OUR MISSION
To improve quality of life by safely and reliably connecting customers to affordable sources of energy for today and tomorrow.

OUR VISION
A leading North American energy infrastructure company that connects customers and markets to affordable and reliable sources of energy.

OUR VALUES
Every day, our team of approximately 3,000 people is guided by our Core Values.
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Download a copy of our Performance Data.
LAND ACKNOWLEDGMENT

AltaGas acknowledges that we work on the traditional lands of Indigenous Peoples of Canada and the United States, and we are grateful for their stewardship, sharing and celebration of these territories.

We value building trusting and enduring relationships with Indigenous groups and seek to create mutually beneficial opportunities for economic development, environmental protection and social well-being.
ABOUT THIS REPORT

SCOPE
With the release of the 2019 ESG Report, AltaGas Ltd. (referred to as “AltaGas”, the “Company”, “we”, “us” or “our”) established a reporting cycle that includes a comprehensive report published on a biennial basis and performance updates published on a yearly basis. This comprehensive report includes consolidated, enterprise-wide Environmental, Social and Governance (ESG) performance data for 2020, 2021 and 2022 and discusses key highlights from 2023. The report covers important highlights about AltaGas and the facilities and infrastructure it operates. The data in this report reflects AltaGas’ majority-owned and operated assets. The report is prepared with reference to the Task Force on Climate-related Financial Disclosures (TCFD) framework and the Sustainability Accounting Standards Board (SASB) standards for Oil & Gas – Midstream, (Sustainable Industry Classification System (SICS) EM-MD), and Gas Utilities & Distributors (SICS IF-GU), and supplemented with the Global Reporting Initiative (GRI). In 2022, we announced the divestment of ENSTAR Natural Gas Company and our 65 percent interest in Cook Inlet Natural Gas Storage Alaska and other ancillary operations (collectively, the “Alaskan Utilities”). The sale closed in the first quarter of 2023 and, as a result, the Alaskan Utilities are included in 2022 performance data but are not otherwise highlighted in this report.

DATA
The data and information included in this report have been subject to an internal evaluation process, including review by AltaGas executives responsible for the respective subject areas. The data collection methodologies used are aligned with industry leading practices and applicable regulations and standards. AltaGas has operating assets that are regulated and are subject to robust jurisdictional reporting obligations. For more information regarding GHG emissions and other environmental reporting requirements, please refer to our Annual Information Form (AIF).

Emissions data is collected and reported based on AltaGas’ Emissions Reporting Standard which was developed in accordance with the GHG Protocol and principles of data completeness, accuracy and transparency. In line with reporting principles, AltaGas seeks to enhance its emissions disclosure through continuous improvement and assurance of its data. In most cases, emissions are calculated from activity data using relevant emissions factors with sources recorded for reference. In Canada and in the U.S., GHG conversion factors are sourced from federal, provincial or state regulators. Where the reporting entity has more accurate conversion factors for specific processes and methodologies, those will be maintained. These factors are provided by the relevant authority/regulatory body. Scope 2 emissions are calculated using the location-based method. Data is assured in some cases by independent third parties. We received independent, third party limited assurance on emissions reporting for Washington Gas Light Company (referred to as “Washington Gas” or “WG”) and reasonable assurance on reported emissions for our Midstream operations and Blythe as required for compliance purposes with existing reporting obligations for those assets. We also use a third party to independently review our charitable giving. All currency in this report is in Canadian dollars (CAD$) unless otherwise noted.
A MESSAGE FROM LEADERSHIP

Here at AltaGas, we serve a crucial role in delivering energy affordably, reliably and safely, while working towards a lower carbon future.

We believe natural gas is key to balancing the world’s growing demand for affordable and reliable energy with global climate ambitions.

In North America, we’re fortunate to have an abundance of natural resources – we can’t take that for granted. It’s our responsibility to share these resources with nations that don’t have the same domestic supply – to meet their energy security needs, while contributing to reducing global GHG emissions.

At the heart of our core businesses – Midstream and Utilities – we’re movers of energy.

In our Midstream business, we safely connect Western Canadian resources to domestic and global markets. Through our Utilities, we deliver affordable and reliable energy to millions of customers daily.

None of this would be possible without our people and their commitment to safely and reliably operating our assets, as well as our collaboration with Indigenous and community partners, our customers and our regulators.

This ESG report, alongside our financial reporting and operating results, is a key part of our collective AltaGas story.

To everyone joining us on our ESG journey, we’re pleased to share the progress we’ve made and are looking forward to more growth ahead, as we continue to safely deliver energy for generations to come.

Sincerely,

Vern D. Yu  Pentti Karkkainen
President and CEO  Chair, Board of Directors
**ALTAGAS SNAPSHOT**

**Utilities**
Through our regulated natural gas utilities – Washington Gas and SEMCO Energy (SEMCO) – we serve approximately 1.6 million residential, commercial and industrial customers in four jurisdictions in the U.S. including the District of Columbia (D.C.), Maryland, Virginia and Michigan. The Utilities business also comprises interests in natural gas storage facilities and retail energy marketing.

**Midstream**
Our Midstream business is a leading North American platform that connects customers and markets from wellhead to tidewater and beyond. Midstream includes natural gas gathering and processing, natural gas liquids (NGL) fractionation, LPG exports, natural gas and NGL marketing, domestic logistics, trucking and rail terminals, liquid storage capability and three natural gas-fired cogeneration facilities.

Within our Corporate/Other segment, we own and operate the Blythe Energy Center, a natural gas-fired power facility in California with 507 MW of integrated generating capacity. Blythe is a highly efficient combined cycle facility that is a critical backstop for the California electrical grid and provider of stable and reliable power supply during peak periods to support intermittent renewable energy resources.

**Learning Objectives**
- Through our regulated natural gas utilities – Washington Gas and SEMCO Energy (SEMCO) – we serve approximately 1.6 million residential, commercial and industrial customers in four jurisdictions in the U.S. including the District of Columbia (D.C.), Maryland, Virginia and Michigan. The Utilities business also comprises interests in natural gas storage facilities and retail energy marketing.
- Our Midstream business is a leading North American platform that connects customers and markets from wellhead to tidewater and beyond. Midstream includes natural gas gathering and processing, natural gas liquids (NGL) fractionation, LPG exports, natural gas and NGL marketing, domestic logistics, trucking and rail terminals, liquid storage capability and three natural gas-fired cogeneration facilities.
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**Key Figures**
- **$14.1B**
  - Revenue
- **$958MM**
  - Capital Investments
- **$24.0B**
  - Assets
- **$7.3B**
  - Market Cap
- **297MM**
  - Dekatherms Delivered (Utilities)
- **~1.6MM**
  - Utility Customers
- **>150 MBbls/d**
  - Export Capacity (Midstream)
- **>100 MBbls/d**
  - Average Export Delivery
- **73%**
  - U.S. Employees
- **27%**
  - Canadian Employees
- **~3,000 Employees in North America**

---

1. As of September 30, 2023
2. Includes RIPET and Ferndale
ESG HIGHLIGHTS

**30%**
of short-term incentive program linked to ESG initiatives in 2022

**$4.4MM²**
in energy assistance helping >9,000 households (2020-2022)

**15%**
leaks reduced (2020-2022)
(Washington Gas, Grade 1 leaks)

**100%**
of employees and contractors receive cybersecurity training

**31%**
of total supplier spend with diverse suppliers in 2022
(Washington Gas, Tier 1 and 2)

**2.9MM**
dekatherms saved (2020-2022)
equivalent to supplying 19,500 homes with energy for one year¹

**$628MM²**
invested in 2022

**$1.7B²**
building resiliency through pipe replacement and system betterment (2020-2022)

**$15.1MM**
in community investments (2020-2022)

**$111MM²**
invested in energy efficiency programs (2020-2022)

**13%**
of total Midstream capitalized spend with Indigenous owned and affiliated vendors in 2022

**23%**
of RIPET workforce from local Indigenous communities in 2022

**29%**
Female Diversity (Enterprise-wide)

**26%**
Female Diversity (WGL)

**42%**
Under-Represented Groups (Enterprise-wide)

**50%**
Under-Represented Groups (WGL)

**50%**
Total Workforce

**38%**
Senior Leadership³

1. Greenhouse Gas Equivalencies Calculator | US Environmental Protection Agency
2. Converted into CAD: Exchange rate information presented on p. 56
3. As of December 31, 2022
4. Under-represented groups include people who identify as racial and ethnically diverse, Indigenous Peoples, LGBTQIA2S+, veterans and people with disabilities
5. Senior leadership includes VP and above
**GOALS AND PROGRESS**

**UTILITIES ENERGY EVOLUTION**

**Goal #1**

≥30%↓

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

2008 Baseline: 407,241 mtcO2e
2022 Emissions: 327,311 mtcO2e
2030 Target: 285,419 mtcO2e

20% Reduction

**Goal #2**

≥10%↑

Deliver at least 10% of fuel from lower-carbon sources by 2030

2008 Baseline: 407,241 mtcO2e
2022 Emissions: 327,311 mtcO2e
2030 Target: 285,419 mtcO2e

10% Reduction

**DIVERSITY AND INCLUSION**

**Management Goal #1**

40%↑

Strive to achieve at least 40% female representation in senior leadership2 and maintain 40% male, by 2030

2022 Target: 29%
2030 Goal: 40%

**Management Goal #2**

20%↑

Strive to achieve at least 20% representation from under-represented1 groups in senior leadership2, by 2030

2022 Target: 17%
2030 Goal: 50%

**Board of Directors**

50%↑

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

2022 Target: 29%
2025 Goal: 50%

**MIDSTREAM ENERGY EVOLUTION**

**Goal #1**

40%↓

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

2019 Baseline: 0.0091 mtcO2e/boe
2022 Emissions: 0.0082 mtcO2e/boe
2030 Target: 0.0055 mtcO2e/boe

10% Reduction

**Goal #2**

15%↓

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

2019 Baseline: 410,156 mtcO2e
2022 Emissions: 369,541 mtcO2e
2026 Target: 348,633 mtcO2e

10% Reduction

**SAFETY | STRIVING FOR INCIDENT-FREE OPERATIONS**

**2026 TRIF Goal**

1.20

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

TRIF (per 200,000 hours worked)

<table>
<thead>
<tr>
<th>Year</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
<th>2026 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRIF</td>
<td>1.65</td>
<td>2.07</td>
<td>1.99</td>
<td>1.20</td>
<td>2.47</td>
<td>1.80</td>
<td>1.30</td>
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</table>

**2026 Preventable MVIR Goal**

1.30

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

Preventable MVIR (per 1,000,000 kms driven)

<table>
<thead>
<tr>
<th>Year</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
<th>2026 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>MVIR</td>
<td>1.54</td>
<td>1.54</td>
<td>1.54</td>
<td>1.54</td>
<td>1.54</td>
<td>1.54</td>
<td>1.30</td>
</tr>
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</table>
What progress has been made since the last report?

We continue to make progress toward our climate goals. Through deeper integration within our business processes, we’ve narrowed our pathways to achieve our goals, creating more focus and alignment for our organization going forward.

This year, we’ve completed our acid gas injection well at Harmattan (our largest emitting facility), which we expect will reduce both absolute emissions and corresponding carbon intensity within our Midstream portfolio. Through the process of drilling the well, we also gained valuable insights into the reservoir to advance our Rolling Hills Carbon Sequestration Hub project which we are pursuing with our partner, Whitecap Resources Inc.

For the Utilities, the most significant way we can make an impact is through supporting how our customers manage their energy use through energy efficiency programs. There are many options within these programs for our customers, from ready now solutions as simple as efficiency tips to new product offerings and end use solutions. We continue to work with our regulators to advance these programs.

What about Scope 3 emissions?

We recognize that reducing emissions needs to happen in a holistic way with actions taken across the value chain.

Within Utilities, bringing local renewable natural gas (RNG) sources into the gas supply and promoting energy efficiency programs are actions that can have a lasting impact along our energy value chain from intake to end use, ultimately promoting energy conservation and lowering carbon intensity of the products delivered.

Within Midstream, we expect to have the first of three time-charter vessels in service by the end of the year. These vessels are capable of carrying more product and can operate with propane, which is less carbon intensive as compared to bunker fuel, resulting in 15 percent more fuel efficiency. With our west coast advantage of being able to deliver product to Asia in 10 days, an approximate 60 percent base case time savings over the U.S. Gulf Coast, these time charters can have positive impacts on Scope 3 emissions in addition to operational benefits of reducing transport costs and enhancing reliability.

How is the integration of ESG progressing at AltaGas?

We are seeing meaningful progress through both internal and external engagement.

The best way for me to illustrate our internal progress is with a safety example. We continue to see a strong safety mindset, and a culture that is led by our people. Examples include reporting of leading indicators, such as hazard identification and near misses, which contribute to effective root cause analysis and targeted solutions.

These behaviors allow us to continuously improve, letting our people lead the way on how we define the metrics we focus on through our incentive programs and goal setting.

Our ESG priorities also support our external engagement. Meeting our goals requires collaboration with our customers, Indigenous groups and local communities in addition to direct and indirect engagement with government, policy makers and regulators toward the development of sound policies and regulatory processes. To advance our goals, we share our views on policy proposals, legislation and regulations, as well as actively participate in industry and trade associations where we contribute to, and benefit from, the sharing of experiences, expertise and best practices. Through these avenues, we are able to collectively advance the progress we make on areas of common interest.

What’s new in this update?

We continue to deepen our governance by building uniformity within our operating entities through the adoption of enterprise-wide policies. Most recently, we adopted a supplier code of conduct and supplier diversity policy to support the programs we have in place across the enterprise, and to extend our expectations to our supply chain.

We’ve also evolved our methodology for measuring Indigenous supplier spend to measure participation in capital deployment more broadly within our Midstream operations, which supports our initiatives to create opportunities to grow our relationships throughout the lifecycle of our operations.

What’s next?

To provide our stakeholders with the information they find most valuable in an efficient manner, we have an established reporting cycle of publishing a comprehensive report on a biennial basis, supplemented with performance updates on an annual basis. With this report being a comprehensive update, next year you can expect to see an update from us that includes performance data for 2023.
OUR STAKEHOLDERS

Guided by our Core Values, we aim to generate long-term value for all stakeholders.

Recognizing the unique needs of the many jurisdictions in which we operate, we work to build long-term, collaborative relationships through ongoing communication, listening, learning and adapting our way of engaging to best meet the needs of our stakeholders.

Engaging in meaningful dialogue with stakeholders helps to shape our corporate strategy, community consultation and risk management activities to approach our work in a responsible manner. We engage in a way that embodies our Core Values, guiding principles and stakeholder engagement model.

Through engagement, we develop mutually beneficial solutions to generate economic and social value within the regions where we operate. Examples of who we engage with, how we listen and what we engage on are listed on the next page.

OUR GUIDING PRINCIPLES

- Engage early and often
- Approach all engagements from a position of seeking understanding
- Listen, learn and adapt
- Build lasting relationships
## OUR STAKEHOLDERS

Meaningful engagement leads to long-term success.

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<th>Stakeholder</th>
<th>How we listen and engage</th>
<th>Topics of engagement</th>
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<td><strong>Our People</strong></td>
<td>- Employee engagement surveys and pulse checks</td>
<td>- Business and operational updates</td>
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<td></td>
<td>- Town halls, lunch and learn sessions and conversations with senior leadership</td>
<td>- Resilience, change management and wellness-based learning tools</td>
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<td></td>
<td>- Intranets and newsletters</td>
<td>- Training series such as cybersecurity, safety campaigns, and emergency response training</td>
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<td>- Employee Resource Groups</td>
<td>- Diversity and inclusion</td>
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<td></td>
<td>- Talent development and succession planning</td>
<td>- Community investment</td>
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<td></td>
<td>- Employee volunteer opportunities</td>
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<td><strong>Utilities Customers</strong></td>
<td>- Social media posts and website</td>
<td>- Energy affordability and assistance programs</td>
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<td></td>
<td>- Walk-in offices and call centers</td>
<td>- Assisting with access to government funding</td>
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<td></td>
<td>- Customer newsletters and handbooks</td>
<td>- Emergency response and public safety campaigns</td>
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<td>- Information sessions</td>
<td>- Energy usage and efficiency programs</td>
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<tr>
<td></td>
<td>- Direct mailings and email campaigns</td>
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<td></td>
<td>- Customer feedback surveys</td>
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<tr>
<td><strong>Midstream Customers</strong></td>
<td>- One-on-one meetings</td>
<td>- Commercial and operational matters</td>
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<td></td>
<td>- Industry associations and affiliations</td>
<td>- Project development</td>
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<tr>
<td></td>
<td>- Conferences and panel discussions</td>
<td>- Logistics and supply chain</td>
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<td></td>
<td>- Customer appreciation events</td>
<td>- Safety and environmental stewardship</td>
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<td>- Facility tours</td>
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<td><strong>Communities, Including Indigenous Communities</strong></td>
<td>- Open houses</td>
<td>- Capacity building</td>
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<td></td>
<td>- Meetings and information sessions</td>
<td>- Workforce training and development</td>
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<td></td>
<td>- Community walks</td>
<td>- Contracting and procurement</td>
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<tr>
<td></td>
<td>- Local and social media outreach</td>
<td>- Emergency response and public safety campaigns</td>
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<tr>
<td></td>
<td>- Community newsletters and brochures</td>
<td>- Community sponsorship and support initiatives</td>
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<tr>
<td></td>
<td>- Collaboration with local organizations</td>
<td>- Environmental stewardship</td>
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<td><strong>Shareholders and Investors</strong></td>
<td>- Annual and quarterly financial reporting and conference calls</td>
<td>- Corporate strategy and outlook</td>
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<td></td>
<td>- Annual shareholder meeting</td>
<td>- Operating and financial results</td>
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<td></td>
<td>- Management-led investor conferences, meetings and presentations</td>
<td>- Leadership and governance</td>
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<tr>
<td></td>
<td>- Board-led shareholder engagement</td>
<td>- ESG priorities and performance</td>
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<tr>
<td><strong>Government and Regulators</strong></td>
<td>- One-on-one with regulators and policy makers</td>
<td>- Energy, trade, transportation and environmental policy</td>
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<td></td>
<td>- Trade and business associations</td>
<td>- Project development</td>
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<tr>
<td></td>
<td>- Meetings, conferences, trade missions and panel participation</td>
<td>- Incentives and funding to support access to affordable energy</td>
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<tr>
<td></td>
<td>- Regulatory filings and written submissions</td>
<td>- Programs, initiatives and rate proceedings</td>
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<td></td>
<td>- Facility tours</td>
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We identify material topics through consultation and prioritization and assess them regularly for relevance.

In 2021, we completed a comprehensive assessment of our material topics with support from a third party firm with expertise in ESG reporting and materiality assessments. We used ESG frameworks, collected perspectives from internal and external stakeholders and used our internal assessment of risks to develop a list of seven material topics. Stakeholder engagement and internal risk assessments are used to inform and validate these material topics on an ongoing basis.

In this context, material refers to the relative significance of ESG priorities and the positive and negative impacts to our business and to our stakeholders.
LEADERSHIP AND GOVERNANCE

Strong governance and leadership form the foundation for sound decision-making and delivering value to our stakeholders. The Board provides guidance and oversight to ensure we operate under the strongest ethical standards.

OUR APPROACH
We have an unwavering commitment to operational excellence and integrate ESG principles into how we conduct our business. That means we commit to operating a safe and reliable system, delivering low-cost solutions, managing our environmental footprint and providing an exceptional customer experience. ESG oversight is ultimately a responsibility of the Board of Directors. Each of the Board’s four standing committees provide oversight of ESG-related strategies and risks within each committee’s functional expertise and mandate.

STRATEGIC OVERSIGHT
The Board oversees the strategic direction of the Company and evaluates and measures progress towards execution. The CEO leads the development and execution of the corporate strategy and manages the business and affairs of AltaGas. Our Environmental, Social and Governance Steering Committee (ESG Steering Committee) helps to identify material ESG priorities and reports on the outcomes. The ESG Steering Committee is made up of a cross-functional, enterprise-wide team led by our Executive Vice President, Chief External Affairs and Sustainability Officer. The outcomes of the strategic planning process are used to establish the goals and objectives for both the subsequent year and for creating future long-term value. Performance against those goals and objectives is linked to compensation, which drives a focused, performance-based culture.

Our annual short-term incentive plan (STIP) is tied to the achievement of corporate, divisional and individual results and is based on a combination of strategic, financial, capital and operational efficiency, emerging ecosystem and corporate social responsibility objectives. For 2022, ESG related initiatives made up 30 percent of our annual STIP, 15 percent of which related to emissions reductions and emerging energy ecosystem objectives.

Board of Directors Diversity Goal
50%1
Strive to achieve 50% female and ethnic/racial diversity on the Board by 2025
64%2
50% Achieved2
We exceeded our goal as at September 30, 2023, reaching 64% diversity

91% of our directors are independent2

30% of short-term incentive program linked to ESG initiatives in 2022
For more information about the Board’s roles and responsibilities, composition, committee mandates and approach to succession planning, please see Board Roles and Responsibilities and MIC.
BOARD COMPOSITION
AND EXPERIENCE

Our goal for Board composition is to bring together an appropriate balance of diverse expertise, experience, tenure and backgrounds to guide and support the complexity of our business.

Board Composition at a Glance

- Average Tenure: ~8 years
  - 46% <5 years
  - 36% 5-10 years
  - 18% >10 years

- Average Age: ~65
  - 46% <60 years
  - 27% 60-65 years
  - 27% >65 years

Board Skills and Experience

- CEO or C-suite Experience: 10
- Strategic Planning and Execution: 11
- Risk Management: 11
- Governance: 11
- Environment, Health and Safety: 10
- Financial, Accounting and Audit: 11
- Operations: 7
- Regulated Utilities: 7
- Midstream: 4
- Human Capital Management and Compensation: 10
- Customer and Stakeholder Relations: 10
- Legal / Public Policy / Regulatory: 9
- Climate Strategy and Sustainability: 8
- Cyber / IT Digitization: 7
- U.S. Experience: 9

Our skills matrix highlights our ESG priorities.

As of September 30, 2023.
BUSINESS ETHICS AND POLICIES

Our Code of Business Ethics (COBE) and related policies reflect our Core Values and set the expectations for how we conduct our business and engage with our stakeholders. Our COBE is designed to ensure that our business activities and operations are conducted in a safe, respectful and ethical manner and provides the governance for our programs. It is applied across the enterprise, with guidelines and procedures adopted to comply with regional differences in law and to set out ways to operationalize our practices. These policies are regularly reviewed and updated to respond to key changes in law. While our suppliers have always been bound to our COBE and key policies, we formally adopted a Supplier Code of Conduct in 2023, specifically aimed at extending our expectations of ethical conduct to our value chain.

Every director, employee, contractor and service provider working with AltaGas is expected to comply with our COBE. Processes for the confidential and anonymous reporting of any concerns and a framework for handling of complaints received are also described in the COBE.

ENTERPRISE RISK MANAGEMENT

Identifying and evaluating risks, both internal and external to our organization, is a central area of focus for us. We account for potential impact to our business strategy and stakeholders and develop processes and practices to mitigate such risks. Our governance framework is designed to effectively manage this process across the enterprise. All levels of the organization are engaged with the Enterprise Risk Management (ERM) program, which serves as the primary vehicle for aggregated risk management. As part of ERM, leaders across the enterprise and within each business segment work together to identify the material risks and develop appropriate mitigation strategies. Several of our operations are also subject to robust regulation, such as our Utilities business which is overseen by the applicable public service commission within each jurisdiction. Environmental and social risks, including climate-related risks and our approach to manage them, are embedded within the ERM process. Risks are validated and ranked by senior leadership and reviewed with the Board and its committees.

OUR CODE OF BUSINESS ETHICS POLICIES

include the following Board-approved policies:

- Acceptable Use of Technology
- Alcohol and Drug
- Anti-Bribery and Anti-Corruption
- Conflicts of Interest
- Cybersecurity
- Disclosure
- Environment, Health & Safety
- Human Rights
- Privacy
- Reporting Concerns and Anti-Retaliation (formerly Whistleblower)
- Respectful Workplace
- Securities Trading and Reporting
- Supplier Code of Conduct

For more information about our COBE see [here](#).

To review our COBE and supporting policies, see [COBE](#).

COBE training occurs annually.

Our values guide how we work. COBE is based on these values and reflects our mandate to conduct our business in a safe, respectful and ethical manner.”

Shaheen Amirali | EVP and Chief External Affairs and Sustainability Officer
ENVIRONMENT

20 Energy Evolution
22 Energy Evolution – Utilities
23 Energy Evolution – Midstream
24 Energy Efficiency
25 Methane Management
26 Biodiversity & Land Use, Water and Waste
Environmental stewardship is integrated into how we conduct our business. Our focus is on operational excellence to minimize environmental impacts throughout the lifecycle of our operations, while safely and reliably meeting the energy needs of our customers.

OUR APPROACH
Guided by our Environment, Health and Safety (EHS) policy, we are committed to operating in a responsible manner. This includes implementing programs to safeguard the environment by identifying and managing risk, using innovative technology, applying lessons learned and following leading practices to continually improve our performance.

We strive to minimize our environmental footprint by actively managing our GHG emissions, respecting the land on which we operate, engaging in practices of water conservation and managing waste.

OUR COMMITMENT TO ENVIRONMENTAL STEWARDSHIP MEANS WE:
- Comply with or exceed applicable laws, regulations and industry standards
- Minimize our environmental footprint through sustainable design, construction, operating and decommissioning practices
- Engage meaningfully with Indigenous communities to understand and address potential impacts to Indigenous rights
- Engage in practices to conserve resources through safe and efficient management of our operations
- Monitor our environmental performance with key performance indicators
- Educate and train our workforce in proper environmental stewardship practices

Environmental Governance

CORE VALUES
- Board
- EHS Committee
- COBE
- Policies: Environment, Health and Safety, Biodiversity, Waste, Water
- Programs, Standards and Initiatives
ENERGY EVOLUTION

We are taking a balanced approach to the energy evolution. One that is built on the foundation of our mission – to provide access to affordable energy to improve quality of life.

OUR APPROACH
As we explore opportunities in emerging energy ecosystems, we remain committed to providing access to affordable energy to improve quality of life. Our balanced approach reflects our mission and responsibility as a critical provider of safe and reliable energy, while recognizing the importance of supporting emissions reductions within our areas of operations as well as through our energy export business.

OUR STRATEGY
Our strategy is focused on reducing GHG emissions within our areas of operation while positioning our business to participate in future global emissions reduction and decarbonization initiatives.

Our diverse portfolio of strategically located Utilities and Midstream export facilities is a strong platform to build upon as we consider opportunities to expand our product offerings in step with the evolving energy landscape.

CLIMATE GOALS
In our 2021 ESG Report, we published climate goals focused on our two core businesses, Utilities and Midstream, and the material sources of emissions within those operations. This allows us to focus on opportunities and initiatives that will have the greatest impact. These goals mark progression in our journey of continuous improvement, striking a balance between achievement and aspiration. They factor in growth opportunities for our diverse business, while recognizing local directives on decarbonization pathways may differ.

With a geographically diverse platform, combined with a diversified business mix, custom, situation-based approaches are more suitable than a “one size fits all” approach to goal setting. Taking this custom approach allows us to build upon our ambition as we gain further clarity into legislative policy, our regulators’ approach and customer preferences. We demonstrate progress toward our goals in this report and plan to do so in future updates.
**CLIMATE-RELATED RISKS AND OPPORTUNITIES**

Our climate strategy is shaped by the climate-related risks and opportunities applicable to our business, taking into consideration potential outcomes over the short-term (less than 3 years), medium-term (3-10 years) and long-term (10+ years). These risks and opportunities are being integrated into our decision-making processes – including strategic planning, capital allocation and operations – to position our businesses to meet our customers' energy needs today and in the future.

<table>
<thead>
<tr>
<th>Transitional</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current and Emerging Legislation, Regulation and Policy</td>
<td>Our facilities and operations are, and may become subject to, current and emerging local, provincial, state, and federal climate change legislation, regulation and policies designed to manage or limit GHG emissions or restrict natural gas usage, increase compliance costs and enhance reporting requirements. Altagas is exposed to market risks, including as a result of fluctuations in commodity prices, and changes in customer choice and behaviours which could impact demand, supply, and consumption.</td>
</tr>
<tr>
<td>Market</td>
<td>Speed of deployment and adoption rates of technology advancements and improvements may impact the pace of GHG emissions reductions that could affect Altagas and its customers. With increased public scrutiny of the energy industry related to climate change and reducing environmental impact, we monitor for impacts to our business and reputation. We place great importance on establishing and maintaining positive relationships with stakeholders, regulators, customers and local Indigenous groups in the communities where we operate.</td>
</tr>
</tbody>
</table>
| Technology | The energy sector has seen an increase in climate-related litigation in recent years from environmental groups, community members and shareholders. As such, in the course of its business, Altagas may be subject to lawsuits and other claims related to GHG emissions, climate-related impacts of Altagas' products and services or the Company's climate-related commitments. Altagas may be required to obtain legal or regulatory approvals for projects which may, from time to time, be impacted by legal proceedings or delayed approval processes. | Our Opportunities

Operational improvements to reduce our energy consumption, generating carbon credits and offsets

Improving operating efficiency

Investing in technology to reduce GHG emissions to meet or exceed compliance requirements to minimize the cost of these impacts

Monitoring legislative developments and participating in engagement opportunities to ensure industry perspectives are considered

Diversified business across business lines, commodities and markets

Hedging, contracting and other risk management policies

Using market fundamentals to estimate supply and demand fluctuations, commodity pricing, customer growth, changes in preferences and consumption patterns

Deploying emerging technologies to manage GHG emissions including acid gas injection, carbon capture and storage, leak detection and methane capture technologies

Active participation on public policy, collaboration with industry to advance incentives and funding for technology advancements

Proactive engagement and consultation with local Indigenous communities and stakeholders in project development and operational improvements

Providing transparent disclosure of ESG performance

Supporting local community initiatives with activities such as community clean-ups, recycling programs, eco challenges and charitable grants

Proactive engagement and consultation with local Indigenous communities and stakeholders in project development and operational improvements

Approaching our work in a responsible way that balances climate goals with our mission to deliver critical energy safely and reliably while creating social value where we operate

<table>
<thead>
<tr>
<th>Physical</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chronic and Acute</td>
<td>Chronic, climate-related physical hazards such as increasing temperatures, sea level rise and changes in precipitation arise from progressive shifts in climate patterns over the long-term. Events such as wildfires, floods, storms and extreme weather may impact our assets, operations or supply chain by causing damages or interruptions that may require emergency repairs or incur material unplanned expenses.</td>
</tr>
</tbody>
</table>

Our Actions

Diversified our product mix, geographic locations and markets

Diversified logistics and transport to optimize how we move products

Factor into project design and integrated into capital planning

Business continuity and emergency response planning

Insurance coverage
ENERGY EVOLUTION – UTILITIES

Our natural gas distribution utilities operate in four jurisdictions – Maryland, Virginia, Washington D.C. and Michigan – with a total of approximately 1.6 million customers. We recognize the importance of empowering our customers to make energy choices that are right for them, including helping customers manage their energy use and improve energy efficiency without compromising on affordability. We're focused on reducing emissions from our operations and assisting our customers to do the same.

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

PROGRESS

ACHIEVED GOAL 1:
- Through pipeline modernization and replacement
- Operational improvements to increase efficiency and reduce energy use at our facilities
- Reducing vented emissions by emissions capture and re-use during routine maintenance. See the Methane Management section of the report

PROGRESS TO ACHIEVE GOAL 2:
To achieve our goal, we are pursuing opportunities to connect local landfills and wastewater RNG plants to our system. We have made the following advancements:
- Piscataway Bioenergy project, an RNG project being developed by the Washington Suburban Sanitary Commission (WSSC) interconnected with Washington Gas’ system, with RNG being used for local transportation needs
- Prince William County Landfill in Virginia, the largest potential RNG supply source in the territory – Washington Gas has entered into an agreement with the developer to interconnect this facility to bring RNG supply to the delivery system, subject to regulatory approval
- Through industry collaboration among Washington Gas and other local utilities, Virginia has passed legislation that encourages RNG development

RNG AT ALTAGAS
Adding RNG into gas supply helps reduce fugitive carbon emissions from waste facilities and delivers lower carbon energy to end users. Compared to other forms of renewable energy that are intermittent, RNG offers a more stable production source by focusing on continuous streams of biogas from local landfills, wastewater and other facilities.

RNG can be added to our delivery system through interconnect projects in a cost-effective manner, which helps manage emissions from local waste facilities, supports regional climate goals and provides fuel that produces much fewer emissions compared to other alternatives such as trucking.

OUR FOCUS AREAS
- Energy efficiency
- Pipe modernization
- Venting management and methane emissions reductions
- RNG in-territory interconnections
- Advocating for supporting policy and regulations

2022 Scope 1 & 2 Emissions by Utility

Goal #2:
- Deliver at least 10% of fuel from lower-carbon sources by 2030.
In Midstream, we operate a world-class platform that safely connects customers to domestic and global markets. Through our export facilities, we deliver responsibly-produced Canadian energy to Asia. Exports of liquefied petroleum gas (LPG) in the form of propane and butane help meet the region’s energy security needs. LPGs are reliable and portable products that are considered critical for heating, cooking, transportation and industrial uses. Domestically, we are focused on reducing GHG emissions within our operations and fully utilizing capacity at our facilities to enhance operational efficiency.

**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 2025

**Progress Achieved:**
- Operational improvements including engine upgrades, waste heat recovery and ethane capture and re-use
- Operational efficiency through utilization of available facility capacity
- Active management of methane emissions
- Technology investment – acid gas injection at the Harmattan facility

**Harmattan Acid Gas Injection Project**
This project is expected to be in operation by the end of 2023, and will enable the decommissioning of industrial processes. It is expected to reduce GHG emissions at Harmattan by approximately 60,000 mtCO₂e annually.

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1 From a 2019 baseline. Emissions intensity calculation adjusted for material changes in our asset base.
Energy efficiency is the most impactful and cost-effective “ready now” opportunity to reduce emissions.

Utilities
Reducing the amount of energy used in our business and by our customers presents a clear path to reducing emissions. To achieve this, we are focused on:

- Helping our customers manage their energy use and make energy choices that are right for them
- Using energy efficiently within our own operations

Helping Customers
Our Utilities are part of the following energy efficiency programs:

- Virginia CARE Plan | Participation since 2011
- EmPOWER Maryland | Participation since 2015
- SEMCO Energy Waste Reduction | Participation since 2009

Through these programs, Utilities share energy efficiency tips, complete home energy assessments and offer new products and equipment to help customers make energy choices, manage their energy use and reduce their energy bill.

Midstream
In our Midstream operations, we use techniques such as waste heat recovery and ethane capture and re-use to run our operations more efficiently.

Blythe
The Blythe Energy Center is an efficient 507 MW natural gas-fired, combined cycle power plant located in Southern California.

Over the last three years, Washington Gas and SEMCO have invested $111 million¹ in energy efficiency programs, resulting in energy savings of 2.9 million dekatherms, equivalent to supplying 19,500 homes with energy for one year.”

Blu Jenkins | EVP and President, Utilities and President, Washington Gas

¹ Converted into CAD. Exchange rate information provided on p. 56.

Energy Efficiency Report
METHANE MANAGEMENT

Methane is the primary component of natural gas and, as a greenhouse gas, we focus on reducing methane emissions.

Methane emissions exist in upstream and downstream energy value chains involved in production, transmission and distribution of natural gas. We continue to deploy programs and strategies in both of our businesses to combat methane emissions. Our focus is on making advancements in the way methane emissions are detected, mitigated, measured and reported.

UTILITIES

Approximately 87 percent of total Utilities Scope 1 GHG emissions (349,320 MT CO₂e) were attributable to methane emissions in 2022.

As we focus on our pathways to reducing Scope 1 emissions within our Utilities operations, we will also reduce methane emissions along the way.

We take many steps to manage these emissions, including:

- Detecting emissions through leak survey methods such as using handheld devices while walking alongside our pipeline network
- Conducting pilot projects on new technologies used in advanced leak detection such as satellite technology and vehicle-mounted surveying
- Modernizing and replacing aging infrastructure
- Making operational improvements to reduce vented emissions through emission capture and enhanced blowdown practices

MIDSTREAM

Methane emissions are contained within Midstream facility operations, accounting for approximately 7 percent of total Midstream Scope 1 emissions in 2022.

We have two plans in place that aim to reduce emissions through early detection and repair of leaks and early identification of equipment upgrades and retrofits to avoid leaks – the Methane Reduction Retrofit Compliance Plan and the Fugitive Emissions Management Plan.

We take many steps to manage methane emissions that exist within our business.
Environmental, health and safety policies guide our approach to environmental stewardship.

**BIODIVERSITY & LAND USE**

We are committed to mitigating our land and biodiversity impacts throughout the lifecycle of our operations. We respect the land we use and take the time to evaluate biodiversity impacts, particularly in sensitive habitats and migratory routes. We build collaborative relationships with our local stakeholders to identify and assess areas of environmental sensitivity early in a project’s lifecycle and closely monitor our land use during active operations.

**UTILITIES**

Our Utilities infrastructure is located in urban and rural areas, and our programs are scalable to apply to different locations and conditions. Utility pipeline routes are mapped to consider local ecological impacts using specialized software. We seek to complete work in shared corridors with other utilities at the same time, scheduling work appropriately to minimize disruption to local communities.

We closely monitor construction footprints, air emissions and water quality as we complete our routine maintenance.

**WATER**

Water is a shared resource, valued by all. In our operations, we work to mitigate our impact by managing water use, recycling and reusing water where possible.

Within our Midstream business, our focus is on wastewater disposal to protect against groundwater contamination. Wastewater disposal is regulated, with disposal only permitted in approved disposal wells or identified waste processing and disposal facilities. Groundwater monitoring flags the early detection of any impacts, and we actively ensure no industrial wastewater is released into surrounding watersheds.

WGL Energy continued its partnership with the Chesapeake Bay Foundation in 2022. Over 12 years, more than 60,000 trees have been planted. Read more about our partnership with the Chesapeake Bay Foundation.

**OUR GUIDING PRINCIPLES**

- Adopt practices to minimize our use and impact on water supply
- Recycle and reuse when possible and manage water discharge to meet or exceed permit requirements and applicable laws, and regulations
- Engage meaningfully with Indigenous Peoples and other stakeholders to understand and address potential areas of concern
- Evaluate water impacts and risks through all stages of operations from planning through to reclamation and retirement
- Utilize innovative water management solutions to conserve water use

FOR MORE INFORMATION, SEE OUR APPROACHES TO:

- Biodiversity and Land Use
- Water
- Waste
SOCIAL

28 Safety and Reliability
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42 Energy Assistance – Gifts of Warmth
43 Supporting Safe, Healthy Communities
SAFETY AND RELIABILITY

Safety is our first and most important Core Value. As an essential service provider, keeping our employees, customers and communities safe is our top priority.

OUR APPROACH
Our safety culture starts with senior leadership who define our culture and set priorities. Leaders spend time in the field to demonstrate commitment and foster open and transparent communication. Everyone at AltaGas is accountable for safety. At all times, we are mindful of our team members’ safety, our own personal safety and the safety of the communities in which we operate.

We are on a continuing journey toward incident-free operations which is rooted in our pursuit of operational excellence. As part of our journey, we have made numerous improvements to policies, processes and programs as a result of our positive reporting culture of hazard identification and near misses, and root cause analyses.

Through this work, we’ve seen incident rates come down and, most importantly, the severity of incidents decrease. Our most common incidents relate to slips and trips, muscle overexertion and sprains. Knowing this, we strategically deploy our programs and launch targeted safety awareness campaigns.

STRATEGY
To achieve operational excellence, we are focused on:

- Coaching and mentoring
- Visible and accessible leadership
- Re-enforcing positive safety behaviour
- Using leading and lagging indicators
- Demonstrating operational discipline, driving accountability and continuous improvement

The programs and initiatives we have in place include:

- Frontline awareness campaigns such as Life Saving Rules, SAFE START, WGL Adopt A Station, Get to Zero, SEMCO SAFE, Get A Grip and Line of Fire
- Safety ‘stand ups’ to acknowledge accomplishments, safety ‘stand downs’ to pause and share lessons learned
- Acknowledging and observing important days such as for the National Day of Mourning (Canada) / Workers’ Memorial Day (U.S.)
- Public and contractor safety programs focused on awareness, education and training
- Customer outreach, relating to safety and damage prevention
- Real-time fleet vehicle monitoring
- Real-time risk intelligence software to enhance physical security of people and assets
- Pipeline Process Safety Management System

OUR COMMITMENT TO SAFETY MEANS WE

- Support our safety culture
- Stop work that is unsafe
- Report all incidents and near misses
- Proactively identify and manage risks
- Support physical, psychological and social well-being for our people
- Comply with regulation, laws and standards

OUR MANAGEMENT SYSTEMS COVER ALL ASPECTS OF SAFETY

- Personal safety
- Occupational health
- Industrial hygiene
- Process safety
- Incident management
- Physical security
- Emergency management
- Environment and emissions
- Emergency response
PERSONAL SAFETY PERFORMANCE
As we continue to demonstrate progress against reducing our overall TRIF performance, we will continue to focus on behaviours that support a strong safety culture of reporting. We will report on our activities annually, and we will measure the progress we are making against a new three-year safety goal starting in 2024, aiming to achieve TRIF of 1.20 by the end of 2026.

SAFE DRIVING
It’s the nature of our business for many within our workforce to be on the road at all hours of the day, every day of the week in driving conditions that vary greatly within our business segments. Driving is often in urban and congested areas, as well as remote areas, which is why our training is designed so that drivers are equipped to adapt to any situation or weather condition.

Driving millions of kilometers every year has inherent risk, but we reduce that risk through launching data driven programs. We’re utilizing real-time fleet vehicle monitoring and back up cameras to support our root cause analysis. We also provide defensive driver training programs and have policies in place against distracted driving.

Overall, preventable MVIR is decreasing, with the most common incidents being minor parking lot-related incidents.

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
PUBLIC SAFETY AND EMERGENCY PREPAREDNESS

We maintain comprehensive emergency response plans for our facilities, assets and for all lines of our business. These plans equip our teams and communities to respond to emergency situations. All of our operations follow the Incident Command System (ICS).

Using ICS, we regularly practice our response with emergency tabletops, drills and other exercises. We involve first responders in exercises to increase the effectiveness of incident response, and we support training and provide equipment for local first responders in our operating areas.

Our plans were put into action in Spring 2023 during our response to wildfires in Western Canada. Site-level teams were mobilized, supported by a corporate team in Calgary. During our response, we organized the safe shut-in and evacuation of our North Pine facility, followed by the successful re-start of the facility when it was safe to return. Two team members from our Midstream operations volunteered to help with fire response, and were recognized for their volunteerism at an employee town hall. Their selfless actions reflect our Core Values of safety, integrity and collaboration.

RAIL SAFETY TRAINING

We work collaboratively with communities and maintain an open dialogue around rail safety. We intend to continue to support regular training, fund emergency response equipment and encourage emergency preparedness. In 2023, biennial rail safety training took place once again in communities along the rail corridor in British Columbia.

Given the nature of our business, the training focuses on firefighting for liquefied petroleum gases (LPGs), and is held every two years in partnership with Canadian National Railway Company (CN) and Emergency Response Assistance Canada as part of our Rail Safety Program.

RAIL SAFETY RECOGNIZED

AltaGas and Petrogas Energy Corp. (Petrogas) were recognized for rail safety in 2023 by BNSF Railway Company (BNSF). Companies receiving the award transported an established minimum of loaded tank cars of hazardous materials with zero non-accident releases during the last year’s full transportation cycle.

These customers, BNSF says, also upheld the ethics of Product Stewardship under the American Chemistry Council’s Responsible Care® initiative.
PROCESS SAFETY

Process safety is a disciplined, risk-based framework designed for the operation of complex infrastructure systems, to prevent major accidents or hazards associated with the release of hydrocarbons. Process safety identifies the connections between systems and adopts preventative layers of protections through design principles, engineering, and operating practices so that healthy and redundant barriers are in place to protect people, assets and the environment. At AltaGas, our process safety management systems form the foundation for safe operations.

UTILITIES’ PIPE REPLACEMENT PROGRAMS BUILD RESILIENCY AND ENSURE RELIABILITY

Infrastructure resiliency is essential to provide reliable service to our customers and keep our communities safe. By applying process safety measures, such as pipeline management systems and asset integrity management practices, timely capital investments can be made under regulated programs for cost recovery.

Each of our Utilities have programs in place:

- **Virginia** | Steps to Advance Virginia’s Energy (SAVE) Program – since 2011.
- **Maryland** | Strategic Infrastructure Development and Enhancement (STRIDE) Plan – since 2014.
- **District of Columbia** | PROJECTpipes – since 2014.
- **Michigan** | Main Replacement Program (MRP) – since 2011, supplemented by the Infrastructure Reliability and Improvement Program (IRIP) in 2021.

AWARDS & RECOGNITIONS

- AltaGas recognized by Canadian Occupational Safety for leadership in ESG and safety management
- SEMCO recognized by the American Gas Association (AGA) for leadership in accident prevention
- Washington Gas recognized by the State of Virginia for leadership in damage prevention

15% leaks reduced (2020-2022) (Washington Gas, Grade 1 leaks)

$1.7B\(^1\)
building resiliency through pipe replacement and system betterment (2020-2022)

$628MM\(^1\)
invested in 2022

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building resiliency through pipe replacement and system betterment (2020-2022)

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$628MM\(^1\)
invested in 2022

\(^1\) Converted into CAD. Exchange rate information provided on p. 56.
MIDSTREAM TURNAROUNDS: SAFELY IMPROVING OPERATIONAL EFFICIENCY

In Midstream, steps to maximize efficiencies in our operations have included major facility maintenance turnarounds.

A turnaround is an important part of maintaining the integrity, safety and reliability of our assets and operations. It is a scheduled stoppage of part, or all, of a facility's operations to complete critical maintenance and repairs, upgrades and enhancements, and inspections.

In 2022, AltaGas completed a record of three major turnarounds in one year.

132,000
hours worked with no significant incidents

8
weeks of work performed on time, minimizing outages and knock-on impacts to our customers in the energy value chain
Safeguarding our infrastructure, system availability, digital assets and confidential information is essential to providing safe and reliable delivery of energy each day.

**OUR APPROACH**
As an essential service provider and operator of critical infrastructure, we view cyber threats with the same importance and urgency as the physical safety of employees, communities and assets. Because we also collect customer information to use for the services we provide, data privacy is an important component of our program.

We work closely with regulators and governments in each of the jurisdictions where we operate to ensure our cybersecurity and data privacy measures are aligned and compliant with applicable rules and regulations.

Our program is designed to focus on identification, detection and protection. We use many tools to monitor for threats, along with third party experts to support our ability to quickly identify and detect threats.

Our people are the greatest line of defense against cyber threats. We provide regular cybersecurity training to build capabilities to identify and report potential threats. We have seen the significant contribution training makes to protecting our systems and data.

To assess our defense capabilities, we conduct vulnerability scanning and emergency response simulation exercises to test our response and recovery. Our defense program is aligned with and measured against the National Institute of Standard and Technology’s cybersecurity framework.

For our customers, data privacy includes ensuring the appropriate use and protection of information is in place, along with use of privacy notices to ensure our customers are aware of the data we gather.

Looking ahead, we are monitoring developments related to cybersecurity, including the safe adoption of Artificial Intelligence (AI) platforms in the workplace.

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**CORE VALUES**
- Board
- Audit Committee
- COBE
- Policies: Acceptable Use of Technology, Cybersecurity
- Programs, Standards and Initiatives

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**CYBERSECURITY STARTS WITH PEOPLE**
- 100 percent of our employees and contractors receive comprehensive cybersecurity training throughout the year
- Trending topics and best practices are shared across multiple platforms
- Dashboards are used to track performance against training and phishing simulation exercises

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Our cybersecurity program prioritizes identification, detection, and protection of our systems, information and digital assets.
It takes great assets and engaged people, driven by a high-performance culture to run a successful and growing business.

Spanning North America, our diverse workforce of approximately 3,000 employees, connected by one set of Core Values and a common mission, provides the basis for how we do business and execute on our strategic priorities.

OUR APPROACH
Our model for a high-performance culture is based on attracting, developing and retaining great people. We invest in our people through talent development, engagement strategies and creating an inclusive workplace.

OUR DIVERSE AND INCLUSIVE WORKFORCE
We value diversity in the broadest sense. We believe that the diversity of people, and the variety of perspectives, backgrounds, identities and experiences that people bring to the workplace lead to better solutions. By nurturing an environment of respect, connection and continuous learning, our diversity thrives.

It is important to us that our internal diversity reflects the diversity within the communities where we operate.

We have taken many steps to broaden and support diversity at all levels of our organization, which is reflected in our current demographics.

Management Goal #1
Strive to achieve at least 40% female representation in senior leadership and maintain 40% male, by 2030.

Management Goal #2
Strive to achieve at least 20% representation from under-represented groups in senior leadership, by 2030.

PATHWAY TO OUR GOALS
Our underlying principles and strategies to achieve our goals include:

- Leadership embodying and championing our initiatives by leading in inclusive ways
- Enhancing opportunities for high performers through leadership development programs and talent development strategies
- Using diverse candidate slates and interview panels in recruitment
- Executive leadership involvement in sponsorship of Employee Resource Groups, creating a direct linkage to senior leaders for mentorship, support and guidance
- Workforce development and training opportunities with local communities
- Leveraging the diversity of our talent to innovate, grow and better serve our customers

People Governance

- Board
- HRC Committee
- COBE
- Policies: Human Rights, Respectful Workplace
- Programs, Standards and Initiatives: Talent acquisition and development, succession planning, engagement strategy

Employees in North America

- Canada
  - 777 Canada Employees
  - 27%
  - Total Workforce: 3,000

- United States
  - 2,099 United States Employees
  - 73%
  - Total Workforce: 3,000

~3,000 Employees

Leadership and Workforce Diversity

- Female Diversity (Enterprise-wide): 26% (2022) 29% (2030)
- Female Diversity (WGL): 25% (2022) 50% (2030)
- Under-Represented Groups (Enterprise-wide): 42% (2022) 17% (2030)
- Under-Represented Groups (WGL): 63% (2022) 38% (2030)

Employee Age Distribution

- 18-29: 328
- 30-39: 786
- 40-49: 792
- 50-59: 665
- 60+: 305

1 As of September 30, 2023
2 As of December 31, 2022
3 Senior leadership includes VP and above
4 Under-represented groups include people who self-identify as racially and ethnically diverse, Indigenous Peoples, LGBTQIA2S+, veterans and persons with disabilities.
Employee Resource Groups

Our Employee Resource Groups (ERGs) unite and inspire us to build connections and strengthen communities.

Our six ERGs provide collegial forums for employees with common interests and life experiences to come together for networking events, professional development, team building and ERG-led giving and volunteerism activities. The ERGs are employee-led, and each has an executive sponsor to provide a direct connection for mentorship, support and guidance.

Over the years, we have seen membership and participation in ERG-sponsored events flourish enterprise-wide. To continue that momentum, a focus area for ERGs was on post-pandemic re-engagement. In 2022, we held an ERG Open House Week with coordinated enterprise-wide opportunities and leadership participation designed to help employees learn more about each ERG, demonstrate allyship, and encourage engagement. During the week, hundreds of employees took part in events, including in-person sessions, webinars and volunteer activities.

The Altagas ERGs Are

AltaGas

Join us June 7-9 to celebrate our Employee Resource Groups.
EMPLOYEE ENGAGEMENT

Building a high-performance culture starts with employees who are engaged. Engaged employees get involved, they champion initiatives and they mentor and support colleagues.

Employee engagement starts from a place of listening to better understand our workforce experience. Employee engagement also thrives through sharing of information and opportunities for one-on-one dialogue so employees feel informed, connected and part of corporate priorities and organizational initiatives.

A Conversation with Vern

As we welcomed our new CEO in July 2023, Vern approached his new role from the point of view of building relationships and approaching things from a listening and learning perspective first. Recognizing that this approach leads to idea-sharing and collaboration toward better solutions, he embarked on an extensive tour to meet our people and visit our operations.

These tours and conversations provided opportunities for employees across our enterprise to share their perspectives and insights and learn more about our CEO and his values.

We also use other listening tools to get a pulse on employee viewpoints. We find that pulse checks on particular topics on a regular basis are a very effective tool to obtain more frequent and focused feedback. This provides the flexibility an organization needs to act on results quickly.

To facilitate open lines of communication, we use various approaches to meet and hear from employees and share information, including company intranets, town halls, newsletters and tools for leaders to provide direct feedback on employee performance. These approaches keep employees informed, connected and engaged enterprise-wide.

ATTRACTING AND DEVELOPING TALENT

Our talent strategy is focused around taking a holistic view of the entire employee lifecycle to attract, develop and retain our workforce for sustainable performance.

Our talent development focus areas include:

- Providing experiences for development, such as special projects, job shadowing and mentoring
- Opportunities to enhance leadership capabilities and competencies
- Individual development planning tools for employees to develop career plans with leaders
- Virtual-based learning tools to ensure easy access to programs for employee self-directed learning

Investing in training and development helps our employees to explore new ways of approaching their work, learn new skills and pursue new opportunities within the Company.
WORKFORCE TRAINING

We are committed to training and hiring locally when possible leading to a workforce that reflects the communities where we operate.

By developing and funding workforce training programs, we’ve provided opportunities for local participants in our operating areas to gain valuable skills in the energy sector now and as it evolves. As global energy needs evolve, we believe workforce training programs will continue to develop skills needed for success.

Our approach is to adapt our proven programming, tailoring training to match the needs of the community and participants to create sustainable job opportunities.

We’ve been working to increase awareness of job opportunities among under-represented communities to help address shortages of qualified workers and capture the broader diversity that exists within our communities.

COMMUNITY WORKFORCE DEVELOPMENT

Washington Gas supports three notable workforce development programs in its operating areas and is a founding partner of the DC Infrastructure Academy (DCIA), launched in 2018 to help train local citizens for infrastructure jobs.

DCIA celebrated its five year anniversary in May 2023, with more than 1,200 trainees having taken part since its founding. The other programs we support are the Prince George’s Community College TeamBuilders Academy and initiatives of the Goodwill of Greater Washington.

INDIGENOUS WORKFORCE TRAINING AND DEVELOPMENT

Consistent with our principles of building capacity within the communities where we operate and grounded in our RIPET operator training program experience, we are focused on three pillars of workforce training and development – attraction, training and retention – to expand opportunities more broadly in our Midstream operations.

We work with local Indigenous communities on our job postings, participate in job fairs and trade shows and offer internship opportunities when possible to expand our reach.
SUPPLIER DIVERSITY

We actively seek opportunities for local diverse communities to participate in our supply chain through the supply of goods and services.

Our commitment includes developing a supplier network that fosters strong relationships, positive community impact and local economic activity.

Underpinning the program we’ve had in place is our Supplier Diversity Policy, released in 2023, which supports governance of the program. The program pillars include the following:

- Planning and Program Oversight | To provide guidance on how to actively seek involvement of diverse suppliers and Indigenous businesses
- Education and Engagement | To provide guidance within our organization on how to use our supplier diversity program to support business initiatives
- Tracking and Reporting | To monitor and report metrics that support measuring progress toward goals
- Supplier Engagement | To actively seek diverse suppliers through involvement with small business and minority development organizations, and participation in various trade shows and procurement events.

To expand the reach of our programs, we partner with Indigenous communities, external supplier diversity organizations, chambers of commerce and community based advisory boards. We leverage these groups to help identify and source new diverse suppliers, enhance new developments in the supply base, and maintain a strong network with influential leaders in the sector.

WASHINGTON GAS

Since 2009, Washington Gas has developed and promoted the use of diverse suppliers.

Strive for 35

Strive for 35 focuses on utilizing minority-owned, women-owned, veteran-owned, LGBTQIA2S+ owned, and service-disabled veteran-owned businesses as suppliers and was launched in 2019.

In 2022, Washington Gas achieved a new high of 31 percent diverse supply chain spend equating to more than US$197 million.

INDIGENOUS SUPPLIERS

Contracting and supplier development present growth and economic opportunities for Indigenous communities in our Midstream operating areas. Historically, we have seen most Indigenous participation opportunities on project development.

As we continue to broaden our reach to create opportunities to grow our relationships through the full lifecycle of our operations (including asset retirement phases), we’ve evolved our methodology for calculating spend to measure Indigenous participation in capital deployment more broadly.

We are now capturing all Midstream capitalized spend rather than only capitalized growth. Our adjustment provides a better measure of progress on creating long-term economic value for local communities.

Our commitment includes developing a supplier network that fosters strong relationships, positive community impact and local economic activity.

1 Indigenous owned vendor is a vendor which is at least 51% or more owned and controlled by an Indigenous person(s), including First Nations, Métis, Inuit, and mixed identities. Indigenous-affiliated vendor is a vendor with a contractual relationship with an Indigenous group.
COMMUNITY PARTNERSHIPS

We operate in many diverse jurisdictions and recognize that each community has unique needs. From this space of acknowledgment, we begin to engage with our stakeholders.

OUR APPROACH
Indigenous communities and stakeholder groups, including local governments, regulators, customers and residents, all have valued and important perspectives to share with us which we continue to learn from.

Forming open, respectful, and inclusive relationships is fundamental to the way we do business. We work to meet community needs by building long-term, collaborative relationships based on trust and openness to listen, learn, adapt and grow together.

OUR STRATEGY
Our multi-faceted approach to building effective community partnerships creates lasting value for our stakeholders through:

- Community investment
- Customer affordability and energy assistance programs
- Workforce training, development and employment opportunities
- Public awareness and safety programs
- Business development and contracting opportunities
- Employee engagement initiatives for volunteerism and giving

As an operator of long-life infrastructure we’re committed to building relationships that last for generations. Our approach to engagement is based on early and frequent outreach guided by our values, programs and policies and our Stakeholder Engagement Model.

Community Governance

CORE VALUES

Board
Governance Committee
COBE
Policies: Anti-Bribery and Anti-Corruption, Human Rights, Supplier Diversity
Programs, Standards and Initiatives: Community Investment, Indigenous Engagement Guideline, Supplier Diversity Program

Stakeholder Engagement Model

INFORM
EMPOWER
COLLABORATE
CONSULT
INVOLVE
INDIGENOUS RELATIONS

We believe long-term, collaborative relationships lead to shared benefits, stronger communities and effective partnerships.

In North America, our operations are located on Treaty, unceded and traditional lands and waters, and we develop our operations working in consultation with Indigenous Peoples to find common interests. To foster reconciliation we focus on meaningful engagement, identifying employment and contracting opportunities, as well as educating our workforce on the history and culture of Indigenous Peoples. Our Indigenous Engagement Guideline ensures that listening, learning, and responding are at the heart of our relationships. The Guideline also ensures we apply a consistent approach to engagement, areas of focus for economic and social benefit and record keeping.

As part of our engagement, we may enter into agreements with Indigenous groups. These agreements range from short-term arrangements to help Indigenous communities learn more about our proposed developments and participate in regulatory processes, to agreements that define how AltaGas, and Indigenous communities can collaborate over the long-term. Our longer-term initiatives include training, employment, contracting, supplier procurement, environmental protection, community investment and other forms of economic and social inclusion.

To expand our awareness and lay the foundation for reconciliation through education in support of the Truth and Reconciliation Commission of Canada, Call to Action #52, we launched a training program enterprise-wide to build a shared understanding across the organization of the history, rights and culture of Indigenous groups. We deploy more focused learning opportunities with the Indigenous communities in which we operate, so our employees can gain perspectives of the unique heritage, culture and traditions of local communities.

OUR GUIDING PRINCIPLES
- Early, open and honest communication
- Integrate Indigenous teachings of traditional and cultural practices
- Desire to engage with as many community members as possible
- Commitment to educate, train and build capacity for community members to participate from project planning through to reclamation
- Achieve goals that align with community

SUPPORTING COMMUNITIES, INVESTING IN YOUTH
AltaGas supports programs for Indigenous youth, including:
- Indspire | Promoting education among Indigenous communities by providing bursaries and scholarships to students attending post-secondary institutions.
- Right to Play | Dedicated to protecting, educating and empowering children to rise above adversity using the power of play.
- Boys and Girls Club | Supporting young people, especially those in need, to reach their full potential.
Within our Utilities business, we provide our customers with access to affordable energy, safely and reliably.

Of our approximately 1.6 million customers, about 85 percent are residential. Among that customer base, the most underserved in our communities rely on programs and initiatives to help manage energy costs.

**OUR ENERGY AFFORDABILITY INITIATIVES INCLUDE:**

- **Asset optimization** | Through contracted storage positions we can store natural gas bought at lower cost to be used during the winter heating season when gas prices are typically higher. It provides more stable costs for our customers and allows customers to share in the benefit of the sale of any unneeded capacity.

- **Revenue adjustment** | Within our operating areas where rate mechanisms are in place, rates are decoupled from customer gas use, allowing for more predictable bills throughout the year. This avoids spikes in energy costs during periods of colder than expected weather when more energy is consumed.

- **Budget plan** | Budget plans spread the cost of energy use over the entire year, keeping costs consistent for customers each month.

Customers are not always aware of the assistance programs we offer or those available through government support.

As a result, we use outreach methods such as direct call campaigns, bill inserts, media campaigns, social media posts, customer newsletters, host workshops and walk-in centres in underserved neighborhoods to promote programs.

In 2022, amid inflationary pressures and rising prices for everyday goods, we saw a rise in customers accessing federal and state assistance programs through our outreach efforts.

At Washington Gas, 17,000 customers accessed US$17 million in assistance in 2022, a 42 percent increase in support received over 2021.
ENERGY ASSISTANCE – GIFTS OF WARMTH

Helping local households in need with energy assistance strengthens and supports our communities.

WAFF

The Washington Area Fuel Fund (WAFF), an organization founded by Washington Gas and the Salvation Army, celebrates 40 years of helping neighbours meet their energy needs in 2023. Thanks to our generous donors, we raised almost US$800,000 for WAFF in 2023. WAFF helps households in D.C., Maryland and Virginia, supporting 7,000 to 8,000 families and individuals each year to ensure they have warm homes in the winter. Washington Gas covers all the administrative costs of WAFF, so every dollar donated goes directly to those who need it.

THAW

Since 2009, SEMCO has worked with other local utilities and The Heat and Warmth Fund (THAW). Through THAW, customers can help keep the community warm and safe by adding a monthly donation amount to their bill. All donations go to help local families within the SEMCO service area.
Supporting Safe, Healthy Communities

We support communities where we live and operate to deliver tangible social impact.

Our community support includes partnerships with local, regional and national organizations, gifts of service and volunteerism, financial contributions and in-kind donations. Our goal is to create lasting impacts and improve quality of life. Each year, we coordinate employee giving campaigns across our enterprise, and we raise funds for causes and initiatives that inspire our workforce and align with our mission and Core Values.

Food is Energy – Healthy and Safe Communities

As an organization, we began focusing on food security in 2021, when the COVID-19 pandemic exacerbated the existing challenges of hunger and malnutrition. Food security is a growing issue in all our operating areas and is not only a matter of quantity, but also of quality and diversity of food.

Food security is essential for health, dignity, and well-being. We believe that energy and food are basic needs that everyone should have access to. We support various initiatives to meet the immediate needs of people facing food insecurity, as well as work to address root causes.

We focus on providing support for organizations that increase systemic food security, such as local food banks, community gardens, food rescue programs, and food education projects. By working with local food security organizations, we help our neighbors in need and contribute to a more resilient food system.

Examples of our food security initiatives in our jurisdictions include:

• In Calgary, our support of the Calgary Food Bank in December 2022 capped a year of initiatives across the Company for food banks and food security organizations in our operating areas.

• At Washington Gas, we are a community partner with the Latin American Youth Center for their food distribution program in Prince George’s County, Maryland. Our volunteers, including members of our LEAD ERG, have donated hundreds of hours to help distribute more than 4,100 food boxes to more than 24,000 people across Maryland since February 2022.

• In 2023, Washington Gas and local partners unveiled two new cold storage trailers in Maryland to help neighboring organizations work together to strengthen critical links in local “cold chains” distributing fresh, healthy food to families in need. The new trailers are part of an investment by Washington Gas to support community food security amid rising food prices and cuts to pandemic-era emergency food allotments.

Altagas Cares

What matters to our employees matters to us. The Altagas Cares program provides matching grants up to $250 to charities identified by our employees. Since its launch in 2020, program use has grown each year. The Altagas match can be applied to volunteer hours or to a monetary donation.

Invested across the enterprise in 2022:

$4.6MM
Download a copy of our Performance Data.
These indicators represent summarized and annual performance for 2020, 2021 and 2022. The data reflects AltaGas’ majority owned and operated assets.


2 2022 Midstream emissions were lower due to facility turnarounds which impacted facility run time. 2021 Midstream emissions increased compared to 2020 as a result of the incorporation of Petrogas assets and increased utilization of available facility capacity.

3 Under the tolling agreement with SCE, Blythe runs when called upon. Emissions fluctuate year-over-year based on run time.

4 Emissions which fall under emissions-limiting regulations such as a carbon tax or emissions trade system.

5 Scope 2 emissions are calculated using the location-based calculation method.
## Emissions

### Scope 1 Emissions Intensity

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Midstream CO₂e/boe</td>
<td>0.0077</td>
<td>0.0074</td>
<td>0.0074</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Blythe CO₂e/kgross MWh</td>
<td>0.3914</td>
<td>0.3953</td>
<td>0.3979</td>
<td></td>
<td>305-4</td>
</tr>
</tbody>
</table>

### Scope 1 & 2 Emissions Intensity

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Midstream CO₂e/boe</td>
<td>0.0086</td>
<td>0.0082</td>
<td>0.0082</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Air Emissions – Midstream

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>SO₂ emissions tonnes</td>
<td>218</td>
<td>260</td>
<td>1,183</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NOₓ emissions tonnes</td>
<td>1,071</td>
<td>1,356</td>
<td>1,887</td>
<td></td>
<td></td>
</tr>
<tr>
<td>VOC emissions tonnes</td>
<td>624</td>
<td>1,572</td>
<td>54</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PM10 emission tonnes</td>
<td>39</td>
<td>47</td>
<td>54</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Ecological Impacts – Midstream

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aggregate volume of hydrocarbon spills² cubic meters</td>
<td>2</td>
<td>9</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of hydrocarbon spills² #</td>
<td>4</td>
<td>9</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-compliance with environmental laws and regulations #</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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² Individual hydrocarbon spills over 1 bbl (>160 L). There were no spills in the arctic.
## SAFETY

### Employee Safety Enterprise-wide

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Recordable Injury Frequency (TRIF)</td>
<td>1.65</td>
<td>2.07</td>
<td>1.99</td>
<td>403-9</td>
<td>4</td>
</tr>
<tr>
<td>Lost Time Injury Rate (LTIR)</td>
<td>0.52</td>
<td>0.65</td>
<td>0.74</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Motor Vehicle Incident Rate (MVIR)</td>
<td>2.47</td>
<td>1.80</td>
<td>1.54</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Fatalities</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### Reliability (Asset Integrity) Utilities

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Length of gas transmission pipelines kms</td>
<td>1,229</td>
<td>1,222</td>
<td>1,220</td>
<td>403-9</td>
<td>9</td>
</tr>
<tr>
<td>Length of gas distribution pipelines kms</td>
<td>37,926</td>
<td>38,208</td>
<td>38,634</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Reportable pipeline incidents</td>
<td>3</td>
<td>7</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>PHMSA Corrective Action Orders</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Distribution pipeline that is cast/wrought iron or unprotected steel %</td>
<td>3.8</td>
<td>3.6</td>
<td>3.5</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Annual investment in pipe replacement &amp; system betterment $ millions</td>
<td>561</td>
<td>545</td>
<td>628</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### Midstream

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Length of federally regulated operating pipelines kms</td>
<td>64</td>
<td>0</td>
<td>0</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Volume of LPG, transported by rail boe</td>
<td>16,923,986</td>
<td>37,183,647</td>
<td>33,633,688</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Rail transportation mileage miles</td>
<td>23,232,480</td>
<td>44,855,472</td>
<td>38,522,536</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

---

1. Excludes Enerchem and Petrogas trucking operations.
2. An incident is reportable if it meets PHMSA reporting requirement.
3. Capital expenditures include advanced pipeline replacement program (APRP) and system betterment.
4. Decision in pipeline length attributed to asset sales.
5. Products include propane and butane.

Download a copy of our Performance Data.
### People

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total employees – Enterprise-wide</td>
<td>2,982</td>
<td>2,931</td>
<td>3,045</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employees – Canada</td>
<td>663</td>
<td>713</td>
<td>766</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employees – U.S.</td>
<td>2,319</td>
<td>2,218</td>
<td>2,279</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employees – Senior leadership</td>
<td>37</td>
<td>51</td>
<td>52</td>
<td></td>
<td>2.7</td>
</tr>
<tr>
<td>Employees – Non-union</td>
<td>1,907</td>
<td>1,893</td>
<td>2,016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employees – Union</td>
<td>1,075</td>
<td>1,038</td>
<td>1,029</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average age</td>
<td>44</td>
<td>44</td>
<td>44</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Employees

<table>
<thead>
<tr>
<th>Board of Directors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of Directors</td>
</tr>
<tr>
<td>Independent Directors</td>
</tr>
<tr>
<td>Female Directors</td>
</tr>
<tr>
<td>Racial / ethnically diverse Directors</td>
</tr>
</tbody>
</table>

### Workforce

| Women – Enterprise-wide | 24 | 25 | 26 | 2-7, 405-1 |
| Men – Enterprise-wide | 76 | 75 | 74 |     |
| Women – WGL | 23 | 24 | 25 |     |
| Men – WGL | 77 | 76 | 75 |     |
| Women in senior leadership | 25 | 28 | 29 | 2-7, 405-1 |
| Women in senior leadership – WGL | npr | 54 | 50 |     |
| Racial / ethnically diverse employees – Enterprise-wide | 34 | 34 | 36 | 2-7, 405-1 |
| Racial / ethnically diverse employees – WGL | 55 | 56 | 57 |     |
| Racial / ethnically diverse in senior leadership | 14 | 12 | 13 |     |
| Undisclosed racial / ethnically diverse employees – Enterprise-wide | 19 | 17 | 12 |     |
| Undisclosed racial / ethnically diverse employees – WGL | 1 | 0 | 0 |     |
| Under-represented groups – employees | npr | 28 | 19 |     |
| Under-represented groups – WGL | npr | 39 | 42 |     |
| Under-represented groups in senior leadership | npr | 62 | 63 |     |
| Under-represented groups in senior leadership – WGL | npr | 14 | 17 |     |
| Under-represented groups in senior leadership – WGL | npr | 31 | 38 |     |

### Suppliers

| Tier 1 and 2 as % of total supplier spend | 28 | 28 | 31 | 2-6, 203-1 |

---

1 Includes facilities for which AltaGas is the majority owner or operator. Employees include full-time, part-time and temporary (full-time) employees and exclude employees on leave.
2 Senior leadership positions include VP and above.
3 Under-represented groups include people who self-identify as racially and ethnically diverse, Indigenous Peoples, LGBTQIA2S+, veterans and persons with disabilities.
4 WGL only.
5 npr: not previously reported.
### Community Metric 2020 2021 2022 SASB GRI

#### Community Engagement – Enterprise-wide

**Charitable donations** $ millions  
2020: 5.3  
2021: 5.2  
2022: 4.6  

**Employee volunteer hours**  
2020: 621  
2021: 957  
2022: 1,993  

#### Indigenous Partnerships – Midstream

**Indigenous owned and affiliated supplier spend as % of Midstream capital expenditures**  
2020: 18  
2021: 11  
2022: 13  

#### Energy Affordability and Efficiency

**Customers – Utilities**

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total customers #</td>
<td>1,666,944</td>
<td>1,684,105</td>
<td>1,698,589</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of residential customers #</td>
<td>1,379,585</td>
<td>1,395,837</td>
<td>1,421,233</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of commercial customers #</td>
<td>85,673</td>
<td>86,983</td>
<td>88,975</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of transportation and other customers #</td>
<td>201,686</td>
<td>201,285</td>
<td>188,381</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total natural gas delivered dekatherms</td>
<td>281,298,000</td>
<td>285,999,000</td>
<td>297,413,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Natural gas delivered to residential customers dekatherms</td>
<td>108,383,000</td>
<td>111,254,000</td>
<td>116,991,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Natural gas delivered to commercial customers dekatherms</td>
<td>46,804,000</td>
<td>48,329,000</td>
<td>51,606,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Natural gas delivered to transportation and other customers dekatherms</td>
<td>126,111,000</td>
<td>126,416,000</td>
<td>128,816,000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

1 Includes facilities for which AltaGas is the majority owner or operator. Employees include full-time, part-time and temporary (full-time) employees and exclude employees on leave.

2 Includes voluntary and non-voluntary attrition, retirement and others.

3 Includes cash and in-kind investments, dollar value of employee volunteer time, and program management and administration costs.

4 Growth and operational capital expenditures excluding items such as capitalized interest and IT cloud computing costs. Indigenous owned vendor is a vendor which is at least 51% or more owned and controlled by an Indigenous Person(s), including First Nations, MIn, Métis, and mixed identities. Indigenous-affiliated vendor is a vendor with a contractual relationship with an Indigenous group. 2020 and 2021 data restated as a result of the revised methodology.

5 Includes transportation and customer choice customers.

npr: not previously reported.
# Community

## Energy Affordability and Efficiency

### Affordability – Utilities

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investments in energy assistance programs(^1) $ millions</td>
<td>3.3</td>
<td>0.5</td>
<td>0.6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Households receiving energy assistance investment by company(^1) # households served</td>
<td>4,432</td>
<td>3,000</td>
<td>1,813</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Typical monthly gas bill for residential customer for 50 dekatherm of gas delivered per year – Washington Gas US$</td>
<td>npr</td>
<td>56.61</td>
<td>68.06</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Typical monthly gas bill for residential customer for 50 dekatherm of gas delivered per year – SEMCO US$</td>
<td>npr</td>
<td>40.42</td>
<td>51.60</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Energy Efficiency – Utilities\(^2\)

<table>
<thead>
<tr>
<th>Metric</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual spending in energy efficiency programs $ millions</td>
<td>35</td>
<td>35</td>
<td>41</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer participation in energy efficiency programs (residential, and commercial and industrial) # residential and C&amp;I customers</td>
<td>276,525</td>
<td>341,685</td>
<td>469,172</td>
<td></td>
<td></td>
</tr>
<tr>
<td>First year energy savings from efficiency measures dekatherms</td>
<td>860,278</td>
<td>966,545</td>
<td>1,092,521</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

\(^1\) Excludes government funded energy assistance programs such as LIHEAP, CARES Act fundings.

\(^2\) Applicable to WG and SEMCO only. 2020 numbers include customers benefiting from SEMCO’s billings write-offs.

\(^3\) Applicable to WG and SEMCO only.

\(^4\) WG only.

npr: not previously reported.

Download a copy of our Performance Data [here](#).
### Economic Contributions

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<tr>
<th>Economic Value Generated – Enterprise-wide</th>
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<th>2021</th>
<th>2022</th>
<th>SASB</th>
<th>GRI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenue $ millions</td>
<td>5,587</td>
<td>10,573</td>
<td>14,087</td>
<td>201-1</td>
<td></td>
</tr>
<tr>
<td>Capital investments $ millions</td>
<td>843</td>
<td>814</td>
<td>958</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dividends paid on common shares $ millions</td>
<td>268</td>
<td>303</td>
<td>298</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash taxes paid (income tax) $ millions</td>
<td>23</td>
<td>69</td>
<td>17</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property taxes paid $ millions</td>
<td>89</td>
<td>78</td>
<td>110</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carbon taxes paid $ millions</td>
<td>npr</td>
<td>14</td>
<td>13</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fuel taxes paid $ millions</td>
<td>npr</td>
<td>66</td>
<td>86</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community investments $ millions</td>
<td>5.3</td>
<td>5.2</td>
<td>4.6</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Economic Value Distributed – Enterprise-wide</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
<th>SASB</th>
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</tr>
</thead>
<tbody>
<tr>
<td>1 Cash paid during the period for the acquisition of property, plant and equipment and intangible assets.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Carbon taxes paid apply to Canadian assets only.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Excludes fuel taxes collected on behalf of customers for remittance.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Includes cash and in-kind investments, dollar value of employee volunteer time, and program management and administration costs.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>npr: not previously reported.</td>
<td></td>
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- 201-2 Financial implications and other risks and opportunities due to climate change
- 201-3 Defined benefit plan obligations and other retirement plans

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- 203-2 Significant indirect economic impacts

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- 204-1 Proportion of spending on local suppliers

**Water**
- 303-1 Interactions with water as a shared resource
- 303-2 Management of water discharge-related impacts

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- 304-3 Habitats protected or restored

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- 305-4 GHG emissions intensity
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<th>Acronyms</th>
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<td>Canadian Dollars</td>
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<tr>
<td>AIF</td>
<td>Annual Information Form</td>
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<tr>
<td>BBL</td>
<td>Barrel (oil equivalent)</td>
</tr>
<tr>
<td>BOE</td>
<td>Barrel of Oil</td>
</tr>
<tr>
<td>CEASO</td>
<td>Chief External Affairs and Sustainability Officer</td>
</tr>
<tr>
<td>CEO</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>CO2e</td>
<td>Carbon dioxide equivalent</td>
</tr>
<tr>
<td>COBE</td>
<td>Code of Business Ethics</td>
</tr>
<tr>
<td>D.C.</td>
<td>District of Columbia</td>
</tr>
<tr>
<td>EHS</td>
<td>Environment, Health and Safety</td>
</tr>
<tr>
<td>ERG</td>
<td>Employee Resource Group</td>
</tr>
<tr>
<td>EVP</td>
<td>Executive Vice President</td>
</tr>
<tr>
<td>GHG</td>
<td>Greenhouse gas</td>
</tr>
<tr>
<td>GRI</td>
<td>Global Reporting Initiative</td>
</tr>
<tr>
<td>IRIP</td>
<td>Infrastructure Reliability Improvement Program</td>
</tr>
</tbody>
</table>

**Acronyms Description**

- **CAD$**: Canadian Dollars
- **AIF**: Annual Information Form
- **BBL**: Barrel (oil equivalent)
- **BOE**: Barrel of Oil
- **CEASO**: Chief External Affairs and Sustainability Officer
- **CEO**: Chief Executive Officer
- **CO2e**: Carbon dioxide equivalent
- **COBE**: Code of Business Ethics
- **D.C.**: District of Columbia
- **EHS**: Environment, Health and Safety
- **ERG**: Employee Resource Group
- **EVP**: Executive Vice President
- **GHG**: Greenhouse gas
- **GRI**: Global Reporting Initiative

**Equivalent to**

- **US$ 1 (2020)**: CAD$ 1.3495
- **US$ 1 (2021)**: CAD$ 1.2535
- **US$ 1 (2022)**: CAD$ 1.3013
- **1 mile**: 1.6094 km
- **1 dekatherm**: 10 therms
- **1 therm**: 0.0969 MCF
- **1 cubic meter (m³)**: 264.172 gallons
- **1 US gallon**: 3.7854 litres
- **1 barrel**: 158.9873 litres
- **1 boe**: 1 barrel LPG or NGL
- **1 boe**: 6.0 MCF
FORWARD-LOOKING INFORMATION

This content contains forward-looking statements. When used in this document, the words “will,” “intend,” “plan,” “potential,” “generate,” “grow,” “deliver,” “can,” “continue,” “drive,” “anticipate,” “target,” “come,” “create,” “position,” “achieve,” “seek,” “propose,” “forecast,” “estimate,” “expect,” “solution,” “outlook,” “assumes” and similar expressions, as they relate to AltaGas or any affiliate of AltaGas, are intended to identify forward-looking statements. In particular, this document contains forward-looking statements with respect to, among other things: our vision; our strategy and focus; diversity and inclusion targets for AltaGas’ board, management and workforce; AltaGas’ role in the energy transition and participation in future global emissions reduction and decarbonization efforts; AltaGas’ ability to reduce its carbon footprint and the energy transition and participation in future global emissions reduction and decarbonization efforts; AltaGas’ GHG emissions reduction initiatives and goals; the goal to deliver 10 percent of Washington Gas’ energy delivery from lower carbon sources by 2030; AltaGas’ plan to integrate and operationalize ESG programs and to expand targets and set new goals; AltaGas’ goal of extending ethical conduct to its value chain through the Supplier Code of Conduct; the plan for and achievement of goals of the Piscataway Bioenergy Project; expected timing for the Harmattan Acid Gas Injection Project to be in operation and the benefits thereof; the use and expansion of AltaGas’ energy efficiency programs; AltaGas’ plan to explore investment opportunities to test emerging fuels, infrastructure and technologies; AltaGas’ plans to reduce methane emissions; the results of AltaGas’ enterprise-wide emission reporting standard; opportunities for interconnection with local RNG sources and partially electric operations and decarbonize power sources; AltaGas’ commitment to mitigating and minimizing its land and biodiversity impacts including managing water use; AltaGas’ plan to invest in acid gas injection and carbon capture and storage projects; plan to enhance new project design with energy efficiency options and low carbon alternatives; the plan for and results of AltaGas’ accelerated pipe replacement programs; AltaGas’ commitment to supporting regular training, emergency response equipment and emergency preparedness; monitoring developments related to cybersecurity and the adoption of AI platforms in the workplace; AltaGas’ commitment to hiring locally, continuing to provide workforce training programs and increase awareness of job opportunities among under-represented communities; AltaGas’ approach to developing a diverse supplier network; AltaGas’ commitment to forming community relationships and building long-term collaborative relationships with Indigenous Peoples to foster reconciliation; and the plan for and achievement of goals of the Strive for 35 initiative. Information and statements contained in this document that are not historical facts may be forward-looking statements. These statements involve known and unknown risks, uncertainties and other factors that may cause actual results or events to differ materially from those anticipated in such forward-looking statements. Such statements reflect AltaGas’ current views with respect to future events based on certain material factors and assumptions and are subject to certain risks and uncertainties, including without limitation, increased costs, emerging technology, scientific research, regulatory guidelines, legislative, governmental or regulatory developments and other factors set out in AltaGas’ continuous disclosure documents. Many factors could cause AltaGas’ or any of its business segments’ actual results, performance or achievements to vary from those described in this document including, without limitation, those listed above as well as the assumptions upon which they are based proving incorrect. These factors should not be construed as exhaustive. Should one or more of these risks or uncertainties materialize, or should assumptions underlying forward-looking statements prove incorrect, actual results may vary materially from those described in this document as intended, planned, anticipated, believed, sought, proposed, forecasted, estimated or expected, and such forward-looking statements included in this document herein should not be unduly relied upon. These statements speak only as of the date of this document. AltaGas does not intend, and does not assume any obligation, to update these forward-looking statements except as required by law. 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CONVERTING WASTE INTO RENEWABLE ENERGY

Processed Into Renewable Natural Gas

- Landfills
- Wastewater
- Food Waste
- Livestock Waste
- Biogas

Residential Use
Commercial & Industrial Use
Natural Gas Pipeline
Electricity
Transportation Fuel
GAS INJECTION PROCESS

CO₂
H₂S

WELL

1. TUBING
2. FULL-LENGTH CASING
3. SURFACE CASING
4. CEMENT

STEAM/ELECTRIC COMPRESSION

3,000M

RESERVOIR

CO₂
H₂S

ENERGY EVOLUTION – MIDSTREAM

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