



## **2021 Sustainability Report**

*Becoming the Midstream Company of the Future: EnLink is building on our 2021 sustainability achievements to promote environmental performance, focus on people, and deliver value.*



*"EnLink's strategic plan includes five focus areas, one of which is 'Sustainability and Environmental Performance' because we see sustainability as vital to our success. Our leaders and employees at all levels of the company share responsibility to continually improve EnLink's sustainability performance, especially our environmental performance." - Alaina Brooks, EnLink Executive Vice President and Chief Legal and Administrative Officer, and executive sponsor of Sustainability and Environmental Performance at EnLink*

Welcome to EnLink's 2021 Sustainability Report. At EnLink, we work to provide safe, responsible, and ethical operations that respect the environment, support the communities where we operate, care for our employees, and deliver value to our unitholders. We strive to provide transparency into our sustainability efforts through annually compiled sustainability data, included here in our 2021 Sustainability Report, EnLink's fourth annual sustainability report.

## Table of Contents

<b>I. 2021 Sustainability Report Overview</b>	Page 1
i. CEO Letter	Page 3
ii. Sustainability Strategy	Page 5
iii. Performance Data Chart & Frameworks	Page 8
iv. Investor Overview	Page 9
<b>II. EnLink and the Energy Industry</b>	Page 12
ii. Energy Industry Sustainability	Page 15
iii. Carbon Solutions	Page 17
<b>III. Responsible Operations</b>	Page 20
i. Energy Use & Emissions	Page 22
ii. Environmental Performance & Stewardship	Page 26
iii. GoalZERO Safety	Page 28
iv. Emergency Preparedness	Page 31
v. Asset Integrity Management	Page 32
<b>IV. Social Responsibility</b>	Page 34
i. COVID-19 Response	Page 35
ii. Our People	Page 36
iii. Diversity, Equity, & Inclusion	Page 40
iv. Community Impact & Supply Chain	Page 43
<b>V. Ethical Governance</b>	Page 47
i. Board of Directors	Page 49
ii. Executive Compensation & Incentive Program	Page 51
iii. Business Ethics	Page 53
iv. Risk Management and Cybersecurity	Page 55

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## **Sustainability**

### **From Our CEO**

*We're embracing sustainability and environmentally responsible operations as part of our vision to become the future of midstream.*



To Our Stakeholders:

Welcome to our 2021 Sustainability Report. This report highlights the sustainability successes our company achieved through our 2021 efforts and illustrates where we stand today in our sustainability journey. When I look back on 2021, I am impressed by the EnLink team's dedication to improving the sustainability of our business and creating value for our stakeholders, which enabled EnLink to enter 2022 in a position of strength.

We continued to focus on improving the ways in which we operate in 2021, while at the same time, positioning ourselves to deliver business solutions that are supportive of the energy transition. As an energy company, we see emissions reduction as a key principle to our sustainability program. EnLink's vision is centered on integrating sustainability into all aspects of our business – from maintaining our financial strength to supporting our employees to developing our GoalZERO program that has made us a leader in safety.

A few of the sustainability achievements documented in this report include:

- We announced our long-term commitment to achieve net zero emissions by 2050. We also announced near-term goals of achieving a 30% reduction in methane emissions intensity by 2024 and are pursuing a path to achieve a 30% reduction in our total scope 1 carbon dioxide equivalent (CO<sub>2</sub>e) emissions intensity by 2030<sup>1</sup>. In 2021, we achieved reductions of approximately 1,500 metric tonnes (MT) of methane emissions and approximately 38,000 MT of CO<sub>2</sub>e emissions.
- We formed EnLink's Carbon Solutions Group, which actively pursues business opportunities that support the energy transition, such as carbon capture, transportation, and sequestration (CCS). The Carbon Solutions Group has made great progress, announcing in early 2022 a joint service offering with Talos Energy to develop a complete CCS solution for industrial-scale emitters in Louisiana's Mississippi Corridor, one of the largest concentrated sources of CO<sub>2</sub> emissions in the United States.
- We made meaningful progress on our 2030 emissions goal by entering into a 15-year agreement to capture CO<sub>2</sub> emitted from our Bridgeport plant in North Texas to sell for use in food-grade products.
- We were awarded by the Texas Commission on Environmental Quality several emissions reduction incentive grants, totaling up to \$4.42 million for 13 projects across North Texas that are anticipated to save over 63 tons (approximately 57 metric tonnes) of nitrogen oxide emissions each year, equal to over 7,000 MT of CO<sub>2</sub>e.

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<sup>1</sup> As compared to 2020 scope 1 emissions levels

- We achieved our safest year on record with a Total Recordable Injury Rate (TRIR is an industry standard measurement of safety) of 0.44, which is well below the industry average<sup>2</sup>.
- I joined the CEO Action for Diversity & Inclusion, a nationwide initiative focused on increasing diversity in companies across the country.
- Our employees gave back to our communities through our employee-funded EnLink Community Fund, which provides grants to employees and their families during times of extreme hardship, and EnLink's first companywide Month of Service benefiting local, diverse nonprofits.
- We strengthened our sustainability governance by forming a Sustainability Committee of our Board of Directors.
- We increased the weighting of safety and sustainability within our 2021 companywide short-term incentive plan by 50% over the previous year.

After such a successful 2021, I am eager to see the achievements we make in 2022. We see sustainability as essential to our company's ongoing success. In fact, the EnLink 2022-2024 Strategic Plan, which guides our path forward, includes five focus areas, each of which strives to improve EnLink's sustainability:

### FOCUS AREAS OF ENLINK'S 2022-2024 STRATEGIC PLAN



I'm extremely optimistic about the future at EnLink as we follow this path forward. Thank you for continuing to follow our sustainability journey as EnLink accomplishes our vision **“to become the future of midstream by leading in innovation and creating sustainable value.”**

Thank you,

**Barry E. Davis**  
 Chairman & Chief Executive Officer  
 EnLink Midstream

<sup>2</sup> The GPA Midstream Association classifies companies that complete 1 million or more midstream operational workhours in one year as Division 1. The 2020 industry average for GPA Division One companies, EnLink's peer group, is 0.715. At the time of this report's issuance, 2021 industry numbers were not yet available.



## Sustainability

### Sustainability Strategy

Sustainability is a key focus area in EnLink's strategic plan and is embedded in our culture.

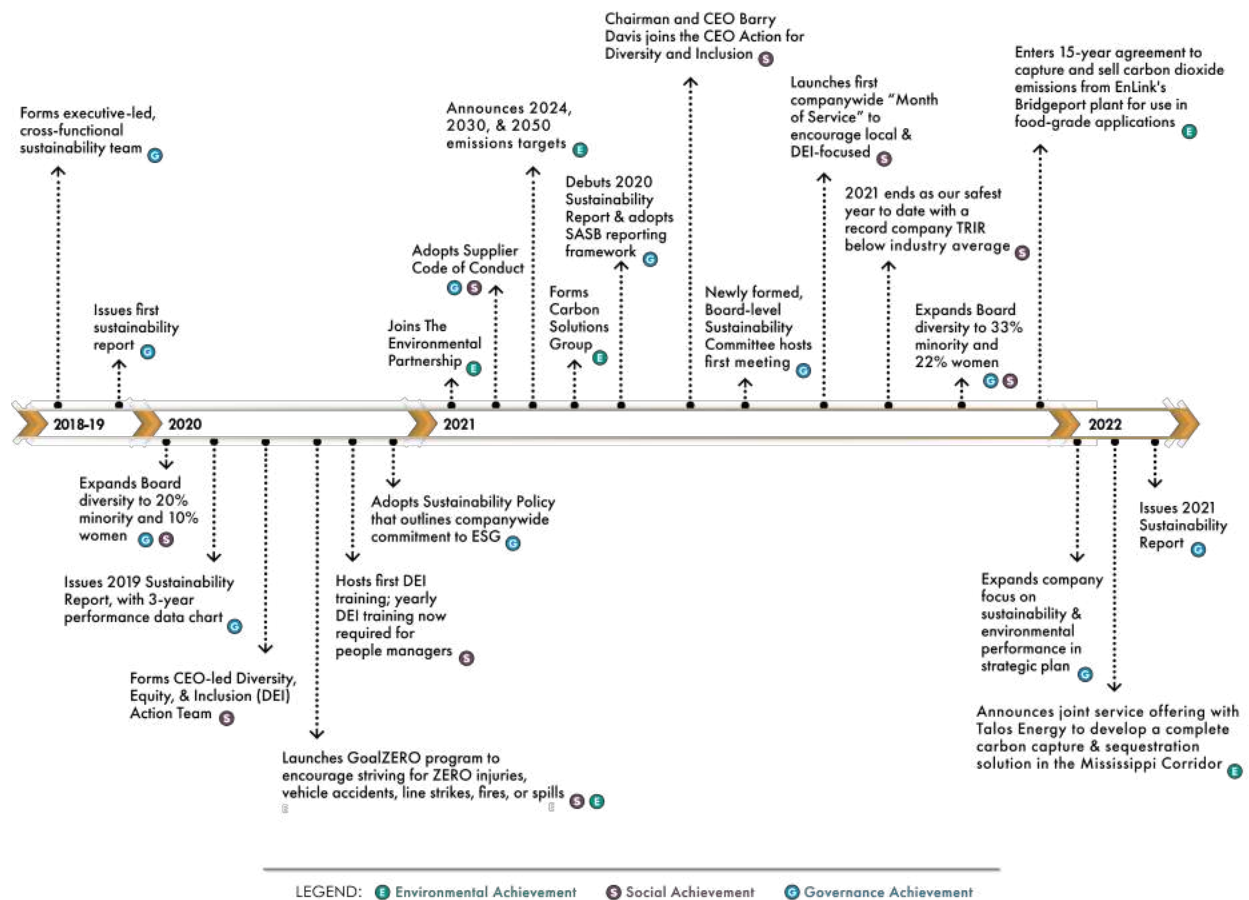
EnLink focuses on the best interests of our stakeholders and makes decisions with our long-term sustainability strategy in mind.

### Sustainability Background

EnLink has been focused on sustainability, as our Core Values have long emphasized the importance of safety, integrity, people, innovation, and excellence.

In response to increasing focus on environmental, social, and governance or "ESG" issues, we established an official sustainability program in 2018, issuing our inaugural Sustainability Report shortly thereafter. Since then, we consistently have developed the program structure and goals to align with our company strategy, industry developments, and stakeholder expectations. The timeline below shows our sustainability achievements to date.

### ENLINK'S SUSTAINABILITY JOURNEY



[Click here](#) to view EnLink's past sustainability reports in our Sustainability Report Archive.

## Sustainability Structure

EnLink's companywide [sustainability policy](#) drives our sustainability approach and communicates expectations to employees. In 2021, EnLink elevated sustainability to one of our companywide strategic plan's five focus areas and established a new sustainability structure. The new structure includes a Sustainability Core Team composed of leaders from various departments including Legal; Environmental, Health, and Safety; Human Resources; Internal Audit; Investor Relations; and Communications. This structure allows for a diverse consideration of ESG-related topics across the company.

### ENLINK'S SUSTAINABILITY STRUCTURE



## **Sustainability Focus Areas and Data Assurance**

EnLink monitors and reports progress in three main sustainability areas, as summarized below. These focus areas are reviewed regularly by the Sustainability Core Team and may expand or change periodically to meet evolving sustainability best practices, company needs, and industry trends.

- **Environmental Stewardship**, which includes energy transition, energy use and emissions, environmental performance, environmental conservancy and care, biodiversity, and asset integrity and reliability.
- **Social Responsibility**, which includes employee, contractor, and public safety; emergency preparedness and response; employee development; diversity, equity, and inclusion; community involvement; and supply chain.
- **Governance and Ethics**, which includes corporate governance, code of business conduct and ethics, risk management and business continuity, cybersecurity, and sustainability reporting.

EnLink's Internal Audit team conducts an extensive review of EnLink's annual Sustainability Report, assessing the completeness and accuracy of the data and evaluating the report's metrics, components, and attributes against industry standards and best practices. The report is reviewed by our executive leadership and Board of Directors prior to issuance.

## **Sustainability**

### **2021 Sustainability Performance Data**

*Transparency into EnLink's business and operations is an important part of our sustainability efforts.*

EnLink focuses on quality, timeliness, and transparency in our sustainability reporting. We provide a comprehensive set of metrics in our Performance Data Chart, representing four years of historical data, giving our stakeholders insight into our sustainability progress and allowing stakeholders to track our ongoing performance in environmental, social, and governance efforts.

EnLink's Internal Audit team conducts an extensive review of EnLink's annual Sustainability Report, including the metrics in the Performance Data Chart, to assess the completeness and accuracy of the data and to evaluate the report's metrics, components, and attributes against industry standards and best practices.

For our 2021 Sustainability Report, we have expanded our 2021 Performance Data Chart to report four years of data rather than three years. For the second consecutive year, we have adopted the "oil & gas – midstream" reporting framework from the Sustainability Accounting Standards Board (SASB), which is a framework frequently used by the investment community and illustrates our commitment to meeting stakeholder expectations for sustainability reporting.

The Energy Infrastructure Council (EIC) and the GPA Midstream Association have been collaborating to create sustainability best practices and reporting recommendations for companies across the midstream industry based on input from a range of stakeholders, including those in the investment community. EnLink's sustainability leaders were proud to participate in the working group organized by these industry trade organizations to update their midstream-focused ESG template. EnLink is in the process of fully adopting the EIC/GPA template and plans to publish the template on our [Sustainability Data webpage](#) in the summer of 2022. By fully adopting the template, EnLink is aligning our sustainability reporting more closely to that of our peers, which makes tracking and comparison easier, more efficient, and more transparent for stakeholders.

Visit our [Sustainability Data webpage](#) to view the EnLink Performance Data Chart and SASB Index Map.



## Sustainability

### Investor Overview

*EnLink is creating long-term, sustainable value by participating in the energy transition and by meeting market demand for natural gas and NGLs.*



*"Sustainability is embedded in how we operate our business. We focus not only on delivering near-term results, but also on building sustainable value for decades to come. Our midstream business is focused on natural gas and NGLs, which will be part of the energy picture for the foreseeable future, and I am particularly excited about the opportunity we have to build a carbon capture and sequestration business to further our role in the energy transition." – Pablo Mercado, Executive Vice President and Chief Financial Officer*

### Becoming the Future of Midstream

EnLink continues to advance our vision of becoming the future of midstream by leading in innovation and creating sustainable value. We do this by utilizing our **integrated business model** and **operational excellence** to build upon our **large-scale, cash-flow generating platform**, while pursuing **energy solutions for the future**, as we are doing with our focus on growing a substantial CCS business. We are doing all of this while being **focused on environmentally responsible operations**.

#### Integrated Business Model

- Gathering and processing positions at scale in key production basins
- Connected to key downstream demand markets
- Significant and scalable position in Louisiana provides platform for downstream growth
- Downstream demand stability balances gathering and processing wellhead exposure
- Focused on highly accretive investments around our asset footprint
- Growing alongside our customers in capital light approach through optimizing asset utilization
- Targeting bolt-on acquisitions that provide operational synergies and are leverage neutral

### **Large-Scale, Cash-flow-Generating Platform**

- Greater than \$1 billion EBITDA platform delivering growth
- Disciplined investment approach for capital expenditures
- Dependable return of capital to investors through distributions and common unit repurchases
- Achieved our near-term leverage goal of less than 4x in 2021
- Focusing on positive free cash flow after distributions<sup>3</sup> provides financial flexibility to opportunistically improve capital structure
- Transitioned to a more balanced use of free cash flow after distributions with increasing returns to unitholders while continuing to reduce leverage
- Repurchased over \$40 million in common units and redeemed \$50 million in preferred units in 2021

### **Powered by Operational Excellence**

- Committed to being low-cost, efficient operator through implementation of new technology
- Leading, experienced operations team maintains a strong safety focus and customer-centric mindset
- Improving reliability of asset base and implementing progressive automation transformation
- Committed to operating with the highest safety standards in our industry, as evidenced by the GPA Midstream Association awarding EnLink the 2020 and 2021 Chairman's Award for Safety Improvement
- Achieved EnLink's lowest Total Recordable Incident Rate (TRIR) in EnLink history of 0.44, which is 38% better than the 2020 GPA Midstream Division One<sup>4</sup> TRIR average of 0.715

### **Delivering Energy Solutions for the Future**

- Business is 90% natural gas and natural gas liquids (NGLs) – demand expected to grow through energy transition
- Approximately 85% of our growth capital expenditure plans are focused on building natural gas and NGL systems
- Low-cost opportunity to build significant carbon capture, transportation, and sequestration (CCS) business over time by repurposing existing assets
- Signed memorandum of understanding with Talos Energy (NYSE: TALO) to provide complete CCS offering along the Mississippi River corridor, which emits approximately 80 million metric tonnes annually of carbon dioxide (CO<sub>2</sub>)

### **Focused On Environmentally Responsible Operations**

- Near-term emission targets & actions with 30% reduction in scope 1 methane emissions intensity by 2024 and pursuing a path to achieve a 30% reduction in our total scope 1 CO<sub>2</sub>-equivalent emissions intensity by 2030
- Instituting improvements to reduce emissions, improve carbon capture, and strengthen EnLink's business
- Completed approximately \$92 million of equipment reuse and refurbishing initiatives in 2021
- Entered into a 15-year agreement to capture CO<sub>2</sub> emitted from our Bridgeport plant in North Texas to sell for use in food-grade products

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<sup>3</sup> Adjusted EBITDA and Free Cash Flow After Distributions as used in this Sustainability Report are non-GAAP measures and are not substitutes for metrics prepared in accordance with GAAP. For additional information, including a definition of these terms and a reconciliation to the most directly comparable GAAP measure, please see EnLink's filings with the Securities and Exchange Commission, available on our website at [enlink.com](http://enlink.com).

<sup>4</sup> The GPA Midstream Association classifies companies that complete 1 million or more midstream operational workhours in one year as Division 1. The 2020 industry average for GPA Division One companies, EnLink's peer group, is 0.715. At the time of this report's issuance, 2021 industry numbers were not yet available.

# BECOMING THE FUTURE OF MIDSTREAM



**Investor Material Links**

- [Sustainability Data](#) webpage: Performance Data Chart and Sustainability Accounting Standards Board Index
- [Full-Year 2021 and 2022 Financial Guidance Report](#)

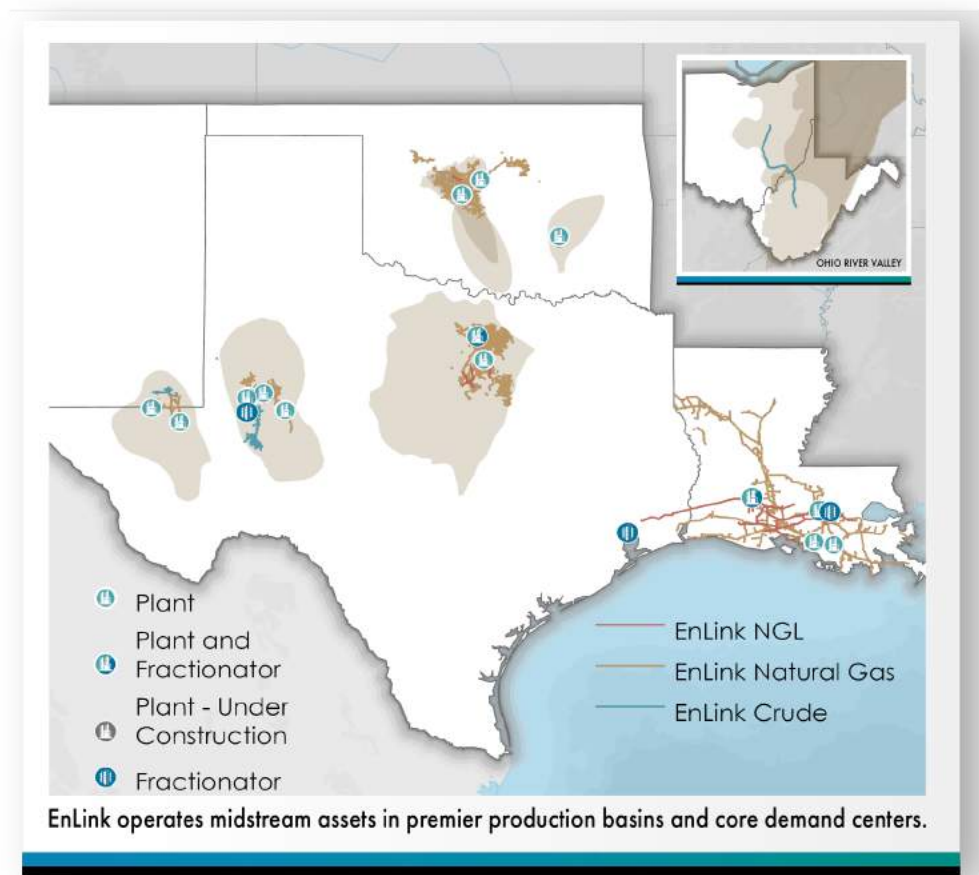


## **EnLink and the Energy Industry**

### **Overview**

*EnLink delivers critical energy resources that produce essential products and help support domestic energy security.*

Headquartered in Dallas, Texas, EnLink (NYSE: ENLC) provides midstream energy infrastructure services that connect upstream production with downstream consumption, including gas utilities and industrial users. EnLink's employee base, which is over 1,000 strong, operates midstream assets in premier production basins and core demand centers, including a growing footprint in the prolific Permian Basin, the largest intrastate natural gas pipeline network in Louisiana, leading gathering and processing positions in Central Oklahoma and North Texas, and assets in the Ohio River Valley. [Click here](#) to view our interactive operations map.



Our assets serve as an essential component of the heavily regulated midstream process that transports and transforms natural resources - natural gas, natural gas liquids (NGLs), and crude oil - into the essential energy products that we directly and indirectly use in our everyday lives. In addition, EnLink is playing a role in the energy transition through our growing carbon capture business. It's one way that we're becoming the future of midstream and creating sustainable value for our stakeholders.

At EnLink, we value ourselves as more than our business portfolio. EnLink has long been a people-focused company that strives to live up to our mission of connecting energy to life by creating a vibrant culture for our employees and being a trusted partner to our customers. It's a goal that has proven successful, as we were given the "Mastio Quality Award – Overall Winner/Highest Score" by independent market-research firm Mastio & Co. in their most recent survey of the industry.

EnLink has a companywide focus on reliable operations, best-in-class customer experience, and following our Core Values that emphasize integrity, safety, people, innovation, and excellence.

**Our Mission**

We Connect Energy to Life through midstream services that improve our customers' businesses, employees' lives, local communities, and investor returns.

**Our Vision**

To become the future of midstream by leading in innovation and creating sustainable value.

## **Our Core Values**

### **SAFETY. Period**

- We prioritize the safety of our employees, contractors, customers, and all stakeholders.
- We focus on process, proactively prepare for the unexpected, and drive safe and environmentally responsible operations.
- We live a GoalZERO mindset.
- We are focused on sustainability – respecting the environment, operating responsibly, and caring for our people, stakeholders, and the communities where we live and work.

### **Uncompromising INTEGRITY**

- We do the right thing for our customers, employees, investors, and the community.
- We value honesty and transparency, and we don't compromise on our strong moral and ethical values.
- We hold ourselves accountable to do what we say we will do.

### **Focus on PEOPLE**

- We invest in our people – hire the brightest talent, help them develop, and cultivate their creativity.
- We recognize that teamwork is the cornerstone of our success and promote a culture of inclusivity.
- We are servant leaders who put others first – our customers, employees, and communities – in our decisions and actions.

### **Continuous INNOVATION**

- We drive a rigorous innovation process, encouraging and recognizing our people for thinking outside the box.
- We challenge ourselves to develop smarter, sustainable, more efficient ways to do things.
- We aspire to lead our industry in technological innovation.

### **A Relentless Pursuit of EXCELLENCE**

- We wake up every day on "GO," with a drive to deliver results.
- We give our best effort at everything we do and strive for excellence.
- We seek to understand our customers' challenges and work hand-in-hand to overcome them.



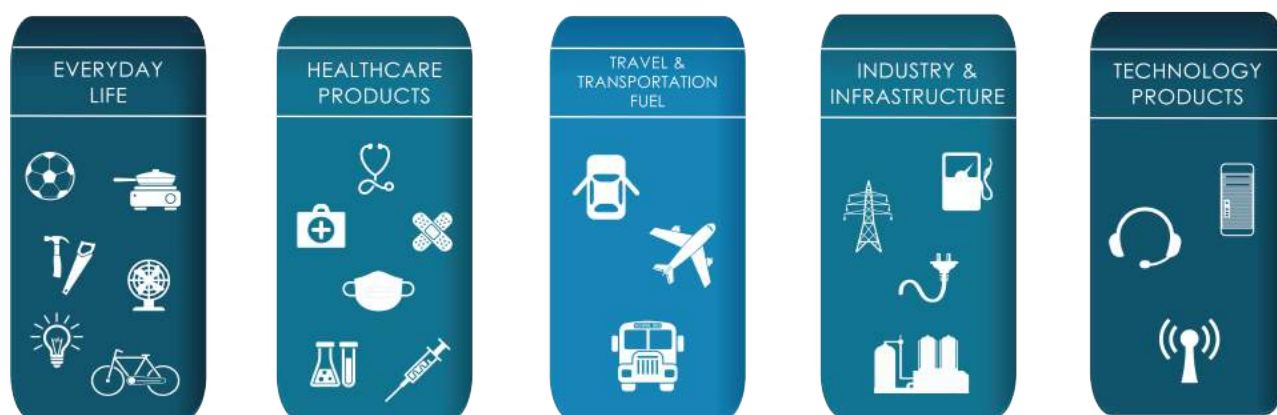
## EnLink and the Energy Industry

### Industry Sustainability

*The energy transition is changing our industry, and EnLink is leaning in through innovation, efficiency, and sustainability.*

The midstream industry operates energy infrastructure that transports natural resources like crude oil, natural gas, and natural gas liquids (NGLs) to companies that turn these resources into everyday products or into electricity to power homes, hospitals, schools, and businesses. Responsible midstream companies like EnLink are essential to providing reliable energy security to our nation.

#### ESSENTIAL PRODUCTS CREATED BY OIL & NATURAL GAS



### The Energy Transition Is Underway

The world is transitioning to less carbon-intensive energy generation to counter the effects of climate change. Responsibly managed fossil fuels will play a critical piece of the energy mix for decades to come. **At EnLink, we believe that energy companies must evolve to continue meeting rising demand, while slowing the effects of climate change.**

Natural gas is integral to this transition, as a less-carbon-intensive, more efficient bridge fuel. In fact, the U.S. Energy Information Administration's Annual Energy Outlook 2022 report states that natural gas will remain one of the top most-consumed sources of energy, and "U.S. energy consumption will continue to grow through 2050 as population and economic growth outpace energy efficiency gains." EnLink is primed to play a key role in meeting this demand, as approximately 90% of our current business is driven by natural gas and natural gas liquids.

EnLink is changing how we do business, delivering energy products, like natural gas, that meet demand and power our lives, while also reducing emissions and providing midstream solutions for our customers. We're getting more innovative and more efficient to ensure that EnLink will have a long-term, sustainable role in providing the energy the world needs. In fact, EnLink announced in May 2021 our intention to achieve a 30% reduction<sup>5</sup> in methane emissions intensity by 2024 and a 30% reduction<sup>5</sup> in our total carbon dioxide equivalent (CO<sub>2</sub>e) emissions intensity by 2030, as well as net zero emissions by 2050. [Click here](#) to read about our emissions reduction commitments and [here](#) to read about our carbon solutions group.

<sup>5</sup> As compared to 2020 scope 1 emissions levels

## Industry Regulation and Trade Organizations

The energy industry – and in particular oil and gas – is one of the most heavily regulated industries in the United States, subject to rules and oversight set forth by local, state, and federal governmental bodies. EnLink invests significant time and resources to ensure we meet or exceed these important regulations, while delivering oil and gas products that power our daily lives in a safe and responsible manner.

EnLink participates in organizations committed to developing industry standards including the Environmental Partnership, Energy Infrastructure Council (EIC), the GPA Midstream Association, the Texas Pipeline Association, the Louisiana Mid-Continent Oil and Gas Association, the New Mexico Oil and Gas Association, the Petroleum Alliance of Oklahoma, and other industry and community associations. EnLink is playing an important role in helping the midstream industry become more transparent and sustainable through our participation in an environmental, social, and governance (ESG) working group of EIC and GPA member companies. The goal of the group is to evolve reporting standards and make it easier for stakeholders to find and interpret sustainability data from midstream companies.

## Providing Financial Stability

The energy industry has a proud track record of helping keep Americans employed and financially stable by providing well-paying jobs, and EnLink provides the same for our employees. In fact, the lowest 10% of EnLink employees' base wages in 2021 equated to 136% of the living wage national average<sup>6</sup>, and our median employee earned over 200% of the living wage national average of \$46,304 per year. This compensation model provides our employees with much desired financial stability, while also helping us secure top talent.

Additionally, the energy industry frequently provides opportunities for above-average wages and career success for those without four-year college degrees. Many of our operations personnel bring seasoned experience to these highly technical jobs in lieu of a degree, while others may have chosen to pursue two-year degrees or trade-school certifications. At EnLink, 53% of our highly skilled workforce does not have a four-year degree<sup>7</sup>, nor is it required by their job description. With rising tuition costs and student college loan debt, the opportunity for career success without the additional financial burden of a four-year degree has strong appeal for many. As an additional benefit to our employees, EnLink offers tuition reimbursement for those employees seeking to further their education; see our [People section](#) for specific information on EnLink's benefits.

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<sup>6</sup> As reported March 2022 in Massachusetts Institute of Technology (MIT) Living Wage Calculator, the living wage in the United States was \$22.26 per hour or \$46,304 annually per individual, before taxes for a family of four (two working adults, two children); Glasmeier, Amy K. Living Wage Calculator. 2022. Massachusetts Institute of Technology. <https://livingwage.mit.edu>

<sup>7</sup> Based on employee reported data collected at time of hire and/or our Diversity, Equity, and Inclusion survey conducted in 2021; reflects population as of December 31, 2021.

## EnLink and the Energy Industry

### Carbon Solutions

EnLink is building a scalable carbon capture business in Louisiana, helping an industrial area to decarbonize.

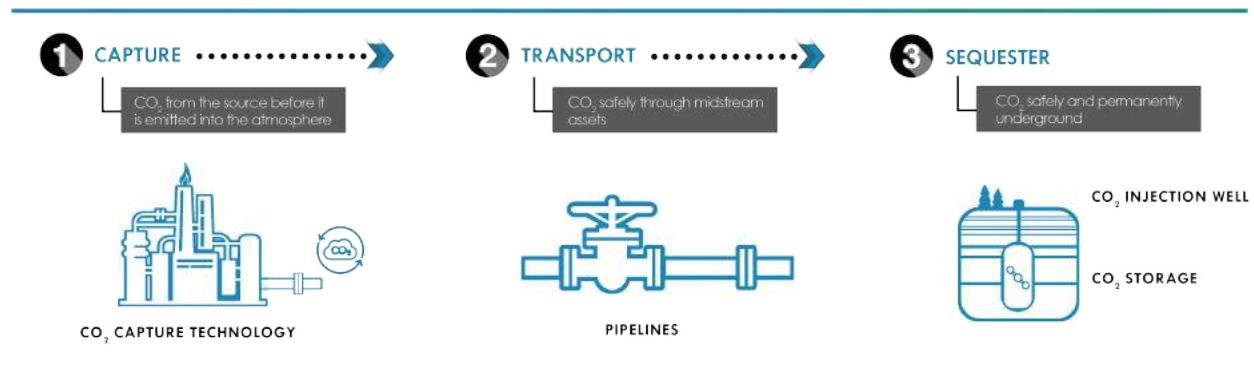
Carbon capture, transportation, and sequestration (CCS) is an innovative way for the world to meet global net-zero emissions.

At EnLink, we believe we are well positioned to be a leader in the CCS industry. Within the United States, Louisiana is the second largest industrial emitter of carbon dioxide (CO<sub>2</sub>) emissions<sup>8</sup>. EnLink operates an extensive pipeline network in Louisiana, with redundant pipe that can be converted to transport CO<sub>2</sub>. We're using this network, plus our existing relationships in Louisiana and decades of experience, to build a scalable CCS business and drive sustainable value in the energy transition.

#### How CCS Works

CO<sub>2</sub> is emitted into the atmosphere from a wide range of industrial processes, including fertilizer production, hydrogen production, and power generation. Through existing proven technology, CO<sub>2</sub> can be captured from the source before it's emitted into the atmosphere. The captured CO<sub>2</sub> can then be safely transported through pipelines, a process that is very similar to moving hydrocarbons. Finally, through the use of injection wells, CO<sub>2</sub> can be safely and permanently sequestered in geological formations.

#### CARBON CAPTURE SOLUTIONS OVERVIEW



#### The Need Here and Abroad

Globally, the CCS industry currently captures approximately 40 million metric tonnes<sup>9</sup>. However, the International Energy Agency expects CCS to account for nearly 37% of all CO<sub>2</sub> reduction from industry in order to meet Net Zero by 2050. In turn, CCS is expected to grow significantly with global capacity to reach 7.6 billion metric tonnes by 2050<sup>9</sup>.

Within the United States, the Environmental Protection Agency estimates 5.2 billion metric tonnes of CO<sub>2</sub> are emitted each year<sup>10</sup>, with Louisiana being the second largest industrial emitter<sup>8</sup>. Within Louisiana, the Mississippi River corridor emits 80 million metric tonnes per year and makes up nearly two thirds of Louisiana's total industrial CO<sub>2</sub> emissions<sup>10</sup>.

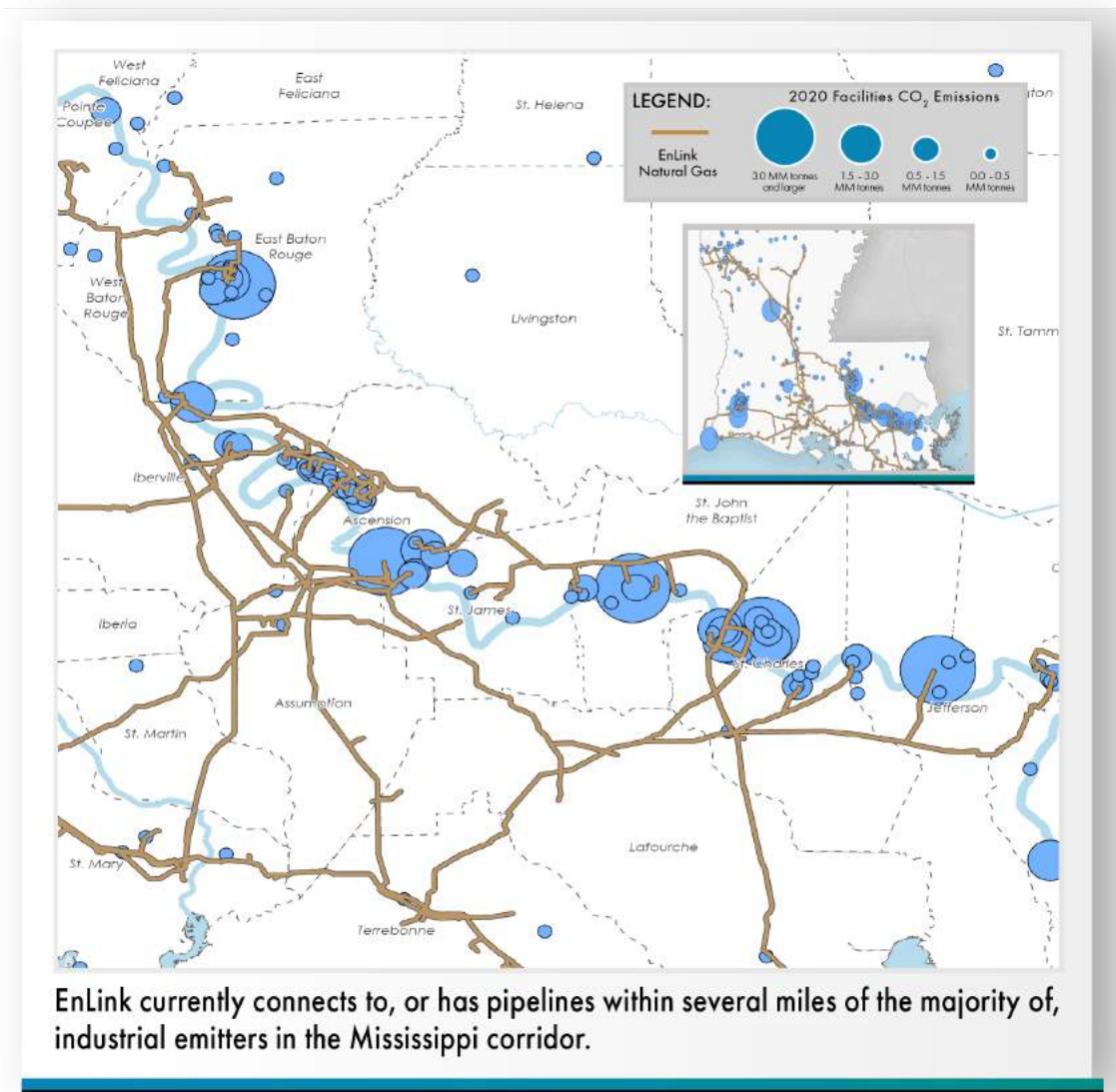
<sup>8</sup> EPA FLIGHT Tool

<sup>9</sup> IEA - Net Zero by 2050, A Roadmap for the Global Energy Sector

<sup>10</sup> EPA Greenhouse Gas Inventory Data Explorer 2019

### Best Positioned to Provide CCS in Louisiana

EnLink has all the elements for a full-service CCS business. We bring a customer-focused mindset with decades of relationships in the Louisiana market. Additionally, EnLink owns approximately 4,000 miles of pipeline in the state of Louisiana, which can be converted to CO<sub>2</sub> service. Lastly, EnLink has decades of experience structuring and executing commercial contracts to accommodate customer needs, and hundreds of employees located in Louisiana to service those customers.



EnLink currently connects to, or has pipeline within several miles of the majority of industrial emitters in the region. With the extensive pipeline in the ground, the ability to repurpose existing pipeline benefits all parties, as it improves project timelines and costs. Perhaps most importantly, it reduces the potential project impact to the environment, as compared to building new pipeline networks in Louisiana's diverse wetlands and environmentally sensitive areas.

EnLink formed a Carbon Solutions Group in June 2021 to pursue carbon capture and energy transition opportunities. The group quickly made progress, announcing in early 2022 that EnLink signed a memorandum of understanding with Talos Energy to provide a complete CCS service

offering in Louisiana. EnLink is providing our midstream assets, while Talos brings their subsurface assets to the table. Talos executed agreements with a large landowner in southern Louisiana for approximately 26,000 surface acres providing capacity of over 500 million metric tonnes for permanent carbon sequestration. Importantly, these sequestration sites are proximate to existing EnLink pipelines that are well suited for conversion to CO<sub>2</sub> service.





## **Responsible Operations**

### **Overview**

*EnLink prioritizes safety and environmental stewardship and is focused on reducing emissions.*

EnLink operates our business responsibly, efficiently, and with regard for our employees, the public, and the environment. We consider natural gas and crude as viable energy sources for the future and part of the solution to meeting the world's energy needs. With commitment from EnLink employees, we protect the integrity of our assets, operate safely and minimize our environmental impact.

### **2021 Responsible Operations Achievements**

- Adopted near- and long-term emissions targets, including reaching a 30% reduction in methane emissions intensity by 2024<sup>11</sup> and pursuing a path to reach a 30% reduction in our total carbon dioxide equivalent (CO<sub>2</sub>e) emissions intensity by 2030<sup>11</sup>; in 2021, we achieved reductions of approximately 1,500 metric tonnes (MT) of methane emissions and approximately 38,000 MT of CO<sub>2</sub>e
- Continued our GoalZERO campaign to strive for ZERO injuries, ZERO vehicle accidents, ZERO spills and releases, and ZERO line strikes
- Lowered the Reportable Environmental Incident Rate (REIR) by 43% from 2020, and exceeded the 2021 target of 1.50 by 41%, with a REIR of 0.89
- Achieved the lowest number of spills and releases in EnLink history
- Completed approximately \$92 million of equipment reuse and refurbishing initiatives
- Received the 2021 Chairman's Award for Safety Improvement from GPA Midstream

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<sup>11</sup> As compared to 2020 scope 1 emissions levels



- Achieved the lowest Total Recordable Incident Rate (TRIR) in EnLink history of 0.44, which is a 6% improvement from EnLink's 2020 TRIR and 38% better than the 2020 GPA Midstream Division One<sup>12</sup> TRIR average of 0.715
- Achieved the lowest Preventable Vehicle Accident Rate (PVAR) in EnLink history of 1.11, which is a 5% improvement from EnLink's 2020 PVAR
- Conducted over 100 pipeline safety public awareness meetings for the general public, public officials, and first responders in the communities where we operate
- Conducted over 126,000 pipeline inspections from the Common Ground Alliance's "one call" network and achieved a 99.99% on-time ticket service rate

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<sup>12</sup> The GPA Midstream Association classifies companies that complete 1 million or more midstream operational workhours in one year as Division 1. The 2020 industry average for GPA Division One companies, EnLink's peer group, is 0.715. At the time of this report's issuance, 2021 industry numbers were not yet available.

## Responsible Operations

### **Energy Use and Emissions**

*EnLink is focused on using innovation and process improvements to reduce our carbon footprint, while delivering essential energy products.*

EnLink is focused on continuously improving our efficiency and driving innovation. We continue to promote a culture of emissions management and implement technologies, best practices, and execute projects that reduce emissions. We have set both short and long-term, sustainable goals to reduce our carbon footprint and minimize our impact on climate change, thereby furthering our role in the energy transition.



*"EnLink believes that to become the future of midstream, as our visions states, we must operate in an environmentally responsible manner and lean into the energy transition through carbon capture solutions. In 2021, we focused on moving our environmental program from a compliance function to a strategic aspect of our company's long-term plan." - Ben Lamb, Executive Vice President and Chief Operating Officer*

### **Energy Use and Emissions**

EnLink's focus on reducing carbon emissions includes reducing methane emissions from our operations. EnLink utilizes best practices to reduce emissions, such as using optical gas imaging for leak detection and repair. We've continued to improve our emissions performance and operational efficiency by replacing flares with thermal oxidizers at many of our plants and installing vapor recovery units and exhaust catalyts.

We closely monitor our energy consumption and evaluate ways to optimize our usage to maximize our sustainability impact. We employ processes that allow us to repurpose exhaust heat, a byproduct of operations, for warming purposes required elsewhere in our process. We utilize solar capabilities to power our methanol pumps, meter stations, and line operating data gathering stations, while LED lighting is now standard at our operating facilities and on new construction, further reducing our company's need for additional power and limiting our environmental impact.



*EnLink utilizes solar panels to reduce the need for additional power.*

### **Long-Term Emissions Reduction Targets**

EnLink is partnering our industry know-how with our continuous innovation to evolve how we operate to become a more sustainable, leading midstream company. We believe that we all can play a role in minimizing our impact on climate change, and midstream companies in particular are vital to the energy transition to a lower carbon world.

In 2021, we announced our commitment to reaching net zero greenhouse gas emissions by 2050. We are pursuing significant emissions reductions strategies that will position us to achieve this goal. Along the way, we will strive to achieve emissions reduction milestones, including:

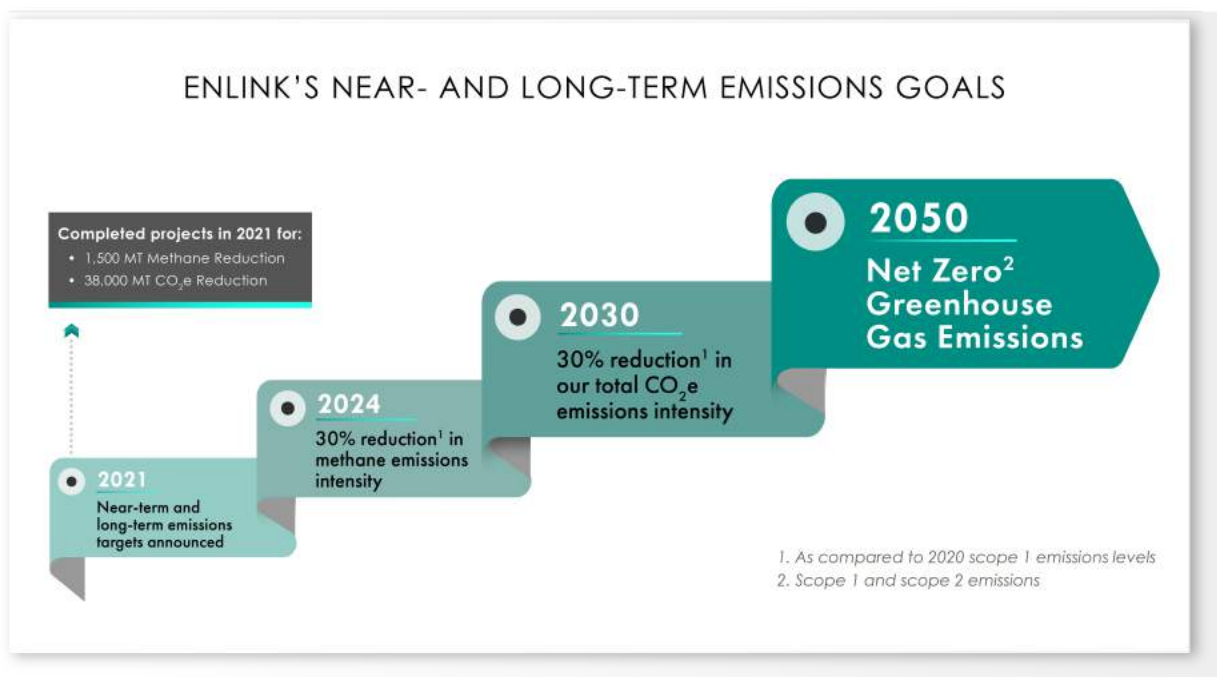
- Achieving a 30% reduction in scope 1 methane emissions intensity by 2024 as compared to 2020 levels; this is a high-impact step, as methane has a global warming potential 25 times that of carbon dioxide (CO<sub>2</sub>)<sup>13</sup>
- Pursuing a path to reach a 30% reduction in our total scope 1 carbon dioxide equivalent (CO<sub>2</sub>e) emissions intensity by 2030 as compared to 2020 levels

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<sup>13</sup> Overview of Greenhouse Gases: Methane Emissions; from the United States Environmental Protection Agency: <https://www.epa.gov/ghgemissions/overview-greenhouse-gases>

EnLink is evaluating numerous emissions reduction innovations, process improvements, and opportunities to help accomplish these goals, including:

- Replacing or retrofitting natural gas-driven pneumatic devices to lower-emitting or zero-emitting alternatives
- Increasing usage of renewable energy to power our operations
- Converting natural gas-driven equipment to run on electricity
- Implementing carbon capture technologies for beneficial reuses or sequestration of carbon dioxide
- Utilizing voluntary optical gas imaging monitoring programs
- Installing emission control equipment to reduce and minimize emissions
- Modification of operational processes to recover and recycle natural gas to minimize methane and flaring volumes



### Accomplishing Emissions Reduction Goals with Minimal Capital

EnLink set a goal to reduce methane emissions intensity by 30% by 2024. Through the first quarter of 2022, EnLink accomplished approximately 40% of that goal with a capital investment of less than \$800,000 through cost-effective measures like replacing high-bleed equipment with low or no-bleed equipment. EnLink is continuing to work toward its goal of a 30% reduction and believes it can achieve this goal by 2024 with an additional capital investment estimated to be approximately \$2 million.

EnLink is continuing to work on projects and plans to achieve its longer-term emission reduction goals, such as the 15-year agreement with Continental Carbonic Products to capture CO<sub>2</sub> emitted from our Bridgeport plant in North Texas and sell for use in food-grade products that was announced in November 2021. This project is expected to be in service in early 2024 and makes meaningful progress toward our goal of a 30% reduction in total CO<sub>2</sub>e emissions intensity by 2030, while being modestly profitable. EnLink will continue to focus on cost-effective ways to achieve its environmental goals.

EnLink was awarded grant funding of \$4.42 million by the Texas Commission on Environmental Quality for compression engine emission reduction projects in our North Texas operating area. The funding will assist EnLink in replacing 13 engines at six locations with lower emission units,

which we anticipate will decrease the regulated pollutant emissions and greenhouse gas emissions by over 7,000 MT of CO<sub>2</sub>e.

**Supporting Climate Change Research**

EnLink is supporting climate change research as the sole midstream participant in the University of Oklahoma's "XGEM" project. XGEM is a multifaceted research and engineering project focused on developing the world's most advanced greenhouse gas sensor. Once fully tested and calibrated, the sensor will be launched into space and provide satellite monitoring of greenhouse gas sources around the globe. EnLink joined the project in late 2021 and looks forward to being a part of this critical research.

**Environmental Industry Organization Participation**

EnLink announced its participation in The Environmental Partnership in March 2021. We are proud to continue our participation in 2022. The Environmental Partnership is a collaboration of oil and natural gas companies that are focused on addressing our industry's environmental impacts and implementing emissions reduction solutions. By joining The Environmental Partnership, we are demonstrating our commitment to further implement practices that reduce methane emissions and are participating in a forum of industry leaders committed to improving the environmental performance of our industry.



## **Responsible Operations**

### **Environmental Performance & Stewardship**

*EnLink's dedicated environmental team is working to reduce our impact and improve sustainability.*

EnLink is focused on protecting the environment while providing critical services that help Americans and people around the world access reliable energy. We operate with the intent to comply with all applicable environmental laws and regulations, but we don't stop at compliance. We strive to go above and beyond what's required.

EnLink continuously works to improve our environmental performance through developing and incorporating innovative solutions, processes, technologies and tools to reduce our environmental impact and minimize or avoid impacts to air, water, land and wildlife. Our dedicated environmental team maintains an active field presence, working closely with operations and project teams to aid in risk management and to meet or exceed applicable environmental laws and regulations. We strive to prevent spills and releases, while minimizing adverse impacts should they occur.

#### **Environmental Stewardship and Biodiversity**

EnLink looks for ways to minimize our environmental footprint. This includes restoring construction areas, reusing and recycling, controlling pollution, and conserving resources.

EnLink takes an environmentally sound approach to biodiversity for operation of new and existing assets and construction projects. We prioritize avoiding environmentally sensitive areas in the project design process; secondly, we minimize our impact to land, water, air, and wildlife; thirdly, we restore impacted habitats or other environmentally sensitive areas when avoidance is not practicable; and lastly, we operate our assets in a manner that respects the environment and minimizes the potential for ecological disruption. We strive to communicate and coordinate with community members, landowners, and regulators on conservation approaches and efforts.

Examples of how EnLink may minimize our impact when planning, constructing, or operating projects include narrowing right of way and construction workspace widths, using horizontal directional drilling to avoid surface impacts, and restoring the environment when impacts are unavoidable through replanting of vegetation or offsetting the impact by acquiring wetland mitigation credits from government and environmental agencies.

#### **Reuse and Recycling**

Equipment reuse and refurbishment is an important part of EnLink's operational excellence and sustainability strategy to drive significant financial savings and limit waste. We focus on repurposing and refurbishing idle or underutilized materials and equipment to be used in new ways at other facilities, including compressors, pipe, tanks, and more. In 2021, EnLink completed approximately \$92 million of equipment reuse and refurbishing initiatives.

Two major components of these savings were our innovative relocations projects - Project War Horse, a plant relocation project, and Remy Jane, a compressor station. Both projects relocated underutilized natural gas processing equipment from Oklahoma to the rapidly growing Midland Basin. These projects repurposed existing equipment, an environmentally friendly and efficient approach versus new build projects. Due to the success of Project War Horse, EnLink announced Project Phantom in 2021, another plant recycling and relocation project, which is expected to be online in the fourth quarter of 2022. Plant relocations are more environmentally friendly than new builds, and they provide cost savings, as the cost of a building a new plant can be 50-65% more than a relocation.



## Reportable Environmental Incident Rate

To better benchmark our environmental performance against our peers, we developed an internal environmental metric to track state and federal agency reportable spills and releases. The Reportable Environmental Incident Rate (REIR) has been incorporated into our 2021 Safety and Sustainability Scorecard, which is one performance component of our Short-Term Incentive (STI) Program for employees ([click here](#) to learn more). Similar to Total Reportable Incident Rate (TRIR), this metric reflects the number of agency reportable environmental incidents multiplied by 200,000 (the average hours worked by 100 employees in a year) and divided by the actual total number of employee workhours. EnLink's 2021 REIR was 0.89, below our 2020 rate, as well as our prior three-year average, and 41% below our 2021 target.

## Environmental Management System

EnLink's environmental performance is driven by our environmental management system, enabling both managerial oversight and employee focus on key environmental areas. We follow the continuous improvement process of plan-do-check-act to ensure that environmental standards and considerations are a priority in project planning, emergency response planning, and employee training. We also report and investigate incidents, implement compliance processes, and track our performance to allow for continuous improvement.



EnLink is focused on improving the efficiency of our environmental reporting, emissions calculation, benchmarking, and improvement project tracking through the development of a sustainability management system. We began development of the data system in 2021, and will continue development throughout 2022. Tracking data in a single system structured around environmental data will allow for greater visibility and improved tracking and transparency. The system will support both compliance reporting and emission reduction project planning and execution, and will enable us to run near real-time status reports for analysis, quantification, and decision making.

## **Responsible Operations**

### **GoalZERO Safety**

*EnLink prioritizes safety by striving for ZERO safety incidents.*

EnLink maintains the highest regard for the health and safety of our employees, contractors, customers, and communities where we operate. Our award-winning Environmental, Health, and Safety (EHS) program focuses on mitigating risk, increasing knowledge and skills, improving processes, and measuring performance.

We invest substantial resources to ensure the integrity and impact of our EHS efforts and follow comprehensive environmental and safety practices, in addition to all applicable laws and regulations.

#### **Employee and Leadership Responsibility**

EnLink is committed to providing safe, responsible, and ethical operations. As part of this commitment, companywide safety goals are included in EnLink's Short-Term Incentive Program via the Safety and Sustainability Scorecard ([click here](#) to learn more about our incentive program).

The scorecard promotes our safety-centric culture by measuring key performance indicators focused on risk management, compliance, process improvement, and employee knowledge and development. Progress is reported to employees during monthly safety meetings, discussed in quarterly all employee calls, and available via our employee intranet.

Our EHS team hosts safety training sessions each month, with attendance required for employees based on their job position. Employees are assessed against a set of established and measurable safety goals each quarter, and EnLink reinforces the power of all employees to ensure the safety of operations, as every employee on an active job site has stop-work authority to use at their discretion.

#### **Contractors Safety and EHS Risk Identification and Audits**

EnLink utilizes process hazard analyses, pre-job tailgate meetings, inspections, and incident investigations to identify and mitigate work hazards throughout each phase of new projects and existing operations. EnLink conducted over 500 EHS audits and inspections in 2021.

EnLink also expects those we partner with, including our contractors, to focus on safety. This starts with our contractor selection process, which assesses safety performance. EnLink also requires general and site-specific safety orientation prior to working alongside our employees and in our operational facilities.

Although EnLink's contractors are responsible for their own safety and control over their work activities, EnLink expects all contractors to follow all Occupational Safety and Health Administration (OSHA), Environmental Protection Agency (EPA), and Department of Transportation (DOT) regulations, as well as follow their own established safety protocols and procedures. EnLink also encourages and expects contractors to identify and communicate risks with EnLink.

In 2021, EnLink resumed in-person contractor safety summits and held contractor safety summits in asset areas with significant contractor activity. These summits allow EnLink and the contract community to share best practices, trends, and solutions to common challenges and safety risks facing the midstream industry. In addition to the contractor safety summits, EnLink also conducted monthly contract inspector safety meetings in active growth areas. Bringing the contract inspector force together to discuss incidents, near misses, risks, best practices, and solutions allows them to better assist the contract work force.

### **GoalZERO Program Launch and Safety Achievements**

EnLink's "GoalZERO" program provides tools and encouragement to help employees always strive for **zero** injuries, **zero** vehicle accidents, **zero** line strikes, **zero** fires, and **zero** spills. One of the most successful tools within the program is EnLink's "Take 2, Ask 3" initiative, which employees have adopted as a regular first step to getting any job done. Employees start every job by taking just two minutes to ask three important safety questions: "What can go wrong? What precautions should I take? Can I do this job safely?"

The program has been highly successful, resulting in EnLink receiving national safety recognition by winning the 2021 Chairman's Award for Safety Improvement from the GPA Midstream Association, an industry organization representing nearly 100 natural gas processors, for the second consecutive year. The award is given to select companies that have improved safety performance over previous years – a testament to EnLink's commitment to continuous improvement and a GoalZERO mindset.

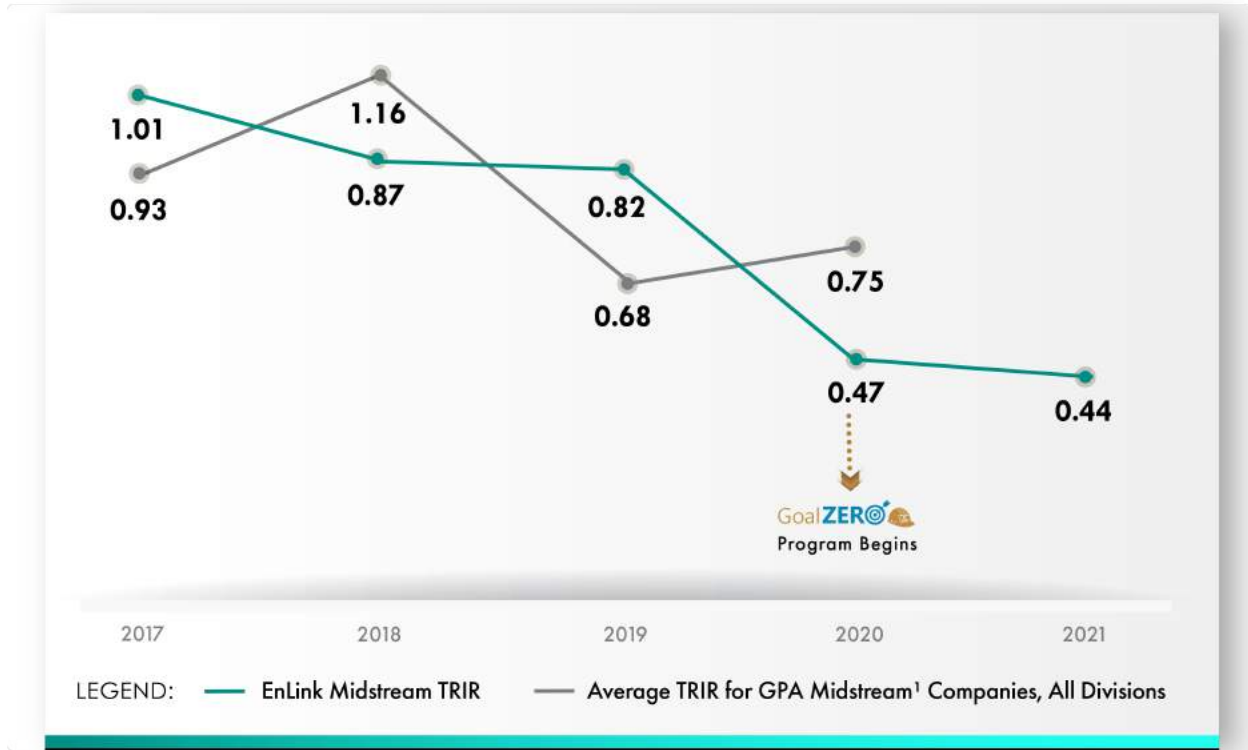


Additional 2021 GoalZERO achievements include:

- Achieved the lowest Total Recordable Incident Rate (TRIR) in EnLink history of 0.44, which is a 6% improvement from EnLink's 2020 TRIR and 38% better than the 2020 GPA Midstream Division One<sup>14</sup> TRIR average of 0.715
- Going 199 consecutive days without a recordable injury – a new company record
- Achieving EnLink's Lowest Preventable Vehicle Accident Rate in EnLink history of 1.11
- Debuting EnLink's GoalZERO Excellence awards in which EnLink operating areas were celebrated for achieving zero incidents in key safety focus areas

<sup>14</sup> The GPA Midstream Association classifies companies that complete 1 million or more midstream operational workhours in one year as Division 1. The 2020 industry average for GPA Division One companies, EnLink's peer group, is 0.715. At the time of this report's issuance, 2021 industry numbers were not yet available.

## ENLINK'S TOTAL RECORDABLE INCIDENT RATE TRENDING DOWN



1. At the time of this report's issuance, the 2021 average TRIR was not yet available from GPA Midstream.

### Public Safety and 811

Pipelines have a safety record well in excess of any other mode of transporting petroleum and natural gas products. EnLink operates our pipelines and facilities safely, reliably, and with a focus on environmental stewardship. Through our Public Awareness Program, we provide information about EnLink's operations and safety initiatives to community members who live and work near our pipelines and facilities. We develop and distribute customized information packets each year to local communities, schools, public officials, excavation contractors, and emergency responders. To promote pipeline safety, EnLink participated in over 100 virtual public awareness meetings in communities across our asset base in 2021.

EnLink also regularly promotes digging safety through our partnership with the Common Ground Alliance, an association of underground utility companies and organizations committed to underground infrastructure safety. The Common Ground Alliance promotes the national "811" call-before-you-dig phone number, which helps professionals and homeowners safely complete digging projects by connecting them with a local "one call center" that can identify and mark approximate locations of underground utility lines. Once lines are flagged, the project may be commenced, and underground lines can be safely avoided. In 2021, EnLink cleared over 127,000 tickets assigned to the company via the 811 system, with 99.99% of these tickets cleared on time.

On the road, we utilize control systems such as in-cab vehicle surveillance, telematics, overfill protection, and speed governors to promote and protect the safety of our employees and local communities. We also work closely with the National Safety Council to provide driver training to company drivers.

## **Responsible Operations**

### **Emergency Preparedness**

*EnLink conducts year-round training and proactively prepares for emergency situations.*

EnLink's emergency preparedness goes well beyond mandated regulations. In the unlikely event of an emergency, we are prepared to activate our comprehensive emergency response plan and work closely with local responders to keep the public and our employees safe. We believe the best emergency response system begins with prevention and is amplified by continuous monitoring and preparation.

#### **Drills, Exercises, and Readiness**

EnLink maintains the experience, skills, and resources necessary to appropriately respond to an emergency situation, should one arise. This level of preparedness helps ensure the protection of our workforce and the communities in which we operate. We regularly engage and partner with local firehouses, emergency management officials, law enforcement officers, public officials, and planning agencies to review crisis response procedures and to conduct physical and tabletop drills with us to ensure finely honed response planning. EnLink also communicates regularly with local first responders through routine in-person meetings, facility tours, and informational mailers.

In 2021, our employees received over 4,500 hours of safety and emergency response training. We proactively create and maintain emergency response plans for our operations sites and conducted more than 75 safety drills in 2021 to help ensure employees are prepared to respond to any emergency situation.

The best emergency response system begins with prevention, and thus we take the opportunity to learn from any incident. Incidents and "near misses" are screened through EnLink's incident investigation process which includes contributions from multiple stakeholders across disciplines to determine causes and hazards, as well as the implementation of corrective and preventive actions. EnLink's incident investigation process is an essential way in which we empower our employees, reduce risk, and improve our processes.



*The Canadian County Sheriff's Department joined EnLink employees for an emergency drill at the EnLink Cana gas processing facility.*

## **Responsible Operations**

### **Asset Integrity Management**

*EnLink focuses on maintaining robust asset safety, integrity, and reliability across our operations.*

EnLink's Operations, Engineering, Operational Excellence, and Environmental, Health, and Safety teams work to operate our assets in a way that maximizes efficiency and provides safe, reliable operations for our customers. We strive to ensure the integrity of our assets, prioritize safety, and minimize our environmental impact throughout our systems.

#### **Mechanical and Pipeline Integrity**

EnLink's dedicated Asset Integrity Management team utilizes compliance-focused programs and practices that guide our approach and commitment to asset safety. We regularly invest in monitoring, maintenance, and controls that help us safely and reliably deliver energy products and serve our customers.

Our processes include pipeline smart tool runs, pressure testing, cathodic protection, and robust corrosion management. Our Pipeline Integrity team routinely performs tests that exceed regulatory requirements, reducing risk and increasing our ability to reliably transport products. Our Pipeline Control Room monitors our pipeline system 24/7 by utilizing the latest technology such as leak detection monitoring software, which reduces response time to potential incidents and increases our asset and system reliability.

Through these practices and technologies, our efforts drive down risks and ensure what's in the pipe, stays in the pipe. EnLink further protects our assets through a robust mechanical integrity program, whose standards are aligned with many governing bodies, including the American Petroleum Institute, the American Society of Mechanical Engineers, the Occupational Safety and Health Administration, the Environmental Protection Agency, and Pipeline and Hazardous Materials Safety Administration requirements.

EnLink has extensive pipeline and tank inspection and testing programs that adhere to industry standards. In the event incidents do occur, we believe in using situations as learning opportunities. Our clearly defined investigative process is focused on identifying root causes and determining any appropriate corrective or preventative actions.

#### **Leak Detection, Inspection, and Spill Prevention Program**

EnLink designs and constructs our facilities according to company, engineering, and industry standards. In addition, our assets are operated in a compliant and ethical manner to prevent and minimize spills and releases. These standards and programs include:

- Facility design standards
- Asset integrity equipment inspections
- Installation of best technology containment systems
- Annual emergency preparedness training
- Spill prevention control and countermeasure plan
- Emergency response plans, including facility-specific plans, and conducting tabletop & full-scale emergency response drills

EnLink's operating assets are monitored and surveilled daily by operations personnel focused on the detection of leaks, damage, equipment shutdowns, and other potential hazards or issues. We perform aerial patrols to inspect our pipeline rights-of-way, supplement our leak detection program, and help to identify high consequence areas. Additionally, EnLink's compressor stations utilize vibration monitoring for preventive maintenance and performance enhancement.



EnLink's Geographic Information Systems (GIS) equips employees with a suite of applications that communicate real-time data in the field and on location, helping EnLink's field teams execute tasks safely. Our GIS technology provides access to live system pressures, land survey and access data, construction and project status, engineering details, emergency response plans, and weather radar. Providing quick and easy access to this data allows for increased productivity and efficiency, asset and system reliability, safe operations, and quicker response times by EnLink's teams.



## **Social Responsibility**

### **Overview**

*EnLink actively contributes to the growth and success of our teams and communities.*

EnLink takes great pride in our longstanding investment in social responsibility initiatives and the numerous ways we support and contribute to our employees and communities. In fact, "Focus On People" has long been a Core Value at EnLink.

### **2021 Social Responsibility Achievements**

- Volunteered over 740 hours to community nonprofits and causes through our first "Month of Service"
- Made available 50,000 gallons of propane to assist Southeast Louisianans run generators, cook food, and power on-the-ground response operations following Hurricane Ida
- Adopted a Supplier Code of Conduct that outlines our expectations for human rights, labor practices, environmental and safety responsibilities, business ethics, and asset protection by our supplier community
- Joined the CEO Action for Diversity & Inclusion, the largest organization of chief executives that are driving measurable action in advancing workplace diversity, equity, and inclusion
- 38% of corporate management roles (non-officers) are held by women and 27% by employees from diverse racial and ethnic backgrounds
- 100% of managers completed "Inclusive Leadership" training, and 100% of employees completed Preventing Workplace Harassment course
- 78% of employees participated in our wellness program by getting a physical and age-appropriate screening
- Launched an employee flexibility benefit offering a hybrid work-from-home schedule for office employees, which is supportive of our employees' needs and reduces emissions from employee commutes

## **Social Responsibility**

### **COVID-19 Prevention & Response**

*We're protecting the health and safety of our employees, partners, and communities while continuing to reliably serve our customers.*

EnLink has always prioritized the health and safety of our employees, as well as the safety, sustainability, and reliability of our operations. EnLink quickly and thoughtfully adapted to the challenges posed by the COVID-19 pandemic beginning in 2020 without sacrificing operations. Although the adoption of COVID-19 vaccines has altered the landscape of the pandemic, EnLink remains vigilant and continues to closely monitor pandemic developments to protect the health of our employees and to reliably serve our customers. As of the publication date of this Sustainability Report, EnLink's COVID-19 Prevention and Exposure Policy remains in place to continue to prioritize the health and safety of our teams while they deliver essential energy services.

In March 2021, EnLink office employees returned to working in-person - first in A/B shifts to limit the number of people in our larger offices, and eventually with full staff. Leaders continue to evaluate COVID-19 news and local transmission rates to determine if employees should temporarily work from home to prevent community spread.

All employees are required to follow our COVID-19 Prevention and Exposure Policy, which includes protocols for response to potential exposures and confirmed cases of the virus.

EnLink continues to closely monitor information from sources such as the Centers for Disease Control and Prevention (CDC) and the Occupational Safety and Health Administration (OSHA), as well as follow all applicable local, state, and federal requirements related to COVID-19. We regularly provide communications to employees with relevant, related news, updates to our COVID-19 procedures, and safety tips.

In line with our Core Values that prioritize safety and people, we continue to serve our customers effectively, safely, and reliably, while protecting the health and safety of our employees, business partners, and communities.

## **Social Responsibility**

### **Our People**

*Creating a sustainable business is not possible without the contributions of the more than 1,000 employees on the EnLink team.*

We strive to provide our employees with a rewarding work environment, while delivering the tools, resources, and guidance needed to promote personal and professional development.

#### **Robust Compensation and Benefits Program**

Part of providing a leading workplace environment includes competitive total rewards packages. The total rewards program is comprised of base salary, short-term incentives tied to company performance, comprehensive employee benefits that include medical coverage, company-paid life insurance, disability coverage, and paid parental leave for both birth and non-birth parents.

We strive to make our benefit programs valuable and affordable. We evaluate market trends and employee participation in existing programs on an annual basis to determine opportunities for design and cost changes. We are proud that we are able to maintain 2021 medical cost premiums unchanged as compared to the prior year.

In addition, we encourage employees to maximize the financial resources made available to them. We believe this focus drives greater utilization of our benefits program, such as the 95% participation rate in our 401(k) program, which includes new employees automatically enrolled at time of hire and fully vested employer matched contributions.

EnLink's people-centric culture extends to our employees' physical, mental, and emotional health. Our annual wellness initiative encourages employees and their spouses to receive an annual wellness checkup. In 2021, 78% of EnLink employees received an annual wellness checkup, in some cases leading to early detection of issues or illnesses that could have become life-threatening had they gone undetected. EnLink also offers an employee assistance program that helps connect employees to the resources they need to manage many of life's unexpected challenges.

Our competitive total rewards program also supports the financial security of our employees and helps to attract and retain top talent. Turnover rates are monitored on a monthly basis and reported to our Board of Directors at least annually. Voluntary turnover rates over the last three years have remained relatively flat, averaging approximately 9% per year.

EnLink recognizes the importance of employees' need to provide financial stability for themselves and their families, particularly during challenging and uncertain times. Although our operations are not subject to living wage laws, our goal is to provide market competitive compensation to our employees, all of which are above the living wage. On average, the lowest 10% of our employees were paid 136% of the living wage national average of \$46,304 per year<sup>15</sup> and our median employee earned over 200% of the living wage national average.

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<sup>15</sup> As reported March 2022 in Massachusetts Institute of Technology (MIT) Living Wage Calculator, the living wage in the United States was \$22.26 per hour or \$46,304 annually per individual, before taxes for a family of four (two working adults, two children); Glasmeier, Amy K. Living Wage Calculator. 2022. Massachusetts Institute of Technology. <https://livingwage.mit.edu>

Like many energy companies, EnLink offers better than average income and advancement opportunities for those without a four-year college degree (53% of EnLink's 2021 workforce<sup>16</sup>). In addition, EnLink's tuition reimbursement program encourages employees to earn a degree or technical certification by providing economic support for our employees who choose to pursue additional education.

One of our employees utilizing the tuition reimbursement program is EnLink Recruiting Coordinator Nancy Martinez, who is pursuing a Bachelor of Science in Business Administration with a major in Human Resources Management.



*Recruiting Coordinator Nancy Martinez, on the far-left here with her family, is a full-time working mother who is using EnLink's tuition reimbursement program to get her bachelor's degree.*

"I'm immensely thankful to be part of a team and company that promotes personal and professional development, not just with education but through mentorship. EnLink has given me the opportunity to achieve one of my biggest goals, which is to return to school to obtain my bachelor's degree by removing a huge financial barrier. Returning to school as a full-time working parent is never easy, but having the support of your employer is very motivating."

### **Developing our Employees**

We strive to provide our employees with a rewarding work environment, including the opportunity for success and a platform for personal and professional development. We offer access to leadership, technical, and safety training to deepen employees' business and operational knowledge, as well as expand their overall skillset. While COVID-19 limited our ability to host most in-person development opportunities, we leveraged a range of tools to ensure a continued culture of development, including online courses. Our employees completed approximately 23,200 online and classroom courses comprising more than 15,000 hours, of which 4,500 hours were from required safety training.

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<sup>16</sup> Based on employee reported data collected at time of hire and/or our Diversity, Equity, and Inclusion survey conducted in 2021; reflects population as of December 31, 2021.



EnLink encourages bi-weekly one-on-one meetings between employees and their direct leaders – a critical element of EnLink's long-standing culture and focus on people. These key touchpoints allow leaders and employees to stay connected and accountable to one another. They also encourage two-way communication, provide opportunities for ongoing employee development, and provide an avenue to track progress on tasks, projects, and overall performance to ensure employees are meeting their individual goals for the year.

EnLink also rewards our employees for going above and beyond. Our highest internal honor, the Servant Leadership Award, highlights employees who inspire others, make significant contributions or transformative changes within their team, and model exemplary leadership. Servant leaders embody characteristics indicative of EnLink's Core Values and demonstrate service to others first. Award recipients are nominated by their peers and selected by the EnLink Leadership Team.



*EnLink's 2021 Servant Leadership Award honored employees from various roles throughout the company, including operations, engineering, accounting, and more, seen here with EnLink's Executive Leadership Team at the award ceremony.*

**Flexible Work Schedule**

One of the goals of EnLink's 2021 Strategic Plan was to motivate and engage our employees. A critical part of engagement is listening to our employees. After months of employees working from home due to the pandemic without an impact to productivity, EnLink's office-based teams asked for more flexibility once they returned to the office.



EnLink listened and introduced an innovative hybrid work schedule in March 2021 that enables office employees to work from home two days a week and in office the remaining three. The hybrid work schedule initiative creates a number of benefits including:

- **Efficiency:** Working from home eliminates time needed for a daily commute, giving back time to employees to use as they please.
- **Sustainability:** Greenhouse gas emissions associated with commuting are reduced when employees work from home. Plus, a hybrid work schedule supports the overall well-being of a diverse workforce that is balancing numerous work/life commitments.
- **Talent Retention:** Multiple studies have shown that today's workforce desires flexibility. Our hybrid schedule gives EnLink a competitive advantage that will help us secure and keep top corporate talent and further solidifies our reputation as a people-focused culture.
- **Culture:** The hybrid schedule creates the ideal balance of working from home and in office, which enables our employees to continue building the relationships that make our culture and company what it is.

### **The EnLink Community Fund**

EnLink recognizes that our employees forge special relationships in the workplace and wish to support one another. There is no better embodiment of this than the EnLink Community Fund, which was created following the devastation resulting from Hurricane Katrina in 2005 to provide assistance to impacted employees and their families. Funded by employees through voluntary payroll deductions and administered by an employee committee, the EnLink Community Fund has helped numerous employee families deal with a variety of hardships over the last 15 years, including the impacts of natural disasters, medical emergencies, and other unforeseen life-altering events.

In 2021, the EnLink Community Fund awarded 14 grants to employees impacted by catastrophic events, including Hurricane Ida. The program has awarded 193 grants to employees since its adoption in 2005.

## **Social Responsibility**

### **Diversity, Equity, and Inclusion**

*We celebrate diversity and strive to make a culture of inclusivity and tolerance at EnLink and in our communities.*

Diversity and inclusion are critical attributes of one of EnLink's Core Values – Focus On People. EnLink strives to embrace, celebrate, and support the diversity of our employees and the unique perspectives and experiences each of us brings to EnLink. We promote diversity and inclusion through our hiring and promotion practices, overall pay practices, community outreach efforts, and through employee education and training on diversity topics.

Working with company leadership and Human Resources, EnLink's Diversity, Equity, and Inclusion (DEI) Action Team leads EnLink's diversity efforts. The DEI Action Team is comprised of diverse employees across the company, representing numerous demographics, backgrounds, and perspectives, and is led by Chairman and CEO Barry Davis and Executive Vice President and Chief Legal and Administrative Officer Alaina Brooks. The team's objectives are to:

- Foster a supportive and celebratory work environment in which all employees can realize their maximum potential at EnLink, regardless of their differences
- Promote a diverse workplace encompassing differences in ethnicity and backgrounds, thinking styles, experiences, and education
- Encourage and support the diverse communities where we operate

The DEI Action Team organized fundraising events throughout the year and launched EnLink's first Month of Service in September 2021. EnLink offers employees eight hours of paid time off per year to volunteer. While this time can be taken at any time in the calendar year, the DEI Action Team encouraged employees to volunteer through the September Month of Service, which was supported by EnLink. Their efforts resulted in over 740 hours volunteered - representing over \$33,000 in donated time<sup>17</sup>. In addition, employee-led fundraisers held throughout the year donated more than \$20,000 to community nonprofits serving diverse populations. [Click here](#) to read about this effort in our Community Impact section.

In 2021, Davis joined the CEO Action for Diversity & Inclusion, the largest organization of chief executives who have publicly committed to driving measurable action in advancing DEI in the workplace. The national organization provides resources, tools, and forums for members to implement meaningful DEI programs at their companies and learn from their peers' successes in creating diverse, inclusive business cultures.

# **CEO **ACT!ON** FOR DIVERSITY & INCLUSION**

Looking forward, the DEI Action Team is organizing a mentorship program for 2022, teaming experienced leaders with employees looking to learn and grow their potential.

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<sup>17</sup> Financial impact of volunteer hours are calculated using EnLink's average hourly rate (as of December 31, 2021) of \$44.80 per hour.

### **Employee Training and Education**

Employees are assigned a "Preventing Workplace Harassment" course each year, resulting in 100% completion of the assigned training in 2021. Additionally, EnLink requires various diversity training courses for EnLink leadership. These courses are open to all employees to take but are required for people leaders. In 2020, 97% of managers completed "Unconscious Bias" training. In 2021, 100% of managers completed "Inclusive Leadership" training, which taught people leaders how to continually assess inclusion in their teams and coach team members effectively and without judgment.

In addition to formal training, EnLink employees receive frequent diversity education through employee intranet articles written by the DEI Action Team. In 2021, the DEI Action Team shared celebratory and informative stories and personal testimonials on a variety of cultural topics including: how the holidays are celebrated by employees of Nigerian, Mexican, and Pakistani descent; Hispanic Heritage Month; Juneteenth; Women's History Month; Black History Month; Martin Luther King Jr.'s impact; and several stories about employees who immigrated from China, Vietnam, and other countries.

### **Diversity Hiring and Demographics**

EnLink is an equal opportunity employer that recruits, hires, trains, and promotes individuals in all job classifications without regard to race, color, religion, sex, national origin, disability, veteran status, or any other legally protected status.

In 2022, EnLink engaged Circa to expand our diverse candidate outreach. Circa promotes job openings to targeted diverse groups through a network of 15,500 community-based organizations and diversity sites, while also tracking and reporting data that EnLink can use as part of our recruitment efforts. This partnership will provide the opportunity for EnLink to identify diverse candidates for our interview process. Further, EnLink's recruitment process includes inclusivity questions that identify if potential candidates embrace and celebrate diversity.

EnLink conducted a confidential survey of its employees in 2021 to get a more complete view of employee demographics. As a result of this and when combined with existing personnel data, EnLink has demographic data for approximately 99% of our employee population.

ENLINK MIDSTREAM DIVERSITY NUMBERS ARE BETTER THAN INDUSTRY AVERAGE

## ENLINK MIDSTREAM<sup>1</sup>

## INDUSTRY



1. All demographic data is based on our employee population as of December 31, 2021, and excludes temporary workers, independent contractors, and interns. Corporate roles consist of those employees whose primary work location is in our Dallas and Houston Corporate offices and management consists of non-officer management level employees. Officers are defined as those appointed to serve as officers of the ENLC managing member by the ENLC Board.  
2. From the Wells Fargo Midstream ESG Scorecard, January 13, 2022

## **Social Responsibility**

### **Contributing to Our Communities**

*EnLink actively contributes to the communities where we live and work.*

EnLink's commitment to social responsibility includes our commitment to safety, economic development, and employee volunteerism. EnLink employees are encouraged to support worthy causes that make positive impacts in the areas of education, health and human services, and community development. Special consideration is given to nonprofits that serve diverse populations.

We are proud of the many examples of EnLink's good corporate citizenship, including partnerships with homeless and domestic violence support groups, volunteer fire departments, food banks, and many other organizations dedicated to social progress and community service.

#### **Month of Service**

One goal of EnLink's Diversity, Equity, and Inclusion (DEI) Action Team is to support the diverse communities where our employees live and work. In 2021, the DEI Action Team launched EnLink's first "Month of Service" to encourage employees to give back to their communities through volunteerism and organizing of drives. The Month of Service resulted in over 740 hours volunteered - representing over \$33,000 in donated time<sup>18</sup>. In addition, employee-led fundraisers held throughout the year donated more than \$20,000 to community nonprofits serving diverse populations.

EnLink's employee-led community service initiatives supported a diverse range of causes in 2021, including:

- The Dallas Children's Advocacy Center, a nonprofit agency working to improve the lives of abused children
- Bonton Farms, a nonprofit urban farm providing food to residents in a historically black food desert of Dallas
- The American Heart Association's Dallas Heart Walk, which raises funds to defeat heart disease and stroke
- The American Foundation for Suicide Prevention's Out of the Darkness Walk in Oklahoma City, which supports those affected by suicide and raises awareness and funds
- Hathaway High School in Louisiana, where EnLink employees conducted a career readiness event for students
- The Dream Day Foundation, a nonprofit based in Louisiana that raises funds to support St. Jude Children's Research Hospital
- EVE Inc., a nonprofit that provides aid to survivors of domestic and sexual violence in Ohio
- Bridgeport, Texas, Independent School District
- Several local nonprofits that provide food to low-income families, including the West Texas Food Bank, Weatherford Food and Resource Center (Oklahoma), the Houston Food Bank, For Oak Cliff, and Crossroads Community Services

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<sup>18</sup> Financial impact of volunteer hours are calculated using EnLink's average hourly rate (as of December 31, 2021) of \$44.80 per hour.







### Helping with Disaster Recovery

In late August, the U.S. Gulf Coast was hit by category 4 Hurricane Ida, leaving residents in Southeast Louisiana with extended power outages and severe damage. EnLink partnered with O'Nealgas, another company that, like EnLink, has Louisiana operations and employees, to help. EnLink made available 50,000 gallons of propane to O'Nealgas, which then distributed the propane directly to local residents. The Louisiana Association of Business and Industry Foundation (LABI) oversaw the effort. As a result of this effort, LABI named EnLink as its "2021 Company of the Year - Greater than 100 Employees."



"EnLink has a 60-plus-year history in the state of Louisiana, which has seen severe devastation in the wake of Hurricane Ida," EnLink Chairman and CEO Barry E. Davis said at the time. "This propane normally would be sold into pipeline markets but now will go directly into the hands of people in need, helping run generators, cook food, and power on-the-ground response operations, while they await the return of electricity to their communities."

EnLink also supports employees dealing with natural disasters and other unforeseen events through the EnLink Community Fund. The EnLink Community Fund has helped numerous employee families deal with a variety of hardships over the last 15 years, including the impacts of natural disasters, medical emergencies, and other life-altering events.

Funded by employees through voluntary payroll deductions and administered by an employee committee, the EnLink Community Fund awarded 14 grants to employees impacted by catastrophic events in 2021.

### **Supporting Local Economies**

EnLink supports the economic development of the states and local communities in which we operate through job opportunities, tax revenue, and local supply chain spend. By year-end 2021, EnLink:

- Employed more than 1,000 people and utilized an average of approximately 2,800 contractors across the seven states in which we live and work
- Paid \$41 million in 2021 U.S. property taxes in seven states
- Spent approximately \$429 million with over 2,600 suppliers; we strive to work with local suppliers when possible to support the local economies where we live and work

### **Human and Labor Rights**

EnLink's suppliers, vendors, and contractors, which we collectively refer to as suppliers, play a critical part in our operations. EnLink expects all suppliers to adhere to EnLink's Core Values and policies. Further, EnLink believes that we have a responsibility to uphold basic human rights and requires that our suppliers treat all individuals with respect and dignity.

To formalize our expectations for this important part of our team, EnLink adopted a Supplier Code of Conduct in January 2021. The Supplier Code of Conduct provides requirements for supplier conduct in respect of human rights, labor practices, environment and safety responsibilities, business ethics, and asset protection. All of EnLink's suppliers receive the Supplier Code of Conduct as part of an EnLink services agreement. The Code includes requirements such as:

- Suppliers must not utilize involuntary labor of any type, including, but not limited to, forced, indentured, bonded, or prison labor, and suppliers must not participate in human trafficking or child labor.
- Suppliers shall not subject any employees or applicants for employment to unlawful discrimination, including, but not limited to, race, gender, sexual orientation, age, religion, disability, etc.
- Suppliers must conduct all their operations in full compliance with all applicable laws, including, but not limited to, those related to working hours and wage and benefits.

[Click here](#) to view the full EnLink Supplier Code of Conduct.



## **Ethical Governance**

### **Overview**

*EnLink believes that sustainability includes ethical corporate governance and commitment to risk management.*

EnLink's approach to ethical governance seeks to promote transparency, communication, and accountability to strengthen sustainable business practices and uphold our company's Core Values. EnLink's Board of Directors (Board) and executive leadership team (ELT) have extensive energy, finance, sustainability, and public company governance expertise, which uniquely position them to drive long-term value for our unitholders and other stakeholders.

#### Foundational Governance Achievements

- All members of the Board's Audit and Conflicts Committees are independent directors
- Top enterprise risks and corresponding risk mitigations are discussed with the Audit Committee each quarter
- Operational leaders hold deep dive discussions with the Audit Committee biannually to discuss top enterprise risks in detail
- EnLink has a robust and continually evolving cybersecurity program and conducts employee training to educate on the importance of vigilance against cyber threats

#### 2021 Governance Achievements

- EnLink continues to expand the ethnic and gender diversity of our Board, which as of December 31, 2021, included two female directors, three minority directors, and three directors under the age of 50
- EnLink established the Sustainability Committee of the Board of Directors
- 80% of EnLink's executive compensation is tied to performance-driven incentives

- Compensation is targeted at the market median (50th percentile) for each executive role
- EnLink's 2021 Short-Term Incentive (STI) Program includes a "Safety and Sustainability Scorecard" weighted at 15%
- EnLink has both seasoned and new Board members with an average tenure for the Board of 3.38 years

## Ethical Governance

### Our Board of Directors

EnLink is governed by a Board of Directors with extensive energy, finance, sustainability, and public company governance expertise.

EnLink's Board engages with management to deliver value to our stakeholders. EnLink's Board provides general oversight of the business and affairs of EnLink, including overseeing EnLink's sustainability strategy through its Sustainability Committee and reviewing sustainability progress on a quarterly basis through reports from the Committee.

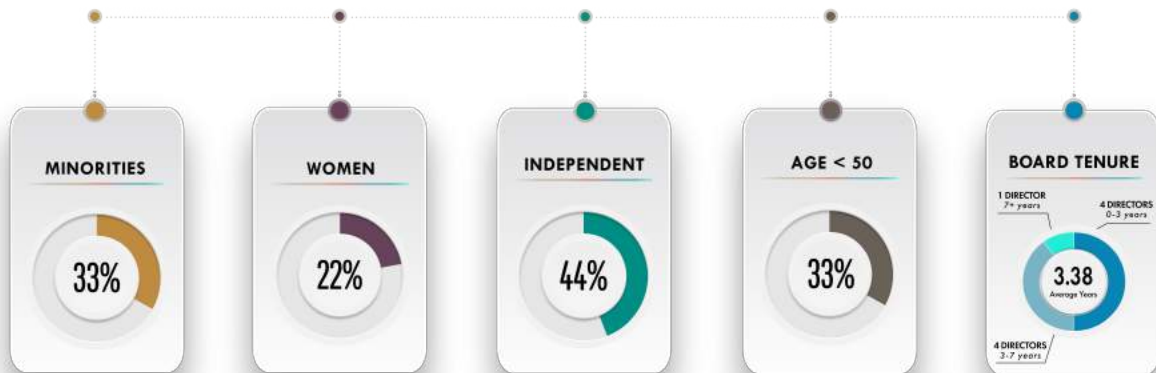
### Board Experience and Diversity

The directors on our Board have significant experience in the energy industry, in serving on other public company boards, and in sustainability-related matters.

On December 31, 2021, there were nine members on EnLink's Board of Directors, including:

- Four independent directors
- Two female directors
- Three directors with ethnic diversity
- Three directors under the age of 50
- Average age of directors of 57
- Average tenure of directors of 3.38 years

### BOARD DIVERSITY & TENURE <sup>1</sup>



<sup>1</sup>. Board diversity and tenure data based on the Board's composition as of December 31, 2021.

In 2021, EnLink added one new board member, Tiffany (TJ) Thom Cepak, who brings 26 years of experience spanning the energy, oil and gas, and financial industries as well as experience in carbon capture, utilization and sequestration. Cepak also increases our Board's gender and ethnic diversity.

### Board Committees and Charters

Our Board has four standing committees, including an Audit Committee, a Conflicts Committee, a Governance and Compensation Committee, and a Sustainability Committee. All members of the Audit Committee and the Conflicts Committee are independent directors.

The Sustainability Committee was formed in the third quarter of 2021 to strengthen EnLink's sustainability governance. The committee chairwoman is Deborah G. Adams, who has extensive sustainability experience.

The committee charters for each of these committees, as well as the governance guidelines for our Board and our Code of Business Conduct and Ethics, which applies to each Director on our Board, are available in the [Corporate Governance Documents](#) section of our website.



## **Ethical Governance**

### **Executive Compensation and Incentives**

*EnLink's compensation programs incentivize our people, align their interests with those of our stakeholders, and reward success.*

EnLink believes in rewarding employees and officers for strong execution that drives business results.

The compensation of our executives is determined and approved by our Governance and Compensation Committee, which includes independent directors, and the overall EnLink Board of Directors (Board). This determination includes an analysis of:

- The compensation practices of other companies in our industry;
- The competitive market for executive talent;
- The evolving demands of the business;
- The specific challenges that we may face; and
- Individual and group contributions made by our executives to EnLink

Overall, compensation is targeted at the market median (50th percentile) for each executive role. Our executive compensation program is grounded in a pay-for-performance philosophy, which drives individual performance and rewards contributions in support of our business strategies and achievements. Variable compensation in the form of short- and long-term incentives directly tied to the performance of the company constitutes roughly 80% of the total compensation paid to our leadership team.

#### **Long-Term Incentives**

EnLink's long-term incentives, issued in the form of restricted unit awards, comprise 60% of our executive's total compensation. These restricted units are subject to a three-year cliff vesting schedule and are typically awarded as 50% time-based awards and 50% performance-based stock awards. Since 2019, our performance-based awards have been based on two key variables: EnLink's achievement of unit price performance (total shareholder return) relative to a defined peer group approved by the Board and cash flow performance goals.

Long-term incentives to our executive officers foster a strong culture of ownership, aligning the interests of our leaders with those of our stakeholders. On December 31, 2021, our CEO, due to his long tenure at the company, held approximately five times the most commonly reported level of stock unit ownership for chief executive officers at S&P 100 companies<sup>19</sup>, while the remainder of our executive leadership team held on average approximately two times<sup>20</sup> the reported holdings for executive officers other than the CEO.

#### **Short-Term Incentives (Annual Bonus)**

EnLink's 2021 Short-Term Incentive Program, which is approved by the Board, rewards all EnLink employees for achievement of key metrics directly tied to our strategic initiatives. This bonus program primarily measures our ability to maximize financial performance with additional focus on operational efficiencies, management of capital projects, and an ongoing, proactive commitment to safety and sustainability in all aspects of our business.

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<sup>19</sup> As reported in the Willis Towers Watson's study of executive stock ownership guidelines at S&P 100 companies, published December 2021; <https://www.wtwco.com/en-US/Insights/2021/12/S-P-100-executive-stock-ownership-guidelines-2021>

<sup>20</sup> Common unit ownership for our executive leadership team excludes Pablo Mercado who was appointed Executive Vice President & CFO effective July 13, 2020 and has not been an NEO for more than three years.

## 2021 ENLINK ANNUAL SHORT-TERM INCENTIVE PROGRAM



In recognition of the ongoing importance of sustainability, the 2021 “Safety and Sustainability” category in EnLink’s Short-Term Incentive Program added an additional environmental metric – Reportable Environmental Incident Rate – and increased the Safety and Sustainability category weighting by 50% so that it now constitutes a total of 15% of the 2021 program.

The components included in our bonus program are key to driving our success. Tying the compensation of our leaders and employees directly to these targets motivates our teams to focus on delivering results in a way that is consistent with EnLink’s values.

## **Ethical Governance**

### **Business Ethics**

*EnLink fosters a transparent and ethical culture through our Code of Business Conduct and Ethics and our third-party, anonymous reporting hotline.*

An ethical business culture is critical to our success. At EnLink, our Core Value of "Uncompromising Integrity" underscores our belief in accountability, honesty, and transparency and forms the foundation of our company-wide commitment to operating with integrity.

#### **Code of Business Conduct and Ethics**

EnLink requires that all employees, as well as the directors on our Board, follow a [Code of Business Conduct and Ethics](#) (Code). The Code requires ethical behavior from all of our employees and Board directors and compliance with all laws and regulations that apply to EnLink. This commitment from our employees and Board directors is crucial to maintaining a workplace focused on ethical, safe, and fair business dealings. EnLink's Code can be found on our website.

EnLink has adopted other policies underlying our ethical business values, including an Anti-Corruption Policy. We also require our employees to complete annual training to certify their understanding of our corporate compliance policies including Anti-Harassment/Discrimination, Corporate Authority and Delegation of Authority, Business Expense and Procurement Card Policy, Employee Handbook, and Code of Business Conduct and Ethics, amongst others. In 2021, 100% of our employees completed their required annual training.

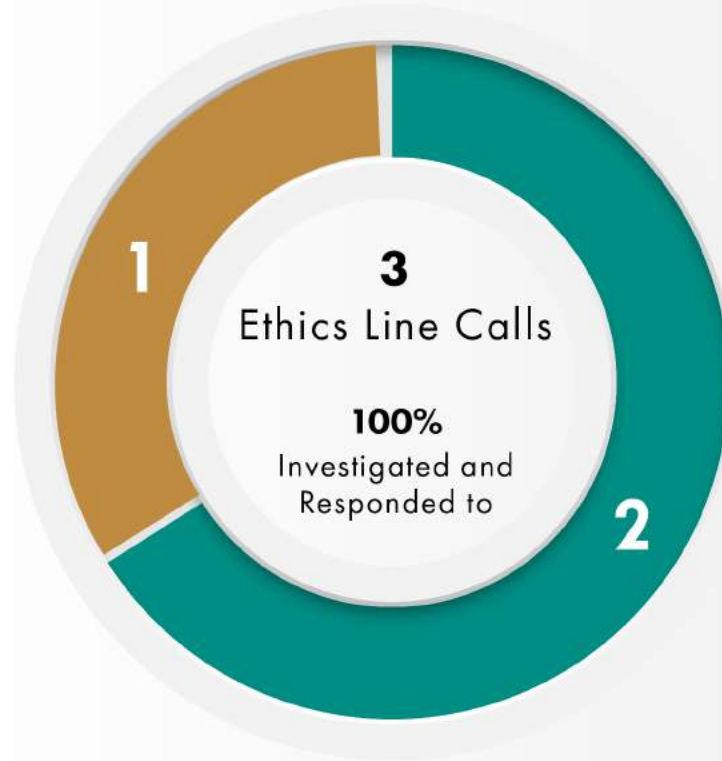
#### **24/7 Whistleblower Hotline and Website**

EnLink's ethical culture is further bolstered by an anonymous, third-party reporting hotline, our "Ethics Line," which is available 24/7/365. The Ethics Line, available by calling 833-960-1602 or visiting [www.lighthouse-services.com/enlink](http://www.lighthouse-services.com/enlink) and explained in our Code, is available for anonymous reporting of any violations or suspected violations of our Code or any other unethical conduct. Monitored by an independent, third-party service (named "Lighthouse"), the Ethics Line is available to our employees as well as to suppliers, customers, and other third parties. We prominently post information regarding the Ethics Line on our website, our intranet site, and in our Code of Conduct, so that employees and others are aware of how to contact this resource.

When a call or online report is made to our Ethics Line, Lighthouse creates a report based on information provided over the phone or submitted in the online report. EnLink has a defined, limited list of appropriate personnel who will receive the report from Lighthouse, including representatives from executive leadership, legal, and internal audit. Any reports received are also sent directly to the chair of the Audit Committee of our Board. Upon receiving a report from Lighthouse, EnLink's legal team will engage in establishing an investigation protocol appropriate for the specific report, which, depending on the issue, is typically conducted by internal audit, legal, or human resources. EnLink investigates every report that is made to the Ethics Line and treats those reports as confidential. The reporter may choose to remain anonymous throughout the entire process. Lighthouse allows EnLink to send further requests for information to the reporter, which allows the reporter to remain anonymous. Upon completion of the investigation, the investigator will summarize the results and share with appropriate leadership for further action, if any.

EnLink has a nonretaliation policy against anyone who makes a report in good faith, whether internally to a manager or other leader or to the Ethics Line. The graphic below represents the calls received by the Ethics Line and their topical category. EnLink investigated and responded to each.

## 2021 ETHICS LINE REPORTS<sup>1</sup>



● Landowner Complaint

● Human Resources

*1. The EnLink Ethics Line received a fourth call in 2021 that was determined to be related to another midstream company unrelated to EnLink and therefore is not included here.*

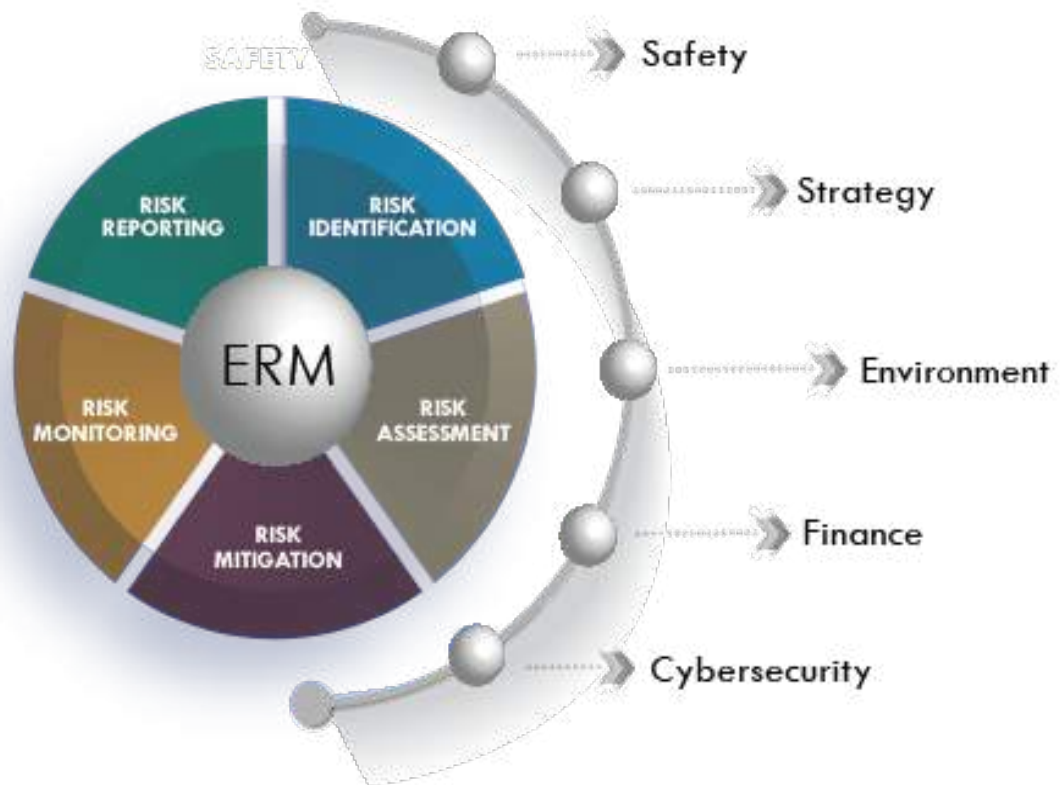
**Ethical Governance**

**Risk Management & Cybersecurity**

*EnLink operates a companywide risk management program and business continuity plan to ensure our ongoing sustainability.*

EnLink's Enterprise Risk Management (ERM) program is an integral part of EnLink's strategic plan. Each quarter, leaders throughout the business are engaged to identify and prioritize risks in their respective areas and update corresponding mitigation plans. A roundtable is held with EnLink leaders to discuss enterprise risks and determine prioritization. A wide range of risks are considered, including, safety, environmental (including climate related), financial, social, governance, and reputational risks. Results are summarized and top risks are discussed with the Audit Committee of the Board of Directors (Board). The Audit Committee meets twice a year to review selected risks in depth. Additionally, meetings are held with the Audit Committee to discuss selected top risks and risk management plans.

**ELEMENTS OF ENLINK'S ENTERPRISE RISK MANAGEMENT PROGRAM**



The ERM program is also used as the basis for EnLink's Internal Audit plan. Additional details on EnLink's risks are included in our latest Annual Report on Form 10-K filed with the Securities and Exchange Commission in the section under Risk Factors, which can be found in the [Annual Reports](#) section of EnLink's website.

EnLink maintains a companywide emergency response plan and action plans specific to each of our assets. These plans are available to all employees on our company intranet. In addition, EnLink has a scalable crisis management plan that guides the corporate response during an emergency.

### **Cybersecurity**

The EnLink Cybersecurity Team has developed a robust information security program that leverages best-in-class tools and 24/7 event monitoring by trained security personnel. This program is a critical part of our ERM program, which is overseen by the Audit Committee.

The program's toolset includes email protection, end point protection, multifactor verification, vulnerability scanning, and a continuous security analysis service to evaluate potential security threats. EnLink's Cybersecurity Team maintains strict firewalls that block malicious domestic traffic and all traffic from countries outside the United States and Canada. Risk assessments and penetration tests are conducted at least annually with remediation efforts implemented in a timely manner.

Cyber incident response plans with specialized playbooks are documented with drills performed annually to ensure key personnel keep current on their responsibilities. Similarly, technology disaster recovery plans are documented with drills performed annually to identify necessary updates and enhancement opportunities. EnLink continually monitors and follows cybersecurity recommendations from governmental agencies including the Federal Bureau of Investigation, Transportation Security Administration, and Cybersecurity & Infrastructure Security Agency.

EnLink maintains an employee education campaign for cybersecurity that includes monthly updates and timely tips on security topics such as avoiding phishing, creating strong passwords, and protecting company data. Employees are tested regularly with simulated phishing campaigns and are required to complete cybersecurity content training based on risks relevant to the organization annually. In 2021, 100% of EnLink employees completed this required training.