



ARTERA

BELIEVE. ACT. IMPACT.

2021 REPORT



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OUR VOICE OF IMPACT

To our customers, our investors, our team members, and our communities:

Since the creation of Artera in August 2020, our impressive family of operating companies have continued to grow and improve operations to deliver for our customers in the face of an ever-changing environmental and social climate. During the pandemic, we quickly adapted our operations when travel and in-person learning became difficult to ensure uninterrupted service for our customers and communities.

Our capability to meet those objectives would have been impossible without the dedicated work of our people, driven by a culture built upon our collective core values: safety, quality, commitment, and reputation.



The incorporation of these core values into our operations is key to our success and continuous improvement. We know the important role that our business plays in ensuring the sustainability of our planet, our people, our communities, and our operations for the long term.

Artera is focused on creating, promoting, and implementing an Environmental, Social, and Governance strategy that aligns with our core values and facilitates partnerships with our customers, suppliers, communities, and stakeholders to create a more sustainable and equitable future.

Our dedication to this is strategically woven into our culture and business practices. Our businesses have been operating sustainably through a commitment to our core values for decades, long before the term “ESG” gained common usage. It is what we believe, and it is how we act. It is a combination of those beliefs and actions that create positive impacts centered around safety, the environment, our people, and integrity.

I am proud of the work Artera does through our family of operating companies. Our team members embrace our core values to ensure that our work is done safely, with the highest quality and a steadfast commitment, because we value our reputation and the reputation of our customers. I know we have the best in the business, and we are just getting started.

Brian Palmer
Chief Executive Officer



WHO WE ARE

Artera is a premier provider of innovative, sustainable, mission-critical infrastructure solutions. Our core focus is serving the natural gas industry, while offering specialty services that support the advancement of the water, wastewater, electric, telecommunications, and other critical industries across a combined service territory of 41 states.

Founded in 2020, Artera provides scale and support to an integrated portfolio of legacy family-owned and operated businesses that have been providing critical infrastructure solutions since 1953.



WHAT WE DO

Our family of businesses partner with and support the companies that provide our communities with the essential resources that fuel the daily lives of Americans. Specifically, our services and solutions are key to ensuring the resilience and sustainability of the infrastructure that keeps our nation fully connected and running strong. The impact of our operations is felt by millions of Americans daily – through flipping a switch to turn on a light, heating homes on a cold night, and delivering clean water to a tap.

Delivering maintenance, replacement, and modernization services to utility customers is a critical part of our business and our commitment to enable the sustainable and resilient delivery of essential energy and water. Similarly, we work alongside our utility customers for new installations to support growth nationwide.

Through our operating companies, we build and modernize innovative infrastructure, not only ensuring reliability today but facilitating sustainability for tomorrow.

ARTERA AT A GLANCE



10,000+

team members



14,500+

fleet/ heavy equipment



130+

locations nationwide



>75%

Maintenance, Repair, Upgrade



\$2.5B

revenue

ARTERA
TOMORROW'S INFRASTRUCTURE, TODAY

Artera Service Locations:



40+
States

OUR CAPABILITIES

TOMORROW'S INFRASTRUCTURE TODAY

Our customers rely on our expertise to maintain, repair, modernize, and build the infrastructure that enables the reliable distribution and transmission of natural gas and other essential utilities to homes, businesses and communities across our nation.

The services provided by our family of businesses offer a wide spectrum of essential needs – our work ensures safe transmission and distribution of energy into millions of homes and businesses across the nation. Our innovative solutions ensure that maintenance and installation is done in an increasingly sustainable and non-disruptive manner for the communities in which we work. Through the actions we take today, we are building the solutions for a better tomorrow.



TODAY'S NATURAL GAS LANDSCAPE

GAS DISTRIBUTION

TRANSMISSION INFRASTRUCTURE

SPECIALTY SERVICES

MUNICIPAL SERVICES

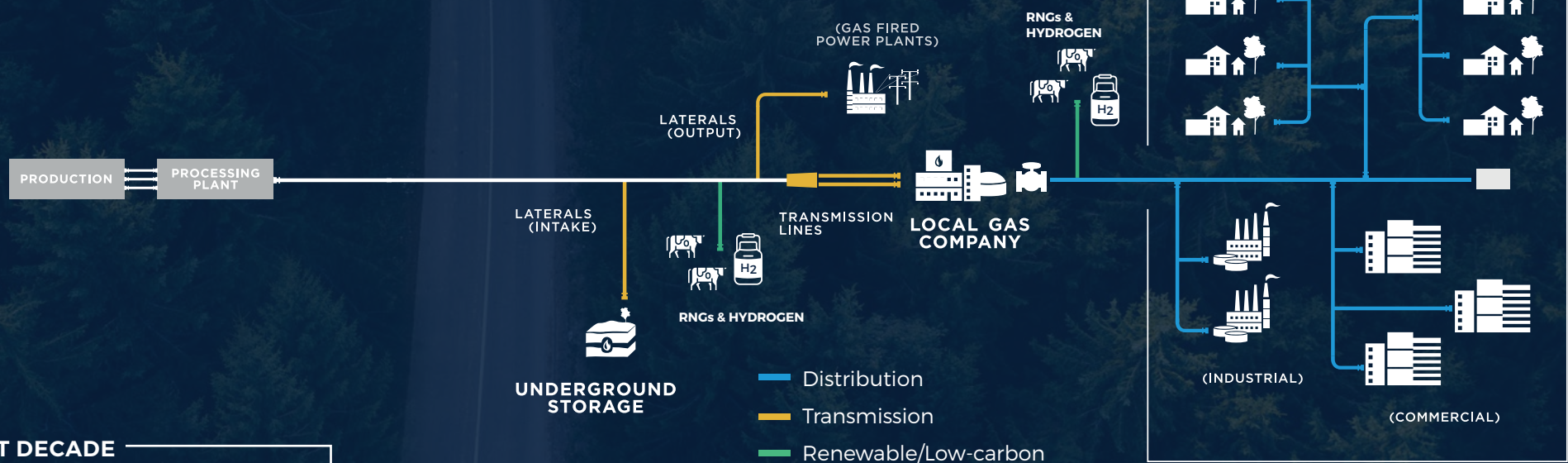
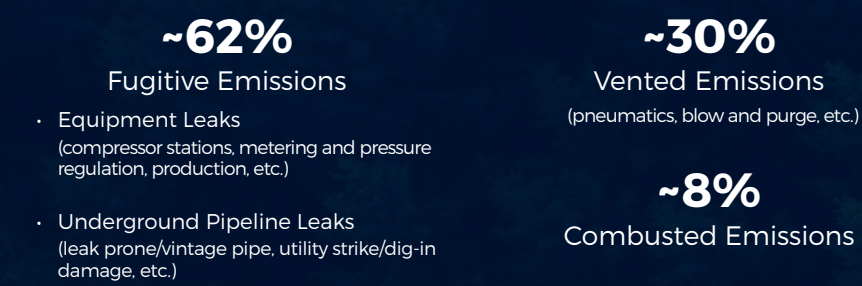
POWER DELIVERY

TODAY'S NATURAL GAS LANDSCAPE

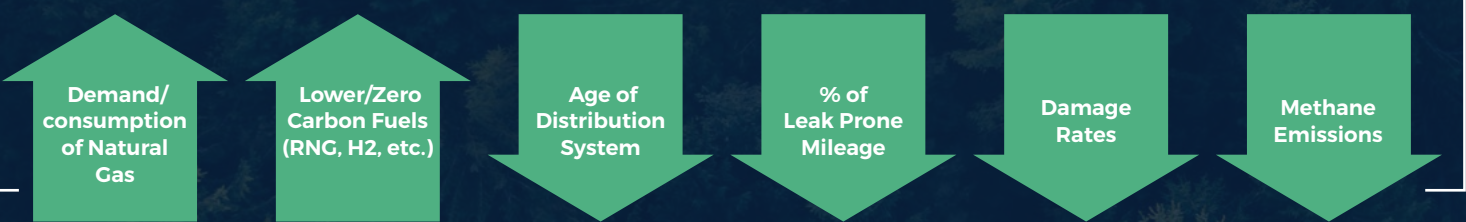
Methane, as a greenhouse gas, is more than 25 times as potent as carbon dioxide at trapping heat in the atmosphere. Because this greenhouse gas is so prevalent, the United States recently committed to reduce these emissions by 30% below 2020 levels by 2030.

METHANE EMISSIONS FROM U.S. NATURAL GAS INDUSTRY TOTALLED ~314 BSCF (PER EPA 2019 ESTIMATES)

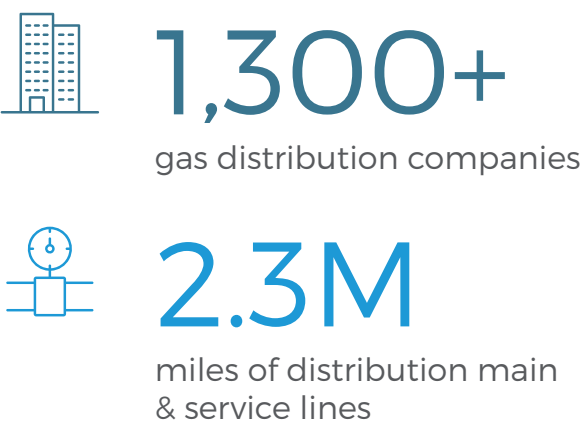
Primary Sources:



THE PROGRESS THE INDUSTRY HAS MADE OVER THE PAST DECADE



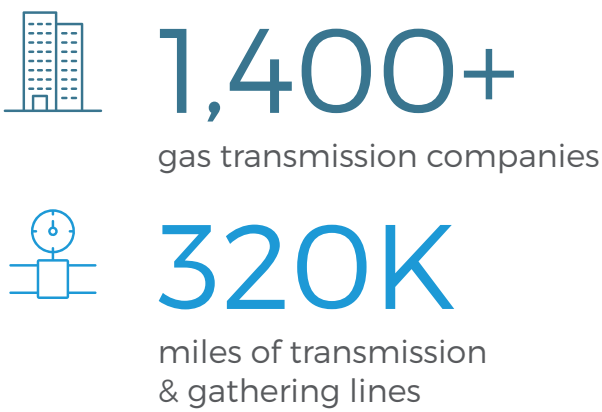
Gas Distribution and Specialty Services account for >80% of Artera's annual revenue



There are 1,300+ regulated gas distribution companies across the country that operate 2.3 million miles of distribution main & service lines. These companies invest billions annually to maintain safety, reliability, and reduce GHG emissions.

Artera's core services in gas distribution offer safe, proven, and innovative solutions for our customers to achieve their commitments and comply with regulation while delivering safe, reliable, and affordable energy to the communities in which we live and serve.

Transmission Infrastructure



Artera's core services in transmission infrastructure offer safe, proven, and innovative solutions that enable system operators to maintain the safety, reliability, and integrity of their critical infrastructure which represents the backbone of our nation's energy delivery network. Artera is committed to partnering with the industry to ensure our solutions fulfill

the growing demand for energy in a safe and environmentally responsible manner. There are 1,400+ regulated companies across the country operating 320,000 miles of transmission and gathering lines. These companies invest billions annually to maintain safety, reliability, and reduce GHG emissions – which will only increase as regulations become more stringent.

New Pipeline and Hazardous Material Safety Administration (PHMSA) regulations will add 425,000 miles of gathering lines to its safety oversight – only about 5% are currently covered.

Under the PIPES Act of 2020, pipeline operators must update their inspection and maintenance plans to address:

- Elimination of hazardous natural gas leaks
- Minimizing releases of natural gas
- Replacement or remediation of all pipelines that are known to leak



GAS DISTRIBUTION

Artera provides essential infrastructure solutions to hundreds of the utility companies that are responsible for operating our nations approximately 2.3-million-mile natural gas distribution system. Our goal is to be an industry partner and solution provider to ensure natural gas is delivered safely, affordably, and responsibly to the consumers and communities that depend on it.

The United States has joined the Methane Global Challenge, publishing its Methane Reduction Action Plan, which sets out to reduce methane emissions 30% below 2020 levels by 2030.

The natural gas industry and its utility operators are committed to combating methane emissions as evidenced by their participation in, or creation of, groups such as NG STAR Program, Methane Challenge Program, ONE Future, Gold Shovel Standard, and Common Ground Alliance (CGA).

As an industry and community partner, we are committed to investing in and adopting innovative solutions that promote safe operations and reduce the environmental impact on the communities where we work and live. Our unique combination of Gas Distribution and Specialty Services create solutions that support operational efficiencies while facilitating emission reductions, minimizing disruption in urban and natural settings, and reduce the likelihood of dig-in damages. See page 14 for more on Specialty Services.

Maintenance, Repair, and Modernization

In partnership with our utility customers, and leveraging our expertise in maintenance, repair, and modernization projects, our highly trained men and women work daily to repair natural gas leaks and replace vintage leak-prone pipelines. **This work is not only critical to ensuring the safety of our communities, but per the EPA, the replacement or modernization of aged or damaged infrastructure can result in a 90% or greater reduction in fugitive methane emissions.**

Horizontal Directional Drilling (HDD)

Spanning across our national footprint, we operate HDD rigs with highly trained crews to replace and install underground infrastructure.



Utilizing HDD minimizes environmental impact as our crews are able to operate with less equipment in high traffic areas and reduce the use of carbon intensive materials such as concrete, asphalt, and aggregates.

Enabling Our Future

Our extensive experience in new construction ensures our customers' demand for the delivery of energy to new homes and business across the

U.S. is fulfilled, while simultaneously enabling the delivery of responsibly sourced natural gas (RSG) and low-carbon alternatives such as renewable natural gas (RNG) and in the future, hydrogen (H2). By supporting these new installations, we are not only helping to provide affordable and safe energy – we are also helping Americans make environmentally sound energy choices every day.

**OUR PEOPLE ARE PART
OF THE SOLUTION**



TRANSMISSION INFRASTRUCTURE

Artera and our operating businesses focus on transmission infrastructure installation, repair, and modernization through every aspect of the pipeline life cycle – from design and construction to operations, maintenance, and retirement. The hundreds of thousands of miles of transmission and gathering pipelines are the backbone of our nation’s energy delivery network, Artera is committed to partnering with the industry to ensure our solutions fulfill the growing energy demand of our customers and communities in a safe and environmentally responsible manner.

Pipeline Construction

Our pipeline construction solutions span a wide range of capabilities; from high-pressure laterals (small to large diameter) and mainline to smaller, more complex and high-consequence installation applications. Whether upgrading existing or installing new infrastructure, our focus lies on supporting the growing energy demands of our customers and communities.

By upgrading existing infrastructure, we reduce the likelihood of methane leaks common in vintage pipes. New installations fulfill demand for safe, reliable, and inexpensive delivery of natural gas, liquefied natural gas (LNG), and other liquid fuels, while simultaneously enabling the delivery of responsibly sourced natural gas (RSG), low-carbon alternatives such as renewable natural gas (RNG), and in the future, hydrogen (H2).

Our commitment remains through the entire life cycle of the project. Our work often takes place in sensitive environments, including residential neighborhoods, wetlands, and forests. In response to this, we have a dedicated focus on restoring our worksites to their original landscape. We implement environmental mitigation risk plans to protect biodiversity and avoid disruption to wildlife – often improving these areas along the way – while simultaneously improving throughput efficiency.



Maintenance & Integrity

Infrastructure maintenance and integrity are vital components to ensure the safety and reliability of the transmission network. Our extensive capabilities enable the identification, inspection, and repair of pipeline anomalies, as well as hydrotesting to ensure the network operates safely, environmentally responsibly, and without disruption to customers.



Facility Construction & Modernization

Artera modernizes the energy transmission market through the installation of equipment and emerging technologies that promote increased operational efficiencies while reducing methane emissions. Our facility upgrade capabilities range from installing pig launchers and receivers to the installation and upgrade of mainline valves to large station modernization; all of which contribute to a more safe, reliable, and environmentally responsible transmission network.

OUR PEOPLE ARE PART
OF THE SOLUTION



SPECIALTY SERVICES

Artera's specialty services offer our customers environmentally friendly solutions that are safe and proven methods to reduce utility strikes that can result from conventional excavation and reduce emissions by helping operators minimize the amount of voluntary release of natural gas to atmosphere from conventional purging or blow-down procedures while repairing or replacing existing gas lines.

Our extensive teams of highly trained and qualified professionals provide solutions that enable our customers to meet the growing demand for maintenance, repair, modernization, and new construction of critical infrastructure across the variety of industries and end-markets they serve.



Soft Digging

With more than 100 years of experience, Hydro-X and Hydro-X II are the premier hydro excavation companies serving customers in the south and north, respectively. Both companies are Gold Shovel Standard Certified, an excavation safety program designed to reduce dig-ins, protect underground gas and electric systems, and adhere to the safest excavation standards. Hydro excavating solutions provided by Hydro-X and Hydro-X II utilize various soft-dig techniques to minimize the potential for pipeline dig-in damages. Importantly, these techniques also work to minimize environmental impact by mitigating against the use of carbon intensive equipment and material while also protecting communities and sensitive environments against unnecessary disruption. Across our operating companies, we have over 550 pieces of soft digging equipment that help us deliver our services more sustainably and effectively.



Cross Compression

Artera's most recent addition, Versiv Solutions, was created to provide sustainable service offerings to the energy industry. The foundational offering, cross compression services, is a process by which natural gas is compressed and recycled back into the pipeline as an alternative to venting, flaring, or blowdown during pipeline maintenance, repairs, and installation. Versiv Solutions plays a key role in not only mitigating methane emissions, but also minimizing community impact in repairing pipelines.

Cross compression is an American Gas Association (AGA) approved method to reduce voluntary blowdowns. Versiv's services offer our customers an industry accepted solution to address the PIPES Act of 2020 requirement to evaluate and minimize voluntary methane emissions. Cross compression not only aids in meeting regulatory requirements, but it also positively impacts environmental commitments.



**OUR PEOPLE ARE PART
OF THE SOLUTION**



**LEARN ABOUT CROSS
COMPRESSION**

SCAN TO WATCH THE VIDEO

MORE SPECIALTY SERVICES



Utility Infrastructure Engineering

- Natural Gas Engineering, Design & Permitting Services
- Integrity Management Services
- Land Surveying
- Environmental Permitting & Natural Resource Management
- Geographic Information System (GIS) & Mapping



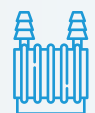
Construction Management & Administration

- Construction Management, Observation & Third Party Owner's Representation
- Project Estimating, Scheduling, and Management
- Material Coordination
- As-Built Drawing Verification
- QA/QC Inspections
- Post-Construction Turnover



Heavy Civil Construction

- Pre-Development Services
- Site Construction (Surveying, clearing, earth work, grading, drainage, utilities, storm water management, paving, landscaping, etc)
- Off-Site Roadway & Utility Construction



Substation Construction

- Wreck & Rebuild
- Expansions & Upgrades
- New Substation Construction
- Turnkey Civil Construction
- Power Transformer Installation
- Testing



Telecom Services

- Layout, Design, Surveying, & Permitting
- Underground, Aerial, & In-Building Construction
- Fiber Optics
- 5G/Small Cell

MUNICIPAL SERVICES

Artera offers a full range of water, wastewater, and industrial infrastructure construction, rehabilitation, inspection, and repair services. Our customers and communities rely on these infrastructure services to ensure our drinking water is safe, our wastewater systems minimize environmental impact, and our industrial facilities maintain reliable service. Our teams of trained experts are focused on utilizing innovative, environmentally responsible techniques and methods to ensure our services provide the best solutions possible.

Maintenance, Repair, and Modernization

Artera's maintenance, repair, and modernization services are focused on delivering clean water, ensuring our wastewater and sewer systems operate efficiently, and industrial facilities remain reliable while minimizing the impact on the environment. Through our water line

modernization services, we support the delivery of clean water by replacing lead pipe and mitigate the loss of water due to the hundreds of thousands of main breaks that occur annually. Our sewer modernization services reduce the amount of inflow and infiltration (I&I), limiting I&I leads to increased operational efficiencies at treatment facilities.

METHODS



Trenchless excavation methods

HDD, Hydro/Vac, & Pipe Bursting



Pipeline lining, sealing & internal joint repair methods

WEKO-SEAL®, CIPP, & Expanded in place PVC



Inspection & repair methods

CCTV, Coating, & UT Testing



OUR PEOPLE ARE PART OF THE SOLUTION



An aerial photograph of a dense evergreen forest. A light-colored, straight road or path runs vertically through the center of the image, creating a strong sense of perspective. The trees are dark green and densely packed on both sides of the road. The overall lighting is soft, suggesting a slightly overcast day or early morning/late afternoon light.

OUR SUSTAINABILITY JOURNEY

MAKING ESG A COMMITMENT

For decades, Artera's operating companies have delivered innovative solutions and services to safeguard and improve our nation's infrastructure, all while keeping safety and quality at the forefront of our operations. To support our achievements to date, we are committed to developing and implementing a formal **Environmental, Social, and Governance** (ESG) strategy to solidify our role in building a more sustainable future for our customers, communities, team members, and business partners. Artera's commitment to our people, safety, the environment, and working with integrity is crucial to our role in the energy transition, creating a sustainable and lower carbon future for the American economy.

INFORMING OUR VIEW OF THE ESG LANDSCAPE

To advance us along our sustainability journey and guide the formalization of our ESG strategy, we enlisted a third-party consultant to conduct a broad-based materiality assessment. The process involved conducting in-depth interviews with a cross-section of Artera's key stakeholders, including shareholders, Board of Directors, and internal leadership. Leveraging a diverse selection of ESG topics identified as potentially material to our industry and sub-sector by various sustainability reporting frameworks and ESG rating agencies, stakeholders were asked to provide input on the ESG topics most influential to the success of our business and where opportunity for improvement currently exists.

ALIGNMENT OF ESG STRATEGY WITH STAKEHOLDER MATERIALITY

Through this multi-stakeholder process, we have identified a core set of 15 ESG topics that will guide our strategy in the coming years. The identification of our material topics has not only provided us with great insight into relevant risks and opportunities but has also served as the foundation for the establishment of our four ESG pillars. As we highlight in the next section, our four strategic pillars will guide our sustainability journey, inform our approach to engagement and interactions with customers, employees, and our broader stakeholder set, and act as a foundational guide that supports our ability to fulfill our ESG mission:

Believe. Act. Impact.

OUR ESG JOURNEY

CREATING A SUSTAINABLE, COLLABORATIVE COMPANY.



WHAT WE BELIEVE

At Artera, we believe that our ability to achieve business success is aligned with our ability to make an impact. This is foundational to how we approach our ESG strategy and was the driving force behind our engagement with stakeholders throughout the materiality assessment process.

By understanding the key topics that are most material to our business, we are able to focus on the needs of our customers, communities, and team members, putting our beliefs into action and making a sustainable impact where it matters most.

Our sustainable impact is driven by four key ESG pillars:





Safety



Environment



People



Integrity



OUR COMMITMENT TO SAFETY IS BUILT ON:

Avoiding Workplace Injuries & Ill Health

Ensuring Safety Training & Compliance

Aligning Supplier Health & Safety

Safety is embedded in all we do. We act safely in our operations because our team members, communities, and customers matter to us. We are committed to everyone returning home safely, every day, while providing reliable energy to our nation.

Through our commitment to Safety, we serve our customers with industry leading safety, quality, and reliability, as confirmed by our safety metric performance that significantly outperforms industry benchmarks.

OUR COMMITMENT TO ENVIRONMENT IS BUILT ON:

Emission Reduction Strategies

Investing in Innovation & New Opportunities

Supporting Material Reuse & Recycling

Mindful Water Management

We strongly believe in the stewardship of our natural environment, and that it is our responsibility to protect and preserve it for generations to come. This is why we provide solutions that accelerate the reduction of methane and carbon emissions while enabling more sustainable processes for delivering essential utilities to our communities.

Our investment in innovative solutions extends beyond our services offerings. Artera and all operating companies are taking measures to reduce emissions, mitigate material waste, and conserve water to be the best partner for our communities and customers we can be.

OUR COMMITMENT TO PEOPLE IS BUILT ON:

Fostering Diversity & Inclusion

Retention & Hiring Efficiency

Proactive Community Relations

Encouraging Supplier Diversity

People are what matter most to Artera. This is why we empower our team members, suppliers, customers, and communities to play leadership roles in advancing a more inclusive, respectful, and prosperous world.

We recognize the importance our work has in our communities, and as such are dedicated to ensuring that our team members are given the training and tools needed to serve our customers and, by extension, our neighborhoods.

OUR COMMITMENT TO INTEGRITY IS BUILT ON:

Mitigating Regulatory & Reputational Risk

Supporting Board Diversity & Expertise

Centering Ethics & Compliance

Protecting Data Security & Privacy

Artera is built on integrity, starting with conducting business ethically and with unwavering honesty. We do what is right, even when no one is watching.

Artera takes pride in acting ethically and honestly with all our stakeholders, founded on a desire to establish long-term relationships built on trust. As such, we invest in a talent base that offers a variety of opinions and views, and we consistently collaborate with industry associations and related partners to organize appropriate regulatory frameworks that protect our employees, communities, and partners.



TAKING ACTION

IMPLEMENTING OUR STRATEGY, PEOPLE FIRST.

To drive action across Artera and our operating companies, we recognize the importance of assigning responsibility for progress on our sustainability journey. Our team members have a wide range of qualifications, experience, and knowledge to deliver on our strategy and operationalize our collective passion and goals across the company.

Change powered by our people

Given our on-the-ground presence in communities across our nation, it is critical that our progress on sustainability is facilitated with front-line perspective. As such, we have formed an ESG Task Force encompassing our ESG Ambassadors and the Artera ESG Working Group.

Our ESG Ambassadors are a select group of team members representing each of our operating companies. Our ambassadors are focused on developing, implementing, and monitoring the progress of our ESG strategy throughout all facets of their respective operating companies.

Similarly, we have selected a dedicated team of professionals to drive insights to action. Our Artera ESG Working Group is comprised of a cross-functional team of Artera professionals that coordinate our ESG strategy from a corporate perspective, ensuring a unified approach that is aligned with our broader business objectives.

ESG AMBASSADORS



Enterprise Project Manager



Senior Financial Analyst



Operator Qualification (OQ) Manager



Senior Advisor



Project Manager



Director of Compliance



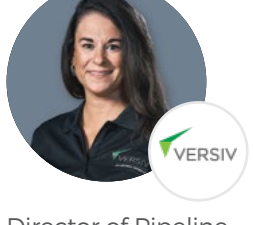
Director of North Carolina Operations



Business Development Manager



Director of Operations



Director of Pipeline Operations

ESG WORKING GROUP



Vice President of Health, Safety & Environmental



Associate General Counsel



Vice President of Financial Planning & Analysis



Senior Environmental Manager



Vice President of Communications



Director of Talent Acquisition



Sustainability & Innovation Leader



Vice President of Fleet and Chief Procurement Officer



Senior Director of South Gas IT and Artera Field Technology



Senior Vice President of Corporate Strategy



Chief Data Officer



Director of Category & Procurement

BELIEVE. ACT. IMPACT.

OUR MISSION

At Artera, and across our operating companies, we believe in operating safely, ethically, and in the most sustainable manner possible, while partnering with our customers and suppliers in their own pursuit of sustainability. We act with a safety mindset and a commitment to quality to be the most reputable partner in our industry. Our impact is showcased in the innovative work we do, our customers' satisfaction, and the difference we make in the communities we serve.

By prioritizing safety, protecting our environment, supporting our people, and acting with integrity, we are working in a way that enables us to make our mission a reality.



DELIVERING IMPACT THROUGH OUR FOUR PILLARS

**BUILDING TOMORROW'S
INFRASTRUCTURE
TODAY, TO ENABLE A
SUSTAINABLE FUTURE.**





Safety

IT IS NOT JUST ABOUT THE NUMBERS, IT IS ABOUT DOING THE RIGHT THING FOR OUR PEOPLE.

Starts on Day One

Safety begins with our people – the focus and importance of safety is instilled on day one and it never stops. All of our 10,000+ team members receive on-the-job Health, Safety, Environmental (HSE) and quality training to keep them safe and up to date with operator qualifications. Our job site oversight is done to promote effective HSE management on all projects.

Achieving Superior Performance

Total Recordable Incident Rate (TRIR)

2021 Year End figures. Shorter is better.

| | |
|-----------------|------|
| ARTERA | 0.98 |
| BLS BENCHMARK * | 1.70 |

Our passion for safety has led us to not only meet industry standards, but to achieve superior performance. As we continue to grow our business, alignment on our HSE focus is a key part of the integration of new operating companies.

As a testament to our commitment to training our workforce on HSE best practices and doubling down on HSE compliance across our organizations, Artera consistently beats industry benchmarks on standardized Bureau of Labor Statistics (BLS) metrics.

*BLS benchmark applies to NAICS code 2371: "Utility System Construction"



The safety of our communities, customers, team members, and their families, is integral in everything we do – always. We manage environmental risks on every job to reduce risk and health hazards.”

Troy Allen, Vice President of Health, Safety and Environmental, Artera



Pictured: Troy with this “What I Live For” reasons, his family especially his first grandson, Levi.

Preventable Motor Vehicle Incident (PMVI)

2021 Year End figures. Shorter is better.

| | |
|--------------------|------|
| ARTERA | 1.63 |
| INDUSTRY BENCHMARK | 2.55 |

Given our large fleet of vehicles and equipment, we recognize the outsized role that minimizing automotive incidents has on keeping our employees safe. We continuously evaluate methods to reduce miles driven, reduce distracted driving as well as ways to proactively improve safety outcomes while operating all pieces of equipment for our employees.

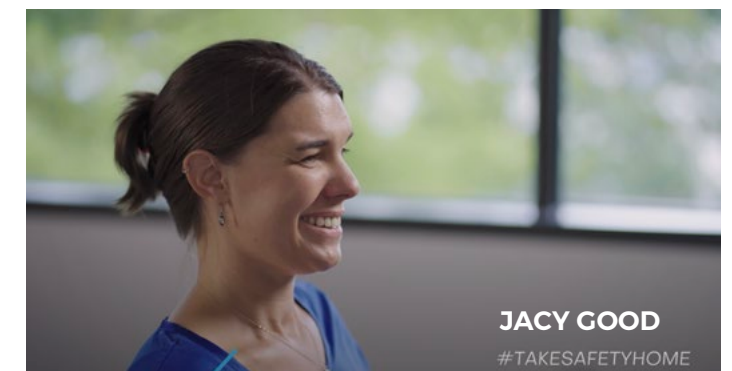
Through the implementation of Samsara’s telematics solutions, we are proactively creating safe driving habits leading to the prevention and reduction of automotive incidents. These efforts, paired with the widespread use of Samsara AI Dash Cams and our “Hang Up and Drive” campaign, emphasize our commitment

to vehicle safety. These efforts are evidenced by a lower frequency of preventable incidents as compared to our industry average.



[Watch our Hang up and Drive Teaser Video](#)

SCAN TO WATCH THE VIDEO



Our commitment to Safety is built on:

Avoiding Workplace Injuries & Ill Health

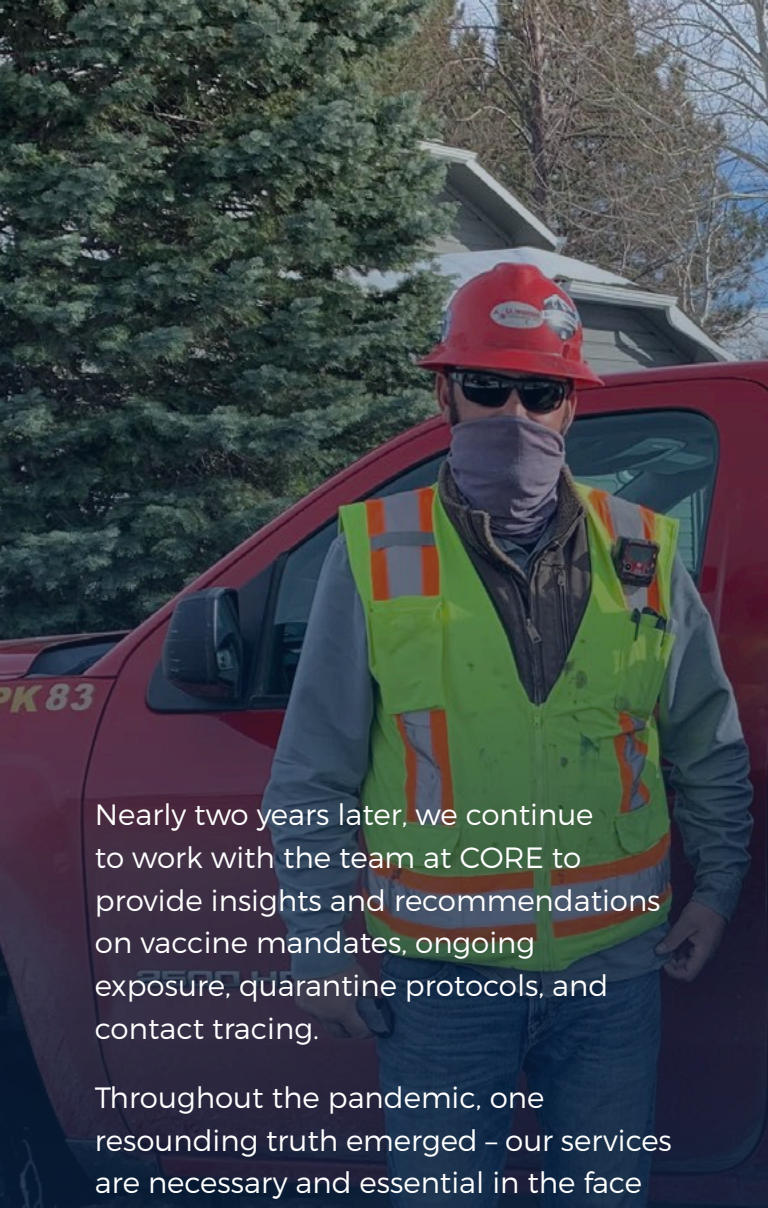
Ensuring Safety Training & Compliance

Aligning Supplier Health & Safety

Protecting Our People through the Pandemic

During the spring of 2020, Artera was in the middle of its largest merger, which doubled the size of our company both in revenue and team members. However, we were faced with a new reality due to the COVID-19 pandemic. We quickly realized that our work could not stop, not even in a pandemic. The phrase “Essential Infrastructure” became a nation-wide term even though we already knew our services were essential to keep America running. Ensuring that we continued to provide service to our customers and communities became our unifying purpose and keeping our team members safe continued to be our number one priority. Key members of our Artera team mobilized, procuring all necessary personal protective equipment (“PPE”) to face the unique challenges ahead of us.

In recognition of the fact that this challenge was systemic, we partnered with CORE Occupational Medicine (CORE) to provide ongoing tracking and support for our team members that were exposed to or contracted COVID-19.



Nearly two years later, we continue to work with the team at CORE to provide insights and recommendations on vaccine mandates, ongoing exposure, quarantine protocols, and contact tracing.

Throughout the pandemic, one resounding truth emerged – our services are necessary and essential in the face of even the most difficult operating circumstances. Over the past two years, we have weathered our new reality and have done so while doing all we can to keep our people out of harm’s way. Regardless of whatever uncertainties we may face, Artera recognizes the responsibility we have to support our nation’s infrastructure – keep the lights on, our families warm, and the water flowing.

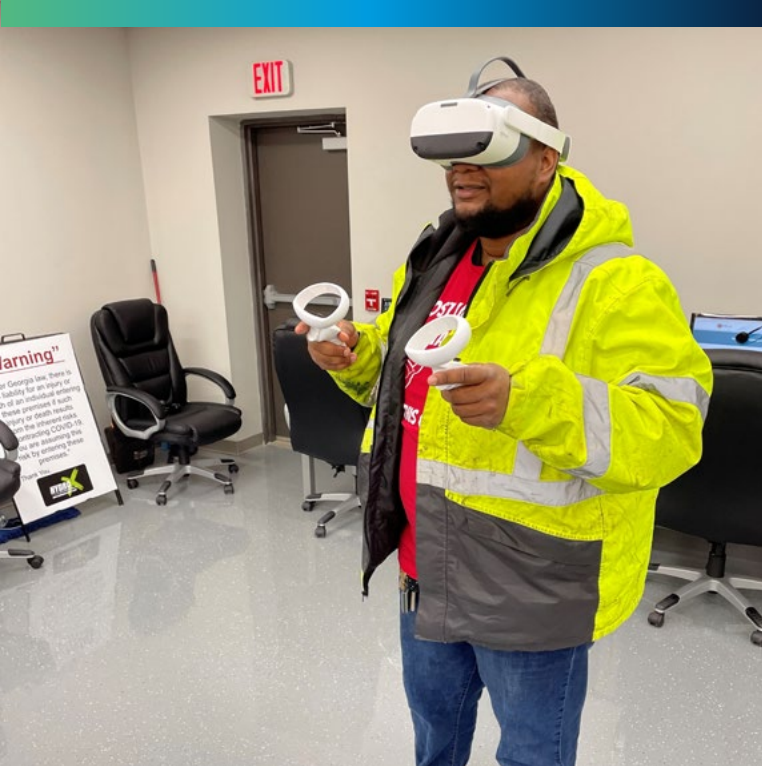
Techniques to Ensure Safety

We have implemented immersive training technology across Artera’s operating companies, with the goal of exposing employees to virtual events that provide insight and educate on the impact of the decisions they make while in the field. These solutions reinforce fundamental safety and jobsite skills in a virtual environment, which has been shown to improve training retention, lead to a safer working experience, and enhance outcomes and quality of service for our customers. We recognize the ability for virtual reality-based training to act as a differentiator for our services – it all goes back to our commitment to safety.



Learn more about our Virtual Reality Training Program

SCAN TO WATCH THE VIDEO





Our commitment to Environment is built on:

Emission Reduction Strategies

Investing in Innovation & New Opportunities

Supporting Material Reuse & Recycling

Mindful Water Management

Our Commitment

Artera and our family of operating companies recognize the work we do and our emissions profile has the potential to impact the environment, our communities, and customers. We are focused on creating and implementing innovative solutions that minimize our Scope 1, 2 & 3 emissions so we can ensure the environment, our communities, and customers are minimally impacted by our operations.

We work collaboratively with our customers and regulatory agencies to ensure strict adherence to pertinent laws, regulations, industry best practices, and customer requirements. Through this collaboration we are able to complete our work in the most sustainable manner for the environment and communities we serve.

Driving Emissions Reduction

Continuous improvement is integral in our business, and this extends to our commitment to reducing emissions year-over-year. We also know that reducing emissions is imperative to our customers and is often a key element of their sustainability goals. We are focused on not only offering our customers solutions that reduce emissions in their own operations, but also to ensure that our own operations are as non-intensive as possible.



Pictured: Employee driving with Samsara dash cam installed



At Artera, we are committed to conducting our business in an environmentally responsible and sustainable manner. Our focus centers on discovering solutions that minimize our environmental impact on our customers and communities. We owe it to our children and to future generations to do things the right way.”



Pictured: Matt with his “What I Live For” reasons, his family

Matthew Hanley, Senior Environmental Manager, Artera

We have partnered with an industry expert to establish our Scope 1 and 2 emissions baselines to help chart our journey, understand the key drivers in each emissions category, and develop a comprehensive reduction strategy rooted in meaningful data. Identifying these metrics and moving forward with a data-centered plan to reduce these emissions will help Artera be a better corporate citizen and partner to our customers.

We continue to execute on existing emissions reduction initiatives that include vehicle idle time tracking/reductions, optimizing fleet route efficiency using Samsara, assessing alternative fuel options for our equipment (compressed natural gas, electric, bio diesel, etc.), and innovative technologies that avoid methane venting or reduce dig-in damage potential. However, as our ESG journey continues to evolve, we intend to establish meaningful emissions reduction targets that align with the stated commitments of our customers, consider the unique regional challenges of our family of companies, and are supported by current and developing initiatives.

Our Strategies in Action

MITIGATING METHANE EMISSIONS

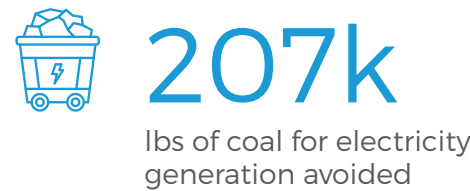
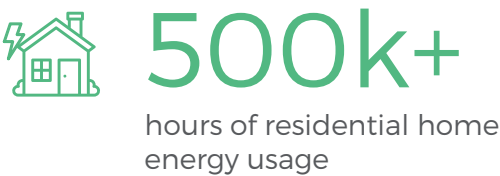
Similarly, we have invested and launched Versiv Solutions to provide cross-compression solutions that enable us to partner with our customers to meet their own sustainability goals. Our cross-compression services, which provide an alternative to venting, flaring or blowdown during pipeline repairs and installation, delivers our customers a meaningful avenue to mitigate methane emissions.



REDUCING OUR ENERGY USAGE

Feeney Brothers Utility Services, located in Boston, Massachusetts, has made significant strides in the solar energy space. In 2013, Feeney Brothers installed solar panels on the roof of their headquarters, which consists of a 66,000 PVC watt system.

Since the inception of their solar efforts, they have generated 678,368 kilowatt hours of energy — in 2020 alone, they generated over 80,000 kilowatt hours, according to EPA equivalency estimates this translates to roughly:



DIGGING WITH CARE

In helping our customers repair and install our nation’s infrastructure, we work to minimize our dig-in damages that can cause fugitive emissions and necessitate the use of additional materials for damage replacement.

The soft digging hydro excavating solutions provided by Hydro-X and Hydro-X II is a comparatively environmentally protective excavation process that avoids dig-in damages versus conventional methods. This technique has led not only to significant avoidance of fugitive emissions, but also helps our communities by minimizing service interruptions of the delivery of essential utilities.



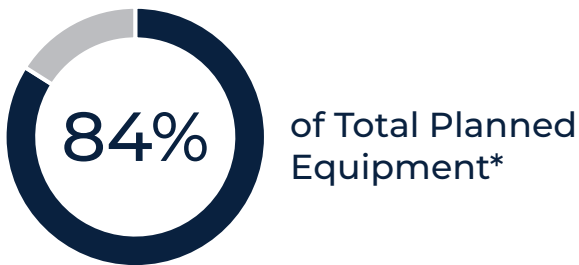
INVESTING IN TELEMATICS

Early in 2021, we made an investment and a cultural commitment across Artera and our operating businesses to install telematics and dash cameras, beginning with our on-road fleet. This investment in Samsara equates to safer roadways, savings in fleet maintenance, and reductions in our carbon footprint.

As a company that operates a large fleet of vehicles and equipment, reducing idle time and optimizing our fleet and equipment efficiency are integral components of our emission reduction efforts. Samsara’s solutions enable us to monitor and evaluate our largest source of Scope 1 emissions. This information will continue to play a critical role in our evolving emission reduction efforts.



Vehicles in the Program

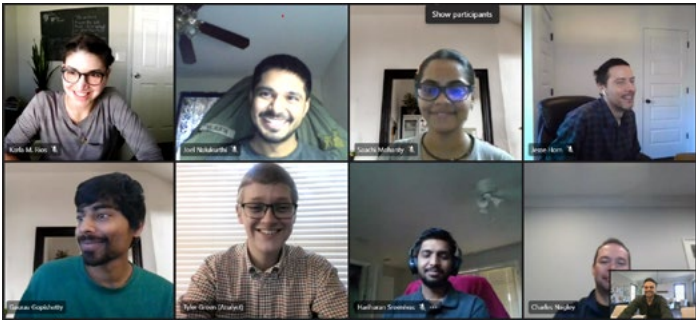


*Total Planned Equipment does not include facility only equipment or non-emitting equipment and is not yet reflective of all 2021 acquisitions

BUSINESS INTELLIGENCE AT OUR FINGERTIPS



Artera’s business intelligence team created smARTERA, a modern data solution that leverages the latest artificial intelligence and machine learning technologies to provide insight into the data we generate in our offices and at the job site on a daily basis. The smARTERA team empowers Artera leaders and operating businesses to make data-driven decisions by receiving timely, high-quality, trusted, and consistent business data from the smARTERA platform.



By leveraging the insights that smARTERA provides across our businesses, we can better organize our operations – through telematics and smart digging, for example – to minimize emissions and unnecessary use of carbon-intensive solutions where possible.



Minimizing our Environmental Impact

With a geographic footprint that covers the United States, we recognize the importance of being dedicated to restoring our worksites to their original landscape or improving it when possible.

We implement environmental mitigation risk plans to protect biodiversity and avoid disruption to wildlife. Our projects focus on robust spill protection practices, prevention of water pollution, and proper waste disposal to minimize our impact and comply with all environmental regulations.

Similarly, the soft dig solutions offered by Hydro-X, Hydro-X II, and our horizontal directional drilling solutions allow for repairs and installations in a way that minimizes the impact on sensitive natural and urban landscapes. Our businesses provide our customers with ease of mind that the communities they serve will achieve positive environmental impacts.

We also work to reduce the environmental impact of our operations through working smart, both on site and in our offices. Wherever possible, we attempt to minimize our water use and waste generation.



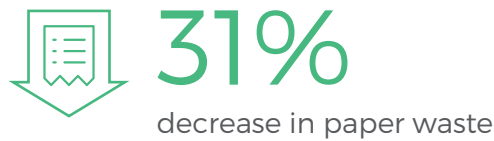
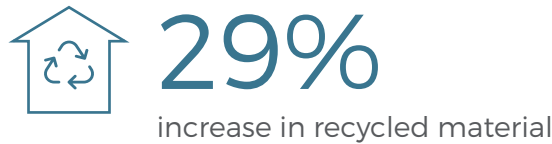
Our Strategies in Action

IMPROVING OFFICE EFFICIENCY

Our operating businesses understand our valued customers have high expectations and we are taking action to make an impact in our businesses to continue to be a leader in our industry.

A great example of this is Feeney’s Earthworm program. This recycling program has produced exceptional results. From 2017 to 2020, Feeney was able to realize a 29% increase in the amount of plastic, glass, and metal recycled and a 31% decrease in paper waste.

From 2017 to 2020



INVESTING IN WATER

Artera recently acquired K. R. Swerdfeger, a well-respected, second-generation family-owned construction company based in Colorado, to solidify Miller Pipeline’s capabilities and expand operations to the Rocky Mountain region. By expanding our footprint, we are also improving our ability to serve customers with water and wastewater solutions.

Through the geographical expansion of our business, we are able to offer our full range of rehabilitation methods for water and wastewater pipeline systems, and ensure customers are able to benefit from Miller Pipeline’s innovative products such as WEKO-SEAL®. These offerings are of critical importance to water-stressed regions such as the Mountain West, and Artera looks forward to serving a growing number of customers to ensure water sustainability and security.



WE INVEST IN OPPORTUNITIES FOR OUR TEAM MEMBERS, CUSTOMERS, AND COMMUNITIES.

Building a Better Tomorrow

We believe in the dignity of all human beings.

Fostering a diverse and inclusive workforce adds depth and value to our team, and constantly pushes us to improve how we deliver for our customers and communities. As such, we work diligently to ensure an environment where every team member is included, respected and safe to share their thoughts and opinions. Discrimination and injustice have no place in our culture, our offices, or on our job sites. Our people, suppliers, and communities play leadership roles in the advancement towards a more inclusive, respectful, and prosperous world.

Code of Conduct & Ethics



TRAINING AND ACKNOWLEDGMENT
REQUIRED FOR **ALL EMPLOYEES**

Diversity Amongst Artera Leadership



of senior leadership **diverse**



We believe in an environment where every team member is included, respected, and safe to share their unique thoughts and opinions.”



Pictured: Michelle with her “What I Live For” reasons, her family

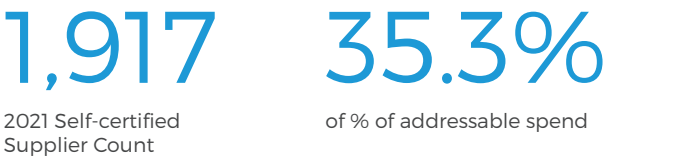
Michelle Dean, Chief Human Resources Officer, Artera

Diversity among our team members and leaders at Artera is crucial not only to supporting our community, but also to ensuring we are fostering and accessing the best talent possible to support our business and the needs of our customers. We are proud of the progress we have made thus far and are committed to continuously improving on this front.

SUPPLIER DIVERSITY

This commitment is not limited to our own operations. We strive to engage with diverse partners and suppliers as well, multiplying the impact of our commitment to fostering diversity and inclusion throughout the communities where we work.

We continue to increase our engagement and spend with diverse suppliers throughout our supply chain where possible and engage third parties where appropriate to validate our suppliers for diversity criteria.



Our commitment to People is built on:

Fostering Diversity & Inclusion

Retention & Hiring Efficiency

Proactive Community Relations

Encouraging Supplier Diversity



Maintaining Access to Top Talent

We are committed to delivering the infrastructure needs of tomorrow by developing the workforce required to make it happen. The unique capabilities of Artera’s team are what separate us from our competitors, and we are focused on maintaining this competitive advantage by supporting and empowering our employees.

We recognize that the skills needed to deliver extraordinary service to our customers are in high demand – as such we compensate our employees to reflect their contributions to our organization, and we provide benefits that exhibit our support for our workforce.

- ✓ Benefit Packages
- ✓ 401k Plans
- ✓ Vacation
- ✓ Education Assistance/Scholarship Programs
- ✓ Employee Assistance and Care Funds
- ✓ Flexible Work Schedule
- ✓ Ability and Opportunity to Advance
- ✓ Training & Development

Artera’s Average Hourly wage is

>3.5X 

the Federal minimum wage

Our ability to access top talent is enhanced by our commitment to our culture. We recognize that building the strongest team means creating a team built on honesty and respect, where we all stand up for each other. Our team members are encouraged to collaborate, share ideas and learn from each other. When new hires join our team, it is the start of a career – not just a day job. Our culture is based on our four core values of safety, quality, commitment, and reputation and we expect our team members to live by those values at work, and at home.

Supporting our Communities

Protecting our Communities
During Emergencies

At Artera, we recognize the important role we play in maintaining the infrastructure that keeps our nation running. Faced with unprecedented hurricanes, winter storms and other challenging natural phenomena, we are up to the task to support our communities when they need it most.

It is in the most challenging of circumstances when you find out the true character of your team. In late August of 2021, Hurricane Ida made landfall as the second most damaging hurricane on record to impact the state of Louisiana, following only Hurricane Katrina. For days prior, the team at Hydro-X was watching the storm’s progression closely and in close communication with our customer, ready to deploy if needed. When the scope of utility infrastructure destroyed or severely damaged became clear, Hydro-X mobilized quickly alongside utility workers and contractors to begin the restoration process. The Hydro-X team worked round the clock to help with the restoration process and stayed for nearly 90 days

continuing to support infrastructure repair work. Their efforts, alongside their customer, helped restore much-needed power to communities impacted by the storm.

Similarly, just as 2022 began, over 50 team members from Miller Pipeline and 18 team members from KS Energy Services quickly packed up their bags and traveled to Colorado to support K.R. Swerdfeger and the local customers to restore communities devastated by the Boulder County wildfires. Our support consisted of employees from Pennsylvania, Texas, Maryland, Florida, Indiana, Ohio and Wisconsin, to our local team in Colorado.

Regardless of the cause, teams from across Artera packed up at a moment’s notice and headed out to help communities in need. Our services and quick responses are crucial in supporting our customers to ensure reliable natural gas, water, and electric services in the face of increasingly unpredictable weather conditions.





Artera Giving Committee

In July 2021, a group of 12 team members across our enterprise came together to form our Artera Giving Committee. The committee's mission is to support local communities throughout the nation, in conjunction with and supplementing the great work our operating companies already do to give back.

Giving Committee Mission: Our actions define who we are and through a culture of volunteerism and sustained giving, we make a positive difference in communities across our operating network. Working in partnership with our operating companies, the Artera Giving Committee seeks to support stronger education outcomes, address essential human needs, and empower our employees to make a difference in the communities where they live, work, and play.

OUR FOCUS AREAS



Education

The Artera Giving Committee believes in inspiring youths and equipping tomorrow's generation with the tools and skills needed in the workforce. We seek to support K-12 programs that increase access to STEM education, hands-on learning initiatives, the advancement of skilled trades, scholarship opportunities, and adult workforce development programs.



Essential Human Needs

We build, maintain and support the infrastructure essential to delivering basic human needs for a safe living environment. By supporting utility and heating assistance programs, we help ensure essential needs are met. We are focused on seeking opportunities to deploy our employees' unique skills to improve lives in the communities across our operating network.



Empowering Employees

We recognize the talent and unique skills our employees offer and seek to identify and support volunteering opportunities that enable our employees to leverage those capabilities. Our employees are giving, humble, and supportive, and we are committed to giving them the tools to provide support during times of need.



Our Giving Committee continues to advance this program by identifying organizations that support the mission and focus areas, as well as building out the governance upon which the Committee will stand. Our progress here is in tandem with our operating businesses' continued support of the communities and organizations in their backyards all year round, and we look forward to speaking to how the two will interact and enhance one another as the Giving Committee matures.





Protecting Data Security & Privacy

Effective Corporate Governance

BOARD INDEPENDENCE



BOARD EXPERIENCE



Stacy Laszewski, Chief Financial Officer, Artera



Our Board of Directors has three subcommittees dedicated to overseeing key areas for the sustainability of our business:

AUDIT COMMITTEE

Our Audit Committee provides crucial oversight to ensure our effective implementation of internal controls, monitoring our financial status, the completeness and accuracy of our financial statements, and oversees compliance with applicable laws, regulatory requirements, industry guidelines, and policies.

RISK COMMITTEE

Given the great importance of the company's ability to identify, manage, mitigate, and remediate the risks affecting it, the Risk Committee is charged with oversight of management's procedures for identifying, managing, mitigating and remediating risks. This is especially the case for safety, large project oversight, and developing the leadership of Artera's operating companies. In particular, the Risk Committee is also focused on avoiding regulatory and reputational risks that may face the business.

COMPENSATION COMMITTEE

Our Compensation Committee is responsible for assisting the Board in fulfilling its responsibilities for administering, monitoring and reviewing the compensation paid to the executives and other members of Senior Management, playing a key role in both serving the interests of our shareowners and other stakeholders while also ensuring that we compensate our leaders appropriately to retain top talent.

Cyber Security

Artera knows that cyber security is of utmost concern to our company, employees, and our customers. Cyber security has wide ranging impacts on the operational, safety, and financial aspects of our work and that of our customers. Artera’s cyber security program is threat intelligence-driven. Our security team continuously monitors the threat landscape to understand new and emerging vulnerabilities, cyber threats, and threat actors, and responds continuously to best protect its digital assets.

Our ability to predict, protect mitigate, and manage cyber security threats is a constant evolution, therefore, we employ a risk management framework that continuously improves based upon the best practices observed from:

- 1. National Institute of Standards and Technology (NIST)
- 2. Integrated Threat Management (ITM)
- 3. Independent Risk Assessment (IRA)

NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY (NIST)
The NIST Framework helps Artera to align and prioritize cyber security activities with its business requirements, risk tolerances, and resources.

INTEGRATED THREAT MANAGEMENT (ITM)
The use of ITM allows Artera to continuously improve its threat protocols to combat against the highest risks based on active tracking of attack tactics and impact.

INDEPENDENT RISK ASSESSMENT (IRA)
Lastly, Artera uses third-party experts to perform a periodic comprehensive review of our program and to report on our cyber posture directly to the Board of Directors, yielding an important level of governance and oversight.

We place a high priority on protecting digital assets and work continuously to assess, mitigate, and minimize the cyber security risks that may face our customers and the communities they serve.

NIST CYBERSECURITY FRAMEWORK

| IDENTIFY | PROTECT | DETECT | RESPOND | RECOVER |
|--------------------------|---|----------------------------------|-------------------|-------------------|
| Asset Management | Access Control | Anomalies and Events | Response Planning | Recovery Planning |
| Business Environment | Awareness & Training | Security & Continuous Monitoring | Communications | Improvements |
| Governance | Data Security | Detection Processes | Analysis | Communications |
| Risk Assessment | Information Protection Processes & Procedures | | Mitigation | |
| Risk Management Strategy | Maintenance | | Improvements | |

Acting Ethically

Doing the right thing every time is a founding principle at Artera. We approach each job with an honest, transparent, and hardworking attitude to meet our customer’s goals and produce quality results through extraordinary service, especially when no one is watching.

To ensure we are able to deliver on our customer’s needs, we have a robust Business Code of Conduct to ensure that our employees and related parties work in a forthright manner, with an uncompromising approach to ethics and compliance.

LOOKING FORWARD

We know sustainability is a journey, and we look forward to further growing our sustainable impact through the services we have provided to customers for decades. As we continue to define, implement, and advance our ESG strategy, we are excited to take this first step and begin sharing our journey.

We believe we have the talent, values, and vision to succeed in making a difference. We look forward to what the future holds and know how we act will play an important role in making our communities stronger. Together with our customers, suppliers, and partners, we will make an impact by delivering essential resources across the nation in the most sustainable, environmentally friendly manner possible. Our future is fueled by innovation.

As we continue to move forward in developing our approach to sustainability, we welcome feedback from all stakeholders to ensure that we best understand what is material to them in their interactions with Artera and our businesses. Email us at sustainability@artera.com.

Join us on our journey.

artera.com/sustainability

#BelieveActImpact



“What we *believe*, how we *act*, and the positive *impact* our solutions have on our future is what defines and differentiates this great team.”

Brian Palmer, Chief Executive Officer



ARTERA

BELIEVE. ACT. IMPACT.

2021 REPORT
