

1. Purpose

- 1.1 EnLink Midstream's Core Values – Integrity, Safety, People, Innovation, and Excellence – drive our sustainability approach. Sustainability is central to EnLink's success and to creating value for unitholders. The following Sustainability Policy and Program Overview outlines our commitment to a strong, companywide sustainability culture at EnLink.
- 1.2 EnLink and its employees are committed to providing 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. Further, EnLink is committed to providing transparent insight into the sustainability of our operations and company as a whole through annually compiled sustainability data.

2. Applicability

- 2.1 This standard applies companywide to all employees and groups within EnLink.

3. Requirements

- 3.1 **Sustainability Program Oversight:** EnLink's current sustainability structure includes:
 - 3.1.1 *Board Oversight:* quarterly sustainability updates are provided to the EnLink Board of Directors' Sustainability Committee, which also reviews yearly sustainability materials prior to public issuance.
 - 3.1.2 *Executive Sponsor and Sustainability Leadership Council:* Alaina Brooks, Executive Vice President and Chief Legal and Administrative Officer, is responsible for sustainability strategy and execution at EnLink and provides regular updates with EnLink's executive and senior vice presidents. Together, these leaders oversee sustainability progress as part of EnLink's strategic plan.
 - 3.1.3 *Sustainability Core Team:* made of subject matter experts from EnLink's legal, communications, human resources, investor relations, internal audit, and environmental, health, & safety (EHS) teams; the Core Team manages companywide sustainability efforts and considers sustainability trends, risks, and opportunities. The Core Team is responsible for producing yearly sustainability reporting materials and reports to Ms. Brooks.
 - 3.1.4 *Other Sustainability Initiatives:* EnLink has put in place multiple executive-led, cross-functional teams that are charged with creating measurable goals and initiatives around topics such as diversity, equity, and inclusion, environmental performance, and sustainability communications.

3.2 **Program Focus Areas:**

- 3.2.1 The Sustainability Core Team monitors and reports progress in the following areas.
- 3.2.2 These focus areas are reviewed regularly by the Sustainability Core Team and may expand or change periodically to best fit current sustainability thought leadership and industry trends.
- 3.2.3 Focus Areas:

EnLink Midstream Sustainability Policy and Program Overview



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Environmental Stewardship	Social Responsibility	Governance & Ethics
<ul style="list-style-type: none"> • Energy Transition • Energy Use & Emissions • Environmental Performance • Environmental Stewardship • Biodiversity • Asset Integrity & Reliability 	<ul style="list-style-type: none"> • Employee, Contractor, & Public Safety • Emergency Preparedness & Response • Employee Development • Diversity & Inclusion • Community Involvement 	<ul style="list-style-type: none"> • Corporate Governance • Code of Business Conduct & Ethics • Risk Management & Business Continuity, including Cybersecurity • Sustainability Reporting

3.2.4 **Environmental Stewardship:** Environmental stewardship begins with cooperation between the people, businesses, and organizations that make up a community. The midstream services we provide are informed by both a respect for the environment and a vested interest in improving the quality of life for the individuals who live and work where we operate. We demonstrate our commitment to these principles by:

- 3.2.4.1 Playing an active role in the energy transition, seeking ways to reduce our impact on climate change while delivering reliable energy products our communities need
- 3.2.4.2 Abiding by all applicable environmental laws
- 3.2.4.3 Increasing environmental awareness through educating and training our employees
- 3.2.4.4 Following our EHS management system and monitoring our performance
- 3.2.4.5 Preventing spills and releases of unpermitted substances
- 3.2.4.6 Reducing air emissions including greenhouse gas emissions
- 3.2.4.7 Minimizing our resource consumption and waste generation
- 3.2.4.8 Adopting technologies and best practices that enhance the integrity and reliability of our assets
- 3.2.4.9 Reporting environmental issues and incidents externally as appropriate to regulatory bodies and internally to EnLink’s executive leadership and Board of Directors
- 3.2.4.10 *Biodiversity:* Additionally, EnLink takes an environmentally sound approach to biodiversity for operation of new and existing assets and construction projects. We prioritize avoiding environmentally sensitive areas in the project design process; secondly, we minimize our impact to land, water, air, and wildlife; thirdly, we restore impacted habitats or other environmentally sensitive areas when avoidance is not practicable; and lastly, we operate our assets in a manner that respects the environment and minimizes the potential for ecological disruption. We strive to communicate and coordinate with community members, landowners, and regulators on these efforts.

3.2.5 **Social Responsibility:** EnLink maintains the highest regard for the safety of our employees, contractors, and community. We believe that a proactive safety approach is good business, and we make every effort to create and sustain a culture that puts both operational and occupational safety first. We adhere to a comprehensive EHS management system in addition to all applicable laws and regulations.

3.2.5.1 We demonstrate our commitment to safety by:

3.2.5.1.1 Ensuring our employees receive robust safety training and have the skills necessary to perform their jobs safely

3.2.5.1.2 Requiring our contractors to have a comprehensive safety program, strong performance history, and insurance prior to working for EnLink

3.2.5.1.3 Having up-to-date safety standards and operating procedures that have undergone management review

3.2.5.1.4 Ensuring the readiness of our response in the event of an emergency through planning, performing drills, and working closely with local officials

3.2.5.1.5 Adhering to our EHS management system that focuses on process improvement, knowledge and skills development, risk identification, and performance measurement

3.2.5.1.6 Conducting regular environmental and safety audits and inspections of EnLink and our contractors

3.2.5.1.7 Establishing environmental and safety performance targets that reduce incidents and uphold accountability, while striving to improve performance year over year

3.2.5.1.8 Engaging in community outreach through our Public Awareness program that promotes transparency, response planning, and public feedback

3.2.5.2 EnLink provides 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. We demonstrate our commitment to our employees and community by:

3.2.5.2.1 Committing to supporting the total wellbeing of employees and their families through comprehensive benefits packages

3.2.5.2.2 Fostering a culture of respect and acceptance through our CEO-led Diversity, Equity, and Inclusion (DEI) Action Team

3.2.5.2.3 Ensuring equitable and fair hiring, promotion, and overall pay practices

- 3.2.5.2.4 Focusing on making impacts in the core areas of education, health and human services, and community development through corporate donations and volunteerism
- 3.2.5.2.5 Encouraging employees to participate in at least one community service project per year and providing 8 hours of PTO for employee volunteerism

3.2.6 **Governance & Ethics:** EnLink's Board of Directors (board) and Executive Leadership Team (ELT) are committed to upholding EnLink's core values, while also working to ensure EnLink achieves lasting success. 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. Our board and ELT focus on ethical corporate governance and drive long-term shareholder value by:

- 3.2.6.1 Maintaining audit and conflicts committees, each composed solely of independent directors, and a governance and compensation committee with a majority of independent directors
- 3.2.6.2 Overseeing EnLink's 24/7 whistleblower Ethics Line (833-960-1602) for anonymous reporting of violations of EnLink policies, suspected violations, or other unethical conduct; the line is monitored by an independent third-party and all calls are investigated by the company, treated as confidential, and overseen by the audit committee of the board
- 3.2.6.3 Providing oversight for EnLink's compensation plans, policies, and programs for all employees, including overall payroll, bonus plan design and targets, bonus payouts, and other general compensation matters
- 3.2.6.4 Determining awards under EnLink's long-term incentive plan, as well as conducting annual reviews of executive compensation plans and policies
- 3.2.6.5 Establishing and maintaining a robust Enterprise Risk Management program that includes cybersecurity, emergency plan management, and business continuity
- 3.2.6.6 Overseeing the financial reporting and disclosure process for EnLink, including ensuring the integrity of financial statements, internal accounting, financial controls, disclosure controls, and financial reporting processes for EnLink
- 3.2.6.7 Ensuring EnLink's compliance with applicable legal and regulatory requirements and establishing qualified and independent auditors
- 3.2.6.8 Requiring yearly code of conduct and business ethics training by all employees

3.3 Sustainability Data Reliability

3.3.1 EnLink's Internal Audit team conducts an extensive review of EnLink's yearly sustainability report to ensure that information presented is verified and transparent,

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.

3.3.2 The report is reviewed by the board prior to its public issuance.

4. Review, Approval, and Communication of Policy

- 4.1 This document is reviewed and approved by EnLink's management team, including the Sustainability Program's Executive Sponsor.
- 4.2 This document is reviewed on an annual basis to determine any necessary revisions.
- 4.3 This document is shared internally with all employees via posting to the employee intranet and externally via posting to EnLink's company website, www.EnLink.com.

5. Revision History

Revision No.	Reason	Date
0	Original Issue	10/14/2020
1	Updated to include new Ethics Line details	03/31/2021
2	Updated to reflect current program structure and focus areas	11/17/2021