



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 ancillary 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. This Policy and all ancillary policies will be reviewed periodically and revised as needed so as to drive continual performance improvement, as well as to account for changing circumstances, including any changes to applicable laws, rules and regulations.

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 Board of Directors (the "Board") has overall responsibility for ESG oversight, including oversight of SiEnergy management in implementing program-level initiatives and policies;
- ESG program-level matters have been delegated by the Board to SiEnergy's Chief Executive Officer, whose responsibilities include communicating ESG information with stakeholders, ensuring that ESG matters are appropriately prioritized, preparing relevant KPIs and presenting them to the Board for approval, and reporting ESG performance to the Board;
- In implementing and executing program-level initiatives and policies, SiEnergy's Chief Executive Officer shall seek out and utilize input and assistance from the Executive Leadership Team and others as maybe necessary or appropriate; and
- The Board has established certain KPIs for SiEnergy identifying customer service goals, safety targets and organizational effectiveness, which are used in connection with compensation determinations. The Board considers time commitment, comparative fees and responsibilities related to remuneration for directors. The compensation of the members of the executive team, including the Chief Executive Officer's compensation, is approved by the Board. The Board ensures that an objective process is in place for determining compensation for directors and officers.