

GAS SOUTH

The Difference is Good.™



2023

Annual Impact Report

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Letter From Our CEO

Our purpose at Gas South is to Be A Fuel For Good, and one of the ways we put that into practice is by giving back 5% of our profits to support children in need. We're especially proud that 2023 was a record year for our community investments with over **\$4.5 million** in Gas South donations and about **1,200 volunteer hours** at company-sponsored projects logged by our **400+ employees**.

In 2023, we also made a shift to concentrate our philanthropic activities on 12 Fuel For Good Allies—non-profit organizations that do outstanding and inspirational work for children in the areas of basic needs, education and health in Georgia and Florida, our two primary markets. You'll read more about our partnerships with these great organizations in this report.

Serving others and doing what's right are our core values at Gas South. We draw inspiration from the work our non-profit partners do to build individual opportunity and strengthen our communities. Whether you're a customer, supplier or business partner, we're grateful for your help supporting our work.

Thank you for your business and trust in Gas South.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kevin Greiner', written in a cursive style.

Kevin Greiner, President and CEO

Our Mission

Our mission is to be the energy provider of choice by delivering exceptional value, service and simplicity.

Our Purpose

To *Be A Fuel For Good* by caring for our customers and employees and elevating our industry and communities.

Our Values



Do What's Right

Lead with integrity, honor commitments and interact openly to build and maintain trust.



Own It

Take responsibility and action to deliver the optimal solutions for our customers and organization.



Serve Others

Operate through a lens of service to support customers, employees, and our communities.



Be Better Together

Embrace the diversity of our people by nurturing inclusion and respect for collective success.



Keep Growing

Create a culture of resiliency where we seek opportunities to learn, grow and adapt.

Our Promise

Giving 5% of Profits to Help Children in Need

Gas South knows the communities we serve are strongest when their children have the support and opportunities they need to reach their full potential. With the 5% of profits we've committed to give back each year, we're helping families build strong foundations by supporting some of their basic needs and providing positive pathways. We focus on:

- Programs that serve children and young adults
- Partnerships to supply food, clothing and shelter to families
- Creating equitable opportunities in education and career pathways
- Giving hope to kids who live with chronic and terminal illnesses

As our company continues to grow, so does our commitment to give. In just a few short years, our investment in the community has more than tripled from \$1 million in 2020 to \$4.5 million in 2023—a total of about \$17 million since 2006.

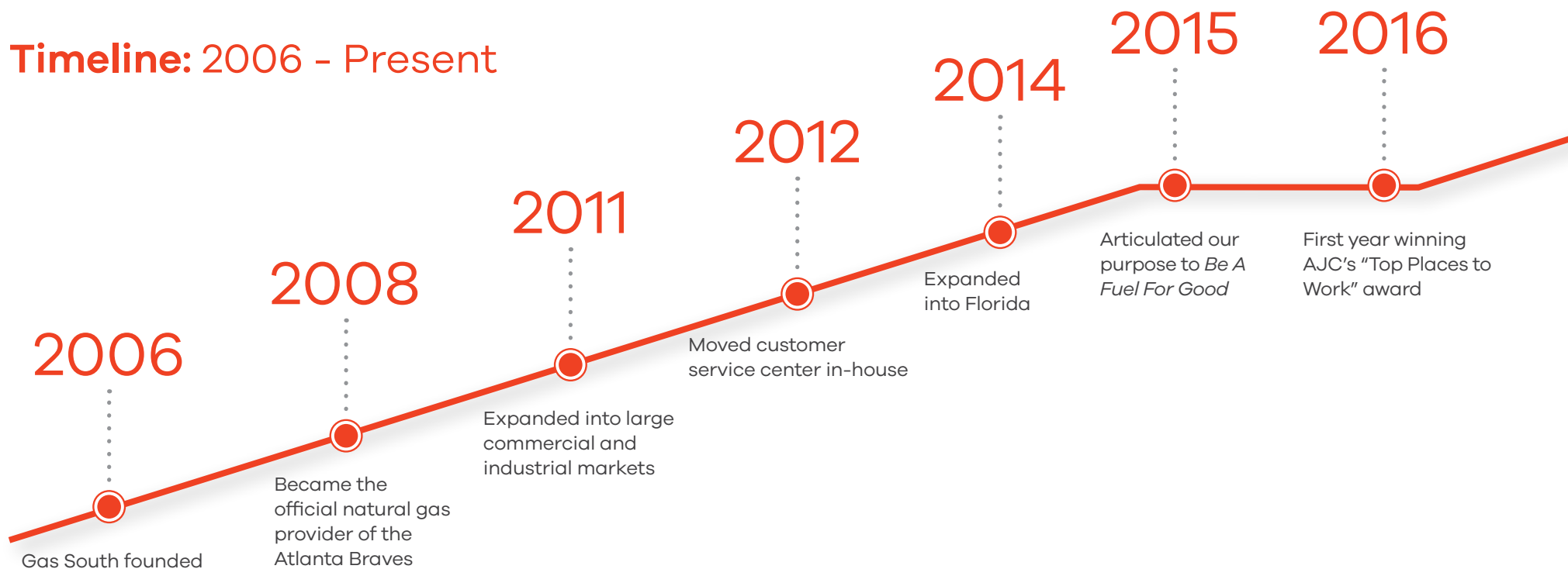
Gas South's purpose to ***Be A Fuel For Good*** remains strong, and we're proud to continue making a difference now and in the future.

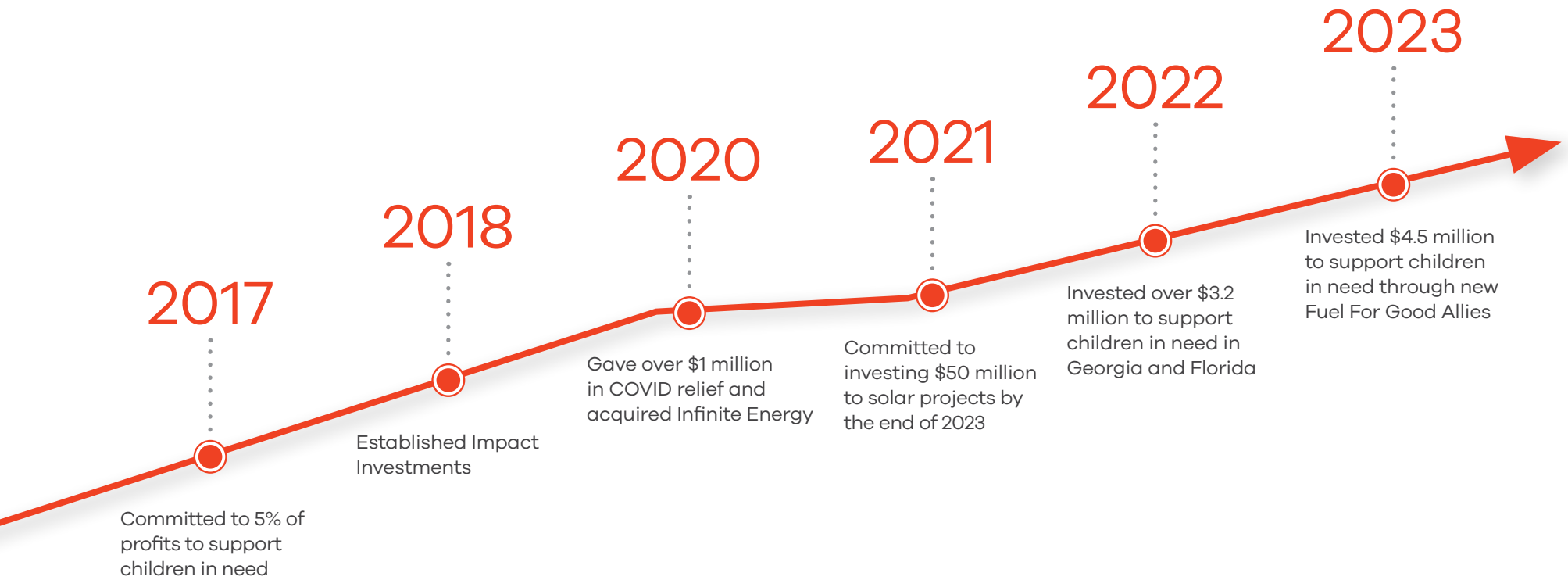


Company History

Headquartered in Atlanta, GA., Gas South formed in 2006, serving mostly residential customers in Georgia. Through a culture of innovation, collaboration and commitment to the communities we serve, Gas South has steadily grown to become one of the southeast's top-rated natural gas providers, serving more than 470,000 customers in 14 states.

Timeline: 2006 - Present





Another Year of Making a Difference

Our charitable donations total roughly \$17 million since we started giving back to our communities in 2006. That's just part of what it means to *Be A Fuel For Good*, and we're excited to build on that in the next year ahead.

Impact Investments

Each year, we invite nonprofit organizations that are devoted to childhood basic needs, education or health in Georgia and Florida to apply for our Impact Investments. We have an employee committee that reviews the applications and selects finalists, and then we invite our employees and customers to vote for their favorites—this year more than 10,000 customers voted.

2023's recipients were:

Sunshine on a Ranney Day

Sunshine on a Ranney Day is a nonprofit organization based in Roswell, Georgia, that reimagines and builds custom rooms for children with special needs. Through partnerships and donors, they provide wheelchair accessible bathrooms, dream bedrooms and in-home therapy rooms at no cost to the families. Since 2012, they've completed 73 accessible bathrooms, 114 dream bedrooms and 41 in-home therapy rooms.

Food4Kids

The Food4Kids Backpack Program of North Florida fills backpacks with nonperishable food and distributes them to students in need, from kindergarten through high school. Children bring these backpacks home on Friday and return them on Monday so they can be refilled for the following weekend. They also receive larger boxes of food for extended holidays and summer breaks.



Sunshine on a Ranney Day



Food4Kids



Strengthening Youth in Our Communities



At the beginning of August, we mobilized our employees in the community during a special two-week volunteer effort throughout Georgia and Florida. Over 173 employees engaged in meaningful volunteer activities, donating over 700 hours of their time to community efforts.

Organizations Impacted:

- Atlanta Community Food Bank
- Junior Achievement
- YMCA
- Ronald McDonald House
- Covenant House
- Bread of the Mighty
- Food4Kids
- Truly Living Well Community Garden
- Southwest Advocacy Group
- City of Refuge
- Norton Park Elementary School



Employee Volunteer Campaign Highlights:

- Assembled 887 packages for those experiencing homelessness
- Painted and redecorated Norton Park Elementary School's library in Smyrna, Georgia
- Painted a diversity and inclusion mural at the Andrew and Walter Young YMCA in Atlanta
- Donated and packed over 1,400 pairs of underwear for children in need through Undies for Everyone
- Donated and packed 600 laundry kits for families at Atlanta Ronald McDonald House
- Sorted and packed over 12,000 pounds of food at the Atlanta Community Food Bank
- Assembled and Packed 700 boxes of donations at The Bread of the Mighty in Gainesville, Florida
- Decorated 17 rooms for families at the new Ronald McDonald House in Gainesville, Florida

2023 Total Volunteer Efforts

1,270+
employee hours logged



239
employees participated



63
volunteer events coordinated



Employee Engagement

Our Culture

Part of our effort to **Be A Fuel For Good** means we're also committed to supporting the growth and development of our employees—it's part of the reason we've been recognized by the Atlanta Journal-Constitution for seven years in a row as one of the best places to work in Atlanta.

Our employees are our biggest assets, and we know supporting them means more than just great pay and benefits. Each deserves to be part of a welcoming, diverse and inclusive workplace.

To further that support, we've created several Employee Resource Groups (ERGs) that are voluntary and employee-led to help foster a culture of caring here at Gas South. In 2023, 262 employees participated in two or more ERGs—read more about our ERGs on the next few pages.



Employee Resource Groups



Women's Networking Circle (WNC)

Gas South's Women's Networking Circle turns seven this year and is our longest-running employee resource group (ERG). Its mission is to build an inclusive community to discuss and create awareness around the topics and issues that women face in the workplace. Our WNC also provides tools and resources for women and helps equip their allies.

Participation:

Employees who identify as women are automatically included at hire, though participation is voluntary. Members can opt to be removed at any time—or get involved again later. Membership is on a rolling basis.

By the Numbers:

58% of Gas South employees identified as women in 2023.

Black Employee Support Team (BEST)

Created in 2022, Gas South's Black Employee Support Team exists to provide an open forum where black employees and their allies aspire, develop and collaborate to reach their highest potential, represent Gas South within communities and serve as a key company resource for specific customers and employees.

Participation:

Any of our employees can take part in BEST. Membership is on a rolling basis.

By the Numbers:

BEST had 47 members in 2023.





Young Professionals Group (YPG)

Created in 2023, Gas South's Young Professionals Group is our newest ERG. Its primary mission is to foster a supportive community for members who are 35 or younger to promote interdepartmental networking, mentorship opportunities and encouragement..

Participation:

Although aimed at young professionals, participation in YPG is open to all employees. Membership is on a rolling basis.

By the Numbers:

YPG had 181 members in 2023.



Justice. Equity. Diversity. Inclusion. (JEDI)

Since 2022, Gas South's JEDI Council has served to develop, recommend and be an advocate for policies, procedures and programs that cultivate an environment of inquiry, inclusiveness and respect. JEDI also promotes discovery and celebration of our differences, and it fosters initiatives that bring forth a positive work culture.

Participation:

JEDI is open to all employees regardless of age, race, color, gender identity and expression, national origin, ancestry, sexual orientation, religion, creed, disability, genetic information, marital status or political affiliation. Applications are accepted each June and then reviewed for membership by August.

By the Numbers:

JEDI council consisted of 34 members in 2023.

TrailBlaze Mentorship Program

2023 was the second year for Gas South’s TrailBlaze Mentorship Program—and what a success it was with participation more than doubling that of the first year. The program’s mission is to empower employees to realize and reach their full potential at Gas South and beyond. Through mentorship relationships, opportunities to reflect and learning leadership skills, TrailBlaze is helping employees build self-confidence, find their voice, develop new goals and learn to have influence in their careers and personal lives.

Participation:

- Mentees — Preferred applicants will have been at Gas South for at least a year and have a minimum of “performing” rated on their mid-year review.
- Mentors — Applicants must have been employed at Gas South for at least a year, have a minimum of “performing” rated on their mid-year review and must have served professionally as a leader for two to three years (with one of those years being a leader at Gas South).

By the Numbers:

TrailBlaze had 53 participants as either mentees or mentors in 2023—more than double the number in 2022.



Fuel For Good Allies

With our tremendous growth over the last few years, we've been able to expand our commitment to support children in need. Each year, we give back 5% of profits to this effort, and our budget since we began doing this in 2017 has grown 300% and allowed us to expand our charity into other service areas.

In 2023, we defined a new framework that makes it easier for us to invest more meaningfully in charitable initiatives and nonprofits. With this new plan, we narrowed our focus to 12 charitable partners we affectionately refer to as our Fuel For Good Allies. Most of our giving, volunteering and media attention will concentrate on these partners, who we hope to help support for many years to come.

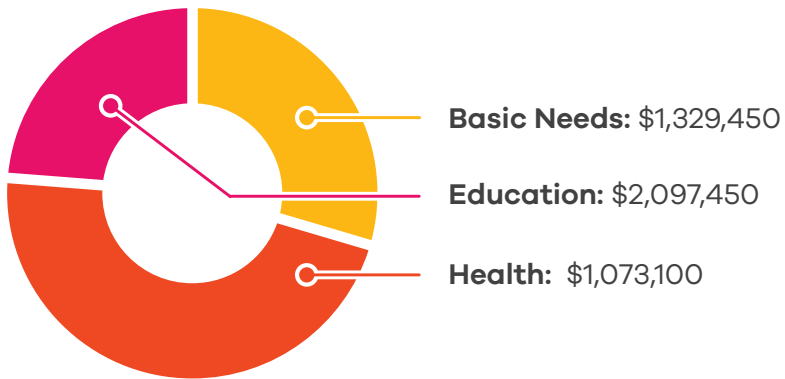
Partner Selection Criteria:

- **Positively Impacts Children in Need:** Serves children with little access to basic needs, education or who live with chronic illness or disabilities
- **Offers Employee Engagement Opportunity:** Facilitates Gas South employee interaction through volunteering or other services
- **Exhibits Strong Story:** Displays clear, relatable giving narrative aligned with our own efforts and is willing to partner in marketing and media efforts to make the most of philanthropic opportunities

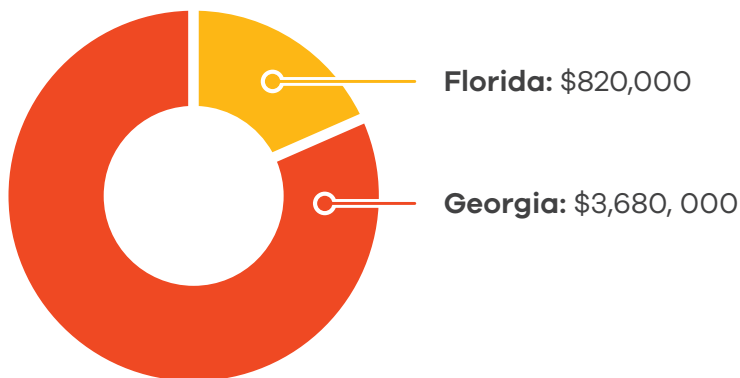
\$4.5M

Total 2023 Charitable Donations

Donations by Childhood Need:



Donations by State:



\$3.7M

 Donations To Fuel For Good Allies

- 100 Black Men (GA and FL)
- Arete Scholars (GA Tax Credit)
- Bert's Big Adventure (GA)
- City of Refuge (GA)
- Covenant House (GA)
- Gwinnett Public Schools/Sol Systems (GA)
- Junior Achievement (GA and FL)
- Ser Familia (GA)
- Shepherd Center (GA)
- Step Up for Students (FL Tax Credit)
- St. Vincent de Paul (GA)
- YMCA (GA and FL)

\$636k

 Donations to Tier 2 Partners

\$164k

 Donations to Tier 3 Partners

Our New Office in Gainesville, FL

With the expansion we've seen in recent years, we opened a new office in Gainesville, Florida, where about 150 of our employees are located. This new, cutting-edge facility boasts 16,500 square feet—more than doubling our previous Gainesville office—and was designed with innovation and collaboration in mind.

Among its many features, this new space includes numerous conference rooms, a dedicated training area, 26 offices, a call center and three workspace neighborhoods with 18 workstations. This new location also sits amid a vibrant hub of entertainment and dining options, which will help build relations with local business owners and the Gainesville community.



We're making a difference.

Follow us on social media to see how we're engaging with our community to ***Be A Fuel For Good***:

 facebook.com/GasSouth

 twitter.com/GasSouth

 instagram.com/gas_south

 linkedin.com/company/gas-south

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