



POLICY SUBJECT: Sustainability Policy

EFFECTIVE DATE: March 22, 2010

LAST AMENDED: May 13, 2022

Purpose

NiSource is committed to sustained economic growth, social responsibility, and environmental stewardship reflective of a premier energy company.

Scope

This policy broadly defines how NiSource addresses sustainability in our operations and value chain.

Policy

NiSource is committed to creating a more sustainable future through our operations and value chain. NiSource shall:

- Promote strong, stable communities by:
 - Continuing to make safety a top priority that guides all of our actions, keeping our employees, customers and communities safe
 - Maintaining a relentless focus on emergency preparation and response
 - Investing in clean, affordable, safe and reliable energy infrastructure in the communities we serve
 - Being actively involved in the communities we serve through employee volunteerism, philanthropy and focused investment
 - Supporting a Just Energy Transition for employees and communities, including, in part, training employees on renewable jobs to maintain tax base and investing in workforce development and education to help our communities prosper
 - Advancing relationships with diverse suppliers and strengthening supplier sustainability

- Recognizing and respecting the diversity of our employees, customers, communities and stakeholders
- Implement customer-focused solutions by:
 - Seeking feedback and proactively engaging with customers, local communities and other stakeholders to collectively shape the future of energy service
 - Helping customers reduce energy use and lower their environmental impact including developing and deploying customer programs that reduce their carbon footprint
 - Improving universal access and ensuring equity and inclusion in a Just Energy Transition
 - Providing robust energy assistance and access to help customers with affordability
 - Coupling investments with effective regulatory and commercial actions that promote affordable, clean energy
- Value and respect employees by:
 - Maintaining a best place to work by fostering a culture of diversity, equity and inclusion while empowering employees to feel psychologically safe and holding oneself accountable to this commitment
 - Promoting inclusive principles, behaviors, and values: safety, trust, respect, caring and accountability and equity
 - Employing ethical business practices at all times
- Steward the environment by:
 - Delivering on our commitments in the NiSource Environmental and Climate Change Policies and our Biodiversity Commitment
- Deliver shareholder value by:
 - Governing ourselves in a manner that is responsive to the interests of shareholders and other investors
 - Maximizing operational efficiency to keep our services affordable for our customers and be responsible stewards of our shareholders' money
 - Driving stable, long-term earnings and dividend growth
- Assure an engaged, aligned and transparent sustainability approach by:
 - Adhering to the NiSource Code of Business Conduct, built on a foundation of corporate and business policies, commitments, standards, practices, and procedures
 - Establishing goals, measures and standards that are tracked and evaluated for success
 - Publicly and transparently reporting on our sustainability efforts

Administration

This policy shall be administered by the NiSource Vice President, Federal Government Affairs, Environmental, and Sustainability, and reviewed at least once every three years.

Related Policies

- Sustainability Policy
- Environmental Policy
- Occupational Health and Safety Policy
- Human Rights Policy
- Climate Change Policy
- Biodiversity Commitment
- Code of Business Conduct
- Supplier Code of Business Conduct