



2025 SUSTAINABILITY REPORT





Approach & Progress	Governance	Environment	Social	Data & Framework Indices
About this Report	Corporate Governance	Carbon Management	Health & Safety	Performance Data
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Approach & Progress

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About this Report

The Southern Star Central Gas Pipeline (“Southern Star”) 2025 Sustainability Report highlights our progress and continued commitment to delivering sustainable value for our stakeholders. We continue to utilize Workiva, a platform that streamlines sustainability data collection, management, and disclosure.

Reporting Period

- **January 1, 2025 – December 31, 2025** (unless otherwise noted)

Reporting Cycle

- Southern Star has published **annual sustainability reports since 2018**.

Report Boundaries

- Covers all Southern Star **operational activities**
- Financial data presented in **USD**
- Emissions and sustainability metrics apply the **operational control boundary methodology**

Reporting Frameworks

We strive to align our disclosures with the following:

- **Sustainability Accounting Standards Board (SASB)** - We report on applicable **SASB Midstream** framework metrics.
- **Task Force on Climate-related Financial Disclosures (TCFD)** - We align with the recommendations of the former TCFD framework, now integrated into **the IFRS Sustainability Disclosure Standards**.

Contact

We value your interest in **Southern Star** and welcome feedback from all stakeholders. For inquiries or comments regarding this report or topics related to our sustainability disclosures please contact us at:

Email:
mediarelations@southernstar.com

Phone:
270-852-4495

Cautionary Note

References to policies and procedures in this report do not represent guarantees or promises about their efficacy, or any assurance that such measures will apply in every case, as there may be exigent circumstances, factors, or considerations that may cause implementation of other measures or exceptions in specific instances. Please see the section entitled “Important Information Regarding Policies, Procedures, Practices, and Forward-Looking Statements.”

Important Information Regarding Policies, Procedures, Practices, and Forward-Looking Statements

This report contains forward-looking statements. Any statements about our expectations, beliefs, plans, predictions, forecasts, objectives, assumptions or future events or performance are not historical facts and may be forward-looking. These statements are often, but not always, made through the use of words or phrases such as “anticipate,” “believes,” “can,” “could,” “may,” “predicts,” “potential,” “should,” “will,” “estimate,” “plans,” “projects,” “continuing,” “ongoing,” “expects,” “intends,” and similar words or phrases. Accordingly, these statements are only predictions and involve estimates, known and unknown risks, assumptions, and uncertainties that could cause actual results to differ materially from those expressed in them. Our actual results could differ materially from those anticipated in such forward-looking statements.

Any or all of our forward-looking statements in this report may turn out to be inaccurate. The inclusion of this forward-looking information should not be regarded as a representation by us or any other person that the future plans, estimates, or expectations contemplated by us will be achieved. We have based these forward-looking statements largely on our current expectations and projections about future events and trends that we believe may affect our predictions, results of operations, business strategy, and financial needs. We have provided links to other websites that may or may not provide material that is informative, and any information contained therein should not be considered a representation by the company as to facts or materials contained therein.

Southern Star does not guarantee nor warrant the adequacy, accuracy, correctness, reliability, or completeness of the materials identified in this report and will not be responsible for any claim of any person attributable to errors, omissions, or other inaccuracies of any part of such materials. In some cases, rounding to the nearest whole number has been used. Any mentions of specific persons, technologies, software, applications, companies, commercial product processes, or services by trade name, trademark, manufacturer, or otherwise, does not constitute or imply its endorsement, recommendation, or favoring by Southern Star, its parent, officers, directors, or team members.

President & CEO Message

Dear Stakeholders,

I am pleased to present our eighth annual Sustainability Report, reflecting Southern Star's performance and commitments throughout 2025. I am proud of the progress our team has delivered.

The past year has tested the resilience of our industry: volatile commodity markets, shifting trade policies, and an increasingly complex geopolitical landscape, from ongoing tensions in key producing regions to evolving sanctions, regime changes, and energy security debates. These factors have underscored the critical role that midstream infrastructure plays in delivering affordable, reliable energy. Against this backdrop, the need for responsibly operated natural gas systems has never been clearer. Our assets connect supply to demand across the value chain, and we take that responsibility seriously, ensuring that energy moves safely and efficiently while supporting broader economic stability.

Sustainability Performance

Safety remains the foundation of everything we do. In 2025, we continued to strengthen our safety culture through enhanced training programs and a relentless focus on identifying and mitigating risk before incidents occur.

Every team member and contractor who enters our facilities deserves to return home safely, and that commitment is non-negotiable. I am encouraged by the progress we have made, yet we recognize that the pursuit of zero incidents is a journey that demands our constant vigilance and investment.

Our environmental performance in 2025 demonstrates that operational excellence and emissions reduction go hand in hand. Since 2020, **we have reduced methane emissions by 62 percent and lowered Scope 1 greenhouse gas emissions by 34 percent.** These results reflect sustained capital investment in leak detection and repair and a focus on emissions management through our annual district-level Methane Champions competition. We are not satisfied with the status quo; our teams continue to identify new pathways to drive emissions lower while maintaining the throughput and reliability our customers depend on.

Meaningful progress on the challenges facing our industry requires collaboration that extends beyond any single company. I am proud to serve as Chair of the SGA Natural Gas Association in 2026, working alongside peers across the value chain to advance best practices, advocate for science-based policy, and ensure that

natural gas continues to play a vital role in America's energy future. Our participation in industry coalitions reflects my deeply held belief that transparency and collective action accelerate real-world outcomes far more effectively than any company acting alone.

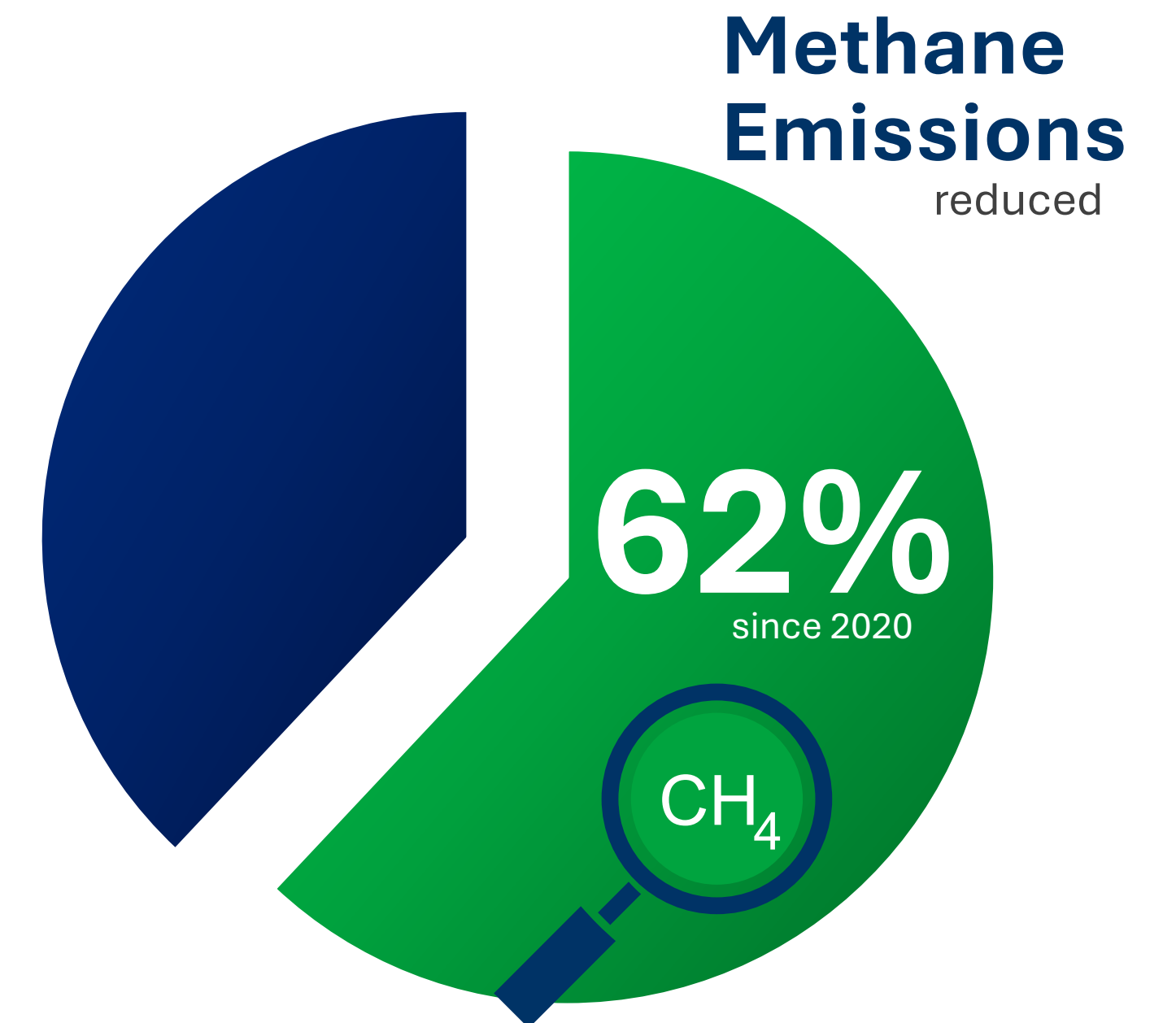
Looking ahead, we see tremendous opportunity. The global demand for cleaner energy sources continues to grow, and responsibly produced and transported natural gas is essential to meeting that demand. We will continue investing in the infrastructure, technology, and people that make our operations safer, more efficient, and more sustainable.

Thank you for your continued trust and partnership. We look forward to the work ahead.

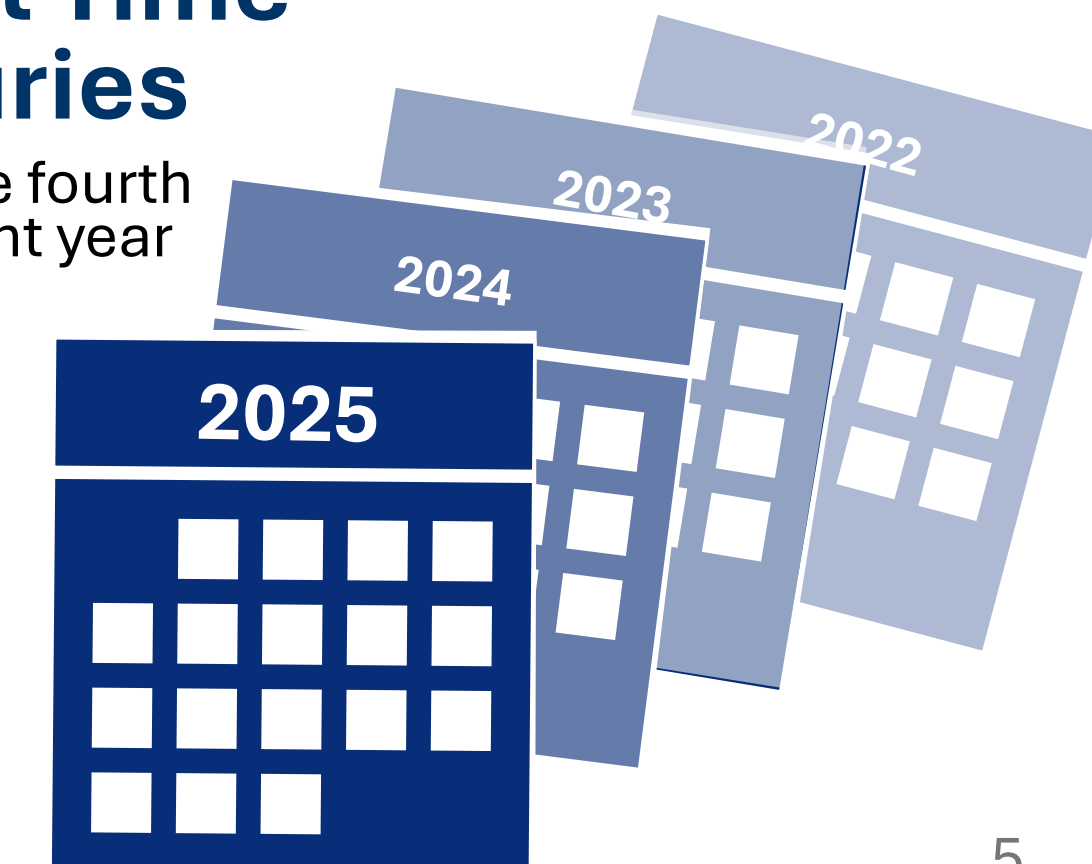
Sincerely,



Shawn Patterson
President & Chief Executive Officer



Zero
Lost Time
Injuries
for the fourth
straight year

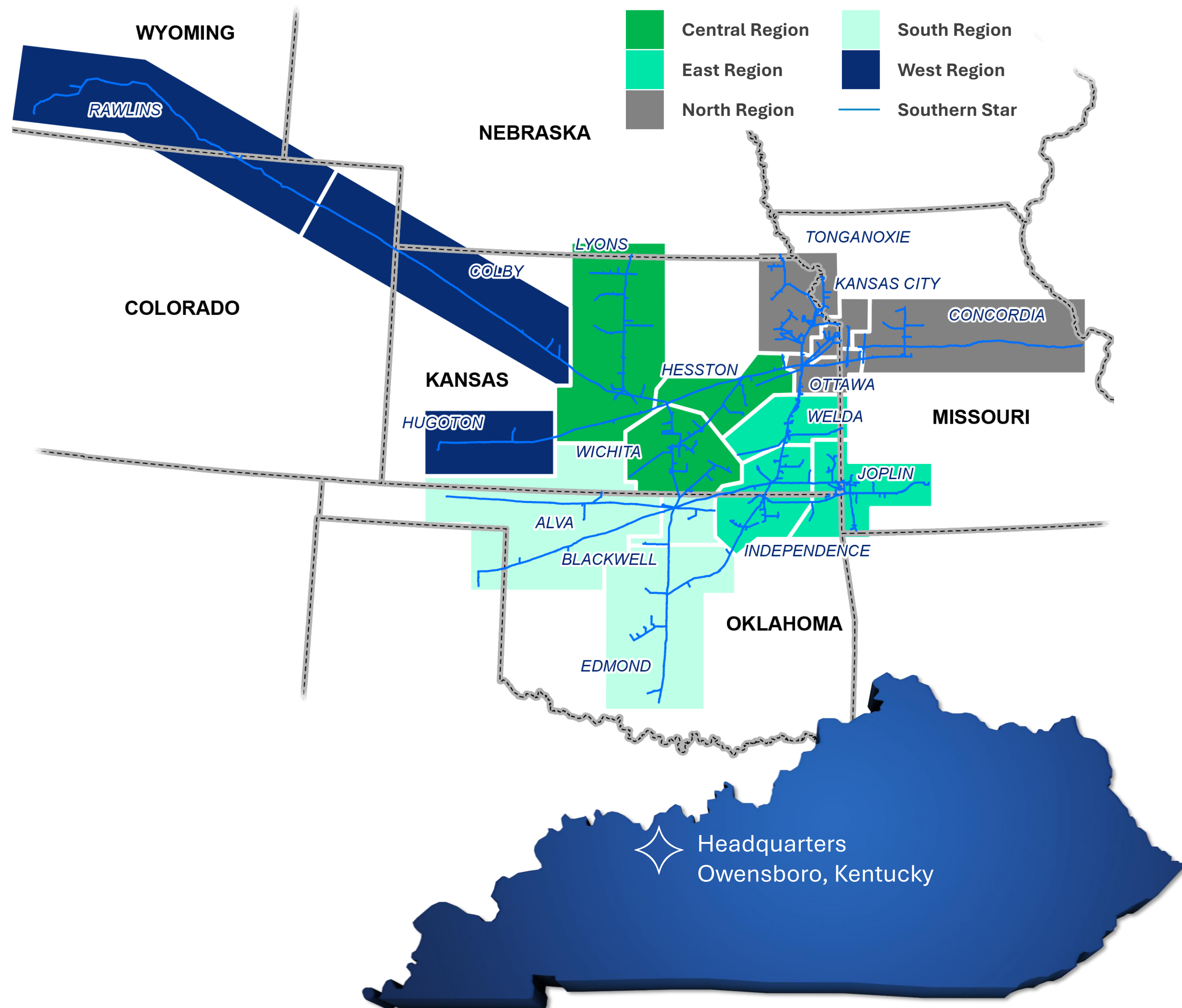




Company Overview: About Southern Star

Headquartered in Owensboro, Kentucky, Southern Star is a leading transporter of natural gas, with approximately 5,800 miles of natural gas transmission pipeline in Kansas, Oklahoma, Missouri, Wyoming, Nebraska, Texas, and Colorado. Our reputation for clean, safe, and reliable service has remained constant since our formation in 1904. Our business is more than just transporting and storing natural gas. It's about the people who make it happen and the communities we serve.

Our operations are part of a critical, integrated energy value chain that creates safe, affordable, reliable, and clean energy for people around the world. Our infrastructure includes pipelines for transportation as well as natural gas storage, operating eight storage fields with a combined capacity of 46.7 billion cubic feet.



1904

Founded

666

Team Members

2.4 Bcf/d

System Design Capacity

46.7 Bcf

Seasonal Storage

458.0 Bcf

Annual Throughput

~5,800

Miles of Pipeline

43

Compressor Stations

219,579

Horsepower

8

Gas Storage Fields

35

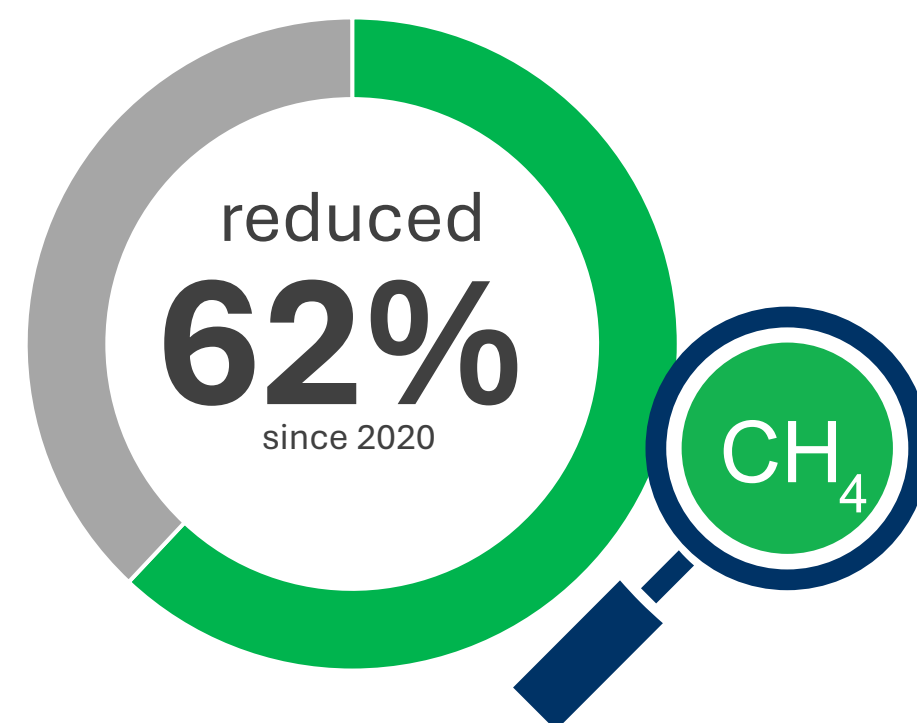
Pipeline Connections (10 Delivery, 17 Receipt, 8 Bi-directional)

Supply Areas: Mid-Continent, Rockies

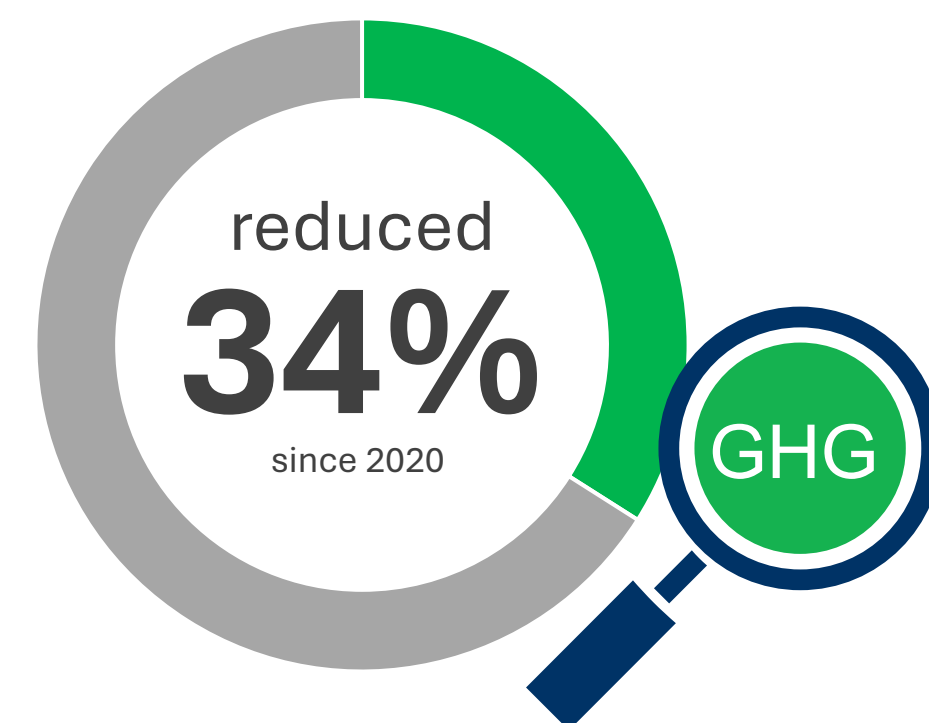
Market States: KS, OK, MO, WY, NE, TX, CO

2025 at a Glance

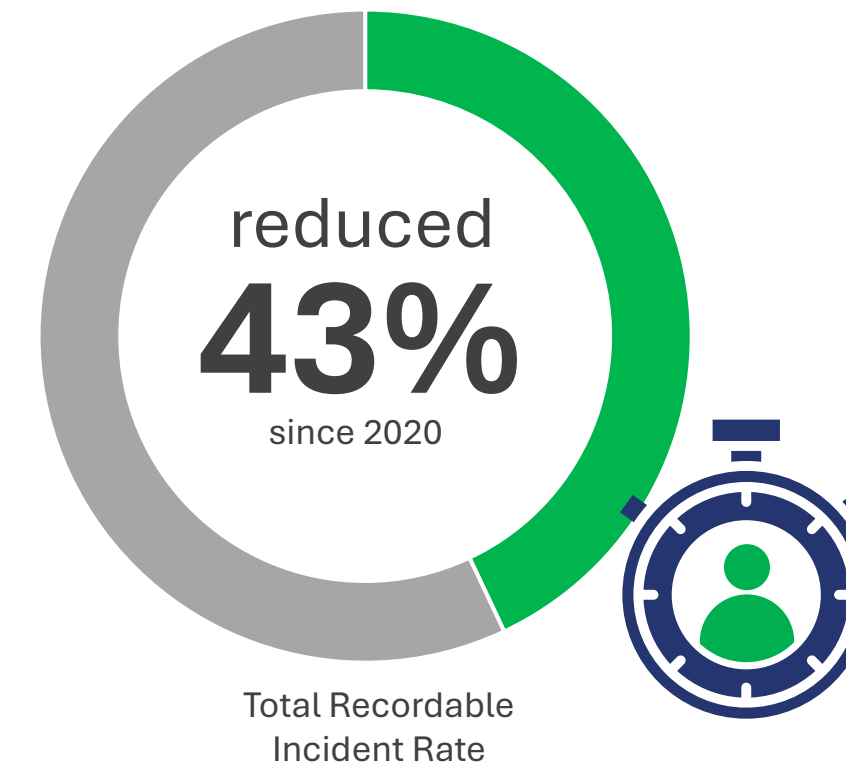
Methane Emissions



Greenhouse Gas Emissions



TRIR



Lost Time Injuries



Cybersecurity



Community Outreach



Company and Team



Learning



Numbers rounded to the nearest whole number.

Another year of setting new records!



Sustainability Strategy

Informed by our sustainability priority assessment conducted in 2023, and the progress made in prior years, we developed our 2024–2028 Sustainability Strategy around seven key pillars. The strategy is integrated with Aspire (our five-year strategic plan), connecting sustainability objectives to broader business goals and stakeholder expectations. Integrating sustainability across operations is a practical and strategic priority. Year one saw meaningful progress across each focus area, and we continue to report on that progress with transparency.

Sustainability Strategy 2024-2028							
Key Focus Areas	Governance		Environment		Social		Innovation
Company Goals	Lead the industry in sustainable practices and governance.		Lead the industry in sustainable practices and governance.		Achieve National Best Place to Work recognition.	Become the premier community partner in all locations.	Foster a culture that drives excellence in all that we do.
Key Focus Areas 2024-2028	Governance & Business Ethics To maintain a proactive approach to sustainability governance and ensure sustainability risks are identified and mitigated while ensuring a strong approach to business ethics.	Transparency & Disclosures To strive for robust and verified data as the core foundation to reliable sustainability disclosures.	Authentic Decarbonization Strategy To lead the midstream industry in best-in-class carbon management practices and technology implementation.	Environmental Responsibility Beyond Emissions To mitigate impacts on and to protect species and ecosystems specifically pertaining to items such as soil, air, water, contamination, and habitat.	Human Capital Management To create a diverse culture where everyone feels valued, while building future talent and enhancing retention efforts.	Community Engagement To continue to shape our existing culture of open and transparent dialogue with stakeholders where all parties feel engaged and respected.	Innovation as a Competitive Advantage To achieve innovative solutions in organizational efficiency, emission reductions, process improvements, and cost savings.
2025 Key Achievements	• Further aligned sustainability and climate-related risk to Enterprise Risk Management • Launched executive-level Sustainability Committee	• Published 8th Sustainability Report (3rd in accordance with SASB and TCFD)	• 62% reduction in absolute methane emissions since 2020 • 34% reduction in Scope 1 emissions since 2020 • Completed a decarbonization roadmap with a third-party • Implemented emissions management software for better visibility, emissions tracking, and enhanced reporting	• Completed 21 agency compliance audits with zero non-compliance findings. • Onboarded a new waste vendor that will re-use used oil, reducing waste disposal	• Advanced HR strategy with our five-year strategic plan • Launched the Natural Gas Ambassador Program	• Contributed \$428,901 in donations to non-profit organizations • Refined our charitable giving focus areas to more closely align with our corporate and sustainability strategies	• Implementing a predictive analytics system across our fleet to improve fleet diagnostics and maintenance

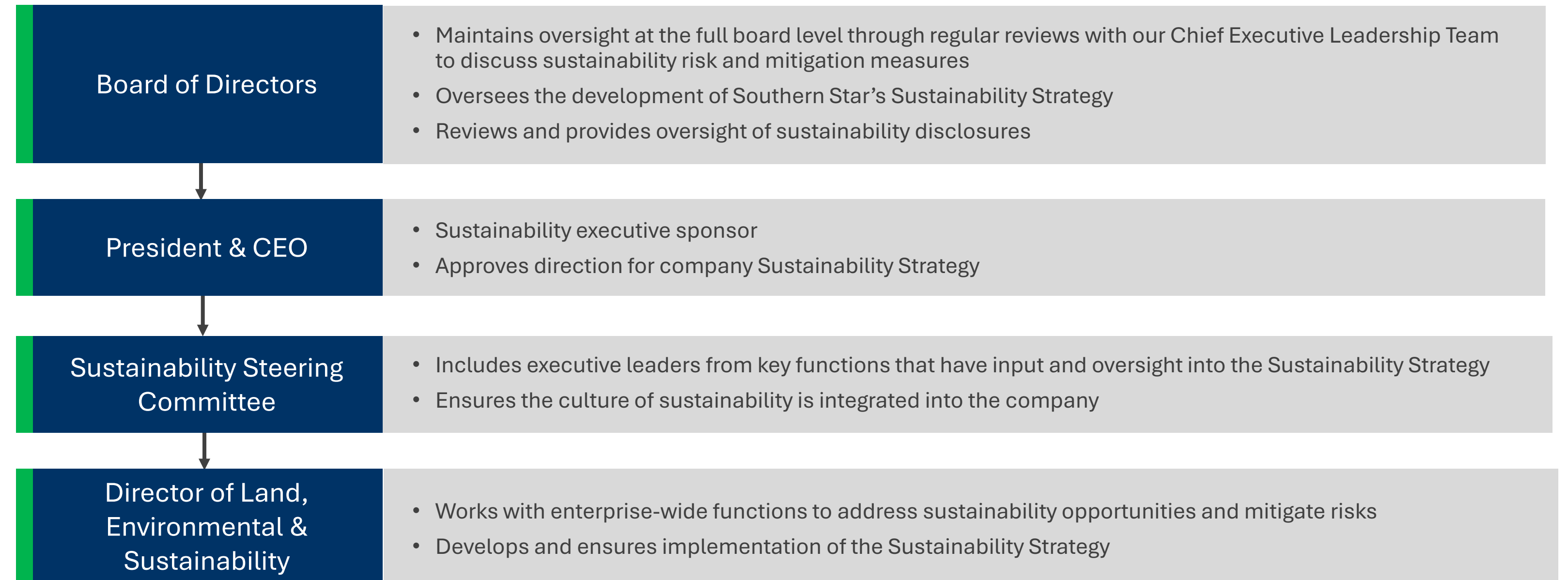
Sustainability Governance & Compensation

Sustainability and Climate Governance

Our commitment to continuous improvement is anchored by a collaborative governance model that drives our sustainability strategy, performance, and disclosures. By integrating oversight across all levels of the company, we ensure that sustainability and risks are managed as business priorities.

Building on the foundation laid by our 2023 task force, Southern Star has fully transitioned to an Executive Sustainability Committee in 2025. This committee, which includes leaders from key functional areas, provides the oversight and direction necessary to implement our sustainability strategy across the organization, while facilitating incremental improvements to our approach to sustainability, performance, and key disclosures.

Sustainability Governance & Oversight



Compensation Linked to Sustainability Performance

Sustainability and safety metrics are integrated into Southern Star’s compensation structure, with a direct link established since 2021. For 2025, these objectives, including safety performance and methane intensity rates, accounted for 20% of the short-term incentive plan for both team members and executives. This framework aligns organizational performance with key sustainability indicators across the enterprise.

Short-term Incentive Plan



Governance

Corporate Governance

Business Ethics & Compliance

Enterprise Risk Management

Cybersecurity

Supply Chain Management



Corporate Governance

Southern Star is committed to strong corporate governance rooted in ethical conduct, financial resilience, and responsible environmental and social practices. These principles guide our decision making and reinforce stakeholder trust.

Board Leadership

Our engaged Board of Directors, including independent members, provides oversight of our corporate strategy and performance. Their guidance ensures long-term value creation aligned with our core values and stakeholder expectations.

Board Skills Composition and Continuous Education

The Board benefits from a broad range of perspectives, industry knowledge and leadership experience among its members. This diversity of expertise strengthens Southern Star's ability to navigate complex challenges, identify opportunities, support innovation and manage risk.

Directors also prioritize ongoing education to remain effective in their oversight responsibilities. The Board participates in director development programs through the National Association of Corporate Directors (NACD), including in-boardroom sessions and virtual briefings on key governance topics. In addition, external subject-matter experts are periodically invited to provide perspectives on emerging issues, such as cybersecurity, helping ensure the Board stays informed on evolving risks and leading practices.

Streamlined Board Structure

- Single Board Committee: Audit Committee
- Comprised of two Board members, meeting semi-annually
- Oversees:
 - Accounting and financial reporting processes
 - Integrity of financial statements
 - Internal and external audit performance
 - Legal and regulatory compliance

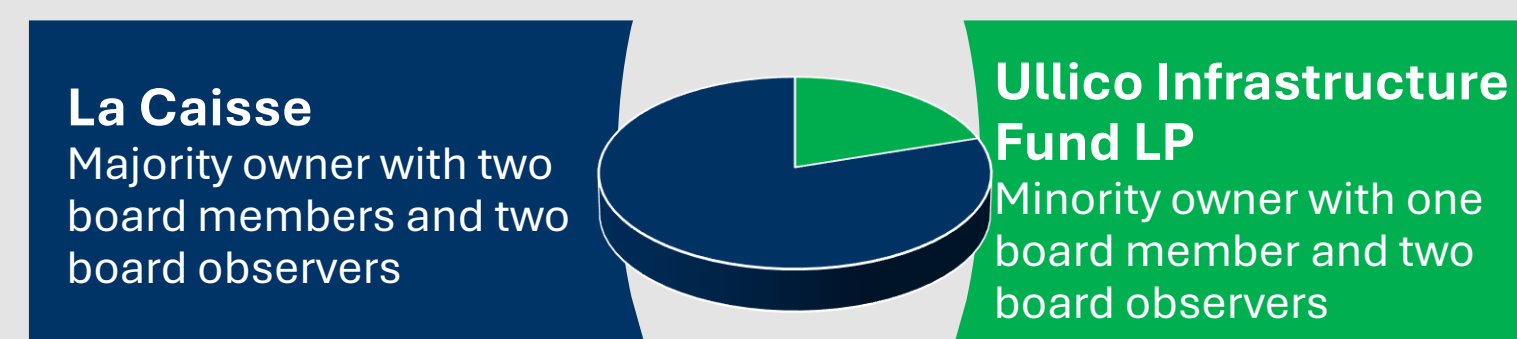


Board Visit Highlights Strategic Role of Materials Management Warehouse

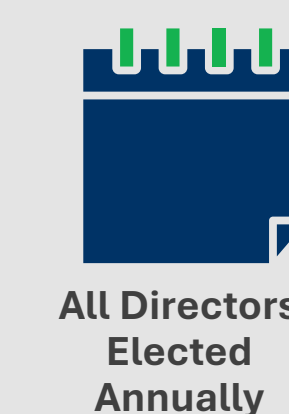
Members of Southern Star's Board toured the Clearwater, Kansas warehouse to better understand how materials are received, managed, and staged to support projects across the system. Since 2023, Clearwater has served as the company's central base of operations for inventory management, enabling efficient support of both Capital and Operations & Maintenance (O&M) work. During the visit, Board members observed how materials are inspected upon receipt and assembled into project-specific staging packages, ensuring crews have timely access to the right materials while supporting safe and reliable execution in the field.

The visit also highlighted the broader role of the Materials Management team, which supports Capital and O&M projects, manages repairable spares, oversees vendor-managed inventory, and recovers value through surplus materials. Together, these efforts reinforce Clearwater's role as a strategic hub that protects investments and supports Southern Star's long-term operational excellence.

Ownership Structure



Key Governance Highlights



Business Ethics & Compliance

Approach to Ethics & Compliance

We are committed to fostering a culture rooted in our values and operating principles, supported by ethical business practices and reinforced through strong governance, policies, and management systems.

Key elements of our ethics and compliance framework include:

- **Code of Business Conduct and Ethics:** Our Code establishes clear expectations for all team members and guides day-to-day decision-making. It addresses topics including legal compliance, conflicts of interest, fraud prevention, fair competition, gifts and hospitality, interactions with government officials, and protection of confidential information. The Code was expanded in 2025 to broaden global reach and include conflicts of interest disclosures.
- **Oversight and accountability:** Implementation and oversight of the Code are led by our Chief Compliance Officer and Vice President of Human Resources, who help with consistent application across the organization and ensure the Code is reviewed annually.
- **Training and awareness:** All team members complete annual training and review of the Code. New hires must acknowledge that they have read and understood the Code as part of onboarding, with ethics and compliance forming a key component of orientation.
- **Board engagement:** In 2025, **100%** of our Board of Directors completed ethics training to reinforce a shared understanding of ethical standards and governance responsibilities.
- **Speak-up culture:** We continue to strengthen awareness of our confidential ethics hotline and promote a culture of transparency, ensuring team members understand their responsibility to report concerns and feel empowered to do so without fear of retaliation.

Ethics Reporting & Hotline

We maintain an independent, confidential ethics hotline available 24/7, ensuring all team members have a safe channel to report concerns. The hotline is regularly communicated across the organization to reinforce accessibility and trust.

- **Investigation and protection:** One ethics complaint was received in 2025. A full investigation was conducted promptly. We uphold a strict non-retaliation policy and protect reporter anonymity whenever possible.
- **Board transparency:** The Chief Compliance Officer provides direct updates to the Board on hotline activity and any potential violations, supporting transparency and reinforcing our commitment to ethical conduct and organizational integrity.
- **Enhanced Ethics Reporting and Communications:** Exploring software solutions to provide more diverse and accessible reporting channels beyond the current hotline number.

FERC Compliance Policy

Southern Star maintains a FERC compliance policy outlining clear expectations for regulatory compliance and ethical conduct.

Oversight & Requirements

- FERC Compliance Official: Executive VP, General Counsel & Chief Compliance Officer
- Mandatory annual training for all team members
- 24/7 confidential ethics hotline
- Compliance is a condition of employment

**Ethics
Hotline
Available
24/7**



**100% Board of Directors
completed Ethics Training**

All board members fulfilled their annual compliance requirement.



As a Board, we are united in our commitment to uphold the highest standards of ethics, compliance, and responsible stewardship across every aspect of our business. Each of us affirms and adheres to the Southern Star Code of Business Conduct and Ethics, recognizing that sustainability and integrity are foundational to earning trust and creating long-term value.

Eleonore Joder
Director

Enterprise Risk Management

Effective risk management is central to our business strategy. Southern Star employs an enterprise risk management (ERM) program to identify, assess, and mitigate risks across all operations. Our approach increasingly incorporates sustainability and climate-related risks, reflecting their connection to commercial, operational, financial, and audit considerations.

ERM Oversight

Effective risk management is essential to maintaining operational resilience, protecting our stakeholders, and supporting long-term sustainable performance across the company.

Integrated Approach

- Top-down leadership from the Board and executive team
- Bottom-up execution through business units and the Risk Office
- Ensures consistent, practical integration of risk management across the organization

Risk Management Oversight Structure

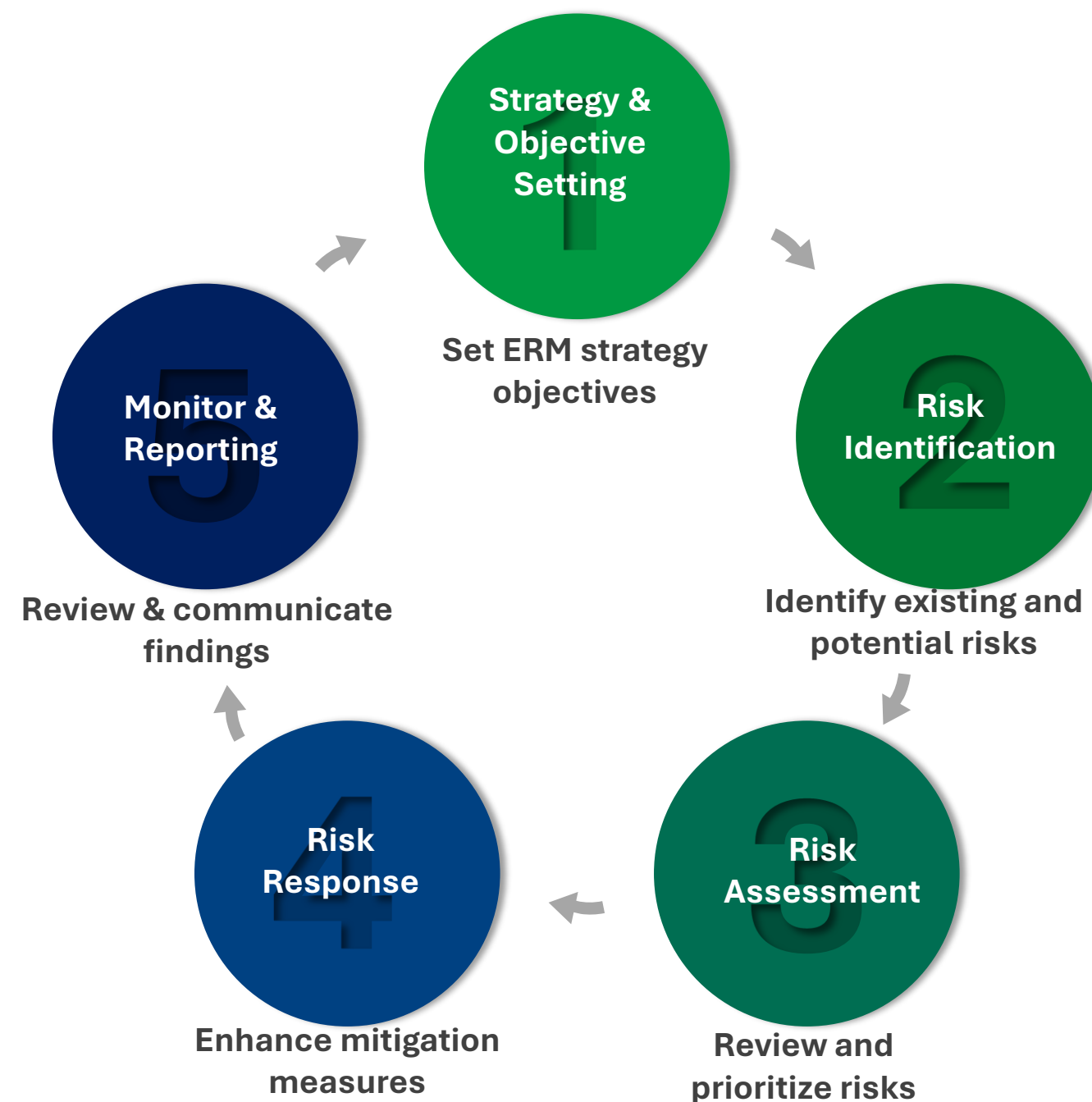


Enterprise Risk Management

Enterprise Risk Management Process

Our enterprise risk management (ERM) program ensures a proactive, organization-wide approach to identifying and addressing business and sustainability-related risks.

- Ongoing ERM process:** Our annual ERM program is a year-round, collaborative effort led by our Chief Compliance Officer, Director of Legal and Compliance, and Manager of Compliance.
- Stakeholder involvement:** Internal stakeholders play a key role in identifying, assessing and managing both actual and potential risks.
- Annual assessment:** Executive leadership participates in an ERM assessment to evaluate risks based on likelihood and impact and to review existing mitigation measures.
- Integration with audit planning:** Findings are used by an internal audit firm to inform the following year's audit plan.
- Risk reporting:** Results are compiled into a risk assessment summary that prioritizes and ranks identified business risks, reviewed by executive management and shared with the Board of Directors.
- Continuous improvement:** ERM findings are provided to department leaders to guide ongoing risk management and strengthen internal processes.



Climate & Emerging Risk Oversight

We integrate climate-related and emerging risks, including **cybersecurity and AI risks** into our enterprise risk management process to strengthen long-term resilience and support sustainable operations.

Key Focus Areas



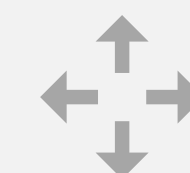
Board Oversight

Climate-related and emerging risks are regularly reviewed by the Board to ensure strategic direction and accountability.



Physical Climate Risks

Assessment of potential impacts from extreme weather, climate shifts, and infrastructure vulnerabilities.



Transition Risks

Evaluation of policy changes, technology shifts, and market developments related to the transition to a lower carbon economy.



Risk Register Integration

Climate, cybersecurity, and AI risks are incorporated into the Risk Register and assessed alongside other priority risks.



Organizational Preparedness

Risk owners update and strengthen mitigation actions to support adaptability and operational resilience.



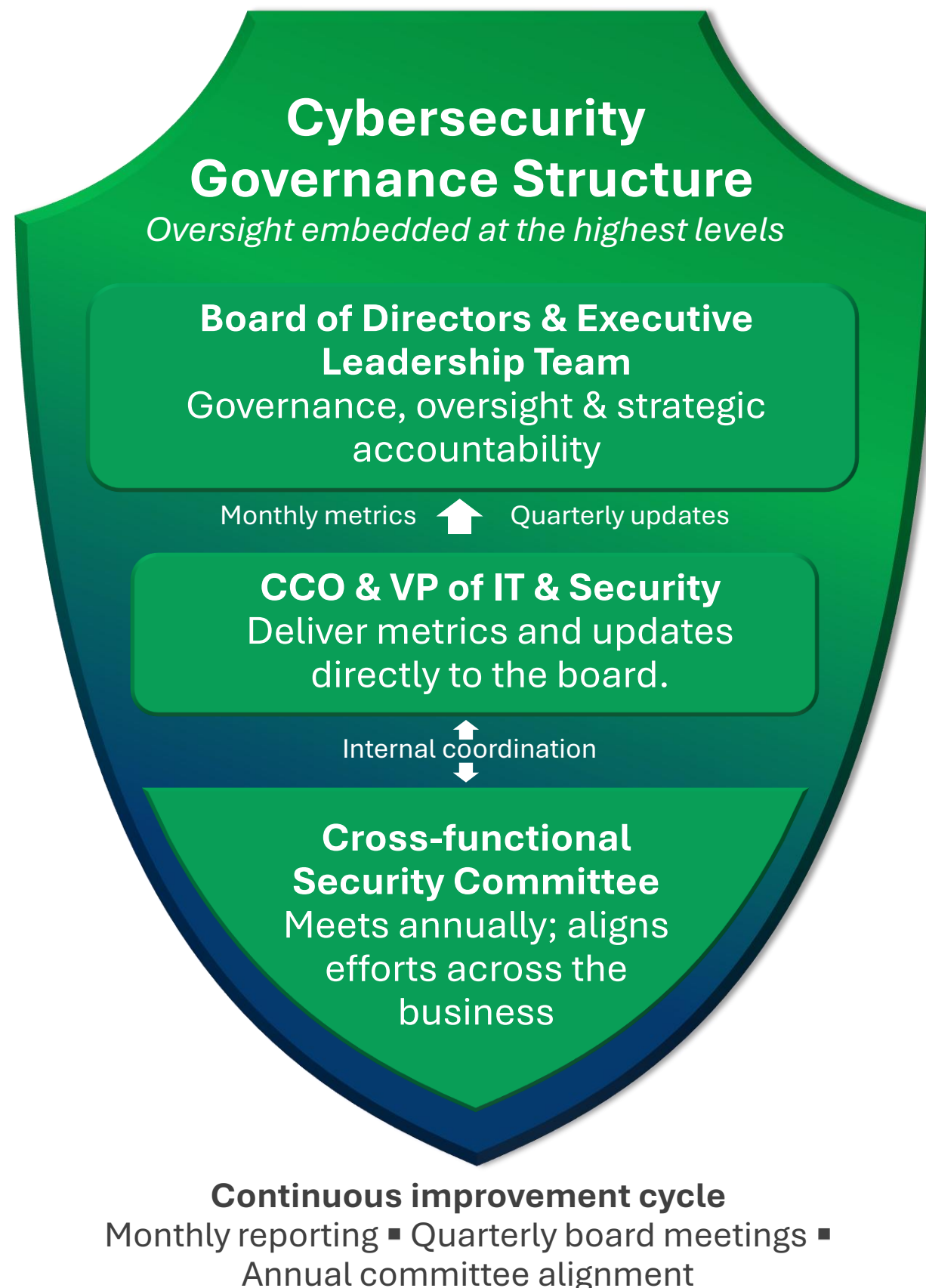
Enterprise Review

Findings are monitored, reviewed by executive leadership and shared with the Audit Committee and the Board.

Cybersecurity

Protecting our operations, equipment, and sensitive information across both our network and field infrastructure is central to our risk management strategy. We take a comprehensive, multi-layered approach to cybersecurity, combining governance, technology investment, workforce training, and regulatory collaboration.

Oversight & Governance



Framework & Strategy

Southern Star benchmarks its cybersecurity program annually against the [NIST Cybersecurity Framework 2.0](#), driving continuous improvement across all core functions. This self-assessment is complemented by an independent third-party maturity audit conducted each year, providing objective insight into our capabilities and identifying gaps for remediation.

We maintain a rolling three-year internal cyber implementation plan, with annual Cybersecurity Assessment Plans submitted to the Transportation Security Administration (TSA) for alignment and sign-off, ensuring our program measures effectiveness, not just compliance.

We work in close partnership with the TSA to maintain strict compliance with all issued Security Directives, reflecting our commitment to protecting critical infrastructure. Particular focus is placed on securing our Operational Technology (OT) environment, where the integrity of field operations depends on robust and resilient cyber controls.

Cybersecurity Collaboration & Industry Engagement

Southern Star takes a collaborative approach to cybersecurity that goes beyond regulatory compliance:

- Industry working groups: The VP of IT & Security sits on the INGAA, SGA, and AGA cybersecurity working groups, enabling active peer knowledge sharing across the sector.
- Law enforcement engagement: Direct participation in FBI Fusion Center presentations strengthens real-time cyber threat intelligence exchange.
- Continuous learning: Industry events are leveraged to stay ahead of emerging threats and to share best practices.

These efforts position Southern Star as a leader in cyber excellence within the midstream energy sector.

Cybersecurity Exercises & Team Member Training

At Southern Star, cybersecurity is a shared responsibility. Our comprehensive training program continuously adapts to the evolving threat landscape empowering every team member to play an active role in protecting our digital assets and maintaining stakeholder trust.

To further validate our defenses, Southern Star engaged a third-party to conduct a comprehensive red team exercise testing our vulnerability detection and incident response capabilities. Our internal team successfully identified threats in real time. The exercise validated our incident response plan, strengthened coordination across teams, and improved vulnerability remediation giving us greater confidence in our readiness against real-world cyberattacks.

Cyber Training & Awareness

Six pillars of our team member education program

Year-round Preparedness

Ongoing education on evolving threats and best practices

Awareness Month

Annual programming with speakers, workshops & activities

Mandatory Annual Training

All new hires and existing staff trained on cybersecurity

Monthly Phishing Simulations

Regular exercises with immediate feedback & learning

Targeted Dept. Training

Tailored modules for HR, Finance, Legal, IT & OT in 2025

Executive Education

Customized training to guide cyber strategy & culture

Supply Chain Management

Supply chain management is essential to Southern Star’s operational success and sustainability, ensuring that contractors and suppliers operate as trusted partners in delivering safe, responsible, and efficient operations.

Southern Star requires all suppliers and contractors to adhere to applicable laws and standards related to labor practices, wages, child labor, workplace safety, human rights, and environmental protection, with these expectations embedded in contractual agreements.

A Strategic Focus on Supply Chain

Southern Star emphasizes supplier resiliency, ensuring strong relationships and management of critical commodities and services that support operational success. Key focus areas include:

- **Diversification of sourcing (resiliency):** Reducing dependency on single regions or suppliers to strengthen capacity and mitigate supply risk.
- **Localized capacity expansion (long lead):** Utilizing regional fabrication yards, localized storage, and third-party inventory to improve commodity availability and project scheduling.
- **Risk management:** Leveraging tools like Venminder to assess supplier safety and financial and cyber health, enabling informed strategic decisions.
- **Bidding and awarding (value):** Driving competition, ensuring regulatory compliance, mitigating risks, and promoting quality supplier relationships.
- **Technology and digital integration:** Implementing advanced analytics and predictive maintenance to enhance supply chain visibility, optimize scheduling, and improve operational efficiency.

Through these initiatives, Southern Star positions its supply chain as a critical driver of reliability, efficiency, and long-term growth.

Supplier Diversity

We strive to build a strong and resilient supply chain by supporting small and diverse businesses, particularly those that operate within the communities where we work. By expanding opportunities for local and underrepresented suppliers, we help strengthen local economies while building a reliable and innovative supplier network.

Our supplier diversity efforts include partnerships with:

- Small businesses
- Women-owned businesses
- Minority-owned businesses
- Veteran-owned businesses
- LGBTQ-owned businesses
- HUBZone-designated businesses

These partnerships help enhance service continuity, strengthen collaboration, and bring diverse perspectives that support innovation and long-term growth.

Supplier Diversity Day

To strengthen relationships with local businesses and celebrate entrepreneurship within the community, Southern Star hosted a Supplier Diversity Day at its headquarters in Owensboro. The event highlighted the company’s commitment to supporting small and diverse businesses while fostering meaningful connections between team members and local vendors. Featuring 17 vendors selling products, this event highlighted Southern Star’s ongoing efforts to promote supplier diversity, strengthen local economies, and build lasting community partnerships.



Our Supply Chain Approach

Two systems to support:

- Effective supply chain management
- Safe, responsible, and efficient operations
- Transparent oversight and informed decisions
- Sustainability



Environment

Carbon Management

Biodiversity & Land Use

Environmental Management

Water Management

Waste Management

Spill Prevention

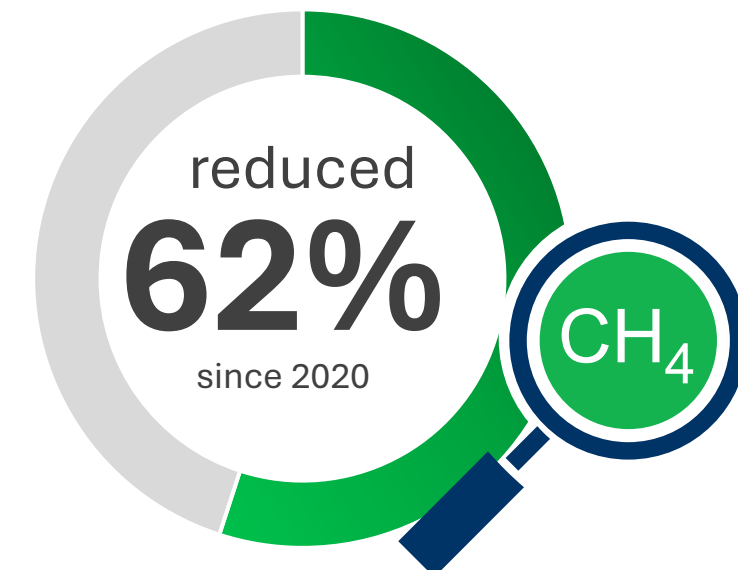
Carbon Management

Balancing growing energy demand with the need to reduce emissions is one of the defining challenges of our time. Southern Star's Carbon Management Program is a key component of our long-term strategy, aspiring to achieve carbon neutrality across our operations by 2050.

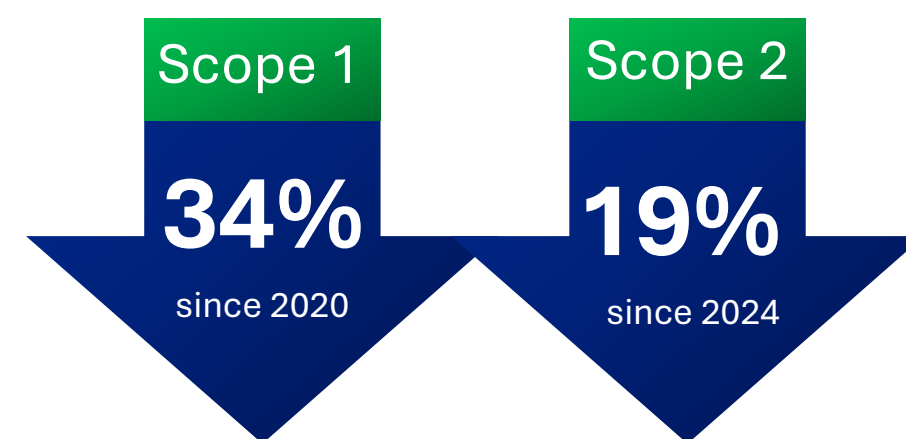
We recognize that natural gas will remain a critical part of the energy mix for decades ahead and that as a midstream operator, we have both a responsibility and an opportunity to be a part of emissions reduction. Our approach is grounded in what is practical and cost-effective: standard operating procedures for emissions management that deliver real value to our stakeholders without compromising reliability.

We are committed to growing our business responsibly, ensuring every asset we operate is held to the same rigorous environmental standards.

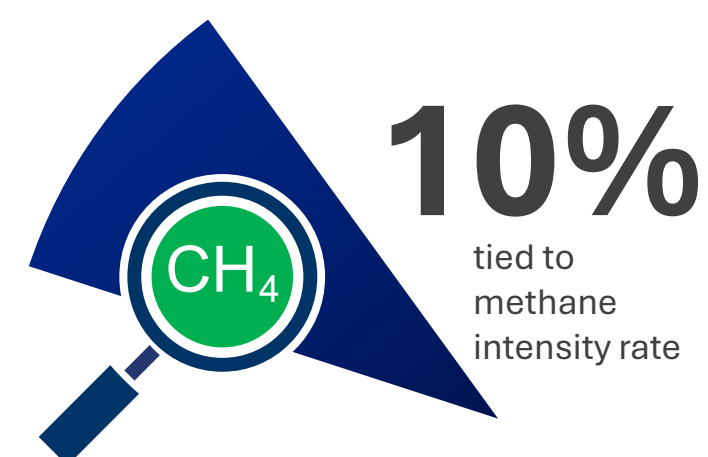
Methane Emissions



Reduced Emissions



Short-term Incentive Plan

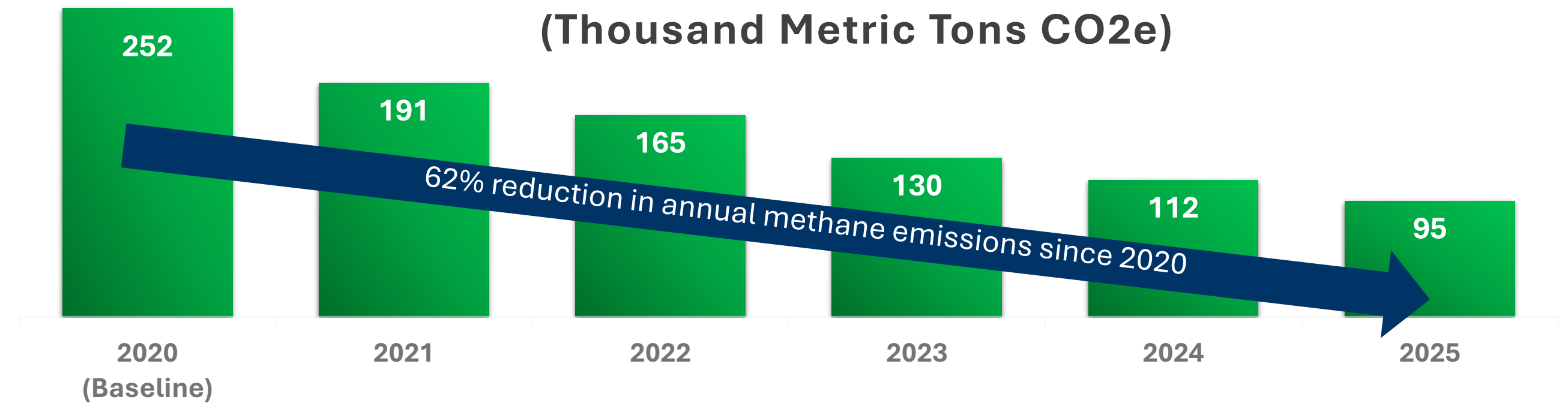


LDAR Inspection



on all facilities with methane emissions sources

Annual Methane Emissions (Thousand Metric Tons CO₂e)



Greenhouse Gas (GHG) Journey and Performance – Key Achievements

Scope 1* Emissions	Scope 2 ** Emissions	Climate-related Risk	Industry & Trade Group Participation
- Reduced Scope 1 emissions by 34% since baseline year of 2020 - Conducted LDAR on 100% of facilities with methane emissions sources - Utilized data automation for real-time emissions reporting, including monthly dashboards to the Board 91% reduction in pipeline blowdowns since 2020 - Conducted third-party review of all GHG data to ensure accuracy - Partnering with a third party to digitalize emissions data, improving reporting accuracy and increasing data frequency	- Reduced Scope 2 emissions by 19% since 2024 - Completed a decarbonization roadmap with a third-party to improve energy efficiency, off-site renewable energy, on-site solar, renewable energy certificates, and carbon offsets - The Welda Solar Program, installed in 2024, doubled our company-wide renewable energy generation in 2025	- Reviewed physical and transitional climate risk assessment with leadership and operations to ensure mitigation strategies are enhanced and/or in place - Continue to incorporate climate risk into our annual Enterprise Risk Management process	- Continued participation in ONE Future since 2020, meeting and exceeding methane emissions targets for transmission and storage - Participate in SGA's Environmental Committee and INGAA's Air Strategies and GHG Task Forces to share best practices - Manager of Environmental Compliance and Permitting sits on the board of the RAISE collaborative, which is a part of GTI Energy - Senior leadership participation in industry conferences to foster knowledge transfer and advancement of emissions reduction technologies

***Direct emissions from our operations:** combustion in compressors, boilers, and vehicle fleets, as well as process equipment (fugitive and venting emissions)

****Indirect emissions from purchased electricity:** results from electricity we consume in our operations

Carbon Management

Emissions Performance

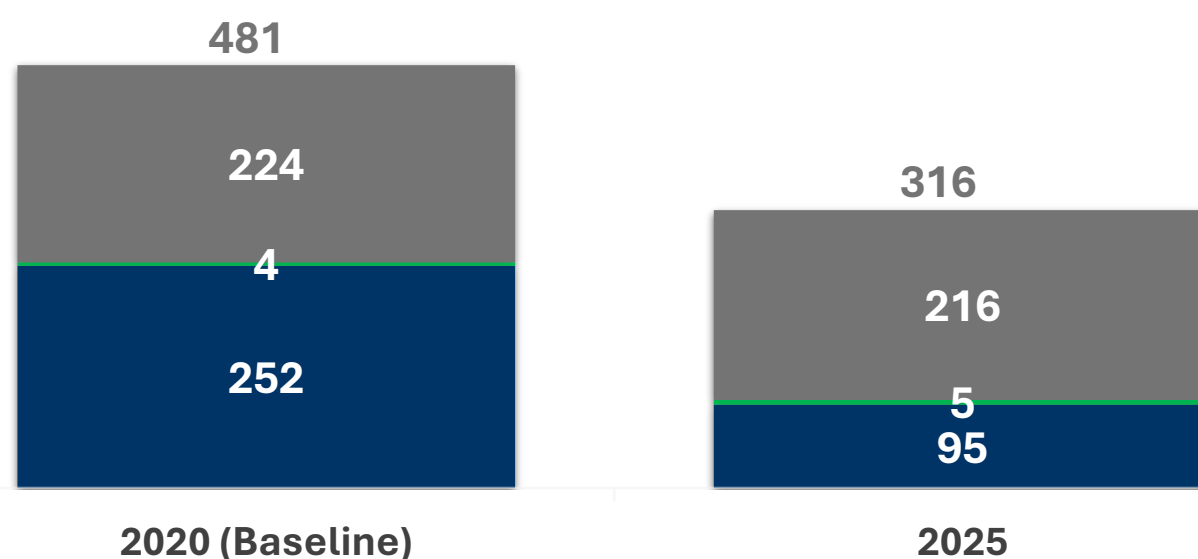
Midstream operations represent a small share of total value chain emissions, but that does not reduce our sense of responsibility to reduce emissions in our operations.

In 2025, Southern Star made progress on emissions performance, recording measurable declines across every emissions category through end-to-end collaboration. Our Scope 1 reductions were most significant in station blowdowns, which decreased 61% from 2024, followed by leaking components at 29% and condensate tanks at 19%, each driven by increased station maintenance activity and a sharpened focus on emissions management through our Methane Champions program. Station blowdowns continue to trend downward as a result of the newly implemented capped Emergency Shutdown Device (ESD) testing procedures.

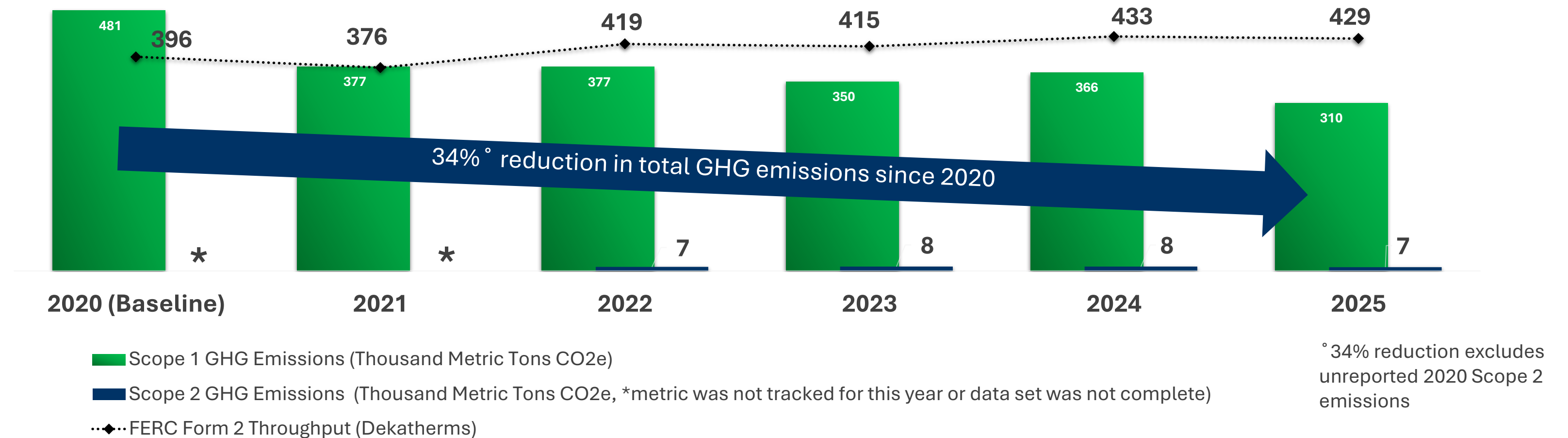
We also achieved a 19% reduction in Scope 2 emissions compared to 2024, a notable accomplishment given the increased office presence at our headquarters. This reduction was largely driven by the Welda Solar Program, which continues to demonstrate the benefit of our on-site renewable energy investments.

Scope 1 GHG Emissions by Source (Thousand Metric Tons CO2e)

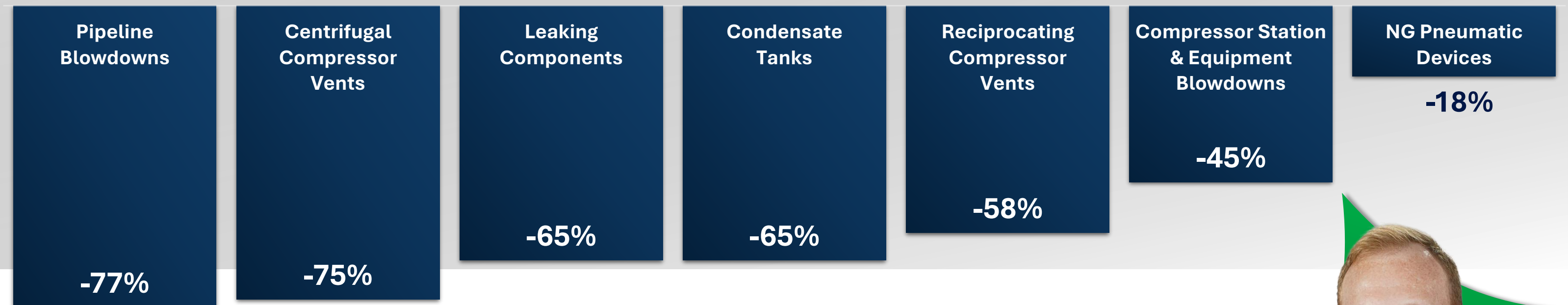
- Stationary Combustion Emissions
- Vehicle Fleet Emissions
- Methane Emissions



Annual GHG Emissions and Throughput



Reduction of Methane Emissions by Source (2025 vs 2020 Baseline)



"Throughout my career, I've been driven by a deep passion for advancing the natural gas industry, not just within Southern Star, but through active engagement with organizations like SGA and INGAA, where I believe we have a collective responsibility to shape our sector's future. That advocacy work, whether chairing committees, speaking at industry events, or collaborating with peers across the country, is what energizes me most. Equally important to me is ensuring the next generation is equipped and energized to carry this industry forward, which is why mentoring emerging talent and empowering team members to confidently tell our story remain key priorities."

Ben Carlisle

Director, Land, Environmental & Sustainability



Biodiversity & Land Use

Southern Star recognizes that responsible biodiversity and ecosystem management is fundamental to our role as a responsible operator.

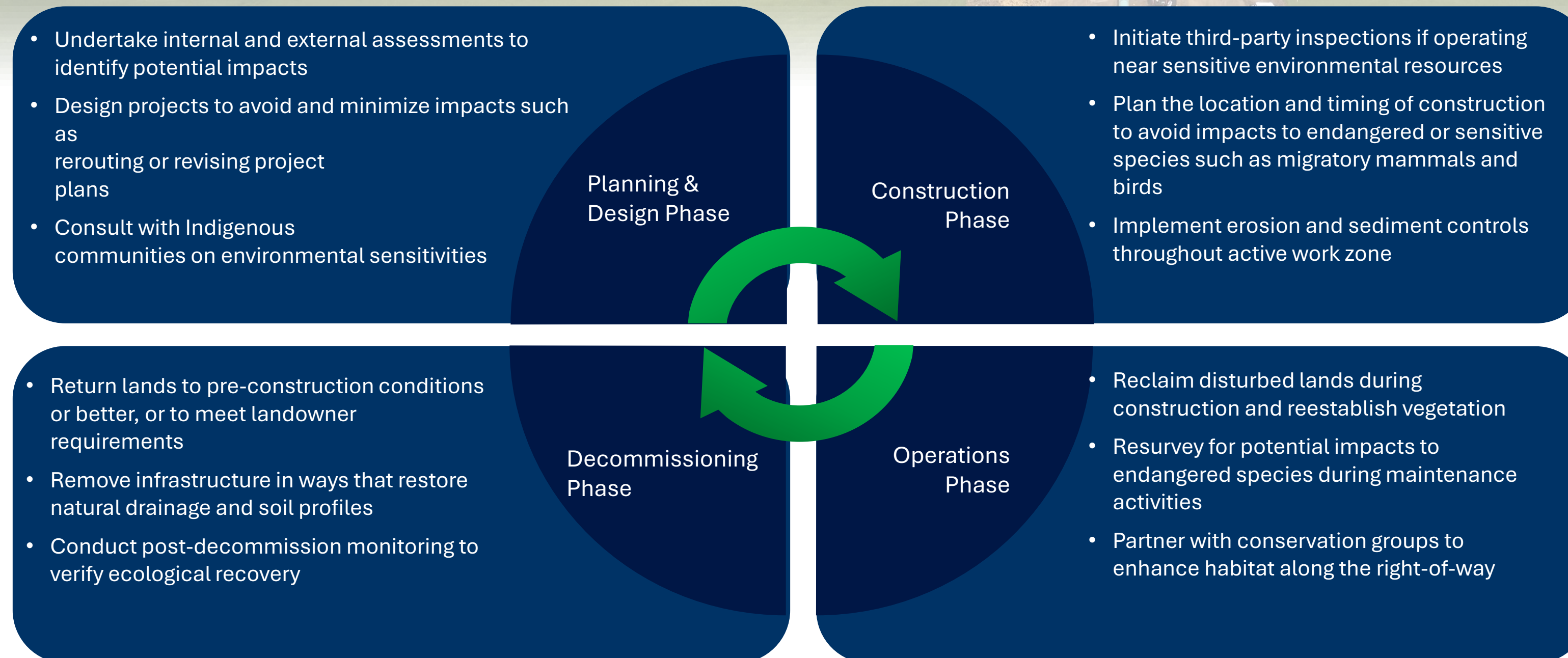
Our approach focuses on three priorities:

- Minimizing environmental impact through comprehensive project planning
- Reducing long-term habitat disturbance during network expansion and maintenance
- Integrating biodiversity conservation into our land use and restoration practices

Where land disturbance is unavoidable, our Operations and Project Delivery teams restore affected areas as closely as possible to their original condition. Techniques include loosening compacted soil, replanting native grasses, applying straw cover, and reshaping land to its natural contours, particularly at water crossings. We also use protective matting to limit soil disruption, consult with the [Natural Resources Conservation Service](#) on native plant species selection, and monitor revegetation progress post-construction.

We maintain active partnerships with federal, tribal, state, and local agencies including the [EPA](#), [U.S. Fish & Wildlife Service](#), [Bureau of Land Management](#), [U.S. Army Corps of Engineers](#), [Federal Energy Regulatory Commission](#), and [Bureau of Indian Affairs](#) to develop and update management plans, maintain regulatory compliance, and support collaborative land restoration. These relationships also contribute to habitat recovery and expansion for sensitive species.

Lifecycle Approach to Safeguard Biodiversity and Land Conservation



Environmental Management

Waste Management

Southern Star maintains waste management plans across all facilities, reviewed annually to reflect operational activities and regulatory requirements.

A key innovation in our approach is the expanded use of hydrovac excavation, a high-pressure water method used to safely expose pipes. We now use it almost exclusively for station excavations. Traditionally, the process produces slurry waste disposed of offsite. We identified a non-hazardous, wood pulp-based solidifying agent that converts slurry into reusable backfill material, virtually eliminating landfill disposal while improving construction efficiency and reducing project costs.

Water Management

We strive to adhere to all applicable environmental laws, regulations, and permit conditions related to water. Our environmental inspection and compliance programs prioritize water conservation across both construction and operations.

Water use in pipeline operations is relatively limited. Hydrostatic testing, which verifies pipeline safety and reliability, is the primary consumption point, and we are dedicated to minimizing usage wherever practicable. Routing decisions for new rights-of-way also incorporate water resource protection as a core evaluation criterion.

Spill Prevention

Southern Star takes a proactive, multi-layered approach to spill prevention:

- **Tank integrity program** aligned with American Petroleum Institute standards
- **SPCC management cycle:** Spill Prevention, Control, and Countermeasure plans in place at all applicable facilities
- **Annual plan reviews** with updates as required
- **Third-party tank inspections** on all regulated above-ground storage tanks, with findings driving corrective action
- **Secondary containment upgrades** currently underway across aging infrastructure

If a spill occurs, established reporting and response procedures ensure prompt assessment and remediation. **Since 2020, Southern Star has recorded zero reportable spills.**



Annual review cycle
for all waste & spill plans



Integrity Inspections
on tanks by independent third party



Upgrade Program
for secondary containment

Social

Health & Safety

Human Capital Management

Stakeholder Engagement

Government Relations

Indigenous Relations

Landowner Relations

Engaging Communities on Pipeline Safety

Social Investment



Health and Safety

Safety is not a checkbox at Southern Star; it's a core value. Our singular mission is ensuring every team member returns home safely every day. We embed safety into every aspect of our operations, empower our workforce to proactively identify and address risk, and hold ourselves collectively accountable for maintaining a culture of safety that drives continuous improvement across our organization.

Governance Structure

Board of Directors

Receives quarterly safety presentations and monthly reports covering key metrics, near-miss frequencies, training completion rates, and corrective action statuses.

Chief Operations Officer

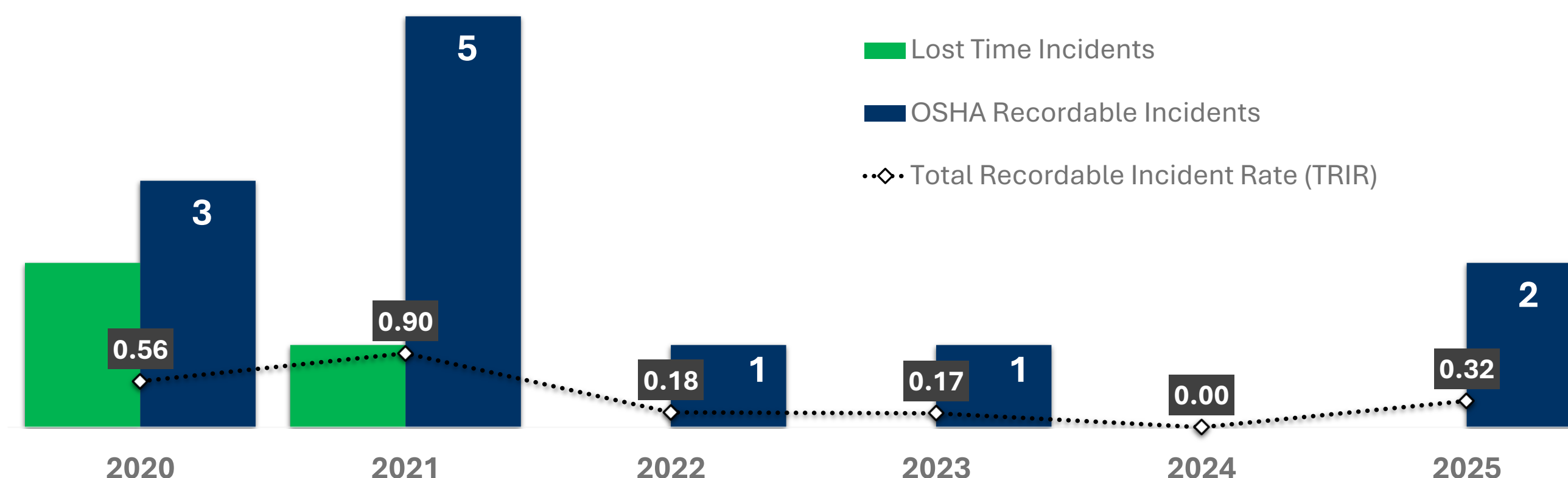
Direct line of accountability for health and safety performance across all operations.

Director of Safety & Integrity

Provides direct program oversight, ensuring comprehensive management of safety protocols and performance company-wide.

Safety Performance

In 2025, Southern Star delivered strong safety performance across approximately 1.2 million hours worked. We surpassed four consecutive years without a lost time injury and maintained zero fatalities, reflecting the depth of our safety culture and the commitment of our team members. Our Total Recordable Incident Rate (TRIR) of 0.32 remains well below the industry average. While two OSHA recordable injuries and six avoidable motor vehicle collisions resulted in a modest increase in our Motor Vehicle Collisions (MVC) rate, these incidents have sharpened our focus on targeted education and behavioral awareness programs. Overall, our performance reflects the sustained progress made as team members continue to embrace personal ownership of safety across all levels of the organization.



Destination Zero

Our Destination Zero vision, anchored in our five-year strategic plan, defines how we work every day. It's not a numerical target; it is a commitment to embed a proactive safety mindset into everything we do.

Risk-Based Controls	Training & Awareness	Stop Work Authority	Recognition
Engineering and process controls systematically identify and mitigate hazards	Core safety training, lessons-learned sharing and regular safety stand downs	Every team member is empowered to halt work when a safety concern is identified	Exceptional safety commitment is actively recognized across the organization

District of the Year: Excellence in Alva

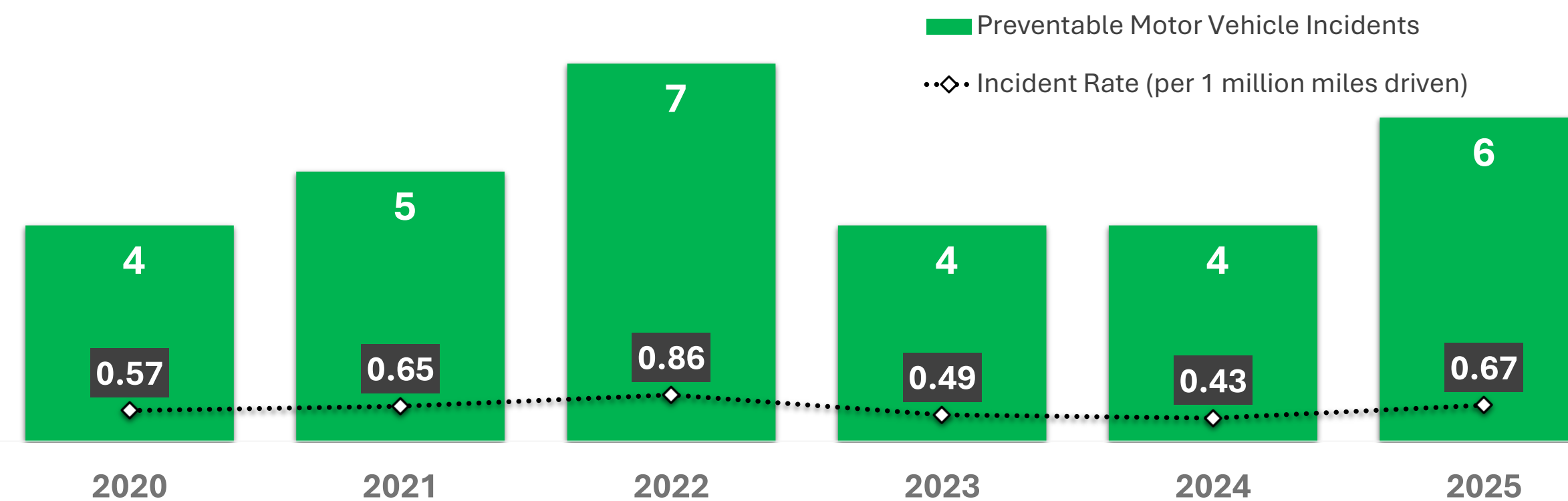
The Alva District earned the distinguished honor of Safety Facility District of the Year, recognizing an exceptional record of zero incidents and zero findings across all audits. This achievement reflects the facility team's unwavering dedication to safety culture and operational excellence, setting a benchmark for performance across Southern Star's broader operational footprint.



Health & Safety

Vehicle Safety

Driving represents one of the most significant risk exposures our workforce faces in the course of daily operations. Southern Star is committed to fostering a culture of responsibility and vigilance on the road, recognizing that safe driving practices are essential to protecting our people and upholding our broader commitment to operational excellence.



Driving the Mindset - Strengthening Safety Through Behavioral Awareness

In 2025, Southern Star's Safety team launched Driving the Mindset, a 16-week campaign designed to reinforce safe driving behaviors, one of the organization's most hazardous daily activities. The campaign focuses on risk appetite and risk tolerance, encouraging team members to examine how personal attitudes toward risk influence the decisions they make behind the wheel.



Led by the Safety Awareness Team, weekly engagement prompted team members to pause, assess distractions, and align their behavior with company safety standards, including speed limits and focused driving. Sparked by recent vehicle incidents, the campaign aimed to close the year incident-free by promoting mindful preparation and full attention, both on and off the job supporting Southern Star's commitment to ensuring everyone returns home safely.

2025 Safety Performance

4 Years

Zero Lost Time Incidents

Four consecutive years without a lost time injury

0.32

Total Recordable Incident Rate
~6x below industry average

1.2M

Hours Worked
Across all operations in 2025



Health & Safety

Crisis Management and Emergency Response

Effective emergency preparedness is an important component of our safety approach. We work closely with local emergency management agencies, fire rescue teams, and healthcare providers to align on response plans, share operational knowledge, and conduct regular drills. To further strengthen our capabilities, Southern Star utilizes a company-wide emergency response app across all mobile devices, providing team members with real-time guidance, resource access, and individual well-being status during an emergency. Together, these efforts ensure we are ready to respond swiftly and effectively, protecting our people, and the communities we serve.

Emergency Preparedness - 2025 Drill Highlights

Southern Star demonstrated advanced emergency readiness through comprehensive drills engaging leadership and frontline team members across all operations.

Cybersecurity Drill

Simulated a cyberattack causing loss of communication with Gas Control, requiring full manual operation of the pipeline system.

50+

team members engaged, including CEO and senior leadership

Field team operated valves and maintained communication via satellite phone while the significant event coordinator team managed response from headquarters.



District Drills

Emergency mock drills and Method of Training drills conducted at all district locations, integrated with the Integrity Management Program.

16

district locations completed drills

Emergency system taken fully offline to test manual operations, demonstrating robust crisis management capability.



Storm Ready Certification

In progress – certification expected in 2026.

Southern Star is pursuing Storm Ready certification at select field locations, including Hesston, Kansas, further strengthening emergency resilience across our operational footprint.



Headquarters in Owensboro, Kentucky received the certification in 2024.

Drills are conducted in coordination with local emergency management agencies, fire rescue teams, and healthcare providers.

Human Capital Management

Our team members are the foundation of Southern Star's success. We are committed to fostering an inclusive, collaborative culture that empowers team members to grow both professionally and personally, recognizing that individual development and organizational performance are interconnected.

HR by the Numbers

666
team members

43/15
new hires/interns

43
average hours of education per team member

2.7%
voluntary turnover rate

Strategic Approach

Talent development at Southern Star is a key strategic priority. By investing in skill-building, technical training, and career advancement opportunities, we strengthen both individual engagement and long-term organizational resilience. Our Vice President of Human Resources oversees performance management, organizational development, total rewards, and succession planning, reporting directly to the CEO and reporting regularly to the Board of Directors to ensure accountability and alignment with company objectives.

In 2025, Southern Star's Human Resources team shifted from strategy development to purposeful execution, advancing Year Two priorities of the five-year strategic plan. Through cross-functional collaboration and data-driven decision-making, the HR department strengthened workforce capabilities and positioned the organization for sustained success.

Key 2025 Accomplishments



Strategic Execution

Delivered targeted initiatives supporting talent development, technological modernization, and performance alignment.



Cross-Functional Partnerships

Collaborated with business leaders and stakeholders to ensure alignment between HR strategies and enterprise objectives



Continuous Improvement

Leveraged team member feedback and data-driven insights to refine Year One programs and optimize processes.



Future-Ready Workforce

Advanced succession planning, performance management, and team member engagement to strengthen organizational capability

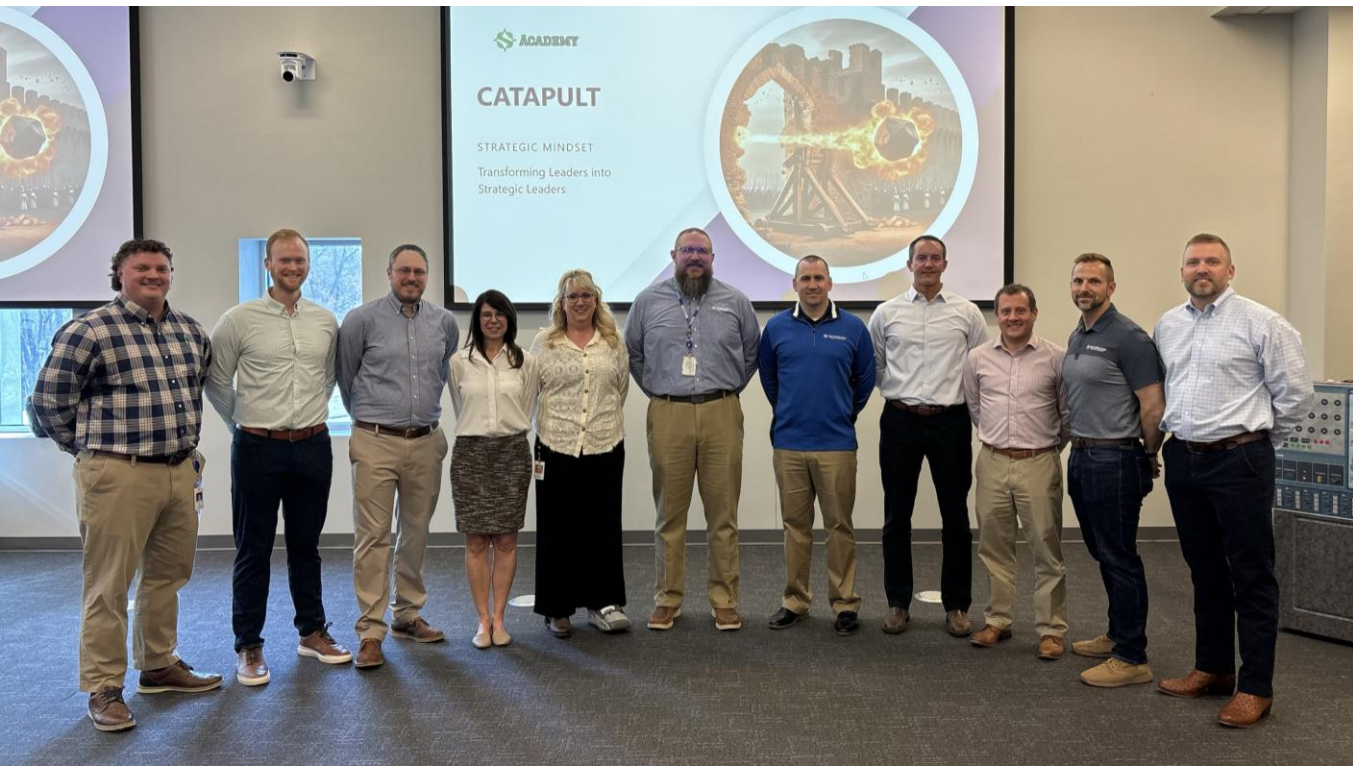
Team Member Training & Development

Investing in workforce development and building expertise is central to our long-term success. We offer our team members skill-specific training and career development programs to support them in their current and future roles.

ACADEMY A Tiered Pathway for Every Team Member

Launched in 2020, the Academy combines learning management software (LMS) coursework, in-person leadership development, and mentorship into a structured progression. Senior leaders select participants for advanced programs and lead knowledge-sharing sessions. High-potential team members are paired with executives in a year-long mentorship accelerating career growth.

Foundation	Leadership Development	Executive Mentorship
LMS courses spanning professional development and software training – open to all team members.	In-person programs with senior leader involvement and participant selection for advanced tracks	Year-long one-on-one pairings with top executives for high-potential team members.



The 2025 Class of Catapult – a program that focuses on the development of our Southern Star Leader Competencies at the senior level.

Human Capital Management

Training by the Numbers

182
graduates across
three Academy
programs since 2020

35%
of team members
have taken Natural
Gas Ambassador
training

Empowering Team Members as Natural Gas Ambassadors

The Natural Gas Ambassador training program launched in 2025 was designed to build industry knowledge, strengthen community trust, and equip team members at every level to confidently speak about the role of natural gas in the energy industry. Through a scalable structure, the program ensures all team members have a shared baseline understanding of natural gas operations, safety, environmental stewardship, and community value, while empowering leaders with deeper insights and tools to engage stakeholders effectively. The program fosters a culture of pride, advocacy, and informed dialogue about our industry and its contributions to reliable, affordable, and lower carbon energy. This required, in-person training covers topics including pipeline safety, climate change, regulatory compliance, renewable energy, and critical conversation skills. In 2025, 35 percent of our workforce completed Level 1 training, and in 2026, we plan to reach at least 75 percent participation while launching initial Level 2 offerings.



Investing in Our People: Additional Talent Development Programs

Internships

Our twelve-week [summer internship program](#) provides students with hands-on energy sector experience, culminating in presentations to executive leadership. In 2025, we welcomed 15 interns, across our footprint, including three returning participants. Our intern-to-hire pipeline continues to prove effective: one intern converted to full-time in 2025, another accepted a 2026 start date, and a former intern filled an operations role in our Alva district. These conversions, along with continued interest from former interns in returning for future roles, reinforce the program's value in building a skilled, engaged workforce for long-term growth.

Mentorships

In 2025, Southern Star piloted a mentorship program through WING, our women's employee resource group, pairing mentors and mentees one-on-one for six-month engagements. The High Potentials group complements this with a year-long program connecting participants with directors and C-suite leaders. Both initiatives strengthen talent development and cross-level engagement, with plans to expand mentorship company-wide in 2026.

“The Natural Gas Ambassador Program is about empowering our team members with the knowledge and confidence to speak authentically about the vital role natural gas plays in our energy landscape. When our people truly understand the industry, its benefits, its innovation, and its impact, they become our strongest advocates. My passion has always been to ensure every team member feels equipped to engage in meaningful conversations about natural gas, whether in the workplace or in their communities.”

Jeff Gorman

Manager of Training and Co-Chair Natural Gas Ambassadors Program



Human Capital Management

Compensation and Benefits

Southern Star is committed to maintaining fair, competitive, and transparent compensation and benefits practices that attract and retain top talent. In 2025, the HR team advanced pay-for-performance practices and market competitiveness through several key initiatives:

- Refined performance metrics and strengthened alignment between merit increases, incentives, and individual contributions
- Implemented tailored pay solutions for on-call and travel-heavy roles to improve fairness and retention
- Conducted extensive market benchmarking to inform salary structures and pay adjustments
- Evaluated 140+ individuals for promotions or pay adjustments
- Conducted pay equity evaluations to address potential gaps

For more information on our benefits, please visit our [website](#).

People and Culture

Diversity, Equity, and Inclusion (DEI) drives our ability to attract and retain the best talent in the energy sector. Through strategic partnerships, internship programs, supplier diversity initiatives, community investment, and team member community service, we are building a pipeline of next-generation leaders for Southern Star and the industry. Our DEI Council, led by our Director of DEI and comprising over twenty team members including senior leaders, oversees progress and delivers annual updates to the Board of Directors to ensure long-term accountability.

Anchored by 'The BIG 5 initiatives', Southern Star's DEI Council and Employee Resource Groups delivered measurable impact across the organization and surrounding communities, advancing our commitment to diversity, equity, and inclusion both within Southern Star and beyond. The 2025 BIG 5 focus areas were developed through a multi-faceted approach informed by the Council's strategic planning sessions, alignment with the five-year strategic plan, and team member engagement survey action plans.

The BIG 5 Initiatives:

Power Up Women's Conference

Delivered a high-impact development experience for women in energy, reinforcing Southern Star's leadership in empowerment.

Supplier Diversity Day

Strengthened our reputation as an inclusive partner by showcasing small, minority- and team member-owned businesses.

Veterans Wall of Honor

Honored current Southern Star service members, strengthening a culture of respect and pride.

Recognition & Awards

Celebrated excellence through DEI Individual and Team Culture Awards, amplifying internal pride and external visibility.

Juneteenth Across the Pipeline

Engaged teams in a week of meaningful activities, culminating in a facilitated Movie Club discussion that sparked dialogue.

Beyond the BIG 5

10

Field Locations
hosted Culture Day

8

School Events
connecting with future leaders

6

Learning Opportunities
to share cultural experiences

9

Community Service Events
reaching underserved populations



Team Member Benefits

From medical to 401(k) options, explore the benefits Southern Star offers to team members on our [website](#).

Employee Resource Groups

Employee Resource Groups (ERGS) are integral to Southern Star's culture, fostering an environment where team members can authentically express their identities, passions, and backgrounds. These groups serve as vital platforms for connection, experience sharing, and cultivating a more inclusive organizational culture.



Stakeholder Engagement

Our strategy is built on open, honest, and respectful engagement with all stakeholders. By actively supporting the communities where we operate, we foster transparent communication to address concerns and meet expectations. We prioritize understanding and aligning with stakeholder priorities to build the mutual trust necessary for long-term partnerships.



Hesston Training Center hosted a Harvey County (Kansas) Local Emergency Planning Commission meeting on June 20, 2025. These meetings provide an excellent opportunity to connect with local government officials and educate them on pipeline safety and Southern Star’s operations.

Interacting With Our Stakeholders

Who We Engage	How We Engage
Customers	• Conferences and trade shows • Email, phone calls, and virtual and in-person meetings
Team Members	• Quarterly company-wide meetings • Team Member Engagement Surveys • Internal communications such as the Intranet, emails, video messages, etc.
Vendors	• Supplier onboarding • Annual Supplier Summit • One-on-one meetings
Government Officials and Regulators	• Advocacy efforts • Roadshows • One-on-one meetings including biweekly meetings with lobbyists for legislative session monitoring
Trade Associations	• Team members serving as committee members • Trade association conferences
Insurers and Debt Holders	• One-on-one meetings • Transparent communication • Annual reporting
Communities	• Community outreach • Partnerships with non-profit organizations • Company donations
Landowners	• One-on-one meetings • Project educational material • Stakeholder meetings • Landowner hotline • Safety brochures

Government Relations

We prioritize transparent, constructive relationships with local, state, federal, and Tribal officials and regulators. These connections are essential to maintaining regulatory alignment, anticipating policy shifts, and fostering collaboration on industry initiatives.

Our approach centers on regular, open dialogue to share perspectives, address policy concerns, and ensure our operations remain responsive to evolving regulatory requirements. An example of this is a visit by U.S. Congressman Brett Guthrie (R-KY), who toured Southern Star's headquarters in Owensboro and met with the CEO and executive leadership team to discuss the importance of natural gas, regional growth, job creation, and the company's tax contributions to the community.

Southern Star does not make any company political contributions.



2025 Meeting with Brett Guthrie, U.S. Representative for Kentucky's 2nd congressional district

Stakeholder Engagement

Indigenous Relations

We build trust through transparent, respectful engagement with Indigenous communities, recognizing that strong relationships are essential to shared success. Southern Star engages with several tribal nations by focusing on meaningful engagement and open communication, aiming to deepen our understanding of Tribal goals and aspirations.

Tribal Engagement & Partnership

Through continuous dialogue, education, and cultural learning we are able to foster mutual understanding and respect with Tribal nations. We focus our approach on the following key areas:

Transparent & Respectful Engagement – Trust is built through open, honest dialogue. Our success depends on strong relationships with communities where we live and work – including Indigenous communities.

On-the-Ground Learning – Visits to Tribal reservations to learn directly about cultures, traditions, and governance and receive firsthand exposure to Tribal heritage and community processes.

Community Support – Donations and support initiatives that contribute to Tribal well-being and quality of life across the communities we serve.

Meaningful Tribal Partnerships – Southern Star actively engages with multiple Tribal nations through ongoing communication, listening, and collaboration to better understand Tribal goals, priorities, and aspirations.

Educational & Cultural Competence – Land leaders participate in specialized Tribal engagement training and attend conferences and workshops to strengthen cultural awareness and communication skills

Respect for Ancestral Lands – We honor Tribal ancestral lands, recognizing their central role in cultural identity and traditions. Protecting these lands preserves heritage for future generations.

Landowner Relations

We foster trust and long-term relationships with landowners across our 6,000-mile pipeline network through these core commitments:

- **Transparent Communication:** We prioritize open, responsive, and dignified dialogue, ensuring every landowner feels heard, valued, and respected.
- **Uniform Standards & Continuous Improvement:** We maintain high standards through our [Landowner Development Handbook](#), which is reviewed and updated annually.
 - Our Land Department convenes annually for "Land Week," an in-person training program dedicated to ensuring meaningful, respectful, and consistent interactions.
- **Direct Accessibility:** Landowners have immediate access to our team through:
 - **Pipeline Markers:** Prominently displayed 1-800 contact numbers.
 - **Dedicated Support:** A direct line to our Land Department, available via the Southern Star website.
- **Responsible Land Management:** We uphold the highest standards of integrity from project inception through reclamation, including:
 - Early-stage pre-planning and engagement.
 - Careful preservation and restoration of impacted lands.
 - Fair and equitable compensation.



Stakeholder Engagement

Engaging with Local Communities on Pipeline Safety

At Southern Star, the safety of the communities where we operate is integral to our operational integrity and focus on safety. Our approach integrates asset maintenance, proactive emergency preparedness, and strong infrastructure protection.

- **Damage Prevention & Education:** Excavation damage is the primary risk to pipeline infrastructure. We prioritize community-wide education on the **811 "Call Before You Dig"** service, advocating for its use at least two business days before any excavation begins.
- **Proactive Response:** Our dedicated teams are deployed continuously to locate and mark pipelines. In 2025, our team proactively addressed over 38,000 One Call tickets (line locating requests through the 811 system), underscoring our commitment to preventing damage before it occurs.
- **Transparent Communication:** We maintain open, timely channels with all stakeholders, including residents, public officials, emergency responders, and construction professionals to ensure safety information is accessible and understood.
- **Inclusive Engagement:** We prioritize community feedback, integrating local perspectives into our decision-making to ensure our safety protocols remain both effective and responsive to regional needs.

The Power of 811

Prevention starts with communication. By educating our communities on the importance of the 811 line, we turn a simple request into a vital safety measure.

- **Proactive Prevention:** By marking lines promptly, we eliminate the guesswork for contractors and homeowners, preventing accidents before the first shovel hits the ground.
- **Stakeholder Partnership:** We work closely with construction professionals and residents to foster a culture of awareness.
- **Continuous Reliability:** Our field teams are on call year-round, ensuring that when the community reaches out, we are there to protect the infrastructure that powers our region.



**SAFETY IS IN YOUR HANDS.
EVERY DIG. EVERY TIME.**



Stakeholder Engagement

Trade Associations

We engage in trade associations that promote industry standards, provide leadership opportunities and raise public awareness. In 2025, we were proud to be a member of the following trade associations:

Trade Association	Our Involvement
	Team member served as Third Chair of the Transmission Measurement Committee; Manager of Storage Services served as Third Chair of the Underground Storage Committee
	Southern Star served as a General Member
	Director of Land, Environmental & Sustainability served as Secretary on the Board
	Manager of Environmental Compliance & Permitting served on the Board
	Southern Star served as a participant
	Chief Compliance Officer served on the Board; Chief Operations Officer served as member of Foundation Board and Executive Committee; Chief Executive Officer served as a member of the Pipeline Safety Committee; Director of Land, Environmental & Sustainability served as Vice Chair of the Environmental Committee; Vice President of IT & Security served as Vice Chair of the Cybersecurity Committee; Director of Rates & Regulatory served as Vice Chair of the Legal-Rates Committee

Trade Association	Our Involvement
	Manager of Regulatory served on the Board
	Southern Star served as a General Member
	Team member served on the Board
	Director of Land, Environmental & Sustainability served on the Steering Committee
	Chief Executive Officer served on the Board; Vice President, Commercial Services & Strategy served on the Executive Council; Manager of Market Development & Strategy served as Chair of Customer Growth & Development Committee; Director of Rates & Regulatory served as Vice Chair of Customer Growth & Development Committee; Manager of Organizational Development served as Chair of the Learning & Development Committee; Director of Safety & Integrity served as Chair of the Operating Conference; Director of Land, Environmental & Sustainability served as Chair of the Innovation Section Committee; Vice President of HR served on the Executive Council
	Southern Star served as a Voting Member (regional)
	Director of Diversity, Equity & Inclusion served on the Houston Chapter Advisory Board (regional)

Social Investment

Southern Star invests in the communities along our pipeline system through strategic partnerships, volunteerism, and direct financial contributions that align with our broader environmental and social commitments. These efforts are designed to generate meaningful partnerships and lasting impact in the communities where Southern Star operates.

A multi-tiered governance structure ensures accountability and strategic alignment. The Director of Communications & Public Relations oversees day-to-day giving decisions, the CFO and CEO approve the annual giving budget, and the Board of Directors provides final authorization of the overall charitable giving budget.

Charitable Giving

At Southern Star, we view social investment as an opportunity to strengthen existing community partnerships and build new ones, directing support where local needs and company objectives align. We take a strategic approach and consider the unique needs of each community. In 2025, we refined our charitable giving focus areas to more closely align with our corporate and sustainability strategies, incorporating environmental stewardship and safety as dedicated pillars alongside its existing community investment priorities.

Social Investment at a Glance

\$429K
donated

\$29K
in Matching Gifts*

12K
community outreach hours**

703
non-profits reached

Team Member Engagement

Community engagement is embedded in Southern Star's culture, with team members actively volunteering alongside strategic company investments.

Serving Veterans

Team members have found serving those who have served our country to be a fulfilling way to give back (through time and donations).

Peterson Outdoors Ministries in Joplin Missouri provides outdoor recreational therapeutic events and retreats for over 500 Veterans and 1st Responders and their families.



“Southern Star has been instrumental in helping us accomplish our goals which allows us to be a front runner in the battle to stop veteran suicide. Thank you Southern Star for your partnership in bringing Hope to America’s Heroes!”

Tron Peterson
Director, Peterson Outdoors Ministries/Lodge of Hope

Community Impact Champion Award

The 2025 Community Impact Champion Award honors two outstanding team members whose dedication to community service has made a meaningful difference both within our organization and in the communities we serve. Through their leadership and commitment to community engagement, these recipients exemplify the values we strive to uphold and inspire others to give back.

“I’ve learned that even small actions can have a lasting impact. Taking the time to listen, to offer help, or to invest in someone else’s success can ripple far beyond that one moment. That’s what inspires me—the idea that what I do today might make someone else’s tomorrow just a little bit better.”



Erin Green
GIS Analyst in Owensboro and a recipient of the 2025 Community Impact Champion Award

*Team Member Matching Gifts	**Community Outreach & Engagement
Dollar-for-dollar match on team member donations to eligible organizations, up to \$1,000 per team member, amplifying individual generosity into meaningful community impact.	Volunteerism in Owensboro is guided by the Community Outreach Committee. Across the field, two Community Engagement Specialists partner with Operations teams to lead local initiatives.

Social Investment Focus Areas



Safety

Protecting people and strengthening communities



Education & Workforce Development

Expanding pathways to learning and careers



Environmental Stewardship

Sustaining clean, healthy environments for all



Health & Civic Services

Accessible care and civic programs that uplift all



Diversity, Equity & Inclusion

Inclusive spaces where every voice belongs

Social Investment

Southern Star Cares

Southern Star Cares was established in 2022 with a mission to broaden charitable outreach by donating to diverse organizations across Southern Star’s footprint. The program was further expanded in 2025 to include field team members and expand its reach across the full Southern Star pipeline system.

For more information, please visit www.southernstarcares.org.



2025 Grants Awarded
\$234,000

47
nonprofit recipients

\$106K
increase in giving from
previous year

100%
of funds go directly to
recipients

States served: Kentucky, Kansas, Missouri, Oklahoma, and Wyoming

A team-member-driven selection process ensures funding reaches the organizations with the greatest community impact.

Every dollar raised goes directly to grant recipients with zero administrative fees or deductions.

Southern Star Cares awarded 2025 SGA Community Service Award

Southern Star Cares, a team member-led nonprofit organization, received the [Southern Gas Association's \(SGA\) Community Service Award](#) at the 2025 SGA Operations Conference. Since its founding, the organization has become a meaningful force in the Owensboro, Kentucky community awarding more than \$128,000 to eight local nonprofits last year and raising over \$186,000 in grant funding for the year ahead. The recognition reflects what President & CEO Shawn Patterson describes as 'the commitment and passion our team brings to serving our communities every day', a sentiment echoed by Board President Heather Clark, who credits the program's success to the collective effort of team members and donors across the organization.



Left to right, Southern Star team members Heather Clark, Carly Walton, and Rita Daming accept the SGA Community Service Award on behalf of Southern Star Cares at the SGA Operations Conference in Austin, TX

Data & Framework Indices

Performance Data

SASB Midstream Index

TCFD Index

Performance Data 2020-2025

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Compressor Stations [1]	Number	42	43	43	43	43	
Storage Facilities	Number	8	8	8	8	8	
Wells [2]	Number	580	584	582	577	575	
Natural gas transported by pipeline [3]	Billion metric ton-kilometers	81.3	85.1	84.2	87.9	87.2	EM-MD-000.A
Aggregate natural gas storage capacity	Bcf	46.7	46.7	46.7	46.7	46.7	
Natural gas throughput [3]	DTH	395,596,693	419,142,246	414,666,910	433,249,201	429,488,894	
RNG Receipts by Volume	MSCF	1,110,801	1,220,686	1,585,718	1,683,522	1,693,812	
RNG Receipt Points	Number	2	4	4	4	4	

Footnotes:

[1] For the first eight months of 2020, the company operated 42 compressor stations; by the end of 2020, the total number of compressor stations increased to 43 with the addition of the Nash station

[2] Includes observation wells, IW wells, and wells that were drilled or acquired

[3] FERC Financial Report FERC FORM No.2: Annual Report of Major Natural Gas Companies and Supplemental Form3-Q: Quarterly

Asset & Pipeline Integrity

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Dollars spent on operations and maintenance expenses	USD	\$57,965,691	\$75,569,049	\$77,631,776	\$77,639,015	\$80,437,577	
Dollars spent on maintenance capital	USD	\$47,731,000	\$60,329,000	\$66,171,000	\$65,862,000	\$78,795,000	

DISCLAIMER: This performance data table and the data provided therein is voluntarily provided for informational purposes only. Southern Star disclaims any representation or warranty as to the accuracy or completeness of the data which may inadvertently contain inaccurate, misleading, and incomplete statements despite our good faith efforts. Southern Star has no obligation or duty to modify, change, correct, delete, or update this table and data disclosures, but reserves the right to do so at our sole discretion without notice. There are inherent limitations to the accuracy of some kinds of environmental, safety, and social performance data. The accuracy of this kind of information may be lower than that of data obtained through our financial reporting systems and process. This data is expressly excluded from and not incorporated by reference into any filing, report, application, or other statement made by Southern Star to the U.S. Securities and Exchange Commission or any other governmental authority. The data may not be interpreted as any form of guaranty or assurance of future results or trends.

Environment: Emissions

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Scope 1 Methane Emissions [1, 6]	MSCF	521,416	342,262	269,999	232,159	196,744	
Scope 1 Methane Emissions [2]	Metric tons CO ₂ e	252,425	164,848	129,853	111,752	94,650	
Scope 1 Emissions covered under emissions-limiting regulations	Percentage	27.80%	24.40%	31.90%	41.86%	35.59%	EM-MD-110a.1
Scope 1 Carbon Dioxide (CO ₂) Emissions (Stationary Combustion) [1, 6]	Metric tons CO ₂ e	224,011	207,251	214,675	254,467.27	215,807	
Scope 1 Greenhouse Gas (GHG) Emissions [1, 3, 6]	Metric tons CO ₂ e	480,672	376,629	349,501	366,218.86	310,457	EM-MD-110a.1
Scope 1 Greenhouse Gas (GHG) Emissions, percentage methane	Percentage	53%	44%	37%	31%	30%	EM-MD-110a.1
Scope 2 Greenhouse Gas (GHG) Emissions [2, 4, 7]	Metric tons CO ₂ e	*	7,458	8,075	8,320	6,737	
Greenhouse Gas (GHG) (CO ₂ e) intensity per natural gas throughput [5]	Metric tons CO ₂ e/MDth	0.1235	0.0917	0.0863	0.0897	0.0751	
Scope 1 Emissions of the following elements:							
Nitrous Oxide (N ₂ O) [1, 6]	Metric tons CO ₂ e	125.68	116.28	120.44	142.77	121.08	
Sulfur dioxide (SO ₂) [8]	Metric tons	7.28	7.24	2.16	2.39	2.31	EM-MD-120a.1
Nitrogen oxides (NOx) [8]	Metric tons	3,340.15	3,016.44	2,997.19	3,441.04	3,067.07	EM-MD-120a.1
Carbon monoxide (CO) [8]	Metric tons	465.18	415.67	421.07	528.03	489.79	EM-MD-120a.1
Particulate matter (PM10) [8, 9]	Metric tons	44.41	40.80	43.37	51.91	59.86	EM-MD-120a.1
Volatile organic compounds (VOCs) [8]	Metric tons	219.61	197.60	180.44	210.45	202.89	EM-MD-120a.1

Footnotes:

[1] Scope 1 emissions data calculated based on methodologies under the U.S. EPA Greenhouse Gas Reporting Rule Program (GHGRP)

[2] Global Warming Potential (GWP) rates are 25 for CH₄ and 298 for N₂O

[3] Scope 1 emissions calculated based on 40 CFR Part 98 Subpart W and Subpart C; these emissions include fleet vehicles we own and operate; fleet vehicles are limited to on-road domestic vehicle annual mileage; 2022 baseline mileage emissions factor (EF) used across all years. Emissions Factor (EF) = 0.0006056 metric tons CO₂e/mile

[4] Scope 2 Emission Factor (EF) on 2022 SPP used across all years, EF = 460.20 metric tonnes CO₂e/GWH

[5] Throughput from FERC Financial Report FERC FORM No. 2: Annual Report of Major Natural Gas Companies and Supplemental Form3-Q: Quarterly

[6] Emissions from facilities that are applicable under the U.S. EPA Greenhouse Gas Reporting Program (GHGRP) are calculated using the GHGRP methodology

[7] Scope 2 Emission Factor (EF) on 2022 SPP used across all years, EF = 460.20 metric tonnes CO₂e/GWH

[8] The pollutants shown are representative of emissions solely from facilities required to report under the Emissions Inventory Questionnaire (EIQ)

[9] Data represents total PM2.5 and PM10

* Metric was not tracked for this year/data set was not complete.
MDth = 1000 Dekatherms

Environment: Electricity

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Total electricity consumption [1]	Megawatt hours	*	17,493.04	18,835.53	18,775.29	17,934.86	
Total renewable electricity consumption [2]	Megawatt hours	0	1,290.61	1,288.19	1,558.06	3,296.17	
Electricity used that is renewable power (calculated)	Percentage	0.0%	7.4%	6.8%	8.3%	18.3%	
Renewable power generation facilities	Number	0	1	1	2	2	
Net renewable solar energy capacity (design)	Megawatt hours	0	1,200	1,200	3,090	3,090	

Footnotes:

[1] Calculated from electrical utility bills

[2] Calculated from solar array database

* Metric was not tracked for this year/data set was not complete

Environment: Biodiversity & Environmental Compliance

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Reportable hydrocarbon spills > 1 bbl [1]	Number	0	0	0	0	0	EM-MD-160a.4
Volume of reportable hydrocarbon spills > 1 bbl [1]	Thousands of Barrels	0	0	0	0	0	EM-MD-160a.4
Total loss of primary containment events	Number	0	0	0	0	0	
Loss of primary containment year-to-year change	Percentage	0	0	0	0	0	
Department of Transportation reportable releases as a result of third-party damages	Number	3	0	0	2	0	
Reportable pipeline incidents [2]	Number	5	2	0	4	0	EM-MD-540a.1
Reportable pipeline incidents considered significant [2]	Percentage	20%	100%	0%	75%	0%	EM-MD-540a.1
Natural gas pipelines	Miles	5,829	5,770	5,767	5,764	5,756	
Natural gas pipelines inspected	Miles	423	625	695	470	356	
Natural gas pipelines inspected	Percentage	7%	11%	12%	8%	6%	EM-MD-540a.2
Hazardous liquid pipelines inspected [3]	Percentage	N/A	N/A	N/A	N/A	N/A	EM-MD-540a.2
Pipeline assessments [4]	Number	26	34	32	35	41	
Pipeline assessments that required no remediation in High Consequence Areas [4]	Number	25	33	34	32	40	
Pipeline inspections on our liquids and natural gas pipelines and distribution networks [5]	Number	19	25	27	26	23	

Footnotes:

[1] Spills include reportable spills only, greater than 1 barrel, containing hydrocarbons that impacted the environment

[2] A reportable incident is an event that involves a release of gas from a pipeline or gas from an underground gas facility and that results in one or more of the following consequences: a. A death, or personal injury necessitating in-patient hospitalization; or b. Estimated property damage of \$139,700 or more, including loss to the operator and others, or both, but excluding cost of gas lost

[3] Southern Star doesn't own or operate any liquid hazardous pipelines.

[4] Pipeline assessments are the various Integrity projects used to assess our pipe; this includes In-Line Inspections, Pressure Tests, and Low Stress Reassessments.

[5] Pipeline inspections are exclusively the In-Line Inspections (ILI) performed with smart tools

N/A = Not Applicable

Social: Safety

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Employee total recordable incident rate (TRIR) per 200,000 work hours [1]	Rate	0.56	0.18	0.17	0.00	0.32	
Employee recordable incidents	Number	3	1	1	0	2	
Contractor recordable accidents	Number	4	3	0	0	2	
Employee Lost Time Incidents (LTI)	Number	2	0	0	0	0	
Employee Lost Time Incident Rate (LTIR) per 200,000 work hours	Rate	0.37	0.00	0.00	0.00	0.00	
Days away, restricted or transferred (DART)	Number	3	0	0	0	108	
Days away, restricted or transferred (DART) Rate	Rate	0.56	0.00	0.00	0.00	0.32	
Restrictions and transfer incidents — employees	Number	3	0	0	0	0	
Recordable work-related injuries — employees	Number	3	1	1	0	2	
Recordable work-related injuries — employees	Rate	0.56	0.18	0.17	0.00	0.32	
Fatalities — employees	Number	0	0	0	0	0	
Employee fatality rate per 1,000 employees	Rate	0.00	0.00	0.00	0.00	0.00	
Employee fatality rate per 200,000 work hours	Rate	0.00	0.00	0.00	0.00	0.00	
Fatalities — contractors	Number	0	0	0	0	0	
Hours worked — employees	Number	1,072,918	1,120,922	1,179,018	1,226,078	1,232,499	
Employee preventable motor vehicle accident rate per 1,000,000 miles	Rate	0.57	0.86	0.49	0.43	0.67	
Number of miles driven	Miles	6,994,785	8,100,009	8,214,142	9,331,841	9,002,269	
Number of preventable motor vehicle incidents	Number	4	7	4	4	6	

Footnote: [1] Incidents include both injuries and illnesses.

Social: Employee Investment and Training

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Number of permanent employees at year end	Number	593	610	649	659	666	
Professional Development hours completed per employee	Hours	22	27	33	34	28	
Professional Development hours completed per employee, by employee category: part-time	Hours	0	0	0	0	0	
Technical training hours completed per employee	Hours	*	*	19	16	16	
Technical training hours completed per employee, by employee category: full-time	Hours	*	*	19	16	16	
Percent of employees that completed cybersecurity training	Percentage	100%	100%	100%	100%	100%	

Footnote:
* Metric was not tracked for this year/data set was not complete.

Social: Community Investment

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Total invested [1]	USD	\$312,930	\$262,086	\$342,274	\$424,320	\$428,901	
Total company cash donations [2]	USD	\$272,641	\$215,776	\$217,691	\$243,694	\$247,506	
Direct company cash donations (excluding Southern Star Cares and matching)	USD	\$252,481	\$193,121	\$193,941	\$192,707	\$198,846	
Employee volunteer hours	Hours	1,180	7,694	11,442	12,346	12,174	
Average volunteer hours per full-time team member	Hours	*	*	17.9	19.2	18.5	
Volunteer program participation rate	Percentage	*	*	93 %	97 %	98%	
Donation matching - number of unique donors	Number	*	*	42	56	52	
Donation matching - employee	USD	\$20,130	\$23,655	\$25,603	\$30,987	\$28,662	
Donation matching - total company match (excluding Southern Star Cares)	USD	\$20,160	\$22,655	\$23,750	\$30,987	\$28,662	
Southern Star Cares - pledged giving by team members for the following year's payroll deductions	USD	*	\$94,990	\$103,015	\$186,324	\$219,365	
Southern Star Cares - committed to non-profits (for disbursement the following year)	USD	*	*	\$115,018	\$128,245	\$234,003	
Southern Star Cares - Contributions from employees and employee-managed charitable funds (to be disbursed the following year)	USD	*	*	\$88,768	\$99,745	\$168,424	
Southern Star Cares - Early contributions from Southern Star (to be disbursed in two years)	USD	*	\$20,000	\$20,000	\$52,554	\$40,000	
Southern Star Cares - Early contributions from employees and employee-managed charitable funds (to be disbursed in two years)	USD	*	\$6,250	\$8,500	\$2,925	\$13,685	
Total employee giving invested [3]	USD	\$20,130	\$23,655	\$25,603	\$119,755	\$128,407	
Total number of organization supported through employee volunteer and company giving (excluding in-kind donations)	Number	*	*	619	763	703	
Organizations supported through donations/sponsorships	Number	*	129	106	147	199	

Footnotes:

[1] Total of total cash and value of in-kind total, including match, employee giving, and vehicle values
[2] Total of direct company cash donations, company matching (company donates to Southern Star Cares two years prior to disbursement; ex. 2024 donations to be disbursed in 2026)

[3] Total employee contributions submitted to matching program in the given year and disbursed through Southern Star Cares the following year

* Metric was not tracked for this year/data set was not complete.

Governance: Board of Directors

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Members of the Board	Number	5	5	5	5	5	
Frequency of Board meetings on annual basis [1]	Number	4	4	4	4	4	

Governance: Ethics

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Employees that completed compliance and ethics training	Percentage	100 %	100 %	100 %	100 %	100 %	

Governance: Competitive Behavior

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Legal and regulatory fines and settlements associated with violations of bribery, corruption or anti-competitive standards	USD	\$0	\$0	\$0	\$0	\$0	
Inquiries received through ethics reporting channels	Number	0	0	0	0	1	
Monetary losses as a result of legal proceedings associated with storage regulations	USD	\$0	\$0	\$0	\$0	\$0	
Monetary losses as a result of legal proceedings associated with federal pipeline regulations (PHMSA)	USD	\$0	\$27,900	\$445,008	\$0	\$0	EM-MD-520a.1

Governance: Supply Chain

Company Data	Unit	2020	2022	2023	2024	2025	SASB Code
Total spend	USD	*	\$182,280,329	\$139,655,114	\$156,155,064	\$151,467,826	
Total spend with certified diverse suppliers	USD	*	*	\$40,427,993	\$56,832,027	\$54,296,909	
Certified diverse suppliers	Number	*	*	119	140	168	

Footnotes:

[1] Ad hoc meetings are held as business mandates

PHMSA is the acronym for Pipeline and Hazardous Materials Safety Administration

* Metric was tracked for these years, but diverse certifications were not verifiable

SASB Index: Oil and Gas - Midstream

The topics covered in Southern Star Corporate Responsibility's 2025 Report (CRR) are informed by the Value Reporting Foundation's Sustainability Accounting Standards Board (SASB) for Oil & Gas Midstream standards, which have been mapped below.

SASB Code	Metric	Unit	2020	2022	2023	2024	2025
Greenhouse Gas Emissions							
EM-MD-110a.1	Scope 1 emissions covered under emissions-limiting regulations	Percent	27.80%	24.40%	31.90%	41.86%	35.59%
	Scope 1 GHG emissions	Metric tons CO ₂ e	480,672	376,629	349,501	366,219	310,457
	Scope 1 GHG emissions, percentage methane	Percent	53%	44%	37%	31%	30%
EM-MD-11a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and analysis	N/A	N/A	2023 Report Pages 14-17	2024 Report Pages 24-27	Pages 17-19
Air Quality							
EM-MD-120a.1	Sulfur dioxide (SO ₂)	Metric tons	7.28	7.24	2.16	2.39	2.31
	Nitrogen oxides (NO _x)	Metric tons	3340.15	3016.44	2997.19	3441.04	3067.07
	Volatile organic compounds (VOCs)	Metric tons	219.61	197.6	180.44	210.45	202.89
	Particulate matter (PM ₁₀)	Metric tons	44.41	40.8	43.37	51.91	59.86
Ecological Impacts							
EM-MD-160a.1	Description of environmental management policies and practices for active operations	Discussion and analysis	N/A	N/A	2023 Report Pages 14-17	2024 Report Pages 24-29	Pages 16-20
EM-MD-160a.4	Number of reportable hydrocarbon spills > 1 bbl	Number	0	0	0	0	0
	Volume of reportable hydrocarbon spills > 1 bbl [1]	Barrels	0	0	0	0	0
Competitive Behavior							
EM-MD-520a.1	Monetary losses as a result of legal proceedings associated with federal pipeline regulations	Dollars	\$0	\$27,900	\$445,008	\$0	\$0

Footnote:

[1] Southern Star does not move any hydrocarbons that can be spilled (i.e. produced water, oil, or NGLs).

SASB Index: Oil and Gas - Midstream

The topics covered in Southern Star 2025 Sustainability Report are informed by the Value Reporting Foundation’s Sustainability Accounting Standards Board (SASB) for Oil & Gas Midstream standards, which have been mapped below.

SASB Code	Metric	Unit	2020	2022	2023	2024	2025
Operational Safety, Emergency Preparedness and Response							
EM-MD-540a.2	Percent of natural gas pipelines inspected	Percent	7%	11%	12%	8%	6%
	Percent of hazardous liquid pipelines inspected [1]	Percent	N/A	N/A	N/A	N/A	N/A
EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Discussion and analysis	N/A	N/A	N/A	N/A	N/A
Activity Metrics							
EM-MD-000.A	Metric ton-kilometers of natural gas transported by pipeline	Metric ton-kilometers	81,348,133,790	85,128,825,353	84,191,697,246	87,900,000,000	87,200,000,000

Footnote:

[1] Southern Star does not move any hydrocarbons that can be spilled (i.e. produced water, oil, or NGLs).

TCFD Index

TCFD Core Element	Disclosure Requirement Summary	Recommended Disclosures	Report Reference
Governance	Disclose the organization’s governance around climate-related risks and opportunities.	a. Describe the board’s oversight of climate-related risks and opportunities b. Describe management’s role in assessing and managing climate-related risks and opportunities	Governance, p. 9
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Strategy, p. 9
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.	a. Describe the organization’s processes for identifying and assessing climate-related risks b. Describe the organization’s processes for managing climate-related risks c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	Risk Management, p. 13
Metrics & Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse-gas (GHG) emissions, and the related risks c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Performance Metrics & Targets, p. 36-45



DELIVERING ENERGY TO LIFE



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