

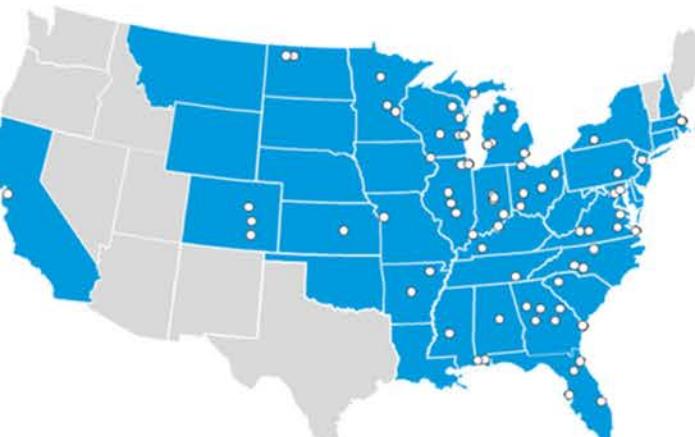


CONDENSED SUSTAINABILITY RESOURCE

COMPANY PROFILE

Artera is a premier provider of innovative, sustainable, mission-critical infrastructure solutions. Our core focus is serving the natural gas industry, while offering specialty services that support the advancement of the water, wastewater, electric, telecommunications, and other critical industries across a combined service territory of 41 states.

Founded in 2020, Artera provides scale and support to an integrated portfolio of legacy family-owned and operated businesses that have been providing critical infrastructure solutions since 1953.



● Artera Service Areas

SUSTAINABILITY OVERVIEW

At Artera, our sustainability mission, **Believe. Act. Impact.**, guides how we operate every day. We believe in doing what's right, acting with a safety-first mindset, and focusing on making a meaningful impact for our customers, communities, and the energy systems we support.

As an industry leader, Artera has built a strong reputation for safety, quality, and technical expertise, enabling us to deliver some of the most complex and essential energy infrastructure projects across the country. Our core work repairing, replacing, and modernizing aging natural gas systems helps utilities meet growing demand for safe, affordable, and reliable energy while supporting regulatory compliance and greenhouse gas (GHG) reduction goals.

With a diverse and highly skilled workforce, we also provide the same dependable service across adjacent underground utilities, including electric, water, wastewater, and telecom.

Investing in Innovation and Sustainability

Artera continually invests in people, technology, and solutions that improve safety, reliability, and environmental outcomes. One example is our methane-capture solution launched in 2021, which reduces fugitive emissions from pipeline maintenance and construction by an average of 97.5%. By capturing methane before release and injecting it into adjacent pipelines, we've supported nearly 40 utilities, mitigated close to 2,000 blowdown events, and provided detailed emissions-reduction reporting for each project.

Supporting the Future of Reliable Energy

Artera is proud to help advance national efforts that support affordable and equitable access to reliable energy. We work closely with utilities and industry associations to share best practices and advocate for balanced state and federal policies that enhance safety, innovation, and sustainability across the energy landscape.

At Artera, we believe that our ability to achieve business success is aligned with our ability to make an impact. This is foundational to how we approach our ESG strategy and was the driving force behind our engagement with stakeholders throughout the materiality assessment process.

By understanding the key topics most material to our business, we can focus on the needs of our customers, communities, and team members, putting our beliefs into action and making a sustainable impact where it matters most.

Our sustainable impact is driven by our four key ESG pillars:



ONGOING FOCUS AREAS



ONGOING ACCOMPLISHMENTS

SAFETY



- Artera is committed to a safety-first culture, and our continuous improvement efforts are delivering measurable results.
- Take ONE Implementation: Successfully launched Take ONE, a last-minute jobsite risk assessment tool now used across the enterprise to help prevent incidents by reducing near misses and improving hazard recognition.
- Year-Over-Year Safety Performance: We continue to strengthen our safety performance with reductions across all major lagging indicators:
 - 4% decrease in TRIR
 - 15% decrease in LTIR
 - 9% decrease in DART
 - 19% decrease in PMVI

ENVIRONMENT



- Artera is focused on reducing our environmental footprint through data accuracy, operational efficiency, and strategic partnerships.
- Enhanced Emissions Reporting: Advanced the automation of Scope 1 and 2 GHG emissions reporting to improve accuracy, transparency, and tracking of our environmental impact.
- Improved Water Reporting: Implemented partial water reporting through strengthened cross-functional processes, laying the groundwork for full, company-wide reporting in the future.
- Waste Management Partnership: Established a partnership with Waste Management to quantify waste tonnage and identify opportunities to expand recycling efforts, reduce waste, and capture cost savings.

INTEGRITY



- Artera is committed to strong ethical practices, transparent operations, and responsible supply chain management.
- Code of Business Conduct & Ethics: Reinforced our company-wide commitment to ethical work practices, achieving 99% compliance with 2024 Code of Conduct training.
- Fraud Detection & Prevention: Delivered mandatory training to targeted employee groups, followed by surveys and focused outreach to ensure understanding and compliance with fraud-prevention expectations.
- Supplier Code of Conduct: Strengthened adherence to the Supplier Code of Conduct and related policies across all operating companies, supported by ongoing education and monitoring.
- Avetta Implementation: Initiated the rollout of Avetta, a supplier management system that improves visibility and tracks key safety and sustainability performance indicators across our supply chain.

PEOPLE



- Artera is committed to building a strong, engaged workforce and delivering a consistent employee experience across the enterprise.
- Harmonized Employee Benefits: Completed enterprise-wide alignment of employee benefits to ensure fairness, consistency, and improved access to resources for all employees.
- Improved Employee Engagement: Achieved significant year-over-year gains in employee engagement, including:
 - 3% increase in survey participation
 - 11% increase in engagement score versus prior year
 - 3% above U.S. average benchmarks
- Leadership Development: Continued to train, mentor, and support leaders across the organization to strengthen capability, drive performance, and reinforce Artera's culture.

Strategic Metrics

	2023	2024	Variance
Certified Diverse Suppliers	83	61	-26.5%
Addressable Subcontractor Spend with Certified Diverse Suppliers (Percentage of Total Spend)	14%	14%	0%
Self-Certified Diverse Suppliers	270	373	38.1%
Addressable Subcontractor Spend with Self-Certified Diverse Suppliers	20%	20.6%	0.6%
Independent Board Members	7	7	0%



CORE METRICS

GHG EMISSIONS INTENSITY (MT CO₂E/\$1M REVENUE)

	2023	2024	Methodology
Scope 1 	67.3	83.0 ¹	Activity-based
Scope 2 	1.2	2.0 ¹	Location-based
Scope 3 	Data Not Available	Data Not Available	—

Scopes 1 and 2 GHG emissions increased up as a result of a combination of A) maturation in activity-based data collection methods resulting in higher accuracy and B) additional facilities contributing to overall footprint due to M&A activity.

SAFETY

	2023	2024	Variance
Work-related Fatalities 	0	0	—
Work-related Injuries/1,000 FTEs 	11.2	10.6	-6.0%
Days Lost/1,000 FTEs 	297.3	283.1	-4.8%

WORKFORCE AND ENGAGEMENT

	2023	2024	Variance
Women as % of Total Board 	23.1%	25%	1.9%
Women as % of C-Suite 	33.3%	10%	-23.3%
URGs as % of Total Board 	7.7%	8.3%	0.6%

ENERGY USE (KWH/\$1M REVENUE)

	2023	2024
Energy Consumption 	Data Not Available	176,781.0
Renewable Energy as % of Total Energy 	Data Not Available	Data Not Available

WATER (ML/\$1M REVENUE)

	2023	2024
Water Usage	Data Not Available	0.1





LOOKING FORWARD

We know sustainability is a journey, and we look forward to further growing our sustainable impact through the services we have provided to customers for decades. As we continue to define, implement, and advance our ESG strategy, we are excited to take this step and share our ongoing journey.

We believe we have the talent, values, and vision to succeed in making a difference. We look forward to what the future holds and know how we act will play an important role in making our communities stronger. Together with our customers, suppliers, and partners, we will make an impact by delivering essential resources across the nation in the most sustainable, environmentally friendly manner possible.

As we continue to develop our approach to sustainability, we welcome feedback from all stakeholders to ensure we best understand what is material to them in their interactions with Artera and our businesses. Email us at sustainability@artera.com.



“Our incredible people and our four core values will differentiate us as we continue our Sustainability Mission of Believe.Act.Impact.”

Dale A. Anderson, Chief Executive Officer, Artera Services

