

## Code of Conduct for Enlink

Enlink's Code of Conduct guides our business practices, embodying our commitment to ethical standards, sustainability, and respect for human rights.

### *Core Values Guiding Our Business*

We uphold the highest standards of ethical behavior and integrity in all our operations. We are dedicated to fostering a diverse, inclusive, and equitable workplace where every individual feels valued and respected. We promote open communication, collaboration, and mutual respect among all employees. Our success is rooted in teamwork, continuous learning, and leveraging diverse perspectives and experiences.

### *Financial Integrity and Transparency*

Maintaining financial integrity is essential to our operations. We ensure transparent, accurate, and complete financial records, adhering to all relevant accounting standards and regulatory requirements. This includes proper recording of revenues and expenses, robust internal controls, and full cooperation with internal and external audits. We strictly prohibit any falsification, omission, or misrepresentation of financial records.

### *Zero Tolerance for Corruption*

Enlink enforces a zero-tolerance policy towards corruption. We do not offer, promise, give, or accept anything of value to gain an improper business advantage. We comply with all applicable anti-corruption laws and regulations, including those related to bribery and facilitation payments. We conduct thorough due diligence on third parties and business partners to ensure they share our commitment to ethical business practices.

### *Guidelines for Gifts and Entertainment*

Gifts and entertainment should never create an appearance of impropriety or influence business decisions. We follow strict guidelines on the giving and receiving of gifts and entertainment, ensuring they are reasonable, proportionate, and serve a legitimate business purpose. We prohibit gifts or entertainment to or from government officials unless permitted by law and pre-approved by the Legal department.

We choose business partners based on merit, quality, and shared values. We expect our partners to adhere to the same high standards of ethical conduct and compliance that we uphold. We maintain transparent and fair relationships with our partners, based on mutual respect and trust.

### *Safeguarding Enlink's Trade Secrets*

Protecting confidential information is vital to our business. We do not disclose non-public information outside the company, except as required by law or with proper authorization. We handle sensitive information with care, ensuring it is only shared with those who have a legitimate need to know. We comply with all applicable insider trading laws and regulations.

### *Commitment to Human Rights*

We respect and promote human rights in all our operations, aligning with the United Nations Guiding Principles on Business and Human Rights. We do not tolerate any form of human rights abuse, including forced labor, child labor, and discrimination. We aim to create a safe and inclusive work environment where everyone is treated with dignity and respect.

### *Environmental Responsibility*

We are committed to minimizing our environmental impact and operating sustainably. We comply with all applicable environmental laws and regulations and strive to reduce our carbon footprint, conserve resources, and minimize waste. We encourage environmentally responsible practices throughout our operations and supply chain.

### *Compliance with Laws and Regulations*

We adhere to all applicable laws, regulations, and industry standards wherever we operate. We regularly review and update our policies and procedures to reflect changes in the legal and regulatory landscape.