



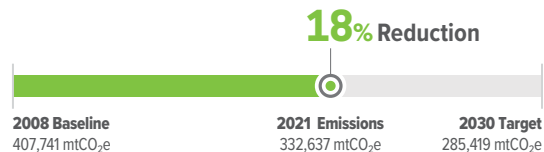
GOALS AND PROGRESS

ENERGY EVOLUTION | UTILITIES

Goal #1

≥30%↓

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



Goal #2¹

≥10%

Deliver at least 10% of fuel from lower-carbon sources by 2030. Help Washington Gas customers reduce emissions by lowering the carbon content of the fuel delivered through the distribution system¹

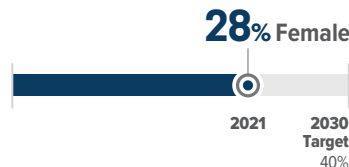


DIVERSITY AND INCLUSION

Management Goal #1

40%↑

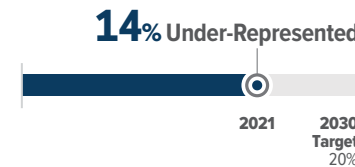
Strive to achieve at least 40% female representation in senior leadership² and maintain 40% male, by 2030



Management Goal #2

20%↑

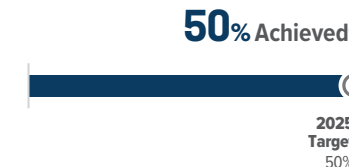
Strive to achieve at least 20% representation from under-represented³ groups in senior leadership², by 2030



Board of Directors Diversity Goal

50%↑

Strive to increase female and ethnic/racial diversity on the Board from 45% to 50% by 2025

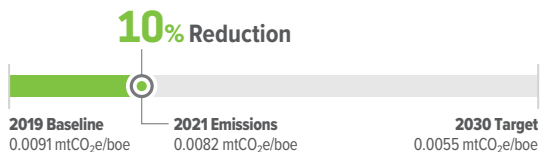


ENERGY EVOLUTION | MIDSTREAM

Goal #1

40%↓

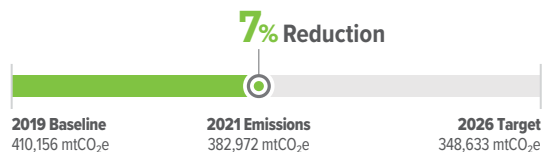
Reduce Midstream Scope 1 & 2 GHG emissions intensity by 40% by 2030



Goal #2

15%↓

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

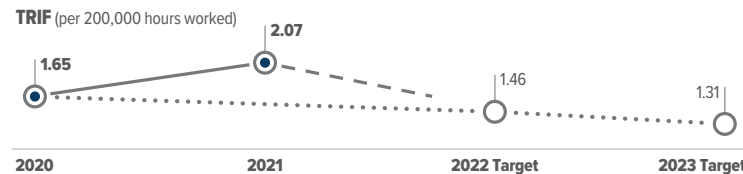


SAFETY | STRIVING FOR INCIDENT-FREE OPERATIONS

2022 TRIF Goal

1.46

Total Recordable Injury Frequency (TRIF) of 1.46, representing a 12% reduction from 2020 baseline



2023 TRIF Goal

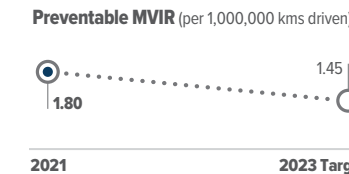
1.31

Total Recordable Injury Frequency (TRIF) of 1.31, representing a 21% reduction from 2020 baseline

2023 Preventable MVIR Goal

1.45

Preventable Motor Vehicle Incident Rate (MVIR) of 1.45, representing ~20% reduction from 2021



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