



2012 NISOURCE
SUSTAINABILITY
REPORT
GRI TABLE

NiSource 2012 Sustainability Report Global Reporting Initiative Indicators

This report was produced using the Global Reporting Initiative (GRI) G3.1 Reporting Guidelines. NiSource self declares – supported with third-party assurance from CH2M HILL– that this report meets the requirements of GRI Application Level B+. The full 2012 Sustainability Report and Statement of Assurance is available in the Sustainability section of nisource.com.

- - Indicates full compliance with indicator
- ◐ - Indicates partial compliance with indicator

Profile Indicators: 1-8

- Strategy and Analysis
- Organizational Profile
- Report Parameters
- Governance, Commitments and Engagement
- Electric Utility Supplement

Performance Indicators: 9-25

- Economic
- Environmental
- Labor Practices and Decent Work
- Human Rights
- Society
- Product Responsibility

Disclosure on Management Approach: 26-27

- Economic
- Environmental
- Labor Practices and Decent Work
- Human Rights
- Society
- Product Responsibility

Note: Page numbers referenced in the following tables refer to the full 2012 Sustainability Report available at www.nisource.com/sustainability.

Forward-Looking Statements

Some of the statements contained herein contain “forward-looking statements” in addition to historical information, including (1) statements concerning NiSource’s plans, objectives, and expenditures and (2) any and all underlying assumptions and other statements that are other than statements of historical fact. There can be no assurance that actual results will not differ materially due to various factors, many of which are beyond the control of NiSource, including, but not limited to dealings with third parties over whom NiSource has no control, the regulatory process, regulatory and legislative changes, the impact of potential new environmental laws or regulations, changes in general economic and capital and commodity market conditions, and the matters identified in the “Risk Factors” Section of NiSource Inc.’s most recent Form 10-K, and subsequent reports on Form 10-Q. Furthermore, historical results may not be indicative of NiSource’s future performance.

Global Reporting Initiative – Profile Indicators

GRI Indicator & Description	Complete	Reference/Location	
Profile Indicators			
STRATEGY AND ANALYSIS			
1.1	Statement from the most-senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy.	●	See page 1: A Message from Our President and CEO and page 3: NiSource's Sustainability Strategy. NiSource's Sustainability Strategy and Policy, approved by NiSource's Board of Directors, is available on nsource.com . It outlines the company's commitment to sustainability and how it aligns with the company's business strategy. NiSource's vision is to establish a legacy of sustained economic growth, social responsibility and environmental stewardship reflective of a premier energy company. The 2012 Sustainability Report presents a number of key events, achievements and challenges. NiSource's Sustainability Strategy, approved in January 2013, further identifies the company's short and long-term strategy and success metrics. Also see the Risk Factors section (pages 10-15) of the NiSource 2012 Form 10K available on nsource.com .
1.2	Description of key impacts, risks and opportunities.	●	NiSource's Sustainability Policy, Sustainability Strategy (page 3) and Environmental, Safety & Sustainability Committee charter outline the company's responsibility for identifying impacts, risks and opportunities. The employee Sustainability Council also is responsible for ensuring accountability of sustainability initiatives. NiSource also maintains a standing Risk Management Committee responsible for the oversight and governance of various risks the company faces. Detailed company risks, including sustainability risks to NiSource, are available on pages 10-15 of NiSource's 2012 Form 10K available on nsource.com . NiSource's Sustainability Report pages 43-47 include data tables that outline NiSource's impacts on sustainability, with explanations provided for changes in performance. Potential effects of these impacts on stakeholders are described throughout the 2012 Sustainability Report.

GRI Indicator & Description	Complete	Reference/Location	
Profile Indicators			
ORGANIZATIONAL PROFILE			
2.1	Name of the organization.	●	NiSource Inc.
2.2	Primary brands, products, and/or services.	●	Detailed information is available on nsource.com and on pages 7-8 of NiSource's 2012 Form 10-K, also available on nsource.com . NiSource is an energy-holding company whose subsidiaries provide natural gas, electricity and other products and services to approximately 3.8 million customers located within a corridor that runs from the Gulf Coast through the Midwest to New England. NiSource is divided into three primary business units: Northern Indiana Public Service Company (NIPSCO), Columbia Pipeline Group and NiSource Gas Distribution (Columbia Gas companies).
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	●	Detailed information is available on nsource.com and on pages 7-8 of NiSource's 2012 Form 10-K, also available on nsource.com . NiSource is an energy-holding company whose subsidiaries provide natural gas, electricity and other products and services to approximately 3.8 million customers located within a corridor that runs from the Gulf Coast through the Midwest to New England. NiSource is divided into three primary business units: Northern Indiana Public Service Company (NIPSCO), Columbia Pipeline Group and NiSource Gas Distribution (Columbia Gas companies).
2.4	Location of organization's headquarters.	●	801 East 86th Avenue, Merrillville, Indiana, 46410

2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	●	NiSource operates solely in the United States.
2.6	Nature of ownership and legal form.	●	NiSource (NYSE: NI) is a Fortune 500, investor-owned corporation incorporated in the state of Delaware.
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	●	NiSource customers include residential, commercial and industrial users of natural gas and electricity. Customers are located in the United States along the company's system in more than 15 states from the Gulf Coast through the Midwest and into New England. Also available on pages 7-8 of NiSource's 2012 Form 10-K available on nsource.com .
2.8	Scale of the reporting organization.	●	Available throughout NiSource's 2012 Form 10-K, including pages 7-9 and 16 available on nsource.com . As of December 31, 2012, NiSource had 8,286 employees.
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	●	Generally there were no significant changes that occurred during the reporting period. Data from year to year are generally comparable unless noted. NiSource sold its retail services business to AGL Resources on January 31, 2013. NiSource Gas Transmission & Storage also changed its name to Columbia Pipeline Group.
2.10	Awards received in the reporting period.	●	A selection of awards is listed in the Our Accomplishments section of nsource.com .

GRI Indicator & Description	Complete	Reference/Location
Profile Indicators		
REPORT PARAMETERS		
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	● Calendar year 2012, published July 2013.
3.2	Date of most recent previous report (if any).	● Calendar year 2011, published June 2012.
3.3	Reporting cycle (annual, biennial, etc.)	● Annual.
3.4	Contact point for questions regarding the report or its contents.	● Julie Shea, Team Leader, Environmental, Safety & Sustainability, NiSource, 801 E. 86th Avenue, Merrillville, Indiana 46410 jashea@nsource.com
3.5	Process for defining report content.	● See inside back cover: Report Parameters & Materiality. The report content is guided by the company's Sustainability Policy and Sustainability Strategy, as well as its Sustainability Council. In addition, an overview of the Sustainability Report Development Process is available in the Sustainability section of nsource.com .
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	● See inside back cover: Report Parameters & Materiality. NiSource is comprised of three main business units located in the United States: Columbia Pipeline Group (previously named NiSource Gas Transmission & Storage), NiSource Gas Distribution and NiSource Electric. The data in this report relates to the businesses within these three business units and our corporate functions as framed in our Sustainability Strategy. In addition, an overview of the Sustainability Report Development Process is available in the Sustainability section of nsource.com .

3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	●	See inside back cover: Report Parameters & Materiality. NiSource is comprised of three main business units: Columbia Pipeline Group (previously named NiSource Gas Transmission & Storage), NiSource Gas Distribution and NiSource Electric. The data in this report relates to the businesses within these three business units and our corporate functions as framed in our Sustainability Strategy. In addition, an overview of the Sustainability Report Development Process is available in the Sustainability section of nisource.com .
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	●	See inside back cover: Report Parameters & Materiality. NiSource is comprised of three main business units: Columbia Pipeline Group (previously named NiSource Gas Transmission & Storage), NiSource Gas Distribution and NiSource Electric. The data in this report relates to the businesses within these three business units and our corporate functions as framed in our Sustainability Strategy. Generally there were no significant changes that occurred during the reporting period. Data from year to year are generally comparable unless noted.
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	●	See inside back cover: Report Parameters & Materiality. See charts starting on page 43. Charts indicate any applicable measurement techniques. For example, our water-usage tables use flow meter data and estimates, and customer satisfaction and employee engagement are calculated via survey using third-party vendors. NiSource calculates its corporate-wide greenhouse gas emissions based on the existing GHG Protocol Corporate Accounting and Reporting Standard developed by the World Resources Institute ("WRI") and the World Business Council ("WBC") for Sustainable Development. The WBC for Sustainable Development partnered with the WRI to produce the 2004 WRI Protocol Corporate Standard. The NiSource inventory uses the 2004 WRI Protocol Corporate Standard as a basis to define the boundary for its Greenhouse Gas (GHG) inventory; defines which emissions are to be included and has followed these protocols over time. This has included changes to the company boundary for acquisitions and divestitures, considerations of base-year emissions, calculation of intensity ratios, and changes in methodologies to calculate emissions. The annual GHG emission inventories have followed the WRI five-step approach to identify and calculate emissions. The 2004 WRI protocol does not have a sector-specific tool for emissions from oil and gas facilities, so NiSource conducts a yearly review of emission methodologies to ensure that the methodologies used are up to date and in accordance with industry and government guidelines. In accordance with the WRI standards, NiSource has updated and modified its GHG Emission Inventory Protocol, incorporating US EPA Part 98 protocol methodology where and when applicable. Most other data is compiled using standard financial and operational reporting. A summary of the data collection process is in the Sustainability Report Development Process overview in the Sustainability section of nisource.com .
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g. mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	●	There were no material re-statements of information from previous reports. Any change in measurement is indicated as a footnote in the data table. Generally, changes to data were a result of improved measurement and data collection techniques to improve accuracy and transparency. NiSource Gas Transmission & Storage was renamed Columbia Pipeline Group in this year's report.

3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	●	Generally, there were no material changes from previous reporting periods in the scope, boundary or measurement methods. Data from year to year are generally comparable unless noted. NiSource Gas Transmission & Storage was renamed Columbia Pipeline Group in this year's report.
3.12	Table identifying the location of the Standard Disclosures in the report.	●	GRI Content Index (<i>this table</i>)
3.13	Policy and current practice with regard to seeking external assurance for the report.	●	See inside back cover: Report Assurance . NiSource sought out and requested third-party assurance for its 2012 Sustainability Report from CH2M HILL. The Statement of Assurance is available in the Sustainability section of nisource.com

GRI Indicator & Description	Complete	Reference/Location	
Profile Indicators			
GOVERNANCE, COMMITMENTS AND ENGAGEMENT			
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	●	The NiSource Board of Directors oversees NiSource's operations. Specific Board committees include Audit; Corporate Governance; Environment, Safety & Sustainability; Finance; and Officer Nomination and Compensation. Detailed information on the governing body also is available on nisource.com and on pages 2-14 of the company's 2013 Proxy Statement available on nisource.com . See indicator LA13 for additional information on the governing body composition.
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	●	NiSource's Chairman of its Board of Directors is an independent, non-executive member. Detailed information is available on pages 2-14 of the company's 2013 Proxy Statement available on nisource.com .
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	●	In 2012, 11 of the 12 board members were independent, non-executive members. The only board member who also serves as an executive is Robert C. Skaggs, Jr., NiSource's President and Chief Executive Officer. Detailed information also is available on pages 2-14 of the company's 2013 Proxy Statement available on nisource.com . In 2012, three members of the board were female and nine were male.
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	●	NiSource welcomes and considers shareholder input. Those interested may contact the Board of Directors at any time through the methods listed in the Investor section on nisource.com . Shareholders also can attend and participate in our Annual Meeting of Shareholders where NiSource's highest governance body is in attendance. In addition to the venues listed above, employees may contact the Board of Directors through the office of the Corporate Secretary. Communications to the board of directors may be made to the board of directors generally, any director individually, the non-management directors as a group or the lead director of the non-management group by writing to the following address: NiSource Inc. Attention: [Board of Directors]/[Board Member]/[Non-management Directors]/[Lead Director] c/o Corporate Secretary 801 East 86th Avenue, Merrillville, Indiana 46410 Shareholder proposals are available for review in the company's annual Proxy Statement on pages 51-53.

4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	●	NiSource's philosophy is to provide a total compensation program that supports our business objectives based on the company's and individual performance, and the range paid by similar energy companies. The majority of total compensation for NiSource executives is performance-based. Detailed information on NiSource's approach is available on pages 14-17 and 20-35 of the company's 2013 Proxy Statement available on nsource.com .
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	●	The Board of Directors has a Code of Business Conduct to promote ethical behavior, including the ethical handling of conflicts of interest. Detailed information can be found starting on page 9 of the company's 2013 Proxy Statement and page 11 of NiSource's Code of Business Conduct available on nsource.com .
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	●	The process for selecting Board of Director candidates is described in NiSource's Corporate Governance Guidelines available on nsource.com . Specific information about the Environmental, Safety & Sustainability committee can be found in its Charter available on nsource.com . Board committees are selected by a majority vote of the Board of Directors; composition is considered based on the expertise and personal interest of the board member. The Charter does not mandate any type of diversity, gender measure or quota. See Indicator LA13 and page 13: NiSource Workforce Stats for additional information on the Board of Director composition.
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	●	NiSource believes that good, ethical business conduct is the foundation of our workplace -- a workplace where we can enjoy an atmosphere of fairness and honesty, and where talented people have an equal opportunity to contribute to our strength and growth. Our core Code of Conduct values are: Fairness, Honesty, Integrity and Trust. Detailed information can be found in NiSource's Code of Business Conduct, Sustainability Policy and Environmental, Health & Safety Policy available on nsource.com . All corporate policies are applied and adopted equally across all NiSource businesses. In 2012, NiSource received a third-party assessment of our Code of Business Conduct. The review evaluated eight key areas of our code and rated them against best practices. Our Code was rated as strongest in "tone from the top," inclusive tone, reporting avenues, statements of company values and presentation. In addition, Our Code was ranked in the top 9 percent of all 3,300 codes reviewed and ranked in the top 13 percent of all energy and utility codes. We will revise our Code of Conduct in 2013.
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	●	The Audit Committee is responsible for monitoring the integrity of the company's financial statements, the independent auditors' qualifications and independence; the performance of the company's internal audit function and the independent auditors; and compliance with legal and regulatory requirements. The Environmental, Safety & Sustainability Committee meets no less than four times per year to fulfill the committee's responsibilities for assessing the company's sustainability initiatives. Detailed information can be found in the Board Committee Charters on nsource.com . In 2011 we established the NiSource Sustainability Council to further drive our sustainability efforts. The Council has helped to develop a broad knowledge and awareness of initiatives underway, and to create a common understanding across our organization of what sustainability means to NiSource. In January, 2013, the Board of Directors approved NiSource's Sustainability Strategy which is aligned with the business unit operating plans.

4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	●	Specific Board committees include Audit; Corporate Governance; Environment, Safety & Sustainability (ES&S); Finance; and Officer Nomination and Compensation. The Corporate Governance Committee leads the Board in an annual self-evaluation to determine whether the Board and its committees are functioning effectively and in compliance with NiSource's Corporate Governance Guidelines. Detailed information can be found in the Board Committee Charters on nisource.com .
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	●	NiSource believes its Sustainability Strategy (page 3), Sustainability Policy, Environmental Health & Safety Policy and the establishment of the NiSource Sustainability Council reflect the internalization of the precautionary principle within NiSource. The company also considers elements of the precautionary principle, based on the policies listed above, including when identifying risks, environmental considerations and stakeholder impact surrounding existing, past and future business operations.
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	●	We continue to evaluate various external charters and principles to which the company may subscribe based on their applicability to our industry, sustainability and endorsement by peers. External partners we consider when we make sustainability decisions and considerations of charters to implement include: Utility Air Regulatory Group (UARG); Utility Water Act Group (UWAG); Utility Solid Waste Activities Group (USWAG); Coal Ash Consortium; Clean Energy Group; Energy & Climate Leadership Council; Energy Sustainability Interest Group; Sustainability Leadership Forum; MGP Consortium; Indiana Energy Association (IEA); Edison Electric Institute (EEI); Interstate Natural Gas Association of America (INGAA); Southern Gas Association (SGA); Midwest Gas Association; Northeast Gas Association; American Gas Association; and the National Safety Council.
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	●	Public policy decisions can affect our business, and at NiSource we believe that engaging in the political process is in the best interest of our company, our employees and our stakeholders. We track proposed legislation at the federal, state and local level and advocate our position when appropriate. We strive to educate public officials about our businesses and the impacts of potential policy decisions and also participate in industry trade associations to assist in developing industry-wide positions, including memberships in the Interstate Natural Gas Association of America (INGAA), Edison Electric Institute (EEI), and the American Gas Association (AGA). In 2011, NiSource President and CEO Bob Skaggs served as Chairman of AGA. Skaggs currently serves on AGA's board of directors. Joe Hamrock is a member of the AGA. Jimmy Staton, Executive Vice President and Group CEO for Columbia Pipeline Group, currently serves as the second vice chair of the Southern Gas Association. He also serves on INGAA's board of directors, as a trustee with American Gas Association Foundation, and a member of AGA. NIPSCO Executive Vice President and Group CEO Jim Stanley serves in a number of leadership roles throughout Indiana including the Indiana Chamber of Commerce, Special Olympics Indiana and the Indiana Energy Association. He also serves as the Indiana chairperson for the Alliance for Regional Development and is a member of the executive advisory board of the Miller College of Business at Ball State University. Employees in our companies also serve on different committees and subcommittees in various roles. NiSource's Political Action Committee (NIPAC) provides our employees a voice in the political process. NIPAC is a voluntary employee political action committee and, through NIPAC, we make bipartisan political contributions when permitted by law and in accordance with established guidelines. We comply with all Federal Election Commission and state regulations and PAC contributions are publicly disclosed in our filings with state and federal election commissions and agencies.

4.14	List of stakeholder groups engaged by the organization.	●	<p>See pages 12-21: Supporting Strong, Growing Communities. We engage with stakeholders who have a unique interest in our business. Stakeholders include our customers, employees, potential employees, community neighbors, local organizations, public officials, regulators, the news media, shareholders and financial analysts.</p>
4.15	Basis for identification and selection of stakeholders with whom to engage.	●	<p>See pages 12-21: Supporting Strong, Growing Communities. NIPSCO has five Community Advisory Panels (CAPs) in place across Indiana. These CAPs are a cross section of community groups working together to improve communication, share information about new programs and outreach efforts, and develop an ongoing dialogue on issues ranging from environmental concerns to community outreach and philanthropy. NiSource has a formalized stakeholder outreach process in place for infrastructure modernization projects, expansions of its natural gas transmission and storage businesses, remediation activities, and other instances (when needed) if local communities are impacted by our business operations. In addition, public notice for utility projects needing permits is provided as necessary, consistent with regulatory requirements. NiSource conducts stakeholder meetings and issues press releases on remediation activities to ensure its projects get the proper feedback during these activities in a manner that is acceptable both to the environment and the community. For larger sites or sites with special concerns, site-specific websites are created to keep the community involved and informed on site activity.</p>
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	●	<p>The majority of our engagement is in line with specific projects. Investor, customer and regulatory engagement is ongoing and part of the normal business operation. For example, investors are formally engaged on quarterly calls as well as through attendance at conferences throughout the year. Another example is NIPSCO's five Community Advisory Panels (CAPs) in place across Indiana that meet three times per year to discuss topics relevant to NIPSCO operations and customer programs. These CAPs are a cross section of community groups working together to improve communication, share information about new programs and outreach efforts, and develop an ongoing dialogue on issues ranging from environmental concerns to community outreach and philanthropy. NiSource has a formalized stakeholder outreach process in place for infrastructure modernization projects, expansions of its natural gas transmission and storage businesses, remediation activities, and other instances (when needed) if local communities are impacted by our business operations. In addition, public notice for utility projects needing permits is provided as necessary, consistent with regulatory requirements. NiSource conducts stakeholder meetings and issues press releases on remediation activities to ensure its projects get the proper feedback during these activities in a manner that is acceptable both to the environment and the community. For larger sites or sites with special concerns, site-specific websites are created to keep the community involved and informed on site activity.</p>

4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	●	<p>See pages 12-21: Supporting Strong, Growing Communities and pages 22-30: Customer-Focused Energy Solutions. Topics raised by stakeholders and the company regularly include public safety, costs of services, renewable energy, the environment and community and individual impacts from construction activity. Information about investor proposals under consideration can be found on pages 51-53 of NiSource's 2013 Proxy Statement.</p> <p>NiSource is continuously seeking stakeholder input to encourage transparency and influence our approach to safety, infrastructure modernization and our environmental stewardship. Each project we undergo involves extensive stakeholder input and consideration. In many cases we conduct public open houses and meet individually with elected officials, emergency responders and individual residents. We also engage with the local media to ensure public understanding and input is achieved.</p> <p>Feedback is primarily solicited through the venues mentioned above, in addition our customer service representatives, public affairs individuals and land agents are continuously receiving feedback and information from stakeholders.</p>
------	---	---	---

GRI Indicator & Description		Complete	Reference/Location
Profile Indicators			
ELECTRIC UTILITY SUPPLEMENT			
EU1	Installed capacity, broken down by primary energy source and by regulatory regime.	●	2,540 MW – Coal; 741 MW – Natural Gas; 10 MW – Hydroelectric; 3,291 MW – Total. Leased 100 MW – Wind. Detailed information can be found on pages 8 of NiSource's 2012 Form 10-K available on nisource.com. During the year-ended December 31, 2012, Northern Indiana generated 74.1% and purchased 25.9% of its electric requirements.
EU2	Net energy output broken down by primary energy source and by regulatory regime.	●	NiSource sold 17,083 gigawatt hours in 2012 primarily from coal and natural gas. Other sources included wind and hydroelectric. During the year ended December 31, 2012, Northern Indiana generated 74.1% and purchased 25.9% of its electric requirements. Detailed information can be found on page 51 of NiSource's 2012 Form 10-K available on nisource.com.
EU3	Number of residential, industrial, institutional and commercial customer accounts.	●	Electric customers as of December 31, 2012: Residential – 401,177; Commercial – 53,969; Industrial – 2,445; Wholesale – 725; Other – 6; Total – 458,322. Detailed information can be found on page 51 of NiSource's 2012 Form 10-K available on nisource.com.
EU4	Length of above and underground transmission and distribution lines by regulatory regime	●	Distribution: 7,840 circuit miles; Above-ground percentage: 70.4%; Transmission: 2,797 circuit miles; Above-ground percentage: 100%. NiSource's transmission system has voltages from 69,000 to 345,000 volts.
EU5	Allocation of CO2e emissions allowances or equivalent, broken down by carbon trading framework.	●	This indicator is not applicable to NiSource's business as we do not participate in carbon trading.

Global Reporting Initiative – Performance Indicators

GRI Indicator & Description		Complete	Reference/Location
Performance Indicators			
ECONOMIC			
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	●	See pages 12-21: Supporting Strong, Growing Communities and pages 40-41: Shareholder Value. Detailed information about the company's financials is available starting on page 21 of NiSource's 2012 Form 10-K as well as the company's year-end 2012 financial report available on nsource.com .
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	●	NiSource analyzes climate change risks and opportunities twice per year. In addition, management in individual business units regularly review risks and opportunities resulting from climate change on an ongoing basis. Additional information can be found in NiSource's Greenhouse Gas Report located on nsource.com . Also see pages 14 and 121 of NiSource's 2012 Form 10K available on nsource.com or our Carbon Disclosure Project response available on www.cdproject.net .
EC3	Coverage of the organization's defined benefit plan obligations.	●	Detailed information about NiSource's defined benefit plan obligations are available on pages 98-108 of NiSource's 2012 Form 10-K available on nsource.com . NiSource provides defined contribution plans and noncontributory defined benefit retirement plans that cover the majority of its employees. Benefits under the defined benefit retirement plans reflect the employees' compensation, years of service and age at retirement. Additionally, NiSource provides health care and life insurance benefits for certain retired employees.
EC4	Significant financial assistance received from government.	●	NiSource received no financial assistance from the government during the reporting period.
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	●	2012: NiSource's lowest hourly rate currently earned by a full-time employee is \$12.71 regardless of gender. Federal minimum wage is \$7.26 per hour.
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	●	See page 37: Supplier Diversity. NiSource purchases a wide range of products and services from suppliers. For every product or service we procure, the overall goal is the same -- to secure the best product and services at the best value. NiSource does not pay a premium to do business with any supplier. We are committed to offering diverse suppliers an opportunity to succeed, including those historically under-utilized in the supply chain. Spending with diverse suppliers increased from more than \$60 million in 2011 to over \$75 million in 2012. Additional information is available in the Supplier Program section on nsource.com . The majority of NiSource's suppliers are based in the United States. Additional information can be found in the NiSource Inclusion & Diversity Report on nsource.com .

EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	●	NiSource's operations are exclusively in the United States. NiSource looks first at its current employee base when filling job vacancies. NiSource is an equal opportunity employer and selection for employment is not necessarily based on a person's proximity to a particular location.
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	●	See pages 4-11: Environmental Stewardship. See pages 12-21: Supporting Strong, Growing Communities.
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	●	See pages 4-11: Environmental Stewardship. See pages 12-21: Supporting Strong, Growing Communities. NiSource performs economic analysis on nearly all of its projects. For example, our \$4 billion modernization program at Columbia Gas Transmission will generate approximately 7,000 direct jobs across our service territory. In 2012, our economic development team in Indiana has help to attract nearly 16 companies resulting in a community investment of \$600M and creation of 1,000 local jobs. Across NiSource's entire footprint, similar economic development and job creation opportunities are being created.
EU6	Management approach to ensure short and long-term electricity availability and reliability.	●	On October 28, 2011, NiSource filed its Integrated Resource Plan with the Indiana Utility Regulatory Commission. The plan evaluates demand-side and supply-side resource alternatives to reliably and cost-effectively meet northern Indiana customers' future energy requirements over the next 20 years. With the effects of the present economy, existing resources are projected to be sufficient to serve customers' needs for the next decade. Should electric use increase at an accelerated rate, it may be necessary to build a new natural gas-fired generating plant. NiSource continues to monitor and assess economic, regulatory and legislative activity, and will update its resource plan as appropriate. A rulemaking is pending that would require NIPSCO to submit its next Integrated Resource Plan with the Indiana Utility Regulatory Commission in 2014.
EU7	Demand-side management programs including residential, commercial, institutional and industrial programs.	●	See pages 22-24: Helping Manage Energy Use, Lower Bills Additional information can be found on NiSource company websites or its Greenhouse Gas Report available through nisource.com . Additional information can be found in NiSource's Carbon Disclosure Project submitted in June 2013. This information is publically available on CDP's website: www.cdproject.net .
EU8	Research and development activity and expenditure aimed at providing reliable electricity and promoting sustainable development.	●	See pages 4-11: Environmental Stewardship. See pages 12-21: Supporting Strong, Growing Communities. Additional information can be found in the NIPSCO Integrated Resource Plan available at www.in.gov/iurc/ .
EU9	Provisions for decommissioning of nuclear power sites.	●	NiSource does not operate any nuclear power sites.

EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime.	●	On October 28, 2011, NiSource filed its Integrated Resource Plan with the Indiana Utility Regulatory Commission. The plan evaluates demand-side and supply-side resource alternatives to reliably and cost-effectively meet northern Indiana customers' future energy requirements over the next 20 years. With the effects of the present economy, existing resources are projected to be sufficient to serve customers' needs for the next decade. Should electric use increase at an accelerated rate, it may be necessary to build a new natural gas-fired generating plant. NiSource continues to monitor and assess economic, regulatory and legislative activity, and will update its resource plan as appropriate. A rulemaking is pending that would require NIPSCO to submit its next Integrated Resource Plan with the Indiana Utility Regulatory Commission in 2014.
EU11	Average generation efficiency of thermal plants by energy source and regulatory regime.	●	2012: Coal units: 10,965 BTU/KWh; Gas Turbines: 15,572 BTU/KWh; Combined Cycle: 7,058 BTU/KWh
EU12	Transmission and distribution losses as a percentage of total energy.	●	2012: 5.2 percent (Total Energy Losses [923,503] divided by Total Energy [17,932,073]).

GRI Indicator & Description	Complete	Reference/Location	
Performance Indicators			
ENVIRONMENTAL			
EN1	Materials used by weight or volume.	●	In 2012 NIPSCO consumed approximately 5.593 million tons of coal, as well as 23.157 billion cubic feet of natural gas to produce electricity. Total coal consumed in prior years (in millions of tons): 2008 - 8.045; 2009 - 7.137; 2010 - 7.614; 2011 - 7.129
EN2	Percentage of materials used that are recycled input materials.	●	With regard to the production of electricity and the distribution and transmission of natural gas, the vast majority of input materials are coal and natural gas. As such, the percentage of materials used that are recycled input materials is negligible. To view the result of NiSource's recycling efforts, please see EN22 and Data Tables on pages 43-46.
EN3	Direct energy consumption by primary energy source.	○	In 2012 NIPSCO consumed approximately 5.593 million tons of coal, as well as 23.157 billion cubic feet of natural gas to produce electricity. Total coal consumed in prior years (in millions of tons): 2008 - 8.045; 2009 - 7.137; 2010 - 7.614; 2011 - 7.129 In 2012 a total of 241,210 KWh was generated from wind and solar installations participating in the feed-in tariff metering program. A total of 40,000 KWh of energy was consumed through the NIPSCO electric vehicle program that will require the purchase and retirement of approx. 50 renewable energy credits to ensure the carbon neutrality of the NIPSCO EV program (since the program's inception in Feb 2012.)
EN4	Indirect energy consumption by primary source.	○	With regards to the production of electricity and the distribution and transmission of natural gas, indirect energy consumption is a very small percentage of total energy consumption and is not being measured at this time.
EN5	Energy saved due to conservation and efficiency improvements.	○	See pages 22-24: Helping Manage Energy Use, Lower Bills. NiSource's Natural Gas Distribution companies saved a total of 172,952 Mcf in 2012 through customer incentives promoting environmentally friendly and economical heat usage. Other initiatives include replacing certain lighting within restrooms and conference rooms with motion-activated light switches and more efficient air conditioning and heating units in select facilities. Our new buildings in Columbus, OH and Warrenton, VA will be LEED certified.

EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	○	See pages 4-11: Environmental Stewardship. See pages 12-21: Supporting Strong, Growing Communities. See pages 22-24: Helping Manage Energy Use, Lower Bills.
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	○	See pages 4-11: Environmental Stewardship. See pages 12-21: Supporting Strong, Growing Communities. See pages 22-24: Helping Manage Energy Use, Lower Bills.
EN8	Total water withdrawal by source.	●	See pages 7-8: Preserving Water Resources. See page 46: 2012 Water Usage. NIPSCO's coal-fired and combined-cycle natural gas turbine units withdraw water both to generate steam and to provide cooling water for condensers. The Bailly and Michigan City Generating Stations draw their water from Lake Michigan and one of its tributaries. The R. M. Schahfer and Sugar Creek Generating Stations draw their water from the Kankakee and Wabash Rivers, respectively. Shut down of the D. H. Mitchell facility reduced water intake on Lake Michigan by approximately 250 million gallons per day. We replaced this facility with Sugar Creek, which withdrew nearly 1.1 billion gallons in 2012 from a groundwater source outside of the Great Lakes Basin.
EN9	Water sources significantly affected by withdrawal of water.	●	See page 46: 2012 Water Usage and Generating Station Water Discharges. NiSource's Bailly and Michigan City Generating Stations sit on the shore of Lake Michigan in the Great Lakes Basin. The electric generation plants draw their water from Lake Michigan and one of its tributaries. Like all water withdrawals from Lake Michigan, Bailly's and Michigan City's usage is heavily regulated by international, federal and state law. The primary guiding document is the Great Lakes Compact, an agreement that has been ratified by the United States, two Canadian provinces and eight Great Lakes states. Indiana statutes passed pursuant to the Compact require large existing users to document their usage and to implement water conservation programs. NiSource is fully supportive of the Great Lakes Compact and worked with the State of Indiana to develop ways to implement the Compact. NiSource operates its generating stations in compliance with the Compact and Indiana water-use laws. The R. M. Schahfer and Sugar Creek Generating Stations are located on the Kankakee and Wabash Rivers, both of which eventually flow into the Mississippi River. The State of Indiana comprehensively regulates the consumptive use of water in the Kankakee River Basin. NiSource has obtained a permit from the Indiana Department of Natural Resources for water withdrawals from the Kankakee. While NIPSCO's operations require a marginal amount of water consumption from Lake Michigan, Bailly and Michigan City Generating Stations yield social and economic benefits by providing fishing access to local recreation enthusiasts. The generating stations also help to increase tax base within their counties of operation. Also see new table on page 28 of this table (also referenced in EN25),
EN10	Percentage and total volume of water recycled and reused.	●	See page 46: 2012 Water Usage. More than 93 percent of water used in our generating facilities was recycled or returned to its source in 2012.

EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	●	<p>See pages 8-10: Remediation. See page 45: Sensitive Land Managed or Preserved. NiSource has restored 6,774 acres since 2004. Two of NIPSCO's generating stations border public lands either belonging to the National Park Service or the Indiana Dunes State Park. Bailly Station, a property of approximately 100 acres, borders Indiana Dunes State Park and Michigan City Gen. Station, approximately 134 acres, shares a property line with the National Park Service. Both stations are located adjacent to areas containing high levels of biodiversity as well as areas providing quality habitat to various state listed threatened and endangered plants and animals. NIPSCO has sought to maintain a positive working relationship with the National Park Service, IDNR, and USFWS to uphold the quality of habitat and biodiversity at its nearby properties. NIPSCO's Schahfer Station, sizing at approximately 3,150 acres, also neighbors 650 acres of quality wetland that was donated by NIPSCO to IDNR and The Nature Conservancy as part of the Grand Kankakee Marsh Restoration project. This effort helped spark one of the most successful restoration efforts in the country, resulting in the acquisition of nearly 9,900 acres, restoration of 6,800 acres and enhancement of nearly 4,000 acres of wetland and associated upland. NIPSCO also owns and maintains several substations that have been entered into IDNR's classified Forest & Wetlands program. A total of 386.6 substation acres are currently enrolled in the program, 15.6 acres of which were recently added in 2012. In 2004, NIPSCO underwent a cooperative effort with the USFWS to mitigate for transmission line impacts to the Karner Blue Butterfly's (KBB) food source, Wild Lupine. (The KBB is a federally endangered species.) This habitat conservation plan has resulted in 6.88 acres of restored KBB habitat maintained with NIPSCO's rights-of-way and a total of 96 KBB populations found in 2012. NIPSCO considers this a major success story when one compares the 2012 information to the 2004 baseline of 4.08 acres yielding 60 populations.</p>
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	●	<p>See pages 8-10: Remediation. See page 45: Sensitive Land Managed or Preserved. In 2004, NIPSCO underwent a cooperative effort with the USFWS to mitigate for transmission line impacts to the Karner Blue Butterfly's (KBB) food source, Wild Lupine. (The KBB is a federally endangered species.) This habitat conservation plan has resulted in 6.88 acres of restored KBB habitat maintained within NIPSCO's rights-of-way and a total of 96 KBB populations found in 2012. NIPSCO considers this a major success story when one compares the 2012 information to the 2004 baseline of 4.08 acres yielding 60 populations. CPG is currently undergoing a collaborative effort with the USFWS to develop a multi-species, multi-state habitat conservation plan. Though not currently in place, this innovative effort toward proactive assessment of effects on rare, threatened, or endangered species will yield greater conservation benefits through less fragmented mitigation efforts. These mitigation efforts are designed to fully compensate for any adverse effects resulting from ongoing operations. Further, the mitigation will be monitored for success as part of the federal reporting requirements.</p>
EU13	Biodiversity of offset habitats compared to the biodiversity of the affected areas	●	<p>NiSource's Land Restoration Project is an effort being executed under NIPSCO's settlement agreement with EPA and IDEM. Although no land was purchased and donated to cooperating stakeholders under this program in 2012, NIPSCO has donated 20 acres to the Izaak Walton League to aid in land restoration efforts within NIPSCO service territory. In 2011, NiSource was able to donate \$56,000 to The Nature Conservancy. These funds were raised as part of an incentive program for customers to switch to direct e-bill. 18,886 customers enrolled in the program throughout both NIPSCO and NiSource's local gas distribution companies' service territories. These funds will go toward restoration work at the local Hoosier Prairie Nature Preserve, home to a variety of plants and animals, 43 of which are considered rare in Indiana.</p>

EN13	Habitats protected or restored.	●	See pages 8-10: Remediation. See page 45: Sensitive Land Managed or Preserved. NiSource has restored 6,774 acres since 2004. NiSource is continuing work on a Habitat Conservation Plan -- a multi-species, multi-state conservation effort -- for its more than 15,000 miles of transmission pipeline. This HCP contains the methodology and biological goals and objectives for managing impacts on biodiversity. More information is in the Sustainability section of nisource.com . A decision from the U.S. Fish & Wildlife Service on the HCP is expected to be issued no earlier than July 8, 2013.
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	●	NiSource is continuing work on a Habitat Conservation Plan - a multi-species, multi-state conservation effort -- for its more than 15,000 miles of transmission pipeline. This HCP contains the methodology and biological goals and objectives for managing impacts on biodiversity. More information is in the Sustainability section of nisource.com . A decision from the U.S. Fish & Wildlife Service on the HCP is expected to be issued no earlier than July 8, 2013.
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	●	There is a total of 57 federally listed rare, threatened, or endangered species within our Columbia Pipeline Group (CPG) pipeline right of way. There are a total of 88 species that have been or will be studied as part of the Habitat Conservation Plan (HCP) effort. Of those, 28 species are within counties in which we have facilities, but are outside the covered lands (the mile-wide corridor centered over the pipelines). Four more species are within the covered lands but outside the right-of-way proper. Species-specific information including general location is available in the HCP and other NEPA documents prepared for this permit application. More information is in the Sustainability section of nisource.com . A decision on the HCP from the U.S. Fish & Wildlife Service is expected to be issued no earlier than July 8, 2013.
EN16	Total direct and indirect greenhouse gas emissions by weight.	●	See page 44: Direct and Indirect GHG Emission. Additional information can be found in NiSource's Greenhouse Gas Report located on nisource.com . Information is also available in NiSource's Carbon Disclosure Project submitted in June 2013. This information is publically available on CDP's website: www.cdproject.net .
EN17	Other relevant indirect greenhouse gas emissions by weight.	●	See Environmental Stewardship tables starting on page 43. Information about other relevant indirect greenhouse gas emissions can be found in NiSource's Greenhouse Gas Report located on nisource.com . Information is also available in NiSource's Carbon Disclosure Project submitted in June 2013. This information is publically available on CDP's website: www.cdproject.net .
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	●	See pages 4-11: Environmental Stewardship. See Environmental Stewardship tables starting on page 43. Additional information can be found in NiSource's Greenhouse Gas Report, located on nisource.com . Information is also available in NiSource's Carbon Disclosure Project submitted in June 2013. This information is publically available on CDP's website: www.cdproject.net .
EN19	Emissions of ozone-depleting substances by weight.	○	We do not centrally track this data. Each facility is responsible for its own compliance with recordkeeping requirements if applicable (based on regulatory requirements).
EN20	NOx, SOx, and other significant air emissions by type and weight.	●	See Environmental Stewardship tables starting on page 43.
EN21	Total water discharge by quality and destination.	○	See page 46: 2012 Water Usage and Generating Station Water Discharges. NiSource withdrew more than 86.9 billion gallons of water in 2012, most of which is used to generate electricity. More than 93 percent of the water used is recycled or returned to its source.
EN22	Total weight of waste by type and disposal method.	●	See page 43: Ash/Gypsum Reused or Recycled page 45: Waste Table.

EN23	Total number and volume of significant spills.	●	Ten recordable spills occurred across all NiSource companies in 2012. One significant spill event occurred at the Bailly Station outfall. This was not "significant" due to severity (volume), response effort, or environmental impact, but rather because NiSource considers any release into Lake Michigan to be significant. A second significant spill of 300 gallons bentonite release into the Allegheny River, resulted in a Settlement Agreement and \$1,500 fine.
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	●	See page 45: Waste Table. We treated 12 tons of hazardous waste in 2012. In addition to treatment, over 92 tons of hazardous waste was reused for fuel. We do not import or export any waste internationally.
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	●	See page 46: 2012 Water Usage and Generating Station Water Discharges.. While NIPSCO's discharges do not meet the 5% threshold of significant discharge, all of our generation-related discharges are in State Designated Resource Waters, most of which are home to several state listed endangered species. These discharges are not known to have a significant impact on any of these State Designated Resource Waters and are compliant with NIPSCO's NPDES permits.
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	●	<p>See pages 4-11: Environmental Stewardship. See pages 22-24: Helping Manage Energy Use, Lower Bills. In 2012 NIPSCO planted 3,836 new trees; these trees provide a number of different ecosystem benefits, including carbon sequestration to offset NIPSCO's business impacts. NIPSCO also participates in the Tree Line USA, a program by the Arbor Day Foundation, requiring participating utilities to follow industry standards for tree maintenance and care; the program also has several other requirements for participating utilities. In addition, since two of NIPSCO's generating stations are on the coast of Lake Michigan, NIPSCO partners with the Indiana Department of Natural Resources, National Park Service, Shirley Heinze Land Trust, the Nature Conservancy, and Save the Dunes in maintaining a designated Indiana Coastal Cooperative Weed Management Area. These efforts aid in preventing the spread of invasive plants as they tend to overgrow in more pristine, natural areas.</p> <p>NIPSCO handles all of its fly ash dry and about 30% is reused in concrete. 100% of boiler slag is reused in shingles and sandblasting media and nearly 100% of gypsum is reused and made into wallboard.</p> <p>Over 526 tons of scrap metal from our NIPSCO facilities was sold to a metal recycler in 2012 for reuse.</p> <p>As part of a consent decree with EPA, NIPSCO has begun efforts in various environmental mitigation projects including: 1) land acquisition and restoration project -- acquired 20 acres with the Izaak Walton League in 2012; 2) clean diesel retrofit project -- donated \$800,000 to IDEM to retrofit public fleet and used \$2.2 million to retrofit three NIPSCO locomotives; 3) wood stove change-out -- spent over \$500,000 on changing out wood stoves in NIPSCO service territory counties; and 4) electric vehicle infrastructure -- in process, with expected spend of over \$1 million toward EV equipment.</p>

EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	●	Not applicable as electric and natural gas service cannot be labeled.
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	●	NiSource companies received nine notices of violation during 2012 and two fines totaling of \$2,000 were paid in 2012 for a directional bore discharge, and a pump water discharge. The likelihood of enforcement action for the remaining notices of violation is uncertain.
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	●	See pages 43-46: Various charts. In 2012, our operations fleet drove over 61.1 million miles, which equates to approximately 4 million gallons of fuel consumed for transportation of products, goods, materials, and members of our workforce.
EN30	Total environmental protection expenditures and investments by type.	●	Two of NIPSCO's biggest environmental projects underway are the construction of flue gas desulfurization (FGD) equipment, or "scrubbers," on two units at our R. M. Schahfer Generating Station which began in 2011, as well as a second scrubber project at our Michigan City Generating station for which construction commenced in March 2013. These projects -- the largest in NIPSCO's history -- are part of nearly \$850 million of environmental investments planned for our coal-fired electric generation facilities over the next five to seven years. Over \$2 million is spent annually on NIPSCO's continuous emissions monitoring system. In 2012, over \$19.7 million was spent on remediation project costs, and approx. \$2.78 million was spent on disposal of waste and trash across NiSource in 2012. Our waste disposal costs were offset by sales of over \$860,000 in scrap metal sold for recycling from our NIPSCO facilities.

GRI Indicator & Description	Complete	Reference/Location	
Performance Indicators			
LABOR PRACTICES AND DECENT WORK			
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	●	As of December 31, 2012, NiSource had 8,286 employees, of whom 3,360 were subject to collective bargaining agreements. All are employed within the United States and the majority is full-time. Women make up approximately 26 percent of NiSource's workforce.
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	●	The NiSource-wide employee turnover rate is 6.38 percent. We added 329 employees to our total headcount in 2012.
EU18	Percentage of contractor and subcontractor employees that have undergone relevant health and safety training.	●	100 percent of all NiSource contractors and subcontractors are contractually required to complete health and safety training.

LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	●	<p>Benefits are available to full-time employees and part-time eligibility noted as (PT). Temporary employees do not receive benefits. An overview of additional benefits is available in the "What We Offer" section of the NiSource Careers website.</p> <ul style="list-style-type: none"> • Medical-including coverage for domestic partners (PT) • Dental-including coverage for domestic partners • Vision-including coverage for domestic partners • Life insurance-including coverage for domestic partners (PT for limited basic life only/no domestic partner coverage) • Accident/AD&D -including coverage for domestic partners • Holidays/Vacation (PT) • Sick Pay • Long Term Disability • Phased Retirement Program • Adoption assistance • Health Savings Account (HSA) (PT) • Employee Assistance Plan (PT) • Retirement-defined benefit cash balance pension plan (PT) (Note: for salaried employees pre-1/1/10 hire date and non-exempt and select unions pre-1/1/13 hire date) • Savings - 401k plan including company match up to 6% of employee deferral (PT) • Flexible Spending Account (Health Care & Dependent Care) (PT) • Vacation (PT) • Leave of Absence (PT) • Travel Accident Plan (PT) • Military leave (PT) • Employee Stock Purchase Plan (PT) 												
LA4	Percentage of employees covered by collective bargaining agreements.	●	As of December 31, 2012, NiSource had 8,286 employees, of whom 41 percent (3,360) were subject to collective bargaining agreements.												
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	○	See pages 31-39: Build Safe, Skilled and Engaged Teams. All employees must undergo basic yearly health and safety training. Each of NiSource's operating companies employ health and safety experts and employee-led committees to monitor, report and advise on occupational health and safety programs.												
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	●	<p>See pages 31-39: Build Safe, Skilled and Engaged Teams.</p> <table border="1" data-bbox="670 1327 1248 1470"> <thead> <tr> <th></th> <th>OSHA Incident Rate</th> <th>DART Rate</th> </tr> </thead> <tbody> <tr> <td>Total</td> <td>1.91</td> <td>1.09</td> </tr> <tr> <td>Male</td> <td>2.29</td> <td>1.30</td> </tr> <tr> <td>Female</td> <td>0.78</td> <td>0.49</td> </tr> </tbody> </table> <p><i>NOTE: This data is for NiSource employees only and does not include contractors. There was one contractor fatality in 2012</i></p>		OSHA Incident Rate	DART Rate	Total	1.91	1.09	Male	2.29	1.30	Female	0.78	0.49
	OSHA Incident Rate	DART Rate													
Total	1.91	1.09													
Male	2.29	1.30													
Female	0.78	0.49													
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	●	See pages 31-39: Build Safe, Skilled and Engaged Teams. All employees and their families have access to the NiSource Employee Assistance Program (EAP) at no cost, 24 hours a day. The EAP is a confidential counseling service that addresses items such as marital and family issues; child and elder care concerns; stress, anxiety and other emotional health topics; workplace concerns; legal and financial issues; substance abuse and dependency struggles; and health issues.												
LA10	Average hours of training per year per employee by gender, and by employee category.	○	See pages 31-39: Build Safe, Skilled and Engaged Teams. Also see indicator LA 12												

LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	<p>● See pages 31-39: Build Safe, Skilled and Engaged Teams. Strategic workforce planning helps us ensure that we have the right talent in the right place at the right time and at the right cost. NiSource's Workforce Planning framework addresses the company's long-term business strategy, changing demographics and talent needs. In 2012, NiSource incorporated workforce-planning efforts into the annual operating plan process, which encourages each business unit to understand where workforce focus areas may exist and determine solutions needed to support future workforce needs. In addition, NiSource offers tuition assistance programs for active, full-time exempt or non-exempt employees, who have been with the company for at least six months.</p>
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	<p>● NiSource is focused on building a deep leadership bench and capabilities in Regulatory, Commercial and Project Management to successfully lead NiSource today and in the future.</p> <p>A key component of our strategy includes Executive NiSource, an annual development opportunity for our senior leaders. In 2012, sessions focused on Building Organizational Talent. As a result, each executive created a Targeted Development Plan for a potential successor or high potential employee focused on learning through experiences. Secondly, Leadership NiSource, a year-long development program for 20 High Potential employees, focused on inspiring & engaging others, leading strategy, leading change and business process improvements.</p> <p>Success Profiles were developed for Executive Council and Leader of Organization positions. Success Profiles provide a framework of Experiences, Knowledge, Competencies and Personal Attributes essential for success. In addition, development tools, mentoring programs and business unit specific internship and rotational programs are in place.</p> <p>Additionally, a variety of structured learning opportunities are available for leaders across NiSource – including instructor-led learning opportunities, broken into three categories within open enrollment curriculum: Leaders of Leaders, Leaders of People and Aspiring Leaders. This area of focus also includes business unit-specific requests for learning and self-study learning opportunities in the form of computer-based courses and a leadership book library.</p> <p>Annually, a talent review process is in place for all leadership positions at NiSource. Leaders identify potential successors and their future readiness for leadership positions. NiSource follows a 70-20-10 approach to development (70% Experience Based, 20% Relationship Based, and 10% Curriculum Based) to help potential successors advance their readiness for future leadership opportunities.</p> <p>Finally, providing regular performance and development coaching to all employees is an expectation of leaders across NiSource. In the first part of the year, both performance and development objectives are established for each employee. Results in both of these areas are discussed and feedback provided on an ongoing basis. This process takes place in Performance Source, NiSource's primary tool for planning, tracking and reviewing performance across the organization for all non-manual, non-bargaining unit employees.</p>

LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	●	See page 36: NiSource Workforce Stats. As of December 31, 2012, NiSource's Board of Directors was comprised of 12 directors, of which six are younger than 60 years old, three of which are women and three of which are minorities. Additional background information about NiSource's Board of Directors can be found in the Investor section of nisource.com .
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	○	NiSource companies are Equal Employment Opportunity (EEO) employers and do not discriminate in any employer/employee relations based on race, color, religion, sex, marital status, sexual orientation, national origin, age, disability, veteran status, or other characteristic protected by law. NiSource companies require all employees to adhere strictly to this policy.
LA15	Return to work and retention rates after parental leave, by gender.	○	NiSource does not track this information separate from general turnover rates outlined within indicator LA2.
EU14	Programs and processes to ensure the availability of a skilled workforce.	●	See pages 31-39: Build Safe, Skilled and Engaged Teams. In addition, our companies partner - through contributions, training classes, mentorship and other ways - with local universities, trade schools, high schools and elementary schools to support education and future employment to develop a pipeline of skilled workers.
EU15	Percentage of employees eligible to retire in the next 5 and 10 years broken down by job category and by region.		Information is tracked internally, but is not disclosed at this time.
EU16	Policies and requirements regarding health and safety of employees and employees of contractors and subcontractors.	●	See pages 31-39: Build Safe, Skilled and Engaged Teams. We have a fundamental responsibility to ensure personal and public safety and work tirelessly to be a top safety performer in our industry. NiSource maintains a Board of Directors committee focused on safety and employs strict policies and procedures surrounding the health and safety of our employees and contractors.

GRI Indicator & Description	Complete	Reference/Location	
Performance Indicators			
HUMAN RIGHTS			
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	●	NiSource operates solely within the United States. NiSource does not have any significant investment agreements or contracts in countries where human rights are at risk. NiSource abides by all laws and regulations. The company's largest provider with an international presence beholds itself to a Global Employment Standard Policy that covers human rights.
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	○	NiSource does not undergo any specific screening of suppliers or contractors with respect to human rights; however all must be in compliance with applicable laws, statutes, codes, etc. The majority of our contract and supplier relationships reside in the United States. The company's largest provider with an international presence beholds itself to a Global Employment Standard Policy that covers human rights.

HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	●	See page 34: Doing the Right Thing. NiSource operates solely within the United States and abides by all local and national laws. NiSource does not operate where human rights are a significant risk. 100 percent of employees are required to complete annual ethics training – six modules were introduced in 2012. Each module takes approximately 15 minutes.
HR4	Total number of incidents of discrimination and corrective actions taken.	●	See page 34: Doing the Right Thing. There were zero substantiated incidents of discrimination during the year. In 2012, we investigated 149 reports of which 93 were non-ethics related issues and 56 involved allegations of ethical misconduct. Of the 56 ethics cases reported in 2012, 32 (or 57 percent) were determined to be substantiated by the investigative evidence.
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	●	None known.
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	●	NiSource operates solely within the United States and abides by all local and national laws. NiSource does not operate where child labor is a significant risk. The majority of the company's largest suppliers are U.S. based and abide by all local and national laws. The company's largest provider with an international presence beholds itself to a Global Employment Standard Policy that states that it will not use child or involuntary labor.
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	●	NiSource operates solely within the United States and abides by all local and national laws. NiSource does not operate where forced or compulsory labor is present. A majority of the company's largest suppliers are U.S. based and abide by all local and national laws. The company's largest provider with an international presence beholds itself to a Global Employment Standard Policy that states that it will not use child or involuntary labor.
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	●	NiSource operates solely within the United States and abides by all local and national laws. NiSource does not operate where human rights are a significant risk. 100 percent of NiSource security personnel are required to complete annual ethics training. The 2012 ethics curriculum assigned to all employees included the following course titles: <i>Professional Conduct; Social Networking: Information Exposure; Information Security; Conflict of Interest: Outside Jobs and Company Assets; and Reporting Fraud: Doing What It Takes.</i> Security contractors are not included in this figure.
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	●	NiSource operates solely within the United States and abides by all local and national laws. NiSource does not operate where human rights are a significant risk.
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	●	NiSource operates solely within the United States and abides by all local and national laws. NiSource does not operate where human rights are a significant risk.

HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	●	NiSource operates solely within the United States and abides by all local and national laws. NiSource does not operate where human rights are a significant risk.
------	---	---	---

GRI Indicator & Description	Complete	Reference/Location
Performance Indicators		
SOCIETY		

SO1 (EUSS)	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	●	NIPSCO has five Community Advisory Panels (CAPs) in place across Indiana. These CAPs are a cross section of community groups working together to improve communication, share information about new programs and outreach efforts, and develop an ongoing dialogue on issues ranging from environmental concerns to community outreach and philanthropy. NiSource has a formalized stakeholder outreach process in place for infrastructure modernization projects, expansions of its natural gas transmission and storage businesses, remediation activities, and other instances (when needed) if local communities are impacted by our business operations. In addition, public notice for utility projects needing permits is provided as necessary, consistent with regulatory requirements. NiSource conducts stakeholder meetings and issues press releases on remediation activities to ensure its projects get the proper feedback during these activities in a manner that is acceptable both to the environment and the community. For larger sites or sites with special concerns, site-specific websites and social media accounts are created to keep the community involved and informed on site activity.
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	●	See pages 12-21: Supporting Strong, Growing Communities. All of our business units and subsidiaries have individual community engagement, public awareness and charitable giving strategies. Generally charitable giving across the business focuses on local first and emergency responders and human needs organizations, including those that support low-income populations. We also have robust economic development programs in place at some of our companies, especially in our Indiana gas and electric utility. Additional community engagement may vary based upon the needs of the local community.
SO2	Percentage and total number of business units analyzed for risks related to corruption.	●	As part of the NiSource Ethics & Compliance Program, all violations of the Code of Conduct are presented to the Risk Management Committee. In addition, NiSource Audit maintains significant controls to manage, detect and eliminate fraud and violations of the Code of Conduct before they happen. The Code of Business Conduct applies to all employees, officers and directors of NiSource and each of its subsidiaries and affiliates.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	●	100 percent of employees are required to complete annual ethics training. The 2012 ethics curriculum assigned to all employees included the following courses: Professional Conduct; Social Networking: Information Exposure; Information Security; Conflict of Interest: Outside Jobs and Company Assets; Reporting Fraud: Doing What it Takes.
SO4	Actions taken in response to incidents of corruption.	●	See page 34: Doing the Right Thing. In 2012, we investigated 56 ethics cases and found 32 to involve company policies or our Code of Conduct. We closed cases in an average of 12 days, compared to an all-industry average of 29 days. The majority of these cases were policy and harassment-related. We take these investigations seriously and apply appropriate discipline when warranted, ranging from letters of information up to termination.

SO5	Public policy positions and participation in public policy development and lobbying.	●	Public policy decisions can affect our businesses, and at NiSource we believe that engaging in the political process is in the best interest of our company, our employees and our stakeholders. We track proposed legislation at the federal, state and local level and advocate our position when appropriate. We strive to educate public officials about our businesses and the impacts of potential policy decisions and also participate in industry trade associates to assist in developing industry-wide positions, including memberships in the Interstate Natural Gas Association of America (INGAA), Edison Electric Institute (EEL), and the American Gas Association (AGA). NiSource's Political Action Committee (NIPAC) provides our employees a voice in the political process. NIPAC is a voluntary employee political action committee and, through NIPAC, we make bipartisan political contributions when permitted by law and in accordance with established guidelines. We comply with all Federal Election Commission and state regulations, and PAC contributions are publicly disclosed in our filings with state and federal election commissions and agencies. Additional information is available in the "Our Commitments" section of nisource.com .
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	○	NiSource's Political Action Committee (NIPAC) provides our employees a voice in the political process. NIPAC is a voluntary employee political action committee and, through NIPAC, we make bipartisan political contributions when permitted by law and in accordance with established guidelines. We comply with all Federal Election Commission and state regulations, and PAC contributions are publicly disclosed in our filings with state and federal election commissions and agencies. All political engagement was completed in the United States.
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	●	None.
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	●	Page 17 of the NiSource's 2012 Form 10K available on nisource.com outlines the company's current significant legal proceedings
SO9	Operations with significant potential or actual negative impacts on local communities.	○	See charts on pages 43-46: Environmental Stewardship.
S10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	○	<p>See pages 4-11: Environmental Stewardship. Water and air quality as well as pipeline integrity is continually monitored to minimize any potential impacts on local communities.</p> <p>Two of NIPSCO's biggest environmental projects underway are the construction of flue gas desulfurization (FGD) equipment, or "scrubbers," on two units at our R. M. Schahfer Generating Station which began in 2011, as well as a second scrubber project at our Michigan City Generating station for which construction commenced in March 2013. These projects -- the largest in NIPSCO's history -- are part of approximately \$850 million of environmental investments designed to improve air quality in our communities.</p> <p>CPG has developed a comprehensive and long-term \$4 billion year-by-year infrastructure investment plan that ensures safe and reliable transportation of natural gas for decades to come. This strategy includes: replacing aging infrastructure, upgrading natural gas compression systems, increasing pipeline system reliability and expanding in-line inspection capabilities.</p>

EU19	Stakeholder participation in the decision making process related to energy planning and infrastructure development	●	See pages 12-21: Supporting Strong, Growing Communities. Additional information can be found in the NIPSCO Integrated Resource Plan available at www.in.gov/iurc . Also see Indicator 4.17.
EU20	Approach to managing the impacts of displacement	●	We avoid displacement of anyone to the extent feasible by careful planning during the siting phases of major projects. If displacement is unavoidable, we make fair compensation for any property transaction.
EU21	Disaster/Emergency Planning and Response: Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans.	●	NiSource maintains a business continuity department responsible for ensuring compliance with our Business Continuity Policy. The department also facilitates training on all business continuity-related exercises. NiSource maintains the following business continuity plans: <ul style="list-style-type: none"> ● NiSource Corporate Business Continuity Plan (updated annually) ● Crisis Management Plan (updated annually; training at least every three years) ● Incident Management Plans (updated annually; training as required by regulation) ● Emergency Response Plans (updated annually; training annually) ● Business Contingency Plans (updated every two years or within 30 days of a major change; training as required by regulation) ● Emergency Evacuation Plans (updated every two years or within 30 days of a major change; training annually) ● Information Technology Disaster Recovery Plans (updated as changes to the network, infrastructure or applications occur; training twice annually) ● Physical Security Plans (updated annually; training as required by regulation)
EU22	Number of people physically or economically displaced and compensation, broken down by type of project.	●	We avoid displacement of anyone to the extent feasible by careful planning during the siting phases of major projects. If displacement is unavoidable, we make fair compensation for any property transaction.

GRI Indicator & Description	Complete	Reference/Location
Performance Indicators		
PRODUCT RESPONSIBILITY		
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	● See pages 12-21: Supporting Strong, Growing Communities. The life cycle and health and safety of our assets are assessed regularly, as required by laws, regulation or internal policies. We provide extensive public safety information through bill inserts, announcements, targeted mailings and our company websites available at nisource.com . Generally at NiSource, primary life cycle stages for the business include construction, use/service and replacement. NiSource undergoes extensive assessments at each stage of the process. At the conclusion of each stage opportunities for improvement are evaluated.

PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	●	None known.
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	●	Electric and gas service cannot be labeled. We provide extensive public safety information through bill inserts, announcements, targeted mailings and our company websites available at nisource.com .
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	●	None known.
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	●	See pages 22-30: Customer-Focused Energy Solutions. See page 46: Customer Satisfaction. Results compiled from a third party customer survey measure the percentage of utility customers who say the company met or exceeded their expectations following a recent interaction. We also rely on third-party industry data to measure customer satisfaction, including J.D. Power.
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	●	We market our services in a fair, truthful and ethical manner. Marketing and advertising materials are designed to reflect available products and services. A team approach is used to review marketing and advertising materials, which typically includes subject matter expert and legal review. Marketing is typically targeted at the household decision maker or the bill payer. Educational programs are occasionally focused on younger audiences, which are primarily related to the safety of using our products (electricity and natural gas) and energy efficiency tips. Additional information can be found in the NiSource Code of Business Conduct available on nisource.com .
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	●	None known.
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	●	There were no substantiated complaints regarding breaches of customer privacy or loss of customer data during the reporting period.

PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	●	Page 17 of the NiSource's 2012 Form 10K available on nsource.com outlines the company's current significant legal proceedings.
EU23	Programs, including those in partnership with government, to improve or maintain access to electricity and customer support services.	●	<p>See page 9: Providing Energy Assistance.</p> <p>NiSource customers received approximately \$56 million in Low-Income Home Energy Assistance Program dollars during the 2011-2012 winter season. Complementary to our LIHEAP commitment, we also participate in HeatShare, which is funded solely by NiSource's gas distribution companies and our customers. This program provides emergency energy assistance to customers who have exhausted all state and federal assistance. In 2012, along with our customers, we raised more than \$1.4 million for customers in need. In addition, donations to local non-profit organizations that help maintain access to electricity and customer support services are included in the total charitable giving figures.</p> <p>Additional information can be found on NiSource company websites available through nsource.com.</p>
EU24	Practices to address language, cultural, low literacy and disability related barriers to accessing and safely using electricity and customer support services.	●	<p>NiSource company websites include at least some information in English and Spanish. In addition, our companies offer Spanish-speaking customer service support. We are working on implementing translation technology across our websites. We also partner with and support many local organizations that support and educate our customers who may have barriers to safely using electricity and customer support services.</p> <p>Partially complete - Not all information on websites is in English and Spanish at this time. This category is an ongoing initiative.</p>
EU26	Number of injuries and fatalities to the public involving company assets, including legal judgments, settlements and pending legal cases of diseases.	●	Across its operations, NiSource recorded 66 incidents of bodily injury claims in 2012, including one fatality of a contractor. No legal cases of disease were recorded. None were litigated to judgment.
EU27	Percentage of population unserved in licensed distribution or service areas.	●	NiSource has an obligation to serve all that want electric or natural gas service in its service territory
EU28	Number of residential disconnections for non-payment, broken down by duration of disconnection and by regulatory regime.	●	In addition to clear communication in advance of any disconnection, we make every attempt to exhaust all available options for customers prior to any residential disconnection, including referrals to area assistance agencies.
EU29	Power outage frequency.	●	2012 System Average Interruption Frequency Index (SAIFI): 0.83
EU30	Average power outage duration.	●	2012 Customer Average Interruption Disruption Index (CAIDI): 123 minutes

Global Reporting Initiative – Disclosure on Management Approach

GRI Indicator & Description	Complete	Reference/Location
Disclosure on Management Approach		
ECONOMIC ASPECTS – DMA EC		
<ul style="list-style-type: none"> – Economic Performance; – Market Presence; and – Indirect Economic Impacts. 	●	<p>NiSource's vision is to establish a legacy of sustained economic growth, social responsibility and environmental stewardship reflective of a premier energy company.</p> <p>Additional information can be found in our Sustainability Strategy, Sustainability Policy and in our Code of Business Conduct and throughout our 2012 Form 10K available on nisource.com.</p>

GRI Indicator & Description	Complete	Reference/Location
Disclosure on Management Approach		
ENVIRONMENTAL ASPECTS – DMA EN		
<ul style="list-style-type: none"> – Materials; – Energy; – Water; – Biodiversity; – Emissions, Effluents and Waste; – Products and Services; – Compliance; – Transport; and – Overall. 	●	<p>See pages 4-11: Environmental Stewardship. See pages 43-46: Various Charts.</p> <p>Building a cleaner, more efficient and affordable energy future is core to NiSource's environmental goals and our overall sustainability approach. We operate one of the nation's largest transportation and delivery systems for natural gas and continue to grow our system. We must balance this growth with reducing environmental impacts and implementing energy-efficiency measures for our customers, and we are committed to serving as responsible stewards of our natural and environmental resources. Our Management Approach to protecting biodiversity, complying with environmental regulations and reducing our environmental impacts can be found in our Environmental, Health & Safety Policy, our Sustainability Strategy, and throughout the Sustainability section of nisource.com.</p>

GRI Indicator & Description	Complete	Reference/Location
Disclosure on Management Approach		
LABOR PRACTICES AND DECENT WORK ASPECTS – DMA LA		
<ul style="list-style-type: none"> – Employment; – Labor/Management Relations; – Occupational Health and Safety; – Training and Education; – Diversity and Equal Opportunity; and – Equal remuneration for women and men 	●	<p>See pages 31-39: Build Engaged, Aligned & Safe Teams.</p> <p>NiSource operates solely within the United States and abides by all laws and regulations.</p> <p>At NiSource, we aspire to become the premier company in our industry. We want to be the company that sets the bar, operating safely and in an environmentally sound manner and utilizing innovative energy sources. We want to be known for reliable service and for being a valuable partner to the community. We are proud of how our employees work to help us reach our goals and proud to have an environment that allows us to generate collaborative, long-term energy solutions while we continually improve and grow together.</p> <p>Our work environment and culture are grounded in values that will continue to help us achieve our goals, including: Teamwork, Pride, Empowerment, Accountability, Safety, Growth and Development, Reward and Equal Opportunity.</p> <p>More information is available in the Careers section of nisource.com.</p>

GRI Indicator & Description	Complete	Reference/Location
Disclosure on Management Approach		
HUMAN RIGHTS ASPECTS – DMA HR		
<ul style="list-style-type: none"> – Investment and procurement practices – Non-discrimination – Freedom of association and collective bargaining – Child labor – Prevention of forced and compulsory labor 	●	<p>NiSource operates solely within the United States and abides by all laws and regulations related to human rights.</p> <p>NiSource companies are Equal Employment Opportunity employers and do not discriminate in any employer/employee relations based on race, color, religion, sex, marital status, sexual orientation, national origin, age, disability, veteran status, or other characteristics protected by law. NiSource companies require all employees to adhere strictly to this policy.</p> <p>41 percent of the company’s employees were subject to collective bargaining agreements at the end of 2012.</p>

GRI Indicator & Description	Complete	Reference/Location
Disclosure on Management Approach		
SOCIETY ASPECTS – DMA SO		
<ul style="list-style-type: none"> – Local Communities; – Corruption; – Public Policy; – Anti-Competitive Behavior; and – Compliance. 	●	<p>Our reputation ultimately rests on the good judgment and personal integrity of each of our employees, officers, directors and those with whom we do business. We believe, therefore, that our core values must at all times guide our decisions, actions and conduct.</p> <p>Our core Code of Conduct values are: Fairness, Honesty, Integrity and Trust.</p> <p>Detailed information can be found in NiSource's Code of Business Conduct available on nisource.com.</p>

GRI Indicator & Description	Complete	Reference/Location
Disclosure on Management Approach		
PRODUCT RESPONSIBILITY ASPECTS – DMA PR		
<ul style="list-style-type: none"> – Customer Health and Safety; – Product and Service Labeling; – Marketing Communications; – Customer Privacy; and – Compliance. 	●	<p>Our reputation ultimately rests on the good judgment and personal integrity of each of our employees, officers, directors and those with whom we do business. We believe, therefore, that our core values must at all times guide our decisions, actions and conduct.</p> <p>Our core Code of Conduct values are: Fairness, Honesty, Integrity and Trust.</p> <p>Detailed information can be found in NiSource's Code of Business Conduct available on nisource.com.</p>

NISOURCE INC.
801 EAST 86TH AVENUE
MERRILLVILLE, IN 46410
WWW.NISOURCE.COM