



Centuri

2023

SUSTAINABILITY REPORT



BUILDING BETTER





Centuri

Corporate Sustainability Report
2023





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Welcome



Paul M. Daily
President and Chief
Executive Officer

Few companies have the privilege of providing an essential service while impacting millions of people. We don't take lightly the responsibility to serve our clients and connect millions of people to the energy they need for life. Whether expanding grid resiliency and capacity, or supporting energy transition, modernization of north American utility infrastructure is essential to our quality of life. At the heart of these efforts, you will find our more than 12,000 employees, working in nearly every US state and parts of Canada every single day alongside our long-standing regulated utility customers to jointly make a lasting, positive impact.

This year we identified and reflected on our purpose as a company, which is **Connecting People to Power**. This applies to the work we do every day building and maintaining the energy network that powers more than 100 million homes and businesses across the US and also speaks to the way in which we go about our work, empowering our employees, suppliers, and those in our communities by providing opportunities and giving back. Whether it's providing catastrophic storm response services or supporting the development of alternative energy related infrastructure, we are committed to giving our very best, on every job, every single time. Our work is rooted in sustainability and our people are rooted where they work, which makes our commitment to our purpose personal.

In 2023, we launched a new visual identity to showcase what we do differently and more distinctly than anyone else in our industry. Our new brand reflects how we work together across the Centuri organization as One Team to meet the need for safe, resilient infrastructure, while caring for our communities, the environment, and our employees.

At Centuri, sustainability is our business. From environmental stewardship and local economic empowerment to the way we conduct our business legally and ethically, sustainable considerations are naturally woven into our ways of working.

We are maximizing our impact for our customers and communities through thoughtful programs and minimizing risk through robust safety and environmental programs.

In this report you will find details on our Sustainability Framework, our ESG Pillars, and how it all supports the way we are Building Better for all our stakeholders. We've also included important statistics and results against key performance indicators and metrics on our safety, environmental,

and social performance- including our efforts to reduce Scope 1 and 2 emissions. We are particularly proud of the far-reaching impacts our work is having in the communities where we operate and live. From local supplier sourcing to strategic community investment, this report contains the stories of real people who are benefiting from our presence.

Here are a few highlights:

- Constructed an 18-mile natural gas pipeline for our long-term utility customer to fuel an electric vehicle (EV) battery plant.
- Spent more than \$257 million with diverse suppliers.
- Completed more than 1.5 million ThinkSAFE observations to ensure safety practices throughout our field operations.
- Advanced plans to reduce our greenhouse gas emissions by 25%.
- Installed infrastructure for five renewable natural gas projects.
- Appointed a Corporate Compliance Officer.

Centuri continues to be a change maker- for our customers and our people- while making real progress against our ESG initiatives. One thing that hasn't changed is our commitment to everyone we serve. We remain dedicated to providing the same diversified mix of high-quality offerings people have come to expect from us for more than 100 years. We look forward to building the next 100 years together.

In partnership,



Paul M. Daily
President & CEO



Centuri Group, Inc.

A strategic business partner distinguished
by exceptional values and culture

Centuri is a strategic infrastructure services company that partners with regulated utilities to help build and maintain the energy network that powers millions of homes and businesses across the United States and Canada.

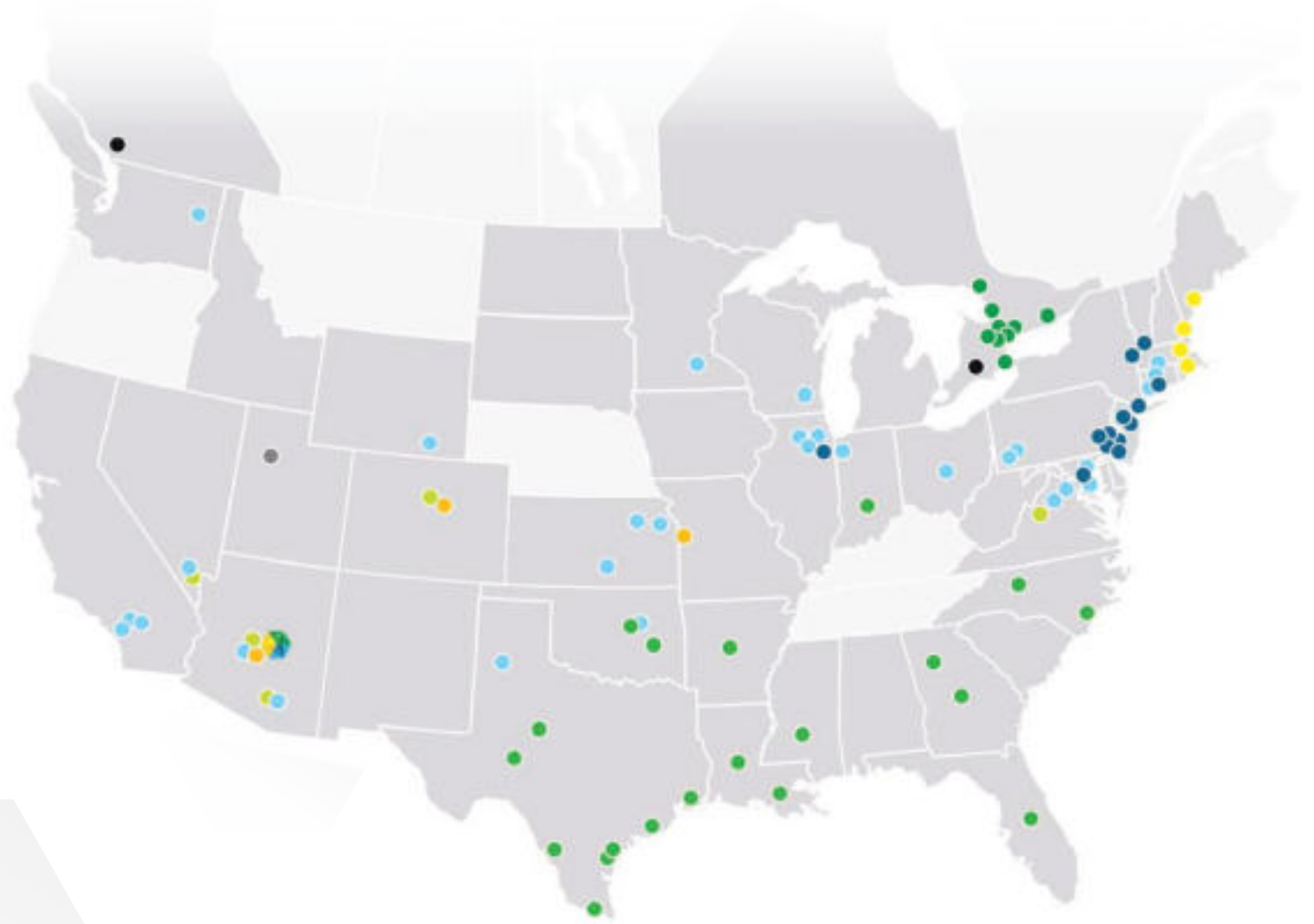
Trusted Brands Working Together



Our new visual identity reflects the way we work together to impact communities across North America for good.

You can find us making a positive impact in 43 States and 2 Canadian Provinces

- Operational Areas
- 🌐 Corporate Headquarters
- Canyon
- Linetec
- NEUCO
- NBC
- NPL
- NPL Canada
- National
- Riggs Distler
- WSN



Centuri: By the Numbers



110+

Years Operating
Legacy



12,000+

Employees



43/2

States/Provinces



11

Operating Entities



23+

Years Average Tenure of
Customer Relationship



20+

Blue-Chip
Utilities Served



3.0+

Billion
Annual Revenue



100+

Million Customers Served
by our Clients



#2

Utility Ranking on
ENR 600

Our Sustainability Framework

Our Sustainability Framework is at the core of our 100-year vision to be the leader in safe, sustainable utility infrastructure services, while fulfilling our roles as a values-driven employer of choice and responsible corporate citizen in the communities where we live and work. The framework contains six guiding principles: safety, quality, employees, community, economy, and environment. This framework translates internally and externally to what we call Building Better. It is about how we place the safety and well-being of our employees above all else, leave the environments where we work as good or better than we found them, serve as an economic engine for our communities, and create an inclusive, diverse work environment.

Safety

The safety of our employees and the communities where we work is our first priority. Our world class safety culture is focused on continuous improvement to ensure the electric and gas infrastructure we build is safe and reliable for the homes and businesses that depend on it.

Community

As part of the fabric of our communities, we promote supplier diversity, cultivate a welcoming work environment, and hire locally. We believe in philanthropy – fostering positive results in the communities where we live and work.

Employees

The expertise of our diverse workforce is our most valuable asset in building long-term customer relationships and ensuring project success. Our commitment to their safety is matched only by our commitment to providing a fair and welcoming work environment where they can thrive.

Quality

Bringing our unique expertise, experience, and resources to every project, Centuri does things the right way every day to ensure projects meet or exceed our customers' requirements as well as our own stringent standards for enduring safety and quality.

Economy

Our commitment is to serve our communities for the long-term, contributing to a sustained local economy by creating jobs, growing local businesses, and contributing to the tax base. We invest in the communities where we live and work every day.

Environment

Centuri partners with customers to help them prepare their infrastructure for a lower-carbon energy future. We are dedicated to setting the standard for environmental stewardship and carry these values through all facets of our business.



Our Progress

We have made meaningful and measurable progress against our targets that make up our four ESG pillars.

We are committed to minimizing our environmental footprint and maximizing positive impact wherever we operate. We also provide emergency response and restoration services from climate events. Our work on behalf of our utility customers is adding resiliency to the grid and restoring normalcy for millions of people every year, and our efforts to upgrade infrastructure is reducing methane emissions through leak mitigation and sustaining north American energy networks. In addition, we are committed to supporting Scope 1 and 2 emissions reductions and have set practical targets for our business.

ESG Pillars and Governance

Identification of our ESG strategy, goals, and supporting programs is led with executive oversight and managed by a functional leadership group representing all facets of our business. Our ESG priorities emanate from our overarching company strategy, which is reviewed on an annual basis. This year we formalized four primary ESG pillars that underpin the framework and where we see the greatest opportunity for material impact. These pillars are supported by qualitative targets and key performance indicators, which we will continue to build on in the year ahead. Next year, we will map our contributions to the UN Sustainable Development Goals (SDGs) that are most relevant to our core business, and where we can have the greatest impact for all our stakeholders.

Transparent,
Ethical Governance

World-class Safety

We pledge to pursue the continuous improvement of safety practices and cultivate a world-class culture where safety, health, and mental wellbeing are fundamental values throughout all our business areas.

Clean Energy

The road to a cleaner, stronger energy future goes through Centuri.

We build the clean, resilient, and sustainable infrastructure that connects people to the power they need for life.

Empowered Communities

We're in communities big and small across North America and are invested in their flourishing.

We make a big impact and do all we can to deliver a positive one.

Inclusion for All

To continuously promote a company-wide culture where diversity, equity, and inclusion are fundamental values in the everyday business practices that guide our workplace, our partnerships, and our service to our clients and communities.



The way we represent our sustainability practices to our stakeholders.

Our ESG Pillars provide a tangible framework for prioritizing, tracking, and reporting on our sustainability performance, all rooted in the foundation of transparent, ethical governance.





Governance

We are committed to doing the right thing, every time. We take a comprehensive, inclusive, and transparent approach to governance.



Governance

Underpinning all our efforts is a strong governance structure. We have a dedicated Advisory Board comprised of members with broad executive experience and deep industry knowledge. We serve on the Southwest Gas ESG committee, and conversely, Southwest Gas has representation on our Advisory Board. These individuals help support our strategy, establish meaningful targets and KPIs for our stakeholders, and ensure we deliver against our strategic ESG objectives.

We participate in various assessments to disclose our performance. We annually complete the Construction & Engineering SASB reporting standard, which you can find at swx.com. We also participate as a supplier in the CDP, and that information is viewable by requesting customers. Our ESG performance is also included in consolidated reporting for Southwest Gas Holdings, for the S&P Global ESG Assessment.

As a subsidiary of Southwest Gas Holdings, we are required to maintain compliance with the Sarbanes-Oxley Act of 2002. We are continuing to strengthen our internal controls and policies & procedures related to our Business Process and IT General SOX controls by providing training, self-assessment monitoring and certifying on a quarterly basis that our controls are in place and working as designed.

Various policies and practices guide our behaviors and align with local, state, and federal laws and regulations in the areas we operate. This includes an Employee Handbook, a Code of Business Conduct and Ethics (the "Code"), a Discrimination and Harassment Policy, a Drug and Alcohol Testing Policy, and comprehensive Health and Safety management systems, the latter of which are described in the Safety section of this report. Our employees are required to take annual training on the Code and the Discrimination and Harassment Policy, and Centuri maintains a third-party managed hotline that allows employees, suppliers, and the public to report any potential

Policies and Standards Guide our Ethical Governance

- Employee Handbook
- Code of Business Conduct
- EthicsPoint Hotline (the "Code")
- Discrimination and Harassment Policy
- Drug and Alcohol Testing Policy
- Health and Safety Management Systems

violations of the Code, other Company policies, and/or violations of laws and regulations or safety policies and procedures. The Company also circulates annual related-party transaction questionnaires to its executives, and requires annual acknowledgment of the Code and its requirements from those individuals.

In addition, to continuously improve our corporate governance and compliance structures and programs the Company has appointed a Corporate Compliance Officer and is currently developing a Corporate Compliance Council composed of stakeholders with compliance oversight across the Company's functional areas. This Council is a key component of the Company's updated Corporate Compliance Plan that is underway. The Company also works with its legal advisors to stay informed regarding new legal and regulatory requirements and regularly updates the Code and other policies as necessary to ensure ongoing compliance with those requirements.

The way we do business is important to us and our customers, and by extension, this includes our suppliers. Our Supplier Code of Conduct lays out clear expectations for our vendors and adherence to the Code is a requirement to do business with Centuri.

Ethics Hotline: 1-855-722-2816
www.Centuri.EthicsPoint.com



Cybersecurity: Protecting our Data and our People

We continue to expand our Cybersecurity capabilities to meet the increasingly complex threats to organizational data and systems. Our cybersecurity team strives to achieve high assurance that all digital computer and communications systems and networks are adequately protected against cyber-threats. To achieve this goal, we have adopted the NIST Cybersecurity Framework to guide activities aimed at securing data entrusted to our custody.

Strategic partnerships with industry leaders in the cybersecurity space are critical to our ability to respond appropriately and effectively to cybersecurity events. Pursuant to this obligation, our executive leadership team and members of our internal enterprise digital solutions team recently undertook a tabletop exercise focused on our Security Incident Response Plan (SIRP). This effort evaluated current capabilities and identified areas for process improvement. Practicing security response activities will better prepare our team in the event such activities are warranted.

Statistically, the volume of data created, captured, copied, and consumed worldwide from 2010 to 2020 went from 2 zettabytes to 64.2 zettabytes. As cloud-based solutions are increasingly adopted, it is a universal challenge for organizations to know what information is contained within a given file, where the file is located, who has access

(and is that access appropriate), and ensure that the file is appropriately handled in accordance with policies and legal and regulatory oversight (HIPAA, PII, GDPR, etc.). We embrace our responsibility of assuring the confidentiality, integrity, and availability of data entrusted to its stewardship.

Increasing security controls for data-at-rest and in-transit will be a key focus area in 2024. To that end, Centuri has developed strategic relationships that will expand the capabilities for Data Loss Protection (DLP) and enable automated remediation functionality.

We will also implement a Cloud Access Security Broker (CASB) to help secure and control access to cloud-based assets and associated data repositories. These initiatives will aid in controlling the confidentiality, integrity, and availability of Centuri data, and enable discrete visibility to, and control of, data both in-transit and at-rest.





Engaging with Stakeholders

Centuri engages with a diverse set of stakeholders. Their feedback helps drive positive change in our business- and our industry. Stakeholder groups include: employees, customers, communities, nongovernmental organizations, regulatory bodies, vendors and suppliers. We constantly look for opportunities to solicit two-way feedback, placing an emphasis on listening and effecting positive change. Examples of key stakeholders and how we engage with them are contained in this chart.





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NON POTABLE





World-Class Safety

We take a safety-first approach, underpinned by strong systems. Nothing is more important than the safety of our employees and the communities we serve.





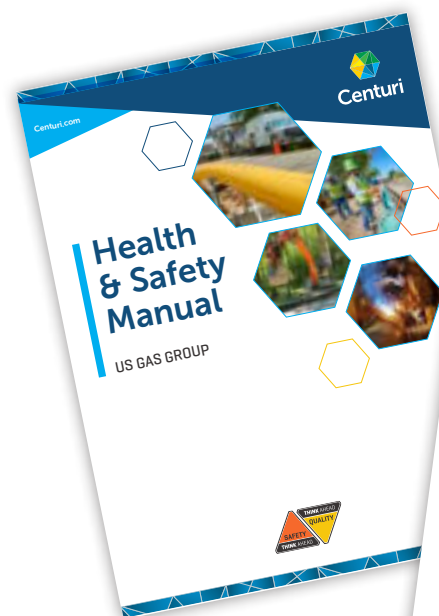
Safety Culture and Programs

We are unrelenting in our commitment to keeping our employees safe, so we focus on identifying, managing and, where reasonable, eliminating risks. We are committed to a safety culture of continuous improvement and are governed by strong safety management systems, policies, and standards. We standardized our safety manuals specific to our gas and power segments to ensure safe and consistent practices across our safety, health, environment, and quality functions. We deploy technology to support some high-risk work and focus on programs that can serve as leading indicators in the identification and prevention of injuries. We also participate in numerous industry associations and share our knowledge with vendors and local communities, with the overarching goal of protecting everyone's well-being. We have established programs and safety metrics that are both measurable and meaningful to ensuring the health and safety of our workforce, and by extension, the communities we serve.

We benchmark our performance using the US Bureau of Labor Statistics (BLS) classification system specific to TRIR (Total Recordable Incident Rate) and DART (Days Away, Restricted or Transferred) metrics.

Centuri Benchmark Against BLS Industry Average		
Year	TRIR	DART
2022	-50%	-76%
2021	-43%	-75%
2020	-50%	-73%

As leaders in safety, we are consistently well below the industry benchmark.





Think SAFE: Making Safety Everyone’s Job

Developing an observation culture that establishes safety ownership at all levels of the organization not only engages everyone in safety but can also quickly identify gaps and improve timeliness of corrective action. Launched in 2021, Think SAFE (Stop, Ask, Fix, Educate) delivers on these goals by assuring management’s engagement and active reinforcement of safety’s importance and opening up genuine lines of communication about safety on the job site.

Because a culture of safety starts at the top, in spring 2022 we formalized Think SAFE performance metrics leaders must achieve to receive a portion of their short-term financial incentive. This includes a pre-determined number of Think SAFE leadership field visits and Think SAFE leadership field activities. These visits are not purely observational; they are intended to foster two-way dialogue about our safety programs and culture.

Serious Injuries and Fatalities (SIF)

We believe workplace incidents are preventable. Identification of Serious Injuries and Fatalities (SIF) helps us further understand workforce risks and can aid our injury prevention efforts.

We began collecting SIF data for 2022 and will utilize this information moving forward to improve our safety performance. Our methodology follows the industry leading authority, the Edison Electric Institute (EEI), and uses the Safety Classification and Learning (SCL) model for consistent classification.



THIS VEHICLE IS FITTED WITH AN EVENT RECORDER
 Tampering or disabling will result in disciplinary action



Vehicle Camera Safety Pilot

Driver safety is paramount. To reduce the risk of accidents and provide real-time alerts, we are piloting vehicle event recording using AI dash cam event recorders. Upon successful pilot completion, in just two months we saw a 59% reduction in the safety event rate after enabling in-cab audio alerts, with a significant impact on distracted driving (68% reduction) and collision risk events (50% reduction).

The system helps improve driving behaviors and allows us to coach drivers if the system detects distracted driving, harsh braking, acceleration, turning, following too close, or speeding. It also allows us to reward good driving behaviors. We are evaluating expansion of the program in 2024.





Safety Assurance

As part of our assurance process and safety commitment, we utilize electronic tools to inspect and address potential issues. Total year end field audits were over 43,000, a 16% year over year improvement.

Credentialed Safety Professionals

Centuri's focus on professional development has resulted in an increased number of team members holding safety-related degrees and construction-related certified offerings through the Board of Certified Safety Professionals®. In addition, we also staff the following trainers: OSHA 500, Smith System, First Aid, CPR and AED and Certified Taproot® Instructors.

*In 2022, we completed **1,577,769** total Think SAFE observations, a **17%** year over year improvement.*

Awards and Recognition

Centuri's unwavering commitment to safety has resulted in numerous awards and industry recognitions. Highlights include the 2023 Highwire Platinum Safety Award, Ventus HSE Program of the Year, Avangrid 2023 Contractor Champion EH&S Excellence Award, and numerous ZISA® (Zero Injury Safety Awards) recognitions.

Industry Associations

We believe industry associations have an important role to play in sharing best practices and raising standards. Centuri is an active member of several associations.







Clean Energy

Infrastructure is essential to enabling a transition to renewable energy. Centuri's work on behalf of and in partnership with our long-standing, investor-owned utilities is literally paving the way.



Reducing Scope 1 and Scope 2 Emissions

We have set a company-wide goal to reduce greenhouse gas emissions 25% by 2030. Some of the initiatives we have underway to meet that goal are:

Fleet

In 2022 we completed an upgrade of telematics on all company vehicles, giving us additional visibility to our driving behavior, fuel consumption, and emissions data. With the system now in place for a full year, we plan to adjust our emissions calculations and reporting to reflect real-time data based on each asset in use.

This year we also began a thorough review of our fleet utilization strategy to optimize replacement and capital allocation, ultimately driving efficiency in our largest company asset. We will continue reporting on this initiative as planning continues in the coming months.

Scope 1 and Scope 2 Emissions Data

	2020	2021	2022
Scope 1: Direct			
Total Fuel t/CO ₂	113,850	125,488	159,514
Scope 2: Direct			
Total Fuel t/CO ₂	2,989	2,786	3,159

Facilities

We are constantly performing top to bottom energy audits and assessments at all major corporate, regional and subsidiary division facilities with an emphasis on identifying energy-efficient models. We are recycling tires, material parts, and oils. We are also expanding our solar use capacities and using cutting-edge technology to reduce the amount of electricity we consume.

Field

We continuously pursue field-based innovation to drive environmental best practices. In partnership with a key customer we recently utilized the GoVac(R) FLEX system to eliminate release of natural gas.



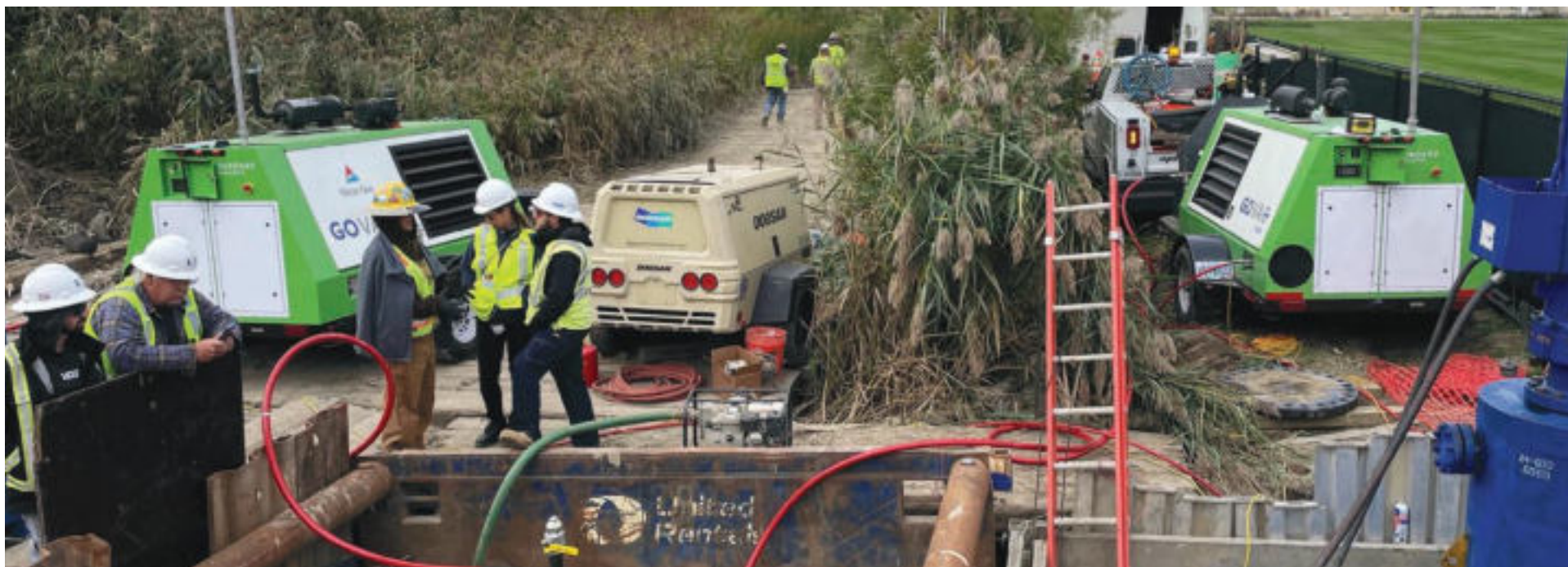


Benefits of gas capture technology

- System runs on natural gas
- No need for generators
- No wasted product
- No extra equipment
- Validated environmental reports and operational metrics

How Cross Compression is Driving Down Emissions

NPL and its customer are teaming up to use vented gas capture technology as part of our efforts to eliminate greenhouse gas emissions. The system is small enough to be pulled by a pickup but capable of making a big environmental impact. Equipped with cellular telematics that allow for remote operations monitoring and two-way communications, the system requires no diesel, electricity, or any other fuel source for its operation. Instead, the system runs on the natural gas it is evacuating from the pipeline. The self-contained, mobile, integrated system is easy to maneuver around a job site and requires no extra equipment. The intuitive control system provides operators with validated environmental reports and operational metrics and is helping reduce greenhouse gas emissions during routine pipeline maintenance.





The Kokomo Fusion Project: Fueling Tomorrow's Clean Energy Transition

The Kokomo Fusion Project, designed to provide natural gas service to an electric vehicle (EV) battery plant in Kokomo, Indiana, is an example of how economic growth and sustainability work in tandem. In October 2022, NPL, a Centuri company, began planning work on an 18-mile natural gas pipeline for our long-term utility customer in the Midwest. The 24 and 16-inch steel natural gas pipeline was constructed to fuel a \$2.5 billion EV battery plant in Kokomo that will create 1,400 local jobs. The project broke ground in January 2023 and work was completed in September 2023, ahead of schedule and without a safety or environmental incident.

Safety and Environmental Excellence

The NPL team was unrelenting in every detail, ensuring all pipeline marker locations were strategically placed for future repairs or emergencies. We also completed extensive and complex hydrostatic pressure tests without incident. Environmental considerations were paramount in our approach to working in this complex rural geography with changing ground conditions including sand, water, and clay. We employed two full-time environmental crews on-site, installing ecological controls and monitoring erosion. In addition, dig sites were properly remediated and re-planted. Our team received praise from numerous stakeholders including the Indiana Department of Transportation (INDOT) for leaving the construction site better than they found it.





Fusion Project By the Numbers

18

Miles of 24-inch steel
natural gas pipeline

\$2.5

Billion
Investment in the city

2

Full-time
Environmental Crews

24

Horizontal
Directional Drills

17

Crews

32%

Diversity Spend

1,400

Jobs

0

Safety or Environmental
Incidents

27

Diverse Vendors
= **\$28** Million

285

Employees
29 Women | **23** Veterans
38 Ethnic/Racial Minority

Economic Development

The Kokomo Fusion project employed 285 people and 17 crews. In addition, and as part of our commitment to local procurement, the project spent more than \$28 million with 27 diverse local vendors. From trucking and equipment to paving and traffic control, the Kokomo Fusion Project engaged local businesses at nearly every project touch point, making it an economic engine for the region. The presence of such an advanced manufacturing facility will strengthen the region's position as a hub for sustainable technology and reinforce its competitiveness in the automotive industry.



Watch a video
highlight of the
Kokomo Fusion project





Flatiron: Powering Estes Park

A long-anticipated transmission line rebuild project by Colorado residents got underway in August 2022 and was successfully completed 14 months later thanks to a strong public-private partnership. Centuri, played a major role as the transmission line subcontractor through our electric services provider, National.

The project was complex due to the unique terrain and dynamic Rocky Mountain environment, and crossed federal, state, and private lands. Following a comprehensive Environmental Impact Assessment and Record of Decision, and extensive planning by the project teams, the work to replace two 16-mile, wood transmission lines with one, 16-mile, double-circuit steel transmission line between the Town of Estes Park and Flatiron Reservoir got underway. The project scope was extensive and required constant communication and detailed planning. A highlight for project spectators: the CH-47 Chinook helicopter transporting poles ranging from 8,000 lbs to 15,000 lbs. Just a week prior, National organized and prepared all the poles.

The project brings significant benefits to the residents, including installing more resilient steel structures and removing deteriorating wood structures, cutting in half the transmission corridors and associated environmental footprint by co-locating two transmission lines onto a single right-of-way, reducing wildfire hazards to transmission structures, and improving maintenance access for routine work and emergencies.

The National team planned, scheduled, and executed intermittent and overlapping transmission clearances over the course of the 14-month project. The work required close coordination with federal and state agencies including the US Forest Service, State Park, Colorado Fish and Game and the Bureau of Indian Affairs. The strong collaboration helped ensure the work was completed safely and seamlessly while ensuring the protection of environmentally and ecologically sensitive areas and cultural resources. Now, the residents of Estes Park have more reliable, safe electricity.





Shaping a More Sustainable Future through RNG

Renewable Natural Gas (RNG) has emerged as a standout in the pursuit of a greener, more sustainable future. Centuri is enabling the infrastructure required to make this renewable energy resource a reality through the construction of new anaerobic digester systems that capture and process biogas from organic waste sources, namely cows. The work is being done on behalf of utilities and their industrial partners in the Midwest.

Proper piping systems are essential for the efficient and safe operation of anaerobic digestion processes, and NPL has the requisite expertise. In South Dakota, NPL installed 35 miles of 4 inch biogas and 4 inch high density polyethylene (HDPE) pipe connecting dairy farms that transport the RNG to a gas utility interconnect. That methane gas, generated by three dairies of nearly 40,000 cows, is captured, cleaned, converted into RNG, and injected into the interstate pipeline that can be used for transportation, cooking or electricity.

In the last two years we also drove the development of four similar biogas infrastructure projects including more than 33 miles of HDPE pipe, underground manure transfer lines and extensive digester piping work critical to facilitating the movement of materials within the digester system. Our qualified and skilled workforce, coupled with an impressive safety track record, is making us the partner of choice to complete this complex work. RNG is proving to be a win-win solution, reducing greenhouse gas emissions and reimagining waste, and Centuri is playing a pivotal role.







Harvesting the Breezes: Offshore Wind Projects

In 2022, Centuri, through our electric operating company Riggs Distler, was awarded the secondary steel contract for the South Fork Wind project, an offshore wind farm located off New York's Long Island coast. The scope included fabrication of Suspended Internal Platforms, External Working Platforms, MP Doors, and Anode Cages for the project's 12 wind turbines. Today, thanks to 165 Riggs Distler employees and inclusive of 150 union craft personnel, that work is complete. When it comes online, the South Fork Wind Project will produce 132 MW of clean energy, enough to power over 70,000 homes and businesses in New York.

That same team is also playing a critical role in the Revolution Wind Project, building 65 sets of secondary steel, which will benefit Connecticut and Rhode Island residents by powering approximately 440,000 homes. Also slated for development is the Sunrise Wind Project in New York, anticipated to command 277,000 person-hours from Riggs Distler and provide the New York power grid with 924 MW of renewable energy. Site mobilization is currently underway.

In 2023, Riggs Distler received agreement that all contractual obligations for South Fork Wind Set #1 were fully achieved. This marked the first time that Advanced Foundation Components had been assembled in the US and successfully turned over to the owner/developer. In fall of 2023 Riggs Distler won the Oceantic Network's Ventus award for HSE Program of the Year for their work on the South Fork Wind Project. The award recognizes an organization's successful implementation of policies and/or training programs for offshore wind.

At publication of this report, the first US utility-scale offshore wind project to come online in New York.

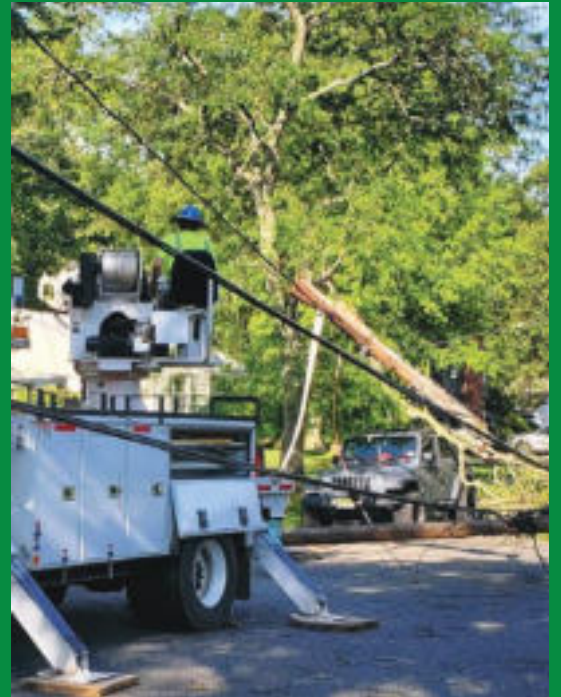




Storm Response

In September 2022 two hurricanes struck Eastern Canada and the Southeastern US, leaving a wave of destruction and over two million people without power. Harnessing the collective strength of our operating companies, we dispatched over 170 crews, providing storm response and restoring power. More than 800 employees gave 140,000 working hours with zero safety incidents. In the last three years, we have provided emergency response and restoration support for more than 10 major storms. As climate related events are on the rise, Centuri is poised to provide needed restoration services to keep life sustaining energy service online.





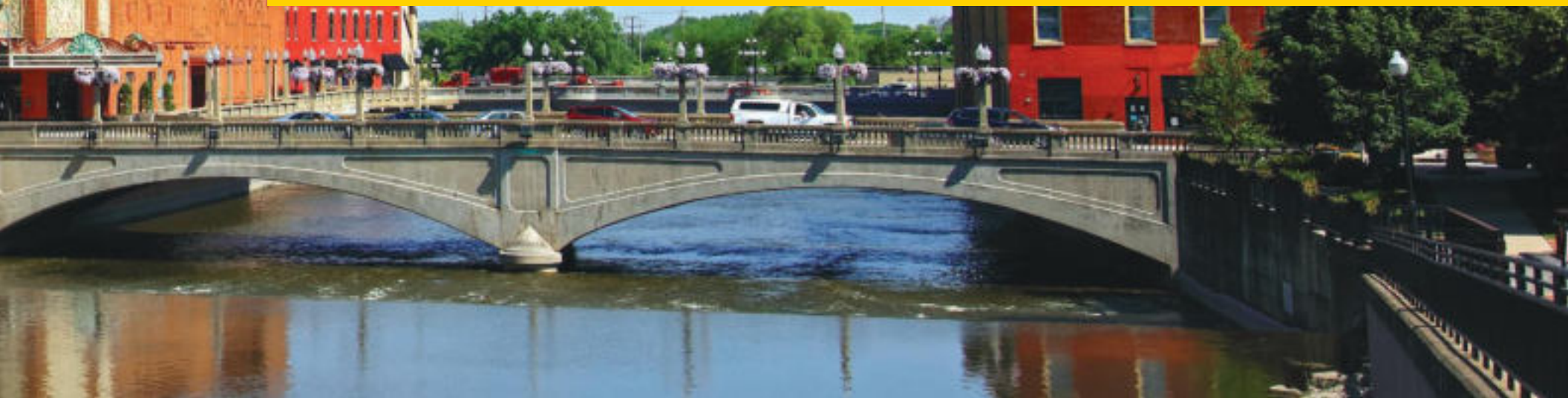




Empowered Communities

Social impact (n.) The change for people and communities which happens as a result of a deliberate activity or service.

At Centuri, we believe that doing good by our communities is more than just good business. Given the long-term nature of our utility partnerships, we are an extension of them and the communities we collectively serve. Giving back and creating positive change in our communities is a hallmark of the way we work. Philanthropic contributions are guided by Centuri's overarching Community Giving Policy, with operating companies aligning their giving to the causes that matter most to their diverse array of stakeholders.

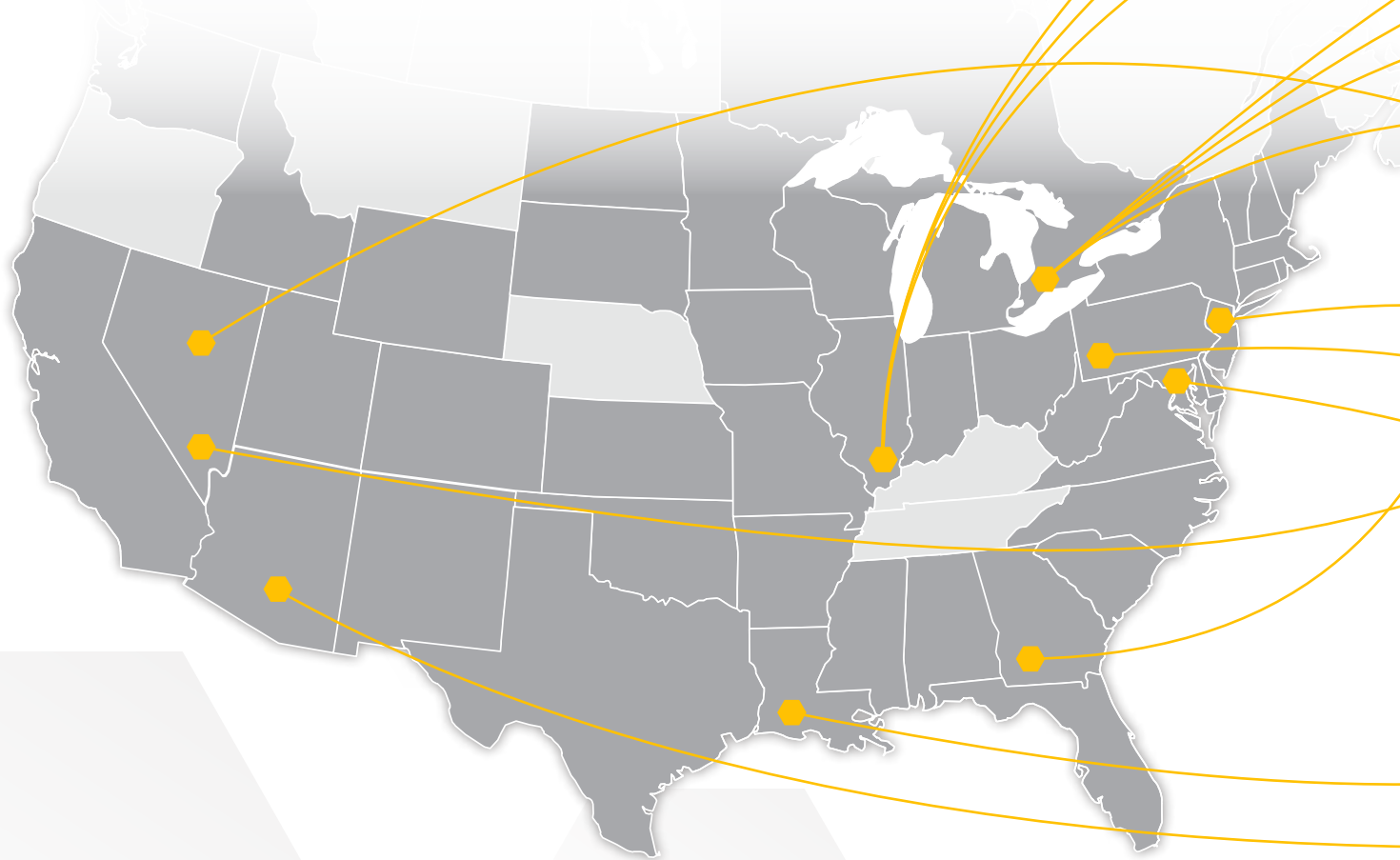




Community Engagement

As part of our commitment to our communities, we recognize and embrace the profound impact we make in the areas where we live and work. Our employees actively contribute to philanthropic activities, embodying our values beyond the boardroom. Furthermore, we foster a culture of giving back through financial support, employee time, and active, visible engagement in the communities where we operate across our broad North American footprint.

These examples highlight some of the ways we give back.



Illinois back to school trade fair

Local trades fair

CommUNITY ERG Walk to Cure Alzheimer's

NPL Canada Movember Campaign, raising awareness of prostate cancer

Yellow Brick Road fundraising walk

Ride to Conquer Cancer

Crews volunteer with the Veteran Community Project with Habitat for Humanity

Cambridge Food Bank volunteer day

Celebrating completion of natural gas installation serving schools in Spring Creek, Nevada

Partnering in the Red Cross Sound the Alarm campaign focused on emergency preparedness

Supporting PAL, a youth development program for underprivileged children

Pennsylvania holiday toy drive

Maryland's recycling campaign

Poland Junior High Career Day

Feed My Starving Children Food Packing





Promises Fulfilled: The Story of Pembroke Township

Infrastructure is key to our quality of life. It promotes inclusivity, fosters innovation, and creates opportunity. Few places have realized this impact more than Pembroke Township in Illinois.

As one of the most underserved areas in the state of Illinois, Pembroke Township residents lack modern amenities, using outdated wood-burning fires and propane tanks to heat their homes during the harsh Midwest winters. Now, residents and businesses have access to modern day amenities thanks to a multi-million dollar, 30-mile gas line project that will soon connect the entire region to safe, reliable natural gas resources. At the heart of this work has been NPL, who is not only modernizing the natural gas infrastructure on behalf of our customer but also driving a cross-sector partnership that is fueling economic development.



Since breaking ground in October 2022, NPL has engaged myriad stakeholders including local officials, community leaders, and local businesses to ensure widespread community impact. Those efforts have resulted in the project being led by a 75 percent minority workforce, nearly all of whom were local vendors; the implementation of an apprentice program specifically designed for area residents; a customer gas academy designed exclusively for Pembroke Township; and engagement at several seminal community events including Pembroke's end of school celebration and annual Pembroke Days.

Promise made. Promise kept.

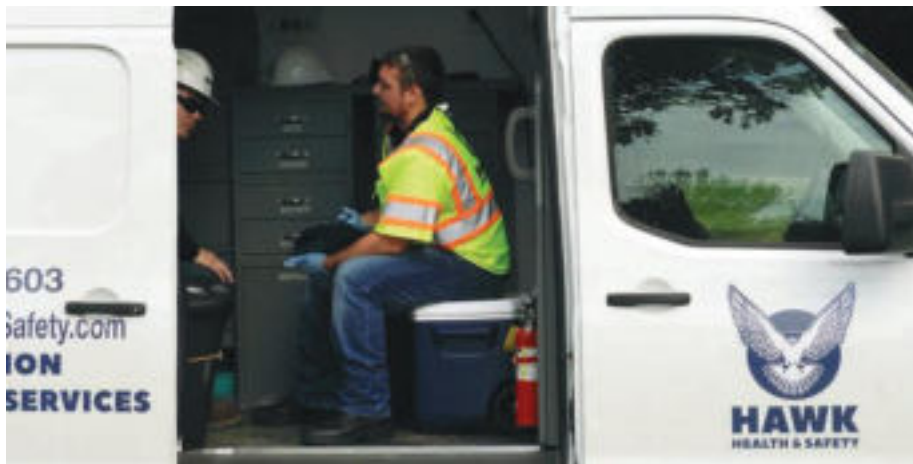




Partner Alliance: How Supplier Diversity Strengthens an Entire Region

In 2009, an idea between NPL, a Centuri company, and our long-standing natural gas utility customer regarding supplier diversification was in its infancy stages. Six years later, a cross-sector coalition, the Partner Alliance, was created with representation from more than 25 local businesses and organizations. Today, that group has been instrumental in generating more than \$90 million dollars of economic impact for Minority, Women and Veteran Business Enterprises (MBEs, WBEs and VBEs).

The industry-pioneering Partner Alliance had three primary goals: community involvement and volunteerism, business-to-business education and diversity and inclusion. The coalition has not strayed from its foundation, successfully championing local, small minority, women, and veteran-owned enterprises. From facilitating contracting and networking opportunities to providing mentorship, the group has collectively elevated opportunities for everyone involved. The NPL Partner Alliance has been recognized with accolades and awards for the difference it is making for its members, and by extension, their employees, families, and the community at large.



More than just numbers

The Partner Alliance is guided by the values of education, DEI and giving back. Participants in the Partner Alliance meet once per quarter, with an emphasis on sharing knowledge and volunteerism. The group identifies service projects and dedicates their time to a community project after the meeting. From creating baskets for people in housing transition to packing food boxes, the group's presence in the community is visible and felt. The group has also been instrumental in upskilling the next generation workforce. In fall 2023, the ninth cohort graduated from a dedicated career gas academy. To date, more than 197 participants have graduated from the six-week career-building program.

A lasting impact

The Partner Alliance is helping build a strong local economy and contributing to a strong local community. MBEs, WBEs and VBEs are growing and prospering, creating a lasting, positive impact for everyone involved and impacted by the Alliance.

Partner Alliance 2022

\$14,300

Charitable
Contributions

139

Volunteer
Hours



Supplier Diversity

We work deliberately to partner with and help develop local businesses so they can create local jobs and contribute to local economic development. One way we do this is through deliberate diverse supplier spend, and even more importantly, through mentorship and connections for our diverse supplier partners. We place an emphasis on partnering with minority, women, and veteran businesses.

We champion diverse suppliers through capacity building, enhanced training, inclusion, and networking. We help build business acumen and as a result, build bridges to new opportunities. We actively participate in supplier diversity initiatives and have helped create sustainable, thriving businesses. In 2022 we spent a record \$257 million dollars with diverse suppliers.



Centuri Spend with Diverse Suppliers

\$257

Million
Spent with
Diverse Suppliers

22%

Total U.S. Spend
with
Diverse Suppliers





Supplier Spotlight: Century Asphalt & Construction, Inc. (CACI)

Minority-owned and registered with the Central Management Services (CMS)

Number of Employees: 16

Specialty: Paving, aggregate base & surface along with traffic control.

Member of the NPL Partner Alliance since 2021

Current Project: NPL Construction Co. Pembroke Gas Line Installation

Since 2002, Cleo and Key Johnson of Hopkins Park, Illinois, have owned and operated Century Asphalt & Construction, Inc. (CACI). The family-owned business proudly serves East Central Illinois and several surrounding Illinois counties. They are a minority-owned business, certified with the State of Illinois Department of Transportation (IDOT) as a Disadvantaged Business Enterprise (DBE) since 2009. CACI specializes in various work, including Hot Mix Asphalt (HMA) paving, excavating, grading, aggregate bases and surfaces, pavement patching, sawing concrete, miscellaneous concrete, and seal coat projects. CACI also employs three union equipment operators, five union laborers, and office staff.

Through the NPL Alliance Partner Alliance Program, CACI has focused on community engagement activities ranging from workforce diversity to community outreach. Owner Key Johnson believes that NPL's diversity outreach has given their company a chance to showcase to the entire state that small local businesses have what it takes to get the job done. "We have a partnership with NPL that we truly appreciate; everyone has been so supportive, providing advice, communicating—everything we need to be successful out here in our community."

"I want to show them that someone like me from a small town can have big dreams and make a big difference in the community." Key Johnson echoes her husband's excitement for the entire township, "Oh my goodness, it's going to be great!"





Empowering Futures: Centuri Employee Scholarships

In 2020, Centuri introduced a dedicated employee scholarship program to support the aspirations of employee's children. Each year, 10 scholarships are awarded, each valued at \$5,000. Since the program's inception we have given 40 awards valued at \$175,000. The monies can be put towards two and four year degree programs as well as a vocational training. Fifty percent of the awards go to individuals who are diverse applicants

Caring for Each Other: Employee Care Fund

Centuri's Employee Care Fund was established in 2016 to help employees who are suffering financial hardship due to unpredictable circumstances such as a natural disaster, serious injury or other catastrophic event that impacts the ability to afford basic living expenses. Funded by employees, for employees, we have distributed more than \$507,000 to 175 employees and their families. Employees can contribute as little as \$1 per week. That small amount is making a big impact for employees across the organization.

We help build sustainable and economically resilient communities across North America. We do this by giving our time and financial resources to causes that align with the strategic giving objectives of our company and our stakeholders. We place an emphasis on supporting organizations in the communities where we live and work.

\$875,000
Charitable
Contributions

\$507,000
Employee
Care Fund

\$175,000
Employee
Scholarships

Riggs Distler: Strides of Hope for St. Jude Children's Research Hospital

Riggs Distler's enduring partnership with St. Jude Children's Research Hospital is an example of our employee's unwavering commitment to doing good. Since 2019, the Riggs Distler team has raised over \$310,000 to support the non-profit through its Helping Hands program, a 100% employee-run volunteer group filled with people who are passionate about giving back. The monies raised by employees have been elevated by Riggs Distler's employee matching program, increasing the impact of the team's fundraising efforts. This enduring alliance goes well beyond financial support as employees participate in walks, runs and sponsorships that benefit St. Jude and the families it serves.

Since the beginning of the partnership, Riggs Distler has been a leading fundraiser in Philadelphia, and has been the city's top fundraiser for the last three consecutive years. In 2022, Riggs Distler raised a record-breaking \$88,000 for St. Jude. On November 12, 15 team members turned out (virtually and in-person) for another successful Walk/Run, showing their enthusiasm and commitment to the cause. Their efforts



are helping to ensure a family never has to worry about the cost of treatment, travel, housing, or food.

The partnership is a source of motivation for employees as they track their progress annually against fundraising goals and celebrate together when they consistently exceed them. The events provide the team an opportunity to support their community and spend time together, as One Team.

In 2020, Riggs Distler introduced a formal Volunteer Service Leave benefit through its Helping Hands program. Each year, employees are eligible to dedicate two days to charities or non-profit community-sponsored events. In 2022, employees worked 376 volunteer hours and Riggs Distler contributed more than \$453,000 to charitable causes, inclusive of company matching grants.

376

Riggs Distler
Employee Volunteer Hours Worked





Riding for a Cause: NPL's Commitment to Conquer Cancer

In 2009, NPL Canada President Neil Waugh encouraged his team to join him on what is now called the Princess Margaret Ride to Conquer Cancer. A team was formed, and a 13-year tradition was born.

Each June, NPL's team of about a dozen riders takes part in an epic, two-day, 200km cycling event. The team rides 100km each day, and the ride culminates at Niagara Falls. Though the ride is in June, fundraising begins in January. When the weather warms up, the team also rides together- up to three times a week- to prepare for the physical and mental challenge. The ride is a chance to connect outside of work and contribute to an incredible cause.

The NPL Canada team has raised an astounding \$875,000. The ride is Canada's largest cycling fundraiser, with all proceeds directly benefiting The Princess Margaret Cancer Center, a top-five cancer research center in the world. The NPL Canada team will ride again on June 8-9, 2024.







Inclusion For All

We are committed to creating an inclusive work environment where diversity, equity, and inclusion are the norm in our in everyday workplace practices.



CENTURI



Inclusion for All

We are committed to creating an inclusive, diverse work environment. Our publicly-stated DEI commitment is to build a company-wide culture where diversity, equity, and inclusion are fundamental values in everyday business practices throughout the workplace environment. We envision a workplace that is diverse and welcoming to all individuals supported by a framework that demonstrates our commitment to these values through words and actions. In 2021, a Centuri DEI Council was formed with a focus on talent acquisition, training and development, and employee engagement.

A significant action has been the establishment of five thriving Employee Resource Groups (ERGs). With more than 200 participating employees across our organization, these groups support various causes and create allyship opportunities. Centuri's ERGs are: WE-VETS- Workforce Empowered Veterans, Women Engaged in Leadership (WELD), COMMUNITY, Canadian Diversity Network, and Be Well Mind & Body, our Mental Health ERG.

Members give generously of their time to champion education, awareness, and support and drive a continuous culture of inclusion across the Centuri organization.

Veterans >> **154** Hired in 2022

Women >> **6%** of Total Workforce

**Ethnic/
Racial Minorities** >> **22%** of Total Workforce



Mental Health

Information and resources focused on mental health and suicide prevention



CommUNITY

Enhancing social, cultural, and civic engagement activities within the communities where we work



Canadian Diversity Network

Strengthening the connection between Canada- and US-based workforces while advancing outreach to diverse communities



WE-VETS

Supporting current and former military service members



WELD

Inspiring and supporting women to achieve professional success



Fostering Inclusivity: WELD

In an historically male dominated industry, Centuri's WELD ERG is breaking new ground. In 2023, 26 WELD members completed 83 sessions as part of a pilot mentoring program, many of whom belonged to the WELD ERG. Participants are paired with company mentees who give career advice and insights. Feedback on the pilot has been very positive, with mentors commenting on the opportunities to collaborate and step out of their comfort zone. The team plans to extend the pilot in 2024.

26

WELD Members Completed

83

Mentoring Sessions



WELD
Women Engaged in Leadership Development



Lauren Winship, Alysia Hawthorne and Sherell Stone attended the National Association of Women in Construction (NAWIC) conference where they had the pleasure of networking with inspiring women from across the country.



Prioritizing Mental Health

Mental health issues disproportionately impact the construction industry. That's why we are committed to promoting education and awareness about mental health, including real-time access to support resources, and helping debunk the myths surrounding it.

Our Be Well Mind & Body ERG, made up of 52 employees, is leading the way in our ongoing mental health and suicide prevention efforts across the organization. In September 2023, we launched a company-wide campaign recognizing World Mental Health Day and Suicide Prevention Awareness Month. Pens were distributed with the digit lifeline numbers for the U.S. (988) and Canada (211) for anyone experiencing mental health-related distress.



At Centuri, mental health matters. We participate in national efforts to raise awareness of mental health in May and provide resources to our employees all year long.





Creating Career Paths

We are always looking for ways to support and empower our people and have launched a number of related initiatives. We meet people where they are- literally and figuratively. From in-field programs to online learning, we are focused on upskilling, mentoring, career pathing, and employee satisfaction.

We are committed to designing and delivering innovative HR programs that strengthen the organization across people, processes, systems, and technology. As part of that commitment, we recently relaunched LinkedIn Learning, empowering employees to build a customized learning journey based on their professional interests and aspirations. We also formalized our approach to succession planning to ensure we are building our future bench, addressing talent gaps, and ensuring the long-term health of the organization from a leadership perspective. As part of that effort, in 2023 we launched a new leadership program with a cohort of 14 participants that runs six months.

As essential to retention is our ability to recruit top talent, and we are focused on short- and long-term workforce planning. We enhanced our website to include an interactive recruiting tool and frequently participate in career fairs and other relevant events to share the benefits of our industry and our company.





Careers on Solid Ground

We are committed to engaging in charitable activities and contributing financial and human resources to causes impacting our communities and our employees. We believe that creating healthy, resilient communities is a win-win proposition. Our One Team mentality is present in the way our teams care for one another.



2019-2022

Riggs Distler Best Place to Work
Four Years Running

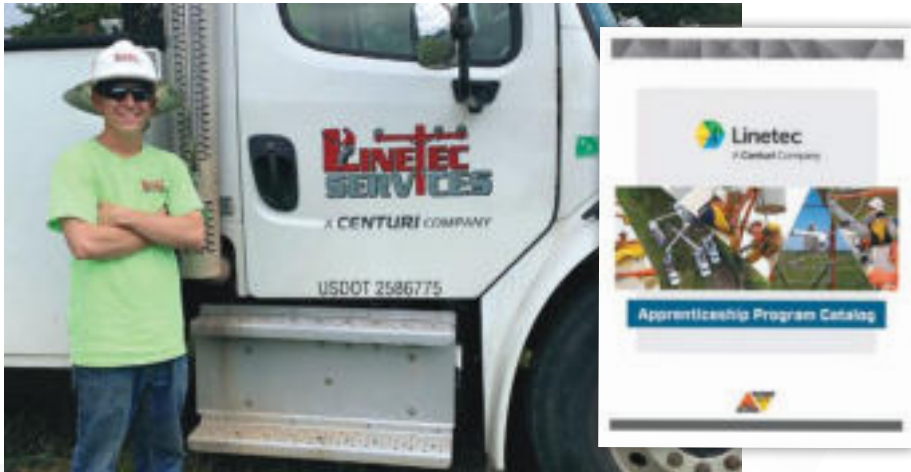
2022

Fortune Best Places to Work in
Construction (*Riggs Distler*)

Crafting Futures: Linetec's Apprenticeship Program

We are committed to supporting the growth of our employees by providing the tools and resources necessary to help advance their careers. The Linetec Apprenticeship Program received the Department of Labor DOL certification in September of 2022 and has been a staple of the operation's overall training program since.

The DOL approved four-year Lineman Apprenticeship Program offers Linetec employees a structured training program to grow their skillsets in the industry and achieve the prestigious Journeyman certification. The apprenticeship is available to all Linetec apprentices to ensure crews receive the highest quality training and equip them to safely tackle the operational challenges they will face daily. Apprentices receive 8,000 hours of blended-format training, including classroom, field, and on-line instruction.



"The Apprenticeship Program allows me to expand my knowledge of the utility industry. It also provides me with reminders of safety concerns that we can easily become complacent about. I am grateful to work for a company that encourages furthering education for their employees."

Tyler Hawthorne, Lineman

Linetec Apprenticeship Program

8,000
Hours of
Blended-
Format
Training

185
Years of
Instructor
Experience

604
Enrolled
Apprentices

22
Apprentices
Graduated

Highly qualified instructors collectively bring over 185 years of experience in their field of instruction and are prepared to deliver a challenging and motivational training syllabus. Upon completion of the program, apprentices will receive a DOL Journeyman Certification and Linetec Journeyman certificate.

The Program is setting the standard in training by equipping all Linetec Apprentices with individual iPads to ensure convenient access to assignments, course materials, and training videos. The iPad enhances learning by enabling apprentices to engage in real-time learning with instructors and other apprentices through a dedicated TEAM'S channel. Additionally, apprentices can track their progress as they complete their course work and advance through the classifications within the program.

Currently there are 604 total apprentices enrolled in the Apprenticeship Program. To cover the significant number of apprentices, instructors are continuing to mobilize four training trailers to bring the learning to the employees in the field as well as hosting training at various sites across the Linetec footprint. Linetec is planning to make a significant investment to establish up to six new training facilities that will provide in-house, face-to-face Apprenticeship Training utilizing multiple strategic facilities/locations. The facilities are being selected based on their shared location with current Linetec offices to allow for easier logistical coordination with operations.

Since the program began, 22 apprentices have graduated.



Championing Careers: Skills USA

Centuri's NEUCO team is a major contributor to SkillsUSA's Massachusetts chapter, serving on expert panels, showcasing potential career options for inspiring young people, and speaking throughout the state about the career potential. The team invests their time with the aim of inspiring the next generation of skilled workers our nation depends on to meet national energy demands.



SkillBridge: From Service to Workplace Success

The Department of Defense SkillBridge program facilitates opportunities for active duty service members to participate in internships and on the job training in their final 180 days of service. In 2020, Centuri became an authorized SkillBridge USA organization and began supporting members on their transition journey. Today, we employ three SkillBridge Alumni from corporate office to field business units.

For Centuri this opportunity is a win-win. SkillBridge provides us access to the world's most highly-trained and motivated workforce at no-cost. SkillBridge participants receive their military compensation and benefits while they are building the foundation of their solid career with Centuri in the form of an internship or on the job training.

The Path Forward

As we look ahead, we will continue to collaborate with our stakeholders to chart a path for a more sustainable future. We count it a privilege to serve our customers and communities and strengthen North America's energy network.





Centuri

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