

2016 SUPPLEMENTAL SUSTAINABILITY DATA TABLES



ASH/GYPSUM – TONS GENERATED

ASH/GYPSUM TONS GENERATED	2005 BASELINE	2014	2015	2016
Fly Ash	274,068	271,102	210,496	183,077
Bottom Ash	210,103	188,231	118,874	113,404
Gypsum	685,943	469,023	394,118	387,608
Total	1,168,114	928,356	723,488	684,089

ASH/GYPSUM – REUSED OR RECYCLED

ASH/GYPSUM REUSED OR RECYCLED	2005 BASELINE	2014	2015	2016
Fly Ash	28.02%	18.81%	22.98%	7.90%
Bottom Ash	100%	100%	100%	100%
Gypsum	99.64%	100%	97%	99%
Combined Ash/Gypsum Reused/Recycled	83.02%	76.28%	69.89%	68.83%

ELECTRIC GENERATION CARBON INTENSITY

ELECTRIC GENERATION CARBON INTENSITY	2005 BASELINE	2014	2015	2016
<i>Lbs of GHG per MWh</i>	2,296.9	2070.1	1849.7	1844.8

ENVIRONMENTAL KEY PERFORMANCE INDICATORS

ELECTRIC GENERATION	2006 BASELINE	2014	2015	2016
SO2 Emission Rate (Lbs/MWh net)	7.500	3.470	2.082	0.706
CO2 Emission Rate (Lbs/MWh net)	2,237	2,205	2,013	2,004
NOx Emission Rate (Lbs/MWh net)	4.27	1.38	1.20	1.13
Lead Emissions Rate (Lbs/MWh net)		0.0001	0.00004	0.00001
Mercury Emissions Rate (Lbs/MWh net)		0.00002	0.00002	0.00001
Volatile Organic Compounds (Lbs/MWh net)		0.0456	0.04315	0.0426
Particulate Matter Emissions (Lbs/MWh net)		0.2393	0.1402	0.0372

DIRECT AND INDIRECT GHG EMISSIONS (CO2 EQ TONNES)

GHG EMISSIONS	2001 BASELINE	2014	2015	2016
Scope 1				
Electric Generation	17,599,959	14,837,074	10,917,907	10,789,412
Gas Distribution - Includes combustion, vented and fugitive, LNG/LPG and storage	1,498,862	1,373,306	1,355,480	1,358,752
Electric Transmission & Distribution - SF6	125,593	44,215	26,023	64,632
CPG Combustion	2,032,649	944,441	-	-
CPG Fugitive & Vented	3,954,557	2,304,818	-	-
Mobile	24,071	48,108	40,180	41,736
Building Energy – Natural Gas Heating		15,788	12,086	11,985
Total Scope 1	25,235,691	19,567,750	12,351,675	12,266,517
Indirect - Building Energy - Electric	130,564	173,236	53,334	56,027
Total Scope 2	130,564	173,236	53,334	56,027
Scope 3				
Purchased Power*	362,773	2,676,496	3,482,003	3,652,183
Combined Total	25,729,028	22,417,482	15,887,011	15,974,727

*Increase over baseline due to ceased operations at DHMGS

Note: As a result of the company separation, there are no CPG GHG emissions reflected in our 2015 data.

DIRECT GHG EMISSIONS BY CATEGORY

DIRECT GHG EMISSIONS BY CATEGORY	2001 BASELINE	2014	2015	2016
Electrical Intensity (Tonnes CO2e per MWh)	1.10	0.9390	0.8390	0.8360
Tonnes/Mile of Pipe - Gas Transmission - Fugitive & Vented	255.7	167.37	-	-
Tonnes/Mile of Pipe - Gas Distribution	27.7	25.7	24.7	23.4
Tonnes/MMBHP - HR - Gas Transmission (Combustion)	588.8	513.45	-	-

INDIRECT GHG EMISSIONS BY BUSINESS OPERATIONS (TONNES CO2e)

INDIRECT GHG EMISSIONS BY BUSINESS OPERATIONS (TONNES CO2e)	2012 BASELINE	2014	2015	2016
Columbia Pipeline Group (CPG)	154,074	121,713	-*	-*
Natural Gas Distribution Operations	36,616	36,353	35,286	32,857
NIPSCO Electric	15,575	15,170	18,048	23,170
Total	206,265	173,236	53,334	56,027

*NiSource separated CPG on July 1, 2015 and it is no longer affiliated with NiSource

WASTE DATA

Total weight (in tons) of waste by type and disposal method - excluding coal combustion byproducts and MGP legacy site remediation waste

Waste	2014				2015				2016			
	Hazardous	Non-hazardous	Total	% of Total	Hazardous	Non-hazardous	Total	% of Total	Hazardous	Non-hazardous	Total	% of Total
Treatment	110	3,843	3,953	31.1%	7	72	79	3.5%	7	104	111	2.6%
Landfill	67	5,849	5,916	46.6%	69	215	284	12.8%	7	1,578	1,585	37.0%
Recycled (Non-Trash)	0	2,498	2,498	19.7%	0	1,461	1,461	65.8%	0	2,129	2,129	49.8%
Reuse (Fuels, Oil Marketer)	43	243	286	2.3%	6	381	387	17.4%	7	442	448	10.5%
Incineration	39	13	51	0.4%	8	2	10	0.5%	4	1	6	0.1%
Totals	258	12,446	12,704	100.0%	90	2,131	2,221	100.0%	25	4,254	4,279	100.0%

	2014				2015				2016			
	Recycled	Landfilled	Total	% Recycled	Recycled	Landfilled	Total	% Recycled	Recycled	Landfilled	Total	% Recycled
Estimated Trash / Municipal Waste	801	10,420	11,221	7.1%	580	3,127	3,707	15.6%	676	3,134	3,810	17.7%

Information provided by waste contractor and scrap recycling company

ACRES OF HABITAT PROTECTED, ENHANCED OR RESTORED

ACRES OF HABITAT PROTECTED, ENHANCED OR RESTORED THAT SUPPORTS NATURAL HABITAT AND BIODIVERSITY		AS OF 2016
Voluntary		1,771
Required for Mitigation		2,303
Total		4,074

AGENCY ACTIONS

AGENCY ACTIONS	2014	2015	2016
Notice of Violations	2	0	4

GENERATING STATION WATER USAGE

2015 Water Usage (Million Gallons)

	Withdrawal	Return	Consumption	Net MWh*	Gallons Consumed /MWh	% Returned
Bailly	75,682.8	75,552.4	130.4	1,441,465	90	99.83%
Michigan City	3,732.5	2,569.0	1,163.6	1,650,342	705	68.83%
R.M. Schahfer	8,035.0	4,664.6	3,370.4	5,372,954	627	58.05%
Sugar Creek	1,135.5	469.3	666.2	3,340,214	199	41.33%
Total	88,585.8	83,255.3	5,330.6	11,804,975	452	93.98%

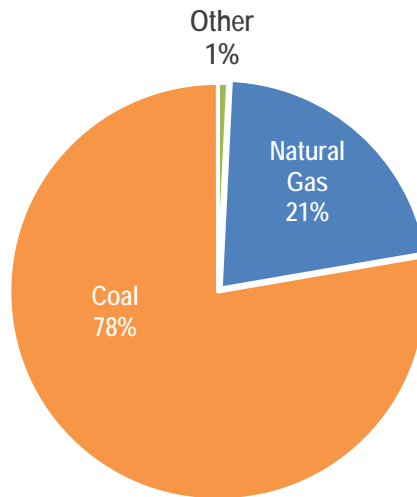
2016 Water Usage (Million Gallons)

	Withdrawal	Return	Consumption	Net MWh*	Gallons Consumed /MWh	% Returned
Bailly	88,530.4	88,381.8	148.6	1,777,335	84	99.83%
Michigan City	3,690.7	2,446.7	1,244.1	1,701,530	731	66.29%
R.M. Schahfer	7,079.0	4,302.7	2,776.3	4,417,658	628	60.78%
Sugar Creek	1,289.1	503.5	785.6	3,835,261	205	39.06%
Total	100,589.2	96,634.7	4,954.6	11,731,784	422	95.07%

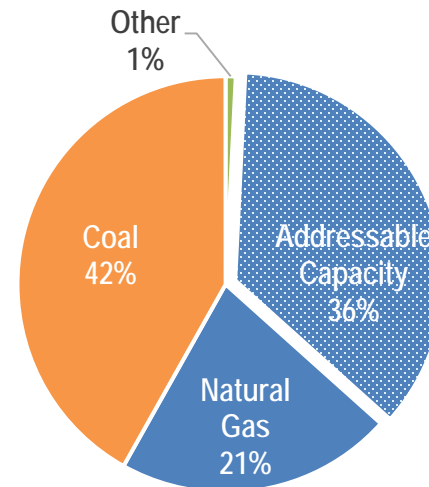
* Excludes Gas Turbines and Hydroelectric Plants

ELECTRIC GENERATION MIX – NOW AND POST 2023

2016 CAPACITY*



POST 2023
PROJECTED
CAPACITY*



* Net Demonstrated Capacity, Excluding Interruptible Resources

2016 DIVERSITY WORKFORCE STATISTICS

		QTY	%
Total Active Employees (7,987) <i>AS OF DECEMBER 31, 2016</i>	Men	5752	72%
	Women	2235	28%
	Minorities	1126	14%

		QTY	%
Total Management (723) <i>AS OF DECEMBER 31, 2016</i>	Men	514	71%
	Women	209	29%
	Minorities	78	11%

		QTY	%
Generations <i>AS OF DECEMBER 31, 2016</i>	Traditionalist (1925-1948)	53	1%
	Baby Boomers (1949-1964)	2676	34%
	Generation X (1965-1976)	2146	27%
	Millinials Gen Y (1977-Present)	3112	39%

2016 DIVERSITY WORKFORCE STATISTICS

		QTY	%
Executive Team (9) <i>AS OF MARCH 1, 2017</i>	Men	6	67%
	Women	3	33%
	Minorities	2	22%

		QTY	%
Board of Directors (10) <i>AS OF MARCH 1, 2017</i>	Men	8	80%
	Women	2	20%
	Minorities	2	20%

		QTY
Active Employees by Full/Part Time <i>AS OF DECEMBER 31, 2016</i>	Full Time	7854
	Full Time (Temp)	7
	Part Time	119
	Total	7980

2016 DIVERSITY WORKFORCE STATISTICS

Active Employees by Gender <i>AS OF DECEMBER 31, 2016</i>		QTY
	Male	5745
	Female	2228
	Male (Temp)	1
	Female (Temp)	6

Active Employees by Gender/Location <i>AS OF DECEMBER 31, 2016</i>		FEMALES	MALES
	DC	1	1
	IN	860	2459
	KY	29	157
	MA	211	539
	MD	8	56
	OH	691	1516
	PA	375	693
	VA	59	325

COMMITMENT TO LEARNING AND DEVELOPMENT

NiSource is committed to learning and development to help employees maximize their potential, reach their professional goals and grow in a satisfying and productive career.

NiSource provides many resources to support the success of our employees:

- Job-specific training. NiSource provide on-the-job and classroom experiences tailored to employee interests and goals to help employees advance their careers.
- Leadership development. NiSource focuses on helping employees prepare for the next level in their careers. Leadership development is key to NiSource's success, and we offer a variety of programs to strengthen our pipeline of future leaders.
- Opportunities for advancement. Promoting from within is a key part of NiSource's business strategy. It's one of the reasons why so many talented individuals make NiSource their lifelong career. Employees have the support and encouragement needed to take their careers to the next level.
- Tuition reimbursement. For employees in some positions, certain coursework related to their NiSource career is reimbursed.
- Benefits may vary by operating company or employee group.

EMPLOYEE BENEFITS

Benefits are available to full-time employees and part-time eligibility noted as (PT). Temporary employees who are part of the NIPSCO collective bargaining unit are now eligible for medical (including HSA), dental and vision benefits. Other temporary employees do not receive benefits. An overview of additional benefits is available in the “Benefits” section of the NiSource website - <https://www.nisource.com/careers/benefits>. Benefits may vary by operating company and for employees covered under a collective bargaining agreement.

- Medical-including coverage for domestic partners (PT)
- Dental-including coverage for domestic partners (PT)
- Vision-including coverage for domestic partners (PT)
- 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)

ADDITIONAL RELEVANT DOCUMENTS

- [NiSource Integrated Report \(2016\)](#)
- [NiSource Sustainability Scorecard \(2016\)](#)
- [NiSource Greenhouse Gas Report \(2016\)](#)
- [NiSource Global Reporting Initiative Table - G4 \(2016\)](#)
- [NiSource Code of Business Conduct](#)
- Carbon Disclosure Project (2016)
- [Climate Change Policy Link](#)
- [ES&S Policy](#)