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Today, the oil and gas industry is transforming at a pace not seen in recent history, and DCP Midstream is proud to be leading the way through our talented people, optimized processes, and innovative technologies. As we look beyond the horizon, our strategic approach to ensuring long-term stakeholder value can be narrowed to two core areas of focus: operational excellence and sustainability.

We view operational excellence as the constant pursuit of comprehensive risk mitigation, maximum efficiency, and complete reliability in our operations and across all functions of our organization. Equally important, we view sustainability as the ability to achieve operational excellence responsibly and ethically, in a way that ensures the safety and development of our employees and communities, and the protection of the environment.

When we set out to create our first sustainability report, we knew that though the external publication is new to us, the concepts are not. We have long been committed to the Environmental, Social, and Governance (ESG) tenets of sustainability. This report outlines many priorities and strategies that are central to our approach and have proven to be successful for our people, our company, and our communities.

We are proud to share the great outcomes of our existing efforts and are excited to advance our efforts even more in the future.

Highlights of our report include:

• Recognized as the safest midstream company by GPA Midstream, with a best-in-class employee Recordable Injury Rate of 0.30 in 2018;
• Recognized as a Forbes Best Midsize Employer for the second year in a row;
• Defined DCP Cultural Hallmarks: Trust, Connect, Inspire, Solve, and Achieve;
• Raised and contributed over $1.4 million for nonprofit causes in 2019, with an enhanced focus on local and regional giving; and
• Eliminated Incentive Distribution Rights (IDRs).

Uniting the two concepts of operational excellence and sustainability in another way, this year we formally defined our company’s purpose as **Building Connections to Enable Better Lives.**

Throughout the many iterations of this company over nine decades, we have always built connections to enable better lives. We have built connections from wellheads to gas plants, and now
“For those in our country who are impoverished, to those abroad who are clawing up from energy poverty, energy is an incredible driver for improving quality of life. We have a strong focus on transformation at DCP, and there is nothing more transformational than access to affordable, reliable, and safe energy.”

Wouter van Kempen
Chairman, President, and CEO

from gas plants to end use markets along the Gulf Coast. We have also built connections with our employees and with our communities. It is the work we do, the connections we build, that enables better lives.

Throughout the industrial era and into modern times, hydrocarbons have provided 80% of our global energy. We are helping to provide that energy in the form of clean natural gas, and it is making an incredibly positive impact as we undertake our role in the energy transition. Today, one billion people still have no access to energy. This is extraordinary, especially when you think about the day-to-day impact energy has on our lives. It is undeniable that we have a role in changing this staggering statistic through our critical position in the energy value chain. For those in our country who are impoverished, to those abroad who are clawing up from energy poverty, energy is an incredible driver for improving quality of life. We have a strong focus on transformation at DCP, and there is nothing more transformational than access to affordable, reliable, and safe energy.

We are incredibly fortunate to play a role in helping to achieve this higher purpose, and I am tremendously proud of the work our team does each and every day. With this report, we chart the beginning of DCP’s sustainability journey. We have identified our material issues, risks, and opportunities for our business and put a governance structure in place that includes a Sustainability Council. We have set ambitions for continuous transparency and accountability and we look forward to discussing our progress.

I encourage you to read more about our company, performance, and sustainability focus and invite you to share your thoughts with us as we move forward. Thank you for your interest in DCP Midstream.

Efficiency
Reliability
Risk Management
Operational Excellence
Managerial Courage
Accountability
Discipline
Wouter van Kempen
Chairman, President, & CEO
We are DCP Midstream

Our Business

DCP Midstream (NYSE: DCP) is a Fortune 500 natural gas company dedicated to meeting the energy and consumer needs of our society. With a focus on technology and innovation, we safely and reliably operate a strong and diversified portfolio of logistics, marketing, gathering, and processing assets across nine states. Headquartered in Denver, Colorado, we are one of the largest natural gas liquids producers and marketers, and one of the largest natural gas processors in the United States, with over 90 years of industry leadership.

We are committed to shaping a strong company culture and sustaining business strategy to meet our producer customer and downstream consumer needs, and to driving long-term unitholder value. We employed 2,267 people and generated $762 million of annualized distributable cash flow (DCF) as of December 31, 2019. The owner of DCP’s general partner is a joint venture between Enbridge and Phillips 66.

Our Purpose

Our purpose, Building Connections to Enable Better Lives, is the lens through which we look at every decision, every action, and every strategy. From how we approach safety and our environmental footprint, to how we manage our growth and economic impact – we believe we have a responsibility to continually enable better lives through our individual and collective actions as employees of DCP. From creating the feedstock used for thousands of products and warming our homes, to fueling our transportation systems and increasing reliable and affordable energy access, we play a critical role in the energy value chain that drives our society.

“With my parents and family hailing from Nigeria, I recognize firsthand the obstacles limited access to reliable energy creates. I believe energy access levels the playing field. When you don’t have to be concerned with flipping on a light switch or securing heated, running water, you’re afforded the ability to focus single-handedly on creating a better future than what you have at hand. Partaking in the global energy dialogue and working for a company that provides reliable, responsible energy, is something I am very proud of and do not take lightly.”

Uche Ejiasa, Manager, Strategic Sourcing
Our Vision

Our vision is to be the safest, most reliable, low-cost midstream service provider. We believe this is achieved through a dedicated focus on operational excellence and sustainability, continuous innovation, and adherence to our cultural hallmarks.

Our Cultural Hallmarks

**Trust**
We start with trust because it is the foundation to a healthy culture.

**Connect**
We connect with our employees, customers, and communities to achieve our common goals.

**Inspire**
We inspire to build the energy company of the future.

**Solve**
We commit to solve to ensure a fast-paced, effective, and enduring organization.

**Achieve**
We strive to achieve our vision and drive our success, and the success of our customers and investors.

“...It’s extremely rewarding to feel the hydrocarbon flowing in our pipes at work, then when I go home, turn on my stove, and I use that same gas to feed my family. Countless families rely on DCP Midstream so they can enjoy the safety, warmth, and other amenities that energy provides. We care about supporting our communities - it’s the whole reason we are a part of this industry.”

Stephanie Brunk, Plant Supervisor

Our Operations

DCP operates gathering, processing, logistics, and marketing assets across nine states. Our operations are part of a critical, integrated energy value chain creating safe, affordable, reliable, and clean energy.

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*Note: The diagram illustrates the flow of natural gas and NGLs through various processing and transportation stages.*
Our Transformation

DCP 2.0

We are currently undertaking an industry-leading transformation of our company through our people, processes, and technology – we call this DCP 2.0. This transformation marries the concepts of operational excellence and sustainability to drive our business forward and create enhanced stakeholder value. We know with increased innovation, digitization, automation, and technology adoption, we will also be able to improve our safety and environmental outcomes, while building a premier culture and a highly-trained, agile workforce. The strategic objectives of DCP 2.0 are:

Achieve Real-Time Optimization & Decision-Making

- Utilize real-time data from a variety of sources to make the most strategic business decisions
- Increase reliability and asset runtime
- Improve margin by optimizing the value of every asset and every molecule

Digitally Enable the Business & Workforce

- Drive workforce efficiencies through automation
- Create digital platforms to improve employees’ quality of life and customer experience
- Evolve world-class Workforce of Today
- Foster culture of innovation and agility

Increase Cash Flow While Diminishing Risk

- Improve safety and decrease emissions
- Enhance process and equipment monitoring program
- Drive substantial cost reduction via lean manufacturing platform
- Utilize predictive analytics to improve asset maintenance

Integrated Collaboration Center (ICC)

After a research and discovery period, one of our first DCP 2.0 initiatives was to establish the Integrated Collaboration Center (ICC) in our Denver headquarters. Similar to a digital central nervous system, our ICC computes a variety of operating data sources for the majority of our assets in real-time. Each day, the ICC processes seven billion data points from sources including distributed control systems (DCS), field supervisory control and data acquisition systems (SCADA), engineering optimization models, Flowcal and gas volumes, over 8,000 different contracts, financial systems, and real-time market prices for gas, crude, and NGLs.

Inside the ICC, experienced plant operators monitor and advise our plant teams on key performance indicators and daily theoretical margins to optimize our integrated plant system, driving greater reliability, risk mitigation, and profitability. The ICC gives us the ability to make impactful optimization decisions in real-time, rather than daily, weekly, or monthly, resulting in immediate improvements and added value in our operations.
DCP 2.0 Highlights

A few highlights from our 2019 DCP 2.0 transformation efforts include:

- The strategic combination of our Integrated Collaboration Center (ICC), operations, engineering, and commercial operations made incremental improvement, resulting in our plants operating within 97.94% of our optimization case and producing approximately $13 million of new margin uplift in 2019.
- We exceeded our goal to remotely operate 12 facilities from the ICC in 2019, with a total of 20 being online by year-end 2019. We saw volume, reliability and/or recovery improvements at 19 of the 20 facilities being remotely operated;
- We have rolled out Decision Support System (DSS) software that allows the company’s real-time operational statistics to be available to every employee;
- We successfully launched a new customer portal. This digital interface allows for customer self-service and enhanced interactions with DCP team members on both front and back office items. This platform increases efficiencies, reduces customer wait times, and improves overall customer service;
- Multiple functions across the company have utilized a self-service process automation and advanced analytics platform to great success, including engineering, ICC, operations, and commercial. As an example, our finance organization has automated processes equal to over 30,000 work hours, resulting in increased efficiencies and improved employee satisfaction;
- We have launched our Workforce of Today initiative to ensure our employees are trained and compensated to thrive in a dynamic future state. We are transitioning approximately 75% of our field operations employees to multi-skilled, generalist workers who can perform the vast majority of field tasks that currently require several craft employees combined. This year, we completed the first steps in our effort, including:
  - Creation of a skills catalog and role definitions;
  - Baseline skills assessments of over 900 employees;
  - New title mapping and title change implementation;
  - Individual development plans for each operations employee;
  - Redefined compensation plans relevant to skills, rather than title; and
  - Development of new training program for operations.

In 2018, we launched DCP Technology Ventures with a focus on integrating emerging technologies and innovative solutions to strengthen DCP’s core business, while looking for new opportunities for growth. We focus on strategic partnerships with startups, accelerators, independent and corporate venture capital, private equity, universities, and growth companies.

Our team has reviewed over 2,500 startups across 25 new verticals. Our partnerships accelerate transformation, innovation, and commercialization with minimal resource allocation. This effort has resulted in five successful pilots and roll-outs, including applications in methane leak detection, legal and operational artificial intelligence, smart wearables, predictive analytics, and carbon capture membranes.

Information and Cyber Security

We have adopted a defense in-depth methodology for cybersecurity with a focus on segmentation and controls. For high control environments we lean towards a “just enough” approach in the number of products/solutions that are made available with limited access necessary to get the job done. We are driving continuous improvements to improve security maturity and education within DCP. All of this is monitored on a 24/7 basis allowing for short response time in the event an incident occurs.
About this Report

Our inaugural Sustainability Report covers DCP Midstream’s performance in the areas of governance, environment, health and safety, employee engagement, innovation, and community involvement.

Materiality Assessment

Our reporting process began with a materiality assessment conducted by a third-party consultant to support the development of our sustainability reporting initiatives and long-term sustainability strategy. Our goal is to ensure our approach to sustainability is aligned with our internal business strategy and will resonate with our stakeholders as the sustainability landscape continues to evolve. Our assessment considered 32 topics within three categories. The survey received a 100% internal completion rate, and its findings were validated by our Sustainability Council to then become the premise for this report.

Information and data included in this report covers the period for 2016 to 2019 unless otherwise noted. Our Sustainability Council will evaluate our reporting process, methods, and metrics annually to ensure we are providing efficient and relevant information to our stakeholders. We welcome your feedback and comments to our inaugural report at sustainability@dcpmidstream.com.

Our Sustainability View

DCP is committed to safety, social responsibility, diversity, environmental leadership, and ethical business practices to ensure the decisions we make today are also the right decisions for the future. We aim to create superior and sustainable value for our unitholders, customers, employees, communities, and stakeholders, and to provide efficient and innovative services to our customers. We actively work to mitigate risk and live our purpose to ensure long-term sustainability.

“At DCP, we believe sustainability defines the kind of company we create. By building strong connections, we are investing in the success of our employees and communities, enabling a secure energy source to foster economic strength, and providing a foundation for the transition to low-carbon energy sources. This translates into DCP being an attractive investment for unitholders, a place people want to work, and a good community partner.”

Jerry Barnhill, Chief EH&S & Operational Risk Officer
Our Commitments

Environment, Health, and Safety (EH&S)
We protect our employees, our neighbors, our communities, and the natural environment in and around our operations. We focus on starting and finishing safely with each and every task, every day. In the natural environment, we focus on air quality, spill prevention, and chemical and waste management. We are focused on minimizing emissions at DCP facilities through innovation and investment in reliability and integrity processes.

Ethical Leadership and Culture
We are committed to cultivating an organizational culture that encourages the highest ethical standards of personal, professional, and business conduct.

Social and Community Engagement
We actively engage in the communities where we live and work via community investment and outreach, helping to enable better lives.

Industry Leadership
We are collaborative thought leaders. We partner with non-governmental organizations (NGOs), trade associations, and regulatory agencies with a focus on innovation and achieving efficient and effective solutions.

Sustainability Governance
Our approach to sustainability starts at the top. We are directed by a Board sanctioned Operational Excellence (OE) Committee overseeing Environment, Health, and Safety (EH&S) and operational risk management programs. The OE Committee is comprised of EH&S and Operations leadership from DCP, Phillips 66, and Enbridge. Additionally, we formed a cross-functional Sustainability Council in 2019 to lead our sustainability vision and oversight through review and development of ESG best practices, identification of long-term goals, and strategic implementation.

Due to the timing of our inaugural report, information and data is provided on several different time horizons. Our report was initially published in February and later updated in September to include full 2019 data. Future reports will be published annually with new information.
Awards & Recognition

2018
1st Place Safety Award for Division 1 Companies
GPA Midstream recognized DCP for outstanding safety performance.

2018
Top Corporate Fundraiser Nationwide for AHA Heart Walk
AHA recognized DCP for raising awareness and funds for cardiovascular health research.

2017
GPA Midstream Environmental Excellence Award
DCP has received the GPA Environmental Excellence Award four times since its inception in 2010. Most recently, DCP received this award in 2017 for using an innovative, flare-reducing shutdown process at DCP’s Goldsmith Gas Plant during third party power outages. This process was shared as a best practice to benefit all GPA Midstream members.

2018
CEO Award for Company Service
GPA Midstream recognized DCP for significant contributions to, and leadership within, the midstream industry.

2018
COGA Large Company Community Impact Award
Colorado Oil & Gas Association recognized DCP’s significant impact and commitment to community investment and outreach.

2018 | 2019
Forbes Best Midsize Employer
Forbes recognized DCP’s culture and workplace environment based on direct employee feedback.

“DCP Midstream has been an exemplary leader and role model in the midstream sector for its safety, environmental stewardship, innovation, and industry and community engagement. We applaud DCP’s continued efforts to strengthen communities and advance the future of natural gas through technological discovery, collaborative advocacy, and environmental innovation.”

Joel Moxley
President & CEO, GPA Midstream Association
Health & Safety

Safety Management

As the first tenet of our vision to be the safest, most reliable, low-cost midstream service provider, safety is our highest priority. The safety of our employees, our contractors, and our communities is top of mind in everything we do, every day, and is prioritized at every level of the organization. The importance of safety is exemplified in our compensation structure, as every executive and employee is incentivized to achieve industry-leading safety and environmental outcomes. Through our safety programs and innovative technology, we are fostering a world-class safety culture in which the protection of our people, our communities, and our environment is the top priority.

DCP’s Start SAFE Finish SAFE (SSFS) safety program is underpinned by our belief that every injury and every safety incident is preventable. We use the acronym SAFE to highlight the program’s key risk management steps:

- **Survey**: Identify and mitigate hazards associated with a task or job;
- **Act**: Work according to the plan to safely complete the task or job;
- **Focus**: Stay focused on the task or job until it is complete; and
- **Educate**: Ensure you and your team know how to safely perform the task or job.

The SSFS program provides a framework to ensure employees are starting and finishing each task or job safely. Since the program’s implementation in 2017, we have seen demonstrable improvement in our safety metrics, including a 32% decrease in recordable injuries from 2017 to 2018. Our safety program also incorporates hazard recognition tools, such as safe work permits and plans, training sessions, and incident investigations to ensure our employees can identify and discuss SAFE actions and share best practices in person or virtually via our online collaboration platform, Workplace by Facebook. We use Workplace to share a newsletter on a variety of topics to constantly raise awareness of hazards and generate discussion at weekly safety meetings across the entire DCP enterprise. The robust newsletters cover a broad set of topics, including hazard communication labeling, mental health, holiday safety, fatigue in the workplace, and hand injury prevention.

In conjunction with our Start SAFE Finish SAFE program, we also have an EH&S management system database that is used to track and communicate safety-related activities and events, such as audits, injuries, incidents, and near-misses, including incident investigations. This technology has established an environment of open communication on safety hazards, response, and mitigation, strengthening our focus on safety.

SAFE + SOUND Week

Beginning in 2018, the SSFS team hosts the “SAFE + SOUND Week” to encourage employees to participate in safety-related learning activities such as housekeeping and hazard hunts.
Safety Performance

We pride ourselves on living the principle that “everyone goes home safely, every day.” Our employees know that if we cannot do something safely, we will not do it. Every person on a DCP site is empowered with stop-work authority if they believe a hazard poses a risk to people or the environment. There are no negative consequences for any stop-work action taken in good faith, and we regularly recognize employees who exemplify our safety culture.

DCP received the prestigious 1st place safety award for Division I companies at the 2018 GPA Midstream awards ceremony, recognizing DCP for industry best safety performance in comparison to the largest companies within the association’s membership.

Total Recordable Injury Rate

Through implementation of the Start SAFE Finish SAFE program and harnessing technology to improve safety in the workplace, we have experienced a 44% decrease in combined Total Recordable Injury Rate in the four-year period ending in 2019. Reported in the table below, the DCP employee recordable injury rate is the number of Occupational Safety and Health Administration (OSHA) recordable injuries per 200,000 hours worked. DCP is consistently a leader in the midstream industry for safety performance. The chart below compares DCP’s recordable injury rate to our peers within the GPA Midstream membership.

DCP vs. GPA Midstream Division I Recordable Injury Rate

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<tr>
<th>Year</th>
<th>DCP</th>
<th>GPA Division 1</th>
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<tbody>
<tr>
<td>2016</td>
<td>0.93</td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td>0.79</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>0.87</td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td>0.66</td>
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44% DECREASE in combined Total Recordable Injury Rate from 2016 to 2019
Preventable Vehicle Accident (PVA) Rate

DCP employees drive over 30 million miles per year to monitor, operate, and maintain our pipelines and facilities. In 2019, miles driven has been reduced approximately 30% from 2014, improving safety, reducing emissions, and increasing productivity. From 2016 to 2019, the Preventable Vehicle Accident rate was reduced by 21% through dedicated education and action. The PVA rate, reported below, is the number of preventable vehicle accidents per million miles driven.

Process Safety Events (PSE)

We are focused on preventing unplanned or uncontrolled releases of hazardous materials through rigorous process safety efforts built into our comprehensive safety program. We have implemented a detailed process safety management (PSM) program following the 14 elements of OSHA’s PSM program regulations. In addition, we continuously work to improve process controls and provide safeguards to minimize abnormal operations. Over the last several years we have implemented enhanced Maintenance Work Processes to bring greater focus and more formality to preventative maintenance and repair activities. We track process safety events (PSEs) and categorize them according to the American Petroleum Institute (API) Recommended Practice (RP) 754. Under API RP 754, Tier 1 PSEs are the most significant event, with Tier 2 PSEs having a lower consequence. The table below reports the Tier 1 and Tier 2 PSE rates, i.e. the number of PSEs per 200,000 man-hours worked.

<table>
<thead>
<tr>
<th>Year</th>
<th>Employee Injury Rate</th>
<th>Contractor Injury Rate</th>
<th>Combined Injury Rate</th>
<th>PVA Rate</th>
<th>Tier 1 PSE Rate</th>
<th>Tier 2 PSE Rate</th>
</tr>
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<tbody>
<tr>
<td>2016</td>
<td>0.82</td>
<td>0.23</td>
<td>0.64</td>
<td>1.31</td>
<td>0.10</td>
<td>0.77</td>
</tr>
<tr>
<td>2017</td>
<td>0.44</td>
<td>0.50</td>
<td>0.46</td>
<td>1.10</td>
<td>0.36</td>
<td>1.23</td>
</tr>
<tr>
<td>2018</td>
<td>0.30</td>
<td>0.18</td>
<td>0.23</td>
<td>0.99</td>
<td>0.13</td>
<td>0.99</td>
</tr>
<tr>
<td>2019</td>
<td>0.36</td>
<td>0.36</td>
<td>0.36</td>
<td>1.04</td>
<td>0.27</td>
<td>0.50</td>
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“We focus on the safety of not only our employees, but also our communities. Especially when you have assets that are near homes, our neighbors deserve to know and have confidence that we’re operating safely.”

David Jost, VP, Operations North & MidCon

21% reduction in Preventable Vehicle Accident rate from 2016 to 2019
Safety Solutions

Over the last few years, DCP has deployed technology solutions that focus on worker safety and reducing risks that can accompany our dispersed and remote operations. Two solutions, Blackline’s connected safety monitors and Element’s Telematics Program, provide 24/7 connectivity for field employees and real-time data on conditions and performance to improve worker safety. A third solution, DCP’s Safety Observation App, was developed internally and simplifies the process employees use to enter unsafe conditions and events, along with suggested solutions.

**Blackline Connected Personal Monitors** provide detection capabilities for hazardous and flammable gases and identify, alert, and immediately communicate should the employee-worn device register a fall. This technology provides a backup, life safety system that allows remote employees to be “connected” through the device’s cellular or satellite communications. In addition, the employee’s exact location is visible on real-time GPS enabled maps, which can be critical during an evacuation or emergency response situation. These monitors employ cutting-edge technology that is significantly advanced beyond the majority of industry monitors, and we are proud to offer them for our employees.

“**Our digital safety solutions and the ICC play a valuable role in keeping us safe by being additional partners there out in the field with us. When we’re out on a call late at night, or when we’re working alone, we have these devices and ICC in our ear helping us watch our pipelines, compression levels, relaying anything they see back to us in real time.**”

**Element’s Telematics Program** provides continuous monitoring on DCP vehicles, reporting data on speed, idling, harsh braking, harsh cornering, and fast acceleration. These driving characteristics provide safety insights and identify opportunities for continuous improvement, including better safety outcomes, fuel conservation, and emissions reductions.

**DCP’s Safety Observation App** enables employees to immediately log conditions that present potential safety hazards. Using the app, an employee captures a safety observation, which is transmitted directly to our EH&S management system. The observation is also automatically submitted to the employee’s supervisor for review and appropriate corrective actions. With this streamlined entry process, the number of observations has increased 48% year-over-year. Now, 69% of all observations are entered through the Safety Observation App.
Pipeline Integrity

As one of the largest pipeline operators in the United States, we have an unwavering focus on ensuring our pipelines are operated safely, carefully maintained, and follow all regulatory requirements of state regulatory agencies and the U.S. Pipeline and Hazardous Materials Safety Administration (PHMSA).

We perform pipeline integrity assessments such as direct assessments, hydrostatic pressure testing, in-line inspections, risk analysis, and high consequence area reviews on a routine basis. Additionally, our pipeline integrity group is continuously exploring emerging technologies, improved software, better data integration, and new analytical techniques to provide a more thorough understanding of the condition of our pipelines. These technologies enable us to better predict and prevent failures before they occur; protecting our employees, the communities in which we live and operate, and the environment.

To assist in the advancement of emerging pipeline integrity technologies, DCP became a founding member of the Intelligent Pipeline Integrity Program (iPIPE) consortium in 2018. iPIPE has eleven member companies with global pipeline assets, allowing DCP to leverage combined member resources to evaluate new technologies.

"DCP uses pipelines to transport hydrocarbons because they are the safest means of transportation. DCP employs a large team of highly dedicated technical experts to ensure the integrity of our pipelines. We utilize best-in-class technologies and risk management practices to monitor our pipelines and mitigate potential threats."

Bhaskar Neogi, VP, Pipeline Services

Public Awareness Programs

We allocate resources to develop, implement, and manage a robust Pipeline Public Awareness Program. The purpose of this program is to educate the public on pipeline safety. A foundational element of our program implementation is wide distribution of pipeline safety information to community members near our pipelines, as well as emergency responders, public officials, and excavators. In addition, we connect with the community face-to-face by participating in local pipeline safety awareness events and routinely meeting with emergency responders to discuss the specific hazards posed by our operations and appropriate emergency responses.

We also participate in and strongly advocate for the national 811 program, which raises awareness for calling before you dig. We encourage anyone planning a project that involves excavation or digging to call 811 at least three days ahead of time so utilities and pipelines can be marked and safely avoided during the project.

Should a community member observe an emergency on or near one of our pipelines, the DCP Pipeline Control Center should be notified at the number to the right.

iPIPE

iPIPE was nationally-recognized for its leadership on leak detection and prevention with the American Petroleum Institution’s Industry Innovation Award and the Interstate Oil and Gas Compact Commission Chairman’s Stewardship Award.

To assist in the advancement of emerging pipeline integrity technologies, DCP became a founding member of the Intelligent Pipeline Integrity Program (iPIPE) consortium in 2018. iPIPE is an industry-led consortium focused on the advancement of emerging technologies to prevent and detect gas gathering pipeline leaks. iPIPE has eleven member companies with global pipeline assets, allowing DCP to leverage combined member resources to evaluate new technologies.
We recognize that effectively navigating the dual challenge of providing safe, affordable, reliable energy, while reducing our contribution to, and mitigating the impacts of climate change is a critical responsibility. DCP leadership has strong oversight of environmental issues, with the Chief EH&S & Operational Risk Officer being a key member of the DCP Executive Committee. Managing our environmental footprint is a constant focus, and we strive to be an industry leader and community partner in protecting our natural environment. From our assets to our offices, we have implemented procedures that reduce our environmental impact and ensure we are compliant with, or exceed, applicable laws and regulations. Our commitment to operational excellence is a commitment to environmental stewardship, and we are dedicated to continuous improvement and innovation.

Operations of our pipelines, gas processing plants, and gas gathering facilities are subject to stringent laws and regulations governing air emissions, discharges of material into the environment, waste management, chemical management, and habitat conservation. Our procedures ensure we monitor our operations, reduce our environmental footprint, maintain required and appropriate records, and make all required reports to environmental agencies.

We track environmental compliance and performance using a comprehensive set of EH&S management systems, databases, and technologies. Metrics and data we track include:

- Environmental incidents and spills, incident investigations, and corrective actions;
- Environmental permits, regulatory requirements, and compliance tasks, including due dates and responsible party assignments;
- Hazardous waste generation and disposal, and chemical management. DCP facilities are predominantly Conditionally Exempt Small Quantity Generators of hazardous waste under U.S. Environmental Protection Agency (EPA) Resource Conservation and Recovery Act (RCRA) rules;
- Internal and external inspections and audits, and resulting corrective actions;
- Operational data related to environmental compliance and performance;
- Facility and equipment maintenance;
- Process Safety Management elements, including all steps of the Management of Change process; and
- Work Permits to ensure facility operations and maintenance activities are always accomplished in a manner consistent with our safety and environmental standards.
Supply Chain Management

DCP considers a diverse community of both local and enterprise-level suppliers for our wide range of resource needs, selecting category-specific suppliers for the desired products or services. With safety and environmental priorities top of mind, suppliers and vendors are reviewed based on various criteria to determine whether they are qualified and authorized to perform work with us.

Suppliers interested in doing business with DCP must provide the following information, which is used in a scorecard evaluation:

- Valid Certificate of Insurance (COI)
- EH&S Statistics
- EH&S Management and Program Elements
- EH&S Questionnaire

Emissions and Spills

Greenhouse Gas Emissions

Midstream industry operations, particularly gas gathering and processing facilities, result in the generation of greenhouse gas emissions and other air emissions. Sources include compressor engine exhaust, oil and condensate storage tanks, natural gas processing units, fugitive emissions, and emissions from company-operated vehicles.

At DCP, we reduce emissions, including methane, through robust maintenance and operational practices, sound facility design, use of innovative technologies, focused investment in reliability, and a strong pipeline integrity program. Examples of practices that lead to lower emissions in our operations include:

- Employing air systems for instrument and starter gas, rather than natural gas;
- Eliminating high-bleed gas pneumatics;
- Routinely replacing reciprocating compressor packing;
- Using dry seals on centrifugal compressors or collection of vapors from wet seals;
- Using vapor balanced loading and unloading procedures to reduce emissions from product transfer operations;
- Maintaining compressor engines to ensure efficient operation;
- Monitoring our facilities with innovative technologies, such as infrared cameras to find and repair leaks;
- Leasing space in Denver’s Republic Plaza building, a LEED Existing Building O&M Gold Certified and Energy Star rated building; and
- Promoting ride sharing and offering public transportation passes to employees in urban offices.
We use our EH&S management systems to track and report air emissions as required to the U.S. EPA and state regulatory agencies. Scope 1 (direct emissions from DCP facilities) and Scope 2 (emissions related to purchased power) greenhouse gas emissions are reported in the tables below. With regards to Scope 1 emissions, approximately 10% of the CO2e emissions are methane. The remaining 90% are predominantly CO2 emissions from natural gas combustion (used to operate compressor engines and process heaters) and naturally occurring CO2 in the natural gas DCP gathers. This naturally occurring CO2 is removed in our gas processing plants to prepare natural gas for end-use by consumers for heating and other residential and industrial processes.

<table>
<thead>
<tr>
<th>Year</th>
<th>Greenhouse Gas (GHG) Emissions (Metric tonnes CO2e)</th>
<th>Natural Gas Gathered (Bcf)</th>
<th>Metric tonnes GHG per Bcf Gas Gathered</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>9,899,661</td>
<td>1,870</td>
<td>5,294</td>
</tr>
<tr>
<td>2017</td>
<td>9,245,624</td>
<td>1,654</td>
<td>5,590</td>
</tr>
<tr>
<td>2018</td>
<td>9,604,051</td>
<td>1,741</td>
<td>5,516</td>
</tr>
<tr>
<td>2019</td>
<td>8,699,645</td>
<td>1,803</td>
<td>4,825</td>
</tr>
</tbody>
</table>

Spills
DCP implements programs and processes to prevent spills and minimize environmental impacts when a spill or emergency occurs, including written spill prevention, control, and countermeasure plans (SPCC), and facility response plans. Annual training is required for all oil handling personnel and is delivered via computer-based training and by DCP’s environmental staff in classroom training. In addition, each of our assets conduct two tabletop emergency drills and one full-scale emergency drill every year. Emergency preparedness training and education ensures our teams know how to prevent spills and are prepared to respond quickly when emergencies do occur, with a focus on safety, environmental protection, and regulatory compliance. The table to the right details the reportable spill data for the past three years and includes spills of hydrocarbons, produced water, and other materials.

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Reportable Spills</th>
<th>Volume Spilled (bbl)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>49</td>
<td>1,206</td>
</tr>
<tr>
<td>2017</td>
<td>56</td>
<td>890</td>
</tr>
<tr>
<td>2018</td>
<td>53</td>
<td>948</td>
</tr>
<tr>
<td>2019</td>
<td>39</td>
<td>472</td>
</tr>
</tbody>
</table>
DCP’s footprint spans various environments across the United States, and we strive to ensure ecosystem health and biodiversity are maintained in these areas. We partner with nationwide conservation organizations to protect ecosystems of federally endangered or threatened species, such as the American Burying Beetle in Oklahoma, the Texas Hornshell Mussel in New Mexico, and the Lesser Prairie Chicken throughout its range in the mid-continental United States.

By participating in these partnerships, DCP is committed to pre-construction surveys and implementing measures both during and after construction to limit impacts on ecosystems. Where impacts cannot be avoided, we ensure appropriate habitat mitigation actions are taken. For example, in 2019, we worked closely with the U.S. Fish and Wildlife Service to mitigate impacts to American Burying Beetle habitat during a pipeline construction project in Oklahoma. Our actions included a significant contribution to provide habitat improvements for the American Burying Beetle.

We work closely and collaboratively with wildlife agencies and are committed to implementing agreements that allow for continued operations and expansion while protecting jeopardized or endangered species’ habitat.
Culture, People & Community

Our Culture

At DCP, we live by the adage that culture eats strategy for breakfast, and we know that our culture is a critical component of our long-term competitive advantage. Culture dictates our talent recruitment and retention, resilience through business cycles, and agility as a transformative organization. It is the values, beliefs, and behaviors of our leadership and our employees. We take pride in our dedicated efforts to create and support a vibrant and safe culture that provides the best opportunities for our employees to thrive professionally and in their communities.

We are committed to promoting an organizational culture that encourages the highest ethical standards of personal, professional, and business conduct. Additionally, our Cultural Hallmarks, Trust, Connect, Inspire, Solve, and Achieve, are equally weighted to performance and results metrics in each leader’s and employee’s annual review process, ensuring that what we do matters as much as how we do it. These Cultural Hallmarks guide our behaviors and habits to cultivate an environment where the industry’s best and brightest want to work.

“I feel like we work together as a family. We’re here together doing everything we can to help each other out, and to make this plant run as efficiently and safely as possible.”

Andrew Ornelas, Operations Technician, Weld County, Colorado
Our People

Diversity and Inclusion

DCP values a diverse and inclusive workforce as a key driver behind our long-term success and sustainability. We rely on our leaders, employees, and policies to promote an inclusive and diverse workplace across our organization.

To ensure we attract and recruit for diversity of experience, background, and thought, we advertise open positions on 27 diversity job boards and 18 military job sites. Equally as important, to ensure we maintain our welcoming approach to diversity, every people leader in the company participated in unconscious bias interview training in 2019.

DCP supports a variety of internal employee resource groups, including our Young Professionals Network, DCP Veterans, the Leadership Development Network, and the Business Women’s Network.

Business Women’s Network

We are devoted to the growth and success of our professional women and support programs that enable them to pursue and achieve their goals. Since 2004, the Business Women’s Network (BWN) has provided women at DCP an environment to grow, both personally and professionally, through networking, education, and development. Involvement with DCP’s BWN is meant to drive career discussions and development, build strong networks across the company, and promote an inclusive, empowering environment. DCP also encourages participation in Women in Energy, Pink Petro, Rice University’s Women in Leadership Conference, and other organizations and events.

DCP 2019 Workforce at a Glance

Employee Generational Mix

- Baby Boomers (ages 55-75)
- Gen X (ages 40-54)
- Gen Y (ages 25-39)
- Gen Z (ages < 25)

Internal Employees Moved into New Roles

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>535</td>
</tr>
<tr>
<td>2017</td>
<td>498</td>
</tr>
<tr>
<td>2018</td>
<td>818</td>
</tr>
<tr>
<td>2019</td>
<td>558</td>
</tr>
</tbody>
</table>

Women in the Workforce:

- 17% 
- Hires from Employee Referrals: 30%
Training and Development

We embrace new ideas and innovations and are dedicated to supporting our employees with opportunities for internal mobility, accelerated growth, and effective training.

DCP offers continuous developmental opportunities ranging from individual development plans, rotational programs, tuition reimbursement, and a focused effort on succession planning tailored to each employee’s unique vision of success.

In 2019, DCP offered over 30 instructor-led leadership development courses at various locations throughout our footprint. Topics included Leaders’ Impact on Others, Held to Account, and Partnering for Success. We also invested in substantial in-person leadership training with over 300 leaders focused on our Cultural Hallmark of Trust and courageous conversations. Finally, we launched a Project and Change Toolkit to help employees better navigate change management, and an Organizational Network Analysis to better understand communication trends in the organization.

Benefits and Compensation

We are proud to offer a competitive total compensation package that supports a sustainable, high-caliber workforce. We provide best-in-class benefits, including comprehensive medical plan options, dental, vision and life insurance, disability coverage, legal insurance, vacation, sick, personal and wellness days, parental leave, an employee assistance program, and additional programs through DCP Perks. Other benefits we offer our employees include an industry-leading 401(k) match, 401(k) retirement contribution, tuition reimbursement, gym membership reimbursement, and an employee-matching charitable gifts program. We consistently conduct market research and adjust our approach to ensure we are improving our recruitment and retaining the industry’s top talent.

Employee Voice Survey

To ensure that we continuously meet the needs of our people, we gather employee feedback and sentiment via a quarterly Employee Voice Survey. High level results are available to all employees, and people leaders analyze gaps and gain cultural progress through individualized action plans.

“Innovative, cutting-edge, honest, and genuine are just a few words that describe DCP and its culture to me. As a third generation “Oily”, I find great pleasure and pride in being a part of the ICC and DCP’s industry changing initiatives. To stand on the foundation built by my grandfather and father, who were both DCP employees before me, I am extremely proud to help DCP achieve our vision!”

Ronnie Trammell, Jr, ICC Board Operator
Engaging in our Communities

We are innovating and evolving how we engage in the communities where we live, work, and operate. Through our assets, our business, and our employees – we are proud to be building connections to enable better lives.

We strive to be an active partner with our local communities by regularly engaging in the areas where we live and operate. In 2019, we redefined our community focus around three fundamental pillars:

• Science, Technology, Engineering, Arts, and Math (STEAM) education;
• Community Health and Awareness; and
• Love of Country, supporting our first responders, veterans, and the fabric of our communities.

We formed a company-wide Community Connections Committee and regional volunteer committees to help identify where we could be more impactful at a grassroots level. The regional committees and local employees helped identify and generate direct fundraising and grant support to over 75 projects and causes in our nine state footprint, totaling over $1.4 million in 2019. And, in addition to volunteering their time and talent, our employees personally donated an additional $160,000 to charities and causes in 2019.

Among the many examples of our employees’ incredible efforts, we are proud to highlight a handful of projects from the past year:

Community Health and Awareness

American Heart Association

DCP is one of the American Heart Association’s (AHA) largest Corporate Heart Walk Sponsors nationwide. Since 2007, together with our employees and partners, we have directed nearly $9 million to the AHA helping to raise awareness and combat heart disease and stroke. In 2019, we directed nearly $850,000 to the AHA in the form of grants, sponsorships, and employee matching gifts. Our partnership included raising close to $400,000 in one afternoon at our Annual DCP Midstream National Charity Golf tournament, thanks to the generosity of our partners, sponsors, and employees.

“As a member of the Community Connections Committee, I’m excited to have the opportunity to collaborate with colleagues from across DCP in brainstorming, planning, and participating in efforts that support our communities and charitable partners. It’s really empowering to work for a company that actively listens to and mobilizes the passions of its employees.”

Courtney Robertson, Communications Specialist

SEPTEMBER 2020 | DCP Midstream Sustainability Report
Love of Country
Congressional Medal of Honor

Without direction or fanfare, a small group of employees in Southeast New Mexico created an initiative to name five newly constructed booster stations after New Mexico Congressional Medal of Honor recipients, memorializing their service and bravery. As the effort built momentum, DCP chose to recognize this project by donating $20,000 to the Congressional Medal of Honor Foundation, marking the organization’s 20th anniversary and Veterans Day. These new compressor stations provide both reliable natural gas gathering and processing capacity for our customers in a high-growth area and connect DCP to the heart of the New Mexico community and to an organization and mission focused on recognizing and preserving the legacy of our nation’s most selfless heroes.

Love of Country
First Responder Appreciation

Our Triad, Goldsmith, and Fullerton Asset Safety Committees joined together to host a cookout for local area first responders to show DCP’s appreciation for emergency responders and their services during the unfortunate mass shooting incident that took place in Odessa, Texas on August 31, 2019. DCP employees served meals to members of local sheriff and police departments, the United States Postal Service, the local hospital, and the 911 dispatch call center.

STEAM Education
Bring STEM to Life

In 2018 and 2019, we helped launch and lead the AHA’s “Bring STEM to Life” program in Denver, Colorado. DCP employees co-chaired the event, volunteered, and helped mentor over 100 high school girls with the goal of empowering, encouraging, and exposing them to the possibilities of STEM careers. DCP engineers also hosted a career day field trip at our O’Connor 2 facility, sharing information about STEM careers and STEM opportunities available in the natural gas industry.
Governance

Board and Executive Committee Oversight

The Board of Directors (Board) and our Executive Committee are committed to ethical business practices and regularly review feedback from unitholders, emerging best practices in corporate governance and sustainability-related strategies, and evolving regulatory requirements to effectively manage risk and performance.

The Board of our general partner is comprised of eight members, three of whom are independent, and includes a standing Audit Committee comprised of the three independent directors. The primary purpose of the Audit Committee is to assist the Board in its oversight of:

- Integrity of our financial statements;
- Compliance with legal and regulatory requirements, including our Code of Business Ethics:
- Independent auditor’s qualifications and independence, and;
- Performance of our internal audit function and independent auditors.

Our Board also has a special committee comprised of independent directors to address conflict situations to ensure outcomes are aligned with the best interest of DCP Midstream and all unitholders. The Board and the Audit Committee conduct annual assessments in order to evaluate their performance and effectiveness in carrying out their duties.

Our Executive Committee consists of eight members, of whom 25% belong to underrepresented minority groups. We align executive compensation with company distributable cash flow (DCF), operational and safety performance, and are focused on driving long-term unitholder value as reflected by total shareholder return relative to our peer group.

More information about the Board and Audit Committee can be found in our Annual Report filed with the SEC, and on the corporate governance page of our website which includes our Corporate Governance Guidelines that serve as a framework for governing the Board, and the Audit Committee Charter.

“Governance and ethics are complex topics. At DCP, we equip our people to fulfill their responsibilities through the simple phrase, ‘be the person that does the right thing and respects others’. This mindset – along with reinforcing resources, learning and tools – embodies our cultural hallmarks and ensures DCP delivers on our responsibilities to our investors, our communities, and our people in a highly ethical manner.”

Todd Stanson, DCP Assurance & Ethics

Improving Corporate Governance: 2019 Incentive Distribution Rights Elimination

We are committed to continued improvement in our corporate governance structure. As part of this effort, in 2019 DCP Midstream eliminated its incentive distribution rights (IDRs). A special committee, comprised of independent directors of our board, negotiated a transaction that was fair to all stakeholders, including our common unitholders. The deal permanently eliminated DCP’s General Partner’s economic interests, including IDRs, in exchange for 65 million new DCP common units, raising our market capitalization by $1.53 billion to approximately $5 billion, at the time. We believe this transaction exemplifies our owners’ support and positions DCP and all stakeholders for long-term success.
Ethics and Business Conduct

Our employees, leadership, and Board are committed to conducting business ethically and in compliance with all laws and regulations. We believe honest, fair, and open business conduct is key to our success and the expectation of our employees, customers, and shareholders. We are tremendously proud of the work that we do at DCP, and equally proud of how we do it. Our Code of Business Ethics (CoBE) serves as the foundation on which we base our decision-making. It articulates the guiding principles for how we operate and make decisions. To ensure continued alignment and compliance, employees are required to review and acknowledge their commitment to follow the CoBE on an annual basis.

Our ethics reporting system enables our employees and stakeholders to ask ethics-related questions and report potential ethics violations anonymously and without fear of retaliation. All matters reported via the ethics reporting system are investigated and acted upon in a timely manner under the guidance of our Ethics Team. DCP’s Executive Committee and the Audit Committee receive a quarterly report of ethics-related activities.

Enterprise Risk Management and Assurance

Our Enterprise Risk Management (ERM) program enables us to identify, understand, manage, and monitor internal and external business risks. We use information from the ERM program to inform Board oversight of strategic risk management by our Executive Committee. We utilize an internal auditing program to regularly assess our business activities and identify potential gaps in risk management, sharing these assessments on a quarterly basis with the Audit Committee.

DCP Toll-Free Ethics Line:
866-334-8816

Or visit us online at:
Ethics.DCPMidstream.com
## Performance Data

<table>
<thead>
<tr>
<th>Type</th>
<th>Description</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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<td><strong>Financial</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Performance</strong></td>
<td>Adjusted EBITDA (million USD)(^1)</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Logistics and Marketing segment:</td>
<td>$430</td>
<td>$433</td>
<td>$577</td>
<td>$742</td>
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<tr>
<td></td>
<td>Gathering and Processing segment:</td>
<td>$895</td>
<td>$862</td>
<td>$781</td>
<td>$735</td>
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<tr>
<td></td>
<td>Distributable Cash Flow (million USD)(^4)</td>
<td>-</td>
<td>$643</td>
<td>$684</td>
<td>$762</td>
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<td></td>
<td>Distribution coverage ratio(^6)</td>
<td>-</td>
<td>1.04</td>
<td>1.11</td>
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<tr>
<td></td>
<td>Leverage ratio(^6)</td>
<td>-</td>
<td>3.7</td>
<td>3.8</td>
<td>3.96</td>
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<td>Annual distribution (per unit, USD)</td>
<td>$3.12</td>
<td>$3.12</td>
<td>$3.12</td>
<td>$3.12</td>
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<td><strong>Governance</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Board</strong></td>
<td>Number of board members</td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>8</td>
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<tr>
<td></td>
<td>Percent independent board members</td>
<td>38%</td>
<td>38%</td>
<td>38%</td>
<td>38%</td>
</tr>
<tr>
<td></td>
<td>Average age of board members</td>
<td>57</td>
<td>57.3</td>
<td>58.3</td>
<td>59.3</td>
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<tr>
<td><strong>Board Diversity</strong></td>
<td>Percent of directors who are women</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
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<tr>
<td><strong>Environment</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Environmental Management</strong></td>
<td>Environmental fines and penalties(^2)</td>
<td>$606,537</td>
<td>$359,541</td>
<td>$792,775</td>
<td>$694,572</td>
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<td></td>
<td>Number of environmental agency inspections</td>
<td>182</td>
<td>176</td>
<td>141</td>
<td>123</td>
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<tr>
<td><strong>Greenhouse Gas Emissions</strong></td>
<td>Scope 1 Emissions (metric tons CO2e)(^8)</td>
<td>9,899,661</td>
<td>9,245,624</td>
<td>9,604,051</td>
<td>8,669,645</td>
</tr>
<tr>
<td></td>
<td>Scope 2 Emissions (metric tons CO2e)(^9)</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>GHG emissions intensity(^10)</td>
<td>5,294</td>
<td>5,590</td>
<td>5,516</td>
<td>4,825</td>
</tr>
<tr>
<td><strong>Spills</strong></td>
<td>Number of reportable spills(^11)</td>
<td>49</td>
<td>56</td>
<td>53</td>
<td>39</td>
</tr>
<tr>
<td></td>
<td>Volume of reportable spills (barrels)(^12)</td>
<td>1,206</td>
<td>890</td>
<td>948</td>
<td>472</td>
</tr>
<tr>
<td><strong>Social</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Employee Profile</strong></td>
<td>Number of employees</td>
<td>2,667</td>
<td>2,646</td>
<td>2,674</td>
<td>2,267</td>
</tr>
<tr>
<td></td>
<td>Employees &lt; 25 years (Gen Z)</td>
<td>15</td>
<td>20</td>
<td>41</td>
<td>46</td>
</tr>
<tr>
<td></td>
<td>Employees 25 – 39 years (Gen Y)</td>
<td>891</td>
<td>931</td>
<td>978</td>
<td>893</td>
</tr>
<tr>
<td></td>
<td>Employees 40 – 54 years (Gen X)</td>
<td>809</td>
<td>827</td>
<td>840</td>
<td>728</td>
</tr>
<tr>
<td></td>
<td>Employees 55 – 75 years (Baby Boomers)</td>
<td>952</td>
<td>868</td>
<td>815</td>
<td>600</td>
</tr>
<tr>
<td></td>
<td>Women in Workforce</td>
<td>16%</td>
<td>16%</td>
<td>16%</td>
<td>17%</td>
</tr>
<tr>
<td></td>
<td>Total employees with a job change</td>
<td>535</td>
<td>498</td>
<td>818</td>
<td>558</td>
</tr>
<tr>
<td><strong>Employee Retention &amp; Engagement</strong></td>
<td>Employee engagement survey response rate</td>
<td>-</td>
<td>80%</td>
<td>81%</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td>Number of new employee hires</td>
<td>452</td>
<td>666</td>
<td>831</td>
<td>230</td>
</tr>
<tr>
<td></td>
<td>Voluntary employee turnover rate</td>
<td>8.6%</td>
<td>7.2%</td>
<td>10.7%</td>
<td>13.5%</td>
</tr>
<tr>
<td><strong>Safety</strong></td>
<td>Recordable Injury Rate (Employees)(^13)</td>
<td>0.82</td>
<td>0.44</td>
<td>0.30</td>
<td>0.36</td>
</tr>
<tr>
<td></td>
<td>Preventable Vehicle Accident Rate(^14)</td>
<td>1.31</td>
<td>1.10</td>
<td>0.99</td>
<td>1.04</td>
</tr>
<tr>
<td></td>
<td>Employee Fatalities</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Tier 1 Process Safety Event Rate(^15)</td>
<td>0.10</td>
<td>0.36</td>
<td>0.13</td>
<td>0.27</td>
</tr>
<tr>
<td></td>
<td>Tier 2 Process Safety Event Rate</td>
<td>0.77</td>
<td>1.23</td>
<td>0.99</td>
<td>0.50</td>
</tr>
<tr>
<td><strong>Community Relations(^16)</strong></td>
<td>Community investment total giving</td>
<td>$1,200,104</td>
<td>$1,400,239</td>
<td>$1,382,131</td>
<td>$1,574,108</td>
</tr>
</tbody>
</table>
Endnotes

1 GHG Emissions reported according to the USEPA Greenhouse Gas Reporting Protocol.

2 2016 performance has been retrospectively adjusted to include information of the DCP Midstream Business that was acquired by DCP in January 2017 as part of its simplification transaction. Distributable Cash Flow, Distribution coverage ratio and leverage ratio for 2016 have not been recalculated under the pooling method.

3 Earnings before Interest, Taxes, Depreciation, and Amortization. USD is United States Dollars.

4 Distributable Cash Flow is a common measure of Master Limited Partnership performance, broadly calculated as Adjusted EBITDA less interest, tax, and maintenance capital expenditures.

5 Distribution coverage ratio compares distributable cash flow (DCF) generated in a period to the total cash distributions paid for that period.

6 Bank leverage ratio calculation = Bank debt (excludes $550 million Jr. Subordinated notes which are treated as equity) less cash divided by Adjusted EBITDA, plus certain project EBITDA credits from projects under construction.

7 Total fines and penalties related to settlement of civil enforcement matters with environmental agencies.

8 Scope 1 GHG emissions are direct facility emissions as reported to USEPA under the Greenhouse Gas Reporting Protocol. CO2e is “carbon dioxide equivalent”, a term that describes different greenhouse gases in a common unit. For any quantity and type of greenhouse gas, CO2e signifies the amount of CO2 which would have the equivalent global warming impact.

9 Scope 2 GHG emissions are related to electrical power use purchased from third party providers. Calculation is based on an emissions factor of 0.000707 metric tonnes CO2 per kWh.

10 GHG emissions intensity represents the metric tons of CO2e emitted per billion cubic feet of natural gas gathered.

11 Spills that are reportable to an environmental agency, including hydrocarbons, produced water, and other materials.

12 1 barrel = 42 gallons.

13 Number of OSHA recordable injuries per 200,000 man-hours worked.

14 Number of preventable vehicle accidents per million miles driven. Determination of preventability is made during incident investigations.

15 Tier 1 and Tier 2 Process Safety Events as defined by American Petroleum Institute Recommended Practice 754. PSE Rate is number of PSEs per 200,000 man-hours worked.

16 Total DCP company donations and company fundraising activities.
Forward-Looking Statements & Non-GAAP Financial Measures

Forward-Looking Statements

This report of DCP Midstream, LP may contain or incorporate by reference statements that do not directly or exclusively relate to historical facts, including, but not limited to projections, targets, goals, expectations, anticipations, estimates, forecasts, plans, and objectives. Such statements are “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. These forward-looking statements may relate to anticipated financial performance, management’s plans and objectives for future operations, business prospects, outcome of regulatory proceedings, market conditions and other matters. We make these forward-looking statements in reliance on the safe harbor protections provided under the Private Securities Litigation Reform Act of 1995. All statements, other than statements of historical facts, included herein that address activities, events or developments that we estimate, project, forecast, expect, believe or anticipate will exist or may occur in the future, are forward-looking statements. Forward-looking statements can be identified by various forms of words such as “anticipates,” “believes,” “seeks,” “could,” “may,” “should,” “continues,” “estimates,” “expects,” “forecasts,” “intends,” “might,” “goals,” “objectives,” “targets,” “planned,” “potential,” “projects,” “scheduled,” “will,” “assumes,” “guidance,” “outlook,” “in-service date” or other similar expressions. These forward-looking statements are based on management’s beliefs and assumptions and on information currently available to management. Certain important factors that could cause actual results to differ, possibly materially, from expectations or estimates reflected in such forward-looking statements can be found in the “Risk Factors” and “Cautionary Statement about Forward-Looking Statements” and other disclosures included in our most recently filed Annual Report on Form 10-K filed with the Securities and Exchange Commission on February 21, 2020, and our subsequently filed Quarterly Reports on Form 10-Q. Given the uncertainties, risks, and assumptions that could cause our actual results to differ materially from those contained in any forward-looking statement, we caution readers and investors not to unduly rely on our forward-looking statements. We undertake no obligations to, and do not intend to, update or revise any particular forward-looking statement included in this report or announce publicly the result of any revisions to any of the forward-looking statements to reflect future events or developments.

Non-GAAP Financial Measures

This report contains references to segment adjusted EBITDA and distributable cash flow (DCF), which are non-GAAP financial measures. Management believes presentation of these measures provides meaningful insight into results from ongoing operations. A reconciliation of these measures to the most directly comparable GAAP financial measures is included on page 31. These non-GAAP financial measures should not be considered in isolation or as an alternative to financial measures presented in accordance with GAAP. These non-GAAP financial measures may not be comparable to similarly titled measures of other companies because they may not calculate their measures in the same manner as us.
### Non-GAAP Reconciliations

#### Logistics and Marketing

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<thead>
<tr>
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<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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<tbody>
<tr>
<td>Segment net income attributable to partners</td>
<td>358</td>
<td>366</td>
<td>509</td>
<td>605</td>
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<tr>
<td>Non-cash commodity derivative mark-to-market</td>
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<tr>
<td>Depreciation and amortization expense, net of noncontrolling interest</td>
<td>15</td>
<td>14</td>
<td>15</td>
<td>19</td>
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<td>Distributions from unconsolidated affiliates, net of earnings</td>
<td>53</td>
<td>40</td>
<td>49</td>
<td>44</td>
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<tr>
<td>Asset impairments</td>
<td>-</td>
<td>-</td>
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<td>35</td>
</tr>
<tr>
<td>Loss on sale of assets, net</td>
<td>(16)</td>
<td>-</td>
<td>-</td>
<td>10</td>
</tr>
<tr>
<td>Other expense</td>
<td>-</td>
<td>9</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Adjusted Segment EBITDA</td>
<td>430</td>
<td>433</td>
<td>577</td>
<td>742</td>
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#### Gathering & Processing

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<th>2017</th>
<th>2018</th>
<th>2019</th>
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<tr>
<td>Segment net income attributable to partners</td>
<td>417</td>
<td>454</td>
<td>374</td>
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<tr>
<td>Non-cash commodity derivative mark-to-market</td>
<td>119</td>
<td>24</td>
<td>(112)</td>
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<tr>
<td>Depreciation and amortization expense, net of noncontrolling interest</td>
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<td>342</td>
<td>345</td>
<td>354</td>
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<tr>
<td>Asset impairments</td>
<td>-</td>
<td>48</td>
<td>145</td>
<td>212</td>
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<tr>
<td>Distributions from unconsolidated affiliates, net of earnings</td>
<td>21</td>
<td>24</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td>(Gain) loss on sale of assets, net</td>
<td>(19)</td>
<td>(34)</td>
<td>-</td>
<td>70</td>
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<tr>
<td>Other expense</td>
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<td>4</td>
<td>7</td>
<td>6</td>
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<tr>
<td>Adjusted Segment EBITDA</td>
<td>895</td>
<td>862</td>
<td>781</td>
<td>735</td>
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</table>

Net income attributable to partners | 88   | 229  | 298  | 17   |
Interest expense | 321  | 289  | 269  | 304  |
Depreciation, amortization and income tax expense, net of noncontrolling interests | 425  | 380  | 390  | 402  |
Distributions from unconsolidated affiliates, net of earnings | 74   | 64   | 71   | 66   |
Asset impairments | -    | 48   | 145  | 247  |
Loss from financing activities | -    | -    | 19   | -    |
Other charges | 17   | 13   | 8    | 6    |
(Gain) loss on sale of assets | (35) | (34) | -    | 80   |
Non-cash commodity derivative mark-to-market | 139  | 28   | (108)| 78   |
Adjusted EBITDA | 1,029| 1,017| 1,092| 1,200|
Interest expense | (289) | (269)| (304) |
Sustaining capital expenditures, net of noncontrolling interest portion and reimbursable projects | (90) | (99) | (83) |
Preferred unit distributions | (4)  | (47) | (59) |
Other, net | 9    | 7    | 8    |
Distributable cash flow | 643  | 684  | 762  |

Net cash provided by operating activities | 645  | 896  | 662  | 859  |
Interest expense | 321  | 289  | 269  | 304  |
Net changes in operating assets and liabilities | (66) | (173) | 278 | (20) |
Non-cash commodity derivative mark-to-market | 139  | 28   | (108)| 78   |
Other, net | (10) | (23) | (9)  | (21) |
Adjusted EBITDA | 1,029| 1,017| 1,092| 1,200|
Interest expense | (289) | (269)| (304) |
Sustaining capital expenditures, net of noncontrolling interest portion and reimbursable projects | (90) | (99) | (83) |
Preferred unit distributions | (4)  | (47) | (59) |
Other, net | 9    | 7    | 8    |
Distributable cash flow | 643  | 684  | 762  |

### Distribution Coverage Ratio

<table>
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<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
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</thead>
<tbody>
<tr>
<td>Distribution coverage ratio - declared</td>
<td>1.04</td>
<td>1.11</td>
<td>1.22</td>
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