

## Gas D AIP 2023 Goals

### Key

- Complete
- Partially Completed
- Off Target

### Judd Cook

DEUWI		YE Status	YE Goal
<b>1. Core Values – Pipeline Safety &amp; Compliance</b>			
<b>a. Complete cross-bore study on sewer line laterals</b>			
– Complete key milestones by year end.*	≥ 2,300 inspections completed – 100% of points	<span style="color: green;">●</span> Complete	≥ 2300
*Cross-bore inspection requires specialized equipment. Goal assumes availability and functionality of equipment through year.	≥ 1,800 – 2,300 inspections completed – 80% of points		
	< 1,800 inspections completed – 0% of points		
<b>2. Core Values – Infrastructure Investment</b>			
<b>a. Pipeline Replacement, Integrity Management</b>			
LDC rider program spend*	≥ 95%* 100% of points	<span style="color: green;">●</span> Complete	≥ 95%
*LDC pipeline replacement budgeted capital spend subject to material and capital availability and regulatory adjustments.	≥ 80% of target \$ Scaled between 50% and 100% of points		
	< 80% of target \$ 0% of points		
DEUWI		YE Status	YE Goal
<b>3. Damage Prevention</b>			
<b>Target 5% reduction off of 2022 Year-end Aggregate Damage Ratio</b>	2023 YE Goal = 2.1492 (2022 year-end 2.2623 x .95)	<span style="color: green;">●</span> Complete	≤ 2.1492
Recent Damage Prevention Statistics:	≤ 2.1492 100% of points		
2019 YE damage ratio 2.8178	≤ 2.2623 Scaled between 90% and 100% of points		
2020 YE damage ratio 2.4282	≤ 2.4282 Scaled between 50% and 90% of points		
2021 YE damage ratio 2.3465	> 2.4282 (2020 year-end) 0% AIP category payout		

● Partially Completed  
 ● Off Target

Points deducted from year-end 2023 Damage Ratio for the following:

- 0.10 Aggregate ticket volume increases by more than 3% from previous year (change)
- 0.10 All Business units reduce their year-end damage ratio from previous year
- 0.10 Locator At Fault damages are reduced by 3% from previous year (new)
- 0.10 Each LDC (with DTS support) implements an innovative solution to support continuous improvement

Updated goal reduce significant digits one position (to the thousandth) and approved 1/5/2024

#### 4. Clean Energy Growth

##### a. Execute ThermH2 phase II\*

\*Subjective to all regulatory and jurisdictional approvals and timely delivery of electrolyzer from manufacturer.

Blend Electrolytic H2 by YE	100% of points
Blend Grey H2 by end of Q2	80% of points
No Blend	0% of points

● Complete Yes or No

## **2024 AIP Goals - Gas LDCs**

### **Safety (25 points)**

- **Companywide LDRD Goal (5 points)** – Achieve targeted LD/RD (DART) incident rate of less than or equal to 0.27 (3-year average)

> 0.27 and ≤ 0.28	5 points
> 0.28 and ≤ 0.30	4 points
> 0.30 and ≤ 0.33	2.5 points
> 0.33	0 points
- **Companywide OSHA Goal (5 points)** – Achieve targeted OSHA incident rate of less than or equal to 0.45 (3-year average)

> 0.45 and ≤ 0.48	5 points
> 0.48 and ≤ 0.51	4 points
> 0.51 and ≤ 0.55	2.5 points
> 0.55	0 points
- **Companywide Safety Innovation (15 points)** – **DEV, DES, DESC, and Project Construction** – with Nuclear consultation and support –will incorporate elements of the High Energy Control Assessment (HECA) into their respective pre-job briefing processes on or before Sep. 30, 2024, and; **Gas Distribution LDCs and Wexpro** will each select ≥ 2 focus areas identified in the 2023 API/INGAA Safety Culture Survey and will develop and implement action plans to address each focus area.

Both goals above met	15 points
Only one goal above met	7.5 points
Neither goal above met	0 points
- **Safety Bonus Points\*** (5 bonus points) – LD/RD (DART) incident rate of less than or equal to 0.27 or OSHA incident rate of less than or equal to 0.45.

LD/RD (DART) Rate ≤ 0.27	2.5 points
OSHA Rate ≤ 0.45	2.5 points

\*Bonus points earned for exceeding the minimum safety goals can be used to offset underachievement of goals in the other non-safety categories

### **Customer Experience (10 points)**

- **Companywide Goal (5 points)** - DEV and DESC will partner with DES to each complete one key customer journey redesign aligned with opportunities presented within NPS data and will implement two or more resulting customer experience improvements by year end.

≥ 2 CX improvements implemented	5 points
< 2 CX improvements implemented	0 points
- **Companywide Goal (5 points)** - DEO, DENC-Gas, DESC, DEU, DEV will partner with DES to identify two opportunities for targeted customer experience improvements and implement associated enhancements by year end.

≥ 2 CX enhancements implemented	5 points
< 2 CX enhancements implemented	0 points

## Reliability (40 points)

- **Pipeline Replacement, Integrity Tracker Programs** – Sum of LDC rider program spends\*

≥ 95% of target \$	20 points
> 75% and ≤ 95% of target \$	Scaled between 10 and 20 points
= 75% of target \$	10 points
< 75% of target \$	0 points

\*Sum of LDC pipeline replacement & integrity management budgeted capital spend subject to material and capital availability, regulatory adjustments, and major project permit delays.

LDC spend of target = \$372.0M	EOG target = \$238.8M
95% of target = \$353.4M	QGas target = \$86.3M
75% of target = \$279.0M	PSNC target = \$46.9M
	\$372M

- **Damage Prevention** – 3% or greater reduction in aggregate Average Damage Ratio for DEO, DEUWI and DENC\*

**2024 YE Goal = 2.105** (2023 year-end 2.171 x 0.97)

≤ 2.105	20 points
≤ 2.171 and ≥ 2.105	Scaled between 10 and 20 points
> 2.171	0 points

\*Points deducted from year-end 2024 Damage Ratio for the following up to maximum of -0.30:

- -0.10 Aggregate ticket volume increases by more than 3% from previous year.
- -0.10 All LDCs reduce the year-end damage ratio from previous 2-year average.
- -0.10 Aggregate Locator At Fault damages are reduced by 3% from previous year.
- -0.10 Aggregate No Call Ratio damage ratio reduced by 3% from previous year.
- -0.10 Each LDC (with DTS support) implements an innovative solution to support continuous improvement.

## Compliance (25 points)

- **Pipeline Safety Management Systems**

1. Develop Pipeline Safety Management System (PSMS) Training and Communication Plans to educate employees on PSMS and roles and responsibilities.
2. Train ≥ 95% of field focused employees.
3. Complete the implementation plan for the PHMSA Mega Rule Part 2.\*

3 objectives completed	25 points
2 objectives completed	12.5 points
≤ 1 objective completed	0 points

\* Subject to modification by regulatory requirement.

# 2024 Enbridge US Utility/Wexpro scorecard

Applicable to new colleagues joining us from Dominion Energy

		Year-end target		
		Doesn't meet	Meets	Exceeds
Enterprise Measures	Weight	0x	1x	2x
<b>Enterprise Financial</b>	<b>40%</b>			
DCF/Share		\$5.40	\$5.60	\$5.80
<b>Project Performance</b>	<b>10%</b>			
<b>Cost vs. Budget</b>				
Measures forecast/actual cost performance against approved budget at the start of the year on a total project cost at completion basis.	5%	+10%	On budget	-10%
<b>Return</b>				
Measures forecast portfolio return (weighted avg) of Board approved projects >\$50M against original Board approved return.	5%	-10%	Target	+10%
<b>Emissions</b>				
Represents progressive emissions reductions towards achieving our target of 35% before 2030.	2.5%	539 tCO <sub>2</sub> e/PJ or 30%	516 tCO <sub>2</sub> e/PJ or 33%	493 tCO <sub>2</sub> e/PJ or 36%
<b>Cyber</b>				
Percent click rate (that fell victim to) in phishing compliance simulations.	2.5%	2.6%	2.4%	2.2%
<b>DEI</b>				
Increase in diverse employee representation as a % of our workforce.*	2.5%	1.5%	2%	2.5%
<b>Business Unit Measures</b>				
<b>Post-Close US Utility/WEXPRO EBITDA</b>	<b>25%</b>	-3%	TBD	+3%
<b>Safety &amp; Reliability (combined US Utility/Wexpro)</b>	<b>17.5%</b>			
Achieve targeted LD/RD (DART) incident rate of less than or equal to 0.58 (3-year average).	5%	0.61	0.58	0.55
Achieve targeted OSHA recordable incident rate of less than or equal to 1.02 (3-year average).	5%	1.07	1.02	0.96
US Utility/Wexpro will each select at least 2 focus areas identified in the 2023 API/INGAA Safety Culture Survey and will develop and implement action plans to address each focus area.	2.5%	0 goals	1 goal	2 goals
Damage Prevention: 3% or greater reduction in aggregate Average Damage Ratio	5%	2.25	2.18	2.11
<b>Total</b>	<b>100%</b>	<b>2024 multiplier: XXX</b>		

\*All percentages or specific goals regarding inclusion, diversity, equity, and accessibility are aspirational goals, which we intend to achieve in a manner compliant with state, local, provincial and federal law, including, but not limited to, U.S. federal regulations and Equal Employment Opportunity Commission, Department of Labor and Office of Federal Contract Programs guidance.





# 2025 scorecard

		Year-end target		
		Doesn't meet	Meets	Exceeds
<b>Enterprise Measures</b>	<b>Weight</b>	<b>0x</b>	<b>1x</b>	<b>2x</b>
<b>Enterprise Financial</b>				
DCF/Share	40%	\$5.50	\$5.70	\$5.90
<b>Safety</b>	20%			
<b>Serious injury frequency (SIF)</b>				
Weighted sum of all workforce events with an actual or potential people injury severity of 3 or greater per 200,000 hours worked.	10%	0.12	0.10	0.08
<b>People not getting hurt (TRIF)</b>				
Total recordable injuries per 200,000 hours worked.	2.5%	0.50	0.45	0.40
<b>Process Safety Performance (PSEF)</b>				
Weighted sum of significant process safety events per 1,000 km of operating pipelines.	7.5%	0.27	0.15	0.05
<b>Project Performance</b>	10%			
<b>Cost vs. Budget</b>				
Measures forecast/actual cost performance against approved budget at the start of the year on a total project cost at completion basis.	5%	+10%	On Budget	-10%
<b>Return</b>				
Measures forecast portfolio return (weighted avg) of Board approved projects >\$50M against Board approved return.	5%	-10%	Target	+10%
<b>Emissions</b>				
Represents progressive emissions reductions towards achieving our target of 35% before 2030.	2.5%	488 tCO <sub>2</sub> e/PJ or 37%	438 tCO <sub>2</sub> e/PJ or 43%	423 tCO <sub>2</sub> e/PJ or 45%
<b>Cyber</b>				
Percent click rate (that fell victim to) in phishing compliance simulations.	2.5%	1.7%	1.5%	1.4%
<b>Business Unit Measure</b>				
<b>Central Functions</b>				
<b>Liquids Pipelines</b>				
Gas Transmission & Midstream	25%	-3%	2025 Budget	+3%
<b>Gas Distribution &amp; Storage</b>				
<b>Power</b>				
		-5%	2025 Budget	+5%
<b>Total</b>	100%			