



# Inaugural Sustainability Report



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# Forward-looking Statements

Some of the information in this sustainability report may contain forward-looking statements. Forward-looking statements give our current expectations, contain projections of results of operations or of financial condition, or forecasts of future events. Words such as “could,” “will,” “should,” “may,” “assume,” “forecast,” “position,” “predict,” “strategy,” “expect,” “intend,” “plan,” “estimate,” “anticipate,” “believe,” “project,” “budget,” “potential,” or “continue,” and similar expressions are used to identify forward-looking statements. Without limiting the generality of the foregoing, forward-looking statements contained in this report include our compliance with health and safety laws and regulations, environmental laws and regulations and permitting standards, pipeline safety regulations and labor and employment laws and regulations, as well as our expectations of plans, strategies, objectives, growth and anticipated financial and operational performance, including revenue projections, capital expenditures and tax position. Forward-looking statements can be affected by assumptions used or by known or unknown risks or uncertainties. Consequently, no forward-looking statements can be guaranteed.

A forward-looking statement may include a statement of the assumptions or bases underlying the forward-looking statement. We believe that we have chosen these assumptions or bases in good faith and that they are reasonable. However, when considering these forward-looking statements, you should keep in mind the risk factors disclosed in our formal financial statements and other reports, including without limitation our annual report on Form 10-K and quarterly financial disclosures on Form 10-Q (available at [enablemidstream.com](http://enablemidstream.com)). These risks include, but are not limited to, environmental risks and legal and regulatory changes to the environmental and health and safety laws and regulations to which we are subject, among others. Those risk factors and other factors noted throughout this report could cause our actual results to differ materially from those disclosed in any forward-looking statement. You should understand that it is not possible to predict or identify all such factors and are cautioned not to place undue reliance on any forward-looking statements.



# A Letter From Our CEO

I am pleased to share Enable's inaugural sustainability report. Over the past few years, our stakeholders have become more interested in learning how we are addressing key sustainability issues. At Enable, part of our mission is to partner in the success of our employees, customers, investors and communities. As you read this report, you will find just some of the ways Enable has demonstrated and continues to uphold that partnership commitment. We also have a solid history of operating in a safe, efficient and reliable manner, and this report showcases that history and highlights our dedication to increased transparency and continuous improvement.

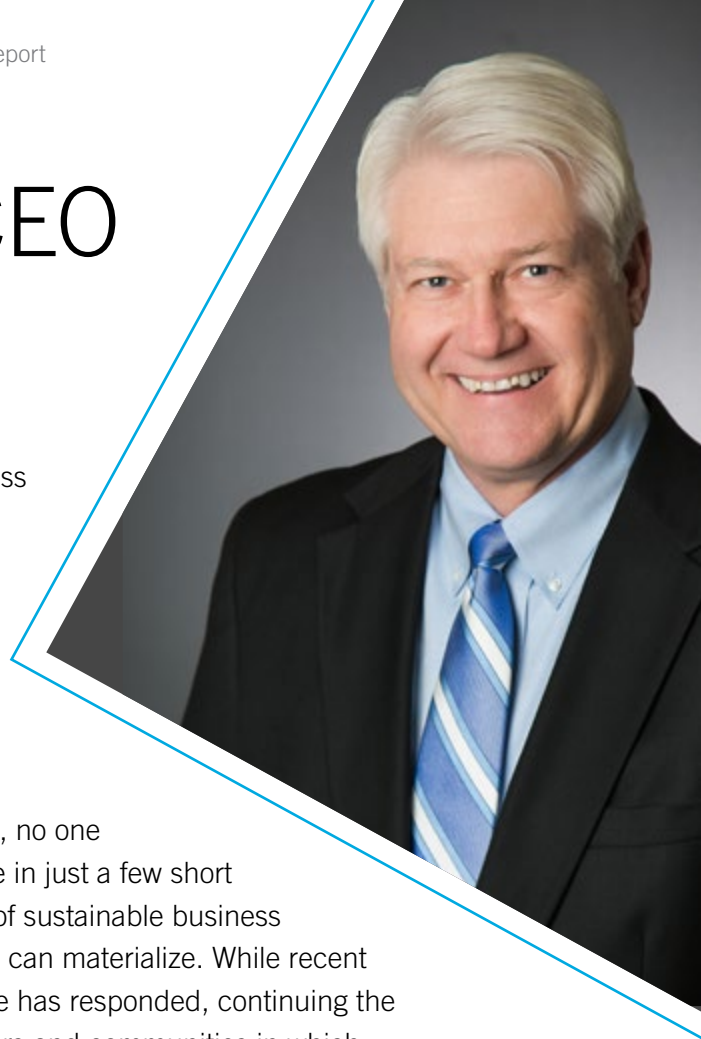
When we began putting this report together at the end of 2019, no one could have imagined a viral pandemic would encircle the globe in just a few short months. This brought increased awareness of the importance of sustainable business practices and transparency, as we have seen how quickly risks can materialize. While recent months have brought challenges, I am proud of the way Enable has responded, continuing the demonstration of our commitments to our employees, customers and communities in which we work and live.

This report is important not only as a response to our stakeholders' interest but also as another opportunity for us to share our story. Our company, through each employee, is guided by our values of Safety, Accountability, Customer Service, Teamwork and Integrity. Our commitment to safety is foundational, embedded in all aspects of our business and operations by our Safety value, through which we place the well-being of each employee and the public above everything else. In addition, we strive to minimize our ecological and environmental impacts, and this report details some of these efforts. Our employees are the key to our success, and we are committed to attracting, developing and retaining a diverse team of high-performing employees and treating all fairly and with respect. Strong relationships and support of the communities in which we operate are deeply rooted in the giving spirit of Enable. After thoughtful consideration of community needs where Enable can have the most significant impact, we built a community relations program that focuses our volunteer time and contributions in the areas of youth and education, safety and emergency response, and health and social services.

I am proud to provide our inaugural report but know this is only one more step on our sustainability journey. We welcome your feedback and look forward to updating you on our progress.



Rodney J. Sailor  
President and Chief Executive Officer



# About Enable Midstream

Enable is a publicly traded (NYSE: ENBL) master limited partnership that owns, operates and develops strategically located energy infrastructure assets that serve as a critical link between major producing basins and downstream markets. Headquartered in Oklahoma City, Oklahoma, Enable's assets span the midstream value chain. The partnership's transportation and storage assets provide interstate and intrastate natural gas pipeline transportation and storage services to producer, marketer, utility and industrial end-user customers. Our gathering and processing assets provide natural gas gathering and processing services to producer customers and crude oil, condensate and produced water gathering services to producer and refiner customers.



About Enable Midstream – continued

As of Dec. 31, 2019, Enable’s portfolio of midstream energy infrastructure assets included:

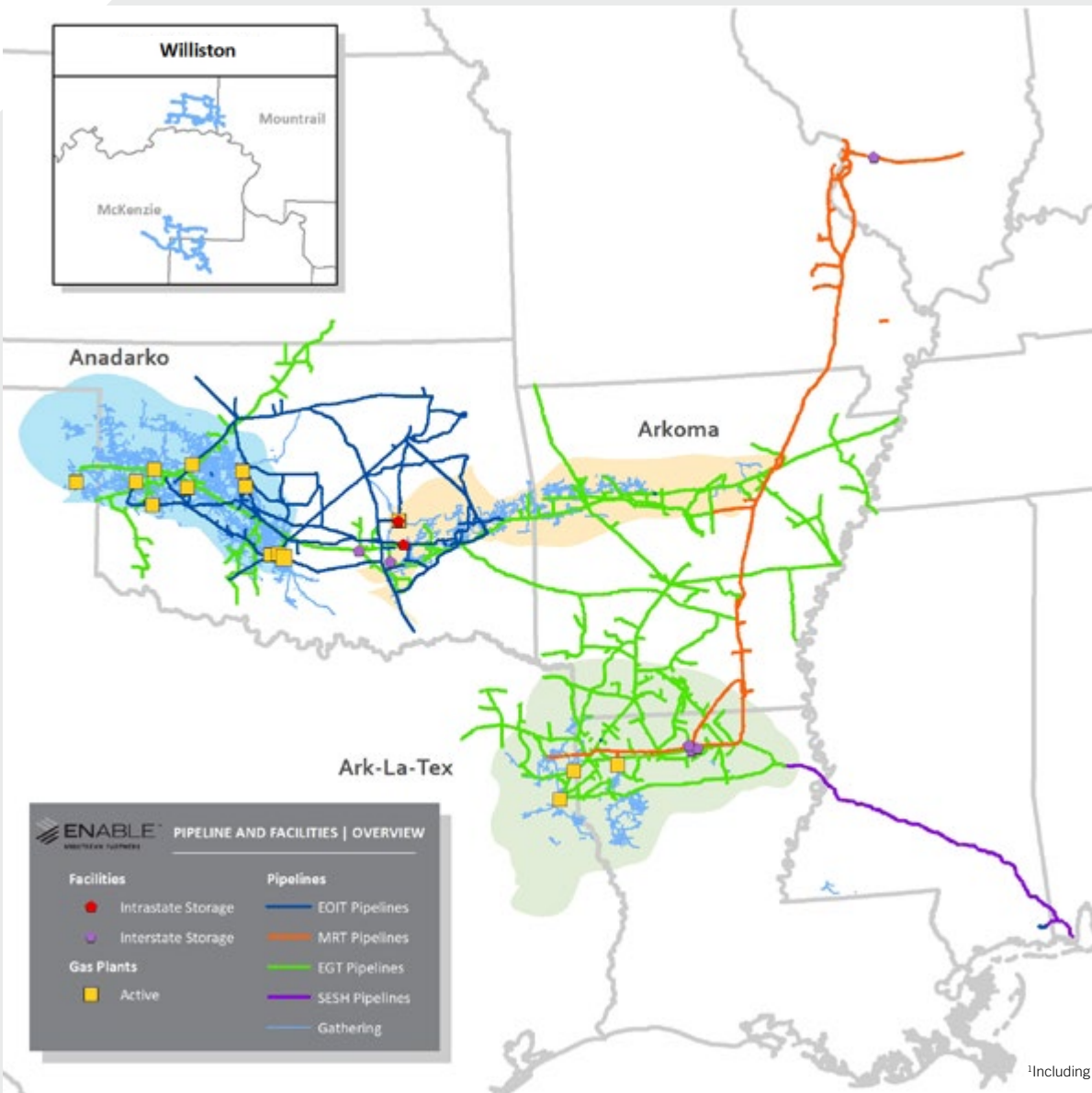
approximately  
**14,000 miles**  
of natural gas, crude oil, condensate and produced water gathering pipelines

**15 major processing plants**  
with 2.6 Bcf/d of processing capacity

approximately  
**7,800 miles**  
of interstate pipelines<sup>1</sup>

approximately  
**2,200 miles**  
of intrastate pipelines

**8 natural gas storage facilities**  
with 84.5 Bcf of storage capacity



<sup>1</sup>Including Southeast Supply Header, LLC



A close-up photograph of a grey industrial valve with a circular flange secured by several bolts. A metal handwheel is attached to the side. The background is blurred, showing other industrial equipment. A blue triangular graphic overlay is on the left side of the image.

# Governance

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# Strategy and Operational Execution

**Our strategy is to leverage our extensive and integrated assets to move natural gas and crude oil from the wellhead to key markets while also seeking opportunities to capture value further along the midstream value chain.**

## Corporate strategy

We execute on our strategy by capitalizing on organic growth and optimization opportunities, maintaining strong customer relationships, minimizing direct commodity price exposure and growing through accretive acquisitions while continuing to ensure cost discipline and capital efficiency.

### Organic growth

We own and operate assets that serve four major producing basins and key natural gas and crude oil demand centers in the United States. Our disciplined approach to business growth emphasizes capital efficiency and focuses on developing new midstream energy infrastructure projects to support new and existing customers in these areas.

### Strong customer relationships

We have built a strong and loyal customer base through exemplary customer service, reliable service operations, timely project execution and investments in organic growth projects in support of our existing and new customers. We will continue to build and maintain relationships with key customers on both the supply and demand sides of the natural gas and crude oil value chain in order to attract new volumes and expand our asset footprint and business lines.

### Minimize commodity exposure

We seek to minimize exposure to commodity price risk through our pursuit of fee-based revenues and increasing the percentage of long-term, fee-based contracts with our customers.

### Accretive acquisitions

We continually evaluate possible acquisitions of complementary assets that have the potential for attractive returns in new and existing operating areas and midstream business lines. We analyze these opportunities using disciplined financial and operating practices.



## Strategy and Operational Execution – continued

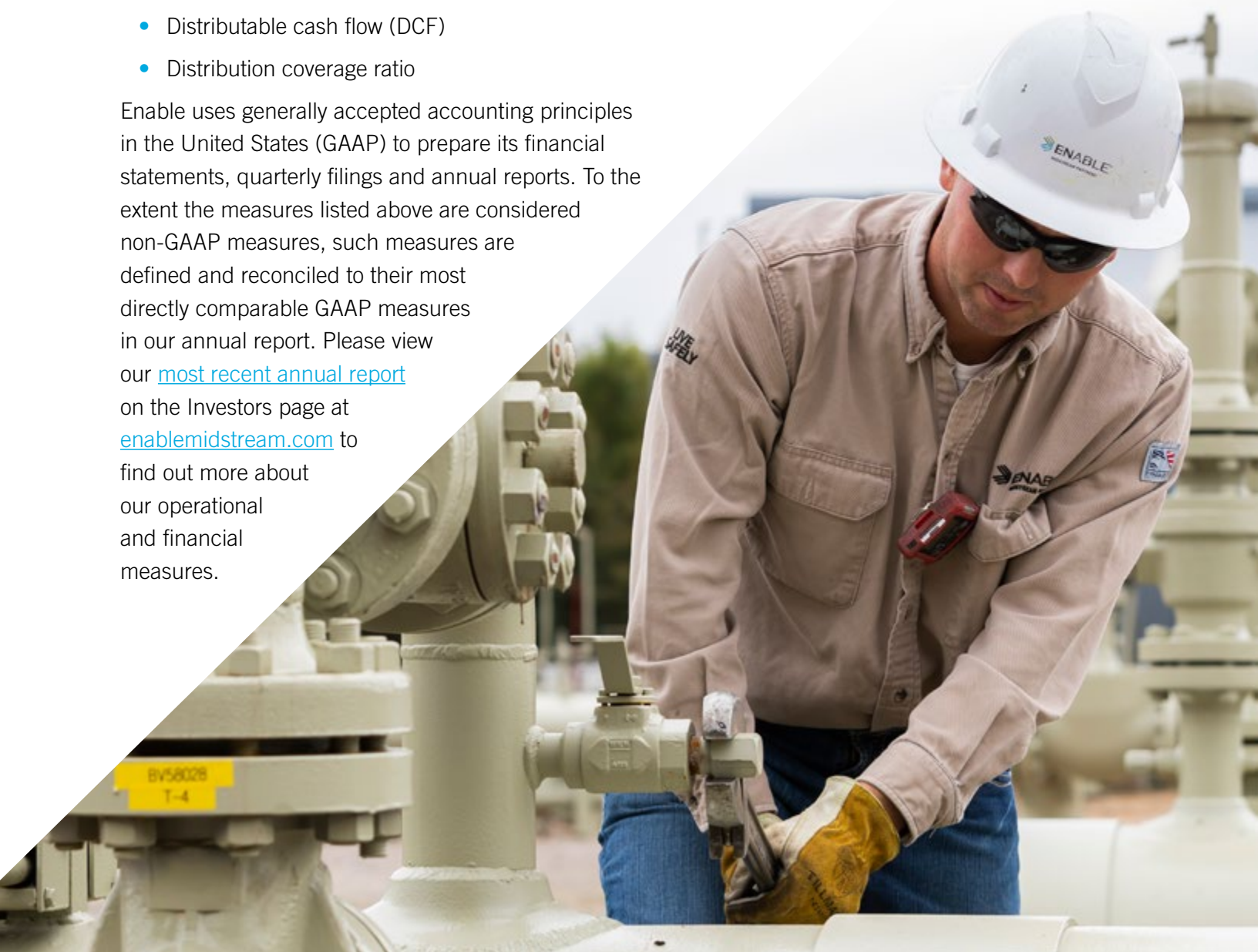
### Key metrics

We use a variety of operational and financial measures to evaluate and manage our business.

These measures include:

- Throughput volumes
- Operation and maintenance and general and administrative expenses
- Gross margin
- Adjusted Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA)
- Adjusted interest expense
- Distributable cash flow (DCF)
- Distribution coverage ratio

Enable uses generally accepted accounting principles in the United States (GAAP) to prepare its financial statements, quarterly filings and annual reports. To the extent the measures listed above are considered non-GAAP measures, such measures are defined and reconciled to their most directly comparable GAAP measures in our annual report. Please view our [most recent annual report](#) on the Investors page at [enablemidstream.com](http://enablemidstream.com) to find out more about our operational and financial measures.



# Customer Relations

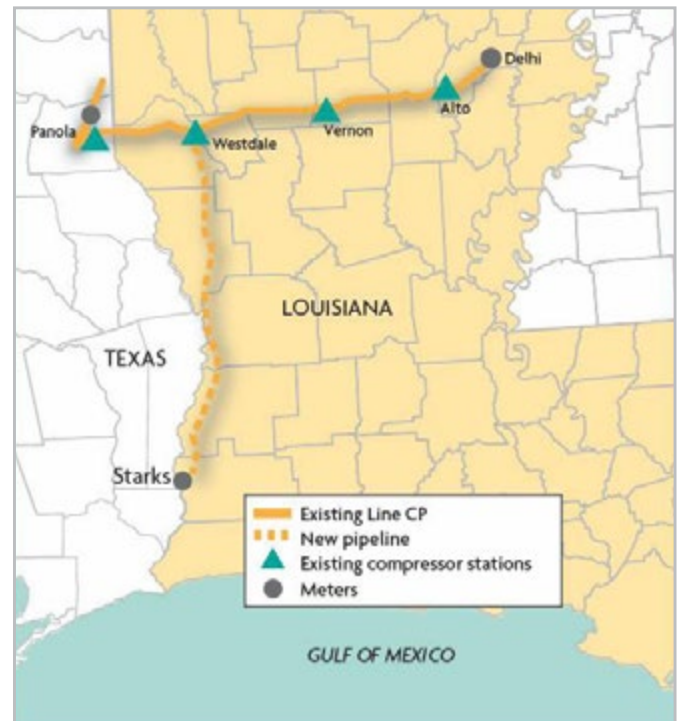
We have built our customer base through exemplary customer service and reliable execution and have long-term relationships with key customers that span decades.

## Partnering in our customers' success

Enable is committed to providing timely, cost-effective and innovative solutions to meet customer needs. Many of our customers rely on us for multiple midstream services across our business segments. Just as our values drive all other aspects of our business, they guide our approach and interactions with our customers.

## Partnering on Gulf Run

We aim to grow our business by fostering relationships with potential new customers while also maintaining mutually beneficial relationships with our existing customers. One example is our Gulf Run Pipeline project. The project leverages existing Enable assets to connect abundant U.S. natural gas supplies to growing demand from liquefied natural gas export facilities on the Gulf Coast. The project's cornerstone shipper, Golden Pass LNG, received proposals from many of our competitors, but Enable was awarded the business, in part because we delivered a unique, customer-focused solution for long-term natural gas supply to Golden Pass' LNG facility.



For more information on this exciting project, visit:

[gulfrunpipeline.com](http://gulfrunpipeline.com)

# Board of Directors

**As a limited partnership, our operations and activities are managed by the board of directors of our general partner, Enable GP, LLC.**

## Overview

The organizing sponsors of Enable, CenterPoint Energy, Inc. and OGE Energy Corp., are each entitled to appoint two directors and two alternate directors to the Enable GP, LLC, board. The right to appoint the chairman of the board of directors rotates between CenterPoint and OGE every two years. Each independent director and any other directors are appointed by the unanimous agreement of CenterPoint and OGE. To identify and evaluate both incumbent and new board directors, CenterPoint and OGE assess their experience and personal characteristics, with a focus on the following criteria:

- Possess appropriate skills and professional experience
- Have a reputation for integrity
- Possess expertise, including industry knowledge, determined in the context of the needs of the board of directors
- Have experience in positions with a high degree of responsibility
- Are leaders in the organizations with which they are affiliated
- Are diverse in terms of geography, gender, ethnicity and age
- Have the time, energy, interest and willingness to serve as a member of the board of directors
- Meet such standards of independence and financial knowledge as may be required or desirable

The officers of our general partner are appointed by the board of directors and provide day-to-day management of Enable's operations and activities.

## Independence

Three independent directors have been appointed to Enable's Board, comprising the audit committee of the board of directors. Each independent director is required to meet the independence standards for audit committee members established by the New York Stock Exchange and the Exchange Act.

To promote open discussion among the independent directors of our board, our governance guidelines specify that independent directors meet separately in executive session at least once a year.



# Business Ethics and Accounting Transparency

**At Enable, we are committed to operating honestly, fairly, safely and ethically.**

Our Code of Business Conduct and Ethics provides a clear framework for the expectations we have for ourselves, how we interact with stakeholders and how we make decisions that demonstrate our core values. Organized around our core values, the code outlines how we put our values into action. Our code addresses a wide range of business activities, including operating safely, acting with integrity, avoiding corruption, dealing honestly with our suppliers and customers, conducting ourselves appropriately in the workplace and keeping honest, accurate records.

Our board of directors has officially adopted this code and expects each of us to understand it, take its messages to heart and live it through our actions. Accordingly, we require that employees read and acknowledge the code annually.

We also understand the code is simply a document, the utility of which depends on how well we communicate with and train our team about our expectations. Every employee receives annual training on the code and its underlying expectations and processes. Last year, we offered four distinct courses on ethics, compliance and corruption issues, and each employee, on average, attended approximately 1.1 hours of training on these topics.



Focus on safety



Act with integrity



Avoid corruption



Honesty with suppliers and customers



Appropriate workplace conduct



Honest, accurate records

## Business Ethics and Accounting Transparency – continued

We have a robust ethics and compliance reporting mechanism. Employees can choose to report concerns directly to a supervisor or anonymously through our ethics hotline. Those reports are reviewed by an ethics council comprised of our senior leadership team and other senior employees from select areas of the organization to ensure cross-functional supervision of the ethics program. All reports are also reviewed by the audit committee of the board of directors on a quarterly basis.

The ethics program is routinely evaluated to ensure it is adequately resourced and operated in accordance with our Code of Business Conduct and Ethics. In 2019, we expanded those resources by adding an ethics counsel position responsible for managing the day-to-day operations of the program.

We understand the code is simply a document, the utility of which depends on how well we communicate with and train our team about our expectations.

## Accounting transparency

Our commitment to ethical business extends to how we account for and report our business results and how we fulfill our tax obligations. Our dedicated team of accounting and control personnel includes professionals who are licensed Certified Public Accountants. This team prepares our financial statements in accordance with GAAP. Regulatory reports, tax documents and related information are prepared in compliance with the reporting requirements of the applicable federal and state regulatory bodies, including but not limited to:

- The U.S. Securities and Exchange Commission (SEC)
- The Federal Energy Regulatory Commission
- The Texas Railroad Commission
- The Internal Revenue Service

All such documents are prepared in accordance with applicable rules and regulations and U.S. generally accepted accounting principles.



# Risk Management

Enable has an active and robust enterprise risk management (ERM) program to identify, assess and manage risks across the company's operations.

## ERM program

The ERM program is an ongoing process led by Enable's senior management team with oversight from its board of directors and audit committee. Enable utilizes a cross-functional approach to risk management to ensure every area of the business has input into the risk assessment process, supporting the alignment of the company's risk management practices with its corporate strategy. Leaders throughout the company are asked to identify key risks and evaluate them based on several factors, including degree of impact and likelihood of occurrence. Each key risk is assigned to a risk owner and an executive sponsor responsible for ensuring appropriate mitigation measures are in place. Enterprise risks that have been identified, assessed and are currently being monitored and managed include risks related to:



## Cybersecurity measures

We understand cyber risks are unique and constantly evolving. Enable's cybersecurity program aligns with the National Institute of Standards and Technology Cybersecurity Framework (NIST-CSF) and is managed by an internal team in partnership with trusted third-party managed services. Some key program elements include risk assessments conducted throughout the year and across our assets, tests of incident response plans and multiple cybersecurity training and awareness initiatives for employees.





# Environment



# Environmental Stewardship

We are committed to the safe and reliable operation of our pipelines, compressor stations, processing plants and other critical assets in the communities we serve.

**Our Environmental, Health & Safety Policy lays out the core tenets of our environmental management philosophy.**



**We plan, design and construct** our assets in compliance with applicable laws, regulations and company policies.

**We implement strategies** that prevent, minimize or mitigate the environmental impact of our operations, and we carefully assess any potential impacts to areas of cultural significance.

**We engage effectively** with regulatory agencies to facilitate our adherence to environmental laws, regulations and standards applicable to our operations.

**We educate employees** on relevant laws, regulations and prudent work practices and expect each employee and contractor to be responsible for the protection of personnel safety, asset safety and the environment.



# Land Use and Ecological Impacts

We are committed to acting as an environmental steward by conducting our operations in a safe, reliable and environmentally responsible manner.

## Reducing impact from operations

During the planning and development process, we strive to meet project objectives while avoiding or minimizing impacts on the local environment. During construction, we implement best management practices and procedures to minimize the disturbance to surrounding lands and to restore and revegetate them quickly. We also employ erosion and sediment control practices to capture and retain sediments within construction work areas and minimize the potential impact of sedimentation on sensitive environmental resources, including wetlands and waterbodies. Some relevant, environmentally protective internal procedures include:

- General upland construction best management practices
- Temporary and permanent erosion and sediment control measures
- Restoration and revegetation
- Waterbody construction and mitigation
- Wetland construction and mitigation

## Pipeline maintenance

For ongoing operations, we conduct maintenance and management of vegetation along pipeline rights of way to promote safe pipeline operations, enhance pipeline integrity, promote access and visibility during routine patrols and inspections and provide for immediate access and prompt response in the event of a pipeline emergency. Right-of-way maintenance activities are scheduled to reduce environmental impacts and comply with applicable regulatory requirements. For example, we avoid routine vegetation mowing of rights of way between April 15 and Aug. 1 to protect nesting migratory birds.





## Land Use and Ecological Impacts - continued

## Listening to and addressing local concerns

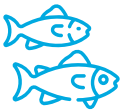
**At Enable, our efforts to minimize our land use and ecological impacts go beyond commitments. Below are some of the specific steps we take to limit our impacts.**



### Wetlands and waterbodies

Although we try to avoid impacting wetlands and surface waterbodies whenever possible, construction and operation of pipelines may result in unavoidable crossings of these resources. During the planning and permitting process, we assess potential impacts on wetlands and waterbodies, including those regulated by Section 404 of the Clean Water Act.

Where wetland and waterbody crossings are unavoidable, we take steps to minimize and mitigate impacts to these areas in accordance with company procedures and the terms and conditions of applicable permits. For example, direct surface impacts on large waterbodies and high-quality (forested) wetland resources are often avoided through the implementation of specialized construction practices, such as horizontal directional drilling. When avoidance is not practicable, we implement other best practices to minimize the extent and duration of impacts to wetlands and waterbodies.



### Protecting vulnerable species

During planning and permitting, we assess potential impacts on protected species, including those protected by the Endangered Species Act. This review covers due diligence activities, including identifying federally listed species that may inhabit or depend on an area within a given project footprint. When potential impacts to federally protected species are identified, we try to avoid these disturbances by implementing measures, such as pipeline route modifications. In some instances where protected species are relatively common or wide-ranging within our operational footprint, we participate in programs designed to help ensure the conservation of the protected species while also facilitating environmental compliance. These programs include:

- **American Burying Beetle Oil & Gas Industry Conservation Plan:** We worked cooperatively with the U.S. Fish and Wildlife Service (FWS), other oil and gas companies and the Oklahoma Independent Petroleum Association to develop a plan to promote conservation of the endangered American Burying Beetle (ABB) while also providing a mechanism to meet statutory and regulatory requirements. That plan and its implementation by the oil and gas industry was specifically recognized by the FWS as contributing to the restoration of ABB habitat, which resulted in the downlisting of the ABB under the Endangered Species Act from endangered to threatened in 2020. Enable's ongoing voluntary participation requires advance submittal of detailed project plans for ground-disturbing activities that may impact occupied ABB habitat, purchase of conservation

## Land Use and Ecological Impacts - continued

credits to offset such impact and implementation of certain avoidance, minimization and mitigative actions to reduce impacts to ABB habitat. For example, all workers conducting company-sponsored activities within ABB habitat must complete annual ABB identification and construction compliance training before conducting ground-disturbing work, and Enable has spent more than \$4.6 million on the purchase of conservation credits to offset project impacts to ABB habitat.

- **Lesser Prairie-Chicken Range-wide Conservation Plan:** Some of the Enable asset base is located within the range of the Lesser Prairie-Chicken (LPC). In 2014, we voluntarily joined the Western Association of Fish and Wildlife Agencies' (WAFWA) LPC Range-wide Conservation Plan and, in so doing, committed to implementing specific avoidance, minimization and mitigation measures designed to help conserve the species and its habitat. Additionally, we provide WAFWA with advance notice of new construction activities within the LPC range, as well as conservation payments to offset impacts to LPC habitat associated with the construction of certain aboveground facilities.



### Integrated vegetation management

To enhance and expand pollinator and wildlife habitats, we initiated an integrated vegetation management (IVM) program for right-of-way maintenance. The program uses a variety of techniques to control incompatible and invasive plant species while promoting the growth of compatible herbaceous, native plant species that may also benefit wildlife and pollinator species. Our efforts have been recognized for their effectiveness, with employees invited to speak at numerous industry events and to regulators about the IVM program. We have also received formal recognition for this program, including receipt of the National Wild Turkey Federation's Energy for Wildlife National Achievement Award and the Arkansas Game and Fish Commission's Corporate Conservation Partnership Award.



# Environmental Compliance

**We design, install and operate our assets in accordance with best practices and all applicable federal and state requirements.**

## Compliance management

Our Environmental group performs a detailed review of planned construction and maintenance activities to identify potential environmental impacts. The group then pursues and obtains applicable environmental approvals, authorizations and permits to ensure relevant activities are compliant and, ultimately, issues internal approvals for projects to commence. Once in service, we routinely test assets to identify and address potential issues before they arise. To ensure our operations meet current and future compliance requirements, we build companywide knowledge and awareness of compliance topics and provide training for specific personnel with roles and functions governed by compliance laws.

## Evaluating and enhancing our approach

We formed a cross-functional Management of Change team that routinely evaluates our policies and procedures. All environmental procedures are reviewed at least annually, but more often as needed. This review process has proven effective. In 2019, there were no violations or penalties associated with our water, waste, remediation or emergency response programs.

In 2015, the American Petroleum Institute released the first edition of RP 1173 – Pipeline Safety Management Systems. Since its release, we have voluntarily adopted its principles. In 2018, we published our Operations Management System (OMS) program. Through quarterly and annual leadership updates, the program provides a framework for pursuing operational excellence, highlighting successful initiatives and areas for improvement. It also upholds our core Safety value, which prioritizes the well-being of each employee and the public above everything else.

In addition to the OMS program, we routinely inspect our pipelines beyond regulatory requirements. In 2019, we inspected 3.5% of our natural gas pipelines and 15.8% of our hazardous liquid pipelines as measured by miles of pipe. These inspections were more than 2.5 times the amount required by current federal regulations.



# Energy and Greenhouse Gas Emissions

**We constantly work to reduce the energy required to move hydrocarbons through our system.**

As stewards of critical infrastructure assets, we have an obligation to operate our assets safely and efficiently. This work naturally focuses on finding and eliminating emissions and leaks. By reducing emissions and leaks, we improve the efficiency of our system while simultaneously addressing climate impact.

Greenhouse gas emissions are typically classified into three scopes, as defined by the Greenhouse Gas Protocol, a partnership between World Resources Institute and the World Business Council for Sustainable Development. Scope 1 emissions are direct greenhouse gas emissions from company-owned or controlled sources. Scope 2 emissions are indirect greenhouse gas emissions from the generation of purchased electricity consumed by the company. Scope 3 emissions represent other indirect company emissions.

In 2019, our Scope 1 greenhouse gas emissions were just over 4.9 million metric tons of CO<sub>2</sub>e. This included just under 4 million metric tons of CO<sub>2</sub> and approximately 900,000 metric tons of CO<sub>2</sub>e due to methane. Scope 1 emissions from the combustion of fuels were approximately 3.3 million metric tons CO<sub>2</sub>e.

Energy is required to capture, compress, process and move hydrocarbons over long distances. Some of that energy is in the form of electricity we purchase from the grid. In other cases, we use small amounts of the natural gas we are moving to provide energy. The natural gas usage is accounted for in our Scope 1 emissions. In 2019, we also used approximately 1.5 million MWh of electricity, resulting in 1.1 million metric tons of Scope 2 greenhouse gas emissions.

In 2019, our Scope 3 emissions equated to approximately 850,000 metric tons of CO<sub>2</sub>e.





## Energy and Greenhouse Gas Emissions – continued

## Methane emissions commitments

As a member of the Interstate Natural Gas Association of America (INGAA), we have made a series of commitments intended to minimize methane emissions across Enable's operations. Specifically, we are committed to:

- 1** Minimizing methane emissions from natural gas pipelines and pneumatic controllers
- 2** Minimizing methane emissions from natural gas storage wells and compressor stations
- 3** Developing effective practices and reporting methane emissions transparently

These commitments are supported through the design and development of processes that meaningfully reduce methane emissions. For example, we utilize techniques to lower the pipeline pressure before conducting pipeline maintenance and repair operations to minimize emissions in a safe and efficient manner. Similarly, Enable has committed to performing leak surveys at all of its transmission and storage compressor stations by 2022 and all of its natural gas storage wells by 2025. These processes ensure that any potential methane emissions are minimized, if not eliminated.



# Waste, Spills, Water and Other Air Emissions

We are committed to implementing strategies that prevent, minimize or mitigate the environmental impact of our operations. Our approach reduces anticipated impacts, such as waste production and water use, and addresses unintended impacts, such as pipeline spills or leaks.

## Waste management approach

We ensure responsible monitoring, disposal and recycling of all types of waste across our operations. Our various waste streams are accurately characterized and disposed of in compliance with all applicable laws and regulations. We also minimize and recycle waste whenever possible, such as through programs that recycle used oil for other applications.

We developed the Enable Waste Awareness training to ensure that our employees understand Enable's waste management policies, procedures and requirements and have a basic understanding of how to manage our waste streams in compliance with relevant laws and regulations. This training specifically addresses waste minimization and provides guidance on the correct method of waste characterization and the proper management and disposal or recycling of hazardous, nonhazardous and universal wastes, in addition to exempt wastes and used oil.

## Accidental spill response procedure

We engineer and operate our pipeline systems for maximum reliability and, most importantly, safety. When emergencies arise, we immediately dispatch personnel to the affected site to handle the emergency and provide information to aid public safety officials. We also take the necessary operating actions to restrict the flow of gas or liquids and minimize the impact of the emergency. Our qualified personnel are trained in emergency response activities and regularly receive refresher training on various response levels and emergency scenarios. In 2019, we had 37 spills systemwide, totaling 388 barrels of aggregate volume.

We engineer our pipeline systems for maximum reliability and, most importantly, safety.

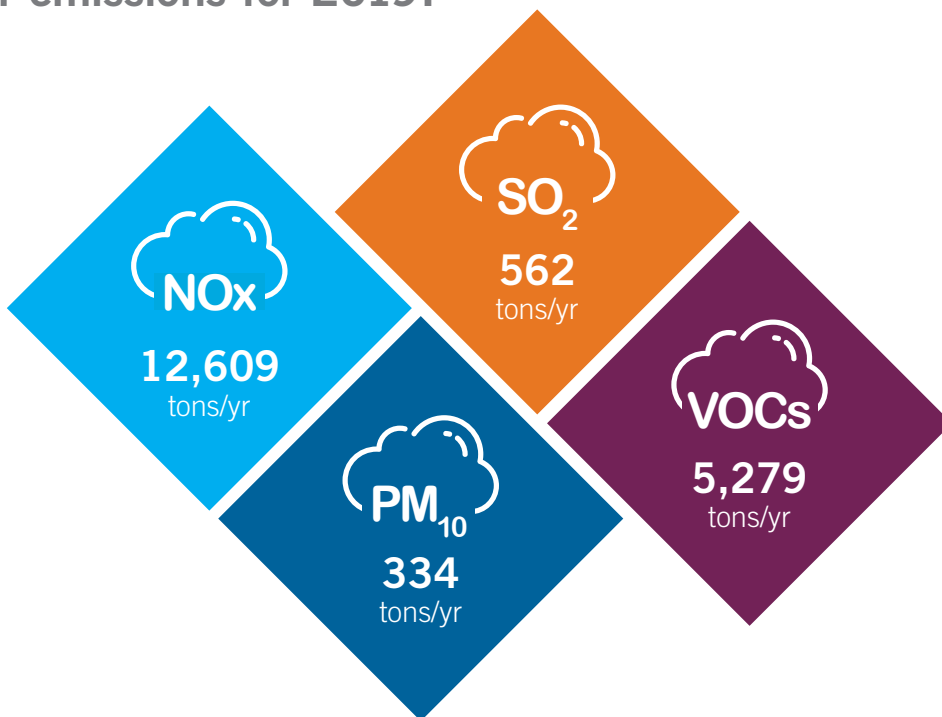
## Waste, Spills, Water and Other Air Emissions – continued

The Environmental Protection Agency's Spill Prevention, Control and Countermeasure (SPCC) rule helps facilities prevent oil spills into navigable waters and adjoining shorelines. All Enable SPCC-regulated facilities have a detailed plan to address spills. In addition, all SPCC-regulated facilities with more than 1 million gallons of aboveground storage of hydrocarbons have a Facility Response Plan. Annual training is provided to all oil-handling Enable personnel.

## Monitoring other air emissions at Enable

We monitor numerous non-carbon-based emissions that occur in our operations, and we continuously seek ways to improve our management of such emissions, including expanding training, revising procedures and harnessing technology. In 2019, we implemented Air Awareness Training for relevant groups within the company to ensure proper permitting and management of emissions-related projects.

### Our emissions for 2019:



## Water conservation efforts

We are exploring new ways to manage hydrostatic test water used during pipeline testing in a manner that is cost-effective and reduces potential environmental impacts. We also ensure the performance of all work meets regulatory requirements and is consistent with industry practices.







Social

# Communities

## At Enable, we are a partner in our communities' success.

Being a partner means staying connected to the communities where we live and work. That connection begins with the acknowledgment that each community is unique. Through our community relations program, Connected, we demonstrate our commitment to community. The Connected program focuses on three key categories for giving and service: youth and education, safety and emergency response, and health and social services.

## Our Connected programs and initiatives include:

### Company-paid service hours and opportunities

We offer our employees 16 company-paid hours each year to serve organizations in their community. Each year, we also set companywide goals for service hours and coordinate regular service opportunities. In 2019, Enable employees volunteered more than 15,000 company-paid hours and approximately 7,000 hours outside of work.

### Financial partnerships

Funds are donated to communities across our footprint to organizations that fall into the three categories mentioned above. Our employees play an integral role in identifying the needs of their communities so we can provide solutions.

### Safety Partner program

Through a partnership with the Oklahoma City Thunder basketball organization, we honor first responders and recognize the contributions they have made to keep their communities safe. Each of these Safety Partners is recognized at a Thunder basketball game and receives a monetary donation from Enable to be utilized for their organization.

### Community basketball courts

We partner with the Oklahoma City Thunder to build or refurbish community basketball courts in our communities. To date, we have dedicated five courts across Oklahoma.

### 1st and STEM

For every 1st down achieved by the University of Oklahoma and Oklahoma State University football teams, we donate \$25 to a STEM-focused program, initiative or scholarship. In 2018 and 2019, we donated \$25,000 to John Rex Elementary and \$20,000 to Elmore City Schools, respectively.

### Mentoring

Our Oklahoma City employees also mentor students at the John Rex Elementary School, which is located across the street from our headquarters.

### National Volunteer Month

Each year, we manage an internal campaign focused on increasing community service during National Volunteer Month in April.

### Connected for the Holidays

The internal campaign creates opportunities for employees to give their time and resources to communities across our footprint, making a positive impact during the end-of-year holiday season.

### Corporate giving campaigns

Two giving campaigns are held annually, supporting the United Way and Allied Arts organizations. Enable matches employee United Way donations, increasing the impact to communities across our footprint.



Communities – continued

## Enable Innovation Space

John Rex Charter School in Oklahoma City, Oklahoma, was the inaugural recipient of our 1st and STEM program award. We helped the school create the Enable Innovation Space, a makerspace providing students a place to learn while being creative and innovative. This facility supports the students in their exploration of science, technology, engineering, art and mathematics and includes stations with a 3-D printer, virtual reality experiences, robotics, art and more. The stations in the room give students the opportunity to think creatively and critically while also learning how to navigate real-world scenarios.

## Restoring Ruston

In May 2019, a tornado ripped through the town of Ruston, Louisiana. While none of our employees were injured and none of our assets were damaged, the devastation from the tornado impacted many throughout the community. Within hours of the initial storm, Enable employees began working to determine how our company could support relief efforts. Partnering with a local community disaster relief team, Enable employees quickly worked to clear tree limbs, brush and other debris.

## Elk City court dedication

In 2019, Enable partnered with the Oklahoma City Thunder to build a new basketball court for the city of Elk City, Oklahoma, as part of a multiyear commitment to partnering in the success of communities across our footprint. Enable has a long-standing partnership with Elk City. In 2018, we honored an Elk City firefighter as an Enable Safety Partner. In addition, Elk City-based Enable employees serve in community organizations, logging 273 hours of company-paid service time plus another 82 hours of personal service time outside of working hours.





# Employee Recruitment, Training and Development, and Retention

At Enable, our deeply experienced, committed and service-oriented employees are our most impactful resource. Anything is possible with the right team of talented individuals with diverse perspectives and backgrounds. We believe investing in our employees will create a better Enable, now and into the future.

## Attracting top talent

To recruit top talent, we offer competitive compensation packages, opportunities for advancement and extensive training programs. As we believe diverse perspectives and backgrounds in our business operations and leadership are a competitive advantage, we strive for diverse and inclusive representation in our recruiting processes.

We post the market reference points on our internal job board for all posted positions and support pay equity efforts in the hiring process. We do not require the salary history of candidates.



## Employee Recruitment, Training and Development, and Retention – continued

### Training and development

Because our employees are our most valuable asset, we believe in developing each one to the best of their abilities. To accomplish this, we provide a wide selection of training options for all levels that employees can use in their current and future roles. In 2019, our employees completed 508 different courses, and on average, each employee underwent approximately 34 hours of training throughout the year. These training programs included:



#### Leadership training

Our leadership training revolves around providing educational programs for leaders on a variety of topics, including developing themselves, their team and their employees while helping them to understand company goals and initiatives.

Examples include annual leadership meetings and the Liberating Leader program.



#### Diversity & inclusion training

We also support inclusive networking, professional development and leadership opportunities through both Women's Energy Network and our internal leadership program, Liberating Leader.



#### Technical training

Our managers work with individual employees to develop technical training curriculum that provides a roadmap for skills progression based on areas of specialization and interest.



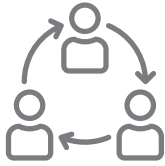
#### Regulatory compliance training

This covers procedural training on company policy, as well as compliance training for regulatory, legal and safety topics.

This training reduces regulatory and legal liability for the company while expanding each employee's understanding of the company as a whole.

We are continuously creating and refining our training programs to keep our employees up-to-date with new and cutting-edge technologies and software throughout our company. Our approach includes creating Enable-specific content and curating materials to address broader topics where necessary. We offer innovative, on-demand technical, safety and leadership training through mobile procedural aids and electronic checklists administered with our Learning Management System.

## Employee Recruitment, Training and Development, and Retention – continued



## Retaining top talent

Enable's Total Rewards program is designed to not only attract top talent but to motivate and retain employees. Total Rewards is a market-competitive package that is linked to individual and company performance, with annual compensation reviews based on pay-for-performance. Every employee's performance is reviewed annually to identify achievements, as well as personal development opportunities. Base pay and incentive opportunities are determined by position, labor supply and demand, experience and individual and company performance.

We embrace transparency in pay by providing employees with the market reference points and incentive target opportunities for their roles and posting incentive targets by career level on our intranet page. Appropriate base pay is based on these market reference points, while incentive targets are determined by an employee's career level and job function. In addition, we periodically review pay equity by gender, race and ethnicity to ensure similarly situated employees share equitable compensation and benefits.

We feel these efforts assist us in retaining our top talent, as demonstrated by our 6.3% voluntary turnover rate in 2019.

We embrace  
transparency  
in pay.

## Management approach

Enable is fully committed to complying with all applicable laws and regulations regarding labor and workforce rights, including those related to child and forced labor, freely chosen employment and collective bargaining. In order to further these important policy objectives, we issued a formal written Human Rights Statement in 2019. The statement is guided by the 1948 Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, including the prohibitions on child labor, forced labor and discrimination in the workplace.



**6.3%**  
voluntary  
turnover  
rate in 2019



# Employee Health and Safety

We prioritize the well-being and safety of our employees and the public above all else. Safety is not only a core value at Enable, it is critical to our business. We know that our success as a company depends on providing a safe work environment for employees, protecting the public and maintaining the integrity of our assets.

## Health and safety management approach

Every group at Enable is expected to continuously focus on safety, creating comprehensive involvement in the development, maintenance and administration of health and safety across our organization.

The Enable Safety Task Force is an employee-based team designed to serve as the voice of employees, providing an open dialogue with leadership about safety in the workplace. The task force's mission is to advocate for the company's Safety value and collaboratively develop tangible solutions to make Enable a safer place to work. With representation from each operating division, the task force meets monthly to discuss safety trends across the company and identify ways to educate and assist with safety-related learning opportunities.



## Employee Health and Safety – continued

We use a host of metrics, including the Total Recordable Incident Rates (TRIR) and Lost Time Incident Rate (LTIR) to assess the effectiveness of our safety program over extended periods. We also look to program elements, such as employee training attendance, near-miss events, hazard reports and action items created via inspections to evaluate employee health and safety. In addition, we conduct periodic companywide safety culture surveys. The results of these surveys are shared with employees, and key areas of improvement or continued improvement are identified as a focus for the following cycle.

Embodying Enable's core value of Safety, the cross-functional Contractor Safety Oversight Team was formed in 2015 to develop programs and standards to improve contractor safety performance. The team has created a comprehensive set of contractor safety criteria. These criteria established a clear standard for safety performance and commitment and have resulted in some contractors being disqualified or suspended. The team has seen success, reducing construction contractor incidents from 22 reported in 2015 to 3 in 2019.

Adjusting our management approach to safety is an ongoing effort. Discussions, including those with top management, have led to increased engagement throughout the workforce. In addition, we regularly reassess our key performance indicators to ensure we're monitoring the right data and that our efforts are increasing the effectiveness of the safety program.

Safety is not just a topic we discuss once a month or at meetings. It is at the core of Enable's values and is integrated into how we work every day.



**Employee TRIR:**  
**1.081**

**Employee LTIR:**  
**0.114**

# Performance Data Table

Economic		
2019		
Strategy & Operational Execution, Unitholder Relations	Articulated corporate strategy	We leverage our extensive and integrated assets to move natural gas and crude oil from the wellhead to key markets while also looking for opportunities to expand our footprint and further extend the value chain to downstream markets.
	Key operational metrics captured and managed to	We use a variety of operational and financial measures to evaluate our results of operations and our financial condition and to manage our business, including (i) throughput volumes, (ii) operation and maintenance and general and administrative expenses, (iii) gross margin, (iv) adjusted EBITDA, (v) adjusted interest expense, (vi) DCF and (vii) distribution coverage ratio.
	Connectivity and access to pipeline networks	24,000 miles of pipeline
Customer Relations	Mechanisms to retain customers	We are committed to providing timely, cost-effective and innovative solutions to address customer needs. Just as our values drive all other aspects of our business, our values drive our approach and interactions with our customers.

Governance		
2019		
Board Diversity, Independence, Turnover and Structure	Board roster and diversity	13% female, 25% ethnic minority
	Independence	38% independent
Accounting Transparency and Tax	Standards adhered to	Enable maintains compliance with the rules and regulations of the SEC, GAAP, taxing authorities and other regulatory agencies with jurisdiction in areas or lines of business in which we operate.
	Total tax payments	\$66.2 million
Risk Management, Cybersecurity	Description of ERM process	Enable has an active and robust ERM program to identify, assess and manage risks to the partnership. The ERM program is an ongoing, cross-functional process led by Enable's senior management with oversight from Enable's Board of Directors and audit committee.
	Identified risks	Enterprise risks that have been identified and assessed include risks related to operations, regulation and compliance, liquidity, strategy, technology and cybersecurity, commodity and economic fluctuations, competition and talent management.
	Cybersecurity measures	Enable's cybersecurity program aligns with the NIST-CSF and is managed by an internal team in partnership with credible third-party managed services. Awareness initiatives are held throughout the year, incident response plans are tested, risk assessments are conducted and cybersecurity insurance is in place.
Ethics, Corruption and Bribery	Training on ethics, corruption and bribery	There were four ethics training opportunities in 2019; 1,912 hours of ethics-related training were received. Topics include Code of Business Conduct and Ethics, bidding ethics and insider trading.
	Average hours of training/employee	1.1 hours



## Performance Data Table - continued

Environmental		
		2019
Environmental Compliance	Percentage of natural gas pipelines inspected	3.5%
	Percentage of hazardous liquid pipelines inspected	15.8%
	Number of accident releases from rail transportation	0; no rail transportation used in 2019
	Number of reportable pipeline incidents, percentage significant	14 gas, 5 (36%) were significant; 2 liquid, 0 (0%) were significant
	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	\$147,100
	Number of non-accident releases (NARs) from rail transportation	0; no rail transportation used in 2019
Land Use and Ecological Impacts on Communities	Terrestrial acreage disturbed, percentage of impacted area restored	We seek to minimize the extent and duration of disturbance to lands affected by operations, and it is our goal to restore 100% of all land disturbed by our operations. We have a comprehensive right-of-way maintenance program that includes integrated vegetation management.
	Operations in protected areas	Our general approach is to avoid construction in such areas when possible. We also undertake cultural significance assessments and various conservation efforts.
	Methods for assessing impacts	Our clearance request and review process is used to identify and assess potential consequences of planned construction and maintenance activities. This process seeks to ensure that our construction and maintenance activities appropriately avoid, minimize or mitigate impacts to environmentally or culturally sensitive areas while complying with applicable regulations, permits and approvals.
Energy, GHG Emissions & Climate Change	Fuel (MWh)	16,399,700 MWh
	Purchased/Acquired Electricity (MWh)	1,563,018 MWh
	Purchased/Acquired Heat (MWh)	0
	Purchased/Acquired Steam (MWh)	0
	Generation of Electricity heat, steam or cooling (MWh)	0
	Scope 1 Emissions (CO <sub>2</sub> e metric tons)	4,863,862
	Scope 2 Emissions (CO <sub>2</sub> e metric tons)	1,143,290
	Total metric ton-kilometers of: natural gas, crude oil and refined petroleum products transported, by mode of transport	This metric was omitted based on the lack of applicability.
	% of emissions attributable to methane leakage	1.93% leaks, tanks, compressors and other
	Management approach	Enable seeks to minimize emissions across its assets. As an INGAA member, Enable has made a series of commitments intended to minimize methane emissions. Processes to reduce emissions include pipeline pump downs, rod packing maintenance and an internal leak monitoring program. Corporate offices are LEED certified.

## Performance Data Table - continued

Environmental		
2019		
Waste, Spills, Water and other Air Emissions	Spills/accidental releases	37 spills totaling 388 barrels
	Other air emissions	NO <sub>x</sub> = 12,609 tons
		SO <sub>2</sub> = 562 tons
		VOC = 5,279 tons
		PM = 334 tons

Social		
2019		
Community Relations	Mechanisms to engage with communities	We build partnerships that enhance our communities' success through three key pillars of our community program: service, financial partnerships and a grant program for employees. Enable's focus on these communities demonstrates our commitment to connect with vital organizations to create long-lasting solutions.
	Philanthropy	22,473 total hours, 15,076 of which were through the company-paid program
Human Rights, Labor Relations and Pay Equity	Human rights accords subscribed to	The 1948 Universal Declaration of Human Rights, The International Labor Organization's Declaration on Fundamental Principles and Rights at Work
	Violations regarding human rights	0
	Percentage of employees covered under collective bargaining	0%
	Pay equity efforts and results	CEO pay \$10,180,239; Median EE: \$110,260
Employee Health and Safety	OSHA accident rates	Employee TRIR; 1.081; Employee LTIR: 0.114
	Training data on health and safety	32,280 training hours, 18 hours per employee
Employee Training, Development and Retention, Diversity and Inclusion	Employee training (hours/employee)	34 hours/employee
	Number of training topics	508 different courses, including training on cybersecurity, safety, drug and alcohol misuse prevention, anti-discrimination and harassment, ethics, compliance, hazard identification, pay practices and leadership
	Retention/turnover rates	8.6% total turnover, 6.3% voluntary turnover

# SASB Table

SASB Report		
SASB Topic	SASB Accounting Metric	2019
Greenhouse Gas Emissions	Gross global Scope 1 emissions <i>EM-MD-110a.1</i>	4,863,862 MT
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets <i>EM-MD-110a.2</i>	[Reference Energy and Greenhouse Gas Emissions section]
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N <sub>2</sub> O), (2) SOx, (3) particulate matter (PM <sub>10</sub> ) and (4) volatile organic compounds (VOCs) <i>EM-MD-120a.1</i>	NOx = 12,609 tons (including N <sub>2</sub> O)* SOx = 562 tons PM <sub>10</sub> = 334 tons VOCs = 5,279 tons
Ecological Impacts	Description of environmental management policies and practices for active operations <i>EM-MD-160a.1</i>	[Reference Land Use and Ecological Impacts section]
	Percentage of land owned, leased and/or operated within areas of protected conservation status or endangered species habitat <i>EM-MD-160a.2</i>	Our general approach is to avoid construction in such areas when possible. We also undertake cultural significance assessments and various conservation efforts.
	Terrestrial acreage disturbed, percentage of impacted area restored <i>EM-MD-160a.3</i>	We seek to minimize the extent and duration of disturbance to lands affected by operations, and it is our goal to restore 100% of all land disturbed by our operations. We have a comprehensive right-of-way maintenance program that includes integrated vegetation management.
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume in Unusually Sensitive Areas and volume recovered <i>EM-MD-160a.4</i>	37 spills totaling 388 barrels
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations <i>EM-MD-520a.1</i>	\$147,100
Operational Safety, Emergency Preparedness & Response	Number of reportable pipeline incidents, percentage significant <i>EM-MD-540a.1</i>	14 gas, 5 (36%) were significant; 2 liquid, 0 (0%) were significant
	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected <i>EM-MD-540a.2</i>	1) 3.5% 2) 15.8%
	Number of (1) accident releases and (2) non-accident releases (NARs) from rail transportation <i>EM-MD-540a.3</i>	0; no rail transportation used in 2019
	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles <i>EM-MD-540a.4</i>	[Reference Employee Health and Safety section]
Activity Metric	Total metric ton-kilometers of: (1) natural gas, (2) crude oil, and (3) refined petroleum products transported, by mode of transport <i>EM-MD-000.A</i>	This metric was omitted based on the lack of applicability.

\*Enable does not separately measure N<sub>2</sub>O from NOx