

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

Energy Transfer's annual Advanced Leadership Program is designed to strengthen leadership capabilities across the organization. Developed in partnership with Southern Methodist University's (SMU) Executive Education Department, the two-part program brings together about 25 Directors and Senior Directors from a broad range of functions, including crude trucking, human resources, information technology, engineering and operations. Held on the SMU campus, the program was led by faculty from the SMU Cox School of Business Executive Education Center.



Topics include:

- 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



Odessa Training Center

Operational excellence and world-class safety start with world-class training, and that is exactly what Energy Transfer's Odessa Training Center was built to deliver. Formerly known as the West Texas Operations Training Center, the facility was designed specifically for Energy Transfer employees, providing operators, technicians and engineers with a dedicated space to strengthen the skills that keep the company's midstream operations running safely, reliably and efficiently every day.

Energy Transfer expanded the Odessa facility in 2025 to accommodate multiple training programs simultaneously and combine classroom instruction with hands-on learning using equipment representative of what employees encounter in the field. The center features training bays with working mockups of engines, gas compressors, instrumentation systems and other operational assets used throughout the company's network. An outdoor pigging line also provides practical experience as part of the Pigging 101 curriculum.

This blend of classroom and field-based instruction helps employees build confidence, competence and consistency across roles and operating regions. Training covers disciplines ranging from mechanical and electrical fundamentals to advanced process operations, while partnerships with leading equipment manufacturers provide specialized OEM instruction that is often available only at manufacturer facilities.

Since expanding, the Odessa Training Center has maintained a full training schedule and continues to serve as a long-term investment in Energy Transfer's people. By providing employees with consistent, high-quality technical training, the facility helps support the safe, reliable and efficient operation of one of North America's largest and most diverse midstream systems.