



2022 Sustainability Report

Becoming the Midstream Company of the Future: EnLink is building on our 2022 sustainability achievements to deliver value to our stakeholders.

Welcome to EnLink Midstream's 2022 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 2022 Sustainability Report, EnLink's fifth annual sustainability report.

Table of Contents

I. 2022 Sustainability Report Overview	Page 1
i. CEO Letter	Page 3
ii. Sustainability Strategy	Page 5
iii. Performance Data Chart & Frameworks	Page 9
II. EnLink and the Energy Industry	Page 10
ii. Energy Industry Sustainability	Page 13
iii. Carbon Solutions	Page 16
III. Responsible Operations	Page 19
i. Energy Use & Emissions	Page 21
ii. Environmental Performance & Stewardship	Page 25
iii. GoalZERO Safety	Page 28
iv. Emergency Preparedness	Page 33
v. Asset Integrity Management	Page 34
IV. Social Responsibility	Page 36
i. Our People	Page 37
ii. Diversity, Equity, & Inclusion	Page 40
iii. Community Impact & Supply Chain	Page 43
V. Ethical Governance	Page 46

i. Board of Directors	Page 48
ii. Executive Compensation & Incentive Program	Page 50
iii. Business Ethics	Page 52
iv. Risk Management & Cybersecurity	Page 54

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Sustainability



From Our CEO

We're embracing our role in the energy transformation – providing energy our nation needs while developing projects that will reduce industrial emissions

To Our Stakeholders:

Welcome to EnLink's fifth annual Sustainability Report, which details our sustainability progress throughout 2022. It was a banner year for EnLink and my first with the company, having joined as chief executive officer in June.

Here are a few of our company's many highlights from 2022:

- **Prioritizing Safety:** EnLink exceeded our own safety record for the third consecutive year, achieving a total recordable incident rate of 0.26, which is 61% better than the industry average¹, and set a company record by achieving a full year without a single lost-time injury, earning us the "Perfect Record Award" from GPA Midstream.
- **Emissions Reductions:** In 2022, we reduced our methane emissions by approximately 2,900 metric tonnes (MT). When combined with our 2021 reductions of approximately 1,500 MT of methane, we are currently 63% completed with our 2024 near-term emissions goal of lowering our scope 1 methane emissions intensity by 30% over 2020 levels.
- **Providing Solutions for Industrial Emitters:** Beyond our own emissions, EnLink's Carbon Solutions team is pursuing opportunities to reduce industrial greenhouse gas emissions in the Mississippi River corridor, one of the highest CO₂-emitting regions of the United States, and announced a landmark agreement to provide carbon transportation for ExxonMobil in support of a carbon capture and sequestration (CCS) project, for which CF Industries is the anchor customer. Both the International Energy Agency and the Intergovernmental Panel on Climate Change agree that broad CCS deployment is necessary to reduce existing emissions and put the world on a path to achieve emissions reduction targets.
- **Community Support:** Our employees gave their time and energy to community nonprofits in 2022. Employees utilized our community service paid time policy that gives each employee up to eight hours of paid time off to volunteer, volunteering approximately 1,300 hours' time companywide.
- **Paid Childbirth Recovery Leave:** We improved our parental leave policy, granting employees who give birth up to 10 weeks of 100% paid childbirth recovery, emphasizing our commitment to fostering a diverse and inclusive work environment.
- **Leadership Diversity:** I joined EnLink in June 2022 and, as a Mexican American, am proud to be our company's first Hispanic CEO and to add to the diversity of our EnLink Board of Directors. EnLink's four-person executive leadership team, with me on board, now includes two leaders with ethnic diversity and one woman.

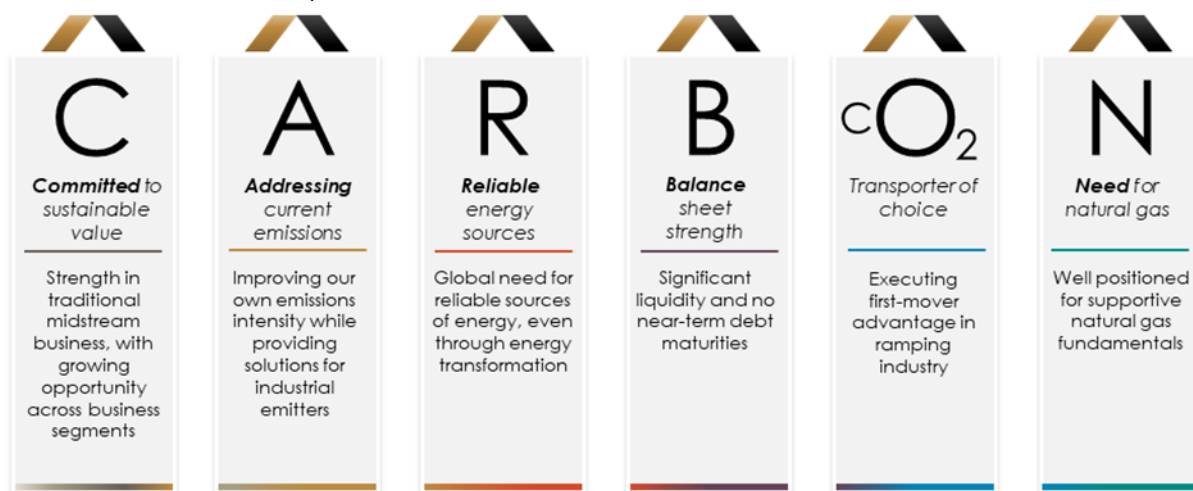
¹ The GPA Midstream Association classifies companies that complete 1 million or more midstream operational workhours in one year as Division I. The 2022 industry average for GPA Division I companies, EnLink's peer group, is 0.67. EnLink calculates TRIR by multiplying the number of recordable injuries by 200,000 work hours and dividing by EnLink's total actual work hours.

While last year had several significant achievements, I look forward to the “Future of Midstream” that EnLink is building, coupling traditional midstream (oil and gas delivery) with new midstream (carbon transportation solutions). We're providing energy products critical to powering our modern society and promoting America's energy independence, while also offering solutions to reduce greenhouse gas emissions across multiple industries that utilize these products. We consider this an energy “transformation,” not a transition, as we believe the world's energy mix will continue to include hydrocarbons, while adding in cleaner, synthetic sources, like hydrogen, as well as renewables. EnLink has what it takes to succeed through this transformation.

First, we have a strong, traditional midstream business that is 90% natural gas and natural gas liquids based. Natural gas is a cleaner fossil fuel that is critical to our energy transformation. While U.S. natural gas production increased 91% from 2005 to 2021, total CO₂ emissions declined 18.4%². In short, natural gas is facilitating a reduction in CO₂ emissions while continuing to provide the energy resources a modern society needs and contributing to U.S. energy independence.

Second, EnLink has a clear path in the energy transformation through our growing carbon transportation business, as we have the industry's first definitive CO₂ transportation agreement. You can read more about our [Carbon Solutions business](#) in this report.

And finally, EnLink has the financial resources, discipline, and flexibility that makes us a sustainable investment. These pillars create what we called our “CARBON” approach at a recent EnLink Investor Day:



I'm proud to say that EnLink is stronger today than it has ever been, and we're building an even stronger, more sustainable company. Thank you for your interest in our journey.

Sincerely,
Jesse Arenivas
Chief Executive Officer
EnLink Midstream

² EIA U.S. Natural Gas Production and U.S. Emissions by Energy Source

Sustainability

Sustainability Strategy

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



"Sustainability is foundational to EnLink and our strategic plan. Our leaders and employees at all levels of the company share responsibility to continually improve EnLink's sustainability performance." - Alaina Brooks, EnLink Executive Vice President and Chief Legal and Administrative Officer, and executive sponsor of EnLink's sustainability strategy and teams

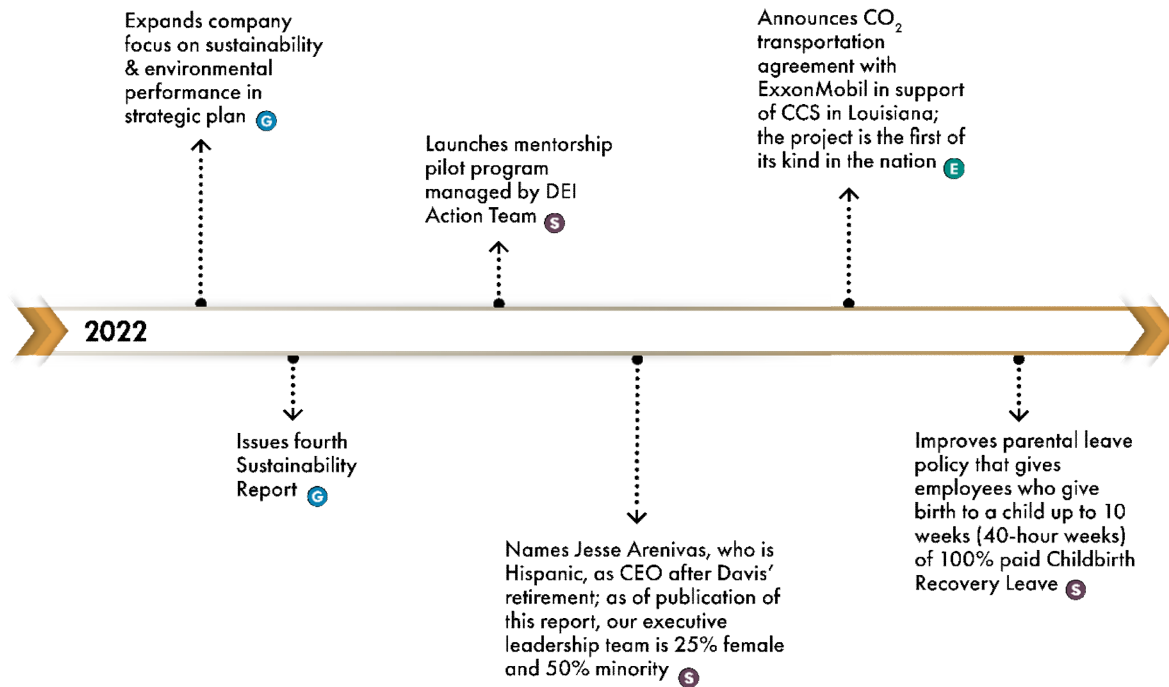
EnLink focuses on the best interests of our stakeholders and makes decisions with our long-term sustainability strategy in mind.

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 have consistently developed the program structure and goals to align with our company strategy, industry developments, and stakeholder expectations. The timeline below shows our sustainability achievements in 2022; [click here](#) to see our achievements since our sustainability program launched in 2018.

ENLINK'S 2022 SUSTAINABILITY JOURNEY



LEGEND: **E** Environmental Achievement **S** Social Achievement **G** Governance Achievement

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

Sustainability Governance

EnLink's management-approved, companywide [sustainability policy](#) drives our sustainability approach and communicates expectations to employees. Our sustainability management structure includes a Sustainability Core Team composed of leaders from multiple departments, allowing for diverse consideration of ESG-related topics across the company, as sustainability is a foundational element of EnLink's strategic plan. Additionally, EnLink's Board of Directors has ultimate oversight of EnLink's sustainability.

ENLINK'S SUSTAINABILITY GOVERNANCE

BOARD OF DIRECTORS

Broad oversight of sustainability strategy at quarterly meetings

SUSTAINABILITY COMMITTEE

- Board-level committee
- In-depth oversight of sustainability initiatives

SUSTAINABILITY LEADERSHIP

- Led by Alaina Brooks, Executive Vice President & Chief Legal and Administrative Officer
- Overseen as part of EnLink's strategic plan & *Future of Midstream* vision

OPERATIONAL EXCELLENCE LEADERSHIP TEAM

- Includes leaders from operations, engineering, operational excellence, information technology, supply chain, legal, and environmental, health, & safety (EHS) teams, as well as executive leadership
- Oversees the company's operational excellence efforts, including pursuing best-in-class environmental, health, and safety performance
- Provides guidance on sustainability initiatives executed by operations and operational excellence teams

SUSTAINABILITY CORE TEAM

- Includes leaders from legal, land, communications, human resources, investor relations, internal audit, and EHS teams
- Considers all sustainability trends, risks, and opportunities
- Produces yearly sustainability reporting materials

EMISSIONS REDUCTION TEAM

- Includes leaders from EHS, operational excellence, engineering, operations, and investor relations teams
- Develops strategic approach for emissions reductions
- Tracks progress against emissions targets

DIVERSITY, EQUITY, & INCLUSION ACTION TEAM

- Includes employees from across the company, representing numerous demographics and diverse perspectives
- Fosters a diverse and inclusive workplace where employees can reach their full potential

ALL EMPLOYEES

- Sustainability is a companywide responsibility
- Sustainability considerations are weaved into decisions, programs, processes, etc.

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 transformation, energy use and emissions, environmental performance, biodiversity and habitat maintenance and restoration, and asset integrity and reliability.
- **Social Responsibility**, which includes employee 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-level Sustainability Committee prior to issuance.

Sustainability

2022 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 an extensive set of metrics in our Performance Data Chart, representing five 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 2022 Sustainability Report, we expanded our 2022 Performance Data Chart to report five years of data rather than four years. We also have included a new index that aligns with the Task Force on Climate-Related Financial Disclosures (TCFD) to help readers find information within this Sustainability Report and its associated data charts, as well as providing links to the governance documents and annual reports available on our [website](#).

We continue to use 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 efforts to meet stakeholder expectations for sustainability reporting.

EnLink adopted the industry template created by the Energy Infrastructure Council (EIC) and the GPA Midstream Association in summer 2022 and is now using the template for our 2022 data reporting. The EIC/GPA template provides 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. By adopting this industry 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. Additionally, EnLink's sustainability leaders participate in the working group organized by these industry trade organizations to update their midstream-focused ESG template and share ongoing sustainability best practices.

Visit our [Sustainability Data webpage](#) to view the EnLink Performance Data Chart, EIC/GPA ESG Template, and the SASB and TCFD indices.



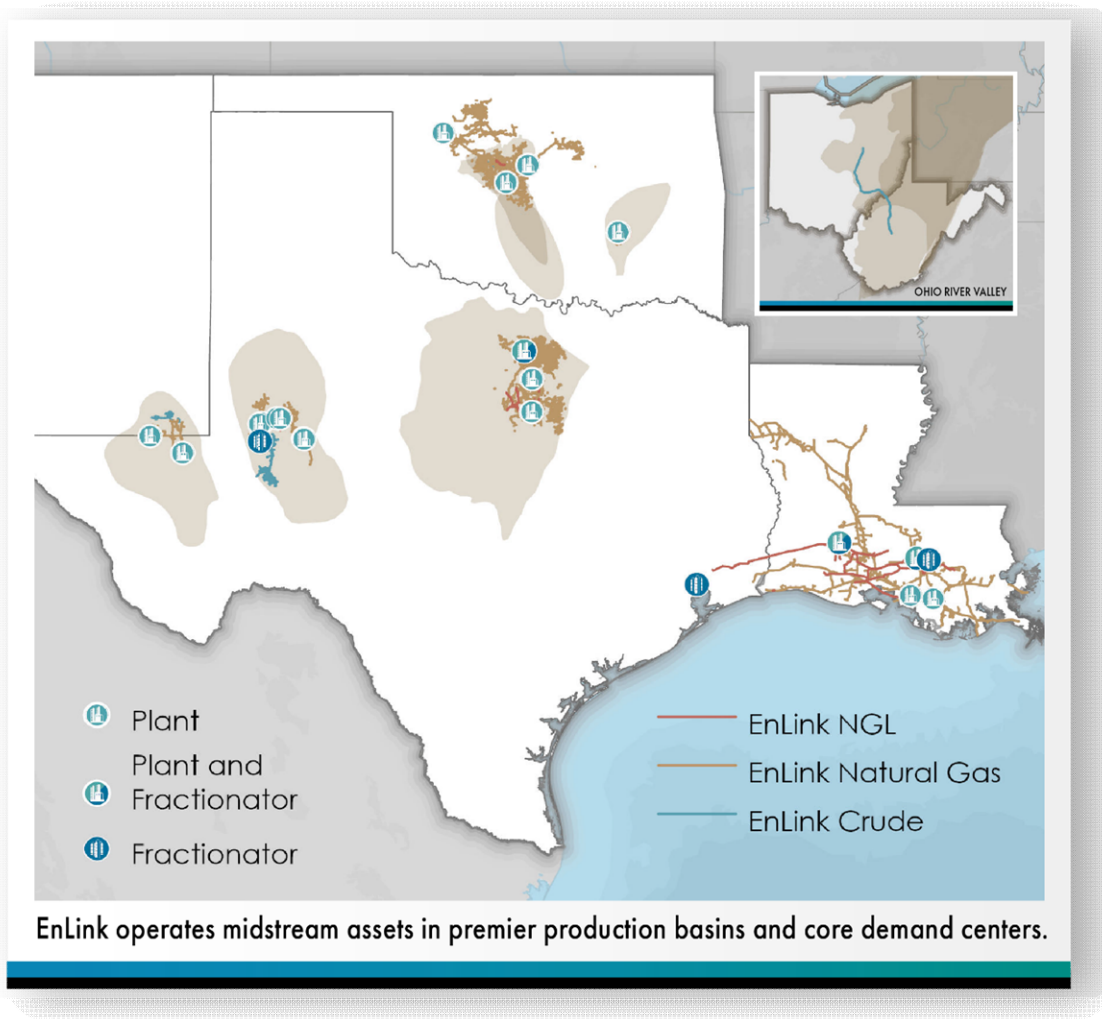
EnLink and the Energy Industry

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. We also have carbon dioxide (CO₂) transportation capabilities and are building our Carbon Solutions business to support carbon capture and sequestration projects that are an important part of reducing industrial emissions.

EnLink's employee base, which is over 1,100 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 transformation through our growing Carbon Solutions 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.

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, customers, and all stakeholders.
- We focus on process, proactively prepare for the unexpected, and emphasize 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, 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.

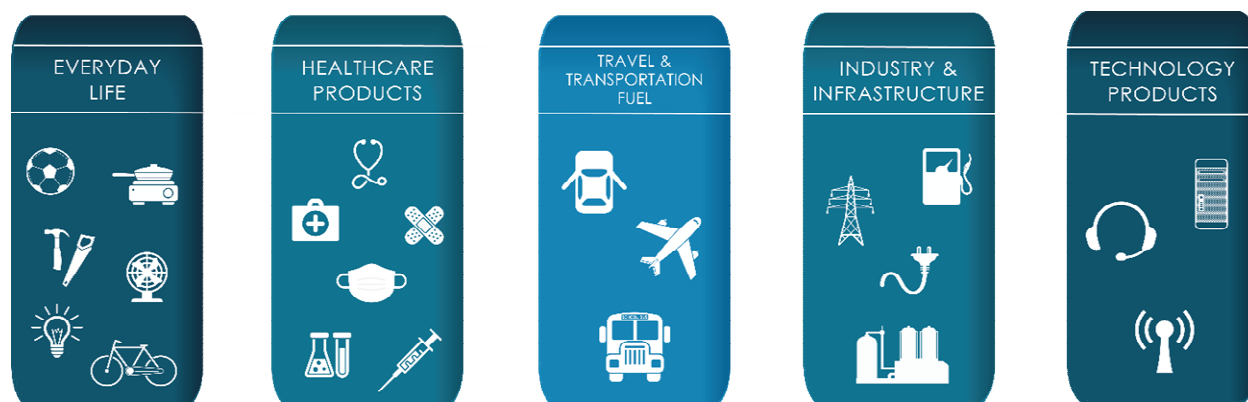
EnLink and the Energy Industry

Industry Sustainability

The energy transformation is changing our industry, and EnLink is leading 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 Transformation Is Underway

While the world is moving toward less carbon-intensive energy, responsibly managed fossil fuels will continue to play a critical piece of the energy mix for decades to come. This energy transformation is what [EnLink CEO Jesse Arenivas](#) sees as the “Future of Midstream.”

Natural gas is integral to this transformation, as it is a less-carbon-intensive, more efficient fuel. In fact, while U.S. natural gas production increased 91% from 2005 to 2021, total CO₂ emissions declined 18.4%, according to the U.S. Energy Information Administration³. 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 intensity and providing midstream solutions for our customers. We're becoming more innovative and more efficient to ensure that EnLink will have a long-term, sustainable role in providing the energy the world needs.

³ EIA U.S. Natural Gas Production and U.S. Emissions by Energy Source

EnLink announced in May 2021 our intention to achieve a 30% reduction in methane emissions intensity by 2024 and pursue a pathway to reach a 30% reduction in our total carbon dioxide equivalent (CO₂e) emissions intensity by 2030, both as compared to 2020 scope 1 emissions intensity levels. [Click here](#) to read about our emissions reduction efforts and [here](#) to read about our Carbon Solutions group, which is growing our carbon transportation business that will support carbon capture and sequestration (CCS) projects. CCS is a key factor in helping industrial emitters across the globe reach emissions reduction goals. In fact, the International Energy Association expects that CCS will need to account for approximately 37% of all CO₂ reduction from industries to comply with the Paris Agreement⁴.

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 comply with 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 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 develop 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' earnings in 2022 equated to 125% of the living wage national average⁵, and our median employee earned over 200% of the living wage national average of approximately \$50,000 per year. This compensation model provides our employees with much desired financial stability, while also helping us secure top talent.

⁴ IEA - Net Zero by 2050, A Roadmap for the Global Energy Sector; this report outlines a carbon reduction pathway that is compliant with the Paris Agreement

⁵ As reported May 2022 in Massachusetts Institute of Technology (MIT) Living Wage Calculator, the living wage in the United States was \$24.16 per hour or \$50,253 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/articles/99-a-calculation-of-the-living-wage>

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, 46% of our highly skilled workforce does not have a four-year degree⁶, 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.

⁶ 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, 2022.

EnLink and the Energy Industry

Carbon Solutions

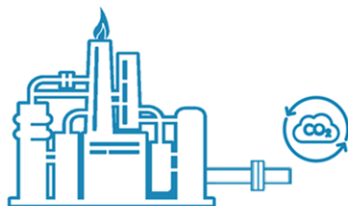
EnLink is building a scalable carbon capture business in Louisiana, helping an industrial area to decarbonize.

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 carbon transportation leader in the CCS industry. Within the United States, Louisiana is the second largest industrial emitter of carbon dioxide (CO₂) emissions⁷. EnLink operates an extensive pipeline network in Louisiana, with redundant pipelines that can be converted to transport CO₂. We're leveraging 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 transformation.

How CCS Works

CO₂ is emitted into the atmosphere from a wide range of industrial processes, including fertilizer production, hydrogen production, and power generation. Through existing proven technology, CO₂ can be captured from the source before it's emitted into the atmosphere. The captured CO₂ can then be safely transported through pipelines, a process that is very similar to moving hydrocarbons. Finally, through the use of injection wells, CO₂ can be safely and permanently sequestered in geological formations.



1 CAPTURE

CO₂ is captured today and vented into atmosphere as part of gas processing or treating as well as other industrial processes



2 TRANSPORT

The oil and gas industry began transporting CO₂ in pipelines in the 1970s



3 SEQUESTER

CO₂ has been stored underground since the 1970s via Enhanced Oil Recovery

⁷ EPA's Greenhouse Gas Reporting Program 2021

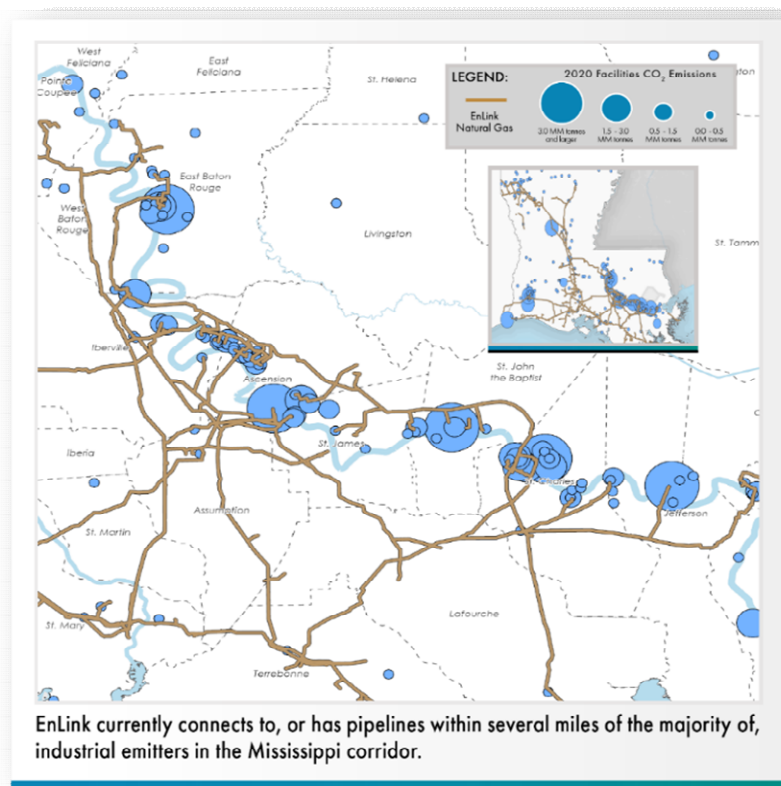
The Need Here and Abroad

Globally, the CCS industry currently captures approximately 40 million metric tonnes⁸. However, the International Energy Agency expects CCS to account for nearly 37% of all CO₂ reduction from industry to meet Net Zero goals by 2050. In turn, CCS is expected to grow significantly with global capacity to reach 7.6 billion metric tonnes by 2050⁹.

Louisiana is the second largest industrial emitter within the United States⁸. Within Louisiana, the Mississippi River corridor emits approximately 80 million metric tonnes per year and makes up nearly two thirds of Louisiana's total industrial CO₂ emissions⁹. In addition, Louisiana is uniquely positioned to foster the growth of the CCS industry due to the state's world-class permanent, natural storage capabilities.

Best Positioned to Provide CO₂ Transportation in Louisiana

EnLink has all the elements for a full-service CO₂ transportation business in support of CCS initiatives. 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, a significant portion of which can be converted to CO₂ 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.



⁸ EPA's Greenhouse Gas Reporting Program 2021

⁹ IEA - Net Zero by 2050, A Roadmap for the Global Energy Sector

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 entirely new pipeline networks in Louisiana's diverse wetlands and environmentally sensitive areas.

Addressing Current Industrial Emissions

In October 2022, EnLink entered into the first-of-its-kind definitive agreement with ExxonMobil for CO₂ transportation services from the Mississippi River corridor to ExxonMobil's 125,000-acre CO₂ storage in Vermilion Parish, Louisiana. Available reserved capacity under the agreement is up to 10 million metric tonnes per year (Mtpa), with an initial reserved capacity of 3.2 Mtpa, beginning in 2025 with a 25-year term.

This project will reduce current emissions from industrial facilities. To date, ExxonMobil has announced agreements to sequester CO₂ from industrial facilities in Louisiana owned by CF Industries and Nucor Corp. CCS projects like this one are an important part of Louisiana's climate goals and will help the state become a leader in low-carbon manufacturing.

CCS Pipeline Safety

EnLink will operate CO₂ pipelines with the same high standards in which we operate all of EnLink's pipelines. They will be monitored 24/7/365 through pressure, volume, temperature, and other controls. Even in the unlikely event of a leak occurring during transport, there is little human health risk when pure CO₂ is released into the air because it is not flammable or explosive and is a common substance found in Earth's atmosphere. Plus, EnLink's personnel are well trained to respond to any incident and regularly work with local first responders.



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 global energy needs. With commitment from EnLink employees, we protect the integrity of our assets, operate safely, and minimize our environmental impact.

2022 Responsible Operations Achievements

- Achieved additional reductions of 2,866 metric tonnes (MT) of methane emissions or approximately 71,650 MT of carbon dioxide equivalent (CO₂e) emissions in 2022, putting us approximately 63% of the way to complete our goal of achieving a 30% reduction in scope 1 methane emissions intensity over 2020 levels by 2024
- Completed approximately \$85.7 million of equipment reuse and refurbishing initiatives
- Set a company record by achieving a full year without a single lost-time injury, resulting in EnLink receiving the 2022 Perfect Record Award for the first time from GPA Midstream Association. EnLink was the only Division I company to win the award in 2022
- Won the GPA Midstream Chairman's Award for Safety Improvement for the third consecutive year, which demonstrates our commitment to continually improving the safety of our workforce

- Awarded the “Safety Program of Merit” and named a finalist for “Excellence in Environmental Stewardship” by the Petroleum Alliance of Oklahoma
- Achieved the lowest Total Recordable Incident Rate (TRIR) in EnLink history of 0.26, which is a 41% improvement from EnLink's 2021 TRIR and 61% better than the 2022 GPA Midstream Division I¹⁰ TRIR average of 0.67. EnLink's TRIR was the second best TRIR within Division I
- Conducted over 90 pipeline safety public awareness meetings for the general public, public officials, and first responders in the communities where we operate

¹⁰ The GPA Midstream Association classifies companies that complete 1 million or more midstream operational workhours in one year as Division I. The 2022 industry average for GPA Division I companies, EnLink's peer group, is 0.67. EnLink calculates TRIR by multiplying the number of recordable injuries by 200,000 work hours and dividing by EnLink's total actual work hours.

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 have set both near- and long-term, sustainable goals to reduce our emissions intensity, thereby furthering our role in the energy transformation.



"EnLink formed an emissions reduction team in 2020 to analyze our emissions sources, set targets, and recommend solutions. This team continues to meet to evaluate potential ways to reduce our emissions intensity and reports regularly to our Board-level Sustainability Committee. This approach of research, measure, report ensures that we continue our pathway to achieve sustainable reductions and that we provide transparent data into our progress for stakeholders. Because of this effort, through 2022, we have completed approximately 63% of our 2024 emissions intensity target reductions." – Walter Pinto, 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 intensity, such as using optical gas imaging for leak detection and repair. We've continued to improve our emissions performance and operational efficiency at many facilities by utilizing engines with advanced digital engine management, methane capture technology and exhaust catalyst; installing vapor recovery units; and applying closed loop emissions control on our triethylene glycol dehydration units.

We closely monitor our energy consumption and evaluate ways to optimize our usage. 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 at many facilities, while LED lighting is now standard at our operating facilities and on new construction, further reducing our company's need for additional power.



At certain sites, EnLink utilizes solar panels to reduce the need for additional power.

Emissions Reduction Targets

EnLink combines our industry know-how with our continuous innovation process to evolve how we operate as we become a more sustainable, leading midstream company. We believe that we all can play a role in minimizing our impact on the environment.

In 2022, we made progress on our near-term emissions reduction targets, announced in 2021, which include:

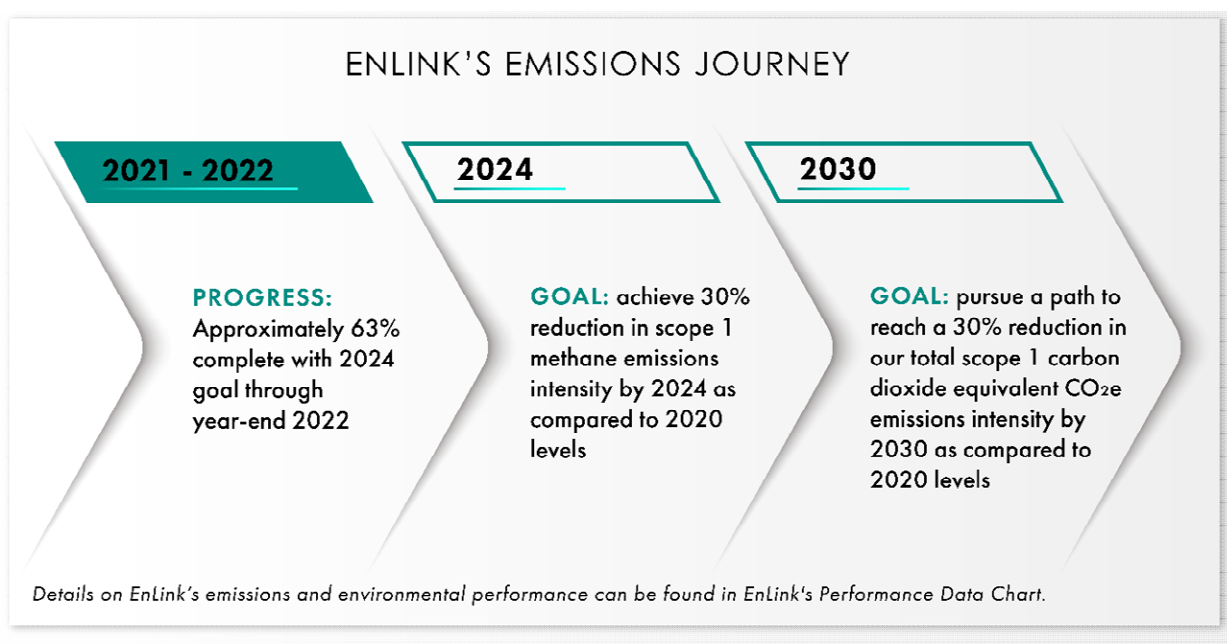
- Achieving a 30% reduction in scope 1 methane emissions intensity by 2024 as compared to 2020 levels; this is a high-impact step, as methane has a global warming potential 25 times that of carbon dioxide (CO₂)¹¹
- Pursuing a path to reach a 30% reduction in our total scope 1 carbon dioxide equivalent (CO₂e) emissions intensity by 2030 as compared to 2020 levels

EnLink formed a cross-functional Emissions Reduction Team (ERT) in 2021 to create a framework for pursuing emissions intensity reductions. This team includes representatives from Environmental, Health, and Safety (EHS); Engineering; Operations; Operational Excellence; Investor Relations; and members of our Executive Leadership Team. The ERT evaluates data, conducts research, and reports their ongoing plans and recommendations to both EnLink's full Executive Leadership Team and the Board-level Sustainability Committee.

¹¹ 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
- Placing 20 compressor engines into service with new technology that eliminates or captures raw methane emissions and minimizes combustion emissions
- Increasing usage of renewable energy to power our operations
- Utilizing 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 emissions control equipment to reduce and minimize emissions
- Modifying of operational processes to recover and recycle natural gas to minimize methane and flaring volumes



By year-end 2022, EnLink accomplished approximately 63% of our 2024 emissions intensity goal through cost-effective measures like replacing high-bleed equipment with low or no-bleed equipment and replacing gas operated pneumatics with compressed air. EnLink continues work toward its goal of a 30% reduction and believes it can achieve this goal by 2024.

In June 2022, we announced a definitive agreement with BKV Corp. to partner on a carbon capture and sequestration (CCS) project in North Texas' Barnett Shale. The project, which is anticipated to come online in late 2023, will capture and permanently store carbon from EnLink's Bridgeport natural gas processing facility at a BKV sequestration site. This is EnLink's second carbon capture announcement for the Bridgeport plant, having announced in 2021 a 15-year agreement with Continental Carbonic Products to capture CO₂ emitted from the Bridgeport plant to sell for use in food-grade products. Combined, these projects make meaningful progress toward our goal of a 30% reduction in total CO₂e emissions intensity by 2030 by reducing emissions by an anticipated 250,000 metric tonnes per year (MTPY) of CO₂e.

EnLink will continue to focus on cost-effective ways to achieve its environmental goals. In 2022, EnLink began a project to place a flash gas recycling compressor into service at EnLink's Plaquemine NGL Fractionator; the project, which was completed in early 2023, reduced CO₂e emissions by approximately 2,500 MTPY and is estimated to achieve an annual revenue of \$1.7 million due to the high ethane content of the recycled gas.

EnLink was awarded grant funding of \$4.42 million by the Texas Commission on Environmental Quality in 2021 for compression engine emissions reduction projects in our North Texas operating area. The funding is assisting EnLink in replacing 13 engines at six locations with lower emissions units, which we anticipate will decrease the regulated pollutant emissions and greenhouse gas emissions by over 7,000 metric tonnes (MT) of CO₂e. In 2022, EnLink put nine of the 13 low-emitting units into service at four different locations.

Environmental Industry Organization Participation

EnLink continued its participation in The Environmental Partnership, which we joined in 2021. 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 participating in 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 provides critical services that help Americans and people around the world access reliable energy. We do this while having processes and procedures in place to comply with all applicable environmental laws and regulations and, in many instances, going above and beyond what's required.

EnLink 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, and in 2022, EnLink achieved the lowest number of spills and releases in our history for a second consecutive year.¹²



EnLink Facility Operator Bruce Hebert places homemade birdhouses near EnLink's Belle Rose facility in Louisiana. The structures will serve local birds that live in the marsh, such as Wood Ducks.

¹² While we are proud of our 2022 record, EnLink reported a spill in 2023 due to an above-ground equipment issue. EnLink worked with applicable regulators on this incident, and, as of the date of this publication, has not incurred any notices of violation. Additionally, EnLink has completed clean-up efforts associated with this spill, conducted a thorough investigation, and taken steps to improve our processes.

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. First, we attempt to avoid 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 2022, EnLink completed approximately \$85.7 million of equipment reuse and refurbishing initiatives.

One innovative and cost-effective way EnLink reuses materials is through plant relocations. In 2022, EnLink completed Project Phantom, our second successful plant relocation in which we moved underutilized natural gas processing equipment from Oklahoma to the rapidly growing Midland Basin in the Permian. Due to the success of this and our Project War Horse relocation (completed in 2021), EnLink announced its third plant relocation in February 2023 and the first that will benefit EnLink's Delaware Basin assets. This "Tiger II" project will move a plant acquired in 2022 in North Texas to the Permian's Delaware Basin where it will increase our total processing capacity, helping to meet our producers' plans in the area.

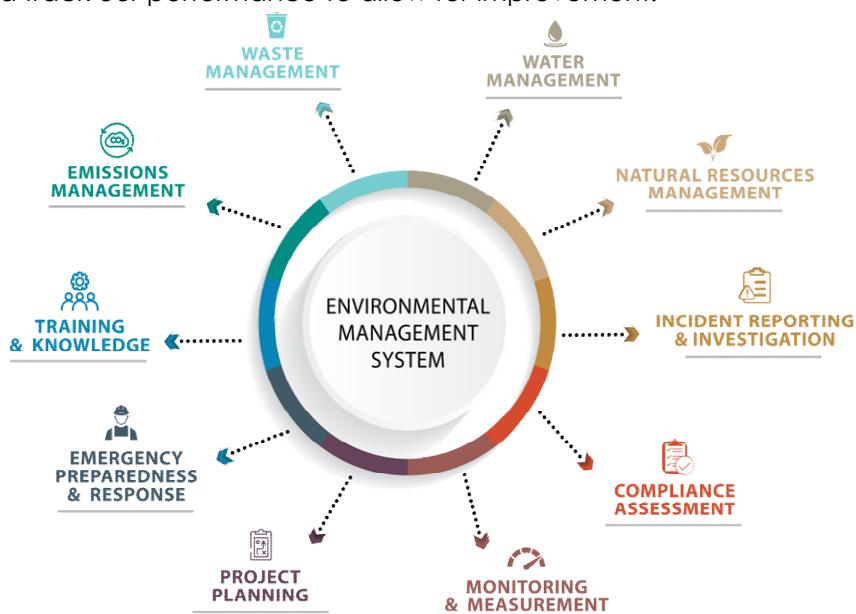
Each of these projects repurposed existing equipment, an efficient approach that decreases the need for the production of new equipment. Relocating a plant not only utilizes existing materials, but it represents a cost savings of approximately 50% over illustrative new-build costs.

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)¹³ is part of our 2022 Safety and Sustainability Scorecard, which is one 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 2022 REIR was 0.34, below our 2021 rate, as well as our prior three-year average, and 66% below our 2022 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 improvement.



EnLink is continuing to focus on improving the efficiency of our environmental reporting, emissions calculation, benchmarking, and improvement project tracking through the development of a sustainability management system. 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 emissions reduction project planning and execution and will enable us to run near real-time status reports for analysis, quantification, and decision making.

¹³ EnLink's REIR metric does not include incidents caused by external events or outside third parties.

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.

Contractor 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 400 EHS audits and inspections in 2022. Audits are captured in EnLink's incident management system and any concerns are addressed with EnLink's contractors and construction and engineering teams.

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 2022, EnLink held contractor safety summits in asset areas with significant contractor activity. These summits allowed EnLink and the contractor community to share best practices, trends, and solutions to common challenges and safety risks facing the midstream industry. The Petroleum Alliance of Oklahoma gave EnLink the "Safety Program of Merit" award for EnLink's 2022 contractor safety summit in Oklahoma.

In addition to the contractor safety summits, EnLink also conducted monthly contractor inspector safety meetings in active growth areas. Bringing the contractor inspector force together to discuss incidents, near misses, risks, best practices, and solutions allows them to better assist the contractor workforce. Our engineering and construction teams also set goals to strengthen the relationship and interaction between EnLink project managers and our contractor workforce.



Attendees of EnLink's Oklahoma Contractor Safety Summit participate in a demonstration from local emergency responders.

GoalZERO Program Continues to Realize Success

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 and contractors have adopted as a regular first step to getting any job done. Our teams 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?" This focuses our team on the task at hand and helps prevent potential risks.

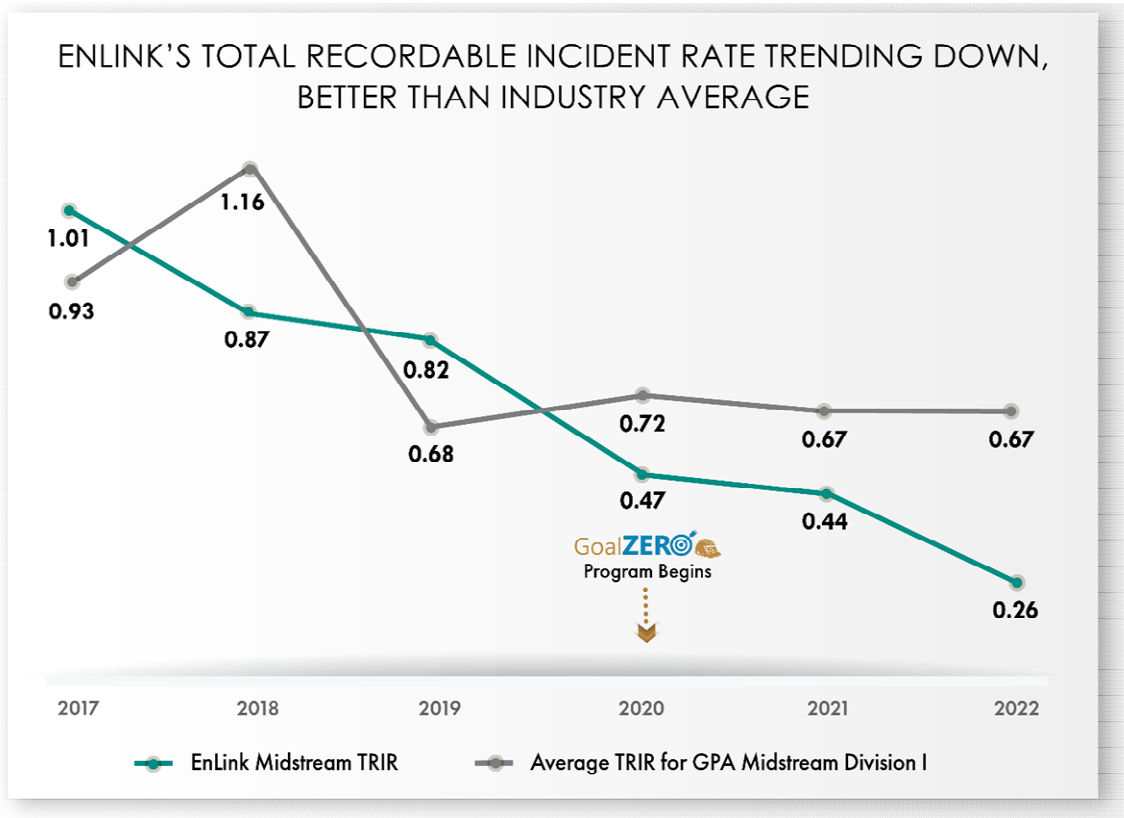
The program has been highly successful, resulting in EnLink receiving national safety recognition by winning the 2022 Chairman's Award for Safety Improvement for the third consecutive year from the GPA Midstream Association, an industry organization representing nearly 100 natural gas processors. The 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. **EnLink also received the 2022 Perfect Record Award for the first time from GPA Midstream, given to companies that achieve a full year without a single lost-time injury. EnLink was the only Division I company to receive the award in 2022.**



Additional 2022 GoalZERO safety achievements include:

- Achieved the lowest employee Total Recordable Incident Rate (TRIR) in EnLink history of 0.26, which is a 41% improvement from EnLink's 2021 TRIR and 61% better than the 2022 GPA Midstream Division I¹⁴ TRIR average of 0.67; EnLink's TRIR was the second best TRIR within Division I
- Achieved ZERO lost-time incidents for the first time in EnLink history
- Given the 2022 Chemical Transportation Safety Pinnacle Award from Union Pacific
- Received the Petroleum Alliance of Oklahoma's 2022 Safety Program of Merit award for our contractor safety summit program and was named a finalist for the Alliance's "Excellence in Environmental Stewardship" award
- Continued EnLink's GoalZERO Excellence awards in which EnLink operating areas were celebrated for achieving zero incidents in key safety focus areas

¹⁴ The GPA Midstream Association classifies companies that complete 1 million or more midstream operational workhours in one year as Division I. The 2022 industry average for GPA Division I companies, EnLink's peer group, is 0.67. EnLink calculates TRIR by multiplying the number of recordable injuries by 200,000 work hours and dividing by EnLink's total actual work hours.



Public Safety and 811

Pipelines have a safety record well in excess of any other mode of transporting petroleum and natural gas products¹⁵. 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 90 public awareness meetings in communities across our asset base in 2022.

¹⁵ "Transportation Accidents by Mode," U.S. Department of Transportation:
<https://www.bts.dot.gov/content/transportation-accidents-mode>

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 2022, EnLink cleared over 127,000 tickets assigned to the company via the 811 system, with 99.99% of these tickets cleared on time.

For our heavy-duty trucking fleet, 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. In 2022, our heavy-duty fleet had zero vehicle accidents.

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, 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 2022, our employees collectively received over 11,000 hours of safety and emergency response training. We proactively create and maintain emergency response plans for our operations sites and conducted more than 40 safety drills in 2022 to help prepare our employees to respond to emergencies.

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.

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 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 our employees and contribute to communities. In fact, "Focus On People" has long been a Core Value at EnLink.

2022 Social Responsibility Achievements

- Volunteered approximately 1,300 hours to community nonprofits and causes
- Improved our Parental Leave Policy to grant employees who give birth up to 10, 40-hour weeks of 100% paid childbirth recovery leave
- 33% of corporate management roles (non-officers) held by women and 24% by employees from diverse racial and ethnic backgrounds
- 100% of managers assigned a "Fair and Effective Interviewing" training completed the course, and 100% of employees completed a "Preventing Workplace Harassment" course
- 60% of employees participated in our wellness program by getting a physical and age-appropriate screening
- Continued an employee flexibility benefit offering a hybrid work-from-home schedule for office employees

Social Responsibility

Our People

Creating a sustainable business is not possible without the contributions of the more than 1,100 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, and disability coverage.

In 2022 EnLink launched an improved Parental Leave Policy that grants employees who give birth up to 10, 40-hour weeks of 100% paid childbirth recovery leave. In addition, non-birthing parents are eligible to receive up to five days of paid parental bonding leave for the birth or legal adoption of a child. According to the Wall Street Journal, only 35% of U.S. companies offer paid bonding or maternity leave in excess of what is required by law¹⁶.

**EnLink provides employees
who give birth up to 10,
40-hour weeks of 100% paid
childbirth recovery leave.**

¹⁶ Dill, K and Yang, D. (2022, August 22). Companies Are Cutting Back on Maternity and Paternity Leave. Wall Street Journal. <https://www.wsj.com/articles/the-surprising-benefit-some-companies-are-taking-away-parental-leave-11661125605>

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. EnLink is proud that we have maintained medical cost premiums for the second consecutive year 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 94% 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 2022, 60% 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 10% per year. As reported by Payscale, this is less than half of the average energy and utility industry 2022 voluntary turnover rate of 22%¹⁷.

EnLink recognizes the importance of providing financial stability for our employees 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, almost all of which are above the living wage. On average, the lowest 10% of our employees were paid 125% of the living wage national average of approximately \$50,000 per year¹⁸ and our median employee earned over 200% 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 (46% of EnLink's 2022 workforce¹⁹). 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.

¹⁷ Payscale's 2023 Compensation Best Practices Report

¹⁸ As reported March 2022 in Massachusetts Institute of Technology (MIT) Living Wage Calculator, the living wage in the United States was \$24.16 per hour or \$50,253 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>

¹⁹ 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, 2022.

Equitable Pay

EnLink understands the importance of pay equity in our compensation programs. On an annual basis, we conduct a gender pay equity analysis to promote equitable pay regardless of gender. In addition, beginning in 2022 we presented this analysis to the Sustainability Committee of EnLink's Board of Directors. The study found no statistically significant pay gaps relative to market of our female employees compared to our male employees, emphasizing our confidence in the effectiveness of our programs at ensuring pay equity.

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. We leverage a range of tools to provide a culture of development, including online and in-person courses. Our employees completed approximately 29,000 online and classroom courses comprising approximately 27,000 hours, of which over 11,000 were from required safety training.

EnLink encourages regular 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, create 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.

Flexible Work Schedule

EnLink provides a hybrid work schedule that allows office employees the opportunity to work from home two days a week and in office the remaining three business days. The hybrid work schedule reduces greenhouse gas emissions associated with commuting and supports our diverse workforce by giving employees increased flexibility to manage work with life commitments.

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, their families, and communities. Funded by employees through voluntary payroll deductions and administered by an employee committee, the EnLink Community Fund has helped our peers and loved ones deal with a variety of hardships over the last 18 years, including the impacts of natural disasters, medical emergencies, and other unforeseen life-altering events.

In 2022, the EnLink Community Fund awarded five grants to employees impacted by catastrophic events, including natural disasters such as tornados and floods. The program has awarded 198 grants 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.

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 employee education and training.

Working with company leadership and Human Resources, EnLink's Diversity, Equity, and Inclusion (DEI) Action Team leads EnLink's diversity and inclusion efforts. The DEI Action Team is comprised of diverse employees across the company, representing numerous demographics, backgrounds, and perspectives, and is led by 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, including during EnLink's second annual "Month of Service" in September 2022. Employees utilized our community service paid time policy that gives each employee up to eight hours of paid time off to volunteer, volunteering almost 1,300 hours' time companywide throughout the year. This represents over \$60,000 in donated time²⁰. [Click here](#) to read about this effort in our Community Impact section.

At the request of employees, the DEI Action Team developed and managed a mentorship pilot in 2022, teaming experienced leaders with employees looking to learn and grow their potential. Pilot participants reported having open conversations while gaining useful insights about development. Due to the pilot's success, the official program was launched companywide in early 2023.

Employee Training and Education

Employees are assigned a "Preventing Workplace Harassment" course each year, resulting in 100% completion of the assigned training in 2022. 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 2021, 100% of managers completed "Inclusive Leadership" training, and, in 2022, 100% of managers assigned a "Fair and Effective Interviewing" training completed the course, which taught leaders how to be an effective and inclusive interviewer.

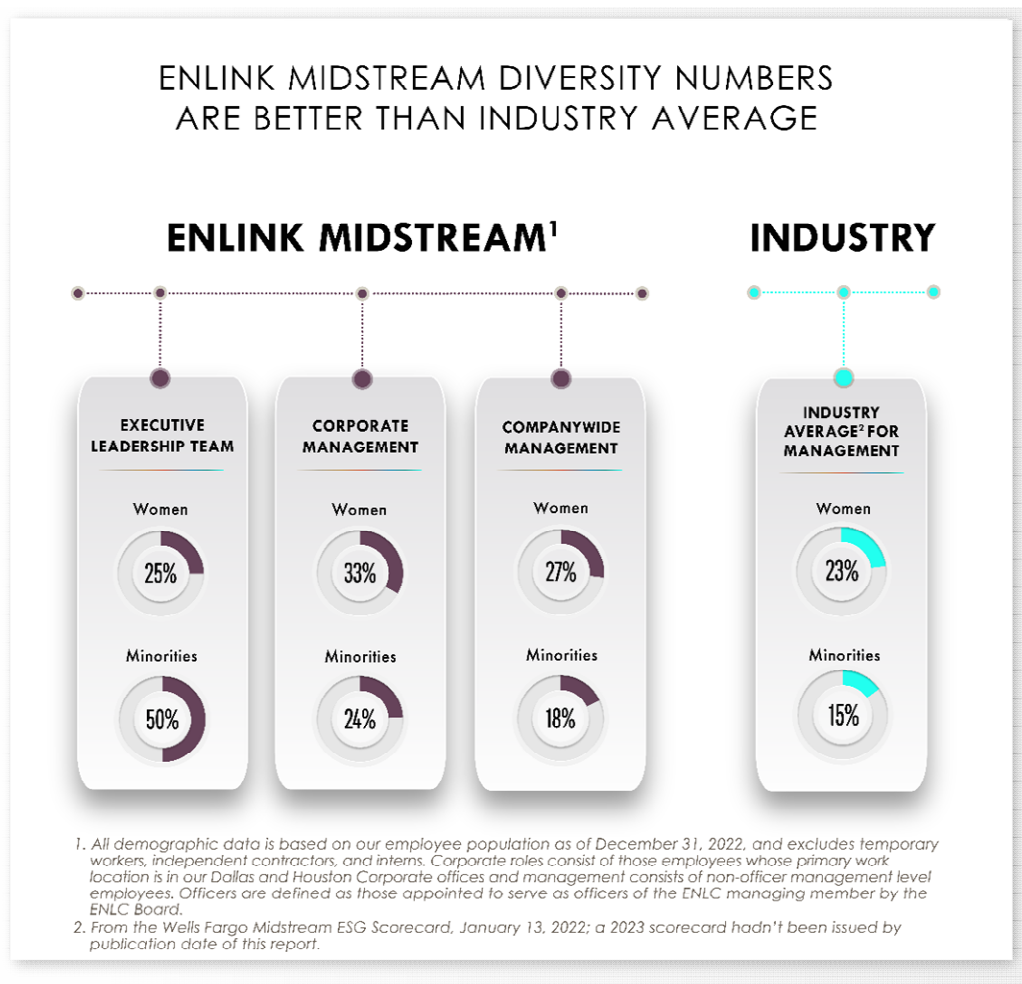
²⁰ Financial impact of volunteer hours are calculated using EnLink's average hourly rate (as of December 31, 2022).

In addition to formal training, EnLink employees receive frequent diversity education through employee intranet articles written by the DEI Action Team. In 2022, the DEI Action Team shared informative stories and personal testimonials on a variety of cultural topics and celebrated key moments in time through Black History Month, Women's History Month, Hispanic Heritage Month, Native American Heritage Month, Juneteenth, Veterans Day, and more.

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 provided 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.



Leadership

EnLink named Jesse Arenivas our new chief executive officer in June 2022 after the retirement of our former CEO. Arenivas, who also joined EnLink's Board of Directors, strengthens EnLink's diversity leadership as a Mexican American. There were just 20 Latino CEOs on the 2022 Fortune 500²¹. Additionally, EnLink's four-person executive leadership team also includes one woman and two leaders with ethnic diversity.

Arenivas also 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**

²¹ Bloomberg.com, "'Sea of White': Latino Leaders Fight to Reshape U.S. Boardrooms;" March 22, 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.

Community Giving and the 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. The DEI Action Team organized EnLink's second annual "Month of Service" in 2022 to encourage employees to give back to their communities through volunteerism and organizing of drives. Combined with other volunteer opportunities throughout the year, EnLink employees volunteered approximately 1,300 hours throughout 2022, which represents over \$60,000 in donated time²². In addition, employee-led fundraisers and other EnLink community giving efforts throughout the year donated more than \$76,000 to community nonprofits.

EnLink's employee-led community service initiatives supported a diverse range of causes in 2022. Just a few of these across our asset areas include:

- Dallas: Organizing a gift drive for the Dallas Children's Advocacy Center, a nonprofit agency working to improve the lives of abused children
- Houston: Working in the Target Hunger community garden, which distributes organic produce to Houston-area residents who need food assistance
- Louisiana: Conducting a career readiness event for students of Hathaway High School in Louisiana and building a playground and gardening for Chez Hope, a Louisiana nonprofit serving survivors of domestic abuse
- North Texas: Volunteering with the Wise County Olympathon in Bridgeport, Texas, to create a day of friendly competition for student athletes with special needs
- Ohio River Valley: Hosting a fundraiser for EVE Inc., a nonprofit that provides aid to survivors of domestic violence and sexual assault in Ohio
- Oklahoma: Cleaning, planting, and other groundskeeping for NorthCare Fields of Hope, which provides care and education for women recovering from substance abuse and their children
- Permian: Repairing homes with Christmas in Action, a nonprofit in Midland, Texas, that serves low-income and disabled homeowners

²² Financial impact of volunteer hours are calculated using EnLink's average hourly rate (as of December 31, 2022).



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 2022, EnLink:

- Employed more than 1,100 people and utilized an average of approximately 2,500 contractors across the seven states in which we live and work
- Paid over \$43 million in 2022 U.S. property taxes in seven states
- Spent approximately \$518 million with over 1,700 suppliers; we strive to work with local suppliers when possible to support the local economies where we live and work
- Hired approximately 90% of our employees locally

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 believes that we have a responsibility to uphold basic human rights and requires that our suppliers treat all individuals with respect and dignity. As a company with operations based solely in the United States, EnLink adheres to U.S. laws and regulations governing such rights.

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 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

- Maintains complete independence at the Board's Audit and Conflicts committees with all members being independent directors
- Provides oversight on EnLink's sustainability initiatives through Board-level Sustainability Committee
- Discusses top enterprise risks and corresponding risk mitigations with the Audit Committee each quarter
- Maintains a robust cybersecurity program and conducts employee training to educate on the importance of vigilance against cyber threats

2022 Governance Achievements

- Continues to expand the ethnic and gender diversity of our Board, which on December 31, 2022, included two female directors, three directors with ethnic diversity, and three directors under the age of 50
- Ties 80% of EnLink's executive compensation to performance-driven incentives
- Targets compensation for each executive role at the market median (50th percentile)
- Includes a "Safety and Sustainability Scorecard" weighted at 15% within EnLink's Short-Term Incentive Program
- Includes both seasoned and new Board members with an average tenure for the Board of approximately three years
- Requires annual ethics training by all employees, who also certify their commitment to EnLink's Code of Business Conduct and Ethics
- Requires that applicable employees complete training concerning the Foreign Corrupt Practices Act and compliance with Federal Energy Regulatory Commission rules and regulations

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.

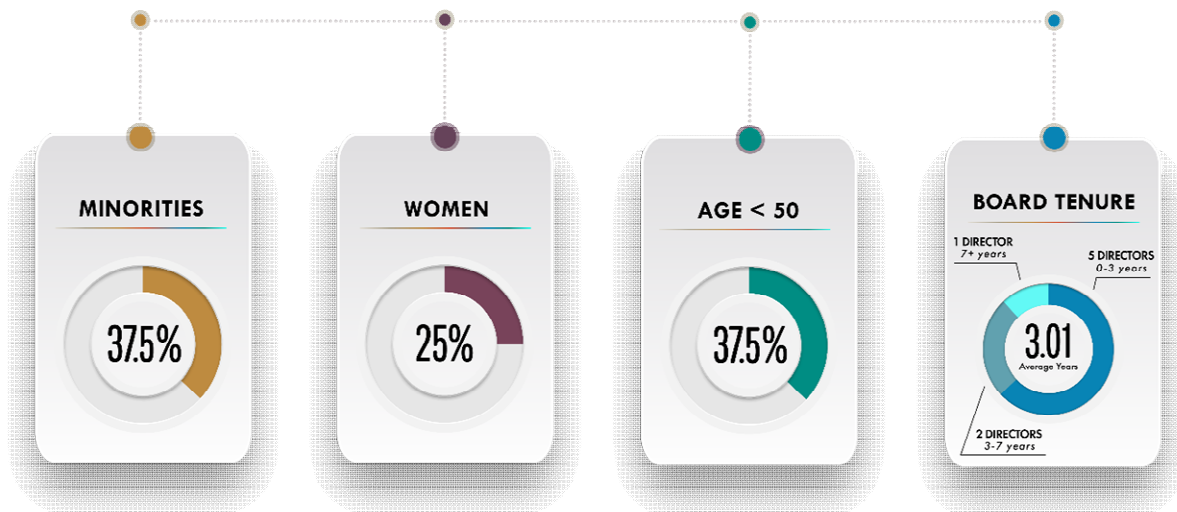
Board Experience and Diversity

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, 2022, there were eight members on EnLink's Board of Directors, including:

- Four independent directors²³
- Two female directors
- Three directors with ethnic diversity
- Three directors under the age of 50
- Average age of directors of 55.5
- Average tenure of directors of 3.01 years

BOARD DIVERSITY & TENURE¹



1. Board diversity and tenure data based on the Board's composition as of December 31, 2022.

²³ Under the governing agreement of the Managing Member, the sole member may modify the number of votes allocated to any director. As a result of such modification, currently directors with a majority of the voting power of the Board are also directors or officers of Global Infrastructure Partners (GIP).

In 2022, EnLink appointed Jesse Arenivas to serve as CEO and a director on the Board to replace his recently retired predecessor, Barry Davis. Arenivas was one of just 20 Latino CEOs on the 2022 Fortune 500²⁴. With Arenivas, EnLink's four-person executive leadership team includes two leaders with ethnic diversity and one woman.

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 2021 to strengthen EnLink's sustainability governance. The committee chairwoman is Deborah G. Adams, who has extensive sustainability experience. The committee's purpose is the oversight of EnLink's environmental, social, and governance (ESG) initiatives, including environmental, health, and safety and operational excellence initiatives, and the identification, evaluation, and monitoring of potential ESG issues and opportunities. The Sustainability Committee meets quarterly and provides reports to the EnLink Board of Directors after each meeting.

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 [Governance Documents](#) section of our investor website.

²⁴ Bloomberg.com, "'Sea of White': Latino Leaders Fight to Reshape U.S. Boardrooms;" March 22, 2022

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. Performance-based awards are 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, 2022, our executive team leaders who have been in executive leadership positions for more than two years held approximately two times²⁵ the most commonly reported level of stock unit ownership for executive officers other than the CEO at S&P 100 companies²⁶.

²⁵ Common unit ownership for our executive leadership team excludes Walter Pinto who was appointed Executive Vice President & COO effective November 1, 2022, and Jesse Arenivas who was appointed Chief Executive Officer effective June 20, 2022.

²⁶ As reported in the Willis Towers Watson's study of executive stock ownership guidelines at S&P 100 companies, published November 2022; <https://www.wtwco.com/en-CA/Insights/2022/11/2022-11-Stock-ownership-guidelines-retention-requirements-SP-100>

Short-Term Incentives (Annual Bonus)

EnLink's 2022 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.

2022 ENLINK ANNUAL SHORT-TERM INCENTIVE 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 companywide 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 key 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, among others. In 2022, 100% of our employees completed their required annual training.

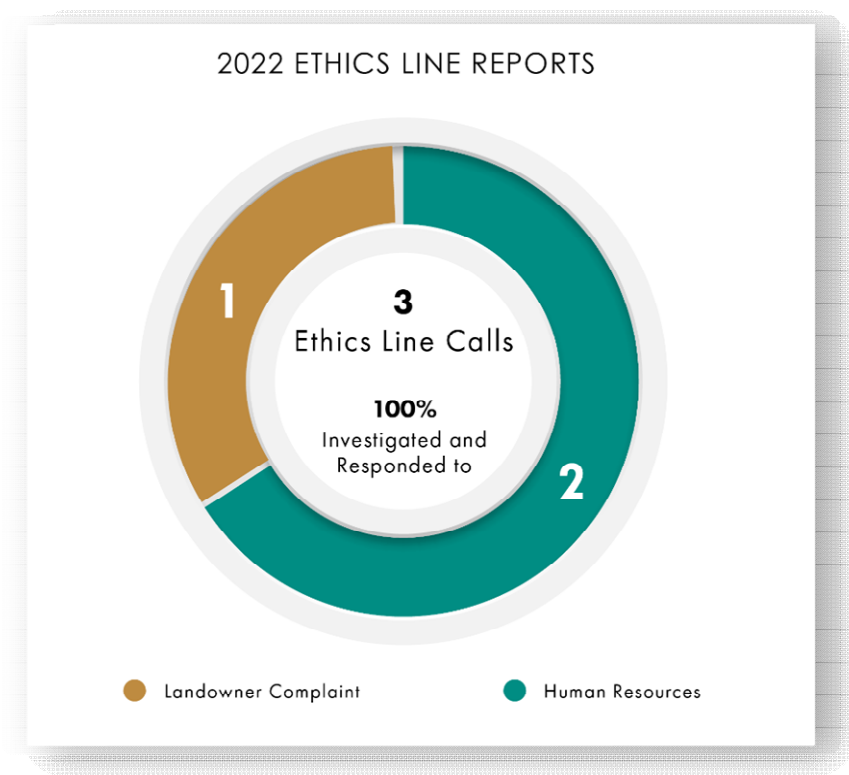
24/7 Whistleblower Hotline and Website

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 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.



Ethical Governance

Risk Management & Cybersecurity

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



"EnLink has a robust and actively managed Enterprise Risk Management (ERM) program that continually evaluates risks and opportunities to our business, including potential impacts from the energy transformation. Overall, EnLink's ERM program makes us more prepared and able to handle potential risks, and that leads to our long-term sustainability." – Ben Lamb, Executive Vice President and Chief Financial Officer

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 and risk management plans are discussed with the Audit Committee of the Board of Directors (Board).

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'S ENTERPRISE RISK MANAGEMENT PROGRAM



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. 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 2022, 100% of EnLink employees completed this required training.

[Close](#)

Thank you for your interest in EnLink Midstream's Sustainability Report.

This report is best viewed digitally on our [sustainability website](#). For more information about EnLink, visit our [website](#) or our [investor relations site](#).

