

Gas South Philanthropic Policy

Approved August 17, 2020

Gas South's purpose is to "Be A Fuel For Good." We do this by caring for customers and employees and by elevating the industry and community. The company's commitment to give 5% of profits to support children in need is a core element of the company's purpose and values.

Gas South believes our communities are strongest when all children are well and have opportunities to reach their full potential. This means helping families build strong foundations, helping them meet their basic needs and providing positive pathways for kids by focusing on:

- Programs that serve children and young adults under the age of 21
- Partnerships with organizations to supply food, clothing, shelter and warmth to families
- Creating sustainable success through education and career pathways
- Giving hope to kids who suffer from chronic or terminal illnesses

Gas South will allocate its philanthropic budget based on perceived needs and where its investments have the potential to create the largest benefits. Investments can include, but are not limited to, capital campaigns, multi-year support and annual/one-time support to 501(c)(3) not-for-profit organizations and public schools. Contributions to 501(c)(4) and 501(c)(6) organizations will not be considered for philanthropic donations but may be considered for contributions made from the Gas South Political Action Committee. Gas South may engage employees in the process via the annual Impact Investment Awards. Gas South also reserves the right to re-evaluate the philanthropic budget, investments and/or the process by which funds are given at any time if it is not creating benefit or positive impact to the community.

Gas South will calculate 5% of the actual trailing earnings for each 12-month period ending March 31 to determine the philanthropic budget. This budget will be used to make community investments for the subsequent 12-month period.

Gas South also supports and encourages employees to take part in paid volunteer time at events each year as part of our philanthropic efforts.

Gas South reserves the right to address and respond to current community needs as they arise. If Gas South considers a philanthropic investment(s) outside of Children in Need or the focus areas described, the Gas South Executive Leadership Team will bring the proposed investment(s) to the MCOM for discussion and input. Nothing in this policy is meant to restrict the company's ability to make contributions toward memberships or events hosted by chambers of commerce, business associations or to foundations operated by customers or business partners that raise funds for charitable causes other than children in need. Such contributions will typically be made through the sales organization's marketing and sponsorships budget.