



2026

CORPORATE SUSTAINABILITY REPORT

PERFORMANCE DATA FOR 2025

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CEO MESSAGE

To Our Stakeholders,

America's energy needs are growing at an unprecedented pace. The rapid expansion of LNG exports, increasing electricity demand, growth in data centers and advanced manufacturing, and the need for a more reliable and affordable energy system are driving demand for natural gas infrastructure across North America. At DT Midstream, we believe we are uniquely positioned to help meet that challenge. Our strategically located pipeline, gathering, and storage assets connect high-quality demand markets in the Midwest, Northeast, and Gulf Coast to two of North America's most prolific natural gas basins. As demand for reliable and affordable energy continues to grow, we remain focused on developing and operating the infrastructure needed to safely deliver natural gas where it is needed most.

2025 was a record year for DT Midstream. We delivered the highest growth in our history as we successfully completed the integration of our Midwest Pipeline Acquisition and welcomed new team members, advanced more than \$1 billion of projects from our backlog, and continued our strong track record of execution, placing major projects into service safely, on budget, and ahead of schedule.

These accomplishments reflect the disciplined execution of our core strategy to be a pure-play natural gas infrastructure company with a high-quality portfolio of strategically located assets, supported by long-term, demand-based contracts.

Operating responsibly remains core to how we execute that strategy. Safety is our highest priority and serves as the foundation of our Safe, Caring, Dependable and Efficient culture. Every day, our employees work to protect one another, the public, and the environment while delivering reliable service to our customers.

Environmental stewardship is a cornerstone of our long-term value creation strategy. While growing our business, we continue to pursue practical and financially disciplined opportunities to reduce emissions across our operations. During 2025, we advanced emissions reduction initiatives through electric motor-driven compression, emissions management programs, methane reduction efforts, and carbon capture opportunities. These actions support our long-term goal of reducing Scope 1 greenhouse gas emissions and achieving net-zero emissions by 2050.

Our commitment extends beyond our operations. Through charitable giving, volunteerism, community partnerships, and ongoing stakeholder engagement, we continue investing in the communities where we live and work. We strive to be a trusted partner to our customers, an employer of choice for our employees, a good neighbor in our communities, and a responsible steward of shareholder capital.

Looking ahead, we are optimistic about the future. Demand for natural gas infrastructure continues to grow, and with a premier asset footprint, a strong balance sheet, and an exceptional team, DT Midstream is well positioned to help meet these needs while creating sustainable value for decades to come.

At DT Midstream, sustainability is an integral component of our long term strategy. It is how we operate every day: safely, responsibly, and with a long-term perspective. I am proud of what our team accomplished in 2025 and grateful for the dedication they bring to our company, customers, and communities, and am excited about the opportunities that lie ahead.

David Slater

Executive Chairman & CEO



DAVID SLATER
Executive Chairman & CEO
of DT Midstream

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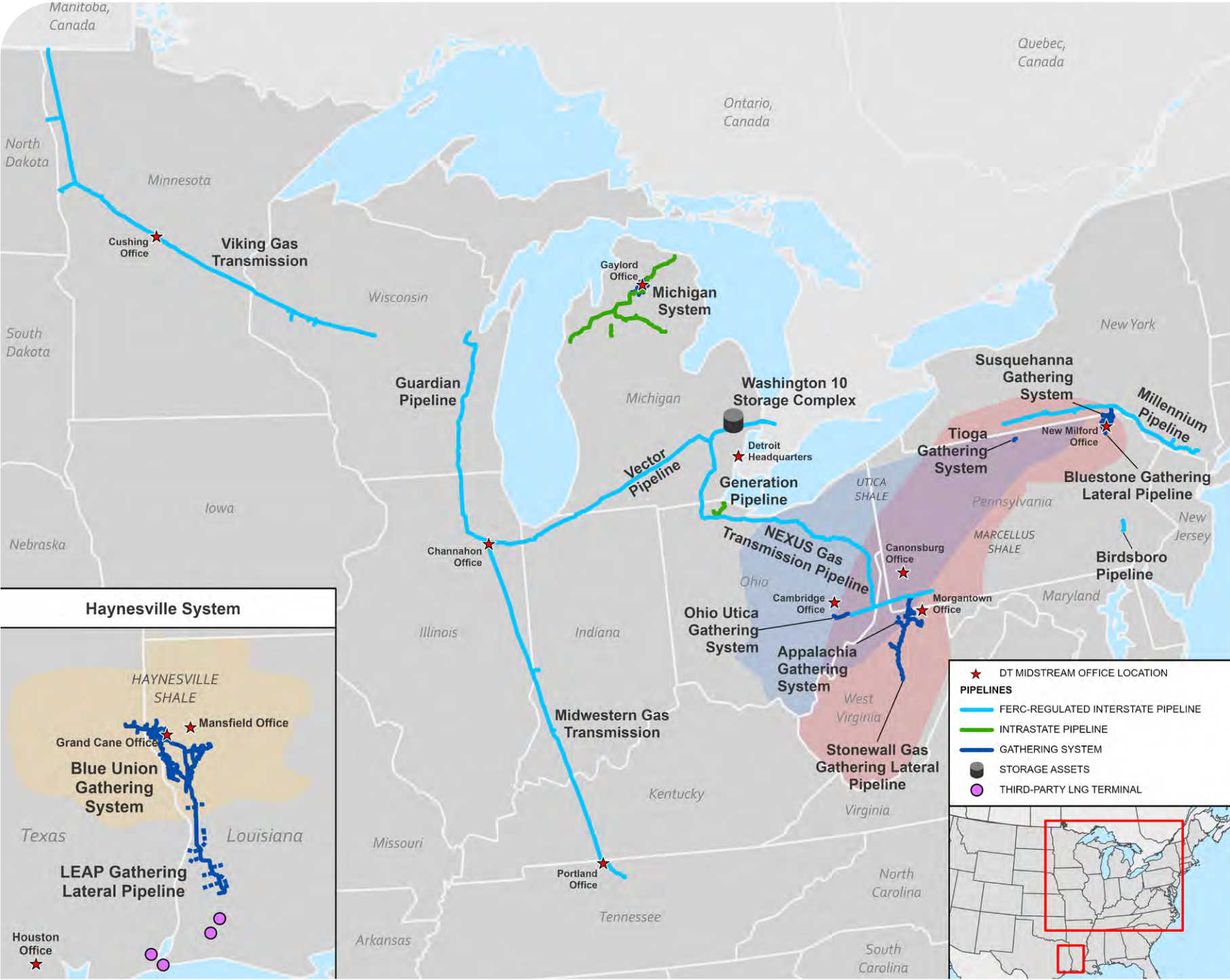
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Overview

- › DT Midstream became a **stand-alone, publicly traded company in 2021** after decades of success as a subsidiary of a major Midwest utility company.
- › We own and operate a diverse, integrated portfolio of midstream pipeline, storage and gathering assets, allowing us to provide an extraordinarily **comprehensive set of midstream services** to our customers.
- › Our company is a gas-focused midstream company. Our assets link **major demand markets** to supply from the Marcellus/Utica and Haynesville shales. Our assets are resilient, and link supply from these low-cost production areas to major demand markets.
- › We deliver to those high-quality markets via approximately **2,900** miles of transportation and lateral pipelines and more than **900** miles of gathering lines. We also own and operate **94 Bcf** of natural gas storage capacity in Michigan, serving local distribution companies, power generators and other customers in regions across the Midwestern U.S., Eastern Canada, Northeastern U.S., and Gulf Coast.
- › Our company headquarters are in **Detroit, MI**, with offices or operations in **thirteen states**.

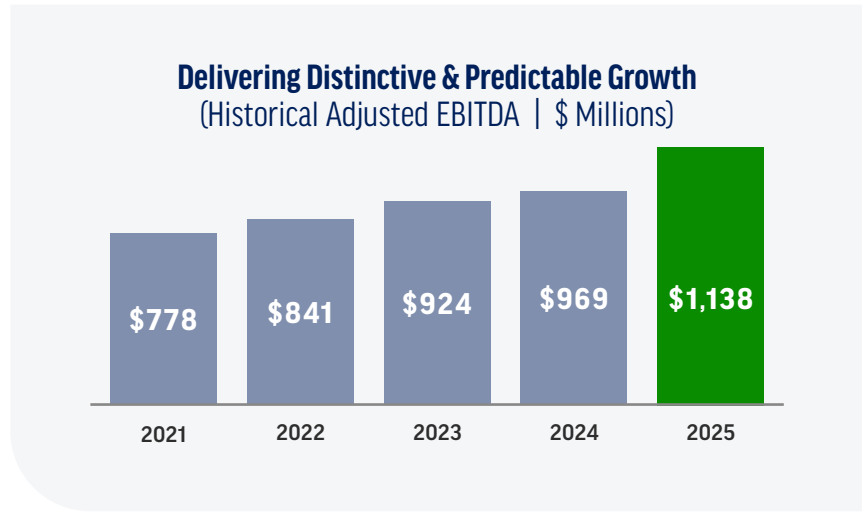
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OUR STRATEGY

Strategic Objectives

Our principal business objective is to safely and reliably operate and develop natural gas assets across our premier footprint.

- › Our proven leadership and highly engaged employees have an excellent track record of responsible performance that has effectively served our stakeholders and grown shareholder value.
- › Prospectively, we intend to continue this track record by executing on our natural gas-centric business strategy focused on disciplined capital deployment and supported by a flexible, well capitalized balance sheet.
- › Additionally, we intend to develop low carbon business opportunities and deploy greenhouse gas reducing technologies as part of our goal of being leading environmental stewards in the midstream industry.
- › We are executing on a plan to achieve net **zero carbon emissions by 2050** by using financially accretive low carbon and greenhouse gas reducing technology projects.



Strategic Principles

Our strategy is premised on the following principles:

- › **Operate our assets in a sustainable and responsible manner.**
We believe that consistently serving our communities, customers, team members, and stakeholders is foundational.
- › **Provide exceptional service to our customers.**
We will continue to provide safe, highly reliable, timely, and cost-competitive service, which is a key distinguishing competitive advantage.
- › **Disciplined capital deployment in assets supported by strong fundamentals.**
New capital spending will continue to go through a rigorous review process to ensure that it is accretive and deployed to assets serving high quality, low cost resources with proximity to strong demand centers, meeting our strategic criteria and expected returns.
- › **Capitalize on asset integration and utilization opportunities.**
We intend to leverage the scale and scope of our large asset platforms, our services, and our capabilities to increase efficiency across our portfolio and in the strategically situated natural gas basins in which we operate.
- › **Pursue economically attractive opportunities.**
We intend to pursue economically attractive expansion and acquisition opportunities that leverage our current asset footprint and strategic relationships with our customers.
- › **Grow cash flows supported by long-term firm service revenue contracts.**
We will continue pursuing opportunities that increase the demand-based component of our contract portfolio and will focus on obtaining additional long-term firm service commitments from customers, which may include fixed demand charges, Minimum Volume Commitments (MVCs) and acreage dedications.



Detroit, MI Headquarters

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ABOUT THIS REPORT

Sustainability Objectives

Our overall objective is to execute sustainability initiatives that are authentic to who we are as a company, increase long term enterprise value, and are aligned with industry best practices.

- › To support this objective, we conduct internal reviews of our sustainability performance along with periodic comparisons with major industry peers.
- › This process includes internal audits, executive reviews, external independent surveys, partnership in industry initiatives, and active membership in key industry associations.
- › We design our annual corporate sustainability report to transparently share details of our sustainability strategy, performance, and major accomplishments.
- › We develop this report based on quantitative and qualitative performance criteria.
- › We conduct periodic assessments of material sustainability risks and opportunities as part of our enterprise risk management process.

Report Details

- › This report represents the most accurate information available at the time of publication.
- › Unless otherwise noted, this report presents data from January 1 – December 31 for the years 2021, 2022, 2023, 2024 and 2025, and all financial information is presented in \$ USD.
- › This report does not address potential future rules that may be adopted by the SEC to enhance and standardize climate-related disclosures for investors.
- › This year's report includes the sustainability metrics associated with the Midwest Pipeline Acquisition.

Sustainability Standards

Our disclosures are guided by the recommendations of the **Task Force on Climate-Related Financial Disclosures (TCFD)**, **Sustainability Accounting Standards Board (SASB)**, and **Global Reporting Initiative (GRI)**.

- › Our sustainability reporting program includes periodic reviews by the major ESG rating companies.
- › We monitor our company ratings with these entities and conduct gap analyses to determine areas of potential improvement.
- › We include peer reviews in this process to determine strengths and improvement opportunities for our program.
- › The report is also designed to make it easier to compare our performance to recognized sustainability evaluation criteria.
- › The information in this report highlights our commitment to sustainable performance.
- › Our strategy is focused on managing sustainability risks, maintaining a value driven culture, strengthening business processes, and integrating sustainable capabilities into everything we do.

Other Resources

This report is available on our corporate website to provide easy access for all stakeholders. We also publish our financial disclosures, major corporate policies, and company announcements on this site. To access this information, please reference our [DTM Sustainability website](#).



AGS Booster Line

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01. ENVIRONMENTAL

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ENVIRONMENTAL MANAGEMENT

Our Approach

Our approach to environmental management is guided by **a commitment to responsible performance and our disciplined construction and operation processes**. Our environmental management program uses formal processes developed by functional groups, and approved by senior leadership, to ensure environmentally sensitive project development and long-term operating performance.



These processes have been established based on regulatory agency guidelines, construction and operating permits, industry best practices, and DTM's years of responsible performance.



Our environmental team of experienced professionals works side-by-side with project design, construction, and operating teams to ensure that we consistently meet or, where feasible, exceed the regulatory requirements.



Environmental impacts are assessed and minimized from the inception of each project and throughout the operational life of each asset.



We have spent decades working closely with local regulatory agencies to earn the reputation as a responsible operator who understands the critical importance of environmental stewardship.

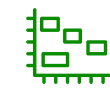
Our Process



Environmental and construction teams walk proposed construction routes to identify and avoid sensitive areas where possible.



Construction contract partners are evaluated and selected in large part based on their environmental and safety performance.



Our environmental team monitors each project throughout the pre-construction, and post-construction phases to ensure that the project meets or exceeds permit requirements.



Any deviations are identified and immediately communicated to management via daily environmental and safety calls along with reporting of material issues to senior management and our Board.



Our teams receive training on environmental best practices and are expected to maintain **100% transparency on environmental incidents or concerns**.



Environmental exceptions are tabulated, and after-action reviews are conducted to ensure root cause issues are addressed.

Program Execution

In 2025, we successfully integrated three new interstate pipelines into our environmental program and we approved substantial modernization investments which will replace aging compression with more reliable and efficient units.



Ohio Utica Trunkline

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ENVIRONMENTAL STEWARDSHIP

Our Commitment

We are committed to operating in an ethical, environmentally sensitive, and socially responsible manner.

Biodiversity & Land Use

- › We conduct thorough **Environmental Impact Assessments** at the start of any project.
- › We have a disciplined post-project restoration process that has been developed to ensure consistent restoration of impacted areas.
- › We abide by local laws and regulations and remain transparent with regulatory agencies.
- › We install noise mitigation technologies where necessary to reduce negative impacts on local communities and wildlife.
- › We measure and assess sensitive wetland areas and proximity to at-risk or nesting species.

Spill Prevention

- › We develop project designs that **anticipate and mitigate spill risks** which includes perimeter containment designs that effectively capture inadvertent spills.
- › Our consistent inspection and maintenance protocols head off potential spill events.
- › Our disciplined operating procedures anticipate and mitigate spill risks.

Air Emissions

- › Our leak prevention program includes use of **thermal oxidizers** and **Forward-Looking Infrared (FLIR) cameras** to help mitigate air emissions.
- › We execute a comprehensive **Leak Detection and Repair (LDAR)** program at our compressor stations to proactively identify leaks.
- › We routinely monitor our air emissions and conduct baseline emissions analyses.
- › With an engineering mindset, we measure emissions, assess performance, and mitigate release risks where possible.

Water Management

- › We recognize and respect the importance of responsible water management across our operations.
- › We use a limited amount of fresh water in our operations.
- › Environmental impact of our freshwater consumption within our operations is not significant.
- › We comply with regulations and explore innovative opportunities to responsibly reduce, recycle, and reuse water.

Waste Management

- › We employ efforts to reduce waste whenever possible.
- › We minimize the production of waste from our operations.
- › We reuse and recycle materials as much as possible.
- › We follow a range of industry best practices to minimize the production of waste.



Haynesville System

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GREENHOUSE GAS EMISSIONS

Our Approach

As one of the **fastest growing** midstream companies, we face **the challenge** of reducing emissions while **expanding** our natural gas gathering, pipeline, and storage business activities.

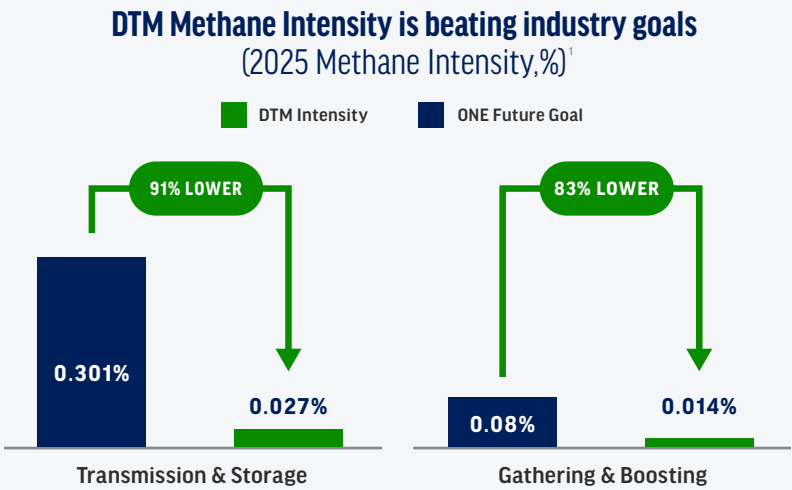
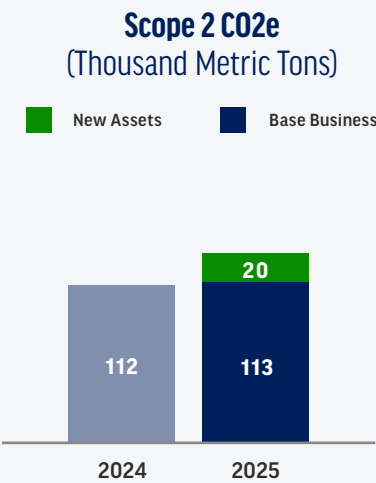
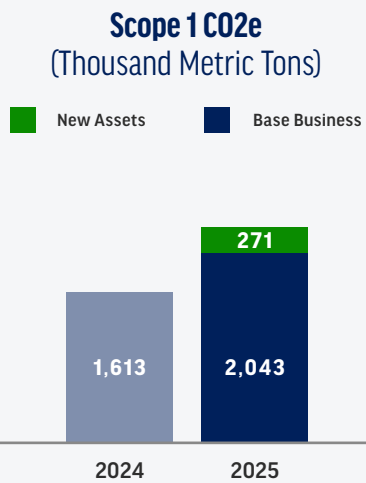
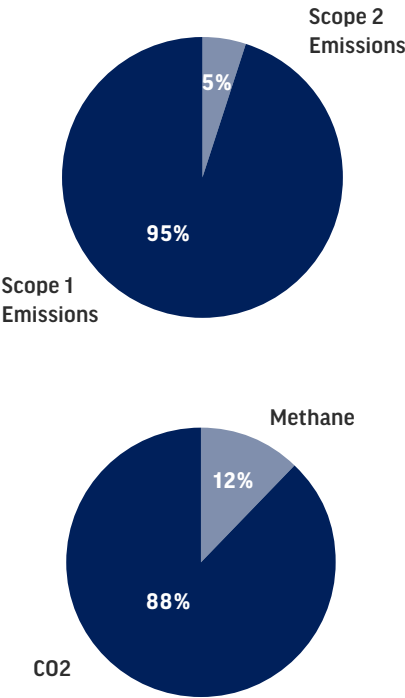
As detailed within our emissions reduction plan, we manage greenhouse gas emissions using multiple pathways:

- › Operate existing assets using industry best practices for methane management.
- › Maintain our natural gas assets to a high standard to reduce emissions.
- › Use low-emissions equipment where practical on existing assets and future projects.
- › Install electric motor-driven compression where practical to reduce operating emissions.
- › Develop financially accretive emissions capture technology projects that will reduce net emissions.

Greenhouse Gas Emissions

- › **Scope 1 emissions increased 43%** compared to 2024 due to the Midwest pipelines acquisition and higher run-time for major treating facilities.
- › Total **Scope 1 emissions** were **2.3 million** metric tons CO2e in 2025 and **Scope 2 emissions** were **0.13 million** metric tons CO2e.
- › **Scope 1 emissions** comprised **95%** of total CO2e emissions with **Methane emissions** only **comprising 12% of total Scope 1 emissions**.

Emissions Portfolio



(1) Data for 2022 through 2025 calculated per ONE Future methane intensity methodology without methane slip, consistent with the 2021 NGSI methodology.

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EMISSIONS REDUCTION PLAN

Our Strategy

Our strategy has three main components:

- 1. **Minimize emissions growth in the near term as the company continues to grow** by using electrified compression and emissions management protocols.
- 2. **Develop Carbon Capture & Sequestration (CCS) projects** in Louisiana to capture emissions from our major gas treating facilities.
- 3. **Expand our low-carbon commercial platform to develop financially accretive CCS projects** and clean fuels infrastructure capabilities that will support our 2050 net zero goal.

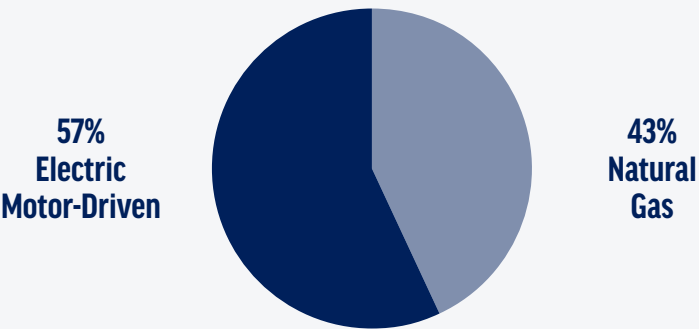
Our Approach

- › Our announced goal is to reduce **Scope 1 emissions 30%** by 2030 and to **achieve net zero emissions by 2050**.
- › The 2030 emissions-reduction plan targets a 30% cut from the company's 2021 baseline, along with the additional emissions expected from future growth. This commitment applies to assets owned as of 2021.
- › The **baseline Scope 1 emissions** for 2021 were **1.5 million** metric tons of CO2e.
- › Our plan uses organically developed and financially accretive emissions capture projects to reduce major portions of our emissions.

Near-Term Initiatives

- › Since 2022, we have installed over 50% of our compression horsepower as electric motor-driven, which avoids **285,000 MTPY** of CO2e emissions.
- › Used low emission technologies in customer supported project designs.
- › Implemented emissions management protocols based on industry best practices.
- › Optimized compression utilization for existing assets.
- › Implemented strong pipeline integrity protocols, proactive equipment maintenance, and Leak Detection and Repair (LDAR) inspections.
- › Conducted blowdown and pigging management programs.
- › Worked with industry groups to advance emissions reduction protocols and technologies.

Compression Horsepower Type Added Since 2022



Future Avoided Scope 1 Emissions due to Electric Motor-Driven Compression

285,000 MTPY CO2e

Emissions Reduction Plan (Scope 1 Million MT)¹

GOAL:
Reduce Scope 1 emissions 30% by 2030.



(1) The Emissions Reduction Plan accounts for assets that were part of our portfolio in 2021 when the 30% commitment was made and emissions reductions associated with the Clean Fuels gathering project.

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TEAM SAFETY

Our Approach

- › Protecting the health and safety of our team members, contractors, customers, and the communities we serve is always our highest priority.
- › Safety is the first consideration in our Safe, Caring, Dependable, and Efficient service culture that guides our team behaviors and overall company decisions.
- › This consistent focus on safety is achieved through a disciplined daily process of identifying hazards and effectively mitigating risks.
- › We remain committed to constantly enhancing our health and safety performance, which is driven by our culture of continuous improvement.
- › We are proud to have earned an excellent safety record that is consistently among the best in our industry.



Employee Safety Process

- › We have established **clear safety standards**.
- › New employees are given safety training as part of the onboarding process.
- › There is strong executive engagement on safety.
- › Our proactive assessments to identify risks are critical to mitigating hazards.
- › We conduct effective pre-job briefings that identify specific risks for current activities.
- › We collect quality safety observations from across the enterprise and share best practice results.
- › We instituted a robust safety training program for all team members.
- › We share transparent reporting of all safety incidents.
- › Our leadership conducts after action reviews of safety incidents.

Contractor Safety Process

- › We contractually **require contractors to enforce safety standards** that meet or exceed our safety standards.
- › We conduct contractor pre-assessments of safety performance histories.
- › We select contractors based on compatibility with our safety culture.
- › We have developed effective onboarding processes of contractors.
- › We have added third party safety inspectors to provide additional oversight.
- › We require transparent reporting of all contractor safety incidents.
- › Our leadership conducts after action reviews of contractor safety incidents.



DTM Safety

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PUBLIC SAFETY

Our Approach

- › Maintaining the **integrity and reliability of our pipeline systems** while limiting the impact on people and the environment is key to reducing risk and limiting the impact on the environment.
- › With our pipeline systems spanning thousands of miles across the United States and Canada, we believe that pipelines provide the **safest and most efficient** means of gathering and transporting natural gas.
- › We take a comprehensive, proactive approach to addressing the safety of our pipelines from design and construction, prevention and asset integrity processes, to ongoing monitoring and detection.
- › Regular maintenance is a cornerstone of the safety efforts to ensure our pipeline systems deliver reliable and safe energy to our customers.
- › Our systems are designed, engineered, and operated with industry leading safety practices. This includes monitoring our infrastructure around the clock, internally inspecting our pipelines consistent with PHMSA regulations, and conducting regular ground and aerial surveillance.
- › We work closely with state and federal experts that oversee natural gas pipelines and public safety officials to execute our pipeline integrity program.

Integrity Management

Our integrity management program has several primary components:

- › Assign clear roles and responsibilities for program management.
- › Identify high consequence areas as well as other areas of increased risk.
- › Execute baseline assessments of qualified pipeline assets.
- › Follow criteria for remediating conditions found during integrity assessments.
- › Follow a process for continual assessment.
- › Execute our performance plan that includes measures and record keeping protocols.

Safety Standards

Our safety protocols are comprehensive and **designed to meet applicable safety standards** including:

- › PHMSA pipeline safety standard 49 CFR 192
- › OSHA safety standard 29 CFR 1910
- › MSHA safety standard 30 CFR, Chapter 1

Process Safety Components

We have implemented Process Safety Management (PSM) protocols for our major treating facilities in Louisiana. This program is an essential part of our safety program.

Major components of the PSM process include:

- › Participation of the entire workforce
- › Collection and organization of facility safety information
- › Comprehensive Process Hazard Analysis (PHA) survey
- › Disciplined written operating procedures for critical activities
- › Formal PSM workforce training and qualification
- › Contractor compliance program for PSM standards
- › Pre-startup safety reviews of new or modified processes
- › Mechanical integrity testing of process equipment
- › Consistent hot work permit processes
- › Management of Change (MOC) processes
- › Incident investigations to identify root causes
- › Emergency planning and response procedures
- › Compliance audits to ensure consistent application of protocols



Ammons Compressor Station

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OUR TEAM

Our Approach

- › We are committed to creating a **safe and supportive workplace** for our employees.
- › We recognize that our **success is directly tied to the contributions of our team**.
- › We continue to refine our employee engagement, professional development, training, talent management, and benefits programs to make DT Midstream a great place to work.
- › We strive for DT Midstream to be an employer of choice where our team can grow and thrive for years to come.
- › **Understanding team needs** is a cornerstone of our human capital management efforts and that requires two-way communications between leadership and our employees.
- › We use **employee feedback** to ensure that team perspectives influence our annual engagement plan.
- › This feedback is solicited via various pathways including surveys, team events, HR communications, and monthly all hands calls.

Training & Development

- › Ongoing training and professional development initiatives are core to cultivating a competitive, skilled, and safety-minded workforce.
- › We offer training programs with courses and programs that span all levels, from new hire orientations to leadership programs.
- › Topics include safety, environmental responsibility, unconscious bias, code of business conduct, and specialty training for specific functions.

Talent Management

- › We believe that attracting and retaining highly talented individuals is core to our success.
- › To recruit new team members, we dedicate resources to finding the right people to fill openings across all levels of the organization.
- › To ensure we are attracting the best candidates from our communities, we post listings on local job boards and reach out to community organizations.
- › We strive to hire qualified local talent to deepen our connection with local communities.

Expanding Our Team

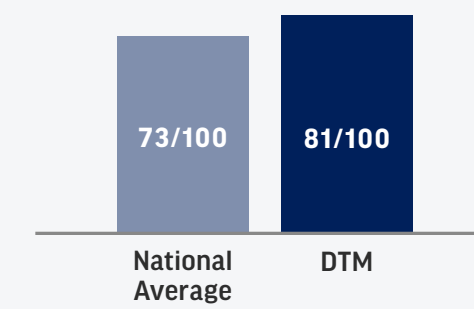
In 2025, we opened a new regional office in Tulsa, Oklahoma and added new team members to support the assets from our Midwest Pipeline Acquisition.

Benefits & Compensation

We have a competitive benefits package that includes:

- Company equity for all employees
- Medical, dental, and vision coverage
- Employee 401(k) plans with company matching
- Employer contributions to all employee 401(k) accounts even when employees do not contribute
- Group insurance plans
- Flexible spending accounts
- Tuition assistance programs
- Structured Hybrid work program
- Training and development opportunities
- Paid time off for volunteerism
- Paid holidays and vacation days
- Paid parental leave program
- Legacy planning tools and assistance
- Premium discount for employees that complete annual physicals

2025 Employee Engagement Survey Scores



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KNOW, SUPPORT, AND RESPECT

Our Approach

We are committed to maintaining a **safe, caring, and inclusive workplace** for everyone.

- › We value a team with broad-ranging backgrounds, experiences, viewpoints, and professional talents.
- › Our team has established a **Know, Support, and Respect** Culture that is founded on engagement and personal actions.
- › We reflect the demographics of our local communities.

2025 Accomplishments

- › Increased the number of women in our workforce by **32%** while also increasing the number of women in leadership by **18%**.
- › **100% of leaders** participated in training to strengthen our common understanding of our Know, Support, and Respect Culture.
- › Conducted annual employee survey with **99% participation of all employees**.
- › Successfully completed **major engagement initiatives** identified based on the employee survey responses.
- › Updated **holiday pay and maternity leave programs** to support employees spending quality time with families and friends.
- › Integrated Know, Support, and Respect Culture priorities into our corporate **stakeholder engagement plan**.
- › Conducted **career development discussions** to encourage employee ownership of career path.

(1) Employee Demographics data is provided as of November 1 for all years presented.

Our Priorities

KNOW

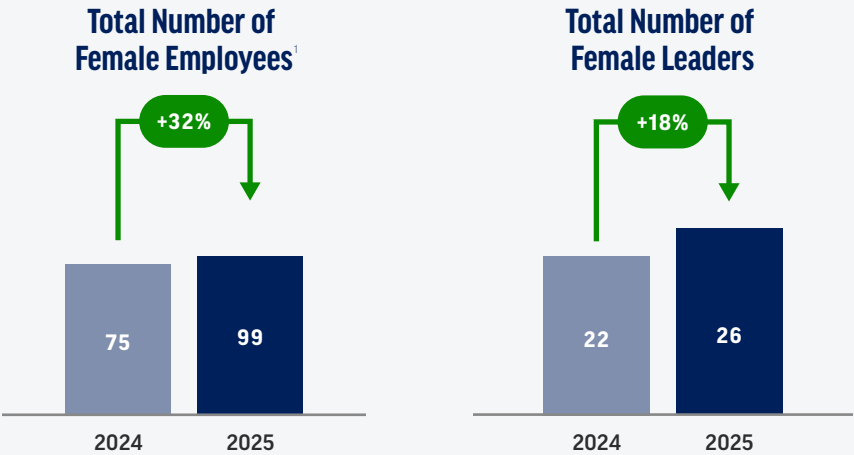
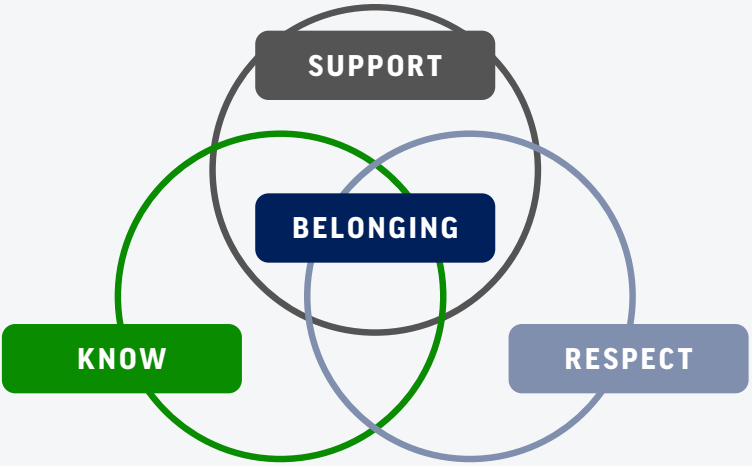
Deliberately learn. Inclusion starts with knowing each other and the cultural norms of the communities where we live and operate

SUPPORT

Honestly understand. We listen to each other’s perspectives and needs, regardless of locations, position or tenure

RESPECT

Respect is required, so every person will feel comfortable being themselves at work



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COMMUNITY ENGAGEMENT

Our Approach

- › At its core, we are dedicated to **earning trust and fostering collaboration** with the communities where we live, work, and operate.
- › We recognize the importance of stakeholder engagement and community relations in driving sustainable practices and fostering positive impact.
- › Our stakeholder universe encompasses a diverse array of individuals and entities, including employees, investors, customers, suppliers, regulatory bodies, local communities, and environmental organizations.

Our Plan

- › Through **comprehensive stakeholder mapping**, we prioritize engagements based on their influence and interest in our initiatives.
- › We initiate informal dialogues with key stakeholders to gain insights into their perspectives, concerns, and expectations regarding our sustainability efforts.
- › Through one-on-one meetings, focus groups, surveys, and community gatherings, we foster open communication channels to build trust and collaboration.
- › Our approach ensures that relevant information is directly conveyed to stakeholders, empowering them to effectively engage in the process.
- › We develop clear and concise messaging tailored to address the most critical information that stakeholders need to know.
- › We then begin broadening our public messaging by encompassing additional communication channels, including where appropriate, public hearings, public notices, social media, press releases, and community reporting.
- › Through **consistent and transparent communication**, we aim to raise awareness and inspire action among a wider audience, driving positive change.
- › We conduct thorough research to identify and understand potential opposition groups or concerns related to our project initiatives. By engaging in constructive dialogues and validating concerns through transparent communication and data analysis, we strive to address stakeholder concerns effectively.
- › Through ongoing and strategic dialogues, we foster trust and collaboration with key stakeholders, demonstrating our commitment to fair and sustainable values. By listening to stakeholders' needs and concerns, we can adapt our project strategies to better align with their expectations, driving shared value creation.
- › We facilitate communication pathways between external stakeholders and Subject Matter Experts (SMEs) within our organization. By ensuring accessibility and responsiveness to external inquiries or concerns, we enhance transparency and stakeholder engagement in our project initiatives.

Membership Associations

DTM belongs to a number of industry associations including:

- › American Gas Association (AGA)
- › Appalachian Basin Gas Processors Association
- › Energy Infrastructure Council (EIC)
- › Go West Virginia (WVONGA / IOGAWV)
- › Interstate Natural Gas Association of America (INGAA)
- › Louisiana Mid-Continent Oil and Gas Association
- › Louisiana Oil and Gas Association
- › Marcellus Shale Coalition
- › Michigan Chamber of Commerce
- › Michigan Oil and Gas Association
- › Ohio Gas Association
- › Ohio Manufacturer's Association
- › Ohio Oil and Gas Association
- › Pennsylvania Independent Oil & Gas Association
- › Regional Growth Partnership
- › Shale Crescent
- › West Virginia Land and Mineral Owners Association
- › West Virginia Manufacturer's Association
- › Women in Energy Network

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COMMUNITY INVESTMENT

Our Approach

We identify opportunities for corporate social responsibility and philanthropic initiatives that align with our values and community goals.

- Through strategic partnerships with local organizations and non-profits, we address environmental and social challenges, contributing to sustainable community development.
- With the help of local employees, we strategically identify philanthropic partners whose missions are driven by local priorities.
- We support those missions and foster mutually beneficial collaborations.
- By leveraging our resources and expertise, we support initiatives that, among other things, promote environmental conservation, social goodwill, and ethical governance.

Community Giving

- 100%** of our DT Midstream Foundation giving is **employee driven**, through employee match or grant applications.
- We spread our community giving across our entire corporate footprint based on local employee feedback.
- We distributed more than **\$612,000** to employee sponsored local communities in 2025.
- During summer 2025, the DT Midstream Foundation granted **\$500** to charitable organizations of choice if employees completed a minimum of 16 volunteer hours.
- The program supported **237** community partnership opportunities in 2025 based on employee recommendations.

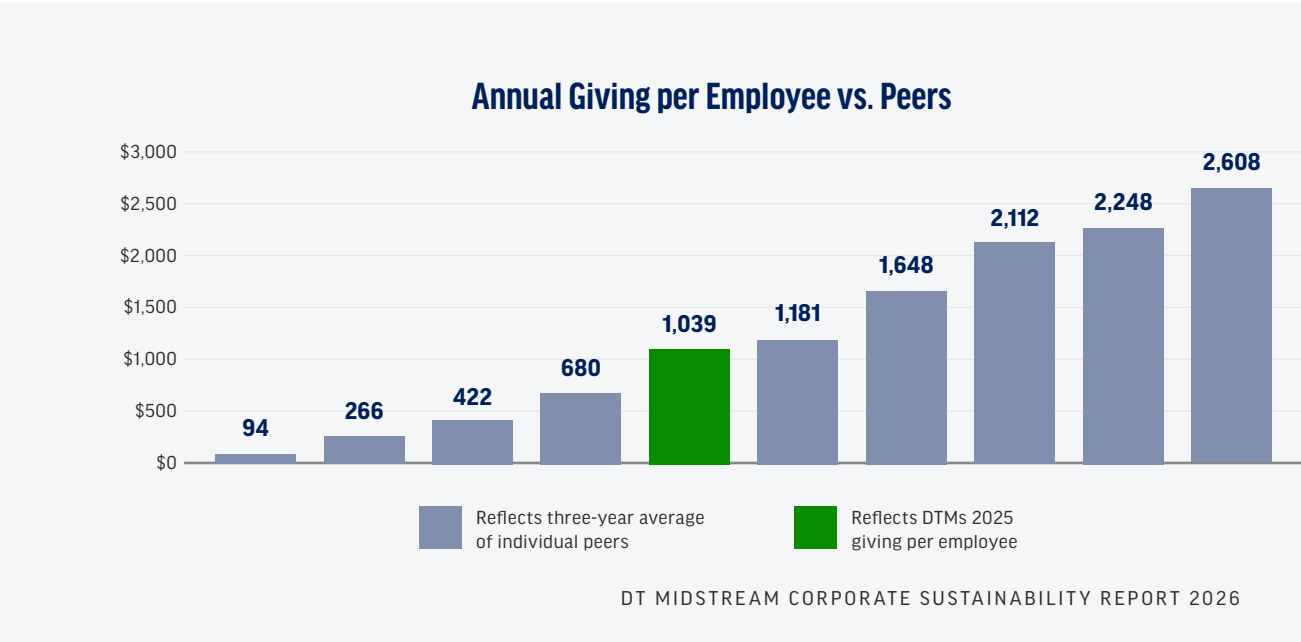
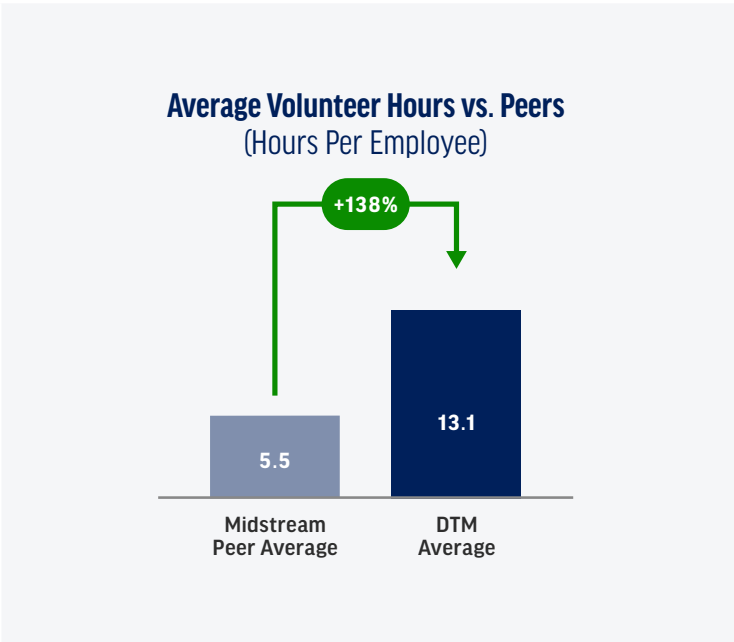
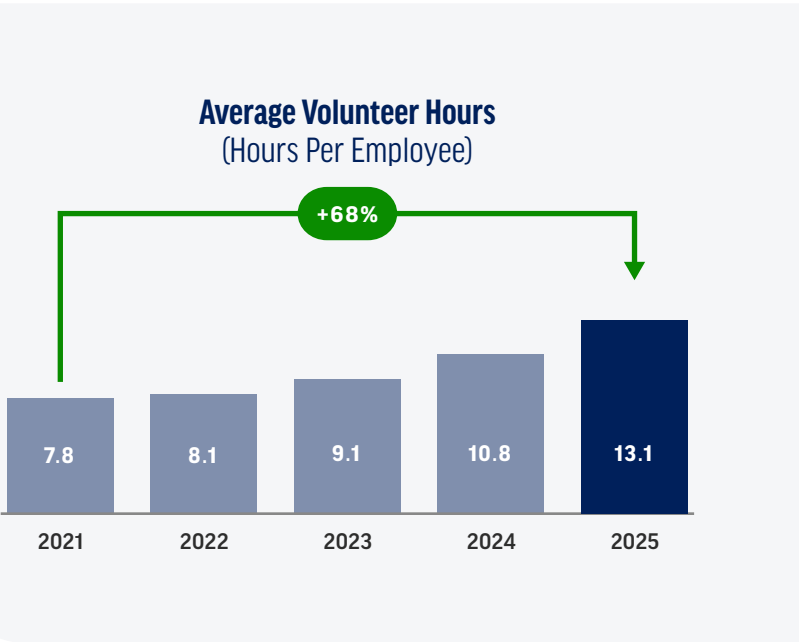
Employee Matching

- As part of our **\$612,000 overall giving program** in 2025, we supported individual employee personal giving opportunities **with company matching funds**.
- As part of our 2025 giving total, we provided **\$183,000** in company matching funds to support employee personal giving.
- We are particularly proud of this effort to **support our employees as they generously give back to the communities** in which we work and live.

Community Volunteers

Our employees pride themselves on participating in community volunteer events, and our annual volunteer hours per employee consistently rank among the best in the industry when compared to our peers.

- The company provides **16 hours of paid time off** to support volunteer opportunities that are important to each employee.
- We averaged **13.1** volunteer hours per employee in 2025 while the industry peer average was 5.5 volunteer hours per employee.
- Our strategy is to build a **culture of giving** that earns goodwill and aligns with our company’s objectives for strong community engagement.
- Our giving program includes employee volunteerism, volunteer partnerships, and financial support to our communities.



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CORPORATE GOVERNANCE

Our Approach

- › We are committed to operating in an **ethical, legal, environmentally sensitive, and socially responsible manner**, while creating long-term value for our shareholders.
- › We are committed to effectively managing corporate risk and creating sustainable long-term value.
- › To guide this, we created a strong governance structure that enables our directors to provide advice, insight, and oversight to advance the interests of DT Midstream, our shareholders, and other key stakeholders.
- › We strive to maintain sound governance standards through our Corporate Governance Statement, Governance Guidelines, Code of Business Conduct and Ethics, our systematic approach to risk management, as well as our commitment to transparent financial reporting and strong internal controls that include ESG matters.
- › We consistently report financial and operating data in accordance with professional and industry standards.
- › Long-term incentive plans are tied to total shareholder return and sustainability targets.

Sustainability Governance

- › We created a Board-level committee to focus on sustainable performance and initiatives.
- › Our Board has significant sustainability experience and is actively engaged in the development of the corporate sustainability strategy.
- › Our ESG Committee oversees the Company’s sustainability strategy, policies, and practices and reviews disclosures with respect to environmental, health and safety, corporate social responsibility, corporate governance, and sustainability.
- › Our sustainability risks are integrated into the corporate risk management program, business processes are designed to incorporate sustainable best practices, and annual compensation is directly linked to sustainable performance.

Governance Structure & Board of Directors

- › We have instituted robust governance practices and are structured as a C-Corp with a Lead Independent Director.
- › We have a **diverse, experienced, and engaged Board** that is committed to delivering ethical and transparent governance.
- › Guided by our **Governance Guidelines**, our robust corporate governance structure includes a strong relationship with management, periodic stakeholder engagement, an annual CEO evaluation, CEO succession planning, and detailed director selection and succession planning.
- › Director nominees for our Board are selected by the Corporate Governance Committee.
- › The Committee assesses nominees based on a candidate’s judgment, experience, independence, complimentary skills, understanding of the company or related industries, and other relevant factors.
- › Our Board believes that its membership should reflect **a diversity of experience and thought leadership**. In line with our corporate values, directors are expected to exercise their position with the highest personal and professional ethics and integrity.
- › All directors are encouraged to participate in continuing education programs to enhance their skills, assist in fulfilling their responsibilities and stay current and knowledgeable about the business of DTM including through programs such as the National Association of Corporate Directors Directorship Certification Program and periodic trainings conducted by third-party experts.
- › Per NYSE listing standards, our Board is required to be at least **majority independent**. In practice, we have well exceeded that benchmark, achieving a structure whereby all members of the Board except our CEO are independent.
- › Our Board structure includes **five oversight committees**. These are the Audit, Corporate Governance, ESG, Finance, and Organization and Compensation committees.
- › Our Board and each of its **committees perform a self assessment** annually to measure their effectiveness and identify any opportunities for further improvement.

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BOARD OF DIRECTORS



David Slater
Executive Chairman &
Chief Executive Officer



Stephen Baker
Lead Independent
Director



Dwayne Wilson
Independent
Director



Elaine Pickle
Independent
Director



Angela Archon
Independent
Director



Peter Tumminello
Independent
Director



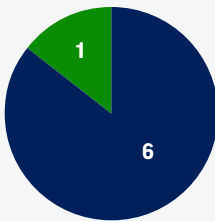
Robert Skaggs, Jr.
Independent
Director

Board Level Committees

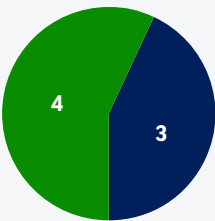
Board level committees integrate sustainability risk management into their specific area of oversight:

- › **Audit Committee**
Overall analysis and review of risk issues, policies, and controls associated with our overall financial reporting and disclosure process, legal, and regulatory compliance, in addition to reviewing policies on risk control assessment and accounting risk exposure.
- › **Corporate Governance Committee**
Analyze and review risks associated with DT Midstream’s governance practices and the interaction of DT Midstream’s governance with enterprise risk level management.
- › **Environment, Social, and Governance (ESG) Committee**
Analyze and review DT Midstream’s risk exposures as they relate to ESG matters and the management of those risks.
- › **Finance Committee**
Analyze and review financial, capital, credit and insurance risk.
- › **Organization & Compensation Committee**
Assess and discuss with the Board the relationship between the inherent risks in executive compensation plans, executive compensation arrangements, executive performance goals and payouts, and how the level of risk corresponds to DT Midstream’s business strategies.

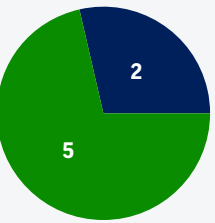
Board Diversity



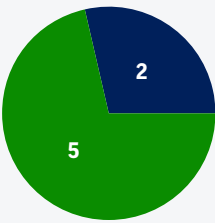
~86%
independent



~43%
gender or
ethnically diverse



~29%
gender diverse



~29%
ethnically diverse

Director Skills



Energy / Midstream



Finance / Accounting



Regulatory / Public Affairs



Public Company Board



Public Company Executive



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CORPORATE POLICIES

Our Approach

Our Code of Conduct, our highest-level policy, is the **foundation of our commitment to living our Service Keys** and conducting our business according to the highest ethical standards and in compliance with the law.

Our Code of Conduct applies to every employee, regardless of role or location. It provides detailed requirements and guidance on how we should work with colleagues, customers, vendors, and government entities within our Company as well as the communities and markets where we operate.

- › Clear guidelines on acceptable professional behavior.
- › Clear protections for whistleblowers as part of our anti-retaliation policy.
- › Mechanisms for reporting ethics related concerns.
- › Ethics training for all employees.

We encourage employees to speak up and have established a robust reporting structure for any concerns related to business conduct and ethics. This includes an internal and external whistleblower hotline which allows for anonymous reporting of concerns.

The reporting pathways for employees and stakeholders include:

- › Ethics and Compliance Office
- › Human Resources
- › Functional Leader
- › Chief Audit Executive and Chief Risk Officer
- › Ethics and Compliance Helpline
- › General Counsel
- › Board Audit Committee

POLICY	DESCRIPTION
EMPLOYEE CODE OF CONDUCT	Acting with integrity, accountability, and respect for each other is fundamental to how we do business. Our Code of Conduct is a consolidated set of standards that help every team member understand what's expected and offers guidance on the rules and polices we each must follow.
ANTI CORRUPTION	Formal policy that establishes clear standards for employee and leadership behavior in areas such as anti-bribery and compliance with the Honest Leadership and Open Government Act (HLOGA).
ZERO TOLERANCE	Formal policy that establishes "zero tolerance" for all forms of discrimination, harassment, and retaliation in the workplace and in our communities.
CONCERN REPORTING	Integrated policy within our Code of Conduct establishing clear methods for anonymous and attributed concerns to be escalated without fear of retaliation.
CONFLICTS OF INTEREST	Integrated policy within our Code of Conduct that establishes clear standards for avoiding conflicts of interest while conducting corporate business.
FAIR COMPETITION	Integrated policy within our Code of Conduct addressing the need to conduct our business in an ethical and legal manner.

POLICY	DESCRIPTION
FINANCIAL REPORTING	Formal policy that addresses internal control over financial reporting to ensure compliance with the Sarbanes Oxley Act of 2002.
HUMAN RIGHTS	Formal policy to codify our commitment to the fair and respectful treatment of all people. The policy includes provisions that address Anti-Slavery, Human Trafficking, Child Labor, and Indigenous Peoples Rights.
INSIDER TRADING	Formal policy that restricts anyone from trading securities based on material non-public information that could influence an investor's decision to buy, sell, or trade those securities.
POLITICAL CONTRIBUTIONS	Formal policy to establish clear guidelines for political contributions by employees and senior leadership.
SUPPLIER CODE OF CONDUCT	Formal policy to better align our supplier partners with the DTM commitment to sustainable performance.
CLAWBACK POLICY	Formal policy that allows DTM to recover incentive-based compensation from our executive officers in the event of an accounting restatement.

[VIEW POLICY WEB PAGE >](#)

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ENTERPRISE RISK MANAGEMENT

Our Approach

We have developed an enterprise risk management process to identify and **mitigate significant strategic risks**. Our risk management program has the following major components:

- › We have created an enterprise risk register to identify significant strategic risks.
- › Our strategic risk assessments integrate significant climate-related and compliance risks into the enterprise risk management process.
- › We have assessed significant strategic risks and identified mitigation options that reduce the severity, frequency, and velocity of these risks where possible.
- › Our risk management plan is integrated into the financial and capital management processes.
- › Our Executive Committee regularly reviews the risk assessment and directs related risk mitigation efforts.
- › Board committees are responsible for overseeing and considering significant risk issues relating to their committee.
- › Sustainability risks are integrated into the corporate risk management program.

Our Process

Our risk management process includes:

- › Identifying material **strategic, operational, financial, corporate, compliance, and climate risk factors**.
- › Ranking identified risks by severity impact and likelihood.
- › Assigning risk monitoring and mitigation responsibilities to business leaders.
- › Developing and implementing mitigation action plans for material risks.
- › Implementing emergency preparedness and response plans.
- › Integrating risk reviews into the daily, monthly, quarterly, and annual reporting processes.
- › Quarterly risk updates are presented to the Board as part of the governance oversight process.

Emergency Response

We have implemented an emergency response program to ensure an immediate and effective response in the event of a significant risk event.

This program includes regular drills with business unit teams and reviews with senior leadership. Components of the program include:

- › Emergency response coordinator function.
- › Emergency response protocols for each risk category.
- › **Site Emergency Response Plans (SERP)** for each activity area.
- › Tabletop and simulated exercises with business unit teams.
- › Continuous improvement initiatives based on exercise results.
- › Outreach to local first responders and community support groups.
- › Clear emergency roles and responsibilities.
- › Integration with our community engagement program.

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CLIMATE RISK MANAGEMENT

Our Strategy

- › We conduct regular risk assessments that integrate significant climate-related and compliance risks into our full enterprise risk management process.
- › Significant risks are scored by severity and frequency.
- › Business leaders are responsible for managing significant risks as they apply to their areas of responsibility.
- › Associated costs and resources are integrated into our corporate budget.
- › Executive leadership conducts regular inspections of significant risks and mitigation plans.
- › Significant climate-related risks are reviewed with and overseen by the Board as part of the enterprise risk management process.
- › The Board also oversees and assesses progress toward our net zero goals.

Direct Climate Risks

- › More frequent and **severe weather events**, which may result in **adverse physical effects** on portions of the country’s gas infrastructure and could disrupt our supply chain and ultimately our operations.
- › Severe weather events could also cause **physical damage to facilities**, all of which could lead to reduced revenues, increased insurance premiums, or increased operational costs.
- › To the extent we are **unable to recover costs**, or if the recovery of those costs results in higher rates and reduced demand for our services, our future financial results could be adversely impacted.
- › **Disruption of transportation systems** which are used by our customers or by our operations could result in reduced operational efficiency and customer service interruption.
- › Chronic physical **risks include long term shifts in climate patterns** resulting in new storm patterns or chronic increased temperatures, which could cause demand for gas as a heating fuel to decrease as a result of warmer weather and adversely impact future financial results.

Direct Regulatory Risks

- › New, modified, or **stricter climate-related laws**.
- › **New enforcement policies** associated with existing climate change laws and regulations.
- › Regulatory or enforcement changes may significantly **increase our compliance costs** and impact our operations.

Potential Indirect Regulatory Risks

- › Climate-related legislative changes have resulted in the **imposition of more restrictive requirements** for the establishment of pipeline infrastructure or the permitting of LNG export facilities.
- › **New regulations or U.S. Federal laws**, such as a carbon tax, restricting emissions of greenhouse gases from customer operations, or that limit the growth of pipelines and LNG exports from the U.S., could delay or curtail their activities and, in turn, adversely affect our business, financial condition, and results of operations.
- › These changes could result in a **fundamental shift in the demand** for our products and services.

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CYBERSECURITY RISK MANAGEMENT

Our Strategy

To **identify and manage the material risks of cybersecurity threats** to our business, operations and control environments, we continue to invest in technology and implement controls, processes, policies and programs, with emphasis on cybersecurity incident prevention and mitigation.

- › Our cybersecurity program is integrated into our risk management process and is managed by a dedicated cybersecurity team that is responsible for leading enterprisewide cybersecurity strategy, policy, standards, architecture, and processes.
- › The program is aligned with industry standards and best practices, such as the National Institute of Standards and Technology Cybersecurity Framework.
- › As part of our cybersecurity process, we engage external experts and consultants to assess our cybersecurity program and compliance with applicable practices and standards.
- › We recognize that our employees are a critical part of the cybersecurity process, and we provide cybersecurity training to all employees with reviews of cybersecurity best practices as part of employee engagement discussions.

Our Approach

Our objective is to identify cybersecurity risks, detect threats, block malicious activity in our systems, and remediate suspected attacks.

Our strategic approach is focused on these key components:

CONTINUOUS MONITORING	Our cybersecurity team and third-party security partner provide 24/7/365 cybersecurity risk monitoring .
NETWORK PROTECTION	We implement numerous network-based solutions such as firewalls , cloud security network protections, and VPN solutions.
END POINT PROTECTION	We use advanced end point protection taking advantage of industry leading cybersecurity technologies.
PHYSICAL SECURITY	We take steps to harden our physical sites to protect against unauthorized physical access to company computer systems.
EMPLOYEE TRAINING	We have an extensive cybersecurity training program that is mandatory for all employees.
THREAT SIMULATIONS	We routinely send employees simulated cybersecurity threats to increase awareness, improve threat identification, and ensure consistent reporting.
THREAT HUNTING	Proactive cyber intelligence searches based on adversarial tactics, techniques, or trade craft used to disrupt attacks before they become breaches.
CYBERSECURITY	Our cybersecurity team is staffed with highly skilled analysts with many years of experience and specialized cybersecurity certifications.

Cybersecurity Key Capabilities

Our cybersecurity risk program is founded on these key capabilities:



LEADERSHIP

DTM executives and our Board are educated on the latest cybersecurity threats and committed to executing a disciplined and effective cybersecurity risk program.



PEOPLE

Our employees are educated on cyber risk to identify and report threats.



PROCESS

We use best practices and industry standards to develop and execute effective risk mitigation processes.



TECHNOLOGY

We partner with world class technology companies to identify and mitigate risks.

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FORWARD-LOOKING STATEMENTS

Certain information presented herein contains statements which, to the extent they are not statements of historical or present fact, constitute “forward-looking statements” under the securities laws. These forward-looking statements are intended to provide management’s current expectations or plans for our future operating and financial performance, business prospects, outcomes of regulatory proceedings, market conditions, and other matters, based on what we believe to be reasonable assumptions and on information currently available to us.

Forward-looking statements can be identified by the use of words such as “believe,” “expect,” “expectations,” “plans,” “strategy,” “prospects,” “estimate,” “project,” “target,” “anticipate,” “will,” “would,” “could,” “should,” “see,” “guidance,” “outlook,” “confident,” “may,” “continue,” “intend,” “goal,” “potential,” and other words of similar meaning. The absence of such words, expressions or statements, however, does not mean that the statements are not forward-looking. In particular, express or implied statements relating to future earnings, cash flow, results of operations, uses of cash, tax rates and other measures of financial performance, future actions, conditions or events, potential future plans, strategies or transactions of DT Midstream, and other statements that are not historical facts, are forward-looking statements.

Forward-looking statements are not guarantees of future results and conditions, but rather are subject to numerous assumptions, risks, and uncertainties that may cause actual future results to be materially different from those contemplated, projected, estimated, or budgeted.

Many factors may impact forward-looking statements of DT Midstream including, but not limited to, the following:

- › changes in general economic conditions, including increases in interest rates and associated Federal Reserve policies, a potential economic recession, and the impact of inflation on our business;

- › industry changes, including the impact of consolidations, alternative energy sources, technological advances, infrastructure constraints and changes in competition;
- › changes in global trade policies and tariffs; global and domestic supply chain disruptions;
- › actions taken by third-party operators, producers, processors, transporters and gatherers;
- › changes in expected production from Expand Energy and other third parties in our areas of operation;
- › demand for natural gas gathering, transmission, storage, transportation, sand mining, and water services;
- › the availability and price of natural gas to the consumer compared to the price of alternative and competing fuels;
- › our ability to successfully and timely implement our business plan;
- › our ability to complete organic growth projects on time and on budget;
- › our ability to finance, complete, or successfully integrate acquisitions;
- › our ability to realize the anticipated benefits from acquisitions and our ability to manage the risks associated with acquisition activity;
- › the price and availability of debt and equity financing;
- › restrictions in our existing and any future credit facilities and indentures;
- › the effectiveness of our information technology and operational technology systems and practices to detect and defend against evolving cyber attacks on United States critical infrastructure;
- › changing laws regarding cybersecurity and data privacy, and any cybersecurity threat or event;

- › operating hazards, environmental risks, and other risks incidental to gathering, storing and transporting natural gas; geologic and reservoir risks and considerations;
- › natural disasters, adverse weather conditions, casualty losses and other matters beyond our control;
- › the impact of outbreaks of illnesses, epidemics and pandemics, and any related economic effects;
- › the impacts of geopolitical events, including the conflicts in Ukraine and the Middle East;
- › arbor relations and markets, including the ability to attract, hire and retain key employee and contract personnel;
- › large customer defaults;
- › changes in tax status, as well as changes in tax rates and regulations;
- › the effects and associated cost of compliance with existing and future laws and governmental regulations, such as the Inflation Reduction Act and the One Big Beautiful Bill Act;
- › changes in environmental laws, regulations or enforcement policies, including laws and regulations relating to pipeline safety, climate change and greenhouse gas emissions;
- › changes in laws and regulations or enforcement policies, including those relating to construction and operation of new interstate gas pipelines, ratemaking to which our pipelines may be subject, or other non-environmental laws and regulations;
- › our ability to qualify for federal income tax credits;
- › our ability to develop low carbon business opportunities and deploy greenhouse gas reducing technologies;

- › changes in insurance markets impacting costs and the level and types of coverage available;
- › the timing and extent of changes in commodity prices; the success of our risk management strategies;
- › the suspension, reduction or termination of our customers’ obligations under our commercial agreements;
- › disruptions due to equipment interruption or failure at our facilities, or third-party facilities on which our business is dependent;
- › the effects of future litigation; and the risks described in our Annual Report on Form 10-K for the year ended December 31, 2025 and our reports and registration statements filed from time to time with the SEC.

The above list of factors is not exhaustive. New factors emerge from time to time. We cannot predict what factors may arise or how such factors may cause actual results to vary materially from those stated in forward-looking statements, see the discussion under the section entitled “Risk Factors” in our Annual Report for the year ended December 31, 2025, filed with the SEC on Form 10-K and any other reports filed with the SEC. Given the uncertainties and risk factors that could cause our actual results to differ materially from those contained in any forward-looking statement, you should not place undue reliance on any forward-looking statements.

Any forward-looking statements speak only as of the date on which such statements are made. We are under no obligation to, and expressly disclaim any obligation to, update or alter our forward-looking statements, whether as a result of new information, subsequent events or otherwise.

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PERFORMANCE DATA TABLES

FOCUS AREA	ESG METRIC	UNITS	2021	2022	2023	2024	2025
METHANE INTENSITY	Gathering and Boosting	Percent	0.013%	0.014% ²	0.016% ²	0.013% ²	0.014% (1)
	Transmission & Storage	Percent	0.006%	0.019% ²	0.009% ²	0.008% ²	0.027% (1)
GREENHOUSE GAS EMISSIONS	Scope 1 CO2 Emissions	Metric Tons	1,339,134	1,467,589	1,548,731	1,455,086	2,043,872
	Scope 1 Methane Emissions (as CO2e)	Metric Tons	126,532	148,542	165,340	157,376	269,175
	Scope 1 Nitrous Oxide Emissions (as CO2e)	Metric Tons	541	572	583	508	1,059
	Total Scope 1 CO2e	Metric Tons	1,466,207	1,616,703	1,714,654	1,612,970	2,314,105
	Total Scope 2 CO2e	Metric Tons	--	115,679	110,496	111,983	133,433
AIR EMISSIONS	Nitrogen Oxides (NOx)	Net Tons	628	743	825	851	2,776
	Volatile Organic Compounds (VOC)	Net Tons	186	258	240	313	413
	Carbon Monoxide (CO)	Net Tons	294	347	684	579	887
	Hazardous Air Pollutants (HAP)	Net Tons	127	104	163	112	158
	Particulate Matter (PM)	Net Tons	68	136	107	112	146
	Formaldehyde (HCHO)	Net Tons	28	30	41	43	87
	Sulfur Dioxide (SO2)	Net Tons	3	5	6	5	47
	Sulfur Oxides (SOx)	Net Tons	3	3	3	3	3
ENVIRONMENTAL STEWARDSHIP	Reportable Spills or Releases	Number	8	8	17	2	8
	Volume of Reportable Spills	Barrels	303	76	100	74	472
	Notices of Violation (NOVs)	Number	2	7	5	2	2
	Fines Associated with Violations	\$ Thousands	\$0	\$7.2	\$0	\$0	\$500.5
	Hazardous Waste Disposed	Net Tons	0	0	0	0	4.1
BOARD OF DIRECTORS	Total Number of Directors	Number	7	7	7	7	7
	ESG Committee Directors	Number	3	3	3	3	3
	Independent Directors	Percent	71%	71%	71%	71%	86%
	Female Directors	Percent	14%	14%	29%	29%	29%
	Ethnically Diverse Directors	Percent	29%	29%	29%	29%	29%
	Gender or Ethnically Diverse Directors	Percent	43%	43%	43%	43%	43%

(1) Data for 2022 through 2025 calculated per ONE Future methane intensity methodology without methane slip, consistent with the 2021 NGSI methodology.

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PERFORMANCE DATA TABLES (CONTINUED)

FOCUS AREA	ESG METRIC	UNITS	2021	2022	2023	2024	2025
EMPLOYEE SAFETY	Employee Fatalities	Number	0	0	0	0	0
	Employee Recordables	Number	3	2	1	0	4
	Employee Fatality Rate	Rate	0.00	0.00	0.00	0.00	0.00
	Total Recordable Incident Rate (TRIR)	Rate	1.16	0.66	0.25	0.00	0.71
	Lost Time Incident Rate	Rate	0.78	0.66	0.25	0.00	0.18
	Days Away, Restricted, or Transferred (DART)	Number	2	2	1	0	1
	DART Rate	Rate	0.78	0.66	0.25	0.00	0.18
	Potential Serious Injury or Fatality (PSIF) events	Number	13	12	21	23	32
	Total Hours Worked	Hours	516,089	605,239	793,925	820,282	1,134,681
	Preventable Vehicle Accidents	Number	2	2	6	2	4
CONTRACTOR SAFETY	Contractor Fatalities	Number	0	0	0	0	0
	Contractor Recordables	Number	4	5	8	5	5
EMPLOYEE DEMOGRAPHICS ¹	Total Number of Employees	Number	277	340	400	403	589
	Male Employees	Percent	79%	81%	82%	81%	83%
	Female Employees	Percent	21%	19%	18%	19%	17%
	Ethnically Diverse Employees	Percent	9%	13%	14%	12%	12%
	Employees Aged <30 Years Old	Percent	14%	17%	15%	12%	12%
	Employees Aged 30 to 50 Years Old	Percent	59%	59%	60%	63%	62%
	Employees Aged > 50 Years Old	Percent	27%	24%	25%	25%	26%
LEADER DEMOGRAPHICS	Total Leaders	Number	99	119	119	118	147
	Male Leaders	Percent	84%	84%	82%	81%	82%
	Female Leaders	Percent	16%	16%	18%	19%	18%
	Ethnically Diverse Leaders	Percent	4%	8%	7%	7%	7%
COMMUNITY GIVING	Community Giving Totals	\$ Thousands	\$266	\$383	\$535	\$537	\$612
	Employee Volunteer Hours	Hours	2,174	2,752	3,650	4,344	7,711
GOVERNANCE	Anti-Competition Fines	Number	0	0	0	0	0
	Fines Associated with Anti-Competition	\$ Thousands	\$0	\$0	\$0	\$0	\$0

(1) Employee Demographics data is provided as of November 1 for all years presented.