



Our Sustainable Future: EnLink is building on our 2020 sustainability achievements to reduce emissions, focus on people, and deliver value.

Welcome to EnLink's third annual Sustainability Report, covering our 2020 accomplishments in sustainability! At EnLink, we work to provide safe, responsible, and ethical operations that respect the environment, support the communities where we operate, care for our teams, and deliver value to our unitholders. We strive to provide transparent insight into the sustainability of our operations through annually compiled sustainability data, included in our 2020 Digital Sustainability Report, "Our Sustainable Future."

Click the "More in this section" and "Other sections" links below to view our full report content, including an EnLink and industry overview; responsible operations: environment & safety; social responsibility: people and communities; and ethical governance.



"At EnLink, we don't see sustainability as a separate strategy. We see it as an integral part of everything we do and one that importantly makes the most business sense." - Alaina Brooks, Executive Vice President and Chief Legal and Administrative Officer, and executive sponsor of sustainability at EnLink

2020 Sustainability Achievements

- Received the 2020 Chairman's Award for Safety Improvement from the GPA Midstream Association
- Adopted companywide sustainability policy to drive EnLink's sustainability approach
- Included relevant data categories from the ESG reporting template jointly created by the Energy Infrastructure Council and the GPA Midstream Association in the 2020 performance data chart

- Adopted the “oil & gas – midstream” reporting framework from the Sustainability Accounting Standards Board (SASB)
- Added sustainability to our strategic planning process, making it one of five focus areas for our 2021 strategic plan
- Leaned into EnLink's role in the energy transition, as 90% of EnLink's cash flow is driven by natural gas and natural gas liquids (NGL) operations, which emit significantly less carbon than coal and other natural resources

This webpage is part of EnLink's 2020 Sustainability Report, published May 4, 2021, and reflects content from and as of such date.



Sustainability

From Our CEO

We recognize the importance of sustainability to EnLink, the future of midstream, and our stakeholders.

To Our Stakeholders:

I am proud to introduce EnLink's third annual Sustainability Report! Our first fully digital version is titled "Our Sustainable Future," in recognition of EnLink's vision – ***To become the Future of Midstream, leading in innovation and creating sustainable value.***



EnLink's vision has evolved as the landscape around us continues to change. We must improve the ways in which we operate today, while at the same time, position ourselves to thrive as the energy transition gains speed. The world is increasingly focused on clean energy and environmental impacts. We believe our industry can continue to improve and natural gas and petroleum products will continue to serve as critical fuel sources for decades to come. Our mission as a leading midstream company is to continue delivering these critical energy products that help power our everyday lives, while actively seeking ways to minimize our environmental impact. In fact, 90% of our business is focused on natural gas and natural gas liquids, which emit significantly less carbon than coal and other natural resources.

I am proud to announce that we have set a long-term commitment to achieve net zero emissions by 2050. EnLink also has joined The Environmental Partnership, a collaboration of oil and natural gas companies focused on addressing our industry's environmental impacts and implementing emissions reduction solutions.

EnLink's vision is centered on integrating sustainability into all aspects of our business – from maintaining our financial strength to investing in infrastructure that supports the energy transition. We have teams of employees across functional areas and specialties who are responsible for challenging the status quo. They are actively working to improve how we do

everything – top to bottom – to become more efficient and more sustainable in how we operate our business.

Our team is focused on the following Core Values, which are evident in each section of our 2020 Sustainability Report. These Core Values serve as the foundation of EnLink, while providing us a roadmap for how we operate, execute, and deliver value to our stakeholders:

ENLINK'S CORE VALUES



This report highlights our sustainability improvements and achievements in 2020, as well as previewing our ongoing efforts to set sustainability goals and our plans to execute these goals. 2020 was an unprecedented year, as the COVID-19 pandemic impacted us all. I am proud of how our team persevered through this difficult environment, and this report evidences our ability to execute safely and reliably even during difficult times. A few of the accomplishments documented in this report include:

- Received the 2020 Chairman's Award for Safety Improvement from the GPA Midstream Association, a testament to both our continuous improvement mindset and our GoalZERO safety initiative launched in 2020
- Achieved the lowest Total Recordable Incident Rate (TRIR) in EnLink history of 0.47, which is a 43% improvement from EnLink's 2019 TRIR and 34% better than the 2020 GPA Midstream Division One¹ TRIR average of 0.715; additionally, we achieved 187 consecutive days without a recordable injury, another company record
- Completed approximately \$50 million of equipment reuse and refurbishing initiatives
- Launched the EnLink Diversity, Equity, and Inclusion (DEI) Action Team to foster an inclusive work environment that values diversity; at the end of 2020, 36% of corporate management roles are held by women and 23% by employees from diverse racial and ethnic backgrounds
- Continued to include sustainability targets as a component in EnLink's 2020 Short-Term Incentive Program for employees; for 2021, the weighting for sustainability metrics has been increased by 50%

It's an exciting time at EnLink, and I'm grateful for the contributions of our teams to EnLink's sustainability and success. I'm confident our new vision and strategic plan will be the catalyst behind EnLink's next leg of growth and continued leadership in the midstream industry.

Welcome to "Our Sustainable Future."

Thank you,

A handwritten signature in black ink, appearing to read "Barry E. Davis". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

Barry E. Davis

Chairman & Chief Executive Officer

EnLink Midstream

1. The GPA Midstream Association classifies companies that complete 1 million or more midstream operational workhours in one year as Division 1. EnLink falls in this category.

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Sustainability

Sustainability Strategy

Sustainability is a part of EnLink's business strategy and is engrained in our culture.

EnLink has been focused on sustainability since our inception, with our Core Values emphasizing the importance of safety, integrity, people, innovation, and excellence. We focus on the best interests of our stakeholders and make decisions with our long-term sustainability strategy in mind.

Sustainability Structure

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 have consistently evolved the program structure and goals to align with our company strategy, industry developments, and stakeholder expectations.

In 2020, EnLink adopted a companywide sustainability policy to further drive our sustainability approach, emphasize its importance, and communicate expectations to employees. In 2021, EnLink elevated sustainability to one of our companywide strategic plan's five focus areas and established our current sustainability structure:

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 use and emissions, environmental performance, 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, ethical business conduct, and risk management and business continuity

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 Board of Directors prior to issuance.

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Sustainability

2020 Sustainability Performance Data

Transparency into our company'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 three 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 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.

Our 2020 report contains new performance data and charts addressing relevant recommended data categories from the ESG reporting template jointly created by the Energy Infrastructure Council and the GPA Midstream Association. These industry trade organizations collaborated to create sustainability best practices and reporting recommendations for companies across the midstream industry based on input from a range of critical stakeholders, including those in the investment community. Adding the relevant categories to our 2020 report more closely aligns EnLink's sustainability reporting with that of our peers and makes tracking easier, more efficient, and more transparent for stakeholders.

In 2020, EnLink also adopted the "oil & gas – midstream" reporting framework from the Sustainability Accounting Standards Board (SASB), further illustrating our commitment to sustainability data transparency and meeting stakeholder expectations for sustainability reporting.

We are embracing EnLink's role in the energy transition and the industry's focus on environmental performance. In 2021, we formed a cross-functional environmental action team to determine plans to **reduce emissions** and identify new, sustainable, business opportunities; click here for details on our **environmental efforts**. We look forward to sharing

additional progress on this important endeavor in future sustainability materials and will evaluate how these strategies align with the recommendations of the Task Force on Climate-related Financial Disclosures.

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

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Sustainability

Investor Overview

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

At EnLink, we believe our sustainability initiatives, which are focused on safe, responsible operations that support our environment, people, and communities, bolster EnLink's business success. We strive to create long-term sustainable value for our unitholders through our financial discipline and our environmental, social, and governance efforts.

Pillars of EnLink's Sustainability Strategy

EnLink is focused on delivering sustainable investments to drive shareholder value and make our operations more innovative and efficient, while also strengthening our balance sheet through our focus on free cash flow.

Predominantly Natural Gas and NGL Business

- 90% of EnLink's cash flow is driven by natural gas and natural gas liquids (NGL) operations
- In excess of 95% of our growth capital expenditure plans are focused on building natural gas and NGL systems

Strong Financial Base and Stable Free Cash Flow

- Prioritizing balance sheet improvement with long-term target leverage below 4x



"Sustainability is embedded in how we operate our business. We believe in the power of sustainability to drive business results and are excited to share with the market our 2020 achievements and new long-term targets that maximize EnLink's critical role in the global energy transition." – Pablo Mercado, Executive Vice President and Chief Financial Officer

- Focusing on positive free cash flow after distributions¹ provides financial flexibility to opportunistically improve capital structure
- Sustainable distribution with the optionality to return incremental value with unit buyback program

Measured Adjusted EBITDA¹ Growth

- Focused on highly accretive investments around our asset footprint
- Targeting bolt-on acquisitions that provide operational synergies and are leverage neutral

Efficiency Gains Through Innovation

- Implementing progressive automation transformation
- Improving reliability of asset base
- Reducing costs

Smarter, Cleaner Operations

- Instituting improvements to reduce emissions, improve carbon capture, and strengthen EnLink's business
- Completed approximately \$50 million of equipment reuse and refurbishing initiatives in 2020

Peer-Leading Safety Record

- Committed to operating with the highest safety standards in our industry, as evidenced by the GPA Midstream Association awarding EnLink the 2020 Chairman's Award for Safety Improvement
- Experienced best safety year to date in 2020, despite global pandemic, major weather events, and other external distractions



Investor Material Links

- [**Sustainability Data**](#): Performance Data Chart and Sustainability Accounting Standards Board Index
- [**Full-Year 2020 and 2021 Financial Guidance Report**](#)

1. *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.*

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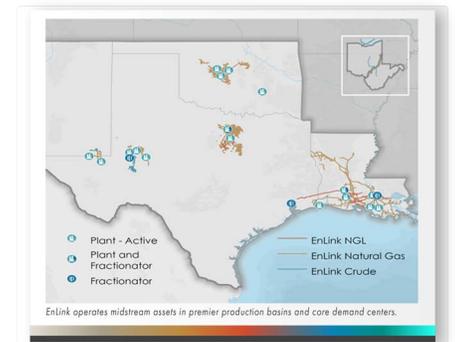


EnLink and the Energy Industry

Overview

EnLink delivers critical energy resources that produce essential products and help ensure energy security in the United States.

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, and leading gathering and processing positions in Central Oklahoma and North Texas. [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 into the essential energy products that we directly and indirectly use in our everyday lives. In addition, EnLink is playing a critical role in the energy transition, with approximately 90% of our business focused on natural gas and natural gas liquids, which emit significantly less carbon than other natural resources.

Click the "More in this section" links below to learn more about our mission, vision, and values and the role of EnLink and the energy industry in our everyday lives.

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EnLink and the Energy Industry

Our Company

We connect energy to life and are building a sustainable future that creates value for our stakeholders.

Since our founding, we've sought to make EnLink one of the most trusted midstream providers in the industry, focusing on reliable operations, a best-in-class customer experience, and a vibrant, people-focused culture. It's a goal that has proven successful, as our customer service was nationally recognized when we received the 2020 "Mastio Quality Award – Overall Winner/Highest Score" in midstream by independent market-research firm Mastio & Co. and have won numerous best-places-to-work competitions over the years.

While our reliability is steadfast, the world in which we work is rapidly changing. The energy transition has begun, and midstream companies must evolve to succeed. Driven by the strength of our platform, dedication of our employees, and insight of strategic partners, like Global Infrastructure Partners, we are well positioned to take advantage of changes in the energy industry and unlock value for our employees, customers, and investors.

EnLink is moving forward by becoming the future of midstream and creating sustainable value for our stakeholders. We're changing how we do business, but our business plan is more than that – it's a new vision of what it means to be an industry leader in providing the vital midstream services that link energy producers with the consumers who rely upon their products to power our everyday lives. We are focused on developing the scale, financial discipline, and passion to play a long-term role in providing the energy the world needs.

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 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.

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EnLink and the Energy Industry

Industry Sustainability

EnLink plays an important role in the energy transition by becoming more efficient and more sustainable.

EnLink plays an essential role as part of the heavily regulated midstream process that turns natural resources into products that we use in our everyday lives. Energy infrastructure has long served as the backbone of energy security in the United States — filling a critical need for safe and reliable transportation of oil and natural gas to the companies that power homes, hospitals, schools, and businesses.

ESSENTIAL PRODUCTS CREATED BY OIL & NATURAL GAS



The Energy Transition Is Underway

Fossil fuels are still a critical piece of the energy mix. However, an energy transition has begun to transition to less carbon-intensive energy generation. While oil and gas will continue to supply a large portion of the world's energy needs for decades to come, **energy companies must evolve to continue meeting demand, while slowing the effects of climate change.**

Natural gas will be integral to this transition, as a less-carbon-intensive, more efficient bridge fuel, and EnLink – with approximately 90% of our current business driven by natural gas and natural gas liquids – is ready to lead the way.

NATURAL GAS DEMAND
expected to grow
by ~35%
through 2050.

U.S. Energy Information Administration's "Annual Energy Outlook 2021" report

EnLink is revolutionizing 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 intentions to achieve net zero emissions by 2050.

[Click here to read about our emissions reduction commitments](#) and [environmental stewardship](#).

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. Today’s energy infrastructure companies invest significant time and resources to ensure they meet or exceed these important regulations, while delivering oil and gas products that power our daily lives in a safe and responsible manner. At EnLink, we strive to challenge the status quo and work every year to help maximize our position across environmental, social, and governance factors.

EnLink actively participates in organizations committed to developing industry standards including the Energy Infrastructure Council, the GPA Midstream Association, the Texas Pipeline Association, the Louisiana Mid-Continent Oil and Gas Association, the New Mexico Oil and Gas Association, and other industry and community associations.

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 2020 equated to 182% of the living wage national average¹, and our median employee earned approximately 300% of the living wage national average. 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, 55% of our highly skilled workforce does not have a four-year degree,² 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.

1: As reported in Massachusetts Institute of Technology (MIT) Living Wage Calculator, the living wage in the United States was \$16.54 per hour, or \$68,808 per year (\$34,504 per individual), in 2019, before taxes for a family of four (two working adults, two children); Glasmeier, Amy K. Living Wage Calculator. 2019. Massachusetts Institute of Technology. [livingwage.mit.edu : https://livingwage.mit.edu/articles/61-new-living-wage-data-for-now-available-on-the-](https://livingwage.mit.edu/articles/61-new-living-wage-data-for-now-available-on-the-)

tool

2: Based on employee reported data collected at time of hire and/or our Diversity, Equity, and Inclusion survey conducted in 2020; reflects population as of December 31, 2020.

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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. With commitment from EnLink employees, we protect the integrity of our assets, operate safely, and minimize our environmental impact. Click the "More in this section" links below to learn more about Asset Integrity Management, GoalZERO Safety, Emergency Preparedness, Environmental Performance & Stewardship, and Energy Use & Emissions Management.

2020 Responsible Operations Achievements

- Received the 2020 Chairman's Award for Safety Improvement from the GPA Midstream Association and the 2020 Chemical Transportation Safety Pinnacle Award from Union Pacific Railroad
- Initiated our GoalZERO campaign to strive for ZERO injuries, ZERO vehicle accidents, ZERO spills and releases, and ZERO line strikes
- Achieved the lowest Total Recordable Incident Rate (TRIR) in EnLink history of 0.47, which is a 43% improvement from EnLink's 2019 TRIR and 34% better than the 2020 GPA Midstream Division One¹ TRIR average of 0.715
- Drove over 4.5 million miles with zero heavy duty fleet accidents
- Established the Reportable Environmental Incident Rate (REIR) to drive environmental performance and improved our REIR by 17% from 2019
- Achieved the lowest number of spills and releases in EnLink history
- Completed approximately \$50 million of equipment reuse and refurbishing initiatives
- Conducted 94 pipeline safety public awareness meetings for the general public, public officials, and first responders in the communities where we operate, almost double the amount held the previous year

1. *The GPA Midstream Association classifies companies that complete 1 million or more midstream operational workhours in one year as Division 1. EnLink falls in this category.*

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Responsible Operations

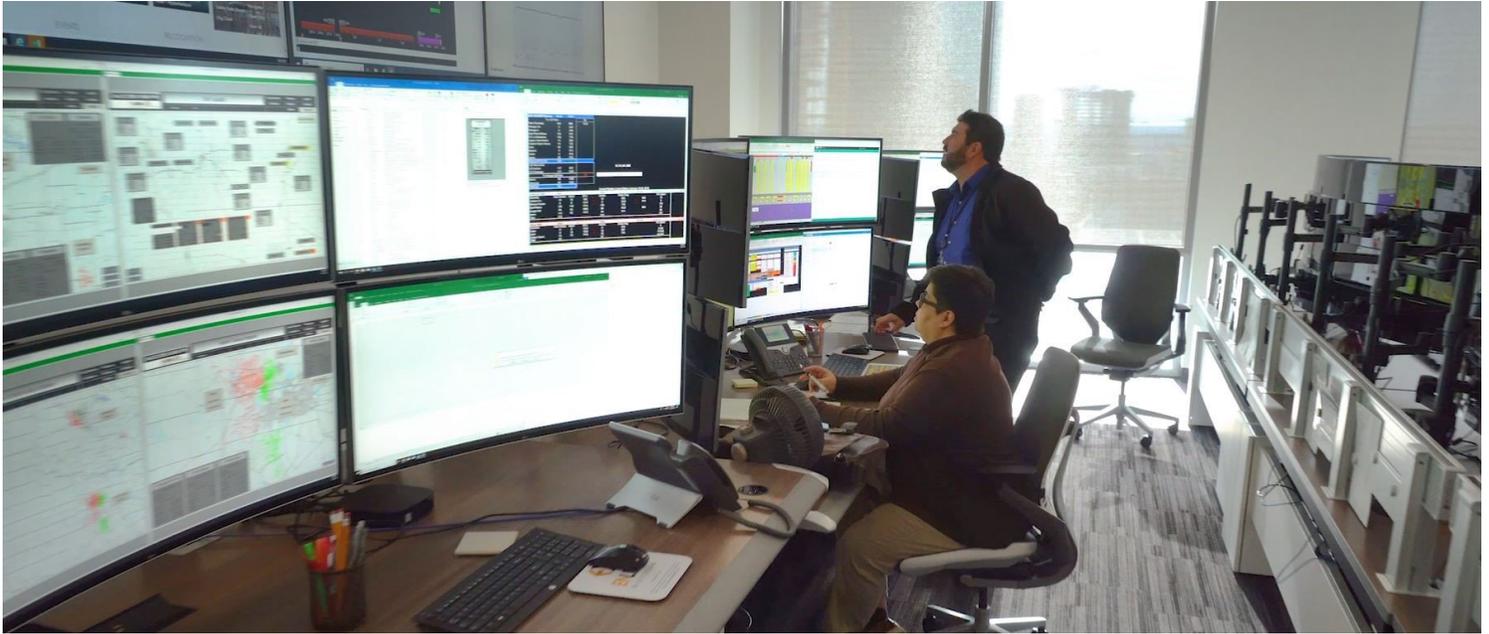
Asset Integrity Management

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.



EnLink's Pipeline Control Room operators utilize the latest technology to monitor asset and system reliability 24/7/365.

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.

Leak Detection and Inspection Program

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.

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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 an Environmental, Health, and Safety Scorecard, which became the Safety and Sustainability Scorecard in 2021 ([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.

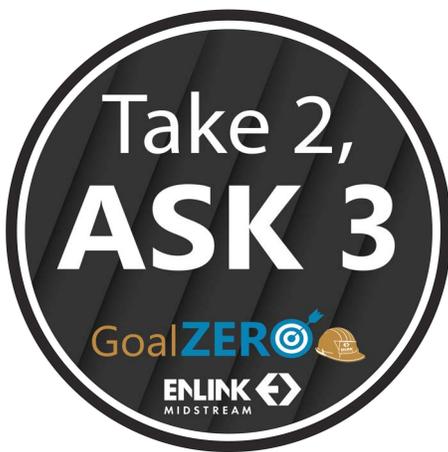
Our EHS team hosts safety training sessions each month, with attendance required for employees based on their job position. Employees are assessed against a set of established and measurable safety goals each quarter, and EnLink reinforces the power of all employees to ensure the safety of operations,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

Contractor Safety and EHS Risk Identification and Audits

EnLink extends our safety focus to those we partner with, including our contractors. This starts with our contractor selection process, which focuses on safety performance. Contractors are required to complete EnLink’s safety training, as well as site-specific orientation prior to working alongside our employees and in our operational facilities.

EnLink utilizes process hazard analyses, pre-job tailgate meetings, contractor inspections, and incident investigations to identify and mitigate work hazards throughout each phase of new projects and existing operations. EnLink and our contractors are required to follow all Occupational Safety and Health Administration (OSHA), Environmental Protection Agency (EPA), and Department of Transportation (DOT) regulations, in addition to EnLink EHS, operations, and construction standards and procedures for identifying and communicating risks.

We frequently evaluate the effectiveness and controls of this program, with over 400 EHS audits and inspections completed in 2020.



GoalZERO Program Launch and Safety Achievements

EnLink has long been a safety-first organization. To further this commitment, EnLink launched our “GoalZERO” program in 2020, providing tools and encouragement to help employees always strive for **zero** injuries, **zero** vehicle accidents, **zero** line strikes, **zero** fires, and **zero** spills. To aid in this goal, EnLink implemented new process improvements, trainings, and a companywide communication campaign focused on employee education, engagement, and recognition.

One such process improvement is EnLink’s “Take 2, Ask 3” initiative, which encourages employees to take just two minutes to ask three important safety questions before starting any task: “*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 **2020 Chairman’s Award for Safety Improvement from the GPA Midstream Association**, an industry organization representing nearly 100 natural gas processors. 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 2020 GoalZERO achievements include:

- Lowest Total Recordable Incident Rate (TRIR) in EnLink history of 0.47, which is a 43% improvement from EnLink's 2019 TRIR and 34% better than the 2020 GPA Midstream Division One¹ TRIR average of 0.715
- 187 consecutive days without a recordable injury – a new company record
- Lowest Preventable Vehicle Accident Rate (PVAR) in EnLink history of 1.17, which is a 40% improvement from 2019
- ZERO Heavy Duty Fleet Preventable Vehicle Accidents - in a year when over 4.5 million miles were driven by our heavy-duty fleet
- Awarded the 2020 Chemical Transportation Safety Pinnacle Award from Union Pacific Railroad in recognition of EnLink's commitment to safety best practices; the award is given to companies that have zero non-accident releases (NARs) in a year in which they moved at least 100 rail cars

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 almost 100 virtual public awareness meetings in communities across our asset base in 2020.

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 while digging. In 2020, EnLink cleared over 113,000 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.

1. The GPA Midstream Association classifies companies that complete 1 million or more midstream operational workhours in one year as Division 1. EnLink falls in this category.

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Responsible Operations

Emergency Preparedness

While our focus is prevention, 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 2020, our employees received over 13,000 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 2020 to help ensure employees are prepared to respond to any emergency situation.

While the best emergency response system begins with prevention, we recognize 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.

This webpage is part of EnLink's 2020 Sustainability Report, published May 4, 2021, and reflects content from and as of such date.



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. 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 unintended spills and releases, while minimizing adverse impacts should they occur.

Environmental Stewardship

EnLink looks for ways to minimize our environmental footprint. This includes restoring construction areas, reusing and recycling, controlling pollution, and conserving resources. We seek to minimize impacts from both the construction of our facilities and other operations. To accomplish this, we first identify site options during the project planning phase that avoid wetlands, habitats, and other environmentally sensitive areas. Once our assets are operating, we partner closely with regulatory agencies to ensure EnLink is compliant with environmental requirements. We also pride ourselves on our track-record of restoring land to preconstruction conditions – often beyond the footprint utilized by EnLink.



EnLink prioritizes responsible operations at our assets, like this one in the Permian Basin.

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 2020, EnLink completed approximately \$50 million of equipment reuse and refurbishing initiatives.**

Reportable Environmental Incident Rate

To better benchmark our environmental performance against our peers, we developed the Reportable Environmental Incident Rate (REIR). 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. REIR has been incorporated into our 2021 Safety and Sustainability Scorecard, which is one performance component of our Short-Term Incentive Program for employees ([click here to learn more](#)). In 2020, EnLink's REIR was 1.57, below our 2019 rate, as well as our prior three-year average ([click here to see our performance data chart](#)).

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.



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Responsible Operations

Energy Use and Emissions

EnLink is focused on using innovation and process improvements to reduce our carbon footprint while delivering the energy stakeholders need.

EnLink is focused on continuously improving our efficiency and driving innovation. We continue to implement projects and best practices that reduce emissions and have set 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’s environmental commitment is a companywide responsibility that supports our vision to become the future of midstream by leading in innovation and sustainability. We are taking a holistic, innovative approach to our emissions reduction strategy by bringing experts from across the company to the table to discuss solutions and pursue opportunities that reduce our environmental impact.” - 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. Since its founding, EnLink has followed best practices to reduce emissions, and we continue to do so today. These best practices include procedures such as implementing leak detection and repair using optical gas imaging. 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 catalysts.

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 Target

To further drive our environmental progress, EnLink formed a cross-functional team consisting of experts from our Operations, Engineering, Commercial, Business Development, Operational Excellence, and Environmental, Health, and Safety teams to guide EnLink's long-term environmental approach and goals. Led by EnLink Executive Vice President and Chief Operating Officer Ben Lamb, this collaborative, cross-functional group evaluates emissions data and trends, researches the latest emissions reduction work practices, and

evaluates new emissions reduction and renewable projects, including low-carbon business opportunities.

Through this group's efforts, we set our new long-term emissions reduction targets in May 2021. EnLink is applying our industry know-how with our commitment to continuous innovation to evolve how we operate to become a more sustainable, leading midstream company.

**ENLINK IS TARGETING
net zero emissions
by 2050.**

We are proud to announce that EnLink is committing to reach net zero greenhouse gas emissions by 2050.

EnLink is pursuing significant emissions reductions strategies that will position the company to achieve net zero emissions by 2050 and minimize our impact on climate change, furthering EnLink's role in the ongoing energy transition to less carbon-intensive energy production. Along the way, we will strive to

achieve emissions reduction milestones, including:

- Achieving a 30% reduction in methane emissions intensity by 2024 as compared to 2020 levels; this is a high-impact step, as methane has a global warming potential of 25 times that of carbon dioxide¹
- Pursuing a path to reach a 30% reduction in our total CO₂e emissions intensity by 2030 as compared to 2020 levels

EnLink is evaluating numerous emissions reduction innovations, process improvements, and opportunities, which may include:

- Replacing or retrofitting natural gas-driven pneumatic controllers to lower-emitting alternatives
- Increasing usage of renewable energy to power our operations

- Converting natural gas-driven equipment, such as compressor engines, to run on electricity
- Implementing carbon capture technologies for beneficial reuses or sequestration of carbon dioxide

We look forward to sharing details on our emissions journey in future sustainability reports.

Environmental Industry Organization Participation



EnLink is proud to announce that in March 2021 we joined The Environmental Partnership. 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.

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

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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 been a Core Value of EnLink's since our company's inception. Click the "More in this section" links below to learn more about our COVID-19 response; employee focus; diversity, equity, and inclusion efforts; and our community impact and supply chain.

2020 Social Responsibility Achievements

- Employed over 1,000 people and utilized approximately 6,000 contractors across the seven states in which we live and work
- 36% of corporate management roles are held by women and 23% by employees from diverse racial and ethnic backgrounds
- 97% of managers completed Unconscious Bias Training course, and 100% of employees completed Preventing Workplace Harassment course
- 95% participation rate in our 401(k) program, which includes fully vested employer matched contributions
- Quickly and proactively implemented a COVID-19 response and prevention plan to limit the impacts to our employees, customers, contractors, and communities

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Social Responsibility

Prioritizing Safety, Delivering Results

We're focused on serving our customers safely and reliably while protecting the health and safety of our employees, partners, and communities.

We place top priority on the health and safety of our employees and the safety, sustainability, and reliability of our operations. In 2020, this commitment was more critical than ever, as our focus was on ensuring the safety of our teams during the significant challenges associated with the COVID-19 pandemic. We are proud of our team for continuing to persevere during these challenging times, while continuing to deliver on behalf of our customers, investors, and other stakeholders.

We closely monitor information regarding COVID-19 from sources such as the Centers for Disease Control and Prevention (CDC) and the World Health Organization. We are focused on continuing to serve our customers effectively, safely, and reliably without interruption, while protecting the health and safety of our employees, business partners, and communities.

Below are the steps we quickly implemented in 2020 to keep our teams safe and healthy.

- Protecting our employees while continuing to meet customer needs:
 - We discontinued all non-essential business travel. Any travel deemed essential requires senior leader approval.
 - We implemented a temporary work-from-home policy for employees who could execute their work remotely while continuing to provide the excellent service and operations that our customers expect.
 - We encouraged employees to adhere to local and regional social distancing recommendations to support community efforts to reduce the spread of COVID-19.
 - For those employees providing essential services and whose presence was required onsite, we implemented a stringent COVID-19 Prevention and Response Plan that included mandatory temperature and health checks, social distancing and face coverings, increased requirements for hand washing and other hygiene-related

protocols, and more stringent cleaning processes. The plan also included protocols for quick response to suspected COVID-19 cases, which included requiring work from home periods following potential exposures.

- We increased employee communications to keep employees informed during the pandemic, while making it easy to access critical information. This includes EnLink's intranet site, where we provide health and safety updates, house our COVID-19 Prevention and Response Plan, and link to reputable sources of information on COVID-19, such as the CDC COVID-19 website.
- Protecting our customers while providing excellent service:
 - We utilized our in-place business continuity plan that allows us to operate without interruption.
 - We ensured our teams that were working off-site had their technology and equipment needs supported to continue executing without issue.
 - Our field team continued to work on-site, under strict safety protocols from our COVID-19 Prevention and Response Plan, to ensure our facilities' reliable and safe operations.
 - Our commercial team stayed in regular contact with our customers to ensure we continued to provide the same best-in-class service they've come to expect.

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Social Responsibility

Our People

Creating a sustainable business is not possible without the collective 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 of our ability 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 fully vested employer matched contributions.

EnLink also offers an employee assistance program that helps connect employees to the resources they need to manage many of life's unexpected challenges.

EnLink's people-centric culture extends to the support of sustainable lifestyles, including physical, mental, and emotional health. Our annual wellness initiative encourages employees and their spouses to receive an annual wellness checkup. In 2019, more than 75% 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. Due to the pandemic, our 2020 wellness initiative was temporarily suspended due to limited access to wellness visits. The program is in effect for the 2021 plan year.

Our competitive total rewards packages support the financial security of our employees and help to attract and retain top talent. Turnover rates are monitored on a monthly basis and reported to our Board of Directors (Board) at least annually. Voluntary turnover rates over the last three years have remained relatively flat, averaging approximately 10% per year.

EnLink recognizes the importance of employees' need to provide financial stability for themselves and their families, particularly during challenging and uncertain times such as the current COVID-19 pandemic. 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 wage¹. On average, the lowest 10% of our employees were paid 182% of the living wage national average of \$34,040 per year¹ and our median employee earned approximately 300% of the living wage national average.

Like many energy companies, EnLink offers better than average income and advancement opportunities for those without a four-year college degree (55% of EnLink's 2020 workforce²). 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.

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-



"I am grateful to work for a company that helps me to grow. I have many mentors at EnLink who encourage me to finish my degree and not to give up. The EnLink Tuition Reimbursement program represents leadership's commitment to their employees who hunger for growth. Even during the most challenging times, like the 2020 pandemic, that commitment never wavered." - David Chung, Senior IT Technical Support, pictured here receiving EnLink's highest employee honor, the Servant Leadership Award from Alaina Brooks, Executive Vice President and Chief Legal and Administrative Officer; Chung will graduate in 2022 with a Bachelor of Science in Information Technology.

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 7,500 online courses comprising more than 4,500 hours of supplemental or compliance-based training. In addition, our employees completed over 13,000 hours of required safety training.

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 reviewed by the EnLink Leadership Team.

The EnLink Community Fund

We recognize 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 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 2020, the EnLink Community Fund awarded 13 grants to employees impacted by catastrophic events, including Hurricane Laura.

1. As reported in Massachusetts Institute of Technology (MIT) Living Wage Calculator, the living wage in the United States was \$16.54 per hour, or \$68,808 per year (\$34,404 per individual), in 2019, before taxes for a family of four (two working adults, two children); Glasmeier, Amy K. Living Wage Calculator. 2019. Massachusetts Institute of Technology. livingwage.mit.edu; <https://livingwage.mit.edu/articles/61-new-living-wage-data-for-now-available-on-the-tool>
2. Based on employee reported data collected at time of hire and/or our Diversity, Equity, and Inclusion survey conducted in 2020; reflects population as of December 31, 2020.

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Social Responsibility

Diversity, Equity, and Inclusion

We strive to promote a culture of inclusivity and celebrate diversity 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 the EnLink table. 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.

Diversity Leadership

In mid-2020, we launched the Diversity, Equity, and Inclusion (DEI) Action Team. This team is led by Chairman and CEO Barry Davis and Executive Vice President and Chief Legal and Administrative Officer Alaina Brooks, who, in 2020, was named one of the "Top 50 Most Powerful Women in Oil & Gas" by the National Diversity Council, and includes employees from across the company, each representing numerous demographics and perspectives.



"Celebrating diversity at EnLink is critical to high employee engagement and effective collaboration, which leads to an increase in innovation. Teams are more effective when each member feels a sense of belonging." – Crystal Passley, Director of Strategic Projects and one of EnLink's DEI Action Team leaders

The objectives of the DEI Action Team 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



EnLink's DEI Action Team educated employees on voting rights and encouraged employees to share photos exercising their right to vote.

The DEI Action Team launched numerous educational campaigns in 2020, added inclusivity topics into our recruitment hiring guidelines, conducted a companywide diversity survey, and launched fundraising drives. EnLink employees donated over 3,000 pantry goods to Magnificat Houses, a Houston-based nonprofit that services homeless individuals from various diverse populations, and donated over 500 tech devices, such as laptops, monitors, and phones, to nonprofit Computers for the Blind, which services visually impaired individuals. On the education side, the DEI Action Team highlighted diversity topics through educational stories and testimonials posted to the company intranet site. Stories highlighted EnLink's military veterans, the Diwali celebration, the importance of voting, books and movie recommendation lists to learn about diverse cultures, and more.



Diversity Hiring and Employee Training

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 2020, EnLink enhanced our recruitment process to include inclusivity questions that identify if potential candidates embrace and celebrate diversity.

At EnLink, all employees are required to take an online “Preventing Workplace Harassment” course each year. In 2020, EnLink also offered “Unconscious Bias Training” to all employees, resulting in 97% of managers completing the course.

In 2021, EnLink will continue to require all employees to take an anti-harassment training course and will require managers to take an additional diversity-and-inclusion-focused course.

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Social Responsibility

Making an Impact in Our Communities

We actively contribute to the growth and success of the communities where we live and work through community service and investment.

EnLink's commitment to social responsibility extends beyond operational excellence to include financial contributions and employee volunteerism. We empower our employees to support worthy causes through volunteer initiatives and community partnerships with charitable organizations making positive impacts in the areas of education, health and human services, and community development.

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

EnLink did not organize in-person volunteer events in 2020 due to our COVID-19 safety protocols. However, we have a rich history of such events, having achieved our sixth consecutive year in 2019 of 100% work group participation in local community service projects. We look forward to resuming these events when it's safe to do so.

In the meantime, EnLink encouraged employees to find ways to contribute virtually or through socially distanced donation drives. These resulted in donations or other community services initiatives including:

- A corporate donation to the American Heart Association to raise awareness and fund research to fight heart disease and stroke



EnLink's technology and canned good drives were organized by the EnLink Diversity, Equity, and Inclusion Action Team to benefit diverse nonprofits.

- Over 3,000 pantry goods to Houston-based Magnificat Houses, a Houston-based nonprofit servicing individuals experiencing homelessness
- Over 500 tech devices, such as laptops, monitors, and phones, to Texas-based nonprofit Computers for the Blind, which serves visually impaired individuals
- An annual EnLink-sponsored Thanksgiving food drive benefiting local pantries and families in Kennonsburg and Marietta, Ohio
- An annual Easter in July drive in which EnLink employees raise funds and supplies to fill almost 150 Easter baskets that were donated to the Freeman-Matthews Head Start Center and the Baton Rouge center of St. Vincent de Paul, a nonprofit that provides food, shelter, and other services to those in need
- Participation in a volunteer project through Christmas in Action, a nonprofit in Midland, Texas, that repairs the homes of low-income elderly and disabled homeowners
- Supplies sent to EnLink families and the communities impacted by Hurricane Laura and later Hurricane Delta; visit EnLink's ["Our People" page](#) to learn about the EnLink Community Fund, which helps employees and their families get back on their feet following catastrophic events

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 2020, EnLink:

- Employed more than 1,000 people and utilized approximately 6,000 contractors across the seven states in which we live and work
- Expects to pay an estimated \$40.8 million in 2020 U.S. property taxes in seven states
- Spent over \$500 million with over 2,000 suppliers to drive our operations; 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 that highlights our expectations for supplier conduct in respect of human rights, labor practices, environment and safety responsibilities, business ethics, and asset protection.

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

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Ethical Governance

Overview

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

EnLink's Board of Directors (Board) and senior leadership believe sustainable business practices uphold our company's core values. Our 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. Click the "More in this section" links below to learn more about our Board and our policies pertaining to business conduct and ethics.

2020 Governance Achievements

- The Board includes one female director, two minority directors, and two directors under the age of 50
- All members of the Board's Audit and Conflicts Committees are independent 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 2020 Short-Term Incentive (STI) Program for employees is tied in part to sustainability and strategic initiatives; the 2021 STI Program includes a "Safety and Sustainability Scorecard" weighted at 15%
- EnLink conducted regular cybersecurity tests and employee training

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Ethical Governance

Our Board of Directors

Members of EnLink's Board of Directors have extensive energy, finance, sustainability, and public company governance expertise.

EnLink is governed by a Board of Directors (Board) that engages with management to deliver value to our stakeholders. EnLink's Board ultimately oversees EnLink's sustainability strategy, reviewing sustainability progress during quarterly meetings.

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. In 2020, EnLink added two new board members with gender and ethnic diversity.

As of the publication date of this digital report, EnLink's Board of Directors has:

- Four independent directors
- One female director
- Two directors with ethnic diversity
- Two directors under the age of 50
- Directors with an average age of 59

Board Committees and Charters

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

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

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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.

Linking Executive Pay to Performance

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. 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

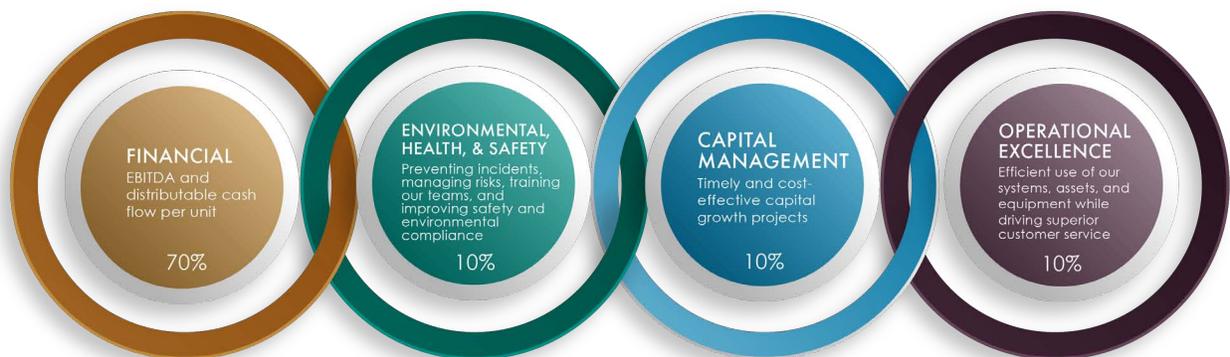
EnLink's long-term incentives, issued in the form of company units, comprise 60% of our executive's total compensation, all of which is on a three-year cliff vesting schedule. Moreover, long-term incentives are typically awarded as 50% time-based awards and 50% performance-based stock awards. Performance-based awards granted in 2020 were measured 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 defined cash flow goals.

Long-term incentives to our executive officers foster a strong culture of ownership, aligning the interests of our leaders with those of our unitholders. Based on the beneficial ownership table of our most recent Annual Report on Form 10-K, our executive leadership team¹ on average held 6.7 times their base salary in EnLink common units, exceeding both market best practice and minimum ISS governance guidelines² of 3 times base salary.

Short-Term Incentives (Annual Bonus)

EnLink's 2020 Short-Term Incentive Program, which is approved by the Board, rewards all 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.

COMPONENTS OF THE 2020 ENLINK ANNUAL SHORT-TERM INCENTIVE PROGRAM



In recognition of the ongoing importance of sustainability, the 2021 Short-Term Incentive Program includes a “Safety and Sustainability Scorecard” with an additional environmental metric – Reportable Environmental Incident Rate – and increased the Safety and Sustainability Scorecard weighting by 50% over 2020 performance goals to 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.

- 1. Common unit ownership for our executive leadership team excludes Pablo Mercado who was appointed Executive Vice President & CFO effective July 13, 2020 and did not own vested EnLink common units as of such date.*
- 2. Market practice data reported in the 2020 Domestic Stock Plan Administration Survey presented by the National Association of Stock Plan Professionals and Deloitte Consulting LLP. ISS information from the 2021 Methodology Guide for the Governance QualityScore.*

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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.

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 directors and compliance with all laws and regulations that apply to EnLink. This commitment from our employees and directors is crucial to maintaining a workplace focused on ethical, safe, and fair business dealings. [Click here](#) to read the Code in full.

EnLink also has adopted other policies underlying our ethical business values, including an Anti-Corruption Policy. We require our employees to complete annual training to certify their understanding of our policies. In 2020, 100% of our employees completed this 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 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, the Ethics Line is available to our employees as well as to suppliers, customers, and other third parties.

We intend for this hotline to foster an open culture of integrity at EnLink and serve as a deterrent to any unethical behavior. EnLink investigates every report that is made to the Ethics Line and treats those reports as confidential. Any reports received are also sent directly to the chair of the Audit Committee of our Board.

EnLink has a policy of nonretaliation against anyone who makes a report in good faith, whether internally to a manager or other leader or to the hotline. In 2020, we received a total of two calls to our reporting hotline, and we responded to each one.

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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 the corresponding mitigation plans. A roundtable is then held to discuss enterprise risks and determine prioritization, taking into consideration safety, environmental, financial, and reputational risks. Top risks and trends identified through this process are regularly reviewed by the Audit Committee of the Board of Directors (Board). The Audit Committee meets twice a year to review these risks in depth. Additionally, meetings are held with the Board to discuss selected top risks and risk management plans.



ERM is used as the basis for EnLink's Internal Audit plan. Additional details on EnLink's risks are included in our Annual Report on Form 10-K filed with the Securities and Exchange Commission in the section under Risk Factors.

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 dictates the required leadership personnel, communications protocols, and task considerations to be used to timely address the effects of various types of potential crises.

EnLink's business continuity plan was proven to work well in 2020 during the COVID-19 pandemic. We were able to continue serving our customers effectively, safely, and reliably without interruptions due to the pandemic, while protecting the health and safety of our employees, business partners, and communities.

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. Risk assessments and penetration tests are performed at least annually with remediation efforts implemented in a timely manner. Updates on cybersecurity risks and trends are presented to the Board quarterly.

Cyber incident response plans are documented with drills performed annually to ensure key individuals are trained on their responsibilities. Similarly, IT disaster recovery plans are documented with drills performed annually to identify necessary updates and other enhancements for the plans.

EnLink has an ongoing 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 annually complete cybersecurity content training based on risks relevant to the organization. In 2020, EnLink employees completed 100% of this required training.

This webpage is part of EnLink's 2020 Sustainability Report, published May 4, 2021, and reflects content from and as of such date.