



FOCUS ON PEOPLE • STRIVE FOR EXCELLENCE • BE ETHICAL • DELIVER RESULTS • BE GOOD STEWARDS

**ENLINK**   
MIDSTREAM

**2018 CORPORATE  
RESPONSIBILITY BRIEF**





## AT ENLINK, CORPORATE RESPONSIBILITY IS A PART OF WHO WE ARE AND IS LED BY OUR VALUES.



EnLink President & CEO Michael J. Garberding served as the 2018 Chair for the American Heart Association Heart Walk in Dallas, leading the participation of approximately 500 EnLink team members.

## FROM OUR CEO VALUES AND RESPONSIBILITY

At EnLink, corporate responsibility begins with our core values: Focus on People, Strive for Excellence, Be Ethical, Deliver Results, and Be Good Stewards. We believe these are the foundation of who we are as a company, and we are committed to living our values in everything we do. To maintain our focus on this commitment, we have a tradition of starting meetings with a “Values Moment,” a brief recognition of how our employees are living and working by our values.

We **Focus on People** because we value the safety and wellbeing of our employees and the communities where we live and operate. In 2018, I had the honor of chairing the American Heart Association’s Dallas Heart Walk. EnLink employees rallied to raise almost \$300,000 to fight heart disease and stroke. Partnering with AHA was a perfect fit for EnLink because we are dedicated to promoting a culture of health and wellness for our employees, their families, and our communities.

We continually **Strive for Excellence** in everything we do to ensure safe, reliable operations. We put in place proactive measures, so everyone goes home safely every day. We want to do things the right way each and every day.

We believe we must **Be Ethical** in our business practices. We stand by our word and operate with the highest integrity because it’s the right thing to do for all our stakeholders. For example, EnLink restores habitats after construction projects and routes pipelines to avoid disrupting environmentally sensitive areas.

We **Deliver Results** by being accountable to all stakeholders and achieving success through teamwork. Teamwork is a cornerstone of our “Strategic Process Transformation” initiative, in which cross-functional teams utilize innovation and data to improve how we operate, helping us to deliver the best results across our business for our stakeholders.

Giving back to local communities helps us **Be Good Stewards** and share our success with others. From feeding families at the Ronald McDonald House to rebuilding homes after Gulf Coast hurricanes, EnLink is a role model of social responsibility that elevates the quality of life for everyone in our communities.

Our commitment to these core values demonstrates our strong company culture, which helped us earn the No. 12 spot in the Dallas Morning News’ 2018 Top 100 Places to Work competition’s large company category.

As we look to the future, EnLink will continue to live and lead through our core values, each of which serves as a foundation for creating sustainable, long-term value for our stakeholders and ensures our commitment to corporate responsibility. This commitment is engrained in our culture and is one big reason why 1,500 employees are proud to call EnLink home. We look forward to *Connecting Energy to Life* for generations to come.

Sincerely,

*Michael J. Garberding*

President & Chief Executive Officer  
EnLink Midstream

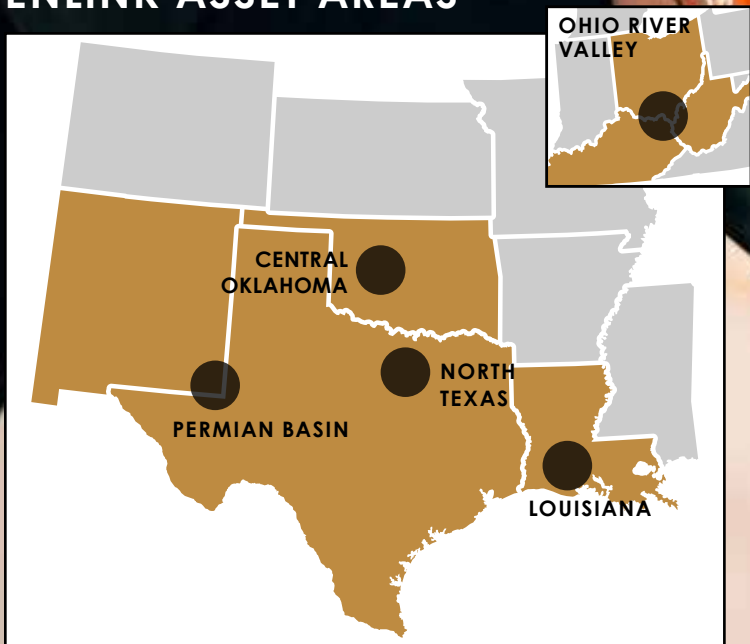


## ENLINK AT A GLANCE

EnLink Midstream reliably operates a differentiated midstream platform that is built for long-term, sustainable value creation. Our best-in-class services span the midstream value chain, providing natural gas, crude oil, condensate, and NGL capabilities, and our integrated asset platforms are in premier production basins and core demand centers, including the Permian Basin, Oklahoma, North Texas, and the Gulf Coast.

The midstream industry fills a critical U.S. infrastructure need by safely and reliably transporting natural resources to the companies that power hospitals, schools, homes, and businesses. EnLink actively participates in organizations committed to developing industry standards including GPA Midstream, an association of natural gas processors, and several other industry and community associations.

### ENLINK ASSET AREAS







## RESPONSIBLE OPERATORS

**THE HALLMARK OF ENLINK MIDSTREAM IS OUR COMMITMENT TO OPERATING RESPONSIBLY AND WITH EXCELLENCE.**

Our robust environmental, health, and safety (EHS) strategy focuses on mitigating risks, increasing employee knowledge and skills, improving processes, and measuring performance to ensure the protection of our employees, the public, and the environment.

The EHS team strives for operational excellence and follows industry best practices. Additionally, our Strategic Process Transformation team uses data, technology, and a cross-functional approach to optimize operational effectiveness. Together, these groups work hand-in-hand with operations teams to enhance the integrity of our assets, operate safely, and minimize our environmental impact.

**EnLink invests significant resources on maintenance and controls to ensure the integrity, longevity, and safe operation of our assets.**

- Our pipeline integrity team routinely performs testing that exceeds regulatory requirements, reducing risk and increasing our ability to reliably transport our products. EnLink ensures the long life and safe operation of our pipelines through best practices, such as pipeline “pigging,” smart tool runs, cathodic protection, and robust corrosion management.
- EnLink conducts systematic leak detection monitoring using the latest infrared optical gas imaging technologies. This approach allows us to swiftly make repairs that protect the environment, our workers, and our neighbors.
- Proactive measures and robust monitoring drive down risks, ensuring what’s in the pipe, stays in the pipe.

In 2018, our heavy-duty fleet transported approximately 15 million barrels of product with a 99.99 percent reliability rate. Using controls such as in-cab vehicle surveillance, overfill protection, and speed governors, we securely deliver our customers’ products to the market.

**We have been recognized for our safety performance by national and state-level trade organizations, including GPA Midstream, Canadian National Railway, and Union Pacific.**



EnLink employees regularly conduct tabletop drills to review and simulate emergency plans.



Oklahoma's Energize for Safety Coalition, state officials, and EnLink employees present new traffic signs to help promote traffic safety near EnLink operations.



EnLink workers provide first aid training in Oklahoma.



EnLink works closely with local first responders, often inviting them to participate in drills and emergency training.

# ADVOCATES FOR SAFETY AND PREPAREDNESS

## KEY 2018 MEASURES



### Occupational Safety and Health Administration (OSHA) Recordable Injury Rate\*

0.81

\*OSHA's rating represents the number of work-related injuries per 100 full-time employees during a one-year period. EnLink's rate is better than the industry benchmark of 1.16.



### Total EHS Training Hours

23,860



### Proactive Safety Meeting Hours

13,865

## SAFETY IS MORE THAN SOMETHING WE DO, IT'S WHO WE ARE.

Our culture of safety is a part of EnLink's values, and, importantly, it ensures we all go home each and every day safely.

Our Environmental, Health, & Safety (EHS) team conducts extensive training with all of our employees, both in the field and office, to ensure that every employee understands their role when it comes to safety. Employees are expected to know safety requirements and always perform their work with dedication to safe conduct. EnLink empowers employees to report any potential unsafe situation, so it can be quickly and safely mitigated.

EnLink embeds safety in everything we do, especially in our operations, as we believe successful operations must first be safe operations. We invest substantial resources to ensure system integrity and the safety of our employees, contractors, and surrounding communities.

We implement a rigorous contractor selection process. Our contractors are required to complete EnLink's safety training, and our contractor safety scores are in the top quartile of the construction industry, per ISN, a global company specializing in contractor qualifications.

EnLink partners with advocacy groups, including the Permian Basin Road Coalition and Oklahoma's Energize for Safety Coalition, to promote safety in areas where we operate and live.

## WE CONDUCT EMERGENCY EXERCISES YEAR-ROUND FOR EACH AREA.

EnLink's commitment to emergency preparedness goes well beyond mandated regulations. In the unlikely event of an emergency, we will 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 continuous monitoring. Preparedness strategies include collaborating with local emergency responders in physical and tabletop drills to ensure finely-honed response plans.





EnLink volunteers work to restore marsh wetlands along our gulf coast.



Employees from the Environmental, Health, and Safety team volunteered to plant trees in a local community.



EnLink uses solar panels to power gas meters.



We impart to kids an appreciation for the environment.

## STEWARDS OF THE ENVIRONMENT

### STEWARDSHIP

We believe real environmental stewardship begins with the people, businesses, and organizations within the community. Our business provides midstream services that respect the environment and quality of life for the communities where we live and work.

We work to minimize our impact to the environment by adopting best practices and pollution control technologies.

We take proactive measures to minimize our impact on the environment before, during, and after construction of EnLink facilities, including:

- Working closely with regulatory agencies to comply with all environmental requirements and restoring land to pre-construction conditions.
- Searching for options during project planning that avoid impacts to wetlands, habitats, and other environmentally sensitive areas.
- Restoring the environment when impacts are unavoidable during pipeline construction. EnLink commits to restoring significantly more land than we impact.

### EMISSIONS MANAGEMENT

We believe in minimizing greenhouse gases and other air emissions by investing in pollution control technologies, implementing sound operational strategies, and preventing excess emissions. These tactics enable us to operate well below our authorized emission limitations.

We installed advanced pollution control technologies at many of our plants, such as replacing flares with thermal oxidizers to reduce our emissions and energy consumption.

At our compressor stations, we installed technologies such as:

- Vapor recovery units that recover gas so that it is not flared or emitted into the atmosphere.
- Exhaust catalysts that reduce the greenhouse gas emissions from our compressor engines.
- Rerouting compressor blowdown gas back into our system, rather than the atmosphere.

### CONSERVATION & RECYCLING

EnLink is a good steward of resources. We look for opportunities to recycle, minimize our energy consumption, and reduce the potential impact of greenhouse gas emissions.

Many of our facilities generate their own power from the hydrocarbons being processed, saving energy and reducing our need for energy from the public power grid.

We reduce our energy consumption at many facilities by repurposing exhaust heat to warm other parts of our process.

All EnLink facilities recycle used oil from our compressor engines.

EnLink's meter stations use solar panels to operate, reducing the need for additional power and lessening our carbon footprint.

# AMBASSADORS WITHIN OUR COMMUNITIES

ENLINK MIDSTREAM ENTHUSIASTICALLY CONTRIBUTES TO THE GROWTH AND SUCCESS OF THE COMMUNITIES WHERE WE LIVE AND WORK.

Approximately 500 people signed up for EnLink's team at the American Heart Association Dallas Heart Walk.



EnLink summer interns volunteered at a local Ronald McDonald House, serving a meal to families of sick children.



Employees help Oklahoma's Regional Food Bank deliver food to families in need.



EnLink Connectors present a check to local emergency responders.

Our community investment program embodies our commitment to give back and focuses on these criteria: Community Development, Education, and Health and Human Services.

EnLink's Connector program builds and strengthens relationships in the communities where we operate. EnLink Connectors are employees who often donate their time volunteering with charitable causes and identifying community investment opportunities.

EnLink employees frequently lend a helping hand in the communities where we live and work following natural disasters, volunteering to repair homes, feed residents, and more. Additionally, the company created the EnLink Community Fund after the devastation of Hurricane Katrina to help impacted employees and their families get back on their feet. The fund, which is funded by employees through payroll deductions and administered by an employee committee, has helped numerous families deal with a variety of hardships over the last 13 years, including the impacts of natural disasters to medical emergencies and more.

Every year, all departments at EnLink's headquarters and all regional asset area offices are encouraged to participate in one community service project; in 2018, we had 100 percent participation for the fifth consecutive year.

EnLink offers all employees eight hours of paid time off per year to volunteer at the nonprofit of their choice.

Another way EnLink supports communities is to repurpose retired equipment, donating them to organizations in need.

- In Louisiana, EnLink Connectors donated used EnLink laptops to LARC, a nonprofit learning facility serving almost 300 individuals with developmental disabilities.
- EnLink trucks scheduled for auction are evaluated for donating to local municipalities.
- EnLink donated retired office furniture to Girls Inc., a Dallas area nonprofit that empowers young women.

EnLink operates a yearly "summer hire" internship program to develop the next generation of leaders, and in 2018, we began a technical operation internship program for college students in partnership with Oklahoma State University Institute of Technology.



**100 PERCENT PARTICIPATION** IN COMMUNITY SERVICE PROJECTS FOR THE **5TH CONSECUTIVE YEAR**



# PEOPLE: OUR GREATEST RESOURCE

ENLINK RESPECTS THE HEALTH, HERITAGE, AND CONTRIBUTIONS OF ALL OUR EMPLOYEES, PROVIDING OPPORTUNITIES FOR DEVELOPMENT TO EVERY PERSON.



*EnLink ensures its workers are equipped for safety and communication.*



*Eating together in the lunchroom at EnLink's Dallas headquarter is a tradition that creates fellowship and promotes EnLink's value of focusing on people.*



*Empowering women is a deliberate focus of EnLink's culture.*



*An EnLink employee veteran during his deployment.*

EnLink encourages employees and their spouses to get an annual wellness checkup, which resulted in over three-fourths of employees getting a checkup in 2018.

The wellness program has resulted in important health diagnoses for employees. For example, one of EnLink's product delivery drivers recently shared how results from his annual wellness exam led to a potentially life-saving, early cancer diagnosis. Additionally, the presence of a possible melanoma was found during one employee's wellness exam, prompting him to visit a cancer specialist. The specialist confirmed the early diagnosis and advised the appropriate treatment.

The Employee Assistance Program is available to anonymously help EnLink team members cope with stress and other emotional issues, receive life event counsel, and improve mental health.

Our people are our most valuable resource. EnLink strives to hire and invest in the development of employees who share our Core Values and commitment to excellence. We value our employees for who they are and what they bring to the table, from cultural diversity to experience and more.



EnLink proudly supports the **Women's Energy Network**.

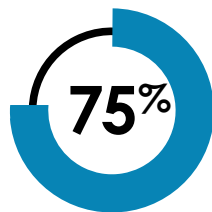


EnLink employs over **100 veterans** of the U.S. military and sponsors **Freedom Service Dogs of America** and **Patriot Paws**, two nonprofits pairing service dogs with veterans.



EnLink ensures our hiring and promotion practices strictly adhere to **Equal Employment Opportunity Commission** laws.

OVER **75 PERCENT OF EMPLOYEES** PARTICIPATE IN A PROACTIVE WELLNESS CHECK-UP PROGRAM.



EnLink was named one of the Dallas Morning News' best places to work in 2018, based on survey results in which employees praised EnLink's values, social responsibility initiatives, employee benefits, and people-centric culture.



EnLink's executive leadership team works closely with the EnLink Board of Directors to ensure the company's lasting success and unwavering commitment to our values. President and CEO Michael J. Garberding (first from left) is also a Board member, and Barry E. Davis (fourth from left), EnLink's founder, is Executive Chairman of the Board.



## EXPERIENCED AND OBJECTIVE GOVERNANCE

**ENLINK IS GOVERNED BY A BOARD OF DIRECTORS (BOD), INCLUDING INDEPENDENT DIRECTORS, WHO HAVE DEEP ENERGY EXPERIENCE AND A COMMITMENT TO ENLINK'S VALUES.**

The BOD establishes the compensation structure for our senior leaders, with both short- and long-term incentives tied to performance of the company and constituting 80 percent of the total compensation paid to EnLink's leadership team.

EnLink's annual short-term incentive plan, compensating qualifying employees, is tied to financial performance, environmental and safety, operational excellence, development of people, and capital growth projects, ensuring companywide alignment with these imperatives.

By linking compensation to the foregoing components and unitholder value, we ensure our leaders and employees are motivated to strive for excellence and deliver results in a way that is consistent with EnLink's values.

The BOD includes members of EnLink's strategic partner, Global Infrastructure Partners (GIP).

- GIP considers corporate governance and corporate social responsibility in every investment, recognizing the link between sustainable, compliant operations and a strong bottom line.
- GIP reviews the compliance status of each investment related to environmental, health, and safety regulations and industry best practices.



**THANK YOU FOR YOUR INTEREST  
IN ENLINK'S COMMITMENT  
TO BEING A RESPONSIBLE  
CORPORATE CITIZEN.**

Visit [www.EnLink.com](http://www.EnLink.com) to find public filings, view investor information, and learn more about how EnLink *Connects Energy to Life*.