hierarchy

i. AVOIDANCE

We perform an extensive desktop analysis at the beginning of applicable projects to collect site data, evaluate baseline conditions, and identify biodiversity risks. Following the desktop analysis, and with landowner permission where necessary, we conduct a field assessment to investigate and delineate the presence of existing species and habitat, paying particular attention to any endangered, threatened, or other listed species. If such resources are identified, we work with stakeholders and project design and construction teams to consider alternative locations, scope, and timing of project construction to avoid impacts to the extent practicable.

ii. MINIMIZATION

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<sup>1</sup> International Union for Conservation of Nature, IUCN Guidelines for the Prevention of Biodiversity Loss Caused by Alien Invasive Species 6, <https://portals.iucn.org/library/efiles/documents/Rep-2000-052.pdf>.

We further work to minimize any remaining unavoidable surface and subsurface impacts related to aquatic features and biologically diverse areas during the project engineering and design process. Examples include, but are not limited to, geotechnical surveys to collect data that can be used to reduce slope failure risk and/or potential erosion concerns; native seed mixtures used for revegetation as an invasive species protection measure; and buffer zones between erosion, sediment control devices, and aquatic features.

iii. RESTORATION

We work with landowners to determine appropriate seeding mixtures that will be used to support revegetation and achieve on-site land restoration benefits for cattle and/or wildlife.

iv. MITIGATION

Finally, we develop and implement mitigation plans and practices to help offset unavoidable impacts after appropriate avoidance, minimization, and restoration measures have been reviewed and applied. Mitigation may occur on-site or off-site, but within the project watershed. We strive to achieve no net loss of protected species and their habitats where practicable throughout the lifecycle of our operations by use of these measures.

b. Additional Activities

Our additional efforts include, where appropriate:

- Partnering with qualified and experienced environmental professionals that can help guide us during the due diligence, permitting, and mitigation or restoration processes;
- Engaging with government, regulatory, and local agencies during our project planning and permitting processes to address any potentially significant biodiversity risks in areas where we operate;
- Participating in industry associations and other forums to share and promote best practices;
- Monitoring and considering other biodiversity-related frameworks in development; and
- Conducting training to employees relevant to their respective areas of expertise.

**IV. Biodiversity Objectives and Commitments**

Our Biodiversity Policy highlights our commitment to:

- Proactively manage environmental risks and hazards while limiting, where possible, degradation and/or fragmentation of ecosystems and habitats;
- Meet or exceed regulatory compliance to protect resources and respect the communities where we operate;
- Minimize our impacts on the environment and natural resources wherever feasible;
- Improve overall performance by regularly reviewing our approach and making changes as necessary.
- Actively work with regulatory agencies, industry trade associations, and the communities where we operate; and
- Maintain responsible wildlife management practices.

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