

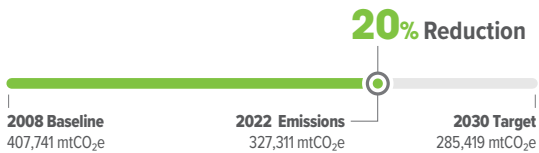
# GOALS AND PROGRESS

## UTILITIES ENERGY EVOLUTION

### Goal #1

**≥30%↓**

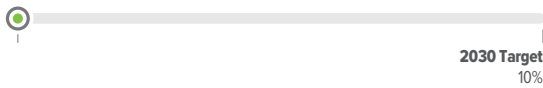
Reduce Washington Gas Scope 1 & 2 GHG emissions by at least 30% by 2030



### Goal #2<sup>1</sup>

**≥10%**

Deliver at least 10% of fuel from lower-carbon sources by 2030<sup>1</sup>

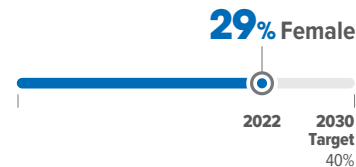


## DIVERSITY AND INCLUSION

### Management Goal #1

**40%↑**

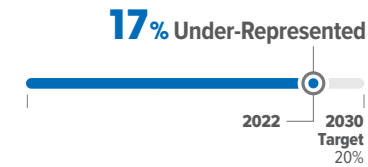
Strive to achieve at least 40% female representation in senior leadership<sup>2</sup> and maintain 40% male, by 2030



### Management Goal #2

**20%↑**

Strive to achieve at least 20% representation from under-represented<sup>3</sup> groups in senior leadership<sup>2</sup>, by 2030



### Board of Directors

**50%↑**

Strive to achieve 50% female and ethnic/racial diversity on the Board by 2025

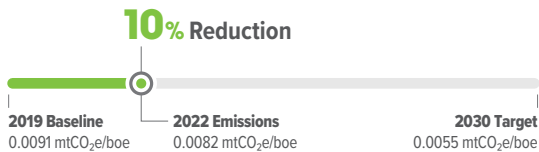


## MIDSTREAM ENERGY EVOLUTION

### Goal #1

**40%↓**

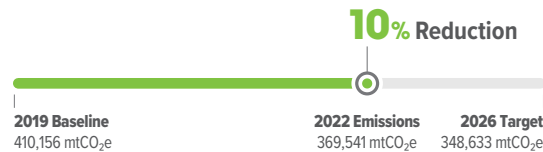
Reduce Midstream Scope 1 & 2 GHG emissions intensity by 40% by 2030



### Goal #2

**15%↓**

Reduce Scope 1 GHG emissions by 15% for the Harmattan Complex by 2026

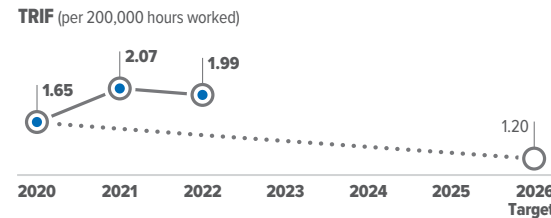


## SAFETY | STRIVING FOR INCIDENT-FREE OPERATIONS

### 2026 TRIF Goal

**1.20**

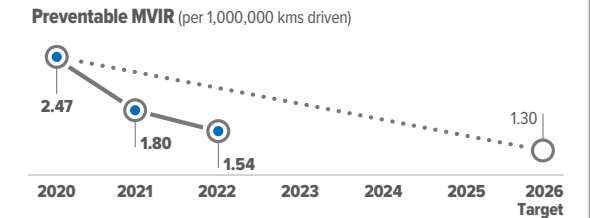
Total Recordable Injury Frequency (TRIF) of 1.20 by the end of 2026



### 2026 Preventable MVIR Goal

**1.30**

Preventable Motor Vehicle Incident Rate (MVIR) of 1.30 by the end of 2026



<sup>1</sup> Expect to achieve goal with RNG and hydrogen as the market develops, depending on further clarity into legislative policy, our regulators approach and our customers' preferences. <sup>2</sup> Senior leadership includes VP and above, enterprise-wide. <sup>3</sup> Under-represented groups include people who identify as racial and ethnically diverse, Indigenous Peoples, LGBTQIA2S+, veterans and people with disabilities. <sup>4</sup> Achieved at the 2022 Annual Meeting on April 29, 2022.