

FINAL

Gas D AIP 2022 Goals

DEUWI	Level	Total Points Executive	Total Points Director/Leader	Total Points Individual
1. Core Values – Pipeline Safety & Compliance		5.00	10.00	12.00
a. DEUWI OPRA Station Enhancements - Complete additional station enhancements for overpressure protection	Business Unit ≥ 50 stations 100% of points ≥ 70% of station target Scaled between 70% and 100% of points < 70% 0% of points	2.50	5.00	6.00
c. Excavation Damage Reduction 100% AIP: 30% reduction in 3-years = 1.9643 (2.8061 x .7) Recent Damage Prevention Statistics: - 2019 YE baseline damage ratio = 2.8061 - 2020 YE damage ratio = 2.4235 - 2021 YE damage ratio = 2.3491 - Previous YE 2-year average = 2.3841 - 5% Reduction from YE 2-year average = 2.2649 Points deducted from year-end 2022 Damage Ratio for the following: Minus .10: Fewer aggregate damages from previous year (≤4,844) Minus .10: Fewer aggregate 2nd party damages from previous year (≤226) Minus .10: Aggregate ticket volume Increases by more than 7.5% from previous two-year average (≥7.5%) Minus .10: All business units reduce their year-end damage ratio from previous year	Gas Distribution 2022 YE = 1.9643 (2.8061 x .7) * ≤1.9643 100% of points <2.2649 and >1.9643 Scaled between 90% and 100% of points <2.3841 and >2.2649 Scaled between 75% and 90% of points <2.4235 and >2.3841 Scaled between 50% and 75% of points >2.4235 0% of points *DEWV excluded if sale closes in 2022	2.50	5.00	6.00
2. Core Values – Infrastructure Investment		5.00	7.00	9.00
a. Pipeline Replacement, Integrity Tracker Programs DEUWI - Infrastructure Rate Adjustment Tracker Integrity Tracker Program 2022 capital spend* *Spend not adjusted for any rebates from vendors	Business Unit ≥ 100% of \$77.4M approved budget 100% of points ≥ 90% of \$77.4M approved budget Scaled between 80% and 100% of points < 90% of \$77.4M approved budget 0% of points	2.50	5.00	7.00
b. Magna LNG Achieve the following performance objectives 1. Facility operations fully staffed 2. Site-specific communications emergency response plan completed and drilled 3. ≥ 7.5M gallons of liquified natural gas in storage* * Subject to on-time provisional acceptance (Oct 28) of Magna LNG. adequate system capacity and gas supply	Business Unit = 3 objectives met 100% of points = 2 objectives met 50% of points < 2 objectives met 0% of points	2.50	2.00	2.00
3. Customers & Colleagues		5.00	10.00	14.00
a. Customer Experience ≥ 95% of customer facing employees and supervisory leadership roles receive CX Training* *DEWV excluded if sale closes in 2022	Gas Distribution ≥ 95% 100% of points < 95% 0% of points	2.50	5.00	7.00
b. Brand ambassadorship 1. Develop detailed outline of brand ambassadorship program by April 15, 2022 2. Develop content for module 1 by June 30, 2022 3. Commence deployment of module 1 content to applicable workforce during Q3	Business Unit Full points for timely completion of three objectives 66% of points for timely completion of two objectives 33% of points for timely completion of one objective 0% of points for timely completion of zero objectives	2.50	5.00	7.00
4. Clean Energy Growth		5.00	8.00	10.00
a. Sustainability - Advance Gas Distribution Sustainability 2.0 1. RSG – Establish annual disclosure process for key Gas Distribution natural gas producers and pipelines to provide voluntary emissions disclosures including methane intensities and carbon reduction strategies. 2. On-system RNG Development – Complete RNG Feedstock Assessments for remaining Gas Distribution LDCs (DEO completed in 2021). 3. Carbon Offsets – Successfully launch and promote approved CarbonRight program 4. Hydrogen – Establish roadmap and begin execution of Phase 2 Utah expansion strategy (in service in 1H 2023) *DEWV excluded if sale closes in 2022	Gas Distribution = 4 complete 100% of points = 3 complete 50% of points < 3 complete 0% of points	5.00	8.00	10.00