



***summit***  
UTILITIES

Corporate  
Sustainability  
Report  
**2021 IN REVIEW**

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# Our Report



As a part of our core values, Summit Utilities, Inc. (Summit) celebrates those who exemplify pioneering by demonstrating a passion to seek and embrace innovative ideas. This year, our Corporate Sustainability Report reflects the importance of looking into the future and approaching our work, and our industry, through the lens of pioneering. Look for team member stories throughout this report that exemplify our pioneering spirit.



## **GLOBAL REPORTING INITIATIVE STANDARDS**

Summit is pleased to align with the Global Reporting Initiative Standards (GRI Standards), the first global standards for sustainability reporting, for a second year in a row. This report contains Standard GRI Disclosures throughout the report and provides a full GRI Standards index on page 46.



## **UNITED NATION'S SUSTAINABLE DEVELOPMENT GOALS**

At Summit, we continue to support the United Nation's Sustainable Development Goals (UN's SDGs). We are proud of the progress we have made on our environmental, social, and governance (ESG) goals, and continue to set progressive goals to help drive us towards an increasingly sustainable future. Through our core business, we support the UN's SDGs.



## **LETTER FROM OUR** President and CEO

The way we produce, deliver, and use energy will define the lived experience of generations of Americans to come. I am pleased to be part of a team striving to build a lower cost, more reliable and carbon neutral energy system. Our mission to deliver clean, safe, affordable, and reliable energy solutions to our customers has been unwavering since our company was founded 25 years ago. Building on our commitment to safety, we are exploring new avenues to provide our customers with consistently affordable, reliable, and progressively cleaner energy.

Last year was monumental for Summit Utilities, Inc. (Summit) as we prepared for an acquisition that welcomed over 600 new team members and more than 500,000 new customers in Arkansas, Oklahoma, and Texarkana, Texas. As the Summit team prepared for this significant growth, we were able to leverage lessons learned from the challenges of 2020, while facing the impacts from Winter Storm Uri.

During an incredibly busy year, in 2021, Summit was able to continue to deliver exemplary results in its sustainability and ESG initiatives by:

- winning the Southern Gas Association ESG Award for our methane recapture pilot;
- being named as one of the Best Places to Work in Maine for the third year in a row;
- winning the Industry Leader Accident Prevention Award for the sixth year in a row;
- creating a robust greenhouse gas inventory allowing us to set long-term emissions reduction targets; and
- earning a \$5 million grant from the Department of Energy to pilot a green hydrogen biogas project with our renewable development subsidiary, Peaks Renewables.

Summit's ESG and sustainability initiatives drive our sustainable energy future. Each day we engage in conversations about the evolution of the energy sector—and at Summit, we see local distribution companies (LDCs) as a powerful pathway to long-term energy security.

While this report looks back on 2021, as of its publishing Summit now owns and operates LDCs in six states. Our footprint includes utilities in Arkansas, Colorado, Maine, Missouri, Oklahoma, and Texarkana, Texas. The breadth of our service area allows us to explore the potential that LDCs can provide to our energy future. Whether it's collaborating with lawmakers in Maine and Colorado to meet emissions reduction goals, or safely and efficiently fueling farms in Arkansas, Oklahoma, and Missouri, we are pushing the envelope in search of new and innovative solutions to enhance the communities we serve. This is why

we have set a target to achieve net zero direct (Scope 1) emissions by 2035 and are working to develop pathways to decarbonize the gas we deliver to our customers through investments in renewable natural gas (RNG), green hydrogen and low-methane responsibly sourced gas. With innovation, and consistent collaboration with policymakers we can help reduce emissions while maintaining safe, reliable, and affordable energy access to families, business, and industry throughout the country.

Summit has  
committed to achieve  
net zero Scope 1  
emissions by 2035.

We recognize that our distribution assets can play a critical role in reducing emissions that contribute to climate change and helping the United States meet its emission reduction goals. This means focusing on rapidly reducing our Scope 1 emissions by tightening our system through eliminating leaks, reducing fugitive emissions, investing in innovative technologies, and increasing our data collection and analysis capabilities. We are also driving down the carbon intensity of the gas we deliver to our customers through the development of low and zero carbon resources.

Our emissions reduction journey is not new and is rooted in our safety culture. Since 2013, we've been able to reduce our methane emissions by 20% in Arkansas and Oklahoma through our pipeline replacement program, which is planned to be completed by 2036. We conduct leak surveys every three years, beating the federal requirement of five years, and as a result have been able to accelerate the remediation of potential fugitive emissions. In 2019, we launched Maine's first voluntary green tariff, giving our customers the opportunity to reduce their environmental footprint by matching their gas demand with attributes from RNG. In 2020, we launched a meter relocation program and methane recapture pilot to further our emission reduction goals.

Our efforts in these initiatives have yielded accolades from the American Gas Association, Southern Gas Association, and publications across the country.

In 2023, Summit will begin operating an RNG dairy digester in Maine. With the help of a \$5 million grant from the Department of Energy and partnerships including SoCal Gas, National Renewable Energy Laboratory, Plug Power, and Electrochaea, we will build a hydrogen pilot project alongside the dairy digester. This power to gas (P2G) pilot will take carbon dioxide from the dairy digester and combine it with green hydrogen to produce pipeline quality RNG.

These projects are an incredible leap forward for our company and the industry, proving that innovation can help support our ultimate climate goals.

At Summit, we understand that collaboration at the state and federal level with regulators, policymakers and industry stakeholders is key to achieving emissions reduction. As such, beyond direct action, we are working collaboratively with public officials to pursue policy solutions that enable us to reach our long-term emissions reduction goals. In addition, we are active participants in the EPA's Methane Challenge and Our Nation's Energy Future (ONE Future) Coalition, where likeminded natural gas companies have joined together to limit methane emissions to 1% or less across the supply chain by 2025.

By piloting exciting new technology and innovation programs, partnering with equally ambitious companies, and continuing to run a safe and reliable system, we believe that we are well on the path to carbon neutrality of our system by 2035. Moreover, we are making headway as we work to decarbonize the energy we deliver to our customers.

The pioneering spirit that sparked the founding of Summit in 1997 still courses throughout the company today. At Summit, we embrace change and the growth that drives innovation. We thrive on being pushed to think creatively about the future. I am proud of all that the Summit team has accomplished and am energized by what we are setting out to accomplish in the coming years.



# Our Company

Summit Utilities, Inc. (Summit) owns natural gas distribution and transmission subsidiaries that operate in Arkansas, Colorado, Maine, Missouri, Oklahoma, and Texas. Our headquarters are located in Centennial, Colorado.

Each of Summit's utility subsidiaries constructs and installs natural gas distribution systems with the goal of supporting economic development by providing clean-burning, safe and reliable natural gas to residential and commercial customers through exceptional customer service and commitment to community.

In 2021, Summit created Peaks Renewables (Peaks), an unregulated renewable development arm specializing in the development of low carbon, carbon-neutral, and carbon-negative fuels like renewable natural gas and green hydrogen. Peaks' goal is to help states, communities, utilities, homeowners, and industries reduce emissions while creating economic growth and providing access to clean, safe, reliable, and affordable energy solutions.

Summit is owned by institutional investors advised by J.P. Morgan Asset Management.



## **Arkansas Oklahoma Gas Corporation:**

Arkansas Oklahoma Gas Corporation (AOG) is based in Fort Smith, Arkansas and provides natural gas to 57,854 customers. AOG's corporate office is located in Sebastian County.

### **ARKANSAS**

Customers: 45,502

T&D Main Line: 1,726 miles

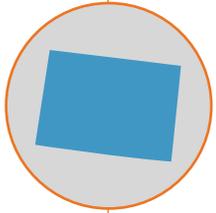
Counties Served: Crawford, Franklin, Logan, Sebastian, Scott

### **OKLAHOMA**

Customers: 12,352

T&D Main Line: 759 miles

Counties Served: Delaware, Haskell, Latimer, Leflore, Sequoyah



### **Colorado Natural Gas:**

Colorado Natural Gas (CNG) brings gas to residents and businesses in unserved and underserved communities. CNG's corporate office is located in Arapahoe County.

Colorado Customers: 24,183

T&D Main Line: 1,327 miles

Counties Served: Adams, Arapahoe, Cheyenne, Clear Creek, Gilpin, Jefferson, Kiowa, Park, Pueblo, Summit, Teller



### **Summit Natural Gas of Maine:**

Summit Natural Gas of Maine (SNGME) delivers safe and affordable natural gas to residences and businesses of all sizes and continues to expand across Maine. SNGME's corporate offices are located in Cumberland and Kennebec counties.

Maine Customers: 5,067

T&D Main Line: 302 miles

Counties Served: Cumberland, Kennebec, Somerset



### **Summit Natural Gas of Missouri:**

Summit Natural Gas of Missouri (SNGMO) specializes in bringing gas to rural areas where other service providers can't or won't go. SNGMO's corporate office is located in Taney County.

Missouri Customers: 19,569

T&D Main Line: 1,452 miles

Counties Served: Barry, Benton, Caldwell, Camden, Davies, Douglas, Greene, Harrison, Howell, Laclede, Lawrence, Miller, Morgan, Pettis, Stone, Taney, Texas, Webster, Wright

*Summit now operates two new additional utilities, Summit Utilities Arkansas and Summit Utilities Oklahoma because of a 2022 acquisition.*

*These businesses will be included in Summit's 2023 report.*

# Governance



At Summit, we approach governance through the social and environmental lens. Our policies, internal programs, and leadership structure are constantly being refined to meet the needs of our team, customers, communities, and environment. Our governance goals are built to strengthen the resilience of our business, and our 2021 accomplishments are highlighted here.

## ESG Performance

### GOVERNANCE GOALS ACHIEVED IN 2021:

- Implemented an Environmental Management System aligned with ISO 14001.
- Conducted quarterly Risk and Materiality Assessments.

### KEY 2022 GOVERNANCE GOAL:

- Implement a new Emergency Response Program.

## ESG Committee

In 2021, Summit's standing ESG Committee continued to oversee Summit's ESG strategy and development of ESG goals.

### 2021 ESG COMMITTEE HIGHLIGHTS:

- Increased ESG benchmarking score in the GRESB by 6 points, scoring 86, and receiving four stars.
- Partnered with Summit's Diversity & Inclusion Committee to offer a company-wide volunteer opportunity for Earth Day.
- Participated in the American Gas Association's Emissions Reduction Best Practices Roundtable.
- Set 2022 ESG goals to include two newly acquired operating subsidiaries.



## Pioneering in ESG

"It's an extremely exciting time to be involved in the energy industry. Pioneering isn't just one of Summit's core values, we get to see it in action every day. From our award-winning Methane Recapture Pilot to our work in Renewable Natural Gas and Hydrogen blending—our teams are out there thinking of innovative ways to advance our vision of a sustainable energy future.

I'm proud of the initiatives that Summit's ESG Committee has helped push forward over the last five years. Without our pioneering spirit, we wouldn't be the company we are today."

### LIZZY REINHOLT

*Senior Vice President of Corporate Affairs,  
Sustainability, and Marketing*

## Cybersecurity

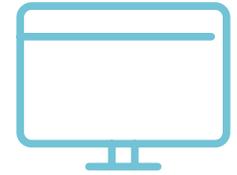
Summit's commitment to cybersecurity continues to be a key focus throughout the company. In 2021 Summit implemented Cisco DUO multifactor authentication to better protect our cloud and on-premises networks and applications. This multifactor identification tool created a simple and convenient way for our team to protect our infrastructure without disrupting day-to-day work. Summit also achieved Cybersecurity Capability Maturity Model Maturity Indicator Level 1, putting us one year ahead of our multi-year schedule.

In addition to those software implementations, in 2021 Summit's IT team launched a number of required cybersecurity training programs and executed a phishing exercise. By using common phishing tactics, Summit's IT team tested the company's readiness by sending a suspicious, yet plausible, email from a senior leader. This test highlighted where we could improve our cyber-security training and served as an important lesson to all team members.



While many members of the Summit team continued to work from home in 2021, Summit collected and recycled over 2,600 pounds of e-waste through its annual e-waste drive.

All IT hardware purchased in 2021 met or exceeded Summit's Electronic Product Environmental Assessment Tool goal.



## Corporate Giving Policy

At Summit, we recognize that we are only as strong as our communities. Giving back is not just an important part of our mission, but also a vital part of being a responsible corporate citizen and furthering the development of the communities where we work and live. In 2021, Summit updated its Corporate Giving Policy to clearly outline the company's charitable giving focuses:

- **Basic Human Needs and Energy Assistance:** Summit is committed to supporting nonprofit organizations that provide members of our communities with food, shelter, energy assistance, and other basic necessities.
- **Community Enrichment:** We are committed to the betterment of the communities and people we serve. We invest in nonprofit organizations that will enhance relationships within our communities and contribute to the communities' wellbeing.
- **Education:** Summit believes that education is a key component of success, and supports educational programs aimed at providing students with food, school supplies, and tools necessary to make education a priority.
- **Environmental Stewardship:** As a company we are committed to conserving natural resources and reducing our impact on the environment through energy efficiency, waste reduction and pollution reducing innovation.

Visit our Community section on page 29 to learn more about our 2021 philanthropic activities.



## Enterprise Risk Management

In 2021, Summit continued to undertake quarterly enterprise risk assessments. The quarterly assessment includes multiple ESG-related metrics such as resilience, political reputation, pandemics, terrorism, regulatory matters, weather, safety, cyber security and data protection. Subject matter experts in each category analyze the probability and consequence of each risk each quarter. Results are reported to Summit's Board of Directors and are used in identifying and prioritizing risk mitigation action items company wide.

## Whistle blower protection

We provide a workplace where employees are encouraged to report concerns and ask questions without fear of retaliation. To promote this culture, we provide a confidential compliance hotline that is available 24 hours a day, seven days a week. The hotline is available to all employees and persons outside the organization to report known or suspected illegal or unethical behavior. The hotline is managed by an independent, third-party operator and all reports are promptly investigated. We promote awareness of the company's reporting system and non-retaliation policies through direct communications with employees, on our corporate intranet, in our whistle blower policy, and using displays in high-traffic work areas across the organization.

## Our Board

Summit's highest governance body is its Board of Directors. Directors are required to seek the company's prior consent before engaging in any Board activity presenting a conflict of interest. The onboarding process for new Directors includes training around conflicts of interest. In addition, many of our regulated entities also have reporting requirements related to the membership of the Board, related party agreements and shareholder information.

Director biographies are featured on Summit's public website: <https://summitutilitiesinc.com/board-of-directors/>

### BOARD DIVERSITY



AVERAGE  
TENURE



RACIAL/  
ETHNIC



FEMALES

### BOARD MEMBERS SERVE ON THREE STANDING COMMITTEES



AUDIT



CORPORATE  
GOVERNANCE &  
NOMINATING  
HUMAN



RESOURCES,  
COMPENSATION  
& SAFETY

Each committee has adopted a formal charter that describes in detail its purpose, organizational structure and responsibilities.



# Environment:

**PLANNING FOR A LOW  
CARBON FUTURE**



Summit's commitment to sustainability is one of the primary pillars of our business. We are passionate about our commitment to conserving natural resources, helping solve environmental challenges, and reducing our impact on the environment through energy efficiency, pollution reduction and forward-thinking innovation.

### Key Highlights of 2021:

- Established our Scope 1 net zero emissions goal.
- Replaced over 43 miles of leak prone pipe in Arkansas and Oklahoma.
- Awarded the 2021 Southern Gas Association ESG Award for our leadership in Methane Recapture Technology.
- Implemented a new company-wide Environmental Management System.
- Awarded a nearly \$5 million grant from the U.S. Department of Energy to develop the nation's first on-system biomethane hydrogen pilot.
- Transported over 526,000 MMBtu of renewable natural gas (RNG) on our system.
- Advanced development of Peaks Renewables' (Peaks) RNG dairy digester project in Clinton, Maine.
- Continued focus on ongoing emissions reduction leadership through continued engagement and partnership with industry allies like ONE Future, the American Biogas Council, and the Renewable Natural Gas Coalition.
- Joined the NextGenGas Coalition to further industry-wide acceptance and deployment of certified natural gas.

### Environmental Goals Achieved in 2021:

- Supported the passage of RNG legislation in three states.
- Established Summit's long term emissions reductions goals.

### Key 2022 Environmental Goals:

- Integrate new assets into Summit's GHG emissions inventory and develop operational emissions reduction roadmap to achieve net-zero goal.
- Publicly announce Summit's long-term emission reduction goal.
- Advance the integration of certified gas or RNG into Summit's gas supply by soliciting a Request for Information in at least one state.

# Net Zero BY 2035

Summit has set a target to achieve net zero direct emissions by 2035.



The Local Distribution Company (LDC) system has a critical role to play in mitigating the worst impacts of climate change while maintaining affordable energy solutions for customers. In fact, a 2018 European study found that an all-electric pathway for decarbonization could cost \$1.39 trillion more than a Zero Carbon Gas solution. In the same year, the Intergovernmental Panel on Climate Change (IPCC) found that “in pathways limiting global warming to 1.5° C with no or limited overshoot, the electricity share of energy demand in buildings would be about 55%–75% in 2050.” In addition, the IPCC study found that for a 2° C degree scenario, the electricity share of energy demand in buildings would be 50%–70% in 2050. This means that even in the most aggressive of scenarios, gases or fuels will be needed to meet between 25% to 50% of energy demand in the building sector.

As we work collectively to build a long-term strategy to achieve a low carbon future, it is clear that we cannot make it with electrons alone. This is why at Summit we are working to develop a strategy to reduce economy-wide emissions of our system by focusing on achieving our net-zero by 2035 Scope 1 emissions reduction goal while also investing in innovative technologies that allow us to use our existing pipes to deliver carbon neutral, and carbon negative fuels such as RNG and green hydrogen to homes and businesses across the country. By driving down our Scope 1 emissions and creating policy solutions that allow investments in green hydrogen, RNG, and certified responsibly sourced gas, we can reduce the carbon intensity of the energy we deliver and have a long-lasting impact on global emissions reductions while continuing to play a vital role in meeting customers’ energy needs in a low carbon future.

Emissions from natural gas distribution systems have declined by 69% since 1990 even while the miles of natural gas main lines have more than tripled in the same timeframe.



**SCOPE 1**

GHG emissions are direct emissions from sources that are owned or controlled by the company. Scope 1 includes on-site fossil fuel combustion, fugitive emissions from pipeline and equipment, leaks, and fleet fuel consumption.

**SCOPE 2**

GHG emissions are indirect emissions from sources that are owned or controlled by the company. Scope 2 includes emissions that result from the generation of electricity, heat or steam purchased by the company from a utility provider.

**SCOPE 3**

GHG emissions are from sources not owned or directly controlled by the company but related to the company's activities. Scope 3 emissions include product end use, such as customer gas, and employee travel and commuting. Scope 3 also includes emissions associated with contracted solid waste disposal and wastewater treatment.

## Key Components of our Emissions Reduction Plan:

- **Pipeline Replacement:** Since 2013 Summit has reduced company-wide distribution emissions by 35% through its aggressive pipeline replacement program. To achieve the company's 2035 goal, Summit plans to continue to replace leak prone pipe with state-of-the-art plastic and protected steel pipeline. In the next five years alone, we plan to invest more than \$460 million across our operating companies to make these safety and emissions improvements.
- **Enhanced Leak Detection:** Data is critical to continue to identify new opportunities for emissions detection. Federal requirements specify leak surveys must be conducted every five years for many of our pipelines, however, Summit's operating companies often choose to perform this work at an accelerated pace and we frequently survey our system at one or three year intervals. This allows us to fix potential leaks sooner and prevent unnecessary emissions. To further enhance our data collection, better understand the source of our operational emissions, and identify priority areas to focus on emissions reduction, Summit plans to begin deploying Picarro, which is 1,000 times more sensitive than traditional leak detection technology, in 2023. By utilizing this technology to go beyond traditional leak detection, Summit will gain more detailed measurement of our emissions, prioritize pipeline replacement and identify the top 10% highest emitting pieces of its system to focus repairs and investments.
- **Enhanced Damage Prevention:** In 2021, line strikes accounted for over 18% of Summit's Scope 1 emissions. Unintended and uncontrolled releases of natural gas pose both a safety and emissions risk. To reduce third-party line strikes, Summit is working across the sector to strengthen dig safe laws in priority states while enhancing our internal damage prevention efforts. These efforts include the development of our in-house Damage Prevention Application that allows us to track gas loss caused by third party damages and will help us identify areas that need the most attention. One major cause of line strike emissions is caused by remote meter sets near the road. Since 2018 Summit has invested more than \$3.8 million to replace remote meter sets on our AOG system. We plan to invest another \$23.3 million to replace remote meters in our Arkansas and Oklahoma service areas over the next 5 years.



AOG's meter relocation program has reduced emissions related to line-strikes by **more than 55%** since 2017.

- **Implementation of Methane Recapture Technology:** Some construction and operational procedures result in the release of methane into the air, driving up Scope 1 emissions. Innovative technologies like Zero Emissions Vacuum and Compression (ZEVAC®) allow companies to capture and reuse the gas that would otherwise have been emitted into the atmosphere through normal construction/operation practices. Summit recently piloted methane recapture technology in two states. By simply piloting this technology twice, we were able to save approximately 28.1 metric tons of CO<sub>2</sub>e, which is equivalent to taking 6 cars off the road for one year. Because of these successful pilots, Summit plans to implement this technology broadly throughout the company to continue to drive down operations and construction emissions.
- **Fleet Vehicles:** In 2020, Summit began implementing a strategy to reduce fleet vehicle emissions by 15% over the next five years while reducing overall vehicle costs. The company will continue to invest in high efficiency vehicles along with new technologies to reduce the miles driven on the road.

At our subsidiary AOG, 76% of our fleet vehicles run on low emission compressed natural gas (CNG). By converting one vehicle to CNG from gasoline you can **reduce carbon emissions by an estimated 20% to 30%.**

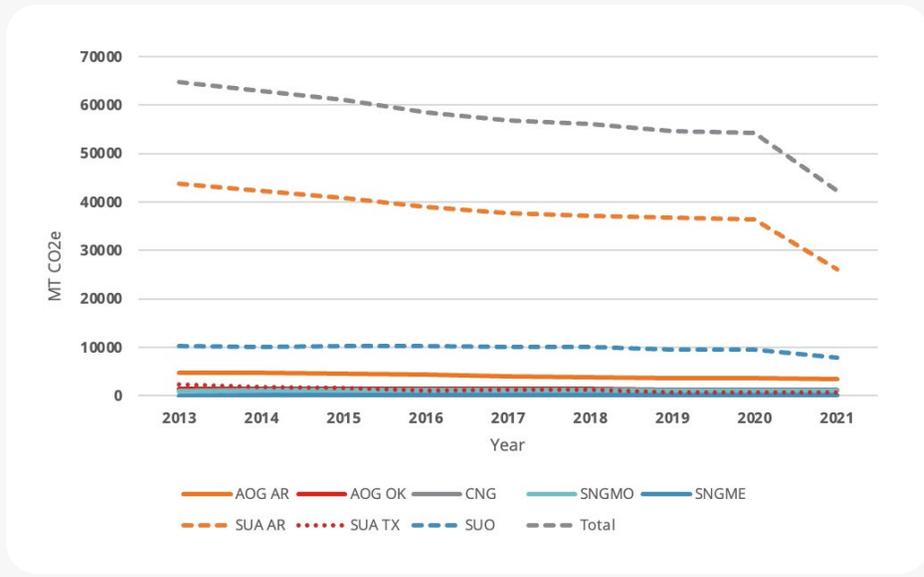
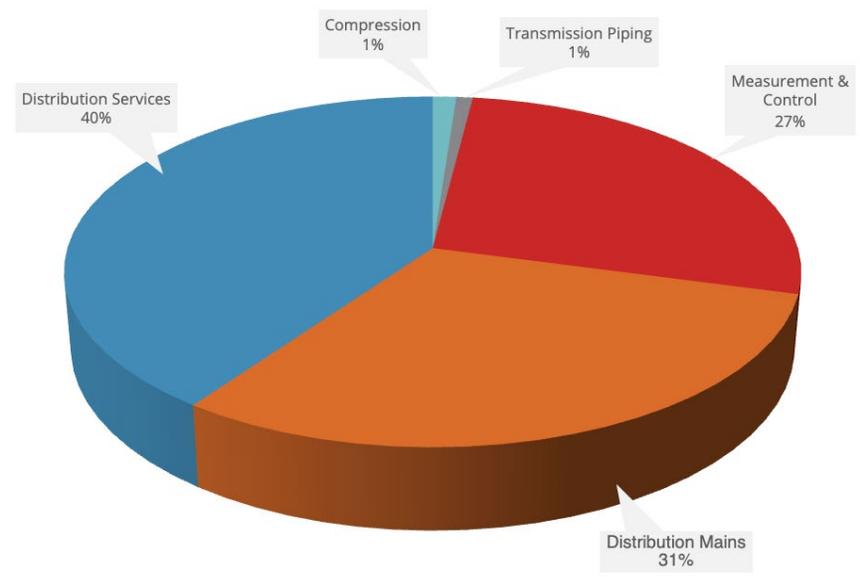


### Summit's Emission Sources

To chart Summit's path forward, we knew that we could only set and achieve our emissions reductions goals if we fully understood the scope of our current emissions. In 2020, the Summit team built the most advanced GHG emissions inventory that we have had to date. This effort allowed us to create a strong benchmark on which to base goals and measure success.

Based on our GHG emissions inventory, we are able to identify key areas where emissions reductions will have the most impact on our Scope 1 emissions goal. Through increased data gathering during leak surveys, Summit will be able to create a more accurate inventory rather than relying on broad formulaic emissions factors that may not capture the reality on the ground. This more accurate inventory coupled with meter relocation and pipeline replacement will help us significantly reduce emissions. Future technologies and practices will help us achieve even greater reductions. What we can't eliminate, Summit will offset through RNG and carbon offset purchases.

## 2021 Scope 1 Emissions by Asset Class\*



## Summit's Company-wide Distribution Emissions Reduction 2013-2021\*

\* This data includes businesses Summit acquired in January 2022, Summit Utilities Arkansas and Summit Utilities Oklahoma. These assets were acquired after our 2021 reporting period but have been included because their emissions are part of Summit's overall emissions reduction goal.



## Going Beyond Scope 1: Driving Down the Emissions Intensity of the Gas we Deliver to Customers

In addition to reducing Scope 1 emissions, Summit is committed to driving down the emissions intensity of the gas we deliver to our customers. Our pipeline infrastructure is ready made to deploy low carbon, carbon neutral and carbon negative fuels like green hydrogen and RNG today.

### RENEWABLE NATURAL GAS:

In 2021 Summit transported over 526,000 MMBtu of RNG on our system and continued to offer our customers in Maine a green tariff. This tariff

gives customers the option to match from 10% to 100% of their gas usage with attributes (much like carbon credits) of RNG. In addition, we worked across our states of operation to facilitate policy development that would create stronger pathways to integrate renewable gases on our system and support more RNG through stronger interconnection opportunities and more predictable cost recovery mechanisms.

### GREEN TARIFFS:

Providing customers with options for natural gas with a lower carbon footprint will help reduce upstream and downstream emissions.



Summit's subsidiary, Peaks Renewables, continued its work developing a community dairy RNG project in Clinton, Maine. The project works with six family dairy farms throughout central Maine to turn the manure from their dairy operations into RNG. Once in the digester, the manure will be heated and digested, creating biogas. The gas will then be cleaned to make it pipeline quality.

Renewable energy credits will be sold to third parties who need them for their own decarbonization requirements. The gas itself will be purchased by Peaks' affiliate company, Summit Natural Gas of Maine (SNGME) and used to provide reliable gas service to its thousands of customers throughout the state. To put the project into perspective, it will produce the equivalent of about 45% of SNGME's residential demand.

Carbon beneficial RNG is functionally identical to traditional natural gas and can be used for heating, cooking, and other processes. Peaks estimates that the facility will avoid emissions equating to 28,000 metric tons of

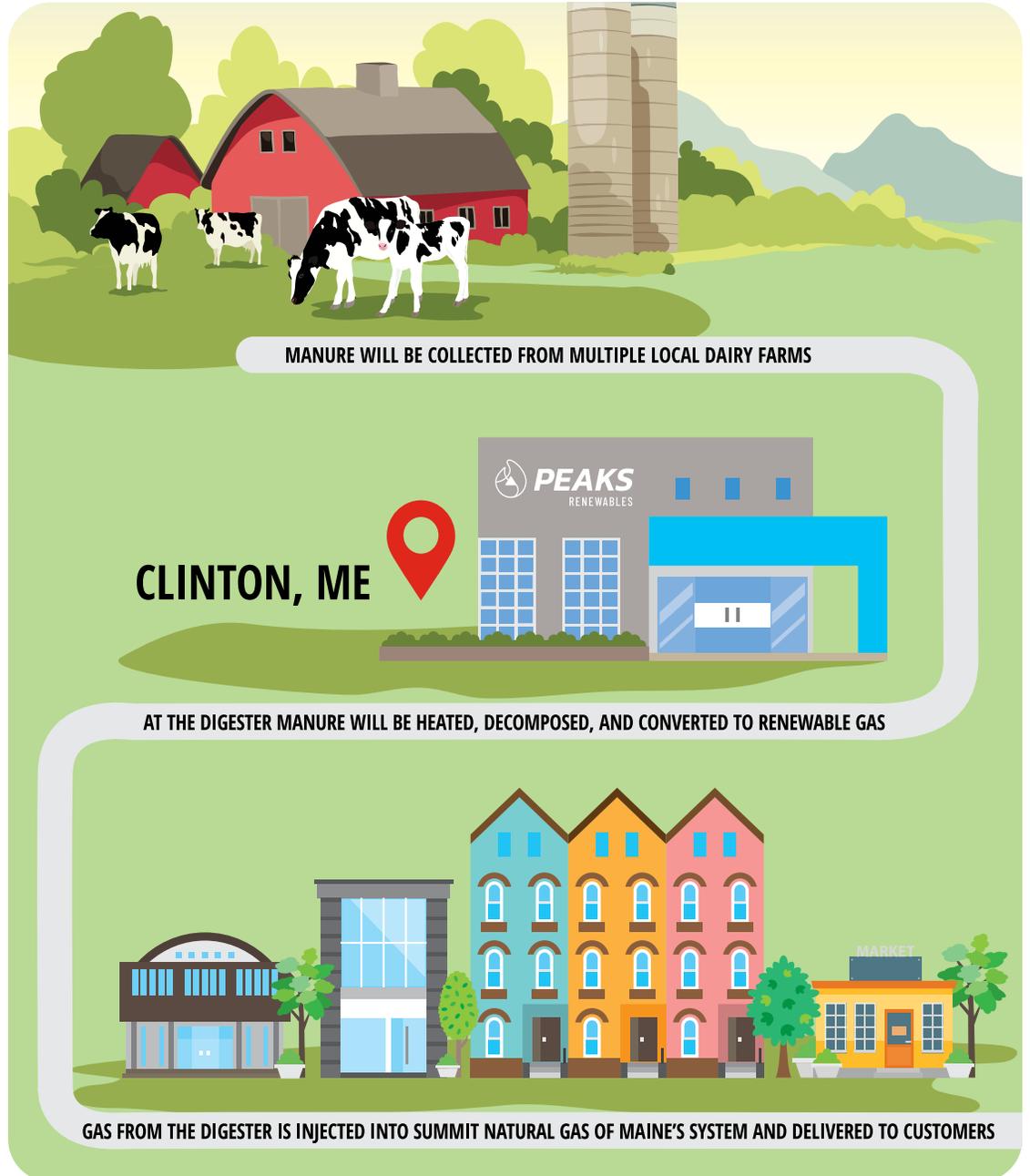
## THE RNG PROCESS

carbon dioxide equivalent. That's the equivalent of taking 6,500 cars off the road for every year it operates. In addition to generating pipeline-quality, carbon-negative renewable natural gas, the facility will also produce animal bedding and fertilizer that will be returned to the local dairy farms participating in the project to use in their daily operations. This unique manure-only project is first of its kind in Maine and joins a number of projects across the country that are already using this technology to remove emissions and create RNG.

The majority of the RNG produced today comes from capturing emissions from existing organic waste that is found in landfills, wastewater treatment plants and animal manure. The organic waste is delivered to an anaerobic digester where naturally occurring bacteria break down the waste and create a byproduct that is primarily methane. The gas produced through anaerobic digestion is then processed and becomes ready to be injected into the pipeline for use in homes and businesses.

### Green Hydrogen

Green Hydrogen is poised to play a key role in a sustainable energy future. It is produced by using renewable electricity from sources like solar and wind. It is flexible and versatile. It allows energy to be stored, moved, and used in a variety of ways across multiple sectors, including the commercial, industrial, residential and mobility sectors. It can heat homes, fuel industry, and power vehicles while displacing the use of more carbon intensive fuels. Hydrogen is now at the forefront of the energy conversation and is an elegant solution to storage problems that renewable energy faces.



At Summit, we see the potential in emerging technologies and actively seek opportunities to deploy and test new ideas. In 2021, Peaks was chosen as one of 22 other companies awarded funds from the U.S. Department of Energy to develop low carbon fuels. With the nearly \$5 million grant, Peaks plans to develop the nation's first, on-system biomethane hydrogen pilot at our dairy digester RNG project in Clinton, Maine. This is just one of the ways Peaks is leading the way in investing in innovative technologies to reduce emissions and decarbonize the thermal energy sector. In addition to the company's pilot project, Summit and all of its subsidiaries are working to advance state and federal policies to incentivize green hydrogen development.

### **ONE Future Coalition:**

In 2021, Summit continued its multi-year partnership with the ONE Future Coalition, an organization made up of energy companies from across the natural gas supply chain that are committed to achieving a science-based average rate of methane emissions across facilities equivalent to 1% or less of total natural gas production. With company leaders on ONE Future's Board of Directors and other policy and technical committees, we work together to report emissions data, mitigation efforts and best practices with the goal of leading the industry to a sustainable path of lower emissions and more efficient operations.

### **Energy Efficiency:**

At Summit, we are committed to reducing carbon emissions and providing affordable energy solutions to our customers. One of the ways we do that is by investing in energy efficiency. Each year, we invest more than \$3 million in energy efficiency programs that directly benefit our customers. By reducing the energy usage of those we serve, we help our customers keep more money in their pockets while reducing their carbon footprint.

Over the last decade our energy efficiency programs in Arkansas, Oklahoma, Colorado, and Missouri resulted in a carbon avoidance of over 29,000 metric tons of carbon dioxide equivalent. That is like taking more than 6,400 cars off the road or offsetting the total energy usage of about 3,700 homes for one year.



When you factor in energy use and emissions along the full fuel cycle, households with natural gas versus all-electric appliances produce **37 percent lower greenhouse gas emissions.**

Our energy efficiency programs make homes more efficient by creating a thermal barrier to reduce energy usage and costs while also increasing air circulation and creating a healthier ventilation and superior air quality.

## **Additional Stakeholder Engagement:**

Summit understands that continued leadership and stakeholder engagement is critical to effective policymaking and the development of best practices to drive down emissions on its system, which is why, in addition to continued engagement with ONE Future, Summit also engages with other key stakeholder groups like the NextGen Gas Coalition, the Renewable Natural Gas Coalition and the American Biogas Council. Through the unified voice of these diverse organizations from across multiple industries, we can better elevate our voice and drive positive change and the development of innovative new technologies and projects.



## Pioneering in ESG

“It is exciting to be a part of a team that embraces Summit’s pioneering spirit and actively looks for innovative ways to not only improve our day-to-day work but create long-term positive change.

In 2021, our Colorado team piloted the Master Projects Map (MPM) program. The MPM is a web-connected, GIS-based map that is custom tailored for quick decision making in both Project Management and Engineering. Rather than having to dig through project files and translate existing GIS data during meetings or day-to-day work, the MPM provides extremely quick access to project overviews against the backdrop of our existing pipeline data.

Because the nature of our work is so intertwined with the geography of the communities we serve, it is very difficult to fully grasp any of our projects without some geographical context. Thanks to the MPM, a much broader group of team members in the organization can now visually grasp our upcoming projects and further think on and plan their piece of the puzzle.

The MPM allowed the project team to manage over 90 project locations in a single map; it helped keep all 49 Colorado Natural Gas projects within approved budgets in 2021; and the MPM saved an estimated 1,000 miles of driving in 2021 because all upcoming projects in a district/area could be visited in a single trip instead of multiple trips.”

**BEN WATKIN**

*Manager of Engineering*



summit  
UTILITIES

# Safety

## Safety Performance

Summit continued to exhibit excellence for safety metrics in 2021. As a part of our Corporate Scorecard, Summit tracks key safety metrics to gauge our quarterly and annual performance. As a company, we came in below target for both personal injuries and vehicle incidents in 2021. At Summit, we strive for excellence and continuous improvement, therefore we challenge ourselves each year to improve our safety metrics.

### PERSONAL INJURIES (TRIR\*)



### VEHICLE INCIDENTS (VIR\*\*)



\*TRIR is the Total Recordable Incident Rate which is calculated by the number of OSHA recordable incidents per year and the total number of hours worked.

\*\*VIR is the Vehicle Incident Rate which is calculated by the number of vehicles incidents per year and total miles driven.

In 2021 we celebrated no recordable injuries for:



**COLORADO**



**MAINE**



**MISSOURI**



## Pioneering in Safety

**AWARD-WINNING SAFETY VIDEO**

At Summit, the safety of our team members and our communities is a top priority. We recognize that operating vehicles may be one of the most hazardous routine tasks we perform. How we park our vehicles is an important part of safe driving. In 2021, while analyzing our safety data, we discovered trends regarding backing and parking-related motor vehicle accidents. To prevent further incidents and to educate our team, Summit's Safety Team worked with our Operations Teams to develop a safety video. This video demonstrates our three different parking options and explains the significance behind the 360 Walk Around procedure. The 360 Walk Around procedure requires team members to completely walk around their vehicle prior to use. During this walk around, team members look for unsafe driving conditions, clear paths of travel, and make sure that the vehicle is in safe operating condition. Most importantly, the 360 Walk Around represents the idea that safety should be considered from all levels and angles—360 degrees. Our team members spend a lot of time on the road and this helpful video helped remind everyone that completing a 360 Walk Around inspection to check for unsafe conditions is just one of the many pro-active tools we use to prioritize a safety-first culture.

This safety initiative benefitted Summit team members, our customers, and members of the public. We've used this video to educate hundreds of team members on the 360 Walk Around practice. Educating team members, as well as the public on the 360 Walk Around practice, has proved to reduce accidents that could have potentially damaged personal or company property and vehicles.

Summit was honored to win the award for Safety & Health from the Southern Gas Association (SGA) for the "Parking Safety and Completing a 360-Degree Walkaround" training video. The SGA received 68 submissions in this category and Summit was chosen by votes from industry peers and SGA leadership.

The initiative to create this safety video was led by pioneering individuals within the company who saw a chance to improve our safety performance and is a representation of our dedication to the safety of our customers, communities, and team members.



In 2021, Summit team members received over 4,200 hours of safety training.

## 2021 DART Award Winner

For the sixth year in a row, Summit received an “Industry Leader Accident Prevention Award” for excellence in safety performance from the American Gas Association. In fact, in 2021 we came in second place in our category with a 0.26 DART incident rate.

The DART incident rate measures recordable cases involving days away from work, days of restricted work activity or job transfer. This accomplishment is a testament to our company value to “Put Safety First” each and every day and our focus on tracking leading indicators like near misses, job hazard analysis and safety training.

## Safety Updates

### STAKEHOLDER SAFETY

Stakeholder engagement is very important to Summit, particularly when it comes to education about natural gas safety. In 2021 Summit team members participated in approximately 70 safety related stakeholder meetings and events. In addition, since 2017, Summit has worked to educate local students about natural gas safety, providing in-school training presentations at schools in the service territory.

In 2021, because of the impact of COVID-19 and remote learning environment in most states of operation, Summit continued an online training format. The company sent a recorded presentation to all schools in its service territory so that children would still benefit from the natural gas safety information while learning remotely.

The short 8-minute YouTube video presentation focused on educating 3rd and 4th graders on natural gas safety. Core ideas included “call 8-1-1 before you

dig”, safety around construction sites, and what to do if you smell gas. Over 173 schools received the safety video!

## Mock Line Strike Demonstration to Educate Importance of Pipeline Safety

To enhance community safety, Summit’s subsidiary, Arkansas Oklahoma Gas (AOG), conducted a Damage Prevention Class and Mock Gas-Line Strike Demonstration at the Fort Smith Regional Airport for local first responders and professionals. The mock strike, performed by AOG team members, gave attendees a visual example of the circumstances that can arise on a job site if a natural gas line is hit and how to respond to the situation.

This event brought together more than sixty emergency responders, contractors and utility operators – including the Fort Smith Fire Department and the City of Fort Smith.

“At Summit, safety is always front of mind. It’s important for first responders to understand potential dangers and how to be more observant when you’re working around natural gas. Performing a mock line strike gives everyone the opportunity to observe the impact of hitting a gas line in a controlled setting.”

**DUSTIN WALDERNS**  
*Damage Prevention Coordinator*

In addition to discussing damage prevention and the mock gas-line strike demonstration, attendees at the event were educated in calling 811, identifying pipeline leaks and responding to line strikes. The mock line strike, which involved local firefighters, utility operators and construction workers, reinforced lessons learned during earlier classroom sessions.

“Having a live demonstration is much more impactful than watching a video or sitting through a lecture. At Summit, safety is our top priority. These classes teach our local emergency responders, construction workers, and utility operators in our service areas how to be safe around natural gas.”

**MARK HAPTONSTALL**

*Environmental Health & Safety Manager*



## Helping our Communities Stay Safe with Carbon Monoxide Detectors

To enhance community safety, Summit's subsidiary, Colorado Natural Gas (CNG), donated thirty-six carbon monoxide detectors to the Gilpin County Sheriff's Office in 2021.

The detectors were distributed by the local emergency responders along with educational safety materials and an offer to install the units for free to local community members.

“We see this as a way of giving back to the community. With proper installation, carbon monoxide detectors offer an extra level of safety to residents of the community and are extremely beneficial in guarding against carbon monoxide exposure.”

**JOE WILKES,**

*Environmental Health and Safety Manager*



## Program Updates

In 2021, Summit's Safety Team updated our Technical Training and Technician Progression Program as well as Summit's Operator Qualification (OQ) Program. Summit revamped the training programs to ensure that safe work practices and job hazard analysis were emphasized all the way through new team member onboarding. The program was also revised to provide guidance to experienced technicians to ensure they had all the resources needed to provide proper mentorship to new team members. Summit also updated all its online OQ training modules to the most up to date and current content. These important changes ensure that our team members and contractors receive the most up-to-date industry-specific training for the tasks that they complete on the job.

# Community



At Summit, kindness is not only one of our core values, but also an intrinsic part of our everyday lives. We believe in creating economically sustainable communities and are honored to help our neighbors. Our team members spend hundreds of hours each year volunteering in the communities where they live and work.

Volunteer efforts make a huge difference in our communities.

**1 hour**  
of volunteer time

=

**approximately \$29.95 of economic impact**  
invested in our communities.

Measured this way, in 2021, Summit's volunteer efforts equated to **almost \$50,000 of economic impact.**

*Volunteer time value calculation completed by [Independent Sector](#).*

## ESG Performance

### COMMUNITY GOALS ACHIEVED IN 2021:

- Created a customer care strategy for each state to better align with customer needs.
- Created a low-income program in Maine to assist customers with heating costs.

### Key 2022 Community Goals:

- Donate 3,500 hours of volunteer time off.
- Develop a long-term corporate giving strategy that is aligned with DEI initiatives.

## Volunteerism

The kindness of our team often goes above and beyond expectation. Each year, Summit team members are provided with 20 hours of paid volunteer time off (VTO) to use towards volunteer activities. Many of our team members look forward to their VTO and use the full 20 hours that Summit offers. Faced with continuing social distancing challenges in 2021, our team still found ways to safely volunteer in their communities. Several team members went

In 2021, Summit donated over **\$105,000 to more than 60 organizations** while Summit team members spent approximately **1,600 hours volunteering** in their communities.



## Pioneering in Volunteerism

“With social distancing still being a concern, the team at Summit had to get creative when thinking of ways to get out and volunteer in our communities. Summit showcased its pioneering spirit when Summit’s Diversity & Inclusion Committee promoted a virtual VTO opportunity to celebrate Earth Day. Every member of the team was invited to take advantage of our VTO benefit and clean up local parks, beaches and neighborhoods. It was a creative solution to help keep us engaged while socially distanced.”

**STACIE SMITH**  
*Manager of Public Affairs*

to extraordinary lengths to use the 20 hours of VTO provided and used countless personal hours to volunteer in their communities. Summit’s Diversity & Inclusion Committee awarded one colleague with a Citizen Award for their outstanding commitment to their community. Summit donated \$250 in the awardee’s name to a charity of her choosing.

### **Our Citizen Award Winner for Outstanding Volunteerism in 2021:**

Karla Leclerc’s volunteer efforts are not new to her local communities. While challenges around the pandemic may have limited certain activities, Karla persevered in 2021 by assisting at a Habitat for Humanity build, Travis Mills Foundation, her church, and local daycare/learning centers. Being a regular advocate in the area, Karla’s great efforts were also recognized by the Kennebec Valley Board of Realtors, and she was one of the 2021 Affiliate of the Year Award recipients.

“Summit’s VTO benefit is amazing, and I try hard every year to use it. It is such a great feeling to not only give back to my community, but to work for a company that so whole-heartedly supports our volunteerism.”



## ADOPT-A-TRAIL PROGRAM

Care and maintenance of this trail supported by:



### Adopt-a-Trail

In 2021, our subsidiary, Summit Natural Gas of Maine, was the first participant in the Royal River Conservation Trust's (RRCT) "Adopt-a-Trail" Program.

In addition to volunteering time with the RRCT, Summit's participation in the "Adopt-a-Trail" Program supports trail maintenance throughout the year, as well as providing funds for essential tools and supplies.

"This commitment from Summit helps us with both our conservation and recreational goals at the Memak Preserve. While the Preserve is a beloved recreational amenity for local communities, it is also a home and haven for wildlife. Summit's adoption of a trail here at Memak is the first step in our original vision for the Program, which was to establish long-term support for the Preserve's accessibility and environmental integrity."

**CHAD FIERROS,**  
*RRCT's Stewardship Director*

Located in North Yarmouth, the Memak Preserve is a 46-acre conservation area within the Royal River watershed. Visitors to the Memak Preserve are met by a trail marker with Summit Natural Gas of Maine's logo on it before venturing out on a pathway that meanders through mixed-hardwood forest that sequesters carbon while providing a habitat for animal, plant, and fungal life.

### Help with Home Heating

Keeping our customers safe and warm is our highest priority. As temperatures fell and energy prices rose, the Summit team found a way to give back to communities who needed it most. In the winter of 2021, Summit donated \$30,000 across three states to help those in need with home heating costs. These funds were used to help low-income families who were struggling to pay their home heating bills.



## Economic Impact

In addition to community engagement and charitable giving, Summit has a positive economic impact on the communities we serve through jobs, goods and services, and taxes and franchise fees.

### 2021 ECONOMIC IMPACT SUMMARY

Employee Compensation (Wages & Benefits)*	\$51,900,000
Supplier Payments	\$74,600,000
Property Taxes	\$8,400,000
Sales & Use Tax**	\$3,300,000
City Franchise Fees***	\$6,400,000

\* Benefits include employer contributions for health and welfare benefits as well as 401(k) and retirement contributions.

\*\* Depending on state and local laws, we are required to collect sales tax from customers on taxable sales of goods and services. We also pay taxes on certain purchases made by Summit that have not been previously taxed by the vendor or service provider.

\*\*\* Payments made to local governments for use of public rights-of-way.



## Stakeholder Engagement

Summit is committed to being a good friend and neighbor to our customers, the communities that we serve, and our stakeholders. Summit's regulated public utilities are actively engaged with stakeholders in Arkansas, Colorado, Maine, Missouri, and Oklahoma. Our stakeholder relations plan includes cooperative engagement with regulators, law makers, local officials, first responders, and schools. These relationships allow us to educate our stakeholders on natural gas safety, provide meaningful input on energy policy, and to be better able to withstand challenges, transitions, or emergencies, whether they are economic, operational, or political.

To best meet the needs of our communities we believe that it is important for us to be active and engaged. That is why each year we partner with dozens of local, community-based organizations.

## Memberships & Associations

ACP-Association of Continuity Professionals  
American Biogas Council  
American Gas Association  
Appalachian Gas Measurement Short Course  
Arkansas Advanced Energy Association  
Arkansas Gas Association  
Arkansas GIS Users Group  
Arkansas State Heating, Venting, Air Conditioning, and Refrigeration Association  
Augusta Rotary  
Avaya Alumni Network  
Avaya Professionals  
Central Maine Apartment Owners Association  
Central Maine Growth Council  
Colorado One Call  
Colorado Pipeline Association  
Common Ground Alliance  
Crawford County Board of Realtors  
DNG-ISAC  
E2Tech  
EAM CAB -- Oracle Enterprise Asset Management Customer Advisory Board  
EC-Council  
Energy & Utilities Network  
Energy Solutions Center  
Financial Research Institute  
Fort Smith Board of Relators  
Fort Smith Regional Alliance  
Fort Smith Regional Council  
Fort Smith School District Partners in Education  
Greater Fort Smith Association of Homebuilders  
Infraguard  
ISC2  
Kennebec Valley Board of Realtors  
Leadership Fort Smith  
Maine Association of Plumbing, Heating, and

Cooling Contractors  
Missouri Association of Natural Gas Operators  
Missouri Energy Cybersecurity Coalition  
Missouri Energy Development Association  
Missouri One Call  
MUST  
National Association of Homebuilders  
National Energy Foundation  
Natural Gas Vehicles of America  
NextGenGas Coalition  
Northeast Gas Association  
Oklahoma Gas Association  
One Future  
Oracle Application Users Experts  
Our Nations Energy Future Coalition  
PAPA  
Pine Tree Society  
Pipeline Association for Public Awareness  
Pipeline Association of Missouri  
Poteau Chapter Ducks Unlimited  
Poteau Kiwanis Club  
Renewable Natural Gas Coalition  
River Valley IT Professionals  
Saas Group  
Scrum Alliance  
Southern Gas Association  
The Poultry Federation  
United Way  
US-CERT  
Van Buren Rotary Club  
VMUG  
Western Arkansas Human Resources Association  
Women's Energy Network

## Chambers of Commerce

Alma Area Chamber of Commerce  
Arkansas State Chamber of Commerce  
Ava Chamber of Commerce  
Branson Chamber of Commerce  
Branson Lakes Area Chamber of Commerce  
Camdenton Area Chamber of Commerce  
Cumberland Falmouth Community Chamber of Commerce  
Fort Smith Chamber of Commerce  
Gallatin Chamber of Commerce  
Greater West Plains Chamber of Commerce  
Hollister Chamber of Commerce  
Kennebec Valley Chamber of Commerce  
Lake Area Chamber of Commerce  
Lake of the Ozarks Chamber of Commerce  
Lake West Chamber of Commerce  
Lebanon Chamber of Commerce  
Maine State Chamber of Commerce  
Mid-Maine Chamber of Commerce  
Missouri Chamber of Commerce  
Mountain Grove Chamber of Commerce  
Muldrow Chamber of Commerce  
Oklahoma State Chamber of Commerce  
Portland Regional Chamber  
Poteau Chamber of Commerce  
Sallisaw Chamber of Commerce  
Van Buren Chamber of Commerce  
Warsaw Chamber of Commerce  
Yarmouth Chamber of Commerce



# People

Our culture is brought to life every day by the Summit team. We embrace a Speak Up culture that encourages our team members to provide input on the everyday operations of the company. Whether it's a safety suggestion, a way to better serve our customers, or improvements to our day-to-day internal operations, no idea is too big or small to be brought to the table. We are proud to provide our team members with many ways to make their voices heard, and value the respectful candor that makes Summit a great place to work.

## ESG Performance

### SOCIAL GOALS ACHIEVED IN 2021:

- Included women on the interview panels over 90% of the time for office-based jobs and 70% of the time for field-based jobs.

### Key 2022 Social Goals:

- Develop a team member ambassador training program to roll out in 2023.
- Achieve diversity, equity, inclusion (DEI) targets in accordance with Summit's DEI plan and establish new DEI goals and targets.
- Develop a customer survey to solicit feedback regarding energy conservation efforts.

## 2021 Accomplishments

### BEST PLACES TO WORK IN MAINE

In 2021, Summit was named as one of the Best Places to Work in Maine for the third year in a row. The awards program was created in 2006 and is a project of the Society for Human Resource Management - Maine State Council (MESHRM) and Best Companies Group. Partners endorsing the program include: MaineBiz, the Maine State Chamber of Commerce and Maine HR Convention.

“It is an honor to receive this prestigious title for the third year in a row. The pandemic has presented us with multiple challenges, but one thing never faltered: our team members' commitment to each other and the people we serve. This recognition is not only a testament to our company culture but is also reflective of our company value to always put people – be it our team members, communities or customers – first.”

**KURT ADAMS**

*President and CEO*

## YEARS OF SERVICE PROGRAM

In 2021, Summit created a Years of Service Program to highlight and recognize our team members' tenure and dedication to the company. Summit recognizes team members for milestone years of service with the company in the company newsletter, on the company intranet, through social media and other platforms. In addition, team members receive certificates and other recognitions when they reach milestone years of service with the company as a thank you for their dedication and hard work.

## BLUE FLAME EMPLOYEE RECOGNITION PROGRAM

Recognizing exemplary work is a vital part of Summit's culture. Not only is it important for leaders to recognize the valuable input of their direct reports, but it is also equally important for colleagues to have a place to publicly recognize their peers for going above and beyond in the workplace. In 2021, Summit updated the Blue Flame Employee Recognition Program, allowing any employee to recognize any other team member throughout the organization. The program is centered on Summit's P.E.A.K.S values and encourages our overall culture.

## ENGAGEMENT AND FEEDBACK

To hear more from our team members, in 2021 Summit implemented a comprehensive employee engagement survey tool and instituted a quarterly feedback program. Each quarter, the Summit team receives an anonymous survey where they can candidly provide feedback about important issues at the company. This tool allows leadership to track trends and provides the Summit team with another avenue to voice opinions about safety, workload, job satisfaction, DEI initiatives, and anything else that is on their mind.



## Growth

One of Summit's biggest undertakings for 2021 was the acquisition of natural gas assets in Arkansas, Oklahoma, and Texarkana, Texas. Many members of the Summit team spent much of 2021 preparing to grow the company by 500,000 customers while also welcoming over 600 new team members. This exciting growth called upon all of Summit's core values, especially agility and pioneering as many departments worked to welcome new customers and team members alike.

## Diversity and Inclusion Committee

Summit's Diversity and Inclusion (D&I) Committee is made up of team members from across the company. The Committee's goal is to maintain a diverse representation of team members across Summit's states and departments.

The D&I Committee works to integrate best practices for diversity, team member engagement, equity and inclusion into Summit's policies and programs. The D&I Committee serves as an advisory body to the leadership team and provides research, recommendations, event support, and policy guidance to Summit's leaders as requested and as outlined in the company's strategic plan. We value diversity and seek to foster a welcoming, safe, and respectful workplace culture through equity and inclusion.

Throughout 2021, the D&I Committee concentrated on increasing DEI-related communications both internally and externally, as well as creating a plan to welcome over 600 new team members to the company.

The D&I Committee's 2021 accomplishments include:

- Created a sub-committee to ensure that regular and timely DEI content was communicated with the Summit team. This included celebrations of Black History Month, Women's History Month, Pride Month, and more.
- Increased social media posts to include a more representative view of the Summit team and include DEI messaging.
- Created a best practices sub-committee that reviewed and updated the Committee Charter.
- Facilitated the creation of a "Welcome to Summit" video to welcome new team members to the company.

## Compensation and Benefits

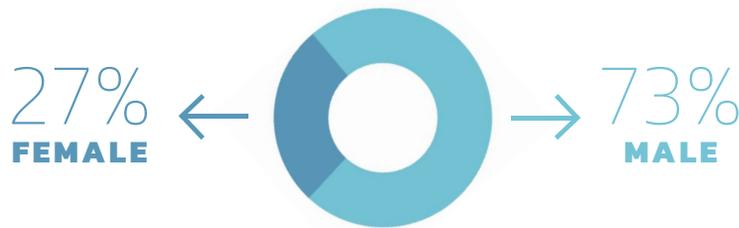
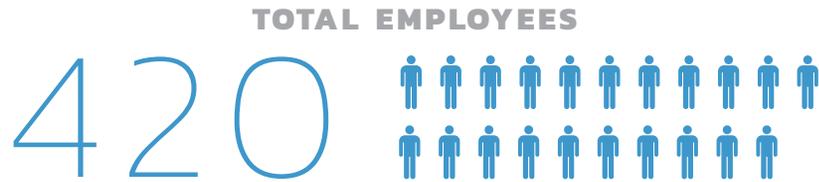
Summit offers competitive pay and benefits which provide flexibility, choice, and support to our team when they need it most. We understand that home and family are essential to our employees, and our benefits are designed to support them both at work and at home. Here is some of what we offer\*:

- Competitive pay, including pay-for-performance incentives
- Robust medical, dental and vision plans
- Pet insurance
- Teledoc healthcare
- Legal insurance
- Employer contributions to Health Savings Accounts
- Company-paid life and disability coverage
- 401k retirement savings plan with a generous employer match and immediate vesting
- Flexible paid time off (PTO), as well as paid holidays and floating holidays
- Paid Volunteer time off for all employees
- Parental leave to all parents for the birth or adoption of a child
- Wellness program that encourages healthy living
- Education reimbursement to support growth and skill development
- Employee Assistance Program
- Remote work policy

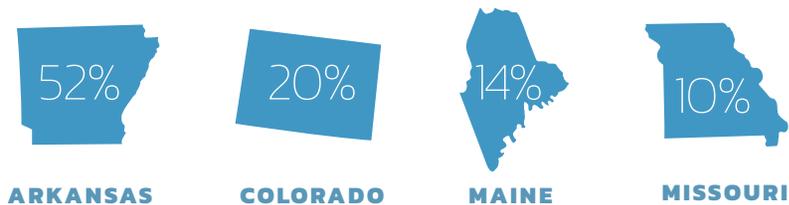
*\*Benefits for some positions in Arkansas and Oklahoma are governed by a Collective Bargaining Agreement and may differ from the benefits we provide to our other employees.*



# 2021 Workforce Demographics



**PERCENT OF TOTAL EMPLOYEES BY STATE:**



4%  
REMOTE

**EXECUTIVE LEADERSHIP POSITIONS HELD BY WOMEN**



**ETHNIC DIVERSITY\***



**VETERANS\***



**REPRESENTED BY UNIONS**



**AVERAGE TENURE**



**VOLUNTARY TURNOVER RATE**



**RETIREMENT RATE**



*\*Based on employee self-reporting*

# Appendix A: 2021 Quantitative Emissions Data



Summit Utilities, Inc.	
<b>METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS-2021</b>	
Number of Gas Distribution Customers	106,673
Plastic (miles)	4022.84
Cathodically Protected Steel - Bare & Coated (miles)	1605.4
Unprotected Steel - Bare & Coated (miles)	5.89
Cast Iron / Wrought Iron - without upgrades (miles)	0
Unprotected Steel (Bare & Coated) (# years to complete)	6
Cast Iron / Wrought Iron (# years to complete)	0
<b>EMISSIONS</b>	
Scope 1 Emissions, Metric Tons of CO <sub>2</sub> e	49,580
Scope 2 Emissions, Metric Tons of CO <sub>2</sub> e	1,182
Scope 3 Emissions, Metric Tons of CO <sub>2</sub> e	1,025,523
Net Avoided Emissions, Metric Tons of CO <sub>2</sub> e	149
Total Methane Emissions, Metric Ton of CH <sub>4</sub>	1,339
Net Avoided Methane Emissions, Metric Tons CH <sub>4</sub>	6



Arkansas Oklahoma Gas Corporation	
<b>METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS-2021</b>	
Number of Gas Distribution Customers	57,854
Plastic (miles)	1474.37
Cathodically Protected Steel - Bare & Coated (miles)	1070.74
Unprotected Steel - Bare & Coated (miles)	5.89
Cast Iron / Wrought Iron - without upgrades (miles)	0
Unprotected Steel (Bare & Coated) (# years to complete)	6
Cast Iron / Wrought Iron (# years to complete)	0
<b>EMISSIONS</b>	
Scope 1 Emissions, Metric Tons of CO2e	22,265
Scope 2 Emissions, Metric Tons of CO2e	879
Scope 3 Emissions, Metric Tons of CO2e	516,889
Net Avoided Emissions, Metric Tons of CO2e	143
Total Methane Emissions, Metric Ton of CH4	838
Net Avoided Methane Emissions, Metric Tons CH4	6



Colorado Natural Gas, Inc.	
<b>METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS-2021</b>	
Number of Gas Distribution Customers	24,183
Plastic (miles)	1240.79
Cathodically Protected Steel - Bare & Coated (miles)	86.3
Unprotected Steel - Bare & Coated (miles)	0
Cast Iron / Wrought Iron - without upgrades (miles)	0
Unprotected Steel (Bare & Coated) (# years to complete)	0
Cast Iron / Wrought Iron (# years to complete)	0
<b>EMISSIONS</b>	
Scope 1 Emissions, Metric Tons of CO2e	4,255
Scope 2 Emissions, Metric Tons of CO2e	83
Scope 3 Emissions, Metric Tons of CO2e	124,978
Net Avoided Emissions, Metric Tons of CO2e	6
Total Methane Emissions, Metric Ton of CH4	154
Net Avoided Methane Emissions, Metric Tons CH4	.2



Summit Natural Gas of Maine, Inc.	
<b>METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS-2021</b>	
Number of Gas Distribution Customers	5,067
Plastic (miles)	234.15
Cathodically Protected Steel - Bare & Coated (miles)	68.48
Unprotected Steel - Bare & Coated (miles)	0
Cast Iron / Wrought Iron - without upgrades (miles)	0
Unprotected Steel (Bare & Coated) (# years to complete)	0
Cast Iron / Wrought Iron (# years to complete)	0
<b>EMISSIONS</b>	
Scope 1 Emissions, Metric Tons of CO2e	2,299
Scope 2 Emissions, Metric Tons of CO2e	45
Scope 3 Emissions, Metric Tons of CO2e	194,635
Net Avoided Emissions, Metric Tons of CO2e	0
Total Methane Emissions, Metric Ton of CH4	45
Net Avoided Methane Emissions, Metric Tons CH4	0



Summit Natural Gas of Missouri, Inc.	
<b>METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS-2021</b>	
Number of Gas Distribution Customers	19,569
Plastic (miles)	1073.53
Cathodically Protected Steel - Bare & Coated (miles)	379.88
Unprotected Steel - Bare & Coated (miles)	0
Cast Iron / Wrought Iron - without upgrades (miles)	0
Unprotected Steel (Bare & Coated) (# years to complete)	0
Cast Iron / Wrought Iron (# years to complete)	0
<b>EMISSIONS</b>	
Scope 1 Emissions, Metric Tons of CO2e	7,742
Scope 2 Emissions, Metric Tons of CO2e	175
Scope 3 Emissions, Metric Tons of CO2e	188,883
Net Avoided Emissions, Metric Tons of CO2e	0
Total Methane Emissions, Metric Ton of CH4	300
Net Avoided Methane Emissions, Metric Tons CH4	0

# Appendix B: GRI Index

GRI Standards		
GRI 101: Foundation		
GRI 102: General Disclosures		
Disclosure	Description	Related Content and Source
102-1	Name of the organization	Our Company
102-2-a	Activities, brands, products, and services	Our Company
102-2-b		
102-3	Location of headquarters	Our Company
102-4	Location of operations	Our Company
102-5	Ownership and legal form	Our Company
102-6-a	Markets served	Our Company
102-6-a-i		
102-6-a-ii		
102-6-a-iii		
102-7-a	Scale of the organization	People
102-7-a-i		Our Company
102-7-a-ii		Appendix A
102-7-a-iii		n/a
102-7-a-iv		Appendix A
102-7-a-v		
102-8-a	Information on employees and other workers	People
102-8-b		
102-8-c		
102-8-d		n/a
102-8-e		
102-8-f	Supply chain	Data is compiled through Summit's ADP program.
102-9		n/a
102-10-a	Significant changes to the organization and its supply chain	Our Company, Environment: Planning for a Low Carbon Future
102-10-a-i		
102-10-a-ii		
102-10-a-iii		
102-11	Precautionary Principle or approach	n/a

102-12	External initiatives	Community
102-13	Membership of associations	Community
102-14	Statement from senior decision-maker	Letter from our CEO
102-15	Key impacts, risks, and opportunities	Letter from our CEO, Environment: Planning for a Low Carbon Future
102-16	Values, principles, standards, and norms of behavior	Safety, Our Communities
102-17-a	Mechanisms for advice and concerns about ethics	Governance
102-17-a-i		
102-17-a-ii		
102-18-a	Governance structure	Governance
102-18- b		
102-19	Delegating authority	Governance
102-20-a	Executive-level responsibility for economic, environmental, and social topics	Governance
102-20-b		
102-21-a	Consulting stakeholders on economic, environmental, and social topics	Governance
102-21-b		
102-22-a	Composition of the highest governance body and its committees	Governance
102-22-a-i		
102-22-a-ii		
102-22-a-iii		
102-22-a-iv		
102-22-a-v		
102-22-a-vi		
102-22-a-viii		
102-23-a	Chair of the highest governance body	Governance
102-23-b		
102-24-a	Nominating and selecting the highest governance body	Governance
102-24-b		
102-24-b-i		
102-24-b-ii		
102-24-b-iii		
102-24-b-iv		

102-25-a	Conflicts of interest	n/a
102-25-b		
102-25-b-i		
102-25-b-ii		
102-25-b-iii		
102-25-b-iv		
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance
102-27	Collective knowledge of highest governance body	Governance
102-28-a	Evaluating the highest governance body's performance	Governance
102-28-b		
102-28-c		
102-28-d		
102-29-a	Identifying and managing economic, environmental, and social impacts	Governance
102-29-b		
102-30	Effectiveness of risk management processes	Governance
102-31	Review of economic, environmental, and social topics	Governance
102-32	Highest governance body's role in sustainability reporting	Governance
102-33	Communicating critical concerns	Governance
102-34-a	Communicating critical concerns	Governance
102-34-b		
102-35-a	Remuneration policies	Governance, People
102-35-a-i		
102-35-a-ii		
102-35-a-iii		
102-35-a-iv		
102-35-a-v		
102-35-b		
102-36-a		
102-36-b		
102-36-c		

102-37-a	Stakeholders' involvement in remuneration	Governance
102-37-b		
102-38	Annual total compensation ratio	n/a
102-39	Percentage increase in annual total compensation ratio	n/a
102-40	List of stakeholder groups	Community
102-41	Collective bargaining agreements	People
102-42	Identifying and selecting stakeholders	Community
102-43	Approach to stakeholder engagement	Community
102-44-a	Key topics and concerns raised	Community
102-44-a-i		
102-44-a-ii		
102-45-a	Entities included in the consolidated financial statements	Our Company
102-45-b		
102-46-a	Defining report content and topic Boundaries	Our Report
102-46-b		
102-47	List of material topics	Our Report
102-48	Restatements of information	n/a
102-49	Changes in reporting	None
102-50	Reporting period	2021 calendar year
102-51	Date of most recent report	December 2021
102-52	Reporting cycle	Calendar year
102-53	Contact point for questions regarding the report	Justina Pimentel, Manager of Sustainability and Communications Strategy

