



**SUSTAINABILITY**  
**> 2019 REPORT**  
CONNECTING ENERGY TO LIFE





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# FROM OUR CEO:

We connect sustainability to our values.



## TO OUR STAKEHOLDERS:

EnLink's core values are our foundation. These core values – Focus on People, Strive for Excellence, Be Ethical, Deliver Results, and Be Good Stewards – ensure we provide safe, responsible, and ethical operations that respect the environment, support the communities where we operate and our team of employees, and deliver value for our unitholders.

Our commitment to these values drives our approach day in and day out and has positioned us to be a sustainable company from day one.

To further develop our commitment and approach to sustainability, in 2018, EnLink formed a cross-functional Sustainability Steering Committee comprised of members from departments across EnLink, including Public and Industry Affairs, Investor Relations, Operations, Human Resources, Internal Audit, Engineering, Supply Chain, Legal, and Environmental, Health, and Safety. In coordination with executive team members, this diverse team meets regularly to focus on collaborating and strengthening EnLink's sustainability culture and initiatives, sharing data and success stories with our stakeholders, and creating this annual, Board-approved sustainability report.

In 2019, EnLink increased employee focus on sustainable business practices through the development and successful deployment of an employee education campaign led by our Sustainability Steering Committee. We've taken several steps in further advancing our goals, including adding two new directors to our Board of Directors, increasing our diversity of experience, gender, age, and ethnicity. One of our new directors brings sustainability experience, having created a corporate responsibility committee as a director at another publicly traded company.

We've also enhanced the reporting elements in this year's report, through the addition of a performance data chart that highlights EnLink's sustainability data over a three-year period. We believe this transparency is critical to clearly communicate our performance to

stakeholders, while at the same time, provide accountability as we strive to maintain and improve upon our results.

As we look to the future, EnLink will continue to live by and lead with each of our core values. They continue to serve as a foundation for creating long-term value for our stakeholders and upholding our commitment to corporate responsibility. I'm pleased to share this year's report, which provides a transparent view of what EnLink accomplished in 2019 across our sustainability efforts and sets the stage for future momentum and improvements.

We look forward to **Connecting Energy to Life** for generations to come.

Chairman & Chief Executive Officer  
EnLink Midstream

CONNECTING SUSTAINABILITY  
TO OUR VALUES

# RECENT DEVELOPMENTS

## ENLINK'S COVID-19 RESPONSE: PRIORITIZING EMPLOYEE SAFETY WHILE DELIVERING CUSTOMER SERVICE EXCELLENCE & RELIABLE OPERATIONS

The intent of the following report is to reflect the sustainability progress that EnLink Midstream made throughout 2019. Given the timing of this report's release, we also feel it is important to address the COVID-19 pandemic and EnLink's response.

We were quick to act as the situation developed, guided by our longstanding core values that prioritize safety. At the date of publication of this report, we had taken a number of precautions to protect the health and wellbeing of our employees, customers, and the communities where we operate, including – but not limited to – instituting work-from-home protocols where able and implementing social distancing for those providing essential services, while still continuing to provide vital energy services that power the lives of Americans.

## BUSINESS CONTINUITY PLAN ENACTED TO ENSURE UNINTERRUPTED OPERATIONS

At EnLink, we are focused on serving our customers safely and reliably without interruptions, while quickly enacting plans and protocols that:

- Follow local, state, and federal guidance to keep our teams healthy and safe and implement procedures for reporting and responding to illness<sup>1</sup>
- Allow employees who can execute their jobs from home to do so (initiated on March 17, 2020)
- Prioritize customer service and reliable operations no matter where our employees physically work while:
  - Limiting access to facilities to essential personnel, enabling social distancing, and requiring hygiene protocols for all essential employees who are physically working at a plant or other facility
  - Providing additional personal protection equipment to employees as needed
  - Encouraging meetings to be conducted via virtual technologies rather than in-person when possible; jobsite safety meetings conducted under social distancing protocols
  - Proactively communicating with employees and customers to alleviate concerns and emphasize safety
  - Discontinuing all travel that is non-essential to operations
- Implement a Response Team to make plans for safely returning to offices when stay-at-home orders end

We take seriously our corporate responsibility to assist in limiting the effects of this pandemic, and our thoughts are with those on the front lines, including medical personnel, first responders, and those providing essential services.

<sup>1</sup> At the May 7, 2020, date of publication of this report, EnLink has had no known cases of infected employees.



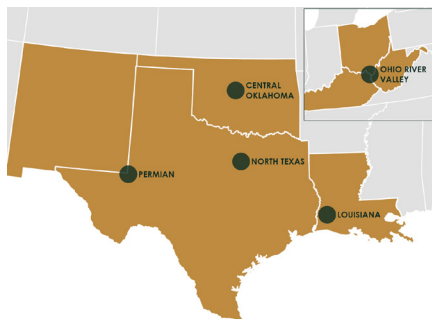
# ENLINK OVERVIEW

AT ENLINK MIDSTREAM, WE CONNECT ENERGY TO LIFE. 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.

Our over 1,000 employees operate midstream assets in premier production basins and core demand centers, including the Permian Basin, Louisiana, Oklahoma, the Ohio River Valley and North Texas. These assets include gathering and transportation pipelines, processing plants, fractionators, barge and rail terminals, product storage facilities, brine disposal wells, and a crude trucking fleet.

These assets are an essential part of the process that turns natural resources into energy security for our country and produces essential products in a safe and heavily regulated manner.

Energy infrastructure has long served as the backbone of energy security in the United States — filling a critical need for safely and reliably transporting oil and natural gas to the companies that power hospitals, schools, homes, and businesses. The products that EnLink’s services provide are essential ingredients to modern life for billions of people around the world. Natural gas and petroleum products are needed to heat our homes and water, generate much of our world’s electricity and transportation fuel, and are critical inputs to products we use every day. Natural gas and petroleum products are needed to produce everything from soap to paint, plastic containers, electronics, synthetic rubber, and even hand lotion. Without the critical services we provide, the everyday necessities and luxuries that we all rely upon could not be possible in the same quantities and reliability as we all enjoy today.



ENLINK MIDSTREAM ASSET AREAS

In addition to helping to meet the growing energy needs domestically, the U.S. has developed into a major exporter of oil and gas products. Ultimately, the U.S. oil and gas supply that companies like EnLink unlock helps countries around the world to access cleaner, affordable energy.

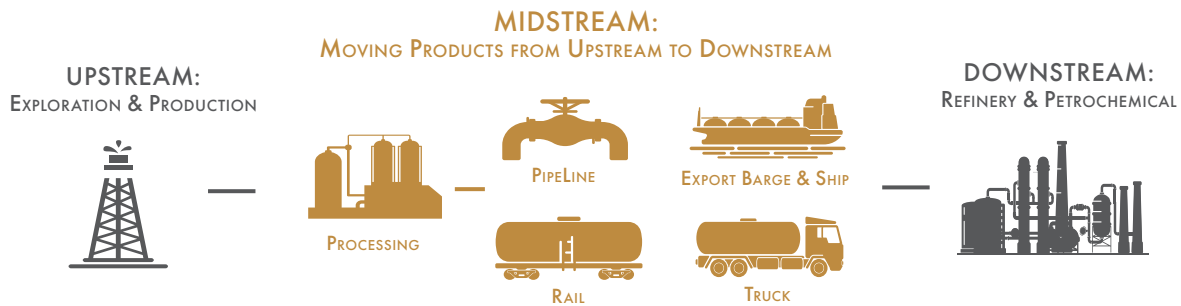
Oil and gas remains one of the most heavily regulated industries, subject to rules and oversight set forth by local, state, and federal governmental bodies. Today’s energy infrastructure companies invest significant time and resources to ensure

CONNECTING ENERGY  
TO LIFE

they meet or exceed these important regulations, while at the same time, helping to deliver oil and gas products that power our daily lives in a safe and responsible manner. At EnLink, we strive to challenge the status quo and work every year to help maximize our position across environmental, social, and governance factors.

As a responsible member of the U.S. energy industry, we actively participate in several organizations committed to developing industry standards including GPA Midstream, an association of natural gas processors, Energy Infrastructure Council, a trade association advocating on behalf of the energy infrastructure industry, and several other industry and community associations.

**VALUE CHAIN:** *Midstream is a critical link in turning energy into essential products.*



**END USE:** *Essential Products*



“ EnLink’s asset integrity team employs a comprehensive and continuously improving system and tailored set of procedures to ensure safe and reliable operations across its footprint. We closely follow the applicable regulations and stringent safety protocols required by federal agencies to limit risk to the environment and people. Across the United States, more than 2.7 million miles of pipeline transport natural gas, oil, and other products (about 85% of total U.S. demand) needed to operate vehicles, create day-to-day products at manufacturing facilities, and heat homes.

**Pipelines are the safest mode for transporting these products.”**

Prasanna Swamy | Director of Asset Integrity Management



SAFELY AND RELIABLY  
**CONNECTING**



# OUR OPERATIONS

ENLINK OPERATES OUR BUSINESS RESPONSIBLY, EFFICIENTLY, AND WITH REGARD FOR OUR EMPLOYEES, THE PUBLIC, AND THE ENVIRONMENT. WITH COMMITMENT FROM ENLINK EMPLOYEES, WE PROTECT THE INTEGRITY OF OUR ASSETS, OPERATE SAFELY, AND MINIMIZE OUR ENVIRONMENTAL IMPACT.

## ASSET INTEGRITY & RELIABILITY

EnLink's dedicated Asset Integrity Management team utilizes compliance-focused programs and practices that guide our approach and commitment to asset safety, while our Operational Excellence team focuses on data, technology, and a cross-functional approach for optimizing operational effectiveness. Together, along with support from EnLink's Operations and Engineering teams, we invest in monitoring, maintenance, and controls, helping us to safely and reliably serve our customers.

We strive every day to ensure we operate our system of pipelines in a way that maximizes their usefulness and safe operations. This includes processes and initiatives involving 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 accelerates response time to potential incidents and increases our reliability. Through these practices and technologies, our efforts drive down risks and ensure what's in the pipe, stays in the pipe.

On the road, we utilize control systems such as in-cab vehicle surveillance, telematics, overfill protection, and speed governors to promote and protect the safety of our employees and local communities. We also work closely with the National Safety Council to ensure EnLink employees receive training prior to driving company vehicles. In 2019, our heavy-duty fleet transported approximately 13 million barrels of product with a 99.99% reliability rate.



EnLink partnered with the Energize for Safety Coalition to install solar-powered traffic signs near the EnLink Thunderbird plant, for which EnLink won the "Our Driving Concern Employer Traffic Safety Award."

We are also proud to be the only oil and gas company among the seven honorees recognized and awarded with the Our Driving Concern Employer Traffic Safety Award by the Oklahoma Safety Council.

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



Local first responders are regularly invited to join EnLink's emergency response drills, including this drill at our Chisholm plant in Oklahoma.

## SAFETY

EnLink's Environmental, Health, and Safety (EHS) strategy focuses on mitigating risk, increasing knowledge and skills, improving processes, and measuring performance. Importantly, short-term incentive compensation for employees is linked to our company's EHS standards and performance. This helps to promote our safety-centric culture and uphold our commitment to employees, partners, customers, and communities.

We invest substantial resources to ensure the safety of our employees, contractors, and the public. Our EHS team hosts numerous safety training sessions each month, with attendance required for employees based on their job position. Specific safety goals are related to company-wide performance evaluations, and every employee is assessed against a set of established and measurable safety goals each quarter. We emphasize the power of all employees to ensure the safety of operations, as every employee on an active jobsite has stop-work authority to use at their discretion. Notably, in 2019, four of our facilities, including Eunice NGL Fractionator, Gibson Gas Plant, Plaquemine Gas Plant, and Northridge Gas Plant were recognized by GPA Midstream, an association of natural gas processors, for operating 10 years without a lost time incident. Additionally, we were proud in 2019 to celebrate 22 years of safe operations without a lost time incident at our Pelican Processing Plant.

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

## 2019 ACHIEVEMENTS

Our commitment to safety helps to ensure the protection of the public in proximity to our operations. Furthermore, we work to increase awareness of pipeline locations and safety protocols with the public, as evidenced by EnLink's Pipeline Safety Public Awareness Meetings. We held approximately 50 such meetings in 2019 to promote public education. Additionally, we distribute customized mail-outs each year to local communities, schools, public officials, excavation contractors, and emergency responders.

Our commitment to community safety was further demonstrated in 2019 when we partnered with local schools in Oklahoma to promote safe digging and teach how to identify utility pipeline markers. We also donated traffic signs to encourage safe driving in the presence of children, and lighted signs near our Thunderbird processing plant in Watonga, Oklahoma, to increase awareness and safe driving in the area.

Additionally, we partner with the Common Ground Alliance, an association of underground utility companies and organizations committed to underground infrastructure safety. EnLink was proud to be a 2019 bronze sponsor of the alliance and promote the 811 "Call Before You Dig" safety program on the Common Ground Alliance's website and public awareness mail-outs.

### EMERGENCY PREPAREDNESS & RESPONSE

EnLink maintains the experience, skills, and resources necessary to appropriately respond to an emergency situation, should one arise. We believe this preparedness is critical in ensuring the protection of our workforce and the communities surrounding our operations. EnLink's commitment to crisis preparedness goes well beyond mandated regulations. We proactively create and maintain emergency response plans for our operations sites and, in 2019, conducted more than 60 safety drills to help ensure employees are prepared to respond to any emergency situation.

We regularly engage and partner with local firefighters, emergency management officials, law enforcement officers, public officials, and planning agencies to review crisis response procedures and to join us in physical and tabletop drills to ensure finely honed response planning. We believe maintaining strong relationships with local first responders is critical to delivering a strong safety outcome. EnLink communicates with these critical partners through routine in-person meetings, facility tours, and informational mailers. We are also proud supporters of their efforts and regularly donate to local first responders near our facilities.



Achieved  
**~\$14 million**  
in savings in 2019 as  
a result of equipment  
reuse & refurbishing  
initiatives



Heavy duty  
fleet transported  
**~13 million barrels**  
of product with a  
**99.99% reliability rate**



Over **60 safety drills**  
conducted, almost  
double our yearly goal



4 facilities recognized  
by GPA Midstream  
for achieving  
**10 years without  
a lost time incident;**  
plus one additional  
facility has achieved  
over 20 years



While the best emergency response system begins with prevention, continuous monitoring, and experience, we recognize the opportunity to learn from any incident. All incidents and near misses, no matter how minor, are screened through EnLink's incident investigation process involving multiple stakeholders across disciplines to ensure the determination of causes and hazards, as well as the implementation of corrective and preventative actions. EnLink's incident investigation process is an essential way in which we empower our employees, reduce risk, and improve our processes.

## ENVIRONMENTAL PERFORMANCE

We are committed to protecting the environment while providing critical services that help Americans and people around the world access reliable energy. Our environmental team maintains an active field presence, working closely with operations and project teams to aid in risk management and aims to meet or exceed applicable environmental laws and regulations. Diligent compliance is vital to managing our environmental impacts and operating with excellence.

We are committed to preventing unintended spills and releases, while minimizing adverse impacts of spills should they occur. 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 processes is focused on identifying root causes and determining any appropriate corrective or preventative actions.

## ENERGY USE & EMISSIONS MANAGEMENT

EnLink's cross-functional energy management resource team monitors our company's energy consumption and provides recommendations on ways to maximize our sustainability impact. Many of our facilities are self-powered, generating energy from the hydrocarbons being processed and reducing the need for public grid connection. We also employ processes that allow us to repurpose exhaust heat, a byproduct of operations, for warming purposes required elsewhere in our process. We utilize solar capabilities to power our methanol pumps, meter stations, and line operating data gathering stations, while LED lighting is now standard at our operating facilities and on new construction, further reducing our company's need for additional power and limiting our environmental impact. We strive to operate well below authorized emission limitations. To accomplish this, EnLink is focused on minimizing greenhouse gases and other air emissions through investment in and utilization of advanced pollution control technologies, implementing sound operational strategies, and preventing excess emissions.



We maintain a robust leak detection and repair program and have implemented infrared optical gas image surveys at most of our facilities. To improve emissions performance and operational efficiency, we replaced flares with thermal oxidizers at many of our plants, and we installed vapor recovery units and exhaust catalysts and rerouted compressor blowdown gas back into our system at many of our compressor stations.

## ENVIRONMENTAL STEWARDSHIP

EnLink is committed to environmental stewardship, and we look for ways to minimize our footprint, restore areas, reuse and recycle, control pollution, and conserve resources.

We also seek to minimize impacts from the construction of our facilities and other operations. To accomplish this, we first identify site options during the project planning phase that avoid wetlands, habitats, and other environmentally sensitive areas. Once operational, we partner closely with regulatory agencies to ensure EnLink is compliant with environmental requirements. We also restore land to preconstruction conditions – often beyond the footprint utilized by EnLink.

Reusing and recycling are key ingredients in our environmental stewardship program. By reusing our resources, we limit our company's waste production and drive significant cost savings. We focus on repurposing and refurbishing idle materials and equipment to be used in new ways at other facilities. This includes meters, filter separators, compressors, treaters, scrubbers, dehydration systems, amine systems, process vessels, cylinders, valves, pipe, tanks, pig traps, and more. Our efforts have significant positive impacts on the environment and also our financial performance, generating more than \$14 million in cost savings to EnLink in 2019.



**“ EnLink’s commitment to environmental responsibility is central to operating with excellence.**

We focus every day on conserving resources, reducing emissions, and limiting impacts to the environment, while delivering safe and reliable services to customers and energy products to the market. We are proud of our environmental strategy and its ability to improve our communities and strengthen our business.”

Blake Phillips | Senior Environmental Manager

43%

of the positions at our corporate offices in Dallas and Houston are held by women

96%

employee participation in EnLink's 401(k) retirement savings plan

~15,000

non-required development hours achieved by employees

Over 75% of employees received an annual wellness checkup, as part of our wellness initiative

# OUR PEOPLE

*AT ENLINK, WE FOCUS ON PEOPLE. CREATING A SUSTAINABLE BUSINESS IS NOT POSSIBLE WITHOUT THE SUPPORT AND CONTRIBUTIONS FROM THE OVER 1,000 PEOPLE THAT MAKE UP THE ENLINK TEAM.*

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 are dedicated to workforce diversity and are committed to providing a working environment that empowers our employees, allows them to execute at their highest level, keeps them safe, and invests in their professional growth. It's this people-focused culture that contributed to EnLink being recognized and awarded with two 2019 top workplace competitions sponsored by The Dallas Morning News and The Oklahoman.

Part of providing for a leading workplace environment includes competitive pay packages. EnLink's pay packages are comprised of base salary, short-term incentive bonuses tied to company performance, as well as comprehensive employee benefits, including medical coverage, life insurance, employer 401(k) contributions, and paid leave. Our competitive pay packages support the financial security of our employees and help to attract and retain top talent. We encourage employees to maximize the financial resources we provide and are proud to have a 96% participation rate in our 401(k) program.

We believe our total rewards mix aligns incentives and drives performance of our employees, encouraging and developing our people to be their best selves. In 2019, we launched a new goal within our annual short-term incentive program to collectively complete 10,000 hours of supplemental training, in addition to the training we require to meet safety and operational standards.

CONNECTING  
PEOPLE

This initiative encouraged our employees to utilize development opportunities, deepen business and operational knowledge, and expand their overall skill set. In 2019, EnLink employees completed more than 15,000 hours of supplemental development through our portfolio of online and in-person courses.

Commitment to people forms the foundation of EnLink’s culture. There is no better embodiment of that commitment and focus than the long-standing EnLink Community Fund. The Community Fund, which is sustained by voluntary employee contributions, was created in 2005 after the catastrophic events of Hurricane Katrina to help impacted employees and their families get back on their feet. Since its inception, the fund has helped employees and their families overcome other unforeseen hardships resulting from medical emergencies, natural disasters, and other life-altering events. Additionally, EnLink is proud to offer an employee assistance program that helps connect employees to the resources they need to manage many of life’s unexpected challenges.

EnLink’s people-centric culture extends to the support of sustainable lifestyles, including physical, mental, and emotional health. Our wellness initiative encourages employees and their spouses to receive an annual wellness checkup. In 2019, more than 75% of EnLink employees received an annual wellness checkup, in some cases leading to early detection of issues or illnesses that could have otherwise become life-threatening had they gone undetected.

Another critical element of EnLink’s people focus is our commitment to diversity and inclusion. EnLink fosters a culture of respect and celebration for the unique characteristics that make each individual who they are. We promote this diversity through our robust hiring and promotion practices, overall pay practices, and through partnerships with local industry chapters. In fact, women represent 43% of the positions at our corporate offices in Dallas and Houston. Our corporate offices are also active participants and contributors to their local chapter of the Women’s Energy Network through individual and corporate memberships. We value our employees for who they are and what they bring to the table. This mindset is evident across our organization, including our usage of cross-functional teams, which helps to bring diversity of thought and experience to projects and problem-solving.

Ultimately, we recognize that EnLink is simply the product of the people who drive it forward. Ensuring a sustainable workplace is important to our work and leads to great rewards for our teams, our customers, our communities, and our shareholders.



“ Our Board and executive leadership team partner to design and maintain compensation programs that **incentivize our people, align employees’ interests with stakeholders, and reward success.**

When designed and implemented successfully, we believe these programs can be essential in attracting and retaining top talent and serve as a key contributor to our company’s overall success.”

Melissa Vargas | **Manager of Human Resources**



# COMMUNITY OUTREACH

*WE TAKE GREAT PRIDE IN CONTRIBUTING AND SUPPORTING THE COMMUNITIES WE CALL HOME, INCLUDING OUR OFFICES AND FIELD LOCATIONS ACROSS THE SEVEN STATES WHERE WE OPERATE.*

We lead and participate in numerous community events throughout our asset areas each year, and we are proud to donate funds, resources, and equipment to the many causes our people are passionate about. At the root is EnLink's focus on making positive impacts in education, health and human services, and community development.

EnLink encourages employees at our headquarters and regional asset area offices to participate in at least one community service project per year, and in 2019, we are proud to report we had 100 percent workgroup participation for the sixth consecutive year!

To further empower our people to give back, we offer all employees eight hours of paid time off each year to volunteer at a non-profit of their choice. We also operate a Connector program, led by dedicated employees who help identify local community investment opportunities and frequently donate their time volunteering with these charitable causes.

Examples of community and national causes we have supported for several years include:

- **The American Heart Association's Heart Walk** to raise awareness and funds to fight heart disease and stroke. In 2019, we were pleased to have over 450 employees and their family members walk in Heart Walks in Dallas, Houston, and Midland, Texas; Oklahoma City; Baton Rouge, Louisiana; and Parkersburg, West Virginia, where our collective team raised more than \$184,000 for the cause.
- **The Ronald McDonald House**, which provides temporary housing and meals to families with children who are receiving medical care. EnLink employees frequently volunteer serving meals to the Ronald McDonald House in Dallas, Texas, including an annual "Cajun Feast" prepared by our Louisiana employees.

CONNECTING TO  
**COMMUNITIES**





- **The Wise County Olympathon** in Bridgeport, Texas, featuring athletic events to inspire and recognize students with special needs. The 2019 event had over 500 children participants and more than 30 EnLink employee volunteers.
- **Chez Hope**, a non-profit that helps victims of domestic violence with emergency and supportive services and housing in southern Louisiana. EnLink's Louisiana team has been volunteering with the non-profit for years, remodeling apartments, playgrounds, and making donations. A plaque sits in front of renovated Chez Hope apartments in appreciation of EnLink's volunteer efforts.

Additionally, our employees are proud to support many unique, local projects. In 2019, some of these included:

- Donating steel pipe to help build enclosures at a 501(c)3 nonprofit wildlife rescue in North Texas
- Repairing homes for elderly and disabled neighbors in the Permian
- Sponsoring a bayou canoeing tour to help increase goodwill toward Louisiana wetlands, educating high school students interested in STEM education as part of Louisiana State University's EnvironMentors program
- Donating funds from our annual Dallas headquarters holiday party to purchase and package over 400 holiday gifts for teenage abuse victims

Social responsibility is a team effort, and EnLink's evidenced commitment to community service is at the core of our culture and operations.



**“ We want to instill in kids an attitude of safety,**

as well as an appreciation and awareness of their surroundings. While much of what EnLink oversees from a safety standpoint is adult-focused, we believe it's critical to reach and involve younger generations as well.”

Jennifer Lane | **Administrative Assistant & EnLink Connector, who helped teach over 100 Oklahoma children about safe digging.**

# ETHICAL GOVERNANCE

*OUR BOARD OF DIRECTORS (BOARD) AND EXECUTIVE LEADERSHIP TEAM (ELT) ARE COMMITTED TO UPHOLDING OUR COMPANY'S CORE VALUES, WHILE ALSO WORKING TO ENSURE ENLINK ACHIEVES LASTING SUCCESS. WITH DEEP ENERGY EXPERIENCE, OUR BOARD AND ELT ARE UNIQUELY POSITIONED TO DRIVE LONG-TERM SHAREHOLDER VALUE.*

## BOARD DIVERSITY

EnLink is governed by a board committed to EnLink's values and includes directors with extensive energy, finance, sustainability, and public company governance experience. The board oversees company policy through committees dedicated to critical areas of focus, including conflicts, governance and compensation, and audit.

EnLink recently welcomed two new directors to its board, one of whom, Debbie J. Adams, brings with her sustainability experience on another public company board. EnLink's board is comprised of experienced professionals, including four independent directors and directors with gender and ethnic diversity. Our board members have an average age of 58.

## EXECUTIVE COMPENSATION & INCENTIVE PROGRAM

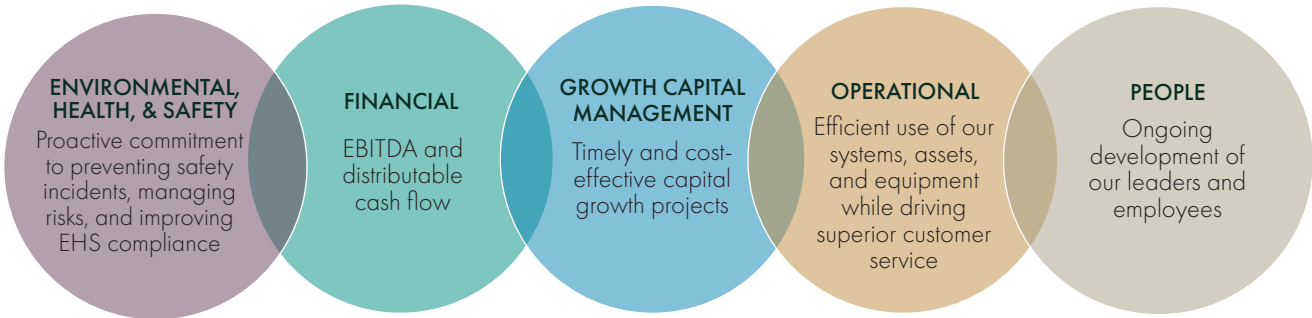
The compensation of our executives is determined and approved by our Governance and Compensation Committee, comprised primarily of independent directors, and the overall board. This determination includes an analysis of the evolving demands of the industry, assessment of individual contributions to the business strategy, and an in-depth comparison of the compensation practices of a defined peer company group. Overall, compensation is targeted at the market median for each executive role.

Our executive compensation program is grounded in a pay-for-performance philosophy. Variable compensation in the form of short- and long-term incentives directly tied to the performance of the company, constitute roughly 80% of the total compensation paid to our leadership team. EnLink's long-term incentives, issued in the form of company equity, foster a strong culture of ownership and align the interests of our leaders with those of our unitholders. Performance is measured on multiple variables, including EnLink's achievement of defined distributable cash flow per unit goals and stock price performance relative to our peers.

EnLink's annual short-term incentive program, which is approved by the board, rewards employees for achievement of key metrics directly tied to our strategic initiatives. The program primarily measures our ability to maximize **financial** performance with additional focus on **operational** efficiencies, development of our **people**, management of capital **growth** projects, and an ongoing, proactive commitment to **environmental, health, and, safety** in all aspects of our business. These components are key to driving our success; tying the compensation of our leaders and employees directly to these components, ensures ongoing motivation and focus on delivering results in a way consistent with EnLink's values.

CONNECTING ETHICS  
TO ALL WE DO

## COMPONENTS OF THE 2019 ENLINK ANNUAL SHORT-TERM INCENTIVE PROGRAM



### CODE OF CONDUCT AND ETHICS

We also require our employees to complete annual corporate compliance courses. One of these courses is the Code of Business Conduct and Ethics, which describes our operating guidelines and ties our company’s values to the way we make decisions. This code is crucial to maintaining a work culture based on integrity, ethics, and safe and fair business dealings.

EnLink’s Code of Conduct and Ethics can be found on our website, along with our Values Line (888-475-8376). The Values Line is our whistleblower telephone hotline for reporting violations, suspected violations, or other unethical conduct and is monitored by a neutral third-party. All reports made to the Values Line are investigated by the company, treated as confidential, and overseen by the Audit Committee of the board.

### RISK MANAGEMENT

As the governing body for the company, the board and ELT are charged with sustainable operations, which means, among other things, mitigating risk.

EnLink’s Enterprise Risk Management (ERM) program is an integral part of EnLink’s strategic plan. Each quarter, leaders throughout the business are engaged to identify and prioritize risks in their respective areas and update the corresponding mitigation plans. A roundtable is then held to discuss enterprise risks and determine prioritization, taking into consideration safety, environmental, financial, and reputation risks. Top risks and trends identified through this process are regularly reviewed with the board. Additionally, biannual meetings are held with the board and Audit Committee to discuss in depth selected top risks and mitigation plans. ERM is used as the basis for EnLink’s Internal Audit plan. Additional details on EnLink’s risks are included in our annual 10-K under Risk Factors.

### CYBERSECURITY

We have a robust and continually evolving cybersecurity program to manage cyber risk. Our Information Technology team includes a dedicated Cybersecurity group charged with protecting the systems that keep our business running smoothly and educating employees on the importance of vigilance against cyber threats.



“ Risk management is not just a quarterly exercise facilitated by our Internal Audit team. It’s part of our **culture and rooted in our daily operations.**”

LaToya Duncan | **Manager of Internal Audit**

2019

# PERFORMANCE DATA CHART

ENLINK MIDSTREAM IS COMMITTED TO SUSTAINABILITY REPORTING. THE TRANSPARENT, COMPREHENSIVE SET OF METRICS BELOW SHOWS THREE YEARS OF HISTORICAL DATA, ALLOWING OUR STAKEHOLDERS TO BETTER APPRECIATE AND TRACK OUR ONGOING PERFORMANCE IN ENVIRONMENTAL, SOCIAL, AND GOVERNANCE EFFORTS.

ENVIRONMENT	2017	2018	2019
Total CO <sub>2</sub> e Reported (Million Metric Tons) <sup>1</sup>	4.0714	3.6690	3.7733
Carbon Dioxide (Million Metric Tons CO <sub>2</sub> e) <sup>1</sup>	3.8131	3.4771	3.5163
Methane (Million Metric Tons CO <sub>2</sub> e) <sup>1</sup>	0.2564	0.1900	0.2548
Nitrous Oxide (Million Metric Tons CO <sub>2</sub> e) <sup>1</sup>	0.0019	0.0018	0.0021
NOx Emissions (Thousands of Tons) <sup>2</sup>	3.8455	4.0417	4.3522
CO Emissions (Thousands of Tons) <sup>2</sup>	2.1686	2.2946	2.5587
SO <sub>2</sub> Emissions (Thousands of Tons) <sup>2</sup>	0.5738	0.4113	0.3315
VOCs Emissions (Thousands of Tons) <sup>2</sup>	2.1451	2.5720	2.6352
PM Emissions (Thousands of Tons) <sup>2</sup>	0.477	0.4079	0.4208
Electricity Consumption (Billion Kilowatt-hours) <sup>3</sup>	0.7473	0.9281	1.1514
CO <sub>2</sub> e Emissions Attributable to Electricity Consumption (Million Metric Tons) <sup>4</sup>	0.5284	0.6562	0.8141
Spill Volume (Bbbls) <sup>5</sup>	92.71	737.67	3,458.45
Hazardous Waste Generated (Tons) <sup>6</sup>	720.16	1.08	0.00
Number of Agency Reportable Events <sup>7</sup>	22	23	24
Notices of Noncompliance <sup>8</sup>	21	13	9
Number of External Agency Inspections <sup>9</sup>	77	74	53
Environmental Penalties Paid <sup>10</sup>	\$359,404	\$42,228	\$8,689
% of Natural Gas Pipelines Inspected <sup>11</sup>	7.63%	4.56%	10.49%
% of Hazardous Liquid Pipelines Inspected <sup>12</sup>	19.03%	27.71%	28.61%
DOT Audits Conducted <sup>13</sup>	9	16	26
Facility PHAs Validated <sup>14</sup>	17	48	29

<b>SAFETY &amp; HEALTH</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Total Recordable Incident Rate <sup>15</sup>	1.01	0.87	0.82
Number of Employee Recordable Incidents <sup>16</sup>	16	14	13
DART Incident Rate <sup>17</sup>	0.76	0.56	0.57
Number of DART Incidents <sup>18</sup>	12	9	9
Employee Fatalities	0	0	0
Contractor Total Recordable Incident Rate <sup>19</sup>	-	-	0.63
Preventable Vehicle Accident Rate <sup>20</sup>	1.56	1.19	1.93
Number of Preventable Vehicle Accidents <sup>21</sup>	31	22	38
Total EHS Training Hours <sup>22</sup>	-	37,726	34,016
% Of Employee Attendance at Safety Meetings <sup>23</sup>	98%	98%	99%
Emergency Deployment Drills Completed <sup>24</sup>	46	41	61
Number of Pipeline Safety Public Awareness Meetings <sup>25</sup>	46	55	49

<b>PEOPLE<sup>26</sup></b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Total Employee Workforce	1,495	1,449	1,376
% Women - Total Workforce	17%	18%	17%
% Women - Officers	29%	31%	31%
% Women - Management ( <i>Non-Officers</i> )	24%	26%	27%
% Women - Corporate Roles	43%	45%	43%
% Women - Corporate Management ( <i>Non-Officers</i> )	28%	32%	33%
% Minorities - Total Workforce	15%	16%	17%
% Minorities - Management ( <i>Non-Officers</i> )	13%	11%	13%
% Minorities - Corporate Roles	27%	28%	28%
% Minorities - Corporate Management ( <i>Non-Officers</i> )	14%	13%	16%
Voluntary Turnover Rate <sup>27</sup>	10.8%	12.5%	8.8%
% Participation in 401K Program	97%	97%	96%

<b>COMMUNITY IMPACT</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
% of Workgroups that Complete a Yearly Volunteer Project	100%	100%	100%
Total Payroll	\$144,594,581	\$149,850,641	\$151,690,710
Property Taxes <sup>28</sup>	\$41,656,211	\$44,425,380	\$43,915,481

## PERFORMANCE DATA CHART *continued*

GOVERNANCE	2017	2018	2019
Number of ENLC Board Members <sup>29</sup>	-	-	10
Number of Independent Board Members <sup>30</sup>	-	-	4
Number of Minority Board Members	-	-	2
Number of Women Board Members	-	-	1
% of Target Total Compensation of Executive Leadership Tied to Performance Metrics <sup>31</sup>	80%	80%	80%
Employee Short-Term Incentive Tied to Performance Metrics	Yes	Yes	Yes
Code of Business Conduct & Ethics (Y/N)	Yes	Yes	Yes
% of Employees Who Complete Yearly Ethics Training	-	99%	98%

ASSETS & VOLUMES <sup>32</sup>	2017	2018	2019
Total Assets (Millions of Dollars)	\$10,537.80	\$10,694.10	\$9,335.80
Gathering & Transportation (MMBtu/d)	5,088,000	5,656,700	5,727,500
Processing (MMBtu/d)	2,448,000	2,905,600	3,198,800
NGL Fractionation (Gals/d)	5,772,800	6,584,400	7,341,700
Crude Oil Handling (Bbls/d)	108,200	155,400	198,200

### Footnotes:

- <sup>1</sup> GHG emissions are reported according to the Mandatory Greenhouse Gas Reporting Rule, and include facilities that emit 25,000 metric tons or more per year of CO<sub>2</sub> equivalent.
- <sup>2</sup> The figure includes emissions of a particular pollutant associated with permitted activities from facilities required to prepare and submit emission inventories to regulatory authorities.
- <sup>3</sup> Electricity consumption is the total amount of electricity consumed from a public utility.
- <sup>4</sup> CO<sub>2</sub>e emissions attributable to electricity consumption are calculated using the EPA's GHG Equivalency Calculator.
- <sup>5</sup> The figure includes spills of both hydrocarbon and non-hydrocarbon material.
- <sup>6</sup> The figure includes the total amount of hazardous waste, as defined by the Resource Conservation and Recovery Act, generated from our operations and properly disposed of.
- <sup>7</sup> Agency reportable events are releases, spills, and excess emission events resulting in exceeding a federal or state reportable quantity threshold.
- <sup>8</sup> "Notices of noncompliance" are formal notices of actual or potential noncompliance with environmental, safety, or asset integrity regulations from a regulatory authority.
- <sup>9</sup> External agency inspections are inspections conducted by an environmental, safety, or asset integrity regulatory authority at an EnLink location.
- <sup>10</sup> "Penalties paid" is equivalent to the total amount of fines, penalties, or settlements related to environmental matters.
- <sup>11</sup> The percentage of natural gas pipelines inspected is calculated as the length of natural gas pipelines inspected divided by the total length of natural gas pipelines required to be inspected, in accordance with SASB EM-MD-540a.2.
- <sup>12</sup> The percentage of hazardous liquid pipelines inspected is calculated as the length of hazardous liquid a pipeline inspected divided by the total length of hazardous liquid pipelines, in accordance with SASB EM-MD-540a.2.
- <sup>13</sup> "DOT Audits" are audits performed by a pipeline safety Department of Transportation regulatory authority.
- <sup>14</sup> Figure includes the number of process hazard assessments performed in accordance with Occupational Safety and Health Administration Process Safety Management regulations and validated by the project team.

- <sup>15</sup> The figure is calculated by multiplying the number of recordable incidents by 200,000 work hours and dividing by EnLink’s total actual work hours.
- <sup>16</sup> Recordable incidents are work-related injuries resulting in loss of consciousness, days away from work, restricted work, or transfer to another job; or injuries requiring medical treatment beyond first aid.
- <sup>17</sup> The figure is calculated by multiplying the number of DART injuries by 200,000 work hours and dividing by EnLink’s total actual work hours.
- <sup>18</sup> DART incidents are work-related injuries resulting in days away from work, restricted work, or transfer to another job.
- <sup>19</sup> The figure is calculated by multiplying the number of contractor recordable incidents by 200,000 work hours and dividing by the total work hours of contractors while working for EnLink. EnLink’s first full year to track contractor hours was 2019.
- <sup>20</sup> The figure is calculated by multiplying the number of preventable vehicle accidents by 1,000,000 drive-miles and dividing by the total miles driven by EnLink employees.
- <sup>21</sup> Preventable vehicle accidents are EnLink employee vehicle accidents that could have been avoided.
- <sup>22</sup> The figure includes the total number of hours EnLink employees participated in environmental, health, and safety training. The data is tracked in EnLink’s Learning Management System, which began in 2017.
- <sup>23</sup> The figure is calculated by dividing the number of EnLink employees in attendance at safety meetings by the total number of employees required to attend safety meetings.
- <sup>24</sup> The figure includes the number of emergency response drills performed under scenarios requiring resource deployment. EnLink has an annual target to complete 33 drills.
- <sup>25</sup> Pipeline Safety Public Awareness Meetings are meetings hosted by EnLink in the counties and parishes where we operate for the general public, public officials, and first responders.
- <sup>26</sup> All demographic data based on employee population as of December 31st of applicable year and excludes temporary workers, independent contractors, and interns. Corporate roles reflect those whose primary work location is in our Dallas and Houston Corporate offices.
- <sup>27</sup> Voluntary turnover rate includes transportation drivers; voluntary turnover excluding transportation drivers is 9.6% for 2017, 11.9% for 2018, and 9.6% for 2019.
- <sup>28</sup> The 2019 ad valorem tax amount is an estimate, as 2019 property tax statements were not finalized at the time of publishing this report.
- <sup>29</sup> On January 25, 2019, EnLink Midstream Partners, LP (the Partnership or ENLK) and EnLink Midstream, LLC (the General Partner or ENLC) completed a simplification transaction whereby ENLC acquired all common units of ENLK that ENLC did not previously own. As a result, the ENLK Board was eliminated and ENLC reconstituted its Board of Directors and the Committees thereof.
- <sup>30</sup> Effective March 1, 2020, EnLink modified the composition of the Board by increasing the number of independent directors by one. As a result, the data shown reflects current board composition. Because we are “controlled company” within the meaning of the rules of the New York Stock Exchange, our Board is not required to have a majority of “independent” directors. The four directors on our Board affiliated with Global Infrastructure Management, LLC, and its affiliates or managed fund vehicles, hold an aggregate of 8 votes.
- <sup>31</sup> Target compensation of Executive Leadership averages at 20% base pay, 20% Short-Term Incentives, and 60% Long-Term Incentives.
- <sup>32</sup> Data as reported in EnLink’s 2019 Annual Report on Form 10-K.

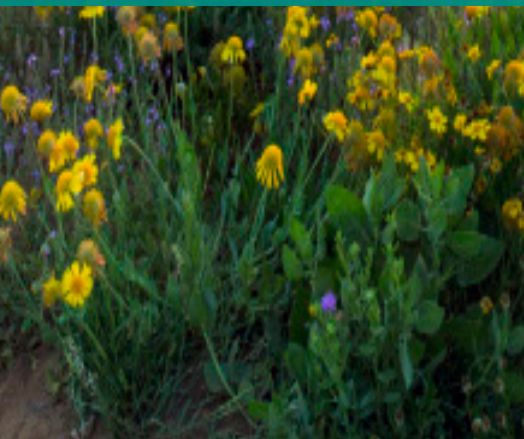


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