



Supplemental Sustainability Data

Safety, Customer, Investment, Best Place to Work

Posted: June 2023

Updated: May 1, 2024

<https://www.nisource.com/company/sustainability/reports-and-policies>

Category	Metric	2020	2021	2022	Current Forward-Looking Milestone
Safety	Employee DART Rate and Industry Quartile	0.81 Second Quartile	0.98 Second Quartile	0.78 Second Quartile	**Five Year Path to Top Decile
	Employee Total Recordable Injury Rate (OSHA rate) and Industry Quartile	1.30 First Quartile	1.35 Second Quartile	1.23 Second Quartile	**Five Year Path to Top Decile
	Employee Preventable Vehicle Collisions and Industry Quartile	1.77 First Quartile	1.91 First Quartile	1.74 First Quartile	**Five Year Path to Top Decile
	Employee Fatalities (On the Job)	0	0	0	Zero
	Employees Trained in Safety ²	6,180	6,698	9,501	
	Facility Damages per 1,000 Locates	2.09	1.92	2.01	**Top Quartile
	Emergency Response (<45 minutes)	97.2%	96.9%	97.0%	**97% of Emergency Response <45 minutes
	Contractor DART Rate ¹	0.23	0.20	0.40	**10% improvement over prior 3 year performance
	Contractor Total Recordable Injury Rate ¹	0.49	0.59	0.84	**10% improvement over prior 3 year performance
	Contractor Fatalities (On the Job) ¹	1	0	1	Zero

¹ Includes subcontractors

² Includes contingent employees

Customer	J.D. Power Residential Score	Second Quartile	Second Quartile	Second Quartile
	On-Time Appointment Rate	97%	96.9%	97.6%
	LIHEAP Funding	\$51.9M	\$44.8M	\$116.4
	Energy Efficiency - Participation - Gas	925,754	862,202	947,016
	Energy Efficiency - Participation - Electric ³	224,279	236,014	243,572
	Energy Efficiency - Participation - Gas + Electric ³	1,150,033	1,098,216	1,190,588
	Energy Efficiency - Gas (therms)	18,029,707	18,131,693	15,440,259
	Energy Efficiency - Electric (MWh)	112,667	101,701	103,131
	Energy Efficiency (Dollars Saved)	\$17,589,999	\$18,490,998	\$15,640,106
	Substantiated Customer Privacy or Loss of Data Which Required Notification	0	0	0
	Customer Average Interruption Index (CAIDI)	153 minutes	165 minutes	150 minutes

³ Figures exclude electric lighting program participation

Investment/ Service Integrity	Capital Investment (\$B)	\$1.70	\$1.90	\$2.60	**\$3.3 - \$3.6 in 2023
	Total Shareholder Return	-14.90%	24.75%	2.62%	
	Stock Price Appreciation	-17.60%	20.36%	-0.69%	
	Total Diverse Supplier Spend (Tier 1)	11.60%	10.80%	11.80%	



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	NiSource Diverse Suppliers (as % of Suppliers)	2.13%	2.30%	2.80%	
	NiSource Diverse Supplier Spend \$1M+	27.78%	32.65%	37.70%	
	Gas Leaks Found (year-over-year change)	-20.3%	16.2%	1.3%	
	Miles of Priority Pipe Replaced	274	286.46	265.7	
	System Average Interruption Frequency Index (SAIFI)	0.902	1.060	0.950	
	Equivalent Forced Outage Rate (EFOR)	31.04%	36.31%	38.60%	

Best Place to Work	Metric	2020	2021	2022
	Employee Engagement	did not measure due to COVID-19	80%	79%
	Employees Recommend NiSource as a Great Place to Work	did not measure due to COVID-19	73%	70%
	Investigated Ethics Cases	84	124	108
	Substantiated Ethics Cases	42	56	41
	Corruption or Human Rights Violations	0	0	0
	Average Time to Close an Ethics Case	28 days	39 days	33 days
	Dollars for Doers Volunteer Hours	~8,000	2,500	11,080
	Dollars for Doers Money Donated	\$160,000	\$70,000	\$222,000
Total Donations (NiSource Charitable Foundation) \$M	\$7.4	\$6.8	\$7M	

Customer Counts	Metric	2020	2021	2022
	Number of Customers - Gas	3,212,633	3,229,069	3,259,000
	Number of Customers - Electric	479,184	483,299	486,000
	New Customer Additions - Gas (Net)	0.94%	0.97%	1.01%

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Supplemental Sustainability Data

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Workforce Statistics Posted: June 2023
Updated: May 1, 2024

	2020	2021	2022
Total Board of Directors	12	12	12
Male	9	8	8
Female	3	4	4
Minority	4	4	4

Board of Directors figures are as reported in our Integrated Annual reports

	2020	2021	2022
Total Executive Leadership	7	7	7
Male	5	5	4
Female	2	2	3
Minority	2	3	4

	2020	2021	2022
Total Management Team*	682	683	718
Gender			
Male	460	458	477
Female	222	225	241
Not Declared	0	0	0

	2020	2021	2022
Race/Ethnicity			
American Indian/Alaska Native	5	3	3
Asian	15	18	15
Black/African American	51	55	65
Hispanic/Latino	28	28	38
Native Hawaiian/Oth Pac Island	0	0	0
Not Specified	0	0	4
Two or More Races	8	6	12
White	575	573	581
Minority (sum of non-white)	107	110	133

* Category does not include employees on leaves of absence.

Employees (Regular or Temporary, by Gender)		2020	2021	2022
Regular	Male	5,383	5,375	5,259
Regular	Female	1,993	1,954	1,895
Regular	Not Declared	0	0	8
Temporary	Male	4	4	0
Temporary	Female	9	9	0
Total		7,389	7,342	7,162

Employees (Full or Part Time, by Gender)		2020	2021	2022
Full-time	Male	1,928	5,366	5,250
Full-time	Female	5,373	1,906	1,859
Full-time	Not Declared	0	0	8
Part-time	Male	14	13	9
Part-time	Female	74	57	36
Total		7,389	7,342	7,162

	2020	2021	2022
Total Employees*	7,389	7,342	7,162
Gender			
Male	5,387	5,379	5,259
Female	2,002	1,963	1,895
Not Declared	0	0	8

	2020	2021	2022
Race/Ethnicity			
American Indian/Alaska Native	20	17	18
Asian	66	74	67
Black/African American	604	592	601
Hispanic/Latino	286	309	310
Native Hawaiian/Oth Pac Island	3	3	3
Not Specified	0	1	33
Two or More Races	107	115	125
White	6,303	6,231	6,005
Minority (sum of non-white)	1,086	1,110	1,124

* Category does not include employees on leaves of absence.

	2020	2021	2022
Total Generations Represented*	5	5	5
Traditionalists (1928-1945)	4	3	1
Baby Boomers (1946-1964)	1,523	1,245	1,012
Generation X (1965-1980)	2,790	2,774	2,722
Millennials/Generation Y (1981-1996)	2,974	3,169	3,230
Generation Z (1997-2012)	98	151	197

* Category does not include employees on leaves of absence.



Workforce Statistics

Posted: June 2023
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Employees (by Gender and State)				
State		2020	2021	2022
AL	Male	0	0	0
	Female	0	0	1
AZ	Male	0	0	0
	Female	0	0	1
DC	Male	2	2	2
	Female	0	0	0
DE	Male	0	0	0
	Female	0	0	1
FL	Male	0	1	6
	Female	0	0	7
IL	Male	0	0	2
	Female	0	0	2
IN	Male	2,352	2,270	2,164
	Female	833	791	767
	Not declared	0	0	2
KY	Male	190	202	198
	Female	33	50	41
	Not declared	0	0	1
MA	Male	5	4	2
	Female	3	1	0
MD	Male	64	65	65
	Female	6	6	7
MI	Male	0	0	1
	Female	0	0	1
NC	Male	0	0	4
	Female	1	0	3
NH	Male	1	0	1
	Female	1	1	1
NJ	Male	0	0	0
	Female	0	0	1
NY	Male	0	0	1
	Female	0	0	0
OH	Male	1,593	1,624	1,622
	Female	679	659	622
	Not declared	0	0	2

Employees (by Gender and State)				
State		2020	2021	2022
PA	Male	777	803	784
	Female	375	374	356
	Not declared	0	0	3
SC	Male	0	0	0
	Female	0	1	1
SD	Male	0	0	1
	Female	0	0	0
TN	Male	0	0	1
	Female	0	2	1
TX	Male	0	1	5
	Female	0	1	3
VA	Male	403	405	398
	Female	68	79	76
VT	Male	0	0	1
	Female	1	0	0
WI	Male	0	0	0
	Female	0	0	2
WV	Male	0	0	1
	Female	0	0	1
Total		5,763	5,676	5,528

Freedom of Association			
	2020	2021	2022
% of Employees Represented by an Independent Trade Union or Covered by Collective Bargaining Agreements	37	36	35



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Environmental Metrics

Ash and Gypsum Generated (tons)

	2005 (baseline)	2020	2021	2022	2030 Target
Fly Ash	272,068	90,728	119,469	100,145	**100% reduction from 2005
Bottom Ash	210,103	50,143	49,627	48,064	
Total Ash	482,171	140,871	169,096	148,209	
Gypsum	685,943	125,048	223,867	167,278	
Total Ash and Gypsum	1,168,114	265,919	392,963	315,487	

Ash and Gypsum Reused/Recycled¹ (tons)

	2005 (baseline)	2020	2021	2022
Fly Ash	28.02%	72.46%	41.45%	41.42%
Bottom Ash	50.81%	100.00%	53.35%	51.51%
Gypsum	99.64%	97.00%	95.09%	100.00%
Ash and Gypsum Reused/Recycled	83.02%	89.19%	73.51%	74.02%

¹ Excludes on-site use and storage

Electric Generation Carbon Intensity (lb CO₂e/MWh_{net})

	2005 (baseline)	2020	2021	2022
NIPSCO Utility Average Emissions Rate ²	not available	1,534	1,433	1,188
NIPSCO Utility Specific Residual Mix Emissions Rate ³	not available	1,574	1,529	1,397

² The Utility Average Emissions Rate is the average CO₂ lbs per MWh of electricity delivered to customers, including from all owned generation and energy purchases.

³ The Utility Specific Residual Mix Emissions Rate is the average CO₂ lbs per MWh of electricity delivered to customers, including generation for which attributes are retained by the utility and retired in the reporting year, with accounting adjustments made for specified green energy products where another entity owns the renewable attributes.

Electric Generation Key Performance Indicators

	2005 (baseline)	2020	2021	2022	2030 Target
NO _x Emissions (tons)	34,304	3,619	4,688	3,131	**99% reduction from 2005
NO _x Emission Rate (lbs/MWh _{net})	4.08	0.95	1.10	0.77	
SO ₂ Emissions (tons)	61,803	1,462	1,683	1,248	**99% reduction from 2005
SO ₂ Emission Rate (lbs/MWh _{net})	7.355	0.384	0.396	0.305	
VOC Emissions (tons)	not available	162	175	137	
Mercury Emissions (tons)	0.37	0.02	0.03	0.02	**99% reduction from 2005
Dust Emissions (tons)	not available	96	122	91	
CO ₂ Emissions (tons)	20,103,740	6,925,820	7,892,027	5,914,103	**90% reduction from 2005

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Environmental Metrics

Electric Generation Fuel Consumption				
	2005 (baseline)	2020	2021	2022
Coal (tons)	8,291,954	2,482,421	3,031,533	1,963,086
Natural Gas (thousand cubic feet)	13,370,897	22,611,209	19,880,161	23,600,583

Enforcement Actions ⁴				
	2005 (baseline)	2020	2021	2022
Number of Enforcement Actions	not available	2	1	0

⁴ Enforcement Action: Formal action by local, state or federal agency

Direct and Indirect GHG Emissions (metric tons CO ₂ e)						
Scope	2005 (baseline)	2020	2021	2022	2030 Target	2040 Goal
Scope 1						
Electric Generation	18,369,782	6,332,981	7,225,494	5,436,060		
Gas Distribution ⁵	957,178	875,235	875,972	841,986		
Electric Transmission & Distribution (SF ₆)	99,768	4,986	13,383	13,570		
Mobile ⁶	30,908	50,610	51,689	51,521		
Building Energy - Natural Gas Heating	11,458	8,269	8,281	7,277		
Total Scope 1	19,469,094	7,272,080	8,174,818	6,350,413	**90% reduction from 2005	**Net zero (scopes 1 and 2)
Scope 2						
Building Energy - Electric	65,297	31,410	30,246	25,843		
Electric Transmission & Distribution (line losses)	17,318	52,401	41,888	50,748		
Total Scope 2	82,615	83,811	72,134	76,591		**Net zero (scopes 1 and 2)
Significant Scope 3						
Purchased Power (excluding line losses)	1,254,389	2,533,582	1,915,368	2,074,295		
Gas Customer End-Use from Gas Owned and Delivered by NiSource ⁷	15,159,346	8,933,085	9,141,819	10,104,049		
Gas Distribution Upstream ⁸	not available	not available	2,191,341	2,461,450		
Electric Generation Upstream ⁹	not available	not available	1,337,962	1,002,409		
Total Significant Scope 3	16,413,735	11,466,667	14,586,491	15,642,202		
Other						
Gas Customer End-Use from Gas Delivered but Not Owned by NiSource ⁷	25,870,929	39,817,070	39,036,085	38,884,328		

⁵ Includes emissions from fugitive, vented, combustion, LNG, LPG, and storage sources. Emissions factors taken from EPA's Inventory of U.S. GHG Emissions and Sinks.

⁶ Actual fuel volumes used to calculate mobile emissions beginning in 2018. Since actual fuel volumes were unavailable for 2005, mobile emissions for that year were estimated.

⁷ Consistent with the WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard, NiSource is reporting downstream Scope 3 emissions for gas customer end-use from gas owned and delivered by NiSource only. Emissions from gas customer end-use from gas delivered but not owned by NiSource is also provided as reference in the 'Other' category.

⁸ Upstream emissions from natural gas production, gathering and boosting, processing, transmission and storage for gas supplied by NiSource

⁹ Upstream emissions from fuel used for electric generation (coal production, rail transportation, natural gas production, gathering and boosting, processing, transmission and storage)

Environmental Metrics

Electric Generation Water Usage

	2005 (baseline)	2020	2021	2022	2030 Target
Withdrawal (MMgal)	119,252	10,230	11,262	10,112	**99% reduction from 2005
Return (MMgal)	110,887	5,676	7,548	6,438	
Consumption (MMgal)	8,365	4,554	3,714	3,674	
% Returned	93%	55%	67%	64%	

Natural Gas Sustainability Initiative (NGSI) Methane Emissions Intensity Protocol

	2005 (baseline)	2020	2021	2022
Total Methane Emissions, GHGRP emission factors (metric tons)	Not available	34,963	34,852	33,531
Total Methane Emissions, GHG Inventory emission factors (metric tons)		22,339	22,896	22,149
Natural Gas Delivered to End Users, As Reported (Mscf)		861,193,110	853,407,527	866,919,121
Natural Gas Delivered to End Users, Normalized (Mscf)		789,701,273	797,106,566	786,949,980
Methane Content of Delivered Natural Gas, Reported (%)		93.4%	93.4%	93.4%
Methane Content of Delivered Natural Gas, Normalized (%)		93.4%	93.4%	93.4%
NGSI Methane Emissions Intensity, GHGRP emission factors (%)		0.23%	0.23%	0.22%
Normalized NGSI Methane Emissions Intensity, GHGRP emission factors (%)		0.25%	0.24%	0.24%
NGSI Methane Emissions Intensity, GHG Inventory emission factors (%)		0.14%	0.15%	0.14%
Normalized NGSI Methane Emissions Intensity, GHG Inventory emission factors (%)		0.16%	0.16%	0.16%

Total acres of habitat protected, enhanced, or restored that supports natural habitat and biodiversity (cumulative)

	2005 (baseline)	2020	2021	2022
Voluntary	Not available	2,127	2,127	2,611
Required for Mitigation		2,982	2,982	3,009
Total		5,109	5,109	5,620

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Environmental Metrics

Waste (tons)				
Total waste by type and disposal method				
Excludes coal combustion byproducts and MGP legacy site remediation waste.				
2020	Hazardous	Non-hazardous	Total	% of Total
Landfilled (includes treated waste) ^{10,12}	88	18,621	18,709	91.0%
Reused/Recycled ¹¹	13	1,714	1,727	8.4%
Injection	0	99	99	0.5%
Incineration	17	12	29	0.1%
Total	118	20,446	20,564	100.0%
2021	Hazardous	Non-hazardous	Total	% of Total
Landfilled (includes treated waste) ^{10,12}	296	25,180	25,475	87.0%
Reused/Recycled ¹¹	16	3,767	3,784	12.9%
Injection	0	9	9	0.0%
Incineration	9	3	12	0.0%
Total	321	28,959	29,280	100.0%
2022	Hazardous	Non-hazardous	Total	% of Total
Landfilled (includes treated waste) ^{10,12}	418	53,329	53,747	94.9%
Reused/Recycled ¹¹	19	2,860	2,879	5.1%
Injection	0	0	0	0.0%
Incineration	8	5	13	0.0%
Total	445	56,194	56,639	100.0%

10 Includes waste sent to a Treatment, Storage, and Disposal Facility (TSDF), waste treated and placed into Subtitle C landfill, and waste placed into a Subtitle D landfill.

11 Includes waste sent to a wastewater treatment facility, fuel waste that was treated for reuse, oil waste sent to an oil marketer for treatment and reuse, universal waste that was recycled, scrap metal that was recycled, and waste to fuel cement kilns.

12 The increase in non-hazardous landfill waste in 2019-2022 is due to the excavation/disposal of non-contaminated soils and hydroexcavation mud.

Estimated Trash / Municipal Waste (tons)	Recycled	Landfilled	Total	% Recycled
2020	689	7,300	7,988	8.6%
2021	3,243	10,617	13,860	23.4%
2022	3,601	10,943	14,544	24.8%

Wind and Solar Energy Generated by Customers	2020	2021	2022
Annual Feed-In-Tariff Production (kWh)	185,730,547	128,222,518	107,018,465



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Supplemental Sustainability Data*

Scope/Data Coverage	
The data in this report represents our total operations across NiSource.	
Definitions	
Customer Average Interruption Duration Index (CAIDI):	The average duration of a sustained outage for those customers that experience one.
Customer Satisfaction:	This metric is based on a third-party customer survey measuring the percent of local distribution company customers who say we met or exceeded their expectations in a recent interaction.
Days Away Restricted or Transferred Rate (DART):	The number of OSHA recordable incidents that resulted in lost time, restricted or transferred to other work incidents for every 200,000 hours worked (or approximately per every 100 employees).
Emergency Response Time:	The percent of the time a gas LDC responds to an emergency (odor of gas) in less than 45 minutes.
Equivalent Forced Outage Rate (EFOR):	A measure of the amount of time a generating unit was either offline or derated (when it was not supposed to be) compared to the number of hours the unit should have been online.
Facility Damage Prevention:	The number of excavation and demolition damages to underground facilities per one thousand locate requests received through a state one-call center in a given time period.
JD Power Residential Score:	A quarterly survey sent out by J.D. Power that ranks us in many customer service related topics.
Miles of Priority Pipe Retired:	The year-to-date miles of retired pipeline classified as "priority" (includes bare steel mains and services, cast iron mains and services, wrought iron mains and services, and/or unprotected coated steel mains and services); retired pipe is defined as pipe that is being replaced with new pipe.
NiSource Diverse Supplier Spend \$1M+:	Percentage of diverse suppliers with which we spend more than one million dollars annually.
NiSource Diverse Suppliers:	Measures the percentage of all suppliers across our companies that fall within the definition of diverse supplier.
On-Time Appointment Rate:	The percent of customer-generated appointments that are met within the appointment window or according to state regulation, where applicable.
OSHA Incidence Rate:	The number of OSHA recordable incidents for every 200,000 hours worked (or approximately per every 100 employees).
Preventable Vehicle Crash Rate:	A measure of the number of company vehicle accidents deemed "preventable" under a reasonable standard.
System Average Interruption Frequency Index (SAIFI):	The average number of sustained interruptions per customer during the year; the total of all electric customer interruption durations divided by the total number of electric customers served.
Top Decile:	Rated in the top 10 percent of our industry.
Top Quartile:	Rated in the top 25 percent of our industry.
Total Diverse Supplier Spend:	Percentage of total supplier dollars spent with diverse suppliers.
Total Shareholder Return:	Stock price appreciation + Annual dividend amount, divided by the year-end closing stock price for the previous year-end.

* At this time, we are not certified to ISO 14001, 37001, 45001, or OHSAS 18001.