



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY

This Environmental, Social and Governance Policy (this “Policy”) applies to SiEnergy, L.P. and its affiliates (collectively, “SiEnergy” or “Company”), as well as all employees thereof.

### **Purpose**

As one of the top natural gas distribution utilities in the State of Texas, SiEnergy understands that its stakeholders go beyond end-users and investors, encompassing its employees, local communities, and the natural environment. Being a good neighbor, an ethical corporate citizen and employer, and a responsible environmental steward are core values, and part of everything we do. The purpose of this Policy is to formalize SiEnergy’s commitment to these values by clearly articulating how we proactively manage and consider environmental, social and governance (“ESG”) issues. The Company believes that observing this Policy benefits all our stakeholders and will help ensure the long-term growth and success of the business.

### **Execution and Accountability**

This Policy will be readily available to all SiEnergy employees, and the Company will formulate, communicate and implement various policies, directives, processes, procedures and other internal guidance as may be appropriate to execute and effect this Policy, consistent with its Purpose and Principles. Further, SiEnergy will provide employees and contractors with appropriate training, support, information and assistance as may be necessary or desirable to help them comply with this Policy. The Company will ensure that all SiEnergy contractors and employees – particularly Company leadership – is held accountable for observing and enforcing this Policy.

### **Principles**

The following principles govern all we do at SiEnergy, individually and collectively. We will at all times seek to:

- Be a healthy, team-oriented workplace for our employees by fostering positive employer/labor relations and embracing a culture of collaboration, positivity, accountability, diversity, and innovation.
- Comply with any and all applicable laws, rules and regulations governing our business and operations, including without limitation all environmental, health and safety laws/rule/regulations.
- Seek at all times a productive working relationship with applicable regulators and governmental authorities.
- Observe all appropriate industry and operational best practices, including without limitation those relating to the protection of the environment and human health and safety.
- Be a good neighbor in the communities we serve by, among other things, thoughtfully considering local input and concerns, hiring locally when possible, and participating in and supporting important community organizations and activities.
- Assess and consider environmental impact in all our operations and procurement activities so as to minimize the Company’s environmental footprint.
- Avoid and not tolerate corrupt business practices and conflicts of interest.
- Make appropriate ESG disclosures and reports to our investors, employees and other relevant stakeholders.



### **Shared Responsibility (Governance)**

SiEnergy employees at every level of the Company shall share responsibility for the implementation and observance of this Policy, as follows:

- Every SiEnergy employee is responsible for understanding and observing this Policy in the execution of his/her day-to-day job duties;
- Employees in leadership positions shall ensure that his/her team observes this Policy, and that the priorities set forth herein are appropriately incorporated into team training, processes and goals;
- The Company's Executive Leadership Team is responsible for the performance of the Company's respective business units/groups with respect to adherence to this Policy, as well as for the implementation of specific Policy-related initiatives and policies at the business unit/group level;
- SiEnergy's Chief Executive Officer and General Counsel shall, with input and assistance from the Executive Leadership Team and others as appropriate, be responsible for ESG program-level matters, including internal and external reporting, public disclosures, regular review and updating of this Policy, and ESG program or Policy changes.