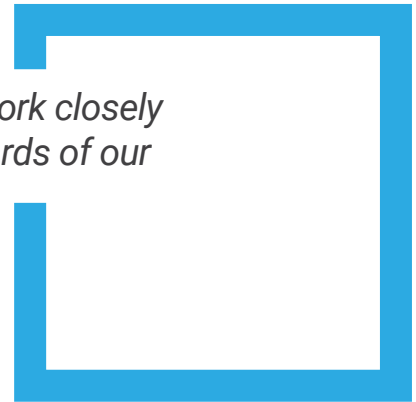


# Disciplined & Ethical Corporate Governance

Energy Transfer's Board of Directors and its leadership team work closely to monitor risks and evaluate opportunities. The ethical standards of our Partnership rest on obeying the law and **doing what is right**.

Every Energy Transfer employee must respect and obey the laws of the cities, states and countries where we operate. We believe that strict adherence to our Code of Business Conduct and Ethics is not only the right thing to do, but it is in the best interest of the Partnership, our unitholders, our customers and the industry in general. Employees who violate these policies will be subject to disciplinary action and/or discharge.



## The Energy Transfer Family

At Energy Transfer, we believe our dedicated, results-driven employees are our most valued asset. We go to great lengths to recruit and invest in our employees who share our core values and who bring their own unique backgrounds, experiences and perspectives to share in our vision of excellence and growth. To recruit and retain our employees, we strive to offer competitive wages, provide learning and advancement opportunities, and foster an atmosphere where health, safety and wellness are significant factors in how we structure our business. The Energy Transfer family continued to grow in 2022 with close to 1,500 new offers accepted—a 90 percent offer accepted success rate and a count of nearly 11,000 total employees by the end of the year.



## Employee Demographics\*

- Female employees: **14%**
- Female employees who are managers and above: **18%**
- Minority employees (EEOC defined): **27%**
- Minority employees who are managers and above: **17%**
- Employees who are managers and above that are below the age 50: **48%**
- Employees who are managers and above and are also below the age of 50 and are considered minority: **20%**
- More than 600 veterans and active service members of the U.S. military

## Hiring Local

As a United States-based company, Energy Transfer makes it a priority to keep jobs local, as opposed to outsourcing to other countries. Various corporate services, including our Human Resources, Information Technology and our Accounting and Finance departments, are all based in the United States.

Work life balance is an important part of the Energy Transfer family culture, and we can proudly report that on average 92 percent of our employees are local, residing within 50 miles of their respective offices. This was calculated by looking at our offices across the country that employ 50 employees or more. This dynamic creates more opportunities for our employees to spend time with their families, participate in their perspective communities and spend less time commuting to and from the office each day.

\*Excludes Sunoco and USAC employees

## Employee Training & Development



*We believe a company is only as good as its **people**.*

We invest in the growth of our workforce through training and development opportunities to ensure our employees across the country are prepared and empowered to lead. Excellent training and development, combined with a culture of honesty, trust and respect, results in a company with strong values engrained into its foundation and employees.

Our required employee compliance trainings are a priority of our senior management. A comprehensive training dashboard allows senior management to actively monitor these training activities. Company wide, there are 16 annual compliance trainings, in addition to numerous targeted trainings. In 2022, 100 percent of our employees completed the annual Code of Business Conduct & Ethics training and the Annual Harassment training.

### Required Compliance Trainings for Employees Include:

- **Code of Business Conduct and Ethics**
- **FCPA/Anti-Corruption**
- **FERC Standards of Conduct**
- **Conflicts of Interest, Gifts, Insider Trading**
- **Sexual Harassment**

The Compliance Training department keeps open lines of communication with the Office of Ethics and Compliance (OEC), Legal, Human Resources and other departments to determine and adjust training materials. The OEC reviews gifts, conflict of interest, due diligence and ethics helpline activity, and provides feedback to the Compliance Training department on necessary changes based on compliance incidents. Each training course provides the participant with the contact information of applicable departments if they need guidance or have any questions or concerns.

Employees have access to webinars that expand their knowledge of our business and provide ongoing development of interpersonal and business skills. Energy Transfer also offers a series of leadership development courses designed to educate supervisors on how to lead and motivate employees, along with how to effectively engage in performance and development conversations with direct reports. Additionally, all supervisors are required to complete annual performance reviews for each of their direct reports, helping to identify growth and career development opportunities for our employees.

**To promote continuous learning, the Partnership offers year-round courses available to all employees in the following areas:**

- DiSC – Workplace Behavioral Styles
- Time Management
- Listening Skills
- Negotiating Skills
- Decision Making
- Your Conflict Approach and When to Use it
- Personal Skills to Create a Cohesive Team

## Advanced Leadership Training

In 2022, Energy Transfer kicked-off its inaugural Advanced Leadership Program. Working with Southern Methodist University's (SMU) Executive Education Department, the two-part custom program included 25 Directors and Senior Directors across the Partnership from crude trucking, HR, IT, engineering and operations. It was held on the campus of SMU and facilitated by the SMU Cox School of Business Center faculty.



### Topics included:

- The Role of Emotional Intelligence in Business
- Authentic and Intentional Leadership
- Creating a High Trust Organization
- Effective Decision Making
- Time Value of Money and Value Creation
- Capital Budgeting and Project Analysis



## Internship Program

Energy Transfer offers a unique internship opportunity for college-aged students. The 12-week program provides real-world experience within various departments including tax, accounting, commercial, engineering, marketing, business development, supply chain, alternative energy, and finance, and is combined with thoughtful mentorship opportunities. The program continues to grow, and in 2022, we employed 32 interns across the company.

Interns employed  
in 2022:

32

## Employee Support & Benefits

An integral part of recruiting and retaining a leading workforce is our competitive compensation and benefits programs which include, but are not limited to:

**COMPENSATION** We compensate our employees competitively on a total compensation basis. We have four major compensation cycles that give managers a chance to reward employees for their hard work and outstanding performance—bonuses, merit increases, promotions/salary adjustments and long-term incentive awards. The partnership has a professional Compensation Team that routinely evaluates market data and trends to determine if changes are needed to stay competitive with the energy and broader labor markets.

**401K** Employees can participate in our 401K program, and the Partnership will match 100 percent of the first five percent of all eligible base wage contributions. An additional three percent matching contribution is made by the company for those employees who earn under \$175,000 on an annual basis.

**HEALTH COVERAGE** Our employee premiums are below industry average. Employees can choose from multiple levels of medical, dental, vision and prescription plans.

**PAID TIME OFF** Eligible employees receive paid vacation, sick time and holidays.

**DISABILITY COVERAGE** We offer access to short-term and long-term disability plans.

**FLEXIBLE WORK SCHEDULE** Energy Transfer has policies which provide for, with appropriate management approval, work from home, part-time employment, and flexible work schedules, including flextime between the hours of 6 a.m. and 7 p.m. and, at some locations, compressed work schedules.

**FLEXIBLE SPENDING ACCOUNT** The Partnership provides two great ways to save pre-tax money to pay for health care and day care — Health Care and Dependent Care Flexible Spending Accounts.

**HEALTH SAVINGS ACCOUNT** Employees can elect to utilize a Health Savings Account, and we set aside money in a separate bank account in their name.

**TRAVEL ASSISTANCE** We offer Assist America for travel assistance. When you are traveling 100 miles or more away from home, Assist America can help with emergency medical assistance and evacuation, short-term prescription replacement, personal services, passport replacement and more.

**EDUCATIONAL ASSISTANCE PLAN** The Partnership is committed to providing employees with a competitive educational assistance plan to encourage professional development. The plan is designed to reimburse eligible employees for many of their tuition expenses, provided the expenses are for eligible classes considered by management to better qualify an employee for their present duties, prepare for advancement opportunities, or be part of the employee's individual development plan.

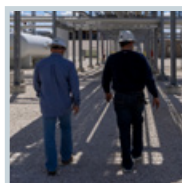
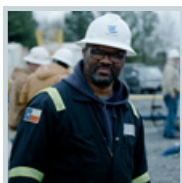
**CONTINUING EDUCATION** Certain positions within the Partnership require continuing education to maintain various professional licenses, DOT certifications or technical/professional certifications. The Partnership will consider payment for courses supporting the maintenance of professional licenses and reimbursement for reasonable expenses associated with professional/technical certification. General training programs, seminars and workshops that maintain or improve knowledge and skills can also be eligible for payment.

**EMPLOYEE ASSISTANCE PROGRAM** All employees are eligible for the Employee Assistance Program that helps find childcare and elder care resources in the employee's community, as well as counseling services that can help with family and parenting challenges.

**FAMILY PLANNING** We understand the road to parenthood can be challenging and believe that everyone should have access to the care they need to have the family they deserve. We partner with Progyny to offer comprehensive treatment coverage. We also offer an Adoption Program through Progyny. Once the adoption is finalized, the program will pay a lump-sum reimbursement payment, up to \$10,000, for eligible expenses.

**PAID LEAVE PROGRAMS** Maintaining a balance between work and family responsibilities is important. To support our employees, we offer paid leave to full-time employees.

- Paid Maternity Leave - We provide employees up to eight consecutive weeks for giving birth and ten consecutive weeks for cesarean birth at 100% of base wages. Additionally, lactation rooms are available at many of our offices.
- Parental Leave - Non-birthing parents welcoming a child through birth or adoption can take up to two weeks of paid parental leave anytime within the first twelve months of the child's birth or adoption.
- Elder Care - Caring for a parent with a serious illness can be challenging. We support our employees by providing up to one week per calendar year, with a lifetime limit of two weeks, to employees who need to take time away to care for a parent or parent-in-law who needs acute care or has a terminal illness.



## Equal Opportunity & Non-Discrimination

Energy Transfer is an equal opportunity employer that does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, citizenship status, or any other characteristic protected by applicable law (including affiliation with someone in a protected class). This policy covers all employees and applicants of the Company. This policy applies to all employment decisions and terms and conditions of employment, including but not limited to recruitment, hiring, placement, promotion, transfer, training, development, compensation, benefits, demotion, discipline and termination. The Company will not tolerate any discrimination prohibited by this policy by anyone at work or engaged in Company business, which includes work-related activities such as conventions, seminars, or social events. Additionally, the ADA requires we provide reasonable accommodations so an individual with a disability can perform the essential functions of the job, complete the job application process and enjoy equal access to benefits and privileges of employment.

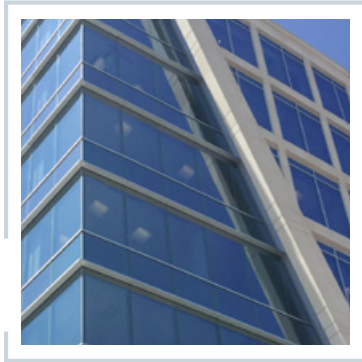
All employees must comply with this policy and have a responsibility to promptly report any suspected violations of this policy. Any employee who believes this policy has been violated should immediately report it to his/her supervisor, a Human Resources representative, any manager, the Executive Vice President and Chief Human Resources Officer or the EthicsPoint Confidential Helpline.

## Ethics Helpline

Energy Transfer has an anonymous and confidential third-party administered helpline, EthicsPoint, that is available 24 hours a day. Any person – an employee, former employee, whistleblower or concerned citizen – can report instances of possible non-compliance. There is an established process for appropriately handling reports. All reports are escalated to the Chief Compliance Officer, the Office of Ethics and Compliance, Human Resources and the Internal Audit Group and then investigated and promptly resolved. The Code of Business of Conduct and Ethics is clear that retaliation will never be tolerated for anyone raising a possible compliance issue in good faith. The company does not allow any form of retaliation against employees based upon their use of the helpline or reporting of any violations of the law or company policies.



## Board of Directors



*Energy Transfer's Board of Directors provides general oversight of the business and engages with management to **deliver value** to our stakeholders.*

Energy Transfer is committed to disciplined and ethical corporate governance, which promotes the long-term interests of our stakeholders, strengthens Energy Transfer's Board of Directors (Board) and management accountability, and helps build public trust in our operations. The Board has adopted both the Code of Business Conduct and Ethics applicable to our directors, officers and employees, and Corporate Governance Guidelines for the Board.

Our Board is comprised of executive and independent members, 44 percent of the members are considered "independent" under the NYSE's corporate governance standards. They have experience, skills and qualifications relevant to the business of Energy Transfer, such as experience in energy or related industries, expertise in natural gas operations or finance, and a history of service in executive leadership positions. They also have significant experience in corporate responsibility-related matters. The Board has three committees:

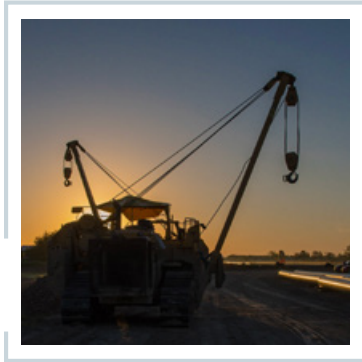
- **The Audit Committee** has the authority and responsibility to review our external financial reporting, review procedures for internal auditing and the adequacy of our internal accounting controls, and engage and direct our independent accountants. The Audit Committee provides risk oversight through its quarterly meetings, where it receives a report from Energy Transfer's internal auditor, who reports directly to the Audit Committee, and reviews Energy Transfer's contingencies with management and our independent auditors. The Audit Committee receives and reviews EH&S compliance audits to monitor the environmental risks.
- **The Compensation Committee** establishes standards and makes recommendations concerning the compensation of our officers and directors. In addition, the Compensation Committee determines and establishes the standards for any awards to our employees and officers under the equity compensation plans, including the performance standards or other restrictions pertaining to the vesting of any such awards.

## Risk Management

Energy Transfer's management team oversees our Enterprise Risk Management program to identify, evaluate and manage risk exposure. Our risk management policies and procedures are instituted at every level by managers and above and are monitored and reviewed for effectiveness through an audit assessment, the results of which are reported to executive management.

A Compliance Risk Assessment is conducted every two years (and more frequently, if necessary, based upon changes to the business environment) by the Office of Ethics and Compliance, which reports to Energy Transfer's Legal Department. The Internal Audit group prepares an annual audit plan (identifying areas of risk and potential for review) and conducts audits on the effectiveness of policies on a periodic basis. These results are communicated to the executive management team and to the Audit Committee of the Board.

## Supply Chain Management



*In 2022, we managed service agreements with more than **5,000 vendors**.*

Energy Transfer utilizes a variety of contractors, suppliers and vendors. We depend on this community to support our day-to-day operations and maintain our status as one of the largest and most diversified energy service companies.

We place great importance on building and maintaining relationships with contractors, suppliers and vendors. The relationships are rooted in our “We Believe” Core Values and our Code of Business Conduct and Ethics. Our Code of Business Conduct and Ethics lays out clear guidelines, including ethical behavior, conflict of interest, and compliance with all applicable laws, rules and regulations. Our procurement-related contracts (and many of our service agreements) require new suppliers to sign off on the Code of Business Conduct and Ethics. Existing suppliers must sign a Code of Business Conduct Acknowledgement Form.

### Vendor Vetting

We maintain stringent vendor vetting procedures that help evaluate vendors for red flags and conflicts of interest. We utilize a third party to help investigate new vendors using comprehensive vendor vetting criteria and scoring methodology.

### Procurement Guidelines

We maintain an Approved Manufacturers List with manufacturers approved to provide Pressure Containing and Motion Restricting (PCMR) materials for natural gas, natural gas liquids and crude oil service. We require that manufacturers are technically capable of producing those materials in accordance with our specifications and are commercially capable of supporting their product. We also require that any PCMR material that the company utilizes provides safe and reliable service and that appropriate efforts have been made to verify the safety and reliability of the material. Audits of manufacturers are conducted on an as-needed basis.

### Adapting to Supply Chain Market Conditions

Energy Transfer continues to mitigate potential impacts to operations or projects and avoid business interruption or project delays due to supply chain market disruptions. There are several strategic efforts to help ensure our complex supply chain remains resilient and prepared for any type of potential disruption. We prioritize supplier transparency and strive to remain in continuous contact with distributors and manufacturers in order to understand their inventory levels. For example, in 2022, with longer than average lead times for materials from industry suppliers, we executed a pipe inventory program with distributors to guarantee pipe availability. The pipe was primarily utilized for our well connect program.

## Cybersecurity Programs



*Protecting the nation's energy infrastructure from the real and ever-changing threats from cybercriminals is a **critical focus** for Energy Transfer.*

We strive to proactively protect the organization's property, mission, customers, employees, and the public through a robust cybersecurity program modeled after the National Institute of Standards and Technology (NIST) Cybersecurity Framework and led by the Information Security Management Office. Through partnerships with the Federal Bureau of Investigation (FBI), Cybersecurity and Infrastructure Security Agency (CISA), Transportation Security Administration (TSA) and the U.S. Coast Guard (USCG), we follow industry cybersecurity standards and work diligently to protect the nation's critical infrastructure against cyberattacks from domestic and international threats.

Using a defense-in-depth approach, layers of technology, policies and training are employed at all levels of the enterprise to keep the company's IT and SCADA assets secure and operational. We use security threat intelligence, incident response, identity and access management, supply-chain security assessments, endpoint protection, network segmentation, event monitoring and a Security Operations Center (SOC) to ensure the confidentiality, integrity and availability of systems. Our security program is vetted through third-party audits, assessments and penetration tests to validate its effectiveness and compliance with legal and regulatory requirements.

## Union Relations

Energy Transfer respects the right of its employees to choose whether to be represented by a union. While most of our employees are not represented by unions, in 2022 we did have less than 10% who were represented by a union. Energy Transfer has a well-established history of positive, cooperative business relationships with the unions representing our employees. We seek to build and strengthen our relationship with labor leadership through two-way, open and honest communication that promotes a greater understanding of Partnership and employees' needs and fosters opportunities for growth for both.

## Subsidiaries & Affiliates

In addition to our core business segments, we also have stakes in various operations held by multiple subsidiaries and affiliates, which include retail propane, natural gas marketing services, natural resources operations, and natural gas compression services, among others. Subsidiaries and affiliates in these areas include:

- Sunoco LP
- USA Compression
- Dual Drive Technologies
- SEC Energy
- SemCams Midstream

## Industry Recognition

**Thomas Long**, Co-CEO of Energy Transfer LP, was named to the Board of Directors of the National Association of Manufacturers (NAM). Long joined the NAM Board to bolster the association's leadership in policy advocacy, legal action, workforce solutions, operational excellence and news and insights.

The NAM is the nation's most influential manufacturing advocate, and its membership includes some of the world's most iconic brands and many of the small manufacturers that power the U.S. economy. The NAM and its members are at the forefront of every important policy debate, focusing on solutions to help the industry compete in the global economy and help the country address challenges ranging from supply disruptions and inflation to the workforce crisis and energy security.



## Industry Affiliations

Energy Transfer partners and collaborates with national and state trade and professional associations that represent and support the oil and gas industry. We share information, participate in legislative and regulatory advocacy, promote pipeline research and technology advancements, and seek to foster a common alliance in navigating the future of the industry.

We maintain memberships with the following associations:

- American Society of Safety Engineers
- Arizona Tax Research Association
- Arkansas Environmental Federation
- Arkansas Independent Producers & Royalty Owners
- Arkansas State Chamber of Commerce
- ASME's Gas Pipeline Safety Research Committee
- Colorado Oil & Gas Association
- Common Ground Alliance
- Consumer Energy Alliance
- Council of the Americas
- Energy Infrastructure Council
- Environmental Federation of Oklahoma
- Environmental Partnership
- Florida Energy Pipeline Association
- Gas Processors Association
- Greater Oklahoma City Chamber of Commerce
- Illinois Chamber of Commerce
- International Liquid Terminals Association
- INGAA Foundation
- Iowa Association of Business & Industry
- Intelligent Pipe Integrity Program (IPIPE)
- Jobs for Texas
- Liquid Energy Pipeline Association
- Louisiana Association of Business & Industry
- Louisiana Gas Association
- Louisiana Mid-Continent Oil & Gas Association
- Michigan Chamber of Commerce
- Michigan Oil & Gas Association
- Mississippi Petroleum Council
- Missouri Chamber of Commerce
- National Association of Manufacturers
- Natural Gas Supply Association
- National Petroleum Council
- New Mexico Oil & Gas Association
- New Mexico One Call Board
- North Dakota Chamber of Commerce
- North Dakota Petroleum Council
- North Texas Chapter GPA
- Ohio Oil & Gas Association
- Oklahoma State Chamber of Commerce
- Petroleum Alliance of Oklahoma
- Pipeline Research Council International
- South Dakota Chamber of Commerce
- Southern Gas Association
- Texas Association of Manufacturers
- Texas Civil Justice League
- Texas Gas Association
- Texas Industry Project
- Texas Oil & Gas Association
- Texas Pipeline Association
- Texas Pipeline Safety Coalition
- Texas Taxpayers & Research Association
- U.S. Chamber of Commerce