



# Environmental, Social, and Governance (ESG) Disclosures

Since 1883, Roanoke Gas Company has been a proud employer and provider of service in the Roanoke Valley. As a natural gas public utility, we recognize the important role we play in safely providing a low cost energy source while minimizing environmental impacts and improving the quality of life for all stakeholders.



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## ENVIRONMENTAL



### System Modernization

For more than 25 years, we have been modernizing our natural gas distribution system. During that time, we have replaced all bare steel and cast iron pipe and renewed five gate stations with plans to renew two more. This has resulted in a modern, state-of-the-art system with unaccounted for gas at 0% since 2014.

### Emissions Reductions

Since 2000, we have reduced our pipeline emissions by 73% while increasing our customer base by 25%.

### Reduced Carbon Footprint

We operate a 75kW solar voltaic system at our corporate office. This system reduces our carbon footprint by substituting a renewable energy source.

### Customer Partnerships

We continually work with our customers to reduce their carbon footprint. For example, we worked with UPS to help it convert its delivery fleet from diesel fuel to cleaner burning, affordable natural gas.

### Renewable Natural Gas

We are partnering with the Western Virginia Water Authority on a facility to convert biogas into renewable natural gas for the benefit of the community.

## SOCIAL



### Employees

The cornerstone of our Company is our employees. We invest in the lives of our employees by providing good health benefits, retirement plans, tuition reimbursement, gym membership reimbursement, and an onsite exercise facility.

### Community Engagement

Our employees are encouraged to participate in charitable organizations within the communities they work and live. Many generously donate time and talents. All of our officers serve on the board(s) of nonprofit organizations.

### Safety

Safety is our number one priority. Everything we do ensures safe and reliable service that safeguards the lives of our employees and residents of the communities in which we serve. Our focus on safety has lowered our Lost Time Incident Rate from .04% in 2018 to 0%, or no lost workdays in 2021.

### Economic Development

We recognize that economic development creates opportunities and jobs which improves the lives of the people who reside within our service territory. We engage with the Virginia Economic Development Partnership on a state level, and the economic development office of each city and county in which we serve.

## GOVERNANCE



### Diverse Board of Directors

Recognized five consecutive years by 2020 Women on Boards as a "Winning W Company" for having 22% female director composition. Beginning in 2022, four of ten directors are female, increasing the composition to 40%.

### Management Incentive Compensation Aligned with Our Mission

The incentive compensation of our management team is aligned with the mission of the Company: Creating value for shareholders, employees, and the communities in which we serve.

### Compliance and Risk Management

The Governance and Nominating Committee has been tasked with oversight of the Company's ESG matters. Management reports regularly to the Governance and Nominating Committee on these matters.