



# FUELING A SUSTAINABLE ENERGY FUTURE

Southwest Gas Holdings  
2024 Sustainability Report

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# About This Report

Southwest Gas Holdings, Inc., through its primary operating subsidiary, Southwest Gas Corporation (“Southwest Gas” or “Utility”), engages in the business of purchasing, distributing and transporting natural gas for its customers. Southwest Gas is a dynamic energy company committed to exceeding the expectations of over 2 million customers in Arizona, Nevada and California by providing safe, reliable, and resilient service while pursuing innovative sustainable energy solutions to fuel the growth in its communities. Subsequent to the end of 2024, Southwest Gas Holdings completed its previously announced full exit from its ownership in Centuri Holdings, Inc.

For more than a decade, Southwest Gas has published an annual report on its corporate responsibility and sustainability efforts. In 2019, Southwest Gas Holdings expanded this reporting to include sustainability performance across the Company and its wholly owned subsidiaries. This 2024 Sustainability Report (“Sustainability Report” or “Report”) outlines the sustainability initiatives and performance of Southwest Gas Holdings and its subsidiaries for the 2024 calendar year. Centuri also publishes a separate annual sustainability report that aligns its disclosures with the Sustainability Accounting Standards Board (“SASB”) and United Nations (“UN”) Sustainable Development Goals (“SDGs”) frameworks, along with internal key performance indicators (“KPIs”).

This Report adheres to the following reporting guidelines and indicators:

- The American Gas Association (“AGA”) Sustainability Template
- The SASB Gas Utilities & Distributors and Engineering & Construction Services standards

Additionally, we disclose our contributions to the SDGs, and our disclosures reference the Global Reporting Initiative (“GRI”) Standards. This Report also partially applies the International Financial Reporting Standards (“IFRS”) Sustainability Disclosure Standards S1 and S2 as issued by the International Sustainability Standards Board (“ISSB”). We are working toward full compliance with the IFRS standards as data and systems improve. Further details on these disclosures can be found in the appendices on [page 80](#).

This Report focuses on the environmental, social and governance (“ESG”) issues that are most significant to our Company and stakeholders. Details on our materiality assessment and ESG priority topics are provided on [page 13](#). References to the terms “material,” “materiality assessments” and similar terms throughout this Report are used to identify the sustainability topics of greatest importance to our stakeholders and do not correspond to the concept of materiality under U.S. securities laws.

References to “Company,” “Southwest Gas Holdings,” “SWX,” “we” and “our” refer to Southwest Gas Holdings, Inc. All financial figures are in U.S. dollars unless otherwise noted.

## Disclaimer

Note that many of the standards and metrics used in preparing this Report continue to evolve and results are based on management assumptions believed to be reasonable at the time of preparation and should not be considered guarantees. Continual enhancement to our data collection processes and systems, changes in standards or metrics, or discovered errors may lead to revisions of data in this Report or previous reports. Outlooks, projections, estimates, goals, descriptions of business and community plans, research efforts and other statements of future events or conditions in this Report are forward-looking statements. Actual future results, including future earnings, returns to investors and other areas of financial and operating performance, the future effectiveness of safety, health, environmental and other sustainability risk and impact management processes, efficiency gains, and the timing and impact of future technologies are subject to a variety of risks inherent in the energy and utility infrastructure service businesses, and these factors could cause actual results to differ materially from those stated in the forward-looking statements. These factors are detailed in Item 1A. Risk Factors, Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operations, and Item 7A. Quantitative and Qualitative Disclosures About Market Risk in the Company’s Annual Report on Form 10-K for the year ended December 31, 2024, and updated as applicable in the Company’s Quarterly Reports on Form 10-Q. The statements in this Report are made as of the date of publication, and the Company does not assume any obligation to update the statements made herein.

*Published October 2025*



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# About Southwest Gas Holdings

**Our operations included:**

REGULATED		UNREGULATED	
UTILITY		UTILITY INFRASTRUCTURE SERVICES	
 <p><b>SOUTHWEST GAS</b></p> <p><a href="#">Southwest Gas Corporation</a> purchases, distributes and transports natural gas and offers energy-efficiency and conservation programs to more than 2 million customers in Arizona, California and Nevada. Southwest Gas is the largest distributor of natural gas in Arizona and Nevada, serving large metropolitan areas including Phoenix, Tucson and Las Vegas. It also serves customers in portions of California, including the Lake Tahoe region and the high desert and mountain areas in San Bernardino County.</p> <p>Southwest Gas also makes investments that support energy innovations on behalf of our customers under approved regulatory frameworks.</p>	 <p><b>Great Basin</b> GAS TRANSMISSION COMPANY</p> <p><a href="#">Great Basin Gas Transmission Company</a> ("Great Basin"), a subsidiary of Southwest Gas, owns and operates an interstate pipeline system that extends from the Idaho-Nevada border to the California-Nevada state line near Lake Tahoe. Great Basin also operates a peak-shaving liquefied natural gas ("LNG") storage facility near Lovelock, Nevada.</p>	 <p><b>Centuri</b></p> <p><a href="#">Centuri</a> is a comprehensive utility infrastructure services enterprise that operates in two key markets across the U.S. and Canada:</p> <p><b>Gas utility</b> – Provides installation, replacement and maintenance of gas distribution, local transmission, station and storage facilities.</p> <p><b>Electric utility</b> – Provides transmission line, distribution line, substation and storm restoration electric services.</p> <p>Centuri is an industry leader in infrastructure modernization, supporting the evolution of the energy system through its extensive capabilities and diverse customer base, which includes blue-chip utility companies.</p>	
<p><b>Founded in 1931</b> (Southwest Gas)</p> <hr/> <p><b>2,435</b> employees</p> <hr/> <p><b>1,370 miles</b> of transmission main</p>	<p><b>58,234 miles</b> of distribution main and service lines</p> <hr/> <p><b>1.25 billion cubic feet capacity</b> LNG storage facility systemwide</p> <hr/> <p><b>2,257,647</b> customers</p>	<p><b>115-year</b> operating legacy</p> <hr/> <p><b>8,600+</b> employees</p>	<p><b>Operations in 46 states and four provinces</b> in the U.S. and Canada</p> <hr/> <p>Average customer relationship of <b>24+ years</b></p>



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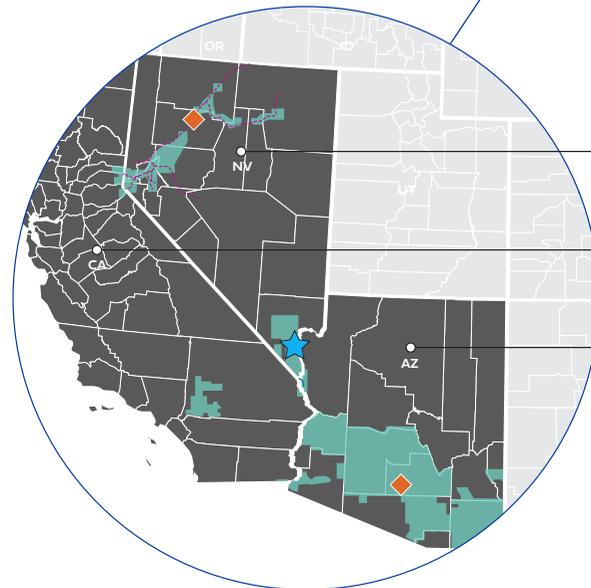
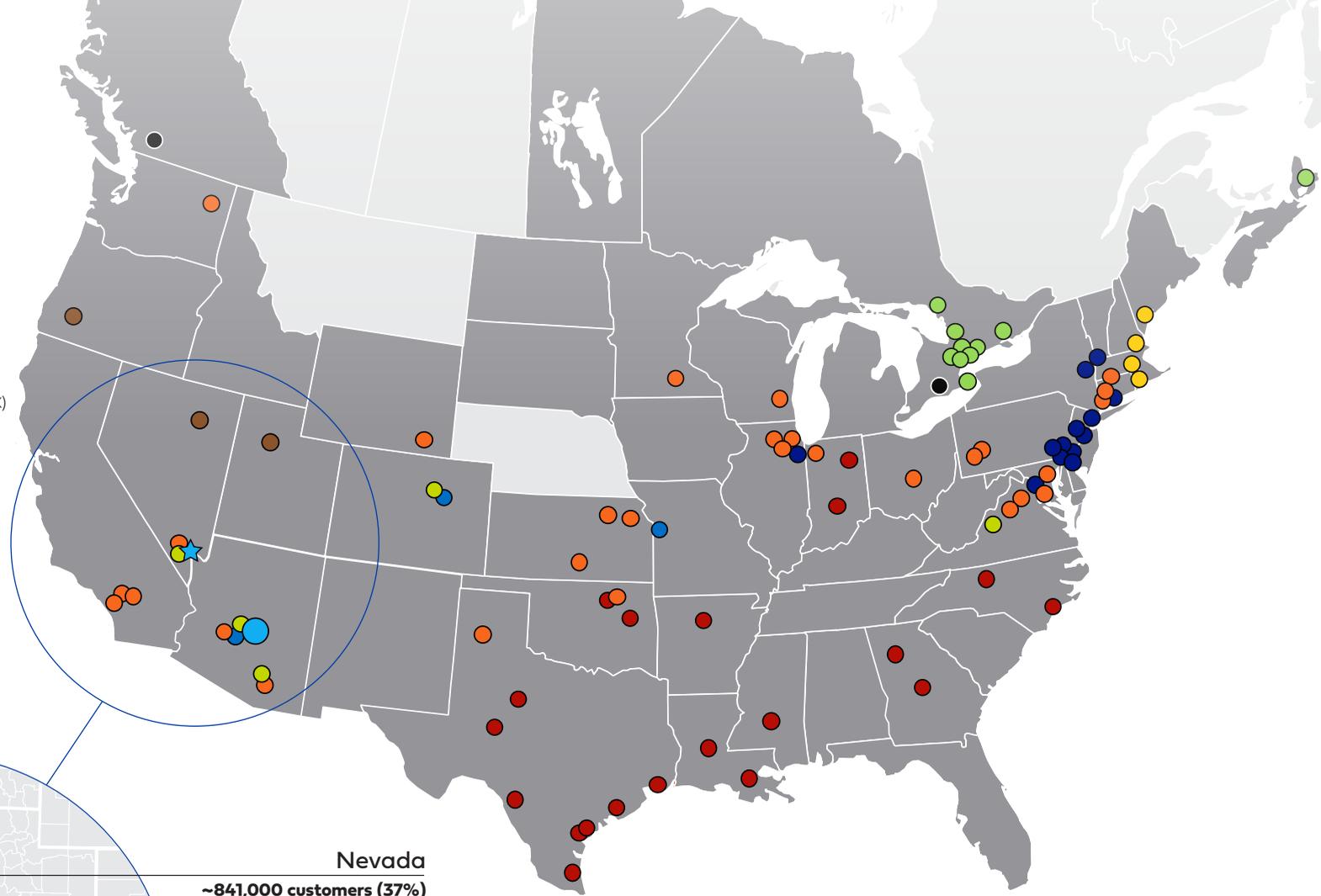
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**Our Operations**

- Operational Areas  
46 U.S. States  
4 Canadian Provinces
- ★ Southwest Gas/Southwest Gas Holdings Headquarters (NV)
- Centuri Corporate Headquarters (AZ)
- Canyon Pipeline (NV, OR, UT)
- Linetec Services (AR, GA, IN, LA, MS, NC, OK, TX)
- Neuco (MA, ME, NH, RI)
- NBC (AZ, CO, NV, VA)
- NPL (AZ, CA, CT, IL, IN, KS, MD, MN, NV, OH, OK, PA, TX, VA, WA, WI, WY)
- NPL Canada (NS, ON)
- National (AZ, CO, MO)
- Riggs Distler (CT, IL, MD, NJ, NY, PA, VT)
- WSN Construction (BC, ON)



**Nevada**  
~841,000 customers (37%)

**California**  
~207,000 customers (9%)

**Arizona**  
~1,210,000 customers (54%)

- Southwest Gas Service Territory
- LNG Facility
- Great Basin Gas Transmission Company (NV)
- Southwest Gas Transmission Company (AZ)
- ★ Southwest Gas Headquarters

**2,257,647**



Total customers served

**100M+**



Customers served by Centuri clients

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# 2024 Performance Highlights

Helped customers avoid more than **15,100 metric tons of carbon dioxide equivalent ("MTCO<sub>2</sub>e")** through energy-efficiency programs – enough to power nearly 2,034 homes for one year



Maintained emergency response times, **responding to 76.4% of emergencies within 30 minutes**



Avoided an amount equal to **88,124 MTCO<sub>2</sub>e emissions** by delivering more than 41 million therms of natural gas in place of diesel



**Distributed \$2.17 million to non-profit organizations** through the Southwest Gas Foundation

Since 2020, Southwest Gas has **reduced total excavation damages by 11.5%**



Facilitated the offset of combustion-related emissions associated with **39,280 therms through customer participation in Southwest Gas' Nevada Move2Zero<sup>SM</sup> Program**; this is equivalent to the greenhouse gas emissions from an average gasoline-powered passenger vehicle driven for 529,253 miles<sup>1</sup>



Spent \$245 million with **diverse suppliers** at Southwest Gas and over \$275 million at Centuri



**Completed the Centuri IPO**, allowing Centuri to begin trading on the NYSE under the symbol CTRI



Continued the expansion of natural gas service to **Mesquite and Spring Creek, Nevada**, to meet the growing demand for affordable, reliable and sustainable energy options

**43% and 67%** below the U.S. Bureau of Labor Statistics ("BLS") classification specific to Total Recordable Incident Rate ("TRIR") and Days Away, Restricted or Transferred ("DART"), respectively, at Centuri



**Provided gas bill assistance to more than 3,500 customers** through Southwest Gas' Energy Share Program

<sup>1</sup> This information represents January 1 through December 31, 2024.

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**2024 Awards**

 **SOUTHWEST GAS CORPORATION**

**J.D. Power**

Ranked No. 1 in Customer Satisfaction with Residential Natural Gas Service in the West among Large Utilities for the fifth year in a row

**TIME and Statista**

America's Best Midsize Companies of 2024

**Tucson Hispanic Chamber of Commerce**

Corporation of the Year 2024

**Phoenix Business Journal**

2024 Innovative Philanthropic Company of the Year

**Family Assistance Program**

Community Impact Award in Victorville, California

**Western Regional Minority Supplier Development Council**

Local Corporation of the Year

**Nevada Regional Common Ground Alliance**

Silver Shovel Award

**SAP**

Innovation and Vision Award

**State Bar of Nevada**

2024 Partner in Diversity, Equity, and Inclusion medallion

 **Centuri**

**Engineering News-Record ("ENR")**

No. 2 on the 2024 annual Top 600 Specialty Contractors list in the Utility category

**Great Place to Work®**

Riggs Distler certified for fifth consecutive year

**Highwire**

2024 Platinum Safety Award for Riggs Distler

**National Electrical Contractors Association ("NECA")**

**Project Excellence Award:**

- Orsted South Fork Wind
- BGE Smart Nodes
- PSEG Texas Ave Substation

**Penn-Del-Jersey Chapter ("PDJ") Excellence Award:**

- PECO Civic Substation
- NRCG (New Residential Construction Group)
- KTC Phase II Electrical Design

**Entergy**

No. 1 Supplier of the Year

**Northeast Gas Association**

Inaugural PSMS Excellence in Safety Recognition for NEUCO

**Associated Construction Contractors of New Jersey**

Safety Award

**Lockheed Martin**

RMS Elite Supplier

**Mechanical & Service Contractors Association of Eastern PA**

Safety Excellence Award



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# Our Approach and Vision

Our mission and vision are supported by several principles that guide us in our efforts.

Both Southwest Gas and Centuri support our mission and vision through a set of core values that strengthen our culture and position the Company, our partners and communities for long-term success.

## Sustainability Mission

At Southwest Gas Holdings, Inc., our sustainability mission is to provide access to safe, affordable, reliable and sustainable energy service to meet the goals of all stakeholders.

## Vision

Our vision is to achieve a reliable and sustainable energy future for everyone.



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# A Message from Our CEO

Energy is essential to modern life, and natural gas is an important part of a balanced and resilient energy system. At Southwest Gas, we are committed to delivering safe, reliable and affordable energy solutions that support the needs of our customers and the communities we serve.

In 2024, we made meaningful progress on our sustainability priorities that help us fulfill those commitments. We focused on elevating safety, advancing low-carbon energy solutions, fostering an inclusive and engaging workplace, and helping the communities we serve grow and thrive.

## Investing in Safe, Sustainable Energy Solutions

We added approximately 41,000 new meters over a 12-month period, reflecting strong growth in our service areas. To support this, we invested in new infrastructure and enhanced safety through advanced mobile leak detection technology, pipeline upgrades and improved emergency response processes – all of which help us maintain safe operations and reduce fugitive methane emissions.

Customer demand for low-carbon energy options, such as compressed and renewable natural gas, is also rising, and we continue to explore other solutions such as hydrogen. In 2024, we delivered over 41 million therms of compressed natural gas (“CNG”) to customers while maintaining six renewable natural gas (“RNG”) interconnect operations, helping customers achieve their environmental goals.

Improvements within the Customer Experience Office have helped ensure every customer interaction is seamless, earning Southwest Gas a 95% customer satisfaction rating in 2024.

## Investing in Our People and Communities

Safety is at the core of everything we do. In 2024, we unified all the Utility’s safety functions under one team for a more integrated and consistent approach to safety. We also continued to invest in employee development through apprenticeships, leadership programs and other opportunities that help employees advance their careers. And through charitable giving and thousands of volunteer hours, we helped strengthen the communities we serve and call home.

While our sustainability journey is ongoing, I am proud of the progress we have made and confident in Southwest Gas Holdings’ path forward.

I encourage you to explore this Report for more on how we are shaping a sustainable energy future.

**Karen S. Haller**  
President and Chief Executive Officer



**2024 Women to Watch  
Honoree from Nevada  
Business Magazine**

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# Stakeholder Engagement at Southwest Gas

Stakeholder engagement is pivotal in shaping our strategies and ensuring their alignment with broader societal and environmental goals. We define stakeholders as any individual or group who may be invested in, impacted by or interested in our activities and business decisions.

Each stakeholder group brings a unique perspective and need, which we address through tailored engagement strategies that aim to exceed the expectations of our diverse stakeholders and enhance the impact of our sustainability initiatives. The following table details our key stakeholder groups and provides examples of our approach. Further details on our stakeholder engagement efforts are described throughout this Report.

STAKEHOLDER GROUPS	TYPES OF ENGAGEMENT	KEY TOPICS
<p><b>Customers</b></p> 	<p><b>We measure our performance and gather feedback on our ability to provide safe, affordable, reliable and sustainable energy service through the following:</b></p> <ul style="list-style-type: none"> <li>• Extensive public awareness safety communications aligned with the American Petroleum Institute's Recommended Practice 1162</li> <li>• Customer satisfaction surveys</li> <li>• Service calls to homes and businesses</li> <li>• A toll-free number to assist customers with questions and concerns</li> <li>• "Call 811" one-call locate service and construction awareness website</li> <li>• Dedicated Customer Care Teams during outages and other events</li> <li>• Designated points of contact for large business customers</li> <li>• Information in bill inserts and newsletters</li> <li>• Meetings with business customers</li> <li>• Information disseminated through local media, press releases, Company website and social media channels</li> <li>• Communications campaigns around timely topics, including winter preparedness, safety and year-round energy efficiency</li> </ul>	<ul style="list-style-type: none"> <li>• Natural gas safety</li> <li>• Responsiveness to concerns and/or questions about Southwest Gas service</li> <li>• Access to low-income and energy-efficiency programs</li> <li>• Supporting energy-efficiency and conservation goals</li> <li>• Seasonal and winter safety preparation, guidance and support programs</li> <li>• Preventing excavation damages</li> </ul>
<p><b>Employees</b></p> 	<p><b>Our commitment to providing a safe and inclusive workplace where everyone has the opportunity to grow and make meaningful contributions includes:</b></p> <ul style="list-style-type: none"> <li>• Leadership updates and outreach, including bi-weekly companywide and executive-led safety calls</li> <li>• Regular townhall meetings</li> <li>• A dedicated centralized hub for employee communications</li> <li>• Diversity, equity and inclusion programs and resources</li> <li>• Employee-led, executive-sponsored Employee Resource Groups ("ERGs") and ERG-sponsored events</li> <li>• Safety recognition program</li> <li>• Internal social media channels</li> <li>• Training and career development programs</li> <li>• Programs to recognize and celebrate individual and team achievements</li> <li>• Benefit plans to support employee well-being</li> <li>• Tuition reimbursement programs</li> <li>• Engagement surveys to gather employee feedback</li> <li>• Code of Business Conduct and Ethics</li> <li>• Employee giving programs and volunteer opportunities</li> <li>• Regular company quality and customer experience calls</li> </ul>	<ul style="list-style-type: none"> <li>• Employee safety and health</li> <li>• Transparent communication of leadership changes, key financial metrics, and organizational structure (e.g., separation of Centuri)</li> <li>• Long-term role of the Company and natural gas services within a changing energy system</li> <li>• Internal communications and training</li> <li>• Highlighting diversity among our employees and promoting inclusiveness</li> <li>• Employee education and growth opportunities</li> <li>• Community impact</li> </ul>

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STAKEHOLDER GROUPS	TYPES OF ENGAGEMENT	KEY TOPICS
<p><b>Regulators and Policymakers</b></p> 	<p><b>Operating in accordance with our certificated authority, we conduct business in a manner that protects people and the environment and keeps our services affordable via:</b></p> <ul style="list-style-type: none"> <li>• Frequent face-to-face, phone and video conferencing discussions with public utility commissions and stakeholders in our service areas</li> <li>• Engagement with and/or participation in advisory committees</li> <li>• Attendance and participation at meetings and hearings</li> </ul> <p><b>We strive to keep policymakers informed about our activities and efforts to conduct business sustainably and responsibly through the following:</b></p> <ul style="list-style-type: none"> <li>• Frequent meetings</li> <li>• Public policy advocacy through trade associations and industry coalitions</li> <li>• Engagement with and/or participation in government-led climate plan advisory committees and task forces</li> <li>• Attendance and participation at hearings</li> </ul>	<ul style="list-style-type: none"> <li>• Safety and pipeline system integrity management</li> <li>• Energy costs for customers</li> <li>• Energy access</li> <li>• Commission-authorized return on equity (“ROE”)</li> <li>• Natural gas resource planning</li> <li>• Effective climate solutions and the role of natural gas in lowering carbon emissions</li> <li>• Energy efficiency and energy innovation, including RNG, CNG and other energy solutions</li> </ul>
<p><b>Communities</b></p> 	<p><b>Our commitment to being a trusted community partner focuses on giving back, being reliable, providing value and supporting economic development through the following:</b></p> <ul style="list-style-type: none"> <li>• Employee giving campaigns</li> <li>• Community open houses and events</li> <li>• Employee volunteer events</li> <li>• Participation in community nonprofits and charitable organizations through memberships and board representation</li> <li>• Employment and business opportunities</li> <li>• Extensive public awareness safety campaigns</li> <li>• Low-Income Home Energy Assistance (“LIHEAP”) programs</li> <li>• Construction or improvement updates</li> <li>• Employment fairs</li> <li>• Educational programs through community college courses</li> <li>• High school and college internship programs</li> <li>• Economic development forums</li> </ul>	<ul style="list-style-type: none"> <li>• Training and capacity building to increase procurement opportunities with local businesses</li> <li>• Energy equity (i.e., ensuring we are just and equitable in providing access to our services and maintaining the safety of our systems)</li> <li>• Support and resources that contribute to economic development</li> <li>• Meaningful job opportunities</li> <li>• Safe and reliable systems</li> <li>• Partnering on environmental initiatives with state and local entities</li> </ul>
<p><b>Contractors</b></p> 	<p><b>We value the contractors and suppliers who work on our behalf and endeavor to build and maintain strong partnerships through:</b></p> <ul style="list-style-type: none"> <li>• Supplier contractor process</li> <li>• Supplier diversity programs</li> <li>• Monthly safety and quality meetings</li> <li>• Annual supplier summit</li> <li>• Annual contractor safety and quality summit</li> <li>• Face-to-face meetings including standing quarterly executive leadership safety, quality and performance meeting</li> <li>• Safety programs</li> <li>• Contractor Referral Program</li> </ul>	<ul style="list-style-type: none"> <li>• Safe and healthy work environment</li> <li>• Training programs</li> <li>• Safety and quality best practices</li> <li>• Open and frequent communications with the Company</li> </ul>

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STAKEHOLDER GROUPS	TYPES OF ENGAGEMENT	KEY TOPICS
<p><b>Investors and Analysts</b></p> 	<p><b>We inform investors, who are focused on returns, and financial analysts, who report on our operational and financial performance, through:</b></p> <ul style="list-style-type: none"> <li>• Quarterly earnings calls and touchpoints on special matters, as needed</li> <li>• Participation in investor conferences</li> <li>• Roadshows and investor meetings</li> <li>• Financial and regulatory filings</li> <li>• Investor website and materials</li> <li>• Ongoing engagement with our Investor Relations team members</li> <li>• Credit rating agency engagement</li> <li>• Annual meeting of stockholders</li> </ul>	<ul style="list-style-type: none"> <li>• Safety and reliability</li> <li>• Return on investment</li> <li>• Trends tracking and analysis</li> <li>• Management and planning of financial and regulatory risks</li> <li>• Timely updates on strategic initiatives</li> </ul>
<p><b>Peers and Industry Associations</b></p> 	<p><b>Collaborating, sharing lessons learned and best practices, and partnering with peers – either directly or through industry associations – enhances the overall performance of the industry, and these activities include:</b></p> <ul style="list-style-type: none"> <li>• Active participation through membership, committee assignments and Board positions</li> <li>• Partnerships in research and development and innovation initiatives</li> <li>• Public policy advocacy on behalf of the industry</li> </ul>	<ul style="list-style-type: none"> <li>• Industry best practices</li> <li>• Developments and trends related to policies impacting the energy industry</li> </ul>

**SPOTLIGHT**

**Engaging with Regulators to Deliver Affordable, Sustainable Energy**

As the population in the Company’s service territory continues to grow, Southwest Gas works closely with regulators to ensure proper procedures are observed through the rate case process that prioritize customer affordability while enabling critical investments that enhance the safety and reliability of our system for our customers’ benefit.

A significant milestone in Nevada was the passage of Senate Bill (“SB”) 281 in 2023, which underscores the critical role of natural gas in the state’s energy strategy. This legislation requires utilities in the state to submit a comprehensive plan every three years (beginning in 2025) that addresses anticipated demand, strategies for cost-effective supply, renewable energy integration and conservation programs.

Additionally, Southwest Gas co-hosted the Nevada Economic Development and Infrastructure Forum for the second consecutive year in 2024. This event brings together leaders from across industries, government and nonprofits to discuss strategies for sustainable economic growth and infrastructure development. This event addresses evolving regional issues, such as energy, workforce development, land availability for housing, transportation and innovation, to ensure Nevada remains competitive and resilient.

By working collaboratively with regulators and advancing energy solutions, Southwest Gas is meeting the immediate needs of its growing communities and laying the foundation for an energy-secure future.

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# Our Priorities

## Materiality Assessment<sup>1</sup>

In 2023, Southwest Gas undertook a materiality assessment to identify the ESG topics of highest importance to internal and external stakeholders. The findings were then used to inform Southwest Gas' approach to managing the risks and opportunities in the evolving energy industry and aligning its operations with the sustainability goals of customers and stakeholders. The assessment consisted of the following steps:

- Topic identification:** Compiled a comprehensive list of potentially material ESG topics from widely recognized ESG standards and frameworks, including SASB, GRI and AGA, and peer ESG reports; the initial list of nearly 40 potential topics was refined into a focused list of 12 topics.
- Stakeholder engagement:** Distributed surveys to a wide array of Southwest Gas stakeholders – including all employees, residential customers and commercial/industrial customers – to rank the importance of each topic and identify any overlooked areas.
- Leadership focus groups:** Conducted focused discussions with executive leaders to discuss and prioritize the topics and collect additional context.
- Analysis and prioritization:** Analyzed quantitative and qualitative results of our stakeholder engagement efforts to finalize the list of prioritized material issues.

The 12 topics in the table below are those of the highest importance to our internal and external stakeholders.<sup>2</sup>

Environmental	Social	Governance
<ul style="list-style-type: none"> <li>• <b>Integrity of Gas Infrastructure</b></li> <li>• Greenhouse Gas (“GHG”) Emissions Management</li> <li>• Energy Management</li> <li>• Environmental Resource Management</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Customer Affordability, Reliability and Access</b></li> <li>• <b>Workforce Health and Safety</b></li> <li>• Community Relations and Impact</li> <li>• Diversity, Equity and Inclusion</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Cybersecurity and Risk Management</b></li> <li>• Business Ethics and Competitive Behavior</li> <li>• Business Model Innovation and Resilience</li> <li>• Corporate Governance</li> </ul>

The assessment’s findings indicate internal and external stakeholders are broadly aligned on the ranking of the two most important issues:

- Integrity of Gas Infrastructure ([page 41](#))
- Customer Affordability, Reliability and Access ([page 57](#))

Other high-priority issues include:

- Cybersecurity and Risk Management ([page 23](#))
- Workforce Health and Safety ([page 48](#))

This Report discusses how Southwest Gas specifically is addressing these key issues and its plans for continued improvement on the pages referenced above.

While top issues have been identified, all the ESG matters listed in the table are important to shaping and advancing our comprehensive sustainability initiatives. For example, we monitor and report on the Company’s GHG footprint and actively promote energy-efficiency programs to help customers reduce their energy use. We also preserve biodiversity through environmental resource management programs. Information related to employee demographics are tracked through internal dashboards and required reporting. Other examples of how Southwest Gas is advancing its commitments are discussed throughout this Report.

To ensure its initiatives remain aligned with stakeholder needs and concerns, Southwest Gas will reassess its material issues at least every five years, or more frequently if necessary.

<sup>1</sup> References to the terms “material,” “materiality assessments” and similar terms throughout this Report are used to identify the sustainability topics of greatest importance to our stakeholders and do not correspond to the concept of materiality under U.S. securities laws.

<sup>2</sup> High-priority topics are indicated in bold.

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## Alignment with Sustainable Development Goals

The UN Sustainable Development Goals (“SDGs”) establish a framework for creating a more sustainable future for everyone.

The Company recognizes its responsibility to contribute to and advance these goals through its business activities. The following seven SDGs – and their associated targets – are those that most closely align with Southwest Gas’ sustainability initiatives and corporate objectives.



SDG	CONTRIBUTION TO THE SDGs	SDG	CONTRIBUTION TO THE SDGs
 <b>GOAL 4: Quality Education</b>	<ul style="list-style-type: none"> <li>Contributing to educational nonprofits</li> <li>Employee tuition reimbursement</li> <li>Scholarships to children of employees</li> <li>Expert-led courses available online</li> <li>Apprenticeship programs</li> </ul>	 <b>GOAL 9: Industry, Innovation and Infrastructure</b>	<ul style="list-style-type: none"> <li>Collaborating with other utilities, universities and research organizations to assess the safety and performance of piping materials and appliances when delivering or using hydrogen blended with natural gas</li> <li>Increased the adoption of advanced leak and methane capture technologies to reduce emissions and enhance safety</li> <li>Worked toward implementation of a natural gas resource plan</li> <li>Co-hosted the Nevada Economic Development and Infrastructure Forum</li> </ul>
 <b>GOAL 5: Gender Equality</b>	<ul style="list-style-type: none"> <li>Existing human rights policies that help protect vulnerable populations</li> <li>ERG focused on women and their allies</li> <li>Participation in organizations that support women and their allies</li> </ul>	 <b>GOAL 10: Reduced Inequalities</b>	<ul style="list-style-type: none"> <li>Providing cultural training to employees across all levels of the organization</li> <li>Providing summer internship opportunities to further develop a pipeline of diverse talent</li> <li>Partnering with Cristo Rey St. Viator High School in Las Vegas, Nevada, where students are provided work experiences and opportunities during the school year</li> <li>Providing opportunities for supplier diversity</li> <li>ERGs supporting diverse communities and their allies</li> </ul>
 <b>GOAL 7: Affordable and Clean Energy</b>	<ul style="list-style-type: none"> <li>Promotion of energy-efficiency programs</li> <li>Investment in hydrogen, renewable natural gas and other low-carbon solutions</li> <li>Investments in infrastructure</li> </ul>	 <b>GOAL 13: Climate Action</b>	<ul style="list-style-type: none"> <li>Continuing to work toward a 20% emissions reduction in building facilities and fleet by 2025 (using a 2015 base year)</li> <li>Offer voluntary Move2Zero<sup>SM</sup> Program for Nevada</li> <li>Partnered with Trees Matter and the City of Glendale in Arizona, planting trees, including fruit trees, with harvested fruit donated to local food banks</li> <li>Revitalized Anson Sister Park in Las Vegas, planting trees and cleaning the playground</li> <li>Improved the garden and fishing pond at Arizona Boulder Crest Retreat</li> <li>Initiated our first high-level climate risk and opportunity assessment</li> </ul>
 <b>GOAL 8: Decent Work and Economic Growth</b>	<ul style="list-style-type: none"> <li>Expanding natural gas service to previously unserved areas to drive economic growth, employment opportunities and GHG emissions reduction</li> <li>Investing in training and development, internship programs/ partnerships and tuition reimbursement to provide employees meaningful career opportunities</li> <li>Testing drone technology for pipeline inspections in hard-to-reach areas</li> <li>Continued bi-weekly safety calls, led by Southwest Gas officers, that include all employees</li> </ul>		

In 2024, Centuri identified the SDGs where it could make the greatest impact. For more information on these goals and the specific initiatives to support them, please visit Centuri’s [annual sustainability report](#).

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# Governance

Strong governance ensures we operate with integrity to create lasting value. Transparency, accountability and an active Board of Directors work together to manage risks, address stakeholder interests and embed sustainable practices across the business. Guided by our Corporate Governance Guidelines, Bylaws, Code of Business Conduct and Ethics, and other key governance documents, we uphold rigorous ethical standards, aligning our business decisions with our commitment to a responsible and resilient future.



## Optimization

Led multi-year companywide initiatives to enhance operational efficiency, digital capabilities and process improvements across the organization.

## Risk Management

Enhanced the enterprise risk management assessment process to include both utility and holding company levels, promoting comprehensive risk identification and alignment with our long-term strategic goals.

### RELEVANT SDGs



# Board Leadership

The Board of Directors (“Board”) at Southwest Gas Holdings, Inc. oversees the Company’s strategic direction, decision-making processes and risk management approach to enhance long-term value for stockholders.

With the exception of the Company’s CEO, all Board members qualify as independent under the New York Stock Exchange’s criteria. Our Board Chair and all Board committee members are independent, which helps to avoid conflicts of interest and aligns with governance best practices.

## Board Skills and Diversity

Each director brings unique skills, expertise and a commitment to ethical practices, ensuring that the best interests of the business, stockholders, employees and the communities we serve are consistently prioritized. We recognize the benefits of diverse perspectives, so we actively seek Board members from varied backgrounds and with different viewpoints. This includes a deliberate effort to include expertise in environmental, social and governance (“ESG”) issues during candidate evaluations.

The Board fulfills its duties directly and through three standing committees – Audit, Compensation, and Nominating and Corporate Governance. The Board and its committees meet regularly with management to discuss business matters and risks. In 2024, the Board Chair led all Board meetings and Executive Sessions of independent directors.

As part of the process to separate Centuri into a standalone company and utility infrastructure leader, Centuri completed its initial public offering in April 2024 and is now governed by its own Board of Directors who were elected by Centuri stockholders in 2025. The seven-member Board brings together experience across diverse sectors, focusing on supporting long-term growth and guiding strategic decision-making. Karen Haller served as Chair of Centuri’s Board of Directors until the full separation of Centuri in September 2025. For further details, please visit Centuri’s [website](#).

## Our Board Composition

(as of May 1, 2025)

**55%**



of directors are women.  
The Board Chair is a woman.

**66%**



of the standing committee Chairs are women.

**36%**



of directors are ethnically or racially diverse.

**91%**



of directors are independent.

**73%**



of directors have served on our Board for less than four years (the average tenure is 4.6 years). Our Board consists of directors that are between the ages of 40 and 67.

**Board Skills and Diversity Matrix<sup>1</sup>**


	CONLEY	EVANS	HALLER	LEWIS-RAYMOND	LINGINFELTER	MARIUCCI	RUISANCHEZ	SANDOVAL	SHARMA	TENO	THORNTON
<b>Experience, Skills, Expertise</b>											
Public Company Board Service	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆
Public Company Executive Officer	◆	◆	◆	◆	◆	◆	◆			◆	◆
Legal/Regulatory	◆	◆	◆	◆	◆	◆	◆	◆			◆
Finance/Accounting	◆	◆	◆		◆	◆	◆		◆	◆	
Energy Utility	◆	◆	◆	◆	◆					◆	◆
Technology/Cybersecurity		◆		◆							◆
ESG	◆	◆	◆	◆	◆	◆		◆	◆	◆	◆
Operations Responsibility	◆	◆	◆	◆	◆	◆	◆	◆		◆	
Service Territory Knowledge			◆			◆	◆	◆			
<b>Demographic Background</b>											
Board Tenure (Years)	3	3	3	6	3	19	3	0	2	3	6
Age	67	58	61	58	64	67	54	61	58	40	66
Male		◆			◆		◆	◆		◆	
Female	◆		◆	◆		◆			◆		◆
African American											◆
Caucasian	◆	◆	◆	◆	◆	◆				◆	
Asian									◆		
Hispanic/Latino							◆	◆			

<sup>1</sup> As of May 1, 2025

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**Our Board of Directors and Committees of the Board<sup>1</sup>**



**E. Renae Conley<sup>2</sup>**  
*Chair of the Board*  
Audit  
Compensation



**Andrew W. Evans<sup>2</sup>**  
Audit



**Karen S. Haller**



**Jane Lewis-Raymond<sup>2</sup>**  
Audit  
Compensation – *Chair*



**Henry P. Linginfelter<sup>2</sup>**  
Nominating and Corporate Governance



**Anne L. Mariucci<sup>2</sup>**  
Compensation  
Nominating and Corporate Governance



**Carlos A. Ruisanchez<sup>2</sup>**  
Audit – *Chair*  
Nominating and Corporate Governance



**Brian E. Sandoval<sup>2</sup>**  
Compensation  
Nominating and Corporate Governance



**Ruby Sharma<sup>2</sup>**  
Audit  
Compensation



**Andrew J. Teno<sup>2</sup>**  
Compensation



**Leslie T. Thornton<sup>2</sup>**  
Audit  
Nominating and Corporate Governance – *Chair*

<sup>1</sup> As of May 1, 2025

<sup>2</sup> Independent



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# ESG Governance

The Board plays an active role in overseeing the Company’s ESG efforts, with the Nominating and Corporate Governance Committee providing guidance on the Company’s ESG policies and practices and monitoring its compliance with such policies and applicable laws and regulations pertaining to ESG. The Nominating and Corporate Governance Committee receives formal updates from management at least twice a year on ESG-related risks, business practices and operational matters. These updates are summarized and presented to the full Board.

Management teams are responsible for the day-to-day implementation of sustainability and ESG initiatives. These teams collaborate closely to ensure alignment with the Company’s overarching ESG strategy and goals.

- **Southwest Gas** – The Vice President of Investor Relations/Treasurer leads the sustainability strategy at the Utility and chairs the ESG Committee, which is an officer-level cross-functional team that meets quarterly. The ESG Committee Chair meets semiannually with the Nominating and Corporate Governance Committee of the Southwest Gas Holdings Board – which has chartered oversight of these matters – and provides a briefing on relevant actions. Additional updates are provided throughout the year as appropriate.
- **Centuri** – Centuri’s Board of Directors oversees Centuri’s ESG strategy to ensure it aligns with business priorities and targets. Centuri’s Nominating and Corporate Governance Committee helps ensure adherence to the highest governance standards. Centuri maintains executive oversight of its ESG efforts, with support from a cross-functional ESG Excellence Committee. This committee meets

quarterly and is responsible for developing and monitoring ESG initiatives and key performance indicators across four pillars: world-class safety, clean energy, empowered communities and inclusion for all.

An ESG Working Group identifies and recommends sustainability goals or initiatives to the officer-led ESG Committee, which is responsible for implementing companywide strategies and achieving sustainability objectives. In 2024, the ESG Working Group membership transitioned to subject matter experts solely from Southwest Gas, as the separation of Centuri from Southwest Gas Holdings continued.

## Evolving Compliance Environment

A key topic discussed by management with the Nominating and Corporate Governance Committee in 2024 was the evolving regulatory landscape, particularly with regard to climate-related disclosures. This includes California’s Climate Accountability Package – a suite of laws mandating climate disclosures – and the U.S. Securities and Exchange rule on climate disclosures

finalized in 2024. These regulations would require public companies to disclose detailed information on energy use, emissions reduction goals and the financial impact of climate change. Although legal challenges and political events have affected the implementation of these regulations, we continue to monitor developments and proactively prepare to implement any new requirements.

## ESG Oversight Structure

Board of Directors

Nominating and Corporate Governance Committee

ESG Committee

ESG Working Group

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## Advancing Our Sustainability Journey

Our Company is committed to continuously improving its sustainability efforts and integrating sustainability considerations across all aspects of the business. We recognize that our long-term success is closely linked to environmental and social responsibility, and we aim to raise awareness throughout the organization about how our sustainability performance impacts the business.

In 2024, Centuri introduced 14 quantitative KPIs that align with its ESG and governance framework. These KPIs will be tracked in future year reports, with additional KPIs to be added as needed. More details on these KPIs can be found on page 52 of Centuri's [2024 Sustainability Report](#). As a newly public company, in 2024, Centuri began reviewing its ESG disclosures to identify additional relevant frameworks for future reporting.

### Milestones



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## Public Sustainability Commitments

As a provider, transporter and builder of infrastructure for energy and renewable energy-related services, we recognize our business activities have the potential to impact people and the environment. Beyond adhering to legal requirements, we make the following three public commitments – which can be found [online](#) – to continuously surpass stakeholder expectations:

### Sustainability

States our commitment to safety, caring for the environment, providing affordable energy options for customers, supporting local communities, being an employer of choice and creating economic value through sustainable and responsible business practices.



### Environmental

Details our commitment to providing services to customers in a safe and environmentally responsible manner by promoting the protection and preservation of natural resources, and meeting federal, state and local environmental laws and regulations.



### Human Rights

Outlines our commitment to employee safety, human rights and fostering a diverse, equitable and inclusive workplace, and details how violations of this commitment or the Company's Code of Business Conduct and Ethics can be reported through the confidential Ethics and Compliance Hotline or to the Compliance Officer.



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# A Culture of Continuous Improvement

Southwest Gas' Office of Continuous Improvement and Optimization ("OCIO") helps to implement its commitment to continued operational excellence. The OCIO leads multi-year companywide initiatives to enhance operational efficiency, digital capabilities, and process improvements across the organization. Notable achievements include insourcing line locating activities, enhancing security operations and streamlining Southwest Gas' fleet.

Overall, Southwest Gas' focus on optimization initiatives allows the Utility to manage against inflationary pressures, improve operational efficiency and provide better service to its customers, and continued success is expected in 2025 and beyond. Activities include:

- **Insourcing Efforts:** Optimized our Physical Security Operations Center ("PSOC") by insourcing key functions and establishing a 24/7 operation, significantly enhancing our overall security posture.
- **Renewables:** Ongoing efforts to install solar generation at Southwest Gas buildings in Arizona, California and Nevada.



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# Risk Management

Effective risk management is fundamental to the long-term success of our business. It enables us to identify, assess and mitigate risks across various areas, including operational, health and safety, human capital, cybersecurity, financial, regulatory, climate and other sustainability-related risks. The Company’s Enterprise Risk Management (“ERM”) process applies a consistent, systematic approach to evaluating and addressing these risks.

The ERM process begins with identifying and assessing the risks across all areas of the business. The risks are assessed based on their potential impact and likelihood. Mitigation strategies and action plans are developed to manage these enterprise risks. Our ERM aligns with the Committee of Sponsoring Organizations (“COSO”) framework – a widely accepted risk management model – which emphasizes having clear roles and responsibilities for managing risk, ongoing risk monitoring to ensure responsiveness to the changing risk landscape and continuous improvement.

Our officer-led Steering Committees (one at the Utility and one at Southwest Gas Holdings) champion the ERM program, ensuring the risks are assessed, prioritized based on potential exposure and aligned with our mission, vision and core values. Each identified risk is assigned an executive-level risk owner who is responsible for its management and mitigation.

We conduct an annual review of all enterprise risks, validating their relevance and ensuring the mitigation controls remain effective. The Board receives ERM updates at least twice each year – once in a detailed written report and again during an in-person presentation to discuss progress, emerging risks and plans.

In 2024, we expanded our risk assessment efforts beyond those at the Utility to include those at the holding company. This approach ensures that risks are identified and managed across all organizational levels, further aligning with our long-term strategic goals.

Centuri employs an ERM system to identify, evaluate, monitor and address critical risks and develop effective mitigation strategies. The Centuri Board provides oversight, ensuring management’s actions to mitigate risks align with acceptable risk tolerance.



## Risk Management

Creates Value

Preserves Value

Realizes Value



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## Ethics and Compliance

Our commitment to ethics and compliance is foundational to our culture and integral to the way we conduct our business. Our [Code of Business Conduct and Ethics](#) (the “Code”) reflects our dedication to upholding the highest legal and ethical standards. The Code guides all employees and Board members, aligning with our core values and reinforcing our commitment to integrity and transparency.

Southwest Gas fosters a culture of compliance through regular communications and training. All new hires must complete compliance training within 30 days of their start date, with refresher training required every other year. In 2024, Southwest Gas finalized a new [Supplier Code of Conduct](#) to ensure all suppliers and contractors meet expected ethical and compliance standards consistent with our Code. The Supplier Code of Conduct is being phased in throughout 2025.

Centuri’s ethics and compliance framework reflects its commitment to ethical compliance across its businesses. Employees are required to undergo annual training on its [Employee Code of Business Conduct and Ethics](#) and its [Discrimination and Harassment Policy](#). Furthermore, Centuri requires its suppliers and partners to sign and adhere to its [Vendor Code of Conduct](#), ensuring that third-party relationships meet the same high standards of integrity. Centuri also screens suppliers for safety and other risks depending on the supplier’s risk tier.

As Centuri prepared to become a public company in 2024, it implemented several additional compliance and internal control measures. In 2024, Centuri also introduced an Insider Trading Policy similar to the Southwest Gas Holdings policy to prevent those with access to material non-public information from trading in Centuri’s stock while in possession of such information or disclosing such information to others who may trade on the basis of that information.

Both Southwest Gas and Centuri provide mechanisms for employees and external parties to report any compliance concerns or violations via confidential ethics and compliance hotlines. All reports are thoroughly investigated to ensure accountability and transparency.

The Company’s Nominating and Corporate Governance Committee and Board receive regular updates on the Southwest Gas and Southwest Gas Holdings compliance programs, including reports made through the hotlines. The Board also reviews the Code annually to ensure it remains up-to-date and reflects the evolving legal and compliance environment.

## Cybersecurity Threats

The security of information technology (“IT”) systems is critical for achieving business objectives and driving operational efficiencies. Cyberattacks across various industries underscore the significant risks posed by cybersecurity threats. To mitigate these risks, Southwest Gas and Centuri have implemented robust security programs to protect organizational data and systems from evolving threats, including those from third parties.

The Board receives regular updates (at least twice per year) from management on cybersecurity matters from Southwest Gas’ Chief Information Officer (“CIO”) and Director of Information Security. The Utility’s CIO is responsible for managing its IT systems and cybersecurity risks.

Southwest Gas’ dedicated cybersecurity team employs several technologies to avoid, detect and respond to advanced cyberattacks. The Utility takes a defense-in-depth approach to cybersecurity, deploying multiple layers of security measures across its IT infrastructure.

Following a review in 2024 of its risk register, cybersecurity risks across Southwest Gas’ transmission and local distribution networks were categorized into two primary threat areas – traditional ransomware and insider threats. Management plans and controls are in place to address these risks.

Southwest Gas’ public [Privacy Policy](#) states its commitment to preventing the unauthorized use of, or access to, personally identifiable information (“PII”).

All Southwest Gas employees receive training and communications to raise awareness of potential cybersecurity threats and prevent incidents, with specialized training for those in security roles.

In 2024, neither the Utility nor Centuri experienced material cybersecurity incidents, and the expenses we have incurred from cybersecurity incidents were immaterial.

At Centuri, a dedicated cybersecurity team continues to enhance its capabilities to address the evolving threats to organizational data and systems. The National Institute of Standards and Technology’s Cybersecurity Framework – a set of guidelines, standards and best practices – guides Centuri’s efforts to secure data. As part of its focus on Data Loss Protection, Centuri is implementing a Cloud Access Security Broker to enhance security in today’s user environment. As reliance on cloud-based services grows, Centuri’s cybersecurity team has deployed various tools to protect customers and employees from an evolving threat landscape, and policies governing the use of AI tools are currently under development.



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# Climate-Related Risks

In 2022, we began aligning our climate-related disclosures with the Task Force on Climate-related Financial Disclosures (“TCFD”), which provides voluntary guidelines for assessing climate-related risks and opportunities for businesses.

In 2023, Southwest Gas initiated its first formal materiality assessment to better understand the ESG matters of most importance to its business and stakeholders (see [page 13](#) for more details). This review considered the physical, transition and reputational risks that may impact operations. The insights gathered assisted in developing a climate-related risk management analysis that will inform our approach going forward and prepare for future disclosure requirements. Updates to the climate risk assessments will be carried out to meet jurisdictional disclosure requirements.

This Report partially applies the International Financial Reporting Standards (“IFRS”) Sustainability Disclosure Standards S1 and S2, issued by the International Sustainability Standards Board (“ISSB”). As our data and systems evolve, we are working toward full compliance with these standards. Our climate-related disclosures are presented on [page 80](#).



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# Environmental

We are dedicated to providing safe, reliable and sustainable energy services. Our natural gas service emphasizes customer choice, reliability and affordability, and reduces emissions within the energy system through energy-efficiency measures and leak mitigation technologies. We remain committed to delivering solutions that support the environmental goals of our customers and communities, while powering the economy now and in the future.

## Emissions Reduction

Continued efforts to lower Scope 1 and Scope 2 GHG emissions at Southwest Gas and Centuri through fleet and facility optimization programs and methane emissions reduction technologies.

## Sustainable Solutions

Engaged customers on projects to reduce environmental impact, increase energy efficiency and provide affordable natural gas, along with innovative solutions like RNG, CNG, hydrogen and carbon offset programs.

RELEVANT SDGs



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# The Role of Natural Gas in a Sustainable Energy Future

Natural gas is essential to a sustainable energy future, meeting today's energy demands while advancing environmental stewardship. Its role extends beyond being a transition fuel to renewable sources – it is a reliable and affordable long-term contributor to a lower-carbon, resilient energy system.

## Supporting Reliable, Affordable and Sustainable Energy

In the U.S., electric power generation is the largest end-user of natural gas, underscoring its critical role in the nation's energy landscape. This sector's dependence on natural gas is pivotal for the strategic transition from coal, the most carbon-intensive fossil fuel. Southwest Gas' distribution infrastructure supports this shift by providing a reliable, lower-carbon alternative. It also can be integrated with renewable energy sources – such as RNG – as these technologies progress without the need for new infrastructure. The use of natural gas for electricity generation offers environmental benefits in states like Nevada and Arizona, where coal still contributes between 5% and 10%<sup>1</sup> of the electricity mix. By replacing coal, natural gas reduces carbon emissions and helps integrate intermittent renewable energy sources (e.g., solar, wind) more effectively, ensuring grid stability and reliability.

## A Long-Term Solution for Consumers and Businesses

Natural gas continues to be a preferred energy choice within homes and businesses for its reliability and cost-effectiveness. Natural gas appliances, like furnaces and water heaters, tend to be more efficient and cost-effective than alternative options. This efficiency helps reduce energy consumption while also lowering emissions in areas where the source of electricity is predominantly from coal-fired power plants. Consumer and business demand for natural gas is reflected in the long-term investments to connect homes and businesses to natural gas distribution systems and purchase of natural gas appliances.



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## Innovation and Technology

As the energy landscape rapidly evolves, technology and innovation are central to advancing a sustainable, resilient energy system. Southwest Gas and Centuri are adapting to this transformation, leveraging innovation to enhance the role of natural gas within a sustainable energy framework.

Southwest Gas has a dedicated Research, Development and Demonstration (“RD&D”) team focused on exploring new energy solutions, such as RNG and hydrogen blending, continuously assessing their performance with our existing pipeline infrastructure, and setting safety parameters to ensure system integrity.

We recognize the importance of forging partnerships with industry associations, academic institutions, government agencies and other stakeholders to drive forward-looking research and development. This includes working with experts across various fields. As part of these efforts, Southwest Gas partners with two research partners:

- **NYSEARCH:** A consortium of natural gas companies focusing on innovations that enhance gas safety, reduce costs, and improve environmental and worker health performance.
- **GTI Energy:** A nonprofit that collaborates with natural gas distribution companies on research in two key areas:
  - **Operations Technology Development:** Developing energy solutions to support the evolving needs of the energy sector.
  - **Utilization Technology Development:** Focusing on the safe, efficient use of natural gas in homes and businesses.



Our Research program is focused on advancing technologies that improve system integrity and enhance customer service. We discuss these efforts in more detail in the [Empowering Customers with Diverse, Low-Carbon Energy Solutions](#) and [Safety and Pipeline Integrity](#) sections of this Report.

As a recognized leader in supporting field demonstrations of emerging technologies, our facilities continue to serve as a critical proving ground for real-world innovation. By enabling external partners to conduct RD&D projects within our service territory, we gain early access to cutting-edge technologies and valuable operational feedback and data. This collaborative model not only accelerates technological progress but also allows us to test, validate and identify the solutions that offer the greatest value for our operations and customers – particularly in the areas of safety, integrity and long-term reliability.

Southwest Gas’ RD&D department collaborated with Carnegie Mellon University on a U.S. Department of Energy-funded project to develop

a robot that can enter a natural gas pipeline to detect leaking and/or corroded pipes. Additionally, the Utility collaborated with Southern Methodist University and Colorado State University’s Emissions Evaluation Center (“METEC”) to provide operational feedback for leak detection technologies research and future projects, helping to enhance pipeline safety. This work was supported by a grant from the Pipeline and Hazardous Materials Safety Administration (“PHMSA”).

In 2024, we reached a major milestone: one of our RD&D investments generated royalty income. This marks a significant step in demonstrating that our research efforts can produce not only technical advancements but also modest financial returns. It affirms the long-term value of our innovation strategy and demonstrates that public investments in RD&D, made through transparent and accountable rate recovery mechanisms, can yield both operational and financial returns. These advancements align with our ESG priorities and benefit the broader public.

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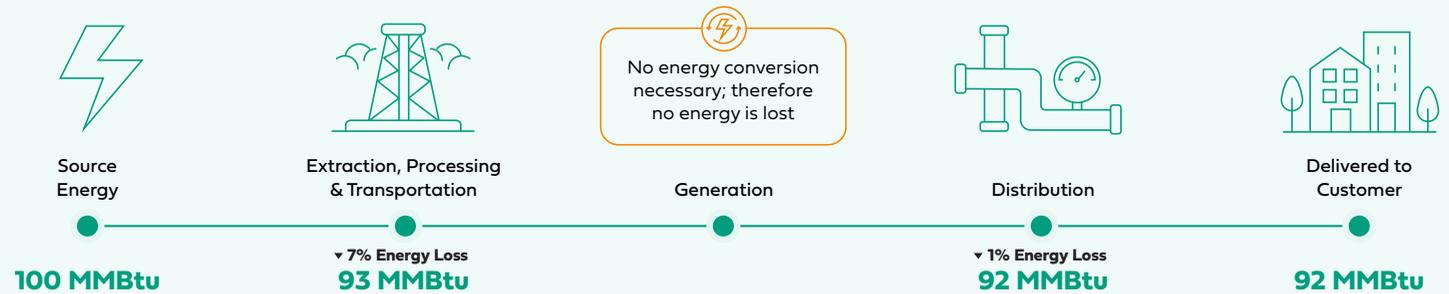
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## The Role of Natural Gas in Increasing Energy Efficiency

Natural gas plays an important role in mitigating GHG emissions within the power generation sector. It offers an affordable, low-carbon alternative for reliable capacity and the integration of renewable energy sources.

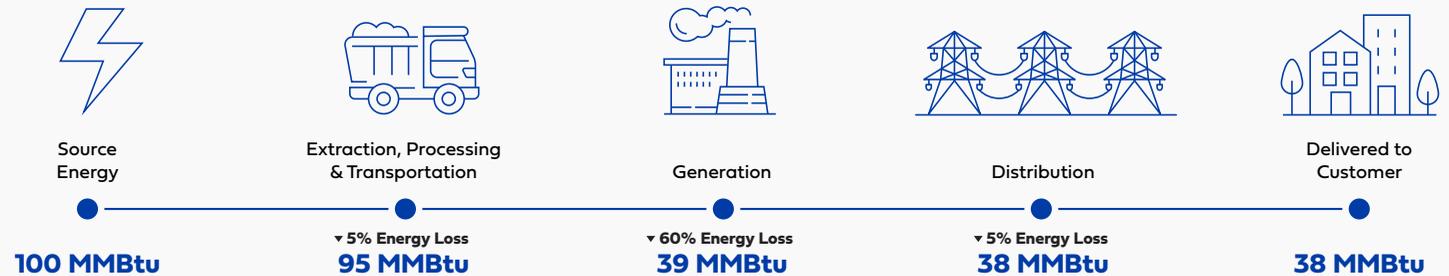
The chart below illustrates that transporting natural gas through existing infrastructure is more efficient and emits far fewer GHGs compared to transportation by rail, truck or electric grid infrastructure.

### Direct Use of Natural Gas



### Converting to Electricity

Converting natural gas into electricity only maintains 38% of usable energy on the journey from production to customer.



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## Natural Gas Use in Everyday Life

Natural gas powers a wide range of household appliances and systems that make modern living more comfortable, efficient and affordable. This illustration highlights how this essential fuel plays an important role in our daily lives.

### Furnace

Operates reliably, even in extremely low outside temperatures.

### Gas Dryer

Heats up quickly for faster drying times, and may be more affordable to operate compared to electric dryers.<sup>1</sup>

### Firepits and Fireplaces

Well-adjusted, smokeless fireplaces and firepits emit fewer air emissions than burning wood or wood pellets.<sup>2</sup>

### Kitchen Range, Cooktop and Oven

Respond quickly to temperature changes, offering chefs better control and more precision.

### Pool/Hot Tub Heater

Efficiently heats water for pools and hot tubs.

### Programmable Thermostat

Maintains a consistent home temperature in the winter, helping avoid increased costs from temperature variations.

### WATER HEATER:

#### Storage Water Heater

Heats water more quickly and is typically less expensive to operate than electric heaters.<sup>3</sup>

Or

#### Tankless Water Heater

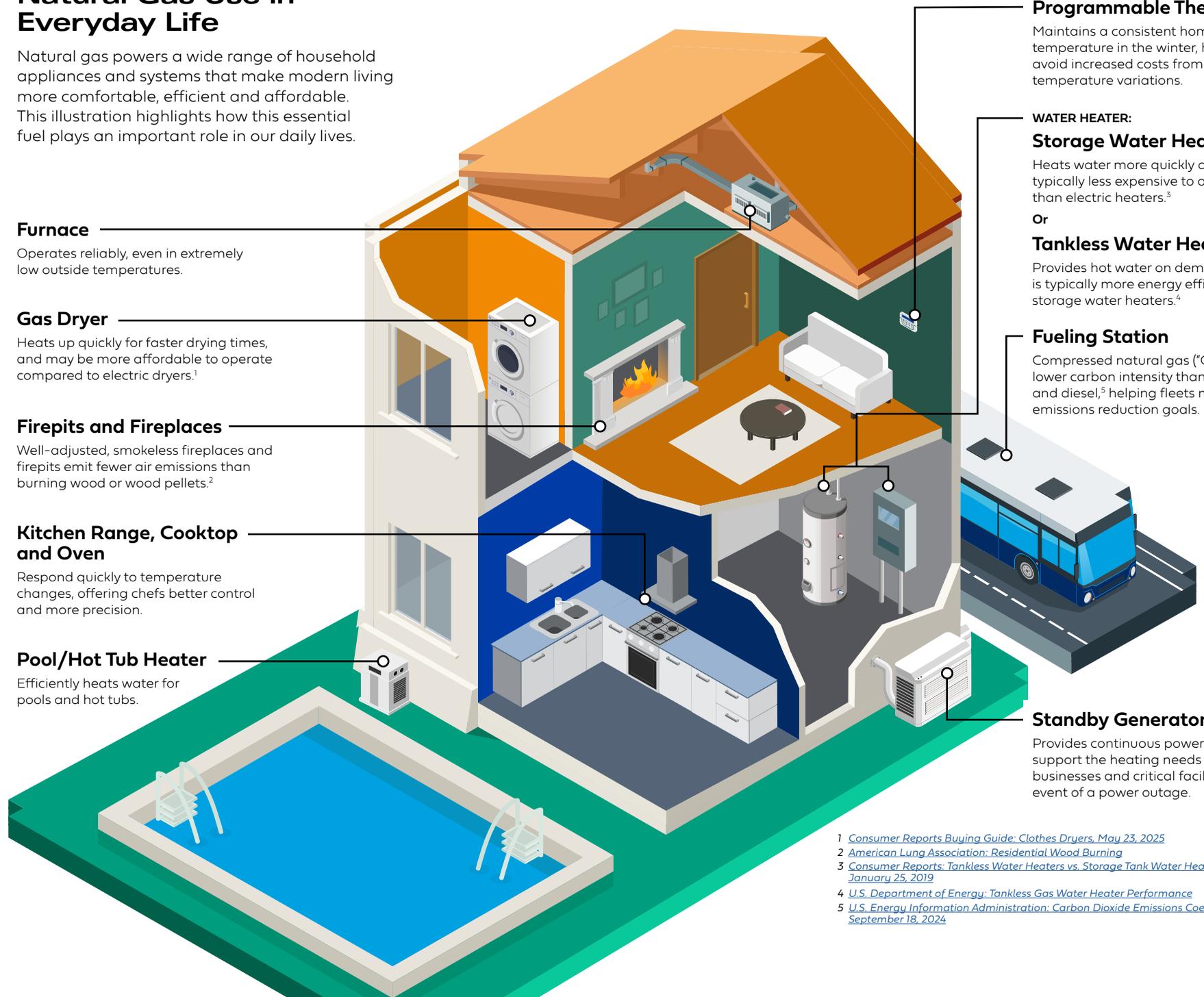
Provides hot water on demand and is typically more energy efficient than storage water heaters.<sup>4</sup>

### Fueling Station

Compressed natural gas ("CNG") has lower carbon intensity than gasoline and diesel,<sup>5</sup> helping fleets meet their emissions reduction goals.

### Standby Generator

Provides continuous power to support the heating needs of homes, businesses and critical facilities in the event of a power outage.



<sup>1</sup> [Consumer Reports Buying Guide: Clothes Dryers, May 23, 2025](#)

<sup>2</sup> [American Lung Association: Residential Wood Burning](#)

<sup>3</sup> [Consumer Reports: Tankless Water Heaters vs. Storage Tank Water Heaters, January 25, 2019](#)

<sup>4</sup> [U.S. Department of Energy: Tankless Gas Water Heater Performance](#)

<sup>5</sup> [U.S. Energy Information Administration: Carbon Dioxide Emissions Coefficients, September 18, 2024](#)

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# Managing and Mitigating Our Greenhouse Gas Emissions

Southwest Gas and Centuri are committed to reducing Scope 1 and Scope 2 GHG emissions. Each organization has set goals, with Southwest Gas aiming for a 20% reduction in emissions from its buildings and fleet by 2025<sup>1</sup> and Centuri targeting a 25% reduction by 2030,<sup>2</sup> focusing on improvements in its fleet and facilities.

## Southwest Gas – Fleet Management and Building Efficiency

Southwest Gas manages a fleet of around 1,700 vehicles, with approximately 10% of the fleet replaced annually. To reduce emissions, the Utility prioritizes replacing vehicles with hybrids or those that run on CNG – a safer and more eco-friendly alternative to gasoline and diesel (according to the [U.S. Department of Energy](#)).

At the end of 2024, approximately 20% of the Utility’s fleet ran on CNG. In 2024, the Utility added one CNG fueling station in Elko, Nevada, bringing the total number of CNG stations serving its fleet to five.

Additionally, Southwest Gas installed telematics in approximately 300 vehicles, adding to the 1,400 vehicles already equipped with this technology. Telematics will enhance fleet efficiency by centralizing data, improving vehicle usage and saving time, money and resources.

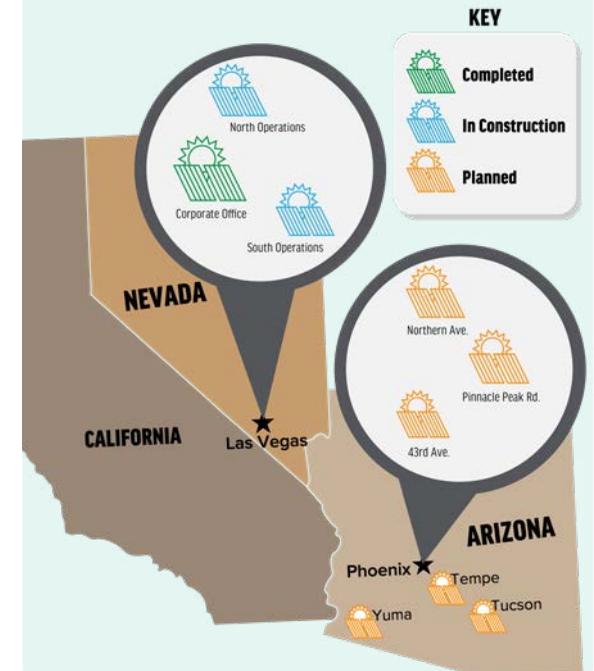
Alongside fleet improvements, Southwest Gas is focused on reducing the carbon footprint of its buildings. The Las Vegas headquarters, which is LEED Silver® certified, serves as a model for sustainable buildings. In 2024, Southwest Gas installed new LED lighting and associated control systems at multiple existing locations.

In 2025, Southwest Gas is scheduled to implement an environmental management system that will streamline the collection and processing of emissions data, enhancing both the efficiency and accuracy of our reporting.

### SPOTLIGHT

## Rooftop Solar Panel Projects

In 2024, Southwest Gas began installing rooftop solar panels at three campuses in Las Vegas, with plans to install panels at six campuses in Arizona in 2025. These solar installations offset a significant amount of the electricity needed across the nine campuses.



<sup>1</sup> Using a 2015 base year  
<sup>2</sup> Using a 2019 base year



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# Centuri – Fleet and Facility Optimization

Centuri aims to reduce its Scope 1 and Scope 2 emissions 25% by 2030. Its fleet and facilities offer the greatest opportunities to reduce its carbon footprint.

With a largely owned fleet, Centuri is transitioning toward a partial leasing model that will optimize fleet size, reduce vehicle age and lower emissions. Additionally, Centuri installed telematics across its fleet to track driving behavior, fuel consumption and emissions. This data allows Centuri to further optimize its fleet, minimize vehicle dormancy and reduce emissions.

In 2024, Centuri evaluated its real estate holdings to identify opportunities to improve energy use and logistics efficiency. This evaluation is part of a broader strategy to reduce the energy consumption and environmental impact of Centuri’s physical assets.

# Methane Emissions

Although methane emissions reductions are not included in Southwest Gas’ Scope 1 and Scope 2 emissions reduction targets, they remain a key focus of the Company’s broader pipeline integrity efforts, which are discussed in the [Safety and Pipeline Integrity](#) section of this Report.

During pipeline distribution system maintenance and decommissioning activities, Southwest Gas uses two advanced methane mitigation technologies – ZEVAC (a zero-emissions vacuum and compressor) and GoVAC (a self-contained natural gas capture and recovery system). These technologies allow the Utility to capture and transfer methane gas to an adjoining pipeline or reinject it downstream, preventing the release of methane into the atmosphere. This approach not only reduces methane emissions but also minimizes the risk of ignition in areas where crews are working.

As of the end of 2024, Southwest Gas had 11 ZEVAC units and four GoVAC units deployed across its service territory. The Utility is increasing the adoption of these technologies and is developing

standards and protocols to measure the volume of gas captured and reused, further advancing its methane emissions mitigation efforts.

Centuri uses the GoVAC technology in certain applications to eliminate the need for flaring or venting excess methane gas into the atmosphere. From December 2021 to August 2024, Centuri estimates this system has recovered 698.82 MT of CO<sub>2</sub>e, equivalent to powering more than 90 homes for a year.

# Measuring and Verifying Our Performance

To ensure the accuracy of its GHG emissions reporting, Southwest Gas engages an independent third party to verify that its processes for determining Scope 1 and Scope 2 emissions inventory comply with industry-standard protocols, such as The Climate Registry’s protocols and ISO 14064-3:2019 guidance. The third party also provides assurance that the data, collection methods and reporting processes meet reasonable assurance criteria.

## GHG Emissions Reduction Targets<sup>1</sup>



# 20%

by 2025

<sup>1</sup> From fleet and building facilities



Centuri

# 25%

by 2030

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# The Climate Registry

Southwest Gas is committed to transparency by voluntarily disclosing its Scope 1 and 2 GHG emissions data in its annual sustainability report. The Company engages with [The Climate Registry](#), a non-profit organization, to quantify our Scope 1 and 2 emissions in alignment with the GHG Protocol Corporate Standard and data verified by a third party.

## Southwest Gas

SCOPE 1 EMISSIONS\* (MTCO<sub>2</sub>e)

**379,165** 2024

**384,608** 2023

**375,224** 2022

**366,516** 2021

**376,348** 2020

SCOPE 2 EMISSIONS\* (MTCO<sub>2</sub>e)

**5,482** 2024

**6,006** 2023

**6,145** 2022

**7,644** 2021

**9,597** 2020

## Centuri

SCOPE 1 EMISSIONS (Total fuel tCO<sub>2</sub>)\*\*

**147,916** 2024

**152,966** 2023

**159,514** 2022

**125,488** 2021

**113,850** 2020

SCOPE 1 EMISSIONS (tCO<sub>2</sub> per mile)\*\*

**0.00152** 2024

**0.00156** 2023

**0.00158** 2022

**0.00163** 2021

**0.00139** 2020

SCOPE 2 EMISSIONS (Total tCO<sub>2</sub>)\*\*

**4,431** 2024

**3,277** 2023

**3,159** 2022

**2,963** 2021

**2,786** 2020

SCOPE 2 EMISSIONS (kW per sq. ft.)\*\*\*

**0.8891** 2024

**0.8577** 2023

**0.9061** 2022

**0.8283** 2021

**0.07236** 2020

\* Subject to additional verification or updates to methodology

\*\* tCO<sub>2</sub> = tonnes of carbon dioxide

\*\*\* kW = kilowatt

# Empowering Customers with Diverse, Low-Carbon Energy Solutions

In today’s dynamic energy landscape, consumers, businesses and governmental agencies require a wide array of energy choices that align with their needs and sustainability goals.

From affordable, reliable natural gas to innovative solutions like renewable natural gas (“RNG”), compressed natural gas (“CNG”), hydrogen and carbon offset programs, Southwest Gas provides options that support both energy reliability and environmental responsibility. This diversification empowers customers by offering them a choice in how they consume energy, tailored to their environmental goals and energy needs. The Emerging Technology and Innovation (“ETI”) group at Southwest Gas leads our efforts to support customers’ current and future needs. At the end of 2024, Southwest Gas was engaged in 26 CNG, RNG and hydrogen projects that will serve customers across our service territory.

## Move2Zero<sup>SM</sup> Offset Program

Following regulatory approval by the Public Utilities Commission of Nevada (“PUCN”) in 2022, Southwest Gas launched the Move2Zero<sup>SM</sup> Offset Program, a voluntary initiative to help Nevada residential and business customers reduce their carbon footprint. The program enables customers to offset the GHG emissions generated by their natural gas use through a simple enrollment process easily accessed on a dedicated [Move2Zero<sup>SM</sup> website](#). Southwest Gas purchases and retires third-party verified carbon offsets on behalf of enrolled customers. To ensure the program’s impact is meaningful, permanent and transparent, Southwest Gas purchases carbon offset credits only from independently validated projects registered with trusted carbon registries, like the American Carbon Registry and the Climate Action Reserve. The contributions made by Move2Zero<sup>SM</sup> participating customers support projects that preserve valuable ecosystems, like the Prairie Pothole Avoided Conversion of Grasslands and Shrublands project, or capture GHGs like the Granger South Jordan Landfill Gas Destruction Project.

Under the agreement with the PUCN, Southwest Gas files an annual report containing program information and customer participation. Since the program’s launch through the end of 2024, Southwest Gas has retired 340 carbon offset credits on behalf of participating Nevada Move2Zero<sup>SM</sup>

Program customers who have purchased a total of 6,350 blocks across both jurisdictions. Participating Nevada Move2Zero<sup>SM</sup> customers have offset 336 MTCO<sub>2</sub>e associated with natural gas usage – the equivalent to 37,806 gallons of gasoline consumed, the energy use of 45 homes for one year, or growing 5,555 tree seedlings for a decade.





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## Compressed Natural Gas

CNG is produced by compressing natural gas to 3,600 pounds per square inch gauge (“PSIG”), allowing it to be used as a cleaner alternative fuel for vehicles equipped with specially designed internal combustion engines. When used as a transportation fuel, CNG offers a range of benefits – it burns more cleanly and emits about 20% fewer GHG emissions compared to traditional fuels, such as diesel or gasoline, according to the latest EPA data. Additionally, CNG is more affordable, historically price-stable and produced domestically, making it a valuable fuel option for both the present and the future.

CNG is particularly beneficial for businesses with large commercial fleets and public transportation. Despite the limited number of CNG fueling stations compared to traditional gasoline and diesel stations, CNG continues to be a growing choice for customers seeking to reduce emissions and operational costs without sacrificing long downtimes or the limited vehicle range that is experienced with fully electric transit or large-class vehicles.

Southwest Gas is actively supporting the adoption of CNG through its infrastructure and service offerings. Along with converting Southwest Gas’ fleets to CNG (further detailed in the [Managing and Mitigating Our Greenhouse Gas Emissions](#) discussion), the Utility has tariffs in place that allow it to provide CNG services to fleet customers across its service territory. In 2024, Southwest Gas delivered 41,336,009 therms of natural gas to be used as CNG by fleet customers in Arizona, California and Nevada, including the Regional Transportation Commission of Southern Nevada, which powers nearly all its public transit fleet in the Las Vegas Valley with CNG.

To further meet the growing demand for CNG, Southwest Gas also added one CNG fueling station in 2024, expanding access for fleet customers. By switching from traditional fuels to CNG, these customers collectively reduced their carbon footprint, emitting nearly 90,000 fewer MTCO<sub>2e</sub> in 2024.

### In 2024, Southwest Gas delivered

# 41,336,009

therms of natural gas for vehicles in place of diesel

Equal to avoiding

# 88,124 MTCO<sub>2e</sub><sup>1</sup>

or removing

# 20,555

gasoline-powered passenger vehicles from the road for a year<sup>1</sup>

<sup>1</sup> Per the [U.S. Environmental Protection Agency \(“EPA”\) Greenhouse Gas Equivalencies Calculator](#)



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**Renewable Natural Gas**

We support the development and use of RNG as a solution to help customers meet their environmental and sustainability goals. RNG is a renewable, lower-carbon fuel derived from organic matter when decomposition occurs in sources such as animal waste, wastewater treatment plants and landfills.

Historically, facilities use biogas on site to supplement heat and power, flaring (i.e., releasing into the environment) any excess. Instead of flaring, an RNG production facility captures biogas, cleans it and upgrades it to meet high standards for pipeline-quality natural gas. This process mitigates the release of methane into the environment and allows a utility to distribute it to businesses and homes through existing natural gas pipelines. Customers can use RNG just as they

do traditional natural gas. While RNG projects are capital-intensive with long lead times and may be influenced by any number of external factors, public interest in using RNG is expected to continue to grow.

Through collaboration with regulators and producers, Southwest Gas and its subsidiaries are working to support RNG market integration by providing infrastructure access through the following six operational interconnects:

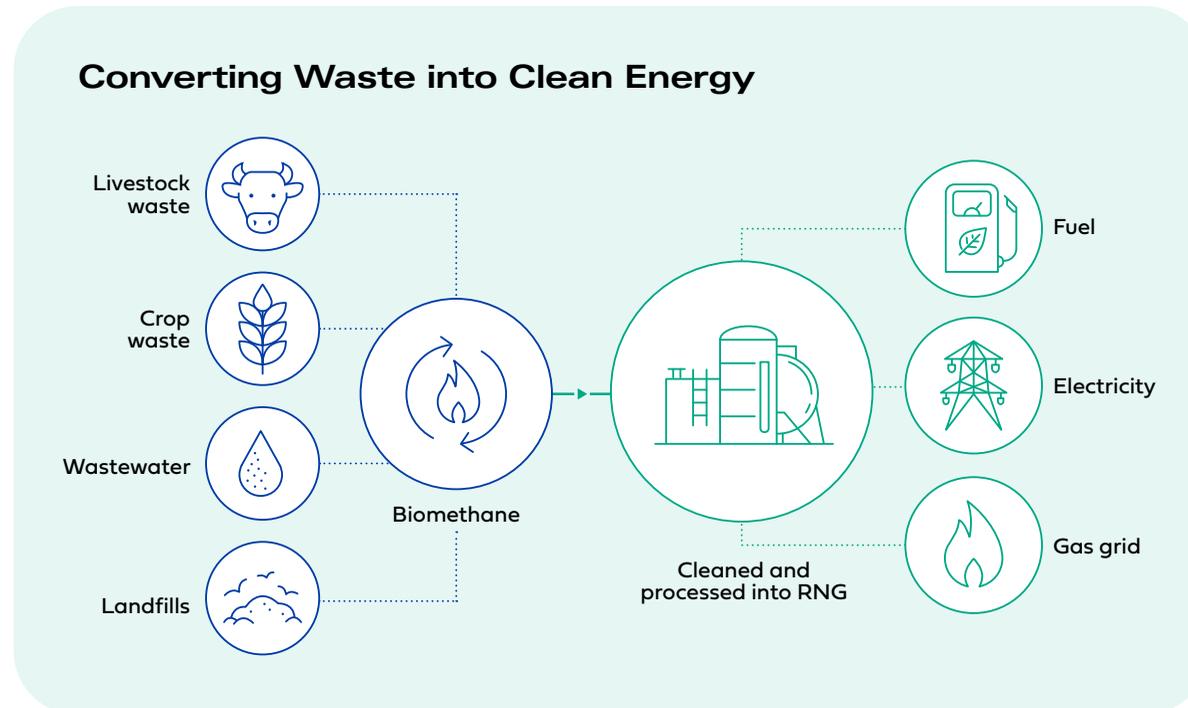
- Tres Rios Wastewater Project in Tucson, Arizona.
- SoCal Biomethane Victor Valley Wastewater Reclamation Authority Project in Victorville, California.
- Sunoma Renewable Biofuel Project at Paloma Dairy in Gila Bend, Arizona.

- Butterfield RNG interconnection at the Butterfield Dairy in Buckeye, Arizona.
- Maricopa RNG at the Milky Way Dairy Project in Maricopa, Arizona.
- Great Basin Gas Transmission Company's Cheyenne Trails interconnection near Stagecoach, Nevada.

Southwest Gas can purchase pipeline quality gas separated from environmental attributes, with up to 5.8 million therms sourced from wastewater projects and up to 11.8 million therms produced yearly from dairy projects. Through these interconnects, Southwest Gas facilitates end user RNG access to help them reduce methane emissions, lower their carbon footprint, or offset project costs.

Southwest Gas also supports public transportation agencies that use RNG for their fleets. In Nevada, we partnered with U.S. Gain to provide the Regional Transportation Commission of Southern Nevada ("RTC") with RNG to fuel its bus fleet, delivering up to 50,000 therms of RNG per day on RTC's behalf.

Centuri builds complex infrastructure projects, including RNG facilities, and since 2020, it has developed infrastructure for well over a dozen RNG projects. The most recent project involves providing mechanical, electrical and fitout services (i.e., interior framing, drywall installation, plumbing, HVAC and finish work) for a new RNG plant at a New Jersey landfill.





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## Energy-Efficiency Programs

Southwest Gas is committed to helping customers reduce their energy consumption, lower costs and achieve their emissions reduction goals through a variety of energy-efficiency programs that may meet their specific needs.

### Rebate Programs

In addition to providing conservation tips, we partner with state public utility commissions (“PUCs”) to develop programs that support energy savings, cost reductions and emissions reductions for our customers. The following table summarizes the commission-approved rebates and programs we offer customers of all sizes across our three-state service territory.

#### Approved Southwest Gas Rebates and Programs<sup>1</sup>

Program	Arizona	California	Nevada
Residential equipment rebates	◆	◆	◆
Commercial equipment rebates	◆	◆	◆
New homes construction rebates	◆	◆	
Food service instant rebates		◆	◆
Solar water heating rebates	◆	◆	
Residential direct install program		◆	
Home energy savings kits			◆
Combined Heat and Power (“CHP”) rebates	◆		
Commercial custom rebates	◆		◆

In 2024, these programs helped customers reduce GHG emissions by over 15,100 MTCO<sub>2</sub>e.

### Builder Rebates

For homebuilders in Arizona and California, Southwest Gas’ Homes program offered rebates for homes that exceeded building code requirements or met the highest ENERGY STAR® standards in 2024. This initiative promotes the construction of energy-efficient homes and helps builders meet homeowner demands for natural gas services and appliances. In Nevada, Southwest Gas offers rebates on select high-efficiency installed appliances.

### Self-Service Portal

For residential customers, Southwest Gas offers an Energy Savings Portal that provides customers with tools to track energy use and discover ways to save. The portal allows customers to compare their monthly usage and bills with those of similar homes, conduct a home energy analysis, and access information about available rebates. Following a build out that started in 2024, Southwest Gas has expanded its online portal capabilities to more than 30,000 small and medium-sized businesses in Nevada, offering them valuable insights into their energy use and helping them save.

Energy-efficiency programs have saved enough energy to power nearly

# 2,034

homes for one year<sup>2</sup>

<sup>2</sup> Using [U.S. EPA Greenhouse Gas Equivalencies Calculator](#)

<sup>1</sup> As of December 31, 2024

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## Hydrogen

Hydrogen is emerging as a promising low-carbon energy solution. As the universe’s most abundant element, hydrogen offers a versatile, clean energy option for electricity generation, transportation and industrial processes. Recent technological advances, coupled with significant federal investments, could drive its economic viability.

Southwest Gas is actively engaged in hydrogen-related initiatives through collaborations with utilities, universities and research organizations to ensure hydrogen blended with natural gas can be safely delivered to and used in homes, businesses and other locations. Notable partnerships include:

- **Low-Carbon Resources Initiative (“LCRI”)** – Launched in 2022 by GTI Energy and the Electric Power Research Institute, the LCRI aims to accelerate the deployment of hydrogen and other low-carbon energy technologies. LCRI studies include assessing hydrogen use in power plants, testing gas metering technologies at specific hydrogen blends and understanding grid-scale electrolysis system requirements.
- **GTI Energy Utilization Technology Development** – Southwest Gas is a member of the GTI Energy Utilization Technology Development group, which is conducting a comprehensive study of the production, blending, distribution and end-use performance of hydrogen blends. The research takes place at Southwest Gas’ Emergency Response Training Facility (“EMRF”) in Southern Nevada, where a pilot program will test hydrogen blends on more than 30 natural gas appliances starting in 2025. The pilot will also employ Southwest Gas’ electrolyzer to split water molecules into oxygen and hydrogen. The hydrogen is then captured to be used as a clean energy source.
- **Truckee demonstration project<sup>1</sup>** – Southwest Gas, alongside Southern California Gas Company and San Diego Gas and Electric, filed a joint application with the California Public Utilities Commission (“CPUC”) to conduct hydrogen blending demonstration projects. In early 2024, we filed an amended application to specify testing locations. Pending approval, Southwest Gas will conduct an 18-month study in Truckee, California, testing various hydrogen blends (ranging from 5% to 20% hydrogen by volume). The project will evaluate the performance and safety of these hydrogen blends under extreme cold weather and high-elevation conditions.

In 2024, Centuri completed a project that demonstrates its commitment to contributing to the hydrogen future. A clean energy developer engaged Centuri to build the infrastructure for a fully hydrogen-powered fulfillment center in Ontario, Canada. The work involved installing hydrogen storage tanks, safety and control systems, fueling stations and distribution lines to supply hydrogen to the facility.

<sup>1</sup> In 2023, the application of the joint utilities was updated to include Pacific Gas and Electric (“PG&E”) with a target to resubmit the application in early 2024.

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## Other Energy Services

### Cogeneration Services

For large business customers, Southwest Gas offers cogeneration services, also known as Combined Heat and Power (“CHP”) – an efficient energy solution that simultaneously generates electricity and heat from a single fuel source. By capturing and reusing the heat produced during electricity generation, CHP systems achieve efficiencies of 60–80%, compared to the 33–50% efficiency of traditional power plants. This technology significantly reduces CO<sub>2</sub> emissions and lowers operational costs over time. For customers in Arizona, Southwest Gas provides rebates for natural gas-powered CHP systems that generate electricity while repurposing the excess heat for other uses, such as water heating or air conditioning.

### Utility Energy Services Contracts

Southwest Gas also helps federal agencies achieve energy-efficiency goals through our Utility Energy Services Contracts (“UESC”). These agreements involve Southwest Gas conducting comprehensive energy and water-use audits to identify energy conservation measures (“ECMs”) that help federal agencies improve energy efficiency and resilience. Our UESCs are designed to deliver energy savings that offset the ECM project costs over time.

Notably, in 2022, Southwest Gas was awarded a UESC for the Fort Irwin National Training Center in California. UESC projects are also underway at the Carl T. Hayden Veterans Administration Medical Center in Phoenix and the Marine Corp Logistics Base in Barstow, California.



## Renewable Energy Infrastructure

Along with constructing RNG and hydrogen systems and facilities, Centuri’s strategic infrastructure services involve working with customers on innovative projects to reduce environmental impact and increase energy efficiency.

In the past two years, Centuri has completed several Battery Energy Storage Solution (“BESS”) projects. These systems improve network efficiency, enhance resilience and increase the uptake of renewable energy. By providing turnkey solutions for BESS construction, Centuri plays a crucial role in advancing energy storage technologies for clients seeking to boost grid reliability.

Additionally, Centuri is modernizing utility infrastructure. In Maine, it replaced over 126 miles of aging, leak-prone natural gas pipe with state-of-the-art plastic pipe. In Maryland, Centuri installed 33,000 smart nodes on street lighting, a project that earned the 2024 Project Excellence Award for Street Lighting from the National Electrical Contractors Association (“NECA”).

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# Social

We are committed to providing safe, reliable and affordable energy to homes and businesses. Safety is at the core of everything we do, ensuring the well-being of our employees, customers and communities. Our **Sustainability Commitment** focuses on creating a safe, inclusive and sustainable workplace, while also making a positive, lasting impact on the customers and communities we serve.



## Safety Integration

Enhanced safety culture by integrating Southwest Gas' pipeline, occupational and environmental safety functions under one leadership team.

## Leak Reduction

Doubled the Southwest Gas distribution system size while reducing the leak rate by 82% over the past 35 years.

RELEVANT SDGs



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# Safety and Pipeline Integrity

At Southwest Gas, we foster a safety-first environment, working together toward a shared goal where everyone feels empowered to speak up, take personal responsibility and look out for one another.

In 2024, Southwest Gas enhanced its safety culture by integrating the Utility’s pipeline, occupational and environmental safety functions under one leadership team. This reorganization expanded the scope of the Quality Assurance (“QA”) team beyond operations to include companywide initiatives and transformed the former Gas Operations Support Staff (“GOSS”) into the Safety, Quality, Training, and Qualifications (“SQTQ”) team. All of these groups promote safety and quality across the Utility.

## Pipeline and Occupational Safety Governance

Our Pipeline Safety Management System (“PSMS”) provides the systematic framework for identifying, preventing and addressing safety and environmental risks associated with our natural gas transmission and distribution systems. The PSMS standardizes our approach to pipeline safety, organizing all activities around 10 core elements aligned with our ESG objectives. These essential elements follow the framework of American Petroleum Institute’s (“API”) Recommended Practice 1173.

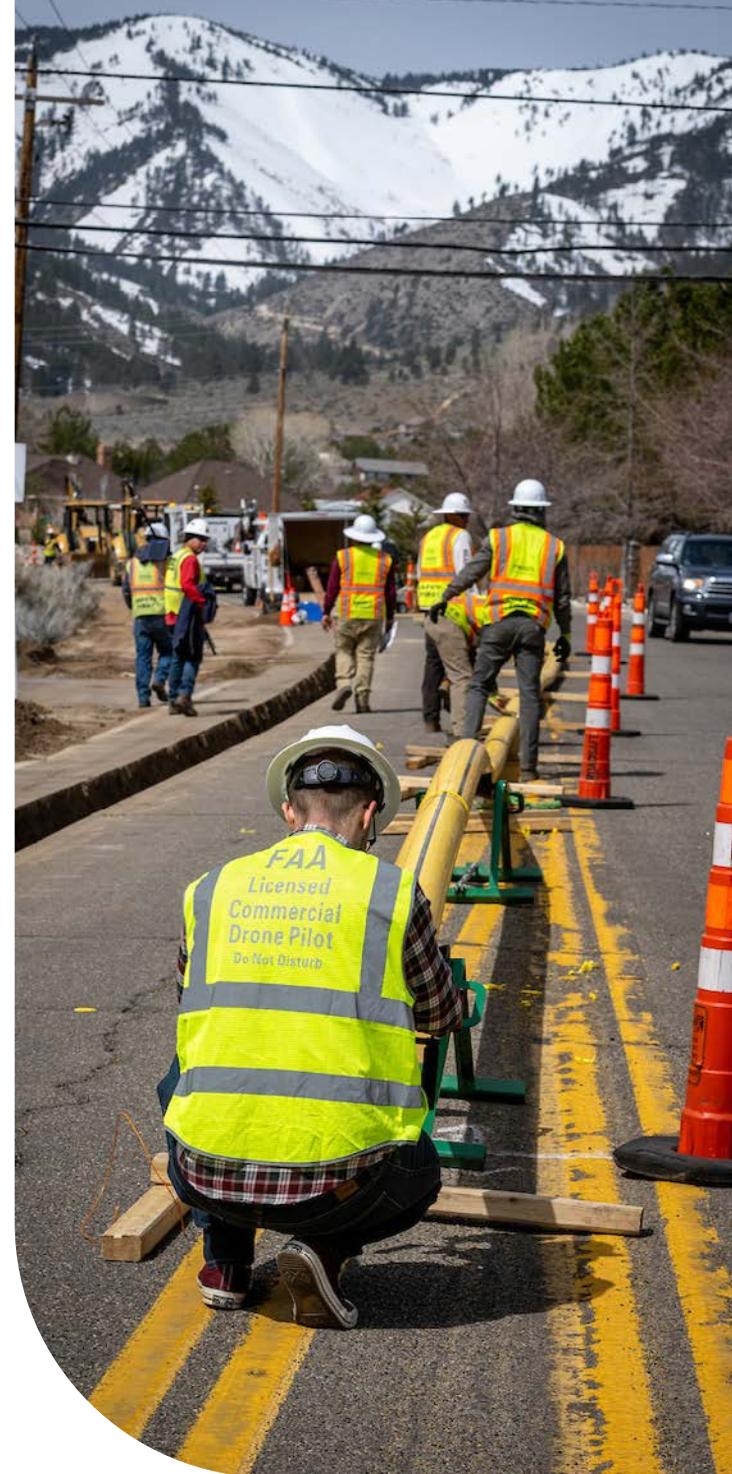
Integrated into the PSMS are the following:

- **Transmission Integrity Management Program (“TRIMP”)** – focuses on proactively preventing transmission pipeline failures, particularly in High Consequence Areas, such as areas with high population density and public gathering spaces like schools, hospitals and parks.
- **Distribution Integrity Management Program (“DIMP”)** – addresses the integrity of distribution pipelines, including service lines to homes and businesses, by identifying and addressing potential risks and threats.

Both TRIMP and DIMP comply with the regulations set forth by the U.S. Department of Transportation’s Pipeline and Hazardous Materials Safety Administration (“PHMSA”).

While PSMS remains a critical element of pipeline safety, Southwest Gas formed an integrated Safety Management Systems (“SMS”) that encompasses both pipeline and occupational safety. The integrated SMS allows for the parallel management of pipeline safety and occupational safety. It follows the framework outlined in API Recommended Practice 1173 and aligns with recommendations in PHMSA’s March 2025 advisory bulletin, which encourages all pipeline operators to implement a management system with a top-down approach.

An executive-level Safety Committee oversees these efforts. This committee brings senior leaders together to stay informed about safety measures and risk mitigation efforts. Each of the 10 management system elements has an executive champion who helps guide initiatives and drives results.



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**Pipeline Safety Governance Elements**



**Pipeline Integrity Management**

When properly operated and maintained, pipelines remain the safest and most efficient method of transporting natural gas from production sites to customers’ homes and businesses. Managing the integrity of distribution and transmission pipelines is crucial to ensuring safe, reliable energy delivery while minimizing public safety risks, reducing environmental impacts and improving operational efficiencies.

Southwest Gas operates one of the most modern, advanced natural gas pipeline systems in the U.S., overseeing the operation of 1,370 miles of transmission pipelines and 58,234 miles of distribution pipelines.

To ensure the reliability of its system, Southwest Gas directs capital expenditures toward operating a top-tier natural gas distribution system. In 2024, \$408 million was invested in integrity management programs, including pipeline replacements. Additionally, over \$77 million from our operations and maintenance budget was allocated toward efforts such as leak detection, damage prevention, maintenance and monitoring.

Pipeline leaks are a critical indicator of pipeline system health. The primary causes of pipeline leaks – third-party excavation damage, mechanical fitting failures and issues with pipes, welds or joints – are the focus of Southwest Gas’ comprehensive pipeline integrity management strategy. These efforts are essential in maintaining the safety of workers and communities while protecting the environment.

**\$408M**

or 47% of total utility capital expenditures in 2024, went toward infrastructure modernization, integrity management-related pipeline replacement programs, and more.

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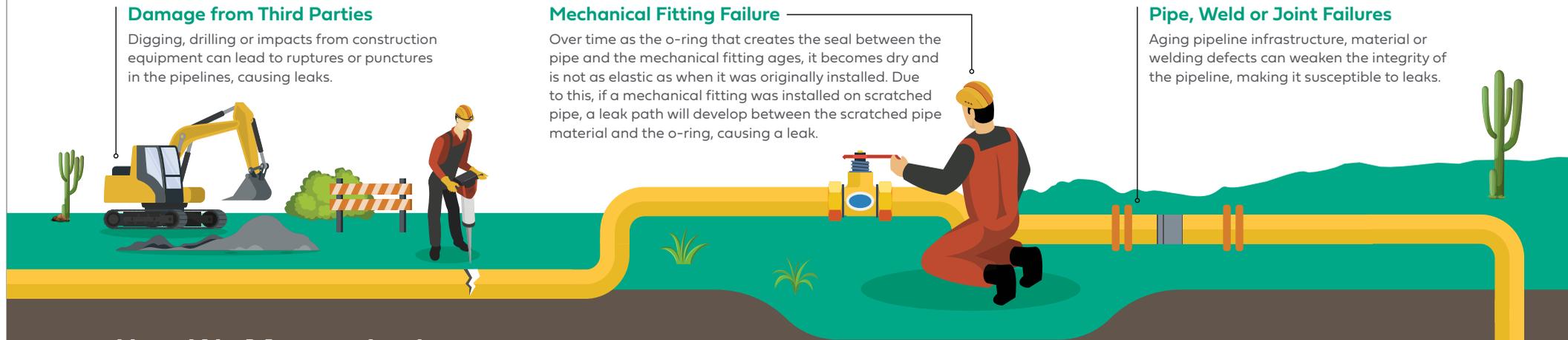
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## Reducing Methane Emissions

An important focus of Southwest Gas' pipeline integrity efforts is reducing methane emissions.



### Damage from Third Parties

Digging, drilling or impacts from construction equipment can lead to ruptures or punctures in the pipelines, causing leaks.

### Mechanical Fitting Failure

Over time as the o-ring that creates the seal between the pipe and the mechanical fitting ages, it becomes dry and is not as elastic as when it was originally installed. Due to this, if a mechanical fitting was installed on scratched pipe, a leak path will develop between the scratched pipe material and the o-ring, causing a leak.

### Pipe, Weld or Joint Failures

Aging pipeline infrastructure, material or welding defects can weaken the integrity of the pipeline, making it susceptible to leaks.

## How We Manage Leaks



### Leak Surveys

We regularly inspect pipelines and infrastructure using specialized equipment, including advanced mobile leak detection technology. Although federal regulations require a leak survey of the entire distribution system at least every five years, we perform these surveys at least every three years (and annually in Nevada). By identifying and repairing leaks promptly, we ensure a safer and more efficient natural gas distribution system.



### Methane Capture

Equipment, such as the GoVAC and ZEVAC units we recently began deploying, captures and recovers methane emissions during maintenance and decommissioning activities. By capturing methane that would otherwise escape into the atmosphere, these technologies help reduce greenhouse gas emissions.



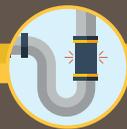
### Pipeline Replacement

Upgrading pipelines, especially those made of materials prone to corrosion and leaks, to modern standards, reduces the likelihood of leaks, ensuring a more reliable and environmentally friendly system.



### Damage Prevention

We conduct meaningful engagement and training with contractors on safe excavation practices, promote the national "call 811 before you dig" program, conduct public awareness outreach campaigns, and participate in industry programs to improve damage prevention across the industry.



### Materials Program

We continuously enhance our materials program to incorporate new technology to mitigate leak causes. One such enhancement is electrofusion fittings. These fittings are installed by heat fusing to pipe systems to reduce any potential leaks.



### Enhanced Leak Detection

Increased patrolling of distribution lines, using advanced mobile leak technology, helps identify and repair leaks more quickly.



### Real-Time Hazard Reporting

Our mobile app allows workers to report potentially unsafe excavation practices, instantly notifying the proper personnel to address hazards and prevent methane leaks.



### Updated GIS Mapping

We regularly update our Geographic Information System ("GIS") to provide field employees and contractors with accurate infrastructure locations, helping to prevent accidental damage.



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**Pipeline Replacement**

Although Southwest Gas operates one of the most modern pipeline systems in the country, we continually test and evaluate the materials and components used in our interstate pipelines and local distribution networks to identify and address any potential risks.

The Utility's in-house laboratory in Henderson, Nevada, plays a key role in maintaining pipeline integrity. The lab is dedicated to investigating and testing the materials, welds, components and other assets that make up our pipeline systems. For over two decades, it has researched how these materials perform under different conditions, including varying temperatures and installation environments, and over time. This research has been invaluable in mitigating risks.

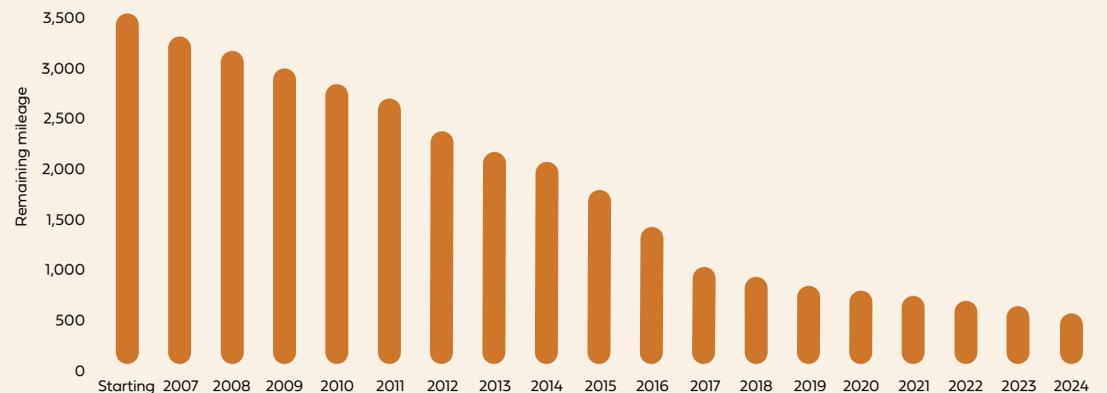
In 2024, the lab began testing transmission and high-pressure (i.e., above 60 pounds of pressure) steel pipelines to ensure their composition, strength and durability meet our safety and operational standards. Additionally, Southwest Gas worked with a contractor to use unmanned ground vehicles ("UGVs") for weld inspections during transmission pipeline installations. The UGVs allow inspectors to review the welds remotely to analyze data.

The lab also collaborates with teams across the business to assess how new energy solutions, such as hydrogen blending, interact with existing pipeline materials and systems. This allows us to identify potential risks, establish necessary adjustments and ensure our infrastructure remains reliable as we explore and integrate these energy options into our network.

Nearly half of Southwest Gas' 2024 capital expenditures were allocated toward pipeline replacement initiatives, including the following:

- **Early Vintage Plastic Pipe ("EVPP")** – Replacing EVPP (e.g., ABS, Aldyl-A, Aldyl-HD and PVC) is a priority effort to reduce the risk of unintentional releases. These materials may be more prone to degradation over time. At the end of 2024, we had replaced 86% of all EVPP, with only 491 miles of EVPP remaining, down from 570 miles at the end of 2023. While we made progress in 2024, work continues toward achieving our goal of replacing all PVC and Aldyl-A pipes in Nevada.
- **Vintage steel pipe** – Southwest Gas is focused on replacing older vintage steel pipes installed before 1970. These pipes, designed for pressures above 60 pounds, were initially used in rural areas but are no longer adequate for growing commercial and industrial needs. In 2024, we replaced approximately 19.29 miles of high-pressure distribution and transmission vintage steel pipe. Our ongoing efforts to upgrade these lines help ensure the integrity of our infrastructure as development expands.
- **Customer-Owned Yard Line ("COYL")** – A COYL is the gas service line between the customer's meter and their home or business. Unlike the lines owned and maintained by Southwest Gas (which run from the street to the meter), the COYL is the property owner's responsibility. In collaboration with state regulators, Southwest Gas offered various COYL replacement programs (residential, commercial and/or school) in Arizona, California and Nevada through the end of 2024. When needed, we relocate meters and replace the COYL with facilities owned and maintained by Southwest Gas, relieving customers of maintenance responsibilities and reducing the risk of methane emissions from leaking lines. In 2024, we replaced 1,227 COYLs, bringing the total number of COYLs replaced across all three states since the program's inception in 2012 to 34,812.

**Early Vintage Plastic Pipe Replacement Progress**



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### Leak Detection

Southwest Gas uses various inspection methods to identify and address leaks efficiently.

Following a pilot period that began in 2023, in 2024 Southwest Gas deployed three advanced mobile leak detection (“AMLD”) units from Picarro, a leader in leak detection solutions. This AMLD technology offers advantages over current mobile leak detection methods, providing a broader field of view. Current conventional mobile technologies are time-consuming and have limited asset coverage. In contrast, the AMLD technology has a methane sensor that is 1,000 times more sensitive than traditional equipment. Mounted to a vehicle, this technology detects methane plumes in the air.

In 2024, Southwest Gas tested and deployed two Discover AMLD units, which are designed by Heath Consultants. These units are part of a broader strategy to provide a toolkit of solutions

and explore different use cases. The Company is dedicated to reviewing its toolkit to support decisions about the future deployment of AMLD technology across the Company’s service territory.

In addition to mobile leak detection, Southwest Gas is modernizing its handheld devices. In 2024, the Utility began replacing older handheld models with state-of-the-art portable infrared gas detection devices, which offer enhanced leak detection capabilities, greater efficiency and compatibility with hydrogen should blending opportunities in our system arise in the future.

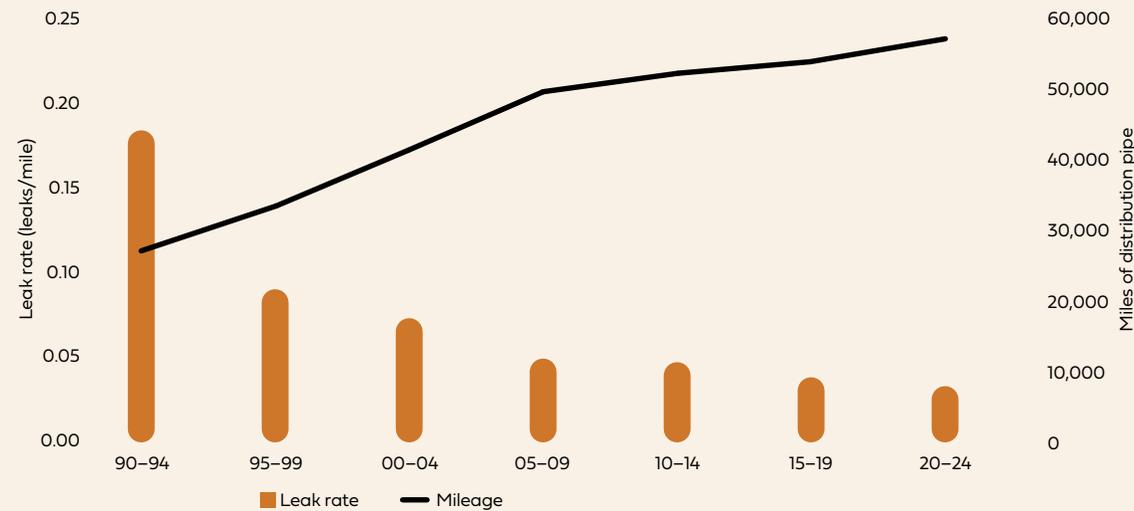
Southwest Gas is also exploring other technologies to detect leaks and inspect pipelines. In 2024, the Utility evaluated and purchased a drone that will initially be used for inspections where natural gas infrastructure exists to enhance employee and public safety, with potential future use in emergency response incidents and leak surveys.

Other tools – such as geographic information system (“GIS”) mapping and ground-penetrating radar – are under evaluation to further improve the speed and accuracy of asset location.

Although federal regulations mandate leak surveys of the entire distribution system at least every five years, Southwest Gas recognizes the benefit of frequent leak detection, performing these surveys at least every three years and annually in Nevada. In higher-risk areas, Southwest Gas conducts mobile and walking leak patrols up to six times a year.

Despite more than doubling the size of our Utility’s distribution system over the last 35 years, Southwest Gas has reduced the total system leak rate by 82% over that same period.

**Companywide Distribution System Leak Rate (1990–2024)**



Southwest Gas has more than doubled its infrastructure system over the last three decades while significantly reducing the leak rate.



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**Damage Prevention**

Unauthorized third-party excavations, encroachments and other activities within the pipeline right-of-way are the primary threats to the safety and integrity of our pipelines. To address this, Southwest Gas focuses on damage prevention efforts to safeguard the community, ensure uninterrupted service and minimize methane emissions.

In 2024, Southwest Gas further strengthened its efforts by insourcing line-locating work in Northern Nevada and Southern Arizona, enhancing our ability to respond quickly and accurately to potential incidents.

Improper excavation practices are the leading cause of damages to Southwest Gas pipelines, accounting for 45% of damages in 2024. Through proactive engagement with contractors and the public, the Utility emphasizes the importance of safe excavation practices. Southwest Gas provides comprehensive training to contractors, plumbers, landscapers, homeowners and anyone involved in excavation activities. The Utility's website offers extensive educational resources, toolkits and contact information to raise awareness about safe digging practices and prevent damage to pipelines and other buried utilities. The "Call 811 Before You Dig" program is a critical tool in our damage prevention efforts. Southwest Gas actively promotes this free underground utility line locate service through public awareness programs held throughout the year. The number of 811 calls in 2024 increased by 9.5%, contributing to a 7% reduction in total underground utility damage throughout our service territory compared to 2023.

The Utility also leverages technology to enhance damage-prevention capabilities. The Southwest Gas Damage Prevention Alert app allows employees to report any excavation activity that may not adhere to safe practices. Once a report is submitted, a qualified Southwest Gas

representative is dispatched to assess the situation and, if necessary, provide training and collaborate with the excavator to develop a safe digging plan. In addition to these efforts, Southwest Gas has been piloting new technologies for line locating equipment and exploring how these innovations can integrate with integrity management and GIS.

Because damage prevention is an industry-wide concern, Southwest Gas actively participates in various organizations dedicated to advancing best practices across the sector. As a member of the Common Ground Alliance ("CGA"), the Utility participates in discussions about damage prevention challenges and shares solutions with other industry stakeholders.

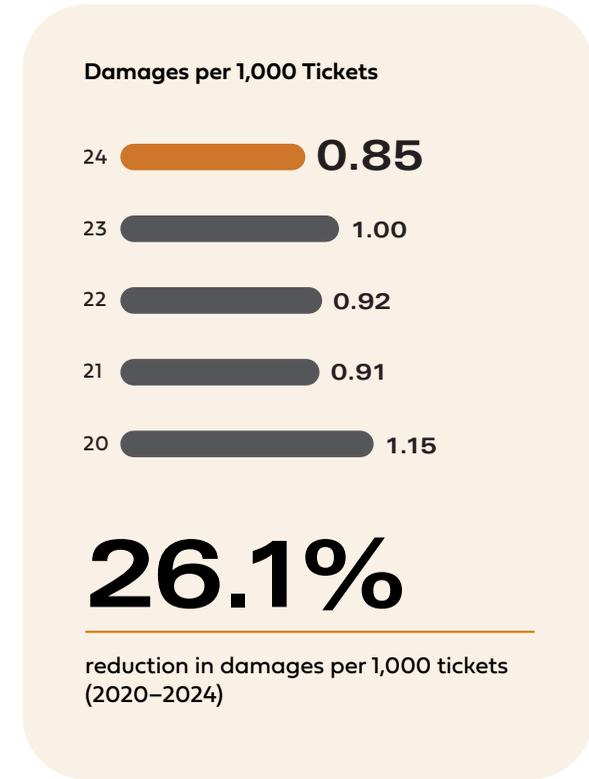
Additionally, Southwest Gas has adopted best value contracts that include safety standards and damage prevention practices. These contracts require frequent engagement with contractors to troubleshoot potential issues and ensure adherence to safety protocols.

Southwest Gas is an accredited member of the Damage Prevention Institute ("DPI"), formerly known as the Gold Shovel Association. As part of our "dig-in prevention" program, we adhere to rigorous requirements, including:

- Annual basic awareness training for all workers involved in excavation projects.
- Empowering workers with whistleblower protections and stop-work authority.
- Enforcing policies to halt excavation work and request re-marking if utilities are found to be mismarked or unmarked.
- Committing to hiring DPI-certified subcontractors with few exceptions.
- Conducting thorough investigations and implementing corrective actions with root cause analysis after any incident.

As a DPI member, Southwest Gas and its contractors are dedicated to maintaining certification and protecting critical underground infrastructure. In 2024, DPI launched a peer review model for members to share successes and challenges and to collaborate on industry benchmarking and systemic improvements.

Since 2020, Southwest Gas has reduced total excavation damages by 11.5%.



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## Emergency Response

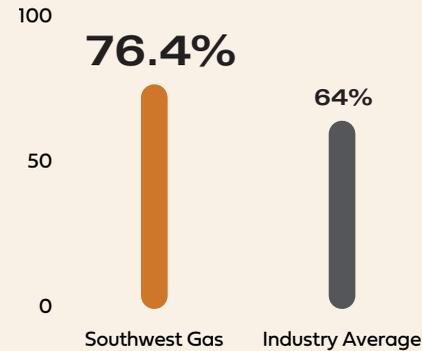
Southwest Gas has a comprehensive emergency preparedness strategy to ensure a swift and effective response when an emergency arises. Our commitment to continuous improvement and performance benchmarking helps us consistently refine our response processes.

Dedicated emergency responders are on standby and ready to act when needed. One initiative that has enhanced response efficiency is the Utility's "dual response" program, which immediately dispatches the nearest qualified team member to the incident. The initial responder assesses the situation, ensures the area is safe and confirms that the right resources are on the way. This helps expedite response times and improve the safety of both the public and Southwest Gas personnel. To further advance our capabilities, Southwest Gas will hold an emergency response summit in 2025. This in-person event will bring together emergency response leaders for an intensive session to share best practices, discuss challenges and continue improving emergency response processes.

In addition to operational improvements, collaboration with local first responders is a priority. Through regular meetings and joint exercises with firefighters, police officers and emergency medical teams throughout the Southwest Gas service territory, seamless coordination is ensured in the event of a natural gas emergency. Furthermore, the organization continuously reviews and refines emergency response procedures and policies in collaboration with the Incident Response Strategic Team ("IRST"), management, and instructors, ensuring preparedness and operational excellence.

As a result of these initiatives, Southwest Gas responded to 76.4% of emergencies within 30 minutes in 2024, surpassing the industry average of 64% among peers serving a similar customer base. This performance places the Utility in the top quartile for response time within the industry.

**2024 Percentage of Arrival Within 30 Minutes**



Natural gas systems are highly resilient, capable of withstanding natural disasters and severe climate events – such as wildfires, winter storms and heat waves – while quickly recovering from disruptions. This capability ensures the continuous supply of energy, which is essential for economic stability, public safety and national security.

Additionally, Southwest Gas operates a dependable backup liquefied natural gas ("LNG") storage facility near Tucson, Arizona, which was commissioned in 2019. With approximately 2.7 million gallons of LNG capacity, it has demonstrated its effectiveness by providing essential energy during various climate events and service interruptions, saving Southwest Gas customers millions of dollars.

## Energy Restoration

When energy disruptions and outages occur, Centuri crews are essential in restoring power to affected communities. With extensive expertise in electric and natural gas line construction, distribution and transmission, Centuri's restoration services are enhanced by the location of its crews and broad geographic reach.

Centuri's capacity to rapidly mobilize and deploy its workforce across various regions has solidified existing customer relationships and attracted new utilities looking for dependable and scalable crisis response solutions. For example, when Hurricane Beryl, a Category 1 storm, made landfall in Texas in July 2024, it caused severe flooding, wind damage and tornadoes across the southeast, resulting in more than 2.7 million outages. Centuri responded by deploying over 650 Centuri employees from seven states to support 11 customers with storm restoration efforts.

Two months later, Centuri mounted the largest response in its history to assist with the aftermath of Hurricane Helene, which caused catastrophic damage and flooding, particularly in Florida, Georgia and North Carolina. More than 900 Centuri employees were sent to help restore services in the affected areas. Due to the storm's impact, these efforts required around-the-clock coordination and support from many staff members who worked without power or office facilities.

In 2024, Centuri deployed more than 3,000 employees to provide emergency response and restoration support for major storms across the U.S.

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# Employee and Contractor Safety

Southwest Gas prioritizes building a strong safety culture where everyone feels empowered to speak up and contribute to a safer workplace. Leaders set the tone, advocating for and providing the resources to create a safe work environment.

Southwest Gas' executive-level Safety Committee oversees and guides occupational health and safety programs. Each of the Utility's operating divisions and the corporate office has an employee-driven Accident Prevention Committee, which meets monthly to discuss safety issues.

A key element of our safety culture is maintaining ongoing conversations across the organization. When serious incidents or near-misses occur, we conduct thorough investigations and share lessons learned from the workforce through companywide calls. To further engage employees, we hold bi-weekly safety calls led by executives, providing a forum for all Southwest Gas employees to learn

from each other and discuss key safety topics, including safety management systems.

We have enhanced our training software platform, SuccessFactors, to enable real-time tracking of operator qualifications ("OQ"). As part of this advancement, we are transitioning from physical OQ cards to a digital verification system using QR codes. This shift allows for instant validation of qualifications for both internal and external personnel working on our pipeline systems, reinforcing our commitment to quality and safety compliance. Launched in March 2024, this system plays a vital role in upholding the high safety standards of Southwest Gas.

Southwest Gas aims to continuously improve its safety performance. In 2024, the Days Away, Restricted or Transferred ("DART") rate for Southwest Gas was 0.95 and the Total Recordable Incident Rate ("TRIR") was 2.94. To support our commitment to transparency and help employees stay informed about safety performance across the organization, in 2024 we introduced an interactive business analytics dashboard that provides real-time safety statistics and incident reports to all employees.



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Recognizing that a large portion of its workforce is made up of contractors, Southwest Gas prioritizes collaboration with contractor partners to strengthen safety culture across our operations. Southwest Gas holds weekly meetings with contractor safety leaders to discuss lessons learned, share safety insights and review incidents across their nationwide operations. These conversations help improve safety within Southwest Gas and ensure that lessons from incidents in locations across the industry are applied to utility operations. Southwest Gas also conducts monthly roundtable discussions with contractors to share best practices, and the Annual Safety and Quality Executive Leadership Summit brings together executives from the Utility's largest strategic contract partners to exchange ideas and reinforce safety initiatives.

Centuri's multi-faceted approach to safety includes developing aligned standards, procedures, and protocols across its operations, forging strong partnerships with industry associations, using technology to assess high-risk work, and measuring its performance.

Centuri regularly seeks employee feedback on workplace safety to drive improvements. This focus is essential to advancing its safety culture. In 2024, a third-party safety culture survey was commissioned to gain deeper insights into employee perceptions of safety. Over 7,800 Centuri employees participated, providing valuable data on both strengths and areas for improvement. The survey score was 4.15 out of 5, based on 12 key components. The primary opportunity for improvement was related to recognition and rewards.

In response to the survey findings, several actions were taken to strengthen the safety culture:

- Centuri organized safety summits to share survey results transparently, discuss ongoing initiatives and collaborate on industry-leading safety solutions.
- New communication efforts included focused campaigns on hand safety, quality and heat-related illnesses. Multimedia elements, including safety videos covering several topics, were also added to Toolbox Talks.
- Centuri continued its Environmental, Health, Safety and Quality newsletter, keeping employees informed and engaged.

The Think SAFE (Stop, Ask, Fix, Educate) frontline observational program remained a cornerstone of Centuri's safety culture. In 2024, more than 650,000 observations were completed, engaging employees at all levels in safety-focused conversations. Leadership engagement continued to be an important component of the program, with leaders completing 2,573 site visits and interacting with the frontline workforce over 1,870 times. Additionally, Centuri hosted more than 65 Think SAFE summits at its gas company operating sites, where participants discussed energy-based hazard identification, the evolution of the Think SAFE program and area-specific safety matters.

In 2024, Centuri integrated Root Cause Analysis ("RCA") findings into its incident management system to improve the analysis and response to serious injury and fatality ("SIF").

Centuri tracks key safety incident metrics and sets objectives to improve its safety performance continuously. As a result, safety metrics have continued to trend well below the industry average.



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# Workplace Culture

A healthy workplace culture is fundamental to our success and the well-being of our employees, who are our most valued asset. We are committed to creating meaningful work and opportunities to grow and thrive, balancing employees' needs and expectations with meeting business objectives.

## Employee Experience

We aim to provide an employee experience that supports personal and professional growth by offering competitive, market-driven compensation, comprehensive benefits and wellness programs, flexible work arrangements and robust talent development opportunities.

We recognize the importance of safeguarding our employees' health information as a critical component of our commitment to sustainability, ethical governance and employee well-being. We are dedicated to ensuring the privacy and security of all health-related information through robust data protection measures and compliance with relevant regulations, including a strategic focus on engaging with third-party vendors who meet SOC 2 compliance standards. In addition, through the strategic efforts of our Information Services ("IS") department, Southwest Gas maintains strong internal controls within its IT environment to ensure the reliability, performance and integrity of our system to secure data handling.

## Engagement Survey

Recognizing that employee satisfaction goes beyond competitive compensation packages and benefits, we routinely gather employee feedback on how to enhance their overall work experience.

Since 2018, Southwest Gas has regularly conducted employee engagement surveys to assess strengths and opportunities within the workforce and workplace experience. The latest survey, completed in August 2024, saw a 71% participation

rate across the Utility. The survey revealed a 79% employee engagement score, up three percentage points from 2022, with four out of five employees reporting a sense of accomplishment in their work.

Southwest Gas developed an action plan based on the survey findings and will follow up with a pulse survey in February 2025 to assess progress. Opportunities to improve the employee experience include enhancing open and honest communications, supporting career development, and improving the visibility of internal job opportunities. We are also reviewing our training and development programs to ensure employees are fully aware of the opportunities available to them.

Survey feedback highlighted several strengths, including a strong focus on employee safety, a positive work-life balance and pride in community service and outreach. Employees also expressed appreciation for our commitment to delivering excellent customer service.

## Training and Development

Southwest Gas and Centuri are committed to fostering continuous learning and career advancement and providing employees with the necessary resources to thrive.

Southwest Gas provides employees with access to expert-led courses on LinkedIn Learning. In 2024, 30% of Southwest Gas employees participated in LinkedIn Learning, completing more than 26,325 courses and video sessions.





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Centuri provides employees with access to expert-led courses on various learning platforms as well as internal learning and development. In 2024, employees completed a total of 49,815 training courses.

Southwest Gas employees can benefit from an annual tuition reimbursement of \$5,250 and a full tuition grant through the University of Arizona Global Campus. In 2024, 72 employees participated in the program, with full tuition grant participants earning 18 bachelor's and eight master's degrees.

The Utility also introduced a Leadership Foundations Program; a series of trainings offered to all leaders within the organization. Employees who complete the program gain the skills necessary to take on higher-level leadership roles.

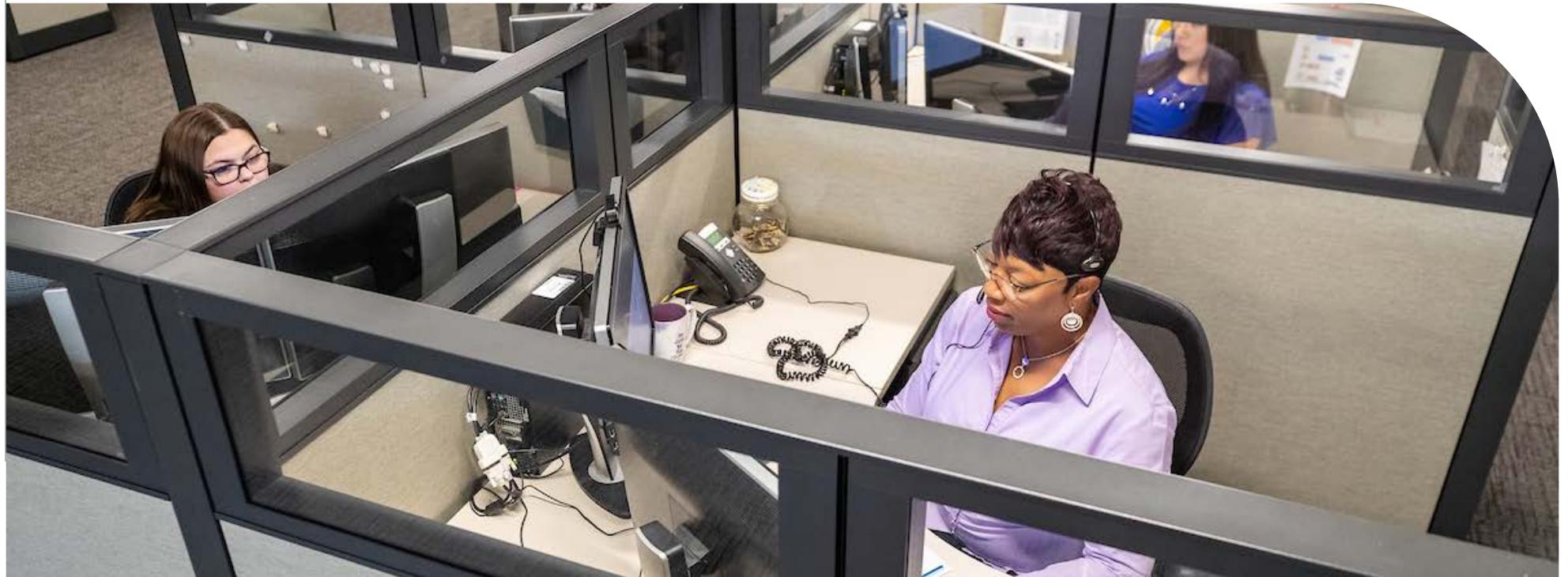
Southwest Gas offers a Work Experience Program to develop the next generation of talent, giving students hands-on opportunities to work alongside Southwest Gas crews. In partnership

with three community colleges – College of Southern Nevada, Estrella Mountain Community College of Central Arizona and Pima Community College – Southwest Gas has developed a specialized curriculum for students interested in a career in the natural gas industry. Students who complete the courses and continue pursuing a certificate or associate degree are well positioned to apply with Southwest Gas or one of its contractors.

Centuri strongly emphasizes developing and promoting talent from within, supported by its leadership training programs, apprenticeships and mentoring opportunities.

One key initiative Centuri launched in 2023 is the Empower Edge Leadership Program, a six-month cohort training program for high-potential executives and senior leaders. This program is designed to strengthen Centuri's leadership pipeline and enhance succession planning. By the end of 2024, 14 senior leaders had completed the program.

Additionally, Centuri operates a U.S. Department of Labor-certified apprenticeship program. This four-year program provides apprentices with 8,000 hours of blended training, covering classroom instruction, fieldwork and online learning. Since its inception, nearly 60 apprentices have successfully graduated, earning their DOL Journeyman and Linetec Journeyman certificates.



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# Diversity, Equity and Inclusion

Creating a workplace culture where everyone feels a sense of belonging is mutually beneficial. It enhances employee well-being while driving better performance, reputation and social impact. As stated in our public [Human Rights Commitment](#), we aim to nurture a workplace that values diversity, equity and inclusion (“DE&I”) while maintaining zero tolerance for illegal harassment or discrimination.

Southwest Gas’ DE&I strategy fosters an environment where all employees can thrive by embracing their unique identities. The strategy is guided by the Diversity Council, which is responsible for overseeing its implementation. Council members, nominated by officers, are selected from across the Utility’s five regional divisions and Corporate headquarters, ensuring broad leadership involvement. Each member is assigned to a committee based on their skills, interests and professional development goals. Currently, the council includes around 50 members.

The strategy is built around the following four commitments:

- **Enhancing data transparency with internal and external stakeholders** – Southwest Gas is committed to increasing transparency around its diversity efforts. Internal dashboards help leaders identify and develop opportunities for career growth and professional development for all employees, while ensuring access to supplier opportunities and creating pathways for equity, economic growth and workforce development in the communities it serves.

- **Evolving the talent pipeline** – In 2024, Southwest Gas introduced the Art of Hiring Program, which includes e-learning modules on legal interview requirements and unconscious bias, followed by in-person or virtual training sessions focusing on behavior-based interviewing. This is part of a broader effort to refine the hiring process, improve candidate quality, reduce hiring time and enhance the experience for both candidates and hiring managers. Additionally, Southwest Gas continued to partner with University of Nevada, Las Vegas (“UNLV”), on a summer internship program, which provides students with valuable hands-on experience across several departments. In 2024, 16 students received hands-on experience and professional development opportunities, and many of these interns were offered extended opportunities in engineering, IT, cybersecurity and internal audit.
- **Providing cultural education** – As part of orientation, all new hires receive training on Understanding Bias to Unleash Potential, provided during their first 90 days. This training helps employees understand the impact of bias on work performance.

- **Investing further in partnerships** – Southwest Gas partners with several organizations to support inclusion throughout its service territories and help create a diverse talent pipeline. Along with the summer internship program, Southwest Gas collaborates with Arizona State University, University of Arizona, UNLV, and University of Nevada, Reno, to support STEM and business programming. The Company also partners with UNLV to celebrate heritage events and support the school’s Thriving Authentically Conversation Series, which provides career-ready students with advice and information about careers at Southwest Gas.

As part of its transparency efforts, Southwest Gas provides a summary of workforce demographic data in the appendices, and a link to its full EEO-1 report on its [website](#). As Southwest Gas Holdings does not have any employees, the Southwest Gas EEO-1 report contains all relevant information for Southwest Gas Corporation and Southwest Gas Holdings. The company is committed to being an Equal Employment Opportunity Employer, ensuring employees are treated fairly and equitably, regardless of race, gender, sexual orientation or other protected status.

Centuri is committed to fostering a fair and inclusive company culture.

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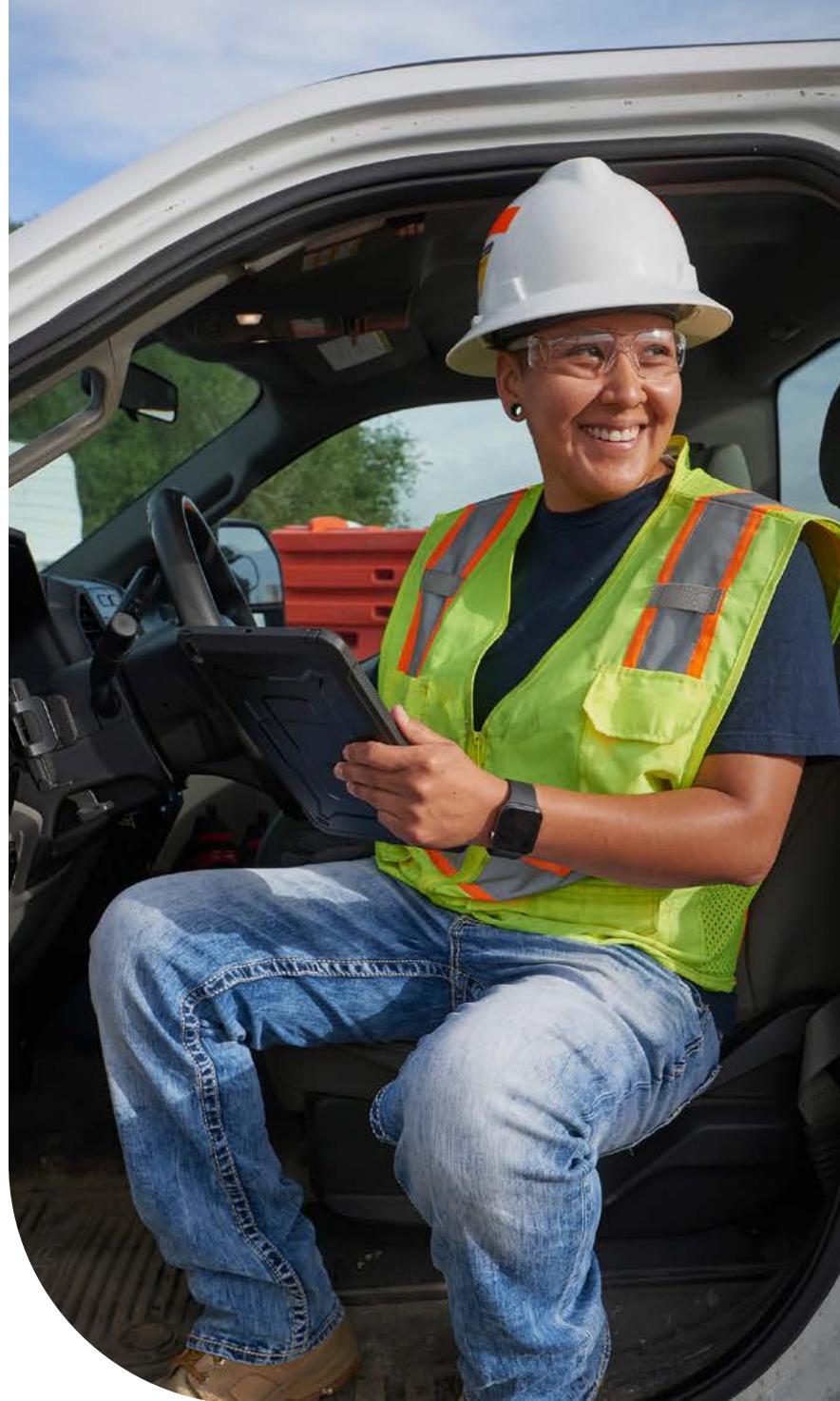
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**Workforce Diversity Metrics**

(as of December 31, 2024)

**Southwest Gas<sup>1</sup>**

**47%**



of the total workforce and 34% of all leaders are employees of ethnically or racially diverse backgrounds.

**28%**



of the total workforce and 28% of all leaders are women.

**Centuri<sup>1</sup>**

**23%**



of the total workforce and 19% of all leaders are employees of ethnically or racially diverse backgrounds.

**4%**



of the total workforce and 6% of all leaders are veterans.

**7%**



of the total workforce and 14% of all leaders are women.

<sup>1</sup> Leaders include those in roles under the Equal Employment Opportunity ("EEO") categories for 1.1 (Executive/Senior-Level Officials and Managers) and 1.2 (First/Mid-Level Officials and Managers).



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## Employee Resource Groups

Employee Resource Groups (“ERGs”) play a crucial role in fostering inclusion by connecting employees who share similar life experiences and promoting a greater understanding of diverse cultures and groups within the organization. Membership in each ERG is open to any employee. Led by passionate employees and supported by senior leadership through dedicated executive sponsors, ERGs help create a sense of community and belonging.

By the end of 2024, Southwest Gas had five ERGs. Southwest Gas launched two new ERGs in 2024 – Adelante, focused on supporting Latino employees and their allies, and STARS, aimed at supporting employees who are current or former military service members and their allies.

Throughout the year, the ERGs held several events to engage the broader employee population in meaningful conversations. At Southwest Gas, the Spectrum ERG, which focuses on multigenerational inclusivity, hosted a simulcast event that explored leadership across generations – from Baby Boomers to Gen Z. The event drew approximately 500 attendees, both in person and virtually, representing strong participation from the workforce. As part of the Rise ERG, which supports women and allies, Southwest Gas supported the 2024 Women’s Leadership Conference in Las Vegas, hosted by MGM’s Foundation for Women’s Leadership and Empowerment. The event brought together 25 Rise ERG members from across the Utility’s six divisions for a professional development experience.

Centuri’s ERGs held various events and initiatives throughout 2024 to promote inclusion and employee engagement, including offering mentorship programs and community engagement opportunities. In addition, its Great Places to Work Committee coordinated a variety of efforts focused on community outreach, professional growth and enhancing workplace culture.

## Employee Resource Groups

### Southwest Gas



**Adelante**  
Building an inclusive environment for Hispanic and Latin American employees and their allies



**Elevate**  
Building an initiative-driven inclusive community that supports the advancement and development of African Americans and allies



**Rise**  
Creating a network for women and allies, through targeted initiatives, that fosters the advancement of women, establishes work-life balance and creates a fully inclusive culture at Southwest Gas



**Spectrum**  
Breaking down generational barriers by creating a safe space to collaborate, communicate and innovate with employees throughout the Company



**STARS**  
Fostering a culture of support, advocacy and empowerment for military supporters and veterans within the Company

### Centuri



**Be Well Mind & Body**  
Information and resources focused on mental health and suicide prevention



**CommUNITY**  
Enhancing social, cultural and civic engagement activities within the communities where we work



**WE-VETS**  
Supporting current and former military service members



**WELD**  
Inspiring and supporting women to achieve professional success

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# Supplier Diversity

Supplier diversity is a key strategic business initiative that supports our commitment to fostering inclusive and sustainable practices, strengthening the communities where we operate and driving long-term success. By embracing supplier diversity, we enhance our supply chain, promote economic growth, empower diverse business owners and comply with California utility regulations.

For over 30 years, Southwest Gas has championed the inclusion of diverse businesses through its supplier diversity program. The Utility partners with women-, minority-, disabled veteran-, LGBT- and persons with disabilities-owned business enterprises. These mutually beneficial relationships help support the communities we serve while making diverse suppliers integral to our success. The program does not utilize set-asides, preferences or quotas.

To ensure the continued growth and strengthening of the Utility's diverse supplier base, in 2024, Southwest Gas began implementing new software that contains several modules that will track and report supplier spending more efficiently. The first module completed in 2024 was a supplier registration portal to allow efficient tracking of suppliers interested in working with Southwest Gas. The remaining modules will automate data collection, which is currently done manually, improve efficiency and enable quicker responses to inquiries from regulators, investors and other stakeholders. The tool will also enhance our ability to make informed strategic decisions by creating a supplier diversity dashboard to track and report on respective spending.

Each year, Southwest Gas publishes a [Supplier Diversity Report](#), which details the ways Southwest Gas works to grow our diverse supply chain and contribute to the economic growth of the communities we serve. An example of how we collaborate with diverse businesses to help them expand opportunities and succeed is highlighted on [page 56](#).

Several organizations have recognized Southwest Gas' commitment to supplier diversity throughout the years. In 2024, Southwest Gas was honored as the Local Corporation of the Year by the Western Regional Minority Supplier Development Council, recognizing the Utility's ongoing efforts to integrate DE&I into all aspects of the business.

In 2024, Southwest Gas spent \$245 million or 26% with diverse suppliers, up from \$200 million or 22% in 2023.

Centuri strives to build sustainable, mutually beneficial partnerships with its suppliers and contribute to the communities where it operates. Centuri is modernizing its procurement processes, gathering spending data from major suppliers, using vendor analytics to identify procurement opportunities, and leveraging its buying power to support local and regional economies.

In 2024, Centuri joined the Sustainable Supply Chain Alliance ("SSCA"), a non-profit organization dedicated to promoting sustainable supply chain practices within the electric utility industry. Through the SSCA, Centuri is actively contributing to the sustainability of the products and services its customers rely on, while also improving supplier performance and operational practices. The SSCA organizes forums and learning sessions that foster knowledge sharing and collaboration among its members.

In 2024, Centuri's spending with diverse suppliers totaled over \$275 million, representing 20% of its U.S. spend.





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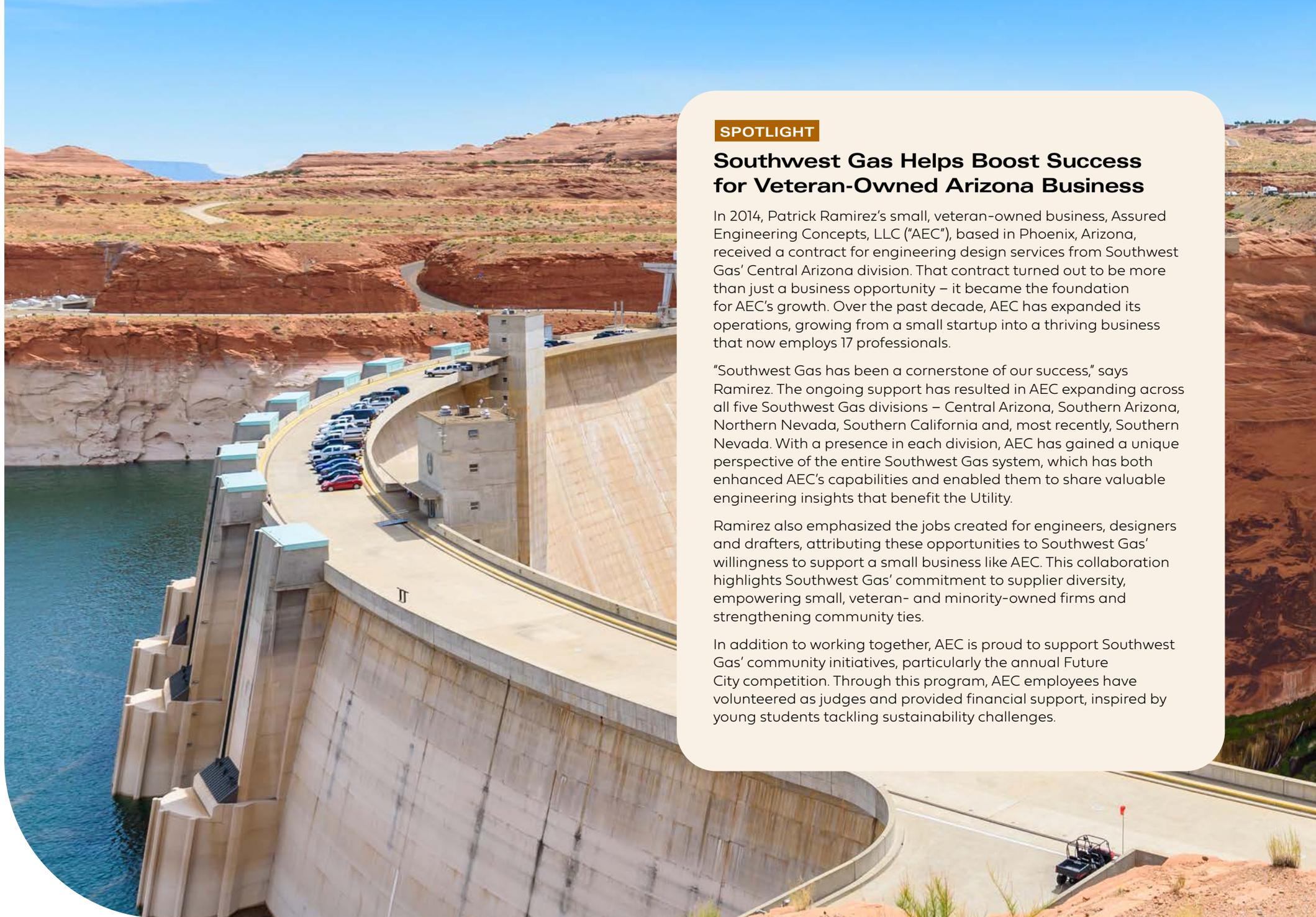
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**SPOTLIGHT**

### Southwest Gas Helps Boost Success for Veteran-Owned Arizona Business

In 2014, Patrick Ramirez’s small, veteran-owned business, Assured Engineering Concepts, LLC (“AEC”), based in Phoenix, Arizona, received a contract for engineering design services from Southwest Gas’ Central Arizona division. That contract turned out to be more than just a business opportunity – it became the foundation for AEC’s growth. Over the past decade, AEC has expanded its operations, growing from a small startup into a thriving business that now employs 17 professionals.

“Southwest Gas has been a cornerstone of our success,” says Ramirez. The ongoing support has resulted in AEC expanding across all five Southwest Gas divisions – Central Arizona, Southern Arizona, Northern Nevada, Southern California and, most recently, Southern Nevada. With a presence in each division, AEC has gained a unique perspective of the entire Southwest Gas system, which has both enhanced AEC’s capabilities and enabled them to share valuable engineering insights that benefit the Utility.

Ramirez also emphasized the jobs created for engineers, designers and drafters, attributing these opportunities to Southwest Gas’ willingness to support a small business like AEC. This collaboration highlights Southwest Gas’ commitment to supplier diversity, empowering small, veteran- and minority-owned firms and strengthening community ties.

In addition to working together, AEC is proud to support Southwest Gas’ community initiatives, particularly the annual Future City competition. Through this program, AEC employees have volunteered as judges and provided financial support, inspired by young students tackling sustainability challenges.



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# Our Customers

Southwest Gas proudly serves more than 2.2 million customers across Arizona, California and Nevada, providing safe, affordable, and reliable natural gas service for a wide range of needs – from heating homes to supporting manufacturing and fueling fleets. Southwest Gas is committed to meeting these energy needs responsibly and sustainably.

## Serving Our Customers

The Customer Experience Office is dedicated to ensuring that every customer interaction with Southwest Gas is seamless, positive and aligned with our commitment to quality service.

In recent years, the Customer Experience Office made several organizational changes to enhance service delivery and improve operational efficiency. This includes establishing the Customer Technology Support (“CTS”) department, which centralizes critical areas such as billing integrity, data analytics, reporting and credit collections. Additionally, the formation of the Administration and Customer Support (“ACS”) group further centralizes administrative and contract functions, streamlining back-office operations to enhance responsiveness and provide seamless support for key accounts and energy solutions customers. In 2024, the Emerging Technology and Innovation (“ET&I”) group was integrated into the Customer Experience Office, aiming to better support the development of technology-driven energy solutions that align with customer demand and the sustainability goals of both customers and Southwest Gas.

To further enhance customer service, plans are underway to implement an advanced cloud-based phone system to better personalize the customer service experience, reduce wait times and improve resolution rates. The online customer portal is also being expanded to provide customers, such as property managers, with enhanced account management features, such as tracking tenant move-ins and move-outs and comparing usage across all units.

Along with tracking key customer service metrics – including billing, call wait and handling times – Southwest Gas measures service quality through third-party customer satisfaction. Highlights include:

- For the fifth consecutive year, Southwest Gas was ranked No. 1 in Customer Satisfaction with Residential Natural Gas Service in the West among Large Utilities by J.D. Power.<sup>1</sup>
- Our 2024 customer survey showed a 95% satisfaction rate, marking the eighth consecutive year Southwest Gas achieved a customer satisfaction rating of 95% or higher.<sup>2</sup>

<sup>1</sup> Southwest Gas received the highest score in the West Large segment (serving 400,000 or more residential customers) of the J.D. Power 2020–2024 U.S. Gas Utility Residential Customer Satisfaction Studies of customers’ satisfaction nationally among gas residential customers. Visit [jdpower.com/awards](https://jdpower.com/awards) for more details.

<sup>2</sup> As reported by MDC Research, an independent third-party research company.



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## Affordability

Along with being a reliable and lower-emissions energy source, natural gas is also one of the most affordable options available today. For many homeowners, natural gas continues to be the preferred choice due to its efficiency and cost-effectiveness. In 2024, the U.S. Department of Energy (DOE) continued to identify that natural gas for use in residential applications remains the lowest cost<sup>1</sup> energy source<sup>2</sup> available to households.

According to the American Gas Association, households using natural gas for heating, cooking and clothes drying save approximately \$1,100 annually<sup>3</sup> compared to other homes.

Additionally, Southwest Gas offers programs to help customers manage their energy costs and support those in need. In June 2024, Southwest Gas launched a redesigned Equal-Pay Program to help

customers better manage their expenses by spreading energy costs evenly throughout the year. It also commenced a review of its low-income programs to explore ways to increase participation, raise awareness and better connect with customers who may need assistance.

<sup>1</sup> [Energy Conservation Program for Consumer Products: Representative Average Unit Costs of Energy](#)

<sup>2</sup> [U.S. Energy Information Administration: Short-Term Energy Outlook](#)

<sup>3</sup> [DOE Announces Natural Gas Affordability](#)



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## Catalyzing Economic Development

Access to reliable, cost-effective natural gas services plays a crucial role in driving economic development by providing businesses across diverse industries – such as manufacturing, transportation and hospitality – with an affordable and efficient energy source. Expanding natural gas infrastructure into underserved areas stimulates growth, attracts new investments and fosters a more sustainable and resilient local economy.

Throughout the Southwest Gas service territory, demand for natural gas remains strong, fueled by ongoing economic development. In 2024, first-time meter sets totaled around 41,000, reflecting robust customer growth.

Southwest Gas is committed to meeting the growing demand for safe, reliable and affordable energy solutions by strategically deploying capital and investing in infrastructure. Between 2024 and 2026, the Utility expects that 28% of its \$2.4 billion capital program will be directed toward investments in extending service lines to new commercial and residential customers. We work closely with regulators and elected officials to shape policies that foster economic development, particularly in the manufacturing and industrial sectors.

Along with providing essential energy services, access to natural gas services has attracted new industries and supported the growth of existing ones. For example, expansion into the City of Mesquite, Nevada – made possible through SB 151 – is driving economic growth and job creation. In 2024, Southwest Gas reached a significant milestone by turning on natural gas service to its 1,000th customer in Mesquite.

Southwest Gas is also well positioned to support large customers across a range of industries, including the electric vehicle/battery, semiconductor, technology, manufacturing, industrial, healthcare, hospitality, entertainment, mining and the growing demand of data centers to support the storage needs and expansion of artificial intelligence. When these customers move into the region or expand their operations, they often spur broader economic development.

Large-scale data center developments represent another significant market for our services. These facilities require reliable energy to support both baseload operations and peak energy demands. Natural gas is pivotal in meeting these substantial energy needs, particularly for powering the cooling systems that mitigate the heat generated by these facilities. As highlighted in the 2024 American Petroleum Institute article “American Natural Gas Needed for the Spread of Data Centers,” natural gas offers the best option for powering next-generation technologies, such as AI, while minimizing emissions.



**“Installing natural gas service with Southwest Gas has been a game changer for our commercial laundry facility. The efficiency and cost savings have been significant, allowing us to lower operating expenses while maintaining top-tier performance. With natural gas, our water heats up faster, our dryers run more efficiently and we experience fewer maintenance issues. The transition was seamless, and Southwest Gas provided excellent support throughout the process.”**

*Julia Abouzeid, General Manager, Mesquite Gaming*

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# Community Giving

At the heart of our culture is a commitment to serving and uplifting the communities where we work and live.

We aim to amplify our impact through strategic partnerships with community and nonprofit organizations. Our efforts are guided by the needs of the communities we serve, and we focus on advancing economic development and creating lasting, positive change.

## Southwest Gas Foundation

Through the Southwest Gas Foundation, we support charitable 501(c)(3) organizations that positively impact the areas we serve. Our public commitment is to fund the Southwest Gas Foundation with 1% of net utility income to improve the quality of life in our communities.

In 2024, the Southwest Gas Foundation distributed \$2.17 million throughout the Utility's three-state service territory. Approximately 18% of the funds were directed toward sustainability, environment and beautification initiatives.

Notable donations included:

- \$40,000 to the Phoenix Children's Hospital for the creation of a multipurpose room for therapy services in its 44,000-square-foot NICU (part of a five-year, \$200,000 commitment).
- \$50,000 to Candlelighters Childhood Cancer Foundation of Nevada for a new community center that will allow them to expand their services and support for families facing childhood cancer (part of a three-year, \$150,000 commitment).
- \$50,000 to the Legal Aid Center of Southern Nevada to support an expansion of its Advocacy and Justice Complex, which opened in 2024 (part of a three-year, \$150,000 commitment).

- \$50,000 to the Central Arizona Shelter Services ("CASS") to help build The Haven – Arizona's first and only emergency shelter for unhoused seniors (part of a three-year, \$150,000 commitment). In early 2025, the Southwest Gas Foundation joined CASS to celebrate the grand opening of The Haven, where the community room was named after the Foundation in recognition of its contribution.

Additionally, for the second consecutive year, we donated \$15,000 to the Family Assistance Program's emergency youth shelter in Victorville, California. This donation supports the construction of seven duplex buildings, which will provide 14 residences for homeless youth and offer shelter, emergency services and transitional programs. In 2024, the Family Assistance Program awarded Southwest Gas the Community Impact Award in appreciation of our commitment to positively impacting the community.

The Foundation also invests in workforce development, contributing to community colleges and technical programs. For example, we partnered with Estrella Mountain Community College in Arizona to support students enrolled in its natural gas tract, preparing them for careers in our construction department. A few of our construction supervisors have volunteered to teach classes, sharing their expertise to better equip the next generation of industry professionals.

In recognition of our philanthropic efforts, Southwest Gas was honored as the Phoenix Business Journal's 2024 Innovative Philanthropic Company of the Year. This award celebrates leadership in charitable giving and community engagement.





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### FUEL for LIFE

Southwest Gas' FUEL for LIFE Program empowers employees to support local nonprofit organizations through one-time donations or ongoing payroll deductions. Since its launch in 2012, employees have given over \$24.5 million to support more than 2,400 nonprofits. These organizations are dedicated to helping individuals, including veterans, seniors, those who are unhoused, people with disabilities, victims of domestic violence, youth, and more, in the communities where we work and live.

In 2024, 77% of the Utility's workforce participated in the program, with an average pledge of \$1,300. This collective effort generated \$2.44 million in pledges, supporting 190 local nonprofits. Notable contributions included \$129,000 to Child Crisis Arizona to provide children and youth with a safe environment free from abuse and neglect; \$84,000 to SafeNest in Nevada, which offers emergency shelter and comprehensive services for individuals affected by domestic violence; and \$23,000 to Orenda Veterans Project in Southern California, supporting unhoused and at-risk veterans through housing, wellness and workforce programs.

### Scholarships and Care Fund

Southwest Gas' Harold G. Laub Scholarship Program, created more than 40 years ago, honors the academic and personal achievements of Southwest Gas employees' dependents. These renewable scholarships help cover undergraduate costs. Each year, 24 scholarships are awarded, totaling \$360,000 over the last 10 years.

Centuri's scholarship program supports employees with eligible dependents attending colleges, universities, trade and technical schools and other post-secondary institutions. Each year, 10 scholarships are awarded. Since its launch in 2020, the program has distributed \$225,000.

Centuri's Employee Care Fund was created to assist employees facing financial hardship due to unexpected circumstances like a natural disaster, life-threatening illness or other catastrophic incident. Centuri employees support the fund through one-time donations or weekly payroll deductions. In 2024, the fund distributed \$41,367, bringing the total awarded since the program's inception to \$556,991.

### Energy Share

Southwest Gas' Energy Share Program assists customers facing unexpected financial difficulties with their natural gas bills. The program, which is funded through voluntary donations from customers, is administered by Southwest Gas in collaboration with local nonprofit organizations.

As part of this initiative, the Utility participates in United Way Southern Nevada's annual Project REACH Senior Expo. Customers who are 62 or older and need help with delinquent bills can meet with Southwest Gas representatives at the expo to request billing assistance of up to \$250 from the Energy Share Program.

In 2024, customer contributions to the program totaled \$672,000, and 3,529 qualified households received Energy Share assistance.





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## Utility Services Partner Alliance Charities

Since its inception in 2015 by NPL, one of Centuri's operating businesses, Utility Services Partner Alliance Charities ("USPAC") has grown into a fully established 501(c)(3) nonprofit organization that supports diverse businesses and enhances community well-being in Northern Illinois. With over 20 members from various sectors, including customers, suppliers and contractors, USPAC builds community resilience through investments in parks, food pantries, mental health services, veterans' organizations, and more.

In 2024, USPAC hosted its inaugural fundraising event in October, which was attended by over 135 participants who raised critical funds to support its mission. The event generated \$10,000 in contributions for the Midwest Shelter for Homeless Veterans, helping to provide essential services to those in need. Since its inception, USPAC members have volunteered more than 1,600 hours and donated nearly \$50,000 to local organizations.

## Volunteering and Community Engagement

Our employees are deeply committed to giving back to their communities by dedicating their time to charitable causes.

Through Southwest Gas' Building Lives Up Everywhere ("BLUE") volunteer group, employees engage in various projects, often supported by contributions from the Southwest Gas Foundation and FUEL for LIFE Program. In 2024, Southwest Gas employees volunteered more than 4,000 hours in support of local organizations.

BLUE's focus in 2024 remained on sustainability, environment and beautification efforts. Through partnerships with schools, parks and community organizations, employees engaged in activities to revitalize underserved areas. Key projects included:

- Enhancing the Big Bear Alpine Zoo in Big Bear Lake, California.
- Improving the garden and fishing pond at the Arizona Boulder Crest Retreat, a place for military veterans and their families to connect.
- Revitalizing Ansan Sister Park in Las Vegas, planting 25 trees, pulling weeds and cleaning the playground.
- Partnering with Tucson Clean and Beautiful to plant shade trees throughout the community, with a focus on low-income neighborhoods.
- Partnering with Trees Matter and the City of Glendale in Arizona, planting 75 trees, including fruit trees, at the Glendale Adult and Community Center and Sahuaro Ranch Park. The harvested fruit is collected and donated to local food banks, supporting community nutrition and sustainability efforts.

Additionally, employees assisted organizations such as local food banks, veteran's organizations and the Assistance League of Phoenix's program to provide new clothing, shoes and essential supplies to children in need.

Centuri, with its broad U.S. and Canadian presence, also engages with local communities, partnering with customers and organizations to positively impact the communities where our employees live and work. In 2024, Centuri invested over a million dollars in charitable giving and local partnerships. Other community-focused initiatives included sponsoring suicide prevention and

mental health events, donating blood, organizing charity events, helping with food drives, packing food boxes for children in need and participating in activities like bike rides and walks to raise money for cancer research. A notable activity was Centuri volunteer crews helping connect Navajo Nation households to the electric grid. We highlight this effort on [page 63](#).

### Southwest Gas Donations

**\$2.44M**

FUEL for LIFE pledges

**\$2.17M**

Foundation donations

**\$672,000**

Customer donations

**\$5.28M**

Total donations

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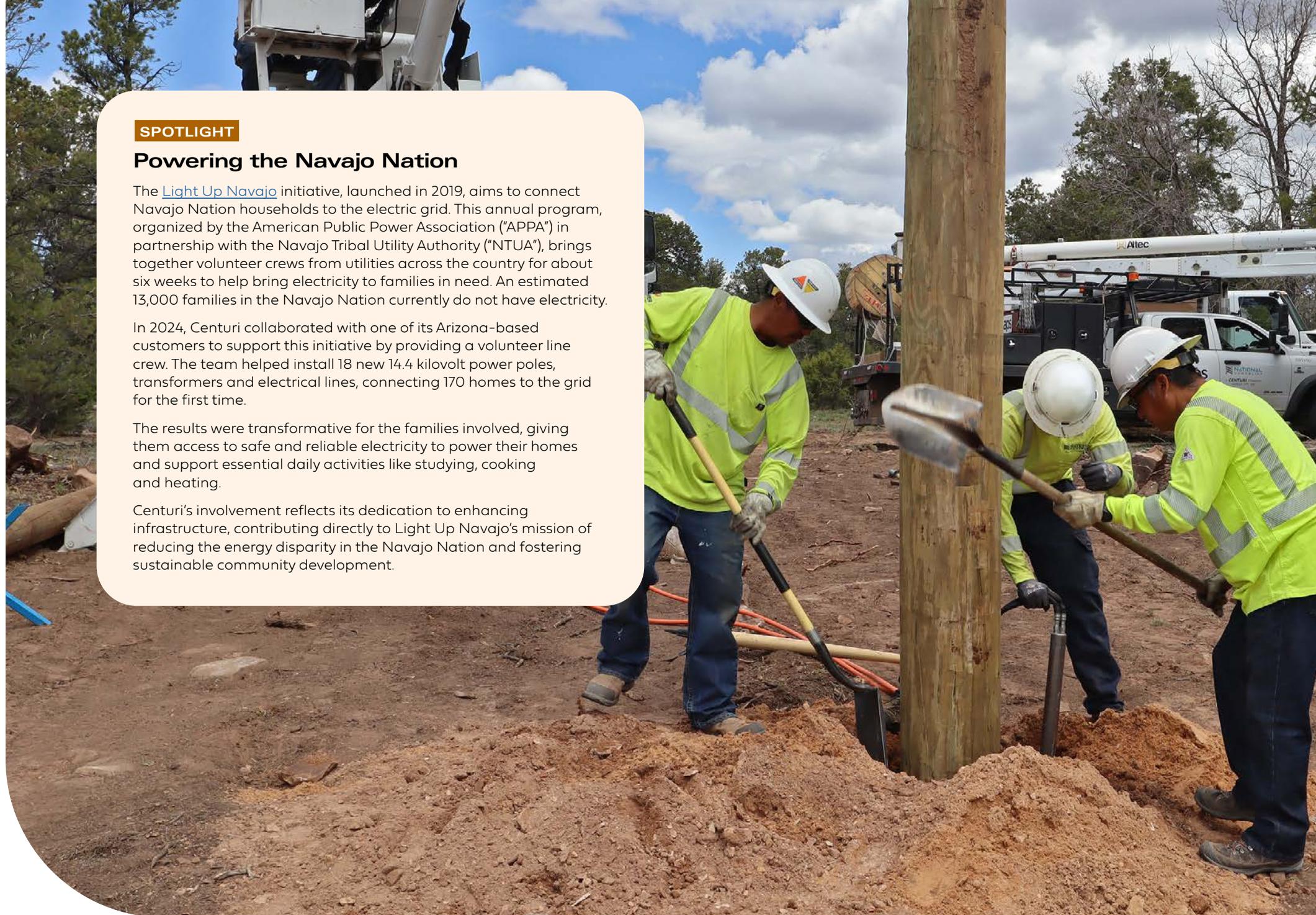
## Powering the Navajo Nation

The [Light Up Navajo](#) initiative, launched in 2019, aims to connect Navajo Nation households to the electric grid. This annual program, organized by the American Public Power Association (“APPA”) in partnership with the Navajo Tribal Utility Authority (“NTUA”), brings together volunteer crews from utilities across the country for about six weeks to help bring electricity to families in need. An estimated 13,000 families in the Navajo Nation currently do not have electricity.

In 2024, Centuri collaborated with one of its Arizona-based customers to support this initiative by providing a volunteer line crew. The team helped install 18 new 14.4 kilovolt power poles, transformers and electrical lines, connecting 170 homes to the grid for the first time.

The results were transformative for the families involved, giving them access to safe and reliable electricity to power their homes and support essential daily activities like studying, cooking and heating.

Centuri’s involvement reflects its dedication to enhancing infrastructure, contributing directly to Light Up Navajo’s mission of reducing the energy disparity in the Navajo Nation and fostering sustainable community development.



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# AGA Template

## Gas Company ESG/Sustainability Quantitative Information

Parent Company: Southwest Gas Holdings, Inc.  
 Operating Company(s): Southwest Gas Corporation  
 Business Type(s): LDC

State(s) of Operation: Arizona, California and Nevada  
 Regulatory Environment: Regulated  
 Report Date: 2024

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REF. NO.	REFER TO THE "DEFINITIONS" COLUMN FOR MORE INFORMATION ON EACH METRIC.	BASELINE 2015	2021	2022	2023	2024	DEFINITIONS
Natural Gas Distribution							
							All methane leak sources per 98.232 (i) (1-6) are included for distribution. Combustion sources are excluded. CO <sub>2</sub> is excluded.
1	Methane emissions and mitigation from distribution mains						
1.1	Number of gas distribution customers	1,927,107	2,157,492	2,195,856	2,210,677	2,270,804	
1.2	Distribution mains in service						These metrics should include all local distribution companies ("LDCs") held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.
1.2.1	Plastic (miles)	23,973	26,423	27,315	27,740	28,039	
1.2.2	Cathodically protected steel – bare and coated (miles)	6,699	6,272	6,364	6,395	6,393	
1.2.3	Unprotected steel – bare and coated (miles)	0	0	0	0	0	
1.2.4	Cast iron/wrought iron – without upgrades (miles)	0	0	0	0	0	
1.3	Plan/commitment to replace/upgrade remaining miles of distribution mains (# of years to complete)						These metrics should provide the number of years remaining to take out of service, replace or upgrade cathodically unprotected steel mains, and cast iron/wrought iron mains, consistent with applicable state utility commission authorizations.
1.3.1	Unprotected steel – bare and coated (# of years to complete)	0	0	0	0	0	Optional: # of years by pipe type
1.3.2	Cast iron/wrought iron (# of years to complete)	0	0	0	0	0	Optional: # of years by pipe type

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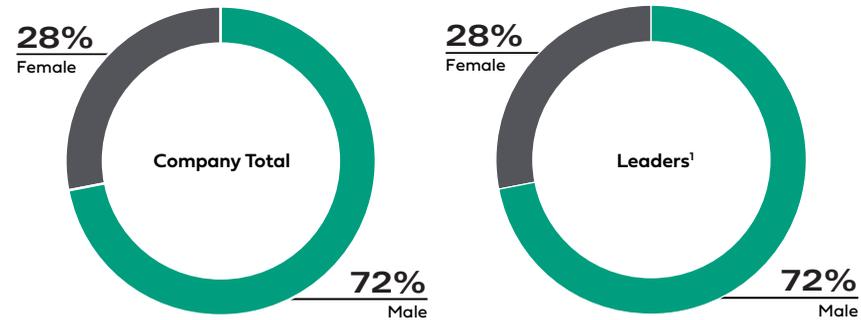
REF. NO.	REFER TO THE "DEFINITIONS" COLUMN FOR MORE INFORMATION ON EACH METRIC.	BASELINE 2015	2021	2022	2023	2024	DEFINITIONS
<b>Natural Gas Distribution</b>							
<b>2</b>	<b>Distribution CO<sub>2</sub>e fugitive emissions</b>						
<b>2.1</b>	CO <sub>2</sub> e fugitive methane emissions from gas distribution operations (metric tons)	142,959	153,393	158,108	158,627	151,455	Fugitive methane emissions (not CO <sub>2</sub> combustion emissions) stated as CO <sub>2</sub> e, as reported to EPA under 40 CFR 98, Subpart W, sections 98.236(q)(3)(ix)(D), 98.236(r)(1)(v), and 98.236(r)(2)(v)(B) – i.e., this is Subpart W methane emissions as input in row 2.2 below and converted to CO <sub>2</sub> e here. This metric should include fugitive methane emissions above the reporting threshold for all natural gas local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule. Calculated value based on MT CH <sub>4</sub> input in row 2.2 below.
<b>2.2</b>	CH <sub>4</sub> fugitive methane emissions from gas distribution operations (metric tons)	5,718	6,136	6,324	6,345	6,058	INPUT VALUE (total MT CH <sub>4</sub> ) as explained in definition above. Subpart W input is CH <sub>4</sub> (MT).
<b>2.2.1</b>	CH <sub>4</sub> fugitive methane emissions from gas distribution operations (MMscf/year)	298	320	329	330	316	
<b>2.3</b>	Annual natural gas throughput from gas distribution operations in thousands of standard cubic feet (Mscf/year)	205,402,775	216,913,433	229,215,433	224,784,165	213,080,597	This metric provides gas throughput from distribution (quantity of natural gas delivered to end users) reported under Subpart W, 40 C.F.R. 98.236(aa)(9)(iv), as reported on the Subpart W e-GRRT integrated reporting form in the "Facility Overview" worksheet Excel form, Quantity of natural gas delivered to end users (column 4).
<b>2.3.1</b>	Annual methane gas throughput from gas distribution operations in millions of standard cubic feet (MMscf/year)	195,133	206,068	217,755	213,545	202,427	
<b>2.4</b>	Fugitive methane emissions rate (percent MMscf of methane emissions per MMscf of methane throughput)	0.15%	0.16%	0.15%	0.15%	0.16%	Calculated annual metric (MMscf methane emissions/MMscf methane throughput)

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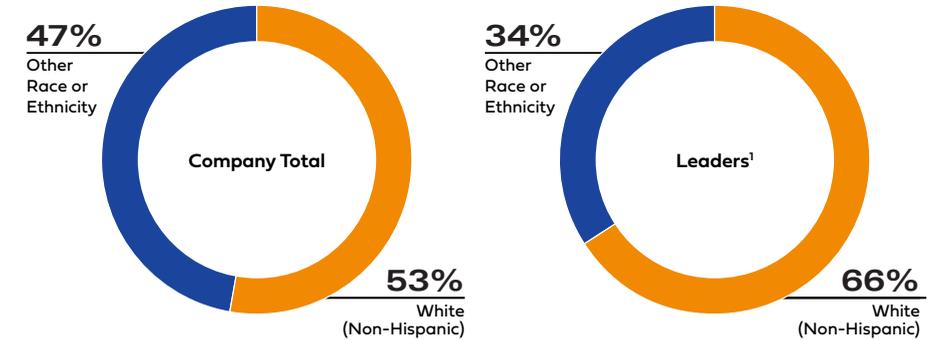
# Workforce Demographic Data

The data presented below is for Southwest Gas Corporation as of December 31, 2024. For additional information, please see our [2024 Reporting Year EEO-1 Report](#).

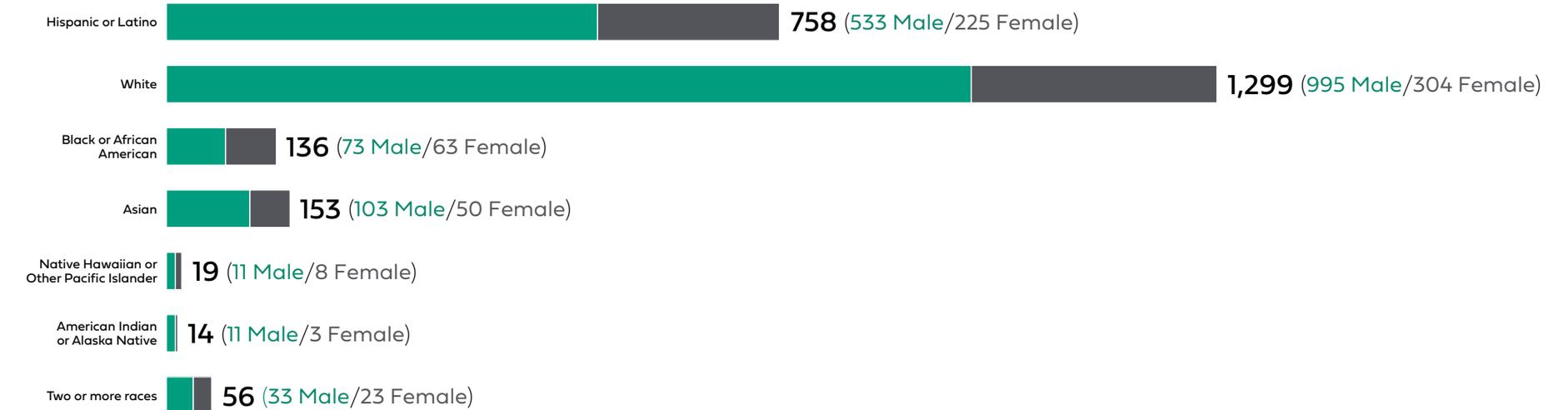
## Gender Diversity



## Ethnic Diversity



## Workforce Gender and Ethnic Diversity Breakdown



<sup>1</sup> Leaders include those in roles under the Equal Employment Opportunity ("EEO") categories for 1.1 (Executive/Senior-Level Officials and Managers) and 1.2 (First/Mid-Level Officials and Managers).

# SASB Index

The information reported in the SASB index is for the calendar year 2024.

## Gas Utilities & Distributors Sustainability Accounting Standard (Version 2023-12)

TOPIC	ACCOUNTING METRIC		CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Energy Affordability	Average rates	(1) Residential gas rate (2) Commercial gas rate (3) Industrial gas rate (4) Transportation gas rate	Quantitative	Rate	IF-GU-240a.1	(1) \$2.07783 per therm <sup>1</sup> (2) \$1.39455 per therm <sup>1</sup> (3) \$1.08816 per therm <sup>1</sup> (4) \$0.08524 per therm <sup>1</sup>
	Disconnections for non-payment	Number of residential customer gas disconnections for non-payment	Quantitative	Number	IF-GU-240a.3	22,682
		Percentage reconnected within 30 days	Quantitative	Percentage (%)	IF-GU-240a.3	47%
	External factors on customer affordability	Discussion of impact of external factors on customer affordability of gas, including the economic conditions of the service territory	Discussion and analysis	n/a	IF-GU-240a.4	Please see <a href="#">2024 Annual Report</a> – General Rate Relief and Rate Design, pp. 36–39
End-Use Efficiency	Gas savings	Customer gas savings from efficiency measures by market	Quantitative	Million British thermal units (MMBtu)	IF-GU-420a.2	Residential = 271,223 MMBtu Low-income = 6,426 MMBtu Commercial = 8,490 MMBtu

<sup>1</sup> Average rates calculated across all regulatory jurisdictions within Southwest Gas' territory.

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TOPIC	ACCOUNTING METRIC		CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Integrity of Gas Delivery Infrastructure	Incidents	(1) Reportable Pipeline Incidents (2) Corrective actions received (3) Violations of pipeline safety statutes	Quantitative	Number	IF-GU-540a.1	(1) 1 (2) 0 (3) 14
	Percentage of distribution pipeline	(1) Cast and/or wrought iron (2) Unprotected steel	Quantitative	Percentage (%) by length	IF-GU-540a.2	(1) 0% (2) 0%
	Percentage of gas	(1) Transmission pipelines inspected (2) Distribution pipelines inspected	Quantitative	Percentage (%) by length	IF-GU-540a.3	(1) 3.82% (2) 136%
	Efforts	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions	Discussion and analysis	n/a	IF-GU-540a.4	Please see Safety and Pipeline Integrity on <a href="#">pp. 41-47</a> .
Activity Metrics	Number of customers	(1) Residential (2) Commercial (3) Industrial	Quantitative	Number	IF-GU-000a.A	(1) 2,169,616 (2) 86,199 (3) 337
	Natural gas delivered to:	(1) Residential customers (2) Commercial customers (3) Industrial customers (4) Transferred to a third party	Quantitative	Million British thermal units (MMBtu)	IF-GU-000a.B	(1) 77,066,235 MMBtu (2) 44,128,318 MMBtu (3) 5,535,745 MMBtu (4) 71,876,703 MMBtu
	Length of gas	(1) Transmission pipelines (2) Distribution pipelines	Quantitative	Kilometers (km)	IF-GU-000a.C	(1) 2,204.8 km (2) 93,717.2 km

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### Centuri Group, Inc. Engineering & Construction Services Sustainability Accounting Standard (Version 2023-12)

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Environmental Impacts of Project Development	Number of incidents of non-compliance with environmental permits, standards and regulations	Quantitative	Number	IF-EN-160a.1	0
	Discussion of processes to assess and manage environmental risks associated with project design, siting and construction	Discussion and analysis	n/a	IF-EN-160a.2	See addendum
Structural Integrity and Safety	Amount of defect- and safety-related rework costs	Quantitative	Reporting currency	IF-EN-250a.1	\$0
	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Quantitative	Reporting currency	IF-EN-250a.2	\$0
Workforce Health and Safety	(1) Total recordable incident rate ("TRIR") and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	IF-EN-320a.1	(1) Direct employees: (a) TRIR: 0.91 (b) Fatality: 0.00  (2) Contract employees: (a) TRIR: 0.00 (b) Fatality: 0.00
Lifecycle Impacts of Buildings and Infrastructure	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	Quantitative	Number	IF-EN-410a.1	(1) 0 (2) 0
	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Discussion and analysis	n/a	IF-EN-410a.2	See addendum
Climate Impacts of Business Mix	Amount of backlog for (1) hydrocarbon-related projects and (2) renewable energy projects	Quantitative	Reporting currency	IF-EN-410b.1	(1) Hydrocarbon-related projects: \$245,430 (2) Renewable energy projects: \$69,357,128
	Amount of backlog cancellations associated with hydrocarbon-related projects	Quantitative	Reporting currency	IF-EN-410b.2	\$0
	Amount of backlog for non-energy projects associated with climate change mitigation	Quantitative	Reporting currency	IF-EN-410b.3	\$0

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TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Business Ethics	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perceptions Index	Quantitative	Number, reporting currency	IF-EN-510a.1	(1) 0 (2) \$0
	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	Quantitative	Reporting currency	IF-EN-510a.2	(1) \$0 (2) \$0
	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes	Discussion and analysis	n/a	IF-EN-510a.3	See addendum
Activity Metrics	Number of active projects	Quantitative	Number	IF-EN-000.A	Do not track
	Number of commissioned projects	Quantitative	Number	IF-EN-000.B	Do not track
	Total backlog	Quantitative	Reporting currency	IF-EN-000.C	\$251,941,341

### ADDENDUM TO THE ENGINEERING & CONSTRUCTION SERVICES SUSTAINABILITY ACCOUNTING STANDARD

#### IF-EN-160a.2: Discussion of processes to assess and manage environmental risks associated with project design, siting and construction

1. The entity shall discuss the processes it employs to assess and manage the environmental risks associated with project siting, design and construction.

*The bulk of Centuri's work is project-based in a competitive bidding environment. During the RFP process, we evaluate the scope of the project and the relevant safety and environmental laws and requirements, along with necessary equipment, personal protective equipment ("PPE") and processes required to follow. Once the project starts, our Operations Safety function conducts field audits to ensure compliance, including environmental regulations as specified by the customer.*

2. The entity shall discuss the due diligence practices it employs to assess the environmental risks of projects, where relevant due diligence practices include environmental impact assessments and stakeholder engagement practices.

*As an extension of our utility customers, we operate under the environmental and construction procedure manual provided by the utility owner. Most environmental due diligence and any necessary permits required are obtained prior to our engagement with the project. Centuri's Operations Safety function and the utility owner regularly audit all environmental practices.*

3. The entity shall discuss the operational practices it employs to minimize environmental impacts during project siting, design and construction, which may include, but are not limited to, waste management, reducing impacts, emissions to air, discharges to water, natural resource consumption, and hazardous chemical usage.

*From the Centuri Code of Business Conduct and Ethics: "The Company is committed to protecting and conserving the environment. Employees are required to fully comply with all state and federal laws relating to the environment in the conduct of its business. All hazardous materials must be used, stored and disposed of properly and in accordance with applicable regulations. Employees must report, in accordance with company policies, all circumstances under which hazardous materials or wastes come in contact with the environment, are improperly handled or disposed of, or when a potential violation of law may exist."*

4. The entity shall describe its approach to operating in compliance with all applicable environmental regulations and permits.

*Centuri's Operations Environment, Health, Safety and Quality function regularly conducts jobsite audits, which include a review of environmental compliance. This process is formalized in Centuri's Safety & Quality Audit Assurance Program. Centuri's Operations Environment, Health, Safety and Quality function provides employee training, which includes relevant environmental procedures via a Learning Management System. Examples of environmental trainings include storm water prevention, sandblasting training, the proper use of PPE, etc.*

5. The entity shall describe its approach to managing projects that have heightened environmental and/or social due diligence requirements or are expected to have significant adverse environmental and/or social impacts, including additional measures or policies it employs.

*In most cases of heightened environmental requirements, Centuri assigns a full-time safety representative to the jobsite. For these projects, the accountable Centuri operating company works closely with the utility customer to communicate any anticipated disruption or impact to the surrounding community or site, and coordinate with any other contractors on-site – for example, archeological experts, asbestos removal experts, etc. When necessary, Centuri would also establish a unique set of construction plans to preserve the environment or surrounding native wildlife.*

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6. Where applicable and relevant, the entity shall describe differences between policies and practices for its different operating regions, project types and business segments.

The major differences in policy for Centuri companies are between U.S. and Canadian governmental requirements.

IF-EN-410a.2: Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design

Assessing environmental risk mitigation in our field operations is a component of each project we undertake. Similarly, we consider energy and water efficiency considerations in our company facilities strategy.

IF-EN-510a.3: Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behavior in the project bidding processes

[Centuri policies and practices](#) for prevention of bribery, corruption and anti-competitive behavior are outlined in our Code of Business Conduct and Ethics in the sections listed below. The Code of Business Conduct and Ethics is updated and distributed on an annual basis to all employees and can be found on the Company's website.

**Anti-Corruption – Working with the Government:** The Company's Anti-Corruption Policy prohibits corrupt payments or promises to pay (a bribe) anything of value in order to influence, induce or secure an improper advantage in obtaining or retaining business. The use of company funds, facilities or property for any illegal purpose is strictly prohibited.

More specifically, the Company prohibits its employees or agents from bribing or attempting to bribe any local, state, federal or foreign government official, as we seek to strictly adhere to the United States Foreign Corrupt Practices Act and Canada's Corruption of Foreign Officials Act.

Accordingly, no company employee or agent is permitted to offer, give or cause others to give any payments or anything of value in conducting their job duties or company business for the purpose of influencing the recipient's decision or conduct.

"Anything of value" includes, but is not limited to, cash or cash equivalents; drinks or meals; entertainment; gifts; lodging; promise of future employment; transportation; and use of materials, facilities or equipment.

**Business Relationships:** The Company seeks to outperform its competition fairly and honestly and to gain competitive advantages through superior performance and customer service. Each employee should deal fairly with the Company's customers, suppliers, contractors, vendors, competitors and other employees when conducting company business. No employee should take unfair advantage of anyone through concealment, abuse of privileged information, misrepresentation of material facts or any unfair-dealing practice when conducting company business.

**Fair Competition:** Fair competition laws, including antitrust rules in the U.S. and Canada, limit what the Company can do with another company and what the Company can do on its own. Generally, the laws are designed to prevent agreements or actions that reduce competition and harm consumers. As stated in Centuri's Code of Conduct, employees may not enter into agreements or discussions with competitors that violate fair competition laws, such as having the effect of fixing or controlling prices, dividing and allocating markets or territories, or boycotting suppliers, contractors, vendors or customers.

**Confidential Information:** Employees have a duty to protect the confidentiality of financial and other proprietary business information entrusted to them by the Company, its customers or third parties, unless release of the information is authorized or legally required. Confidential information includes all non-public, proprietary business or financial information, including any material that might be of use to competitors, or competitively harmful to the Company, its customers or third parties if revealed.

Some examples of confidential information that may be labeled "Restricted" or "Confidential" include customer personal data (such as name, address or government-issued identification; bank account information; debit card or credit card numbers; social security numbers; dates of birth; and any other information protected by law from unauthorized disclosure); technical business information; customer lists; terms, conditions or pricing offered to customers; pricing policies; budgets; marketing and strategic plans; and intellectual property.

# GRI Index

**Statement of use:** Southwest Gas Holdings has reported the information cited in this GRI Index for the period January 1 to December 31, 2024, with reference to the GRI Standards.

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURE RESPONSE
<b>GRI 2: General Disclosures</b>		
1. The Organization and Its Reporting Practices		
2-1	Organizational details	Southwest Gas Holdings, Inc. P.O. Box 98510 Las Vegas, NV 89193-8510 Overview – About Southwest Gas Holdings, <a href="#">pp. 4–5</a>
2-2	Entities included in the organization’s sustainability reporting	Overview – About Southwest Gas Holdings, <a href="#">pp. 4–5</a>
2-3	Reporting period, frequency and contact point	Overview – About This Report, <a href="#">p. 3</a> For questions about this Report, please contact the Office of Sustainability by emailing <a href="mailto:sustainability@swgas.com">sustainability@swgas.com</a> .
2-4	Restatements of information	There were no restatements of information during this reporting cycle.
2-5	External assurance	Environmental – Measuring and Verifying Our Performance, <a href="#">p. 32</a>
2. Activities and Workers		
2-6	Activities, value chain and other business relationships	Overview – About Southwest Gas Holdings, <a href="#">pp. 4–5</a>
2-7	Employees	Appendices – Workforce Demographic Data, <a href="#">p. 67</a>



**GRI 1 used:** GRI 1: Foundation 2021

**Applicable GRI Sector Standard:** We do not report on any Sector Standards as the requirements for the Utilities sector have not been published.

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURE RESPONSE
3. Governance		
2-9	Governance structure and composition	Governance – Board Leadership, <a href="#">pp. 16–18</a>
2-10	Nomination and selection of the highest governance body	<a href="#">2025 Proxy Statement</a> – Selection of Directors, pp. 21–25
2-11	Chair of the highest governance body	Governance – Board Leadership, <a href="#">pp. 16–18</a>
2-12	Role of the highest governance body in overseeing the management of impacts	Governance – Board Leadership, <a href="#">pp. 16–18</a> Governance – ESG Governance, <a href="#">p. 19</a>
2-13	Delegation of responsibility for managing impacts	Governance – ESG Governance, <a href="#">p. 19</a>
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2025 Proxy Statement</a> – ESG Practices and Oversight, pp. 32–33
2-15	Conflicts of interest	<a href="#">Code of Business Conduct and Ethics</a> , pp. 19–23
2-16	Communication of critical concerns	<a href="#">Code of Business Conduct and Ethics</a> , p. 10
2-17	Collective knowledge of the highest governance body	Governance – Board Skills and Diversity Matrix, <a href="#">p. 17</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement</a> – Board Evaluation and Director Succession Planning, pp. 23–24

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DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURE RESPONSE
2-19	Remuneration policies	<a href="#">Clawback Policy</a> <a href="#">2025 Proxy Statement</a> – Executive Compensation, pp. 40–62
2-20	Process to determine remuneration	<a href="#">2025 Proxy Statement</a> – Executive Compensation, pp. 40–62
2-21	Annual total compensation ratio	<a href="#">2025 Proxy Statement</a> – Pay Ratio Disclosure, pp. 75–76
4. Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Our Approach and Vision – A Message from Our CEO, <a href="#">p. 9</a>
2-23	Policy commitments	<a href="#">Policies and Commitments</a> Governance – ESG Governance, <a href="#">pp. 19–21</a>
2-24	Embedding policy commitments	<a href="#">Policies and Commitments</a> Governance – ESG Governance, <a href="#">pp. 19–21</a>
2-25	Processes to remediate negative impacts	<a href="#">Policies and Commitments</a> Governance – Public Sustainability Commitments, <a href="#">p. 21</a> Governance – Ethics and Compliance, <a href="#">p. 24</a>
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Code of Business Conduct and Ethics</a> , p. 10 Governance – Ethics and Compliance, <a href="#">p. 24</a>

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURE RESPONSE
2-27	Compliance with laws and regulations	No findings of non-compliance with environmental permits, standards and regulations or with laws and regulations in the social and economic area.
2-28	Membership associations	We are members of Chambers of Commerce throughout our service territories, and Southwest Gas is a member of the American Gas Association (AGA).
5. Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Our Approach and Vision – Stakeholder Engagement at Southwest Gas, <a href="#">pp. 10–12</a>
2-30	Collective bargaining agreements	<a href="#">2024 Annual Report</a> , p. 92. The Annual Report reference provided for this disclosure pertains to Centuri.
<b>GRI 3: Material Topics</b>		
3-1	Process to determine material topics	Our Approach and Vision – Our Priorities, <a href="#">p. 13</a>
3-2	List of material topics	Our Approach and Vision – Our Priorities, <a href="#">p. 13</a>

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DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURE RESPONSE
<b>GRI 200: Economic</b>		
GRI 201: Economic Performance		
3-3	Management of material topics	<a href="#">Sustainability Commitment</a> <a href="#">2024 Annual Report</a> , Sustainability in Action, p. 13
201-1	Direct economic value generated and distributed (EVG&D)	<a href="#">2024 Annual Report</a> , pp. 53–62 Social – Supplier Diversity, <a href="#">pp. 55–56</a> Social – Community Giving, <a href="#">pp. 60–63</a>
201-2	Financial implications and other risks and opportunities due to climate change	Appendices – Climate-Related Disclosures, <a href="#">pp. 80–82</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2024 Annual Report</a> , pp. 45, 55, 87–88, 92
201-4	Financial assistance received from government	We did not receive any financial assistance from governments in 2024. We do not have any government present in our shareholding structure. <a href="#">2024 Annual Report</a> – Management’s Discussion and Analysis of Financial Condition and Results of Operations, pp. 31–36
GRI 203: Indirect Economic Impacts		
3-3	Management of material topics	<a href="#">Sustainability Commitment</a> Environmental – Move2Zero <sup>SM</sup> Offset Program, <a href="#">p. 34</a> Environmental – Energy-Efficiency Programs, <a href="#">p. 37</a> Social – Supplier Diversity, <a href="#">pp. 55–56</a> Social – Our Customers, <a href="#">pp. 57–59</a> Social – Community Giving, <a href="#">pp. 60–63</a>
203-1	Infrastructure investments and services supported	Overview – About Southwest Gas Holdings, <a href="#">pp. 4–5</a> Our Approach and Vision – A Message from Our CEO, <a href="#">p. 9</a> Social – Our Customers, <a href="#">pp. 57–59</a> Social – Community Giving, <a href="#">pp. 60–63</a>
203-2	Significant indirect economic impacts	Environmental – Move2Zero <sup>SM</sup> Offset Program, <a href="#">p. 34</a> Environmental – Energy-Efficiency Programs, <a href="#">p. 37</a> Social – Supplier Diversity, <a href="#">pp. 55–56</a> Social – Our Customers, <a href="#">pp. 57–59</a> Social – Community Giving, <a href="#">pp. 60–63</a>



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DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURE RESPONSE
GRI 205: Anti-Corruption		
3-3	Management of material topics	<a href="#">Code of Business Conduct and Ethics</a> , pp. 37–39 For more information, see SASB IF-EN-510a.3 on <a href="#">p. 72</a> .
205-1	Operations assessed for risks related to corruption	All our operations are regularly assessed for risks related to corruption. For more information, see the <a href="#">2024 Annual Report</a> , pp. 49–52.
205-2	Communication and training about anti-corruption policies and procedures	The <a href="#">Code of Business Conduct and Ethics</a> , which states the Company’s commitment to preventing corruption and bribery, is communicated to all employees, officers, and members of the Board of Directors. We also expect our suppliers, contractors, vendors and agents to follow the principles outlined in the Code of Business Conduct and Ethics when working on the Company’s behalf.  Training on the Code of Business Conduct and Ethics is provided to all employees, officers, members of the Board of Directors and agents.
205-3	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption in 2024.
GRI 206: Anti-Competitive Behavior		
3-3	Management of material topics	<a href="#">Code of Business Conduct and Ethics</a> , p. 37
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions for anti-competitive behavior, anti-trust, and monopoly practices in 2024.
<b>GRI 300: Environmental</b>		
GRI 302: Energy		
3-3	Management of material topics	<a href="#">Environmental Commitment</a> <a href="#">Sustainability Commitment</a> We take energy-efficiency measures into consideration during project planning and design. For more information, see SASB IF-EN-410a.2 on <a href="#">p. 72</a> .
302-1	Energy consumption within the organization	We track, record and report energy consumption data to the <a href="#">United States Environmental Protection Agency</a> (“EPA”).
302-4	Reduction of energy consumption	Further to our GHG reduction commitments, we have deployed several initiatives to reduce our energy consumption. For more information, see <a href="#">Managing and Mitigating Our Greenhouse Gas Emissions</a> on <a href="#">p. 31</a> , and SASB IF-EN-410a.2 on <a href="#">p. 72</a> .

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DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURE RESPONSE
GRI 303: Water and Effluents		
3-3	Management of material topics	<a href="#">Environmental Commitment</a> <a href="#">Sustainability Commitment</a> We take water efficiency measures into consideration during project planning and design. For more information, see SASB IF-EN-410a.2 on <a href="#">p. 72</a> .
GRI 305: Emissions		
3-3	Management of material topics	<a href="#">Environmental Commitment</a> <a href="#">Sustainability Commitment</a> Environmental – Managing and Mitigating Our Greenhouse Gas Emissions, <a href="#">pp. 31–33</a> Environmental – Empowering Customers with Diverse, Low-Carbon Energy Solutions, <a href="#">pp. 34–39</a>
305-1	Direct (Scope 1) GHG emissions <sup>1</sup>	379,165 MTCO <sub>2</sub> e
305-2	Energy indirect (Scope 2) GHG emissions <sup>1</sup>	5,482 MTCO <sub>2</sub> e
305-5	Reduction of GHG emissions	Environmental – Managing and Mitigating Our Greenhouse Gas Emissions, <a href="#">pp. 31–33</a> Environmental – Empowering Customers with Diverse, Low-Carbon Energy Solutions, <a href="#">pp. 34–39</a>
<b>GRI 400: Social</b>		
GRI 403: Occupational Health and Safety		
3-3	Management of material topics	<a href="#">Human Rights Commitment</a> <a href="#">Sustainability Commitment</a> <a href="#">Code of Business Conduct and Ethics</a> , pp. 16–18 Social – Safety and Pipeline Integrity, <a href="#">pp. 41–47</a> Social – Employee and Contractor Safety, <a href="#">pp. 48–49</a>
403-1	Occupational health and safety management system	Social – Safety and Pipeline Integrity, <a href="#">pp. 41–47</a> Social – Employee and Contractor Safety, <a href="#">pp. 48–49</a>
403-2	Hazard identification, risk assessment and incident investigation	<a href="#">Code of Business Conduct and Ethics</a> , pp. 16–18 Social – Safety and Pipeline Integrity, <a href="#">pp. 41–47</a> Social – Employee and Contractor Safety, <a href="#">pp. 48–49</a>

<sup>1</sup> Subject to additional verification or updates to methodology

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DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURE RESPONSE
403-3	Occupational health services	Social – Workplace Culture, <a href="#">pp. 50–51</a>
403-4	Worker participation, consultation and communication on occupational health and safety	Social – Employee and Contractor Safety, <a href="#">pp. 48–49</a>
403-5	Worker training on occupational health and safety	Social – Employee and Contractor Safety, <a href="#">pp. 48–49</a>
403-6	Promotion of worker health	<a href="#">Benefits Overview</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social – Safety and Pipeline Integrity, <a href="#">pp. 41–47</a> Social – Employee and Contractor Safety, <a href="#">pp. 48–49</a>
403-9	Work-related injuries	Social – Employee and Contractor Safety, <a href="#">pp. 48–49</a>
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topics	<a href="#">Human Rights Commitment</a> <a href="#">Sustainability Commitment</a> Social – Diversity, Equity and Inclusion, <a href="#">pp. 52–54</a>
405-1	Diversity of governance bodies and employees	Governance – Board Leadership, <a href="#">pp. 16–18</a> Social – Diversity, Equity and Inclusion, <a href="#">pp. 52–54</a> Appendices – Workforce Demographic Data, <a href="#">p. 67</a>



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DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURE RESPONSE
GRI 413: Local Communities		
3-3	Management of material topics	<a href="#">Sustainability Commitment</a> Social – Safety and Pipeline Integrity, <a href="#">pp. 41–47</a> Social – Community Giving, <a href="#">pp. 60–63</a>
413-1	Operations with local community engagement, impact assessments and development programs	<p>When conducting construction projects or operations, and when required by guidelines from the National Environmental Policy Act, the Company conducts environmental impact assessments. This is applicable across all of our service territory and may require filings with the Bureau of Land Management, Fish and Wildlife Service, National Forestry Service or other affected agencies. Such documents are public record at the lead agency. For all projects, the Company assesses the types of permits required, which are publicly available.</p> <p>Formal grievances can be filed through each state’s respective utility governing agency: Arizona Corporation Commission, California Public Utilities Commission (“CPUC”) or Public Utilities Commission of Nevada (“PUCN”).</p> <p>Our Approach and Vision – Stakeholder Engagement at Southwest Gas, <a href="#">pp. 10–12</a></p> <p>Social – Safety and Pipeline Integrity, <a href="#">pp. 41–47</a></p> <p>Social – Community Giving, <a href="#">pp. 60–63</a></p>
413-2	Operations with significant actual and potential negative impacts on local communities	<p>When conducting construction projects or operations, and when required by guidelines from the National Environmental Policy Act, the Company conducts environmental impact assessments. This is applicable across all of our service territory and may require filings with the Bureau of Land Management, Fish and Wildlife Service, National Forestry Service or other affected agencies. Such documents are public record at the lead agency. For all projects, the Company assesses the types of permits required, which are publicly available.</p>

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# Climate-Related Disclosures

## Overview

In 2017, the Task Force on Climate-related Financial Disclosures (“TCFD”) published 11 disclosure recommendations to help companies evaluate climate-related risks and opportunities more effectively and give investors insights into how companies are addressing them. The recommendations are structured around four key areas: governance, strategy, risk management, and metrics and targets.

Toward the end of 2023, the International Sustainability Standards Board (“ISSB”) published the International Financial Reporting Standards (“IFRS”) S1 general sustainability-related disclosures and S2 climate-related disclosures to establish a global baseline of sustainability-related disclosures that meet the information needs of investors and enable companies to provide comprehensive and decision-useful sustainability information to global capital markets. The ISSB also encouraged the streamlining of existing sustainability standards and, to this end, adopted the TCFD recommendations. IFRS S2 is structured around the same four key areas of the TCFD but includes enhanced disclosure requirements.

While the IFRS S1 and S2 standards are voluntary, the Company continues to assess how it incorporates climate considerations into aspects of its governance, strategy, risk management, measurement, and target setting.

## Our Recent Progress

In 2022, we worked to identify gaps and opportunities to improve how we identify, measure, manage and report on climate-related risks and opportunities throughout the business. Following this assessment, we published our first set of climate-related disclosures informed by the TCFD recommendations.

More recently, in 2024, we partnered with a third party to conduct a climate risk and opportunity assessment to lay the foundation for alignment with regulations, and to integrate climate risk into the Company’s long-term strategy and improve our climate-related (S2) disclosures. This climate risk and opportunity assessment involved engaging with stakeholders across Southwest Gas.

This section reflects our present state and anticipated next steps.<sup>1</sup>

## Governance

Southwest Gas Holdings’ Board of Directors (the “Board”) is responsible for reviewing and overseeing the Company’s internal risk management processes and policies to ensure it effectively manages climate-related risks and opportunities throughout its business segments.

### Board Oversight

The Board delegates certain oversight responsibilities to its standing committees, which provide reports to the full Board on key matters.

The Board’s Nominating and Corporate Governance Committee oversees the Company’s policies and performance on ESG matters, including GHG emissions and broader efforts. The Audit Committee regularly reviews material risks to the Company, with the full Board responsible for reviewing enterprise risk exposure and management. These include climate-related events that may threaten infrastructure or our ability to deliver critical energy services to our customers. The Compensation Committee reviews and approves executive compensation, including performance targets that align with set safety and other targets.

Details about our Board’s role in decision-making and management of risks and controls can be found on [page 19](#).

## Management Responsibilities

The Company’s management team manages day-to-day climate-related risks and opportunities. An ESG Working Group brings together representatives from Southwest Gas to identify ESG-related goals and activities and presents them to the ESG Committee, composed of Southwest Gas officers, for evaluation and inclusion into companywide strategies. In 2024, the ESG Working Group membership transitioned to subject matter experts solely from Southwest Gas, as the separation of Centuri from Southwest Gas Holdings continued. The Company continually assesses its role and opportunities in the energy sector and other strategic, value-creating directives.

More details about management’s role in ESG governance are included in the ESG Governance section, beginning on [page 19](#).

In addition to regularly engaging with stakeholders and reviewing federal and state regulations, guidelines and legislation to identify opportunities and risks, Southwest Gas has conducted ESG materiality and initial climate risk assessments.

Southwest Gas’ first formal materiality assessment was conducted in 2023 to better understand the ESG matters of most importance to its business and stakeholders (we describe this assessment in more detail on [page 13](#)). The review included a discussion of the physical, transition and reputational risks that may impact our operations. These insights were later applied to a climate risk assessment in 2024. Findings from this materiality assessment are informing our approach and are helping us address climate-related risks and disclosures, including updates to our future

<sup>1</sup> Consistent with the California Air Resource Board’s September 2025 Climate Related Financial Risk Disclosures Draft Checklist, the IFRS S2 reporting framework has been partially applied.

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climate risk assessments, which will be carried out to meet jurisdictional disclosure requirements. For more information on climate-related risks, please see Item 1A. Risk Factors (pages 16–21) in our [2024 Annual Report on Form 10-K](#).

## Strategy

We recognize the importance of integrating climate considerations across the business. Our current climate action efforts include reducing our GHG emissions from fleet and building facilities, advancing clean energy technologies, making low- to zero-carbon energy options available to our customers, investing in pipeline integrity and reliability, and helping build more resilient communities.

We also helped customers progress toward their climate goals as a catalyst for the delivery of renewable natural gas through interconnect projects and the evaluation of other low-carbon energy sources such as hydrogen. We describe these efforts in the Empowering Customers with Diverse, Low-Carbon Energy Solutions section, beginning on [page 34](#).

## Resilience Under Climate Scenarios

A scenario analysis is a strategic resilience planning tool used to examine how an organization might perform under various hypothetical futures as the global economy evolves. By incorporating climate change considerations into our business planning processes, we can help our business and the communities we serve build climate resilience.

In 2024, Southwest Gas Corporation initiated its first high-level analysis. This climate risk assessment was conducted using low-resolution modeling and public data sets. This assessment did not incorporate specific community or company mitigation efforts related to addressing the identified risks. Examples of mitigating factors excluded from the assessment are fire barriers or containment systems, brush clearing, floodwalls, channel modifications, land use planning and

zoning, personnel training and others. The Company looks forward to incorporating higher-resolution data, current and future mitigation efforts, and personnel training to address risks and opportunities associated with various climate scenarios in the future.

## Risks and Opportunities

### Physical Risks

Physical risks are event-driven (acute), such as increased severity of extreme weather events, or longer-term shifts (chronic) in climate patterns.

Our recent TCFD-aligned climate risk assessment assessed four climate hazards or physical risks based on their ability to damage critical above-ground assets or disrupt gas operations. The analysis used publicly available data to assess potential future impacts under high-carbon (SSP5-8.5), medium-carbon (SSP2-4.5) and low-carbon (SSP1-2.6) scenarios across short- (2030), medium- (2040) and long-term (2050) time horizons. Critical assets assessed for impacts from the climate hazards included city gates, pressure stations, tap sites, and liquefied natural gas (“LNG”) plants.

The four climate hazards were:

1. **Extreme heat:** Days per year where maximum temperatures exceed 95°F.
2. **Floods:** Flooding depth with an average 1% probability of occurring or exceeding in any given year. Only river-based flooding was considered in the model.
3. **Wind:** Annual average of daily mean wind speeds measured 80–100 m above ground with an estimated threshold of at-risk assets over 60 km/hour.
4. **Wildfire:** International index to estimate fuel moisture and wind effects on fire intensity and spread. It evaluates conditions that increase the danger of wildfires, such as the impact of moisture and wind on wildfire intensity and spread over a Fire Weather Index (“FWI”) of 10.

**Extreme heat:** All Southwest Gas critical assets throughout our operational service territory are in areas of high risk due to extreme heat, with 76% of assets projected to exceed high exposure (>40 days) by 2050. Four assets are expected to experience more than 110 days per year of dangerously high temperatures over 95°F. While most of Southwest Gas’ above-ground infrastructure is built to withstand temperatures exceeding 120–130°F, temperatures above 95°F can adversely affect the health and well-being of field workers and on-site staff.

**Floods and winds:** Under the scenarios conducted, all but one of the assets evaluated were rated at low exposure for floods and winds across short-, medium- and long-term timeframes.

**Wildfires:** Under the scenarios conducted, without the consideration of mitigation factors, by 2050, the Company’s asset exposure to wildfires is forecasted to pose a high risk to Southwest Gas operations as critical assets assessed will be in areas of high exposure (>30 FWI). However, since all assets are at risk based on wildfire hazard, we may consider further assessment of wildfire risk by incorporating data on land cover, potential ignition sources, and local fire mitigations in place.

The analysis showed potential hotspots through these scenarios within the timeframe evaluated. Based on these initial results, no material impacts to strategy and financial planning were identified. Through this first analysis, our mitigative strategy is to take a deeper dive into these regional and local hotspots and identify where risk mitigation measures are already in place, such as vegetation plans, redundancies, governance structures and others identified previously in this section. Once this is completed, we will be in a position to evaluate measures to reduce and adapt to climate-related financial risks and to disclose those measures once adopted.

## Overview

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### Transition Risks

Transition risks refer to the potential challenges associated with moving toward a lower-carbon economy (e.g., policy, legal, technological and market changes).

Three transition risks that Southwest Gas anticipates encountering in a low-carbon scenario through 2050 include changing customer demand for natural gas, responding to energy system transformation as it impacts business, and strengthening regulations around emissions with considerations at the state and federal levels. Each of these identified risks carries varying business impacts, including loss of customers, increased costs and compliance burdens. The Company describes mitigating factors for these transition risks throughout the 2024 Sustainability Report in the following sections: The Role of Natural Gas in a Sustainable Energy Future, Managing and Mitigating Our Greenhouse Gas Emissions, and Empowering Customers with Diverse, Low-Carbon Energy Solutions.

### Opportunities

Through the climate risk assessment, Southwest Gas identified new markets and investment opportunities that reduce and adapt to transition risks and could positively influence financial performance. The top opportunity identified was:

**Expanding RNG, LNG and hydrogen energy markets:** Investments in more sustainable service offerings could enhance Southwest Gas' ability to serve harder-to-electrify market segments seeking low-impact, market-ready energy solutions to meet decarbonization goals. Expanding market share through increased investment and research, development and demonstration may position Southwest Gas favorably for business growth opportunities, higher revenues, and greater appeal to investors and stakeholders when considering long-term projections.

Southwest Gas is committed to working with all stakeholders to ensure customers have access to affordable, diverse, low-carbon energy solutions. For more information, see [pages 34–39](#).

## Risk Management

We are committed to better understanding and mitigating the short-, medium- and long-term risks that climate change presents to our business and the communities where we operate.

### Identification and Monitoring

The ERM process identifies, evaluates and monitors risks across the organization, providing management with information that supports risk-informed decision-making.

We continue to monitor regulatory developments, including potential emissions accounting, and identify opportunities such as emissions reduction incentive programs. We will also continue to evaluate how best to align climate-related risk identification with our broader ERM process.

### Management

Once risks are identified, our ERM process assigns the responsibility for managing each risk to an executive-level risk owner. After determining the most appropriate way to categorize our climate-related risks, we manage the risks and opportunities to maximize value for our stakeholders.

We will continue to enhance our disclosures around risk management, including any relevant measures and targets that support the overall risk management framework and other key business planning processes.

For more information on how we mitigate impacts to our operating margin from variations in customer usage associated with abnormal weather conditions, see Rate Design Risk (page 47) in our [2024 Annual Report on Form 10-K](#).

## Metrics and Targets

### Greenhouse Gas Measurements

Southwest Gas discloses Scope 1 and 2 GHG emissions and fugitive methane emissions related to its fleet and facilities as part of its efforts to measure and monitor its emissions performance.

To ensure data accuracy in its GHG emissions reporting and disclosures, Southwest Gas engages a third party to verify that its processes for determining its Scope 1 and Scope 2 emissions inventory follow industry-accepted protocols (e.g., The Climate Registry's protocols and ISO 14064-3:2019 guidance). The third party also ensures that the data, collection process and reporting meet reasonable assurance.

Southwest Gas also participates in voluntary disclosures with The Climate Registry and the AGA. More information is included on [pages 32–33](#) and [pages 65–66](#), respectively.

### Climate-Related Targets

Both Southwest Gas and Centuri have announced commitments to reduce aspects of their Scope 1 and 2 GHG emissions from their fleet and building facilities. Southwest Gas' goal is a 20% reduction by 2025 (2015 base year) from its fleet and building facilities.

We discuss these commitments in more detail in the Managing and Mitigating Our Greenhouse Gas Emissions section, beginning on [page 31](#).



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