

Versatile
Sustainability Report
Design Principles



Discover What
the Best Sustainability Reports
All Have in Common



Versatile

Sustainability Report

Design Principles

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Best Sustainability Reports
All Have in Common

Savage Brands



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1 Sustainability Report Format 05

What format works best?

- Printed
- PDF
- Web & Microsite
- One Reports
- Bot Scraping

2 Simplifying Content Complexity 11

Do more with less

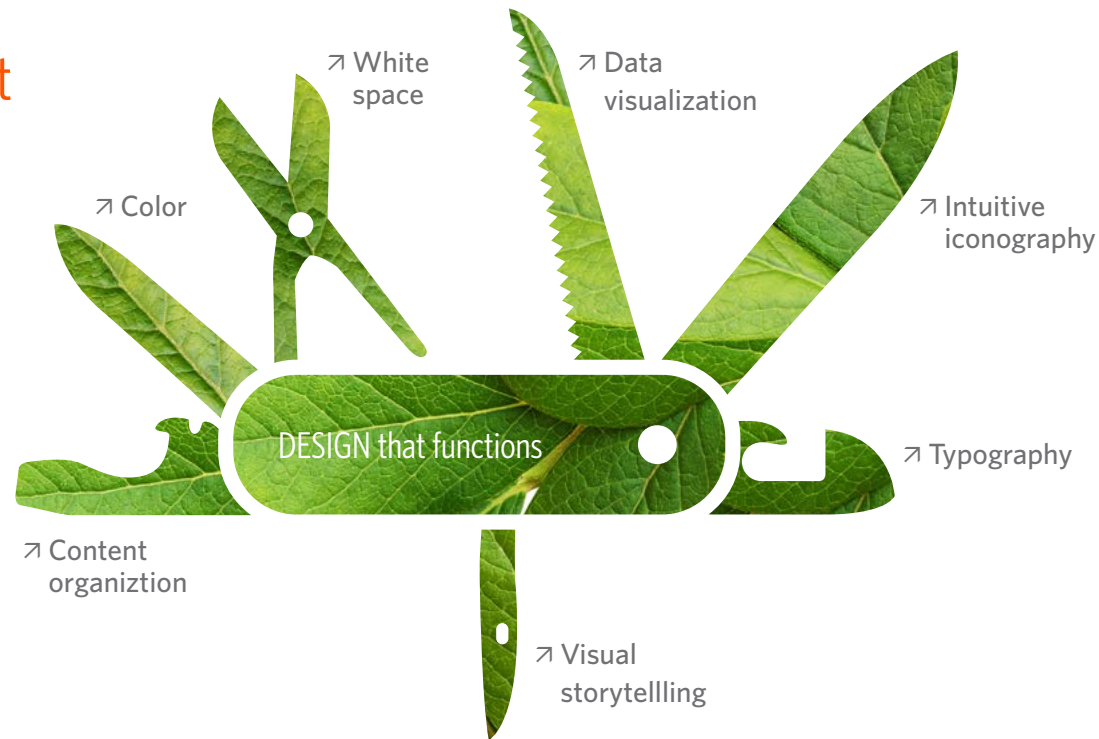
- Clear Content Organization
- White Space
- Summaries
- Topical Snapshots
- Tabular Content

3 Data Visualization Design 18

Show, don't tell

- Theming
- Infographics
- Photography
- Stakeholder Interests
- Amplifying Your Brand

Undertaking Sustainability Report Design is no small feat.



Companies who elect to create sustainability reports in-house are often faced with competing deadlines, limited resources and a lack of subject matter expertise around storytelling and critical design principles. While often considered a way to “make things look pretty,” the truth is that **design is a strategic tool** that helps readership, engagement and retention. Through advanced design applications such as data visualization techniques, use of intuitive iconography, typography and color, choiceful design can make sustainability report content easy to read, easy to navigate and easy to digest.

Ultimately, strategic design enables companies to make complex sustainability report data simple to understand and the narrative clear, concise and quick to absorb.

With more than 90 percent of S&P 500 companies publishing some form of a sustainability report, the need for more turnkey, efficient and better sustainability report design has become imperative. Based on our experience in creating over 50 sustainability reports and 100s of annual reports for Fortune 100 and public and privately held companies, the following pages outline what we consider the most important design principles and best practices to leverage in your reporting. **Our hope is that you can use these ideas and themes to evolve your reporting and find inspiration on how to present complex data and your sustainability story in a compelling way.**



Balancing BRAND, CONTENT and DESIGN will enable enable better engagement and user experience.

CORPORATE

INFORMATION

BRAND CONTENT DESIGN

BALANCE

ORGANIZATION



Aligning the look and feel to your corporate brand can communicate a key concept or theme for the year.



Architecting the reporting structure in a way that makes it easy to read and find what you're looking for.



Presenting the story and data in a way that is understandable and digestible — bringing clarity through visual appeal.



➤ Printed



➤ Web & Microsites

Sustainability Report format

What
FORMAT
works best?

Determining your sustainability report format is a critical decision to make in upfront planning because it has budget and timing implications and impacts how your report is organized, written and designed. Gone are the days when sustainability reports were produced as a print-only medium. Now, there is typically a combination of formats culminating in an online presence.

➤ PDF



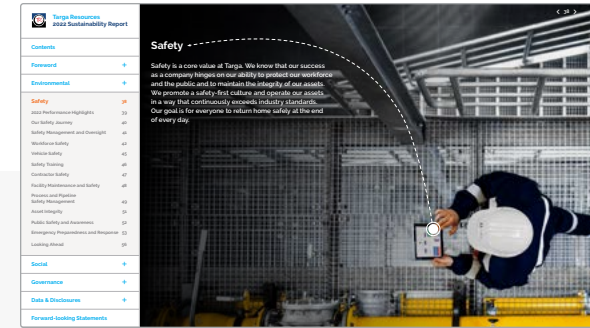
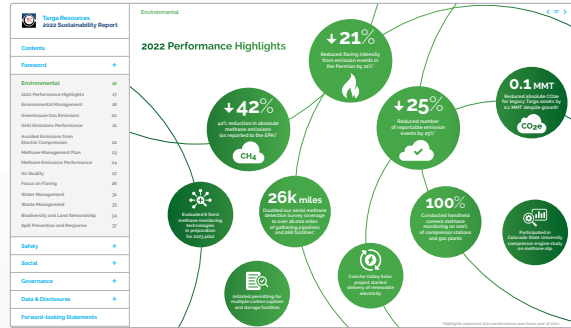
➤ One Reports





Reports continue to be produced and posted online as navigable PDFs.

Some companies elect to create a downloadable PDF either in its entirety or available to download



PDF



in sections so that viewers can access their own PDF based on their interests. Best practice for these is a user-friendly horizontal format that includes a linked table of contents so that viewers can navigate through the book with one click vs. scrolling. Ensure files are optimized for web download time and legibility.



Most companies elect not to print hard copies; however, for those that do, they will typically print a limited digital quantity. Those hard copies might be used for board and investor meetings, commercial/sales, community relations, recruiting or marketing purposes. The tactic of printing reports is important to examine as it can be perceived to run contrary to sustainability principles — utilizing recycled paper or adhering to sustainably-sourced chain of custody certification is a good practice in printing scenarios.



The Sustainability Forestry Initiative



Forestry Stewardship Council Chain of Custody



Reduce, Re-use, Recycle



Green Seal



Environmental Impact Calculators

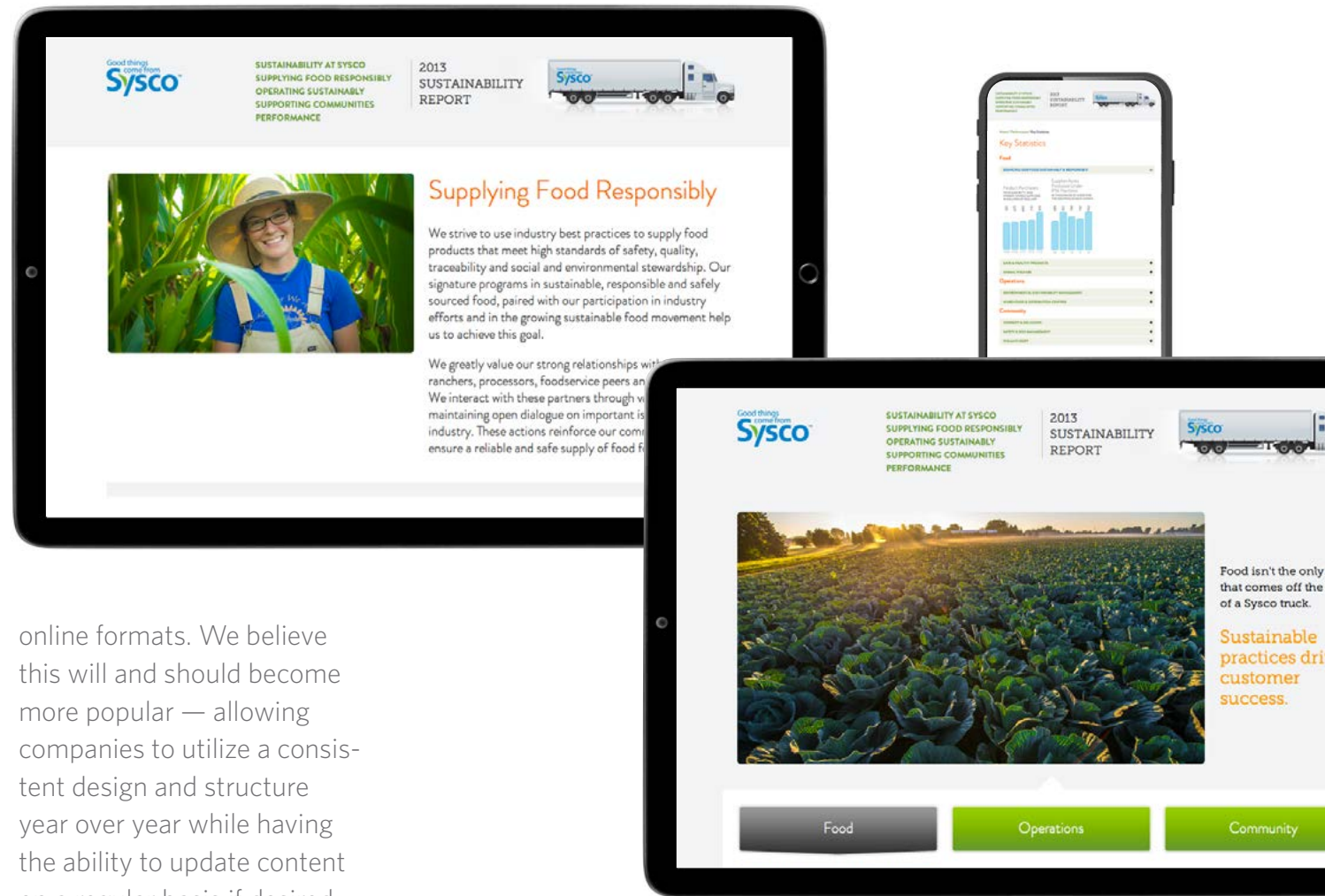
➤ Printed

➤ Web & Microsites

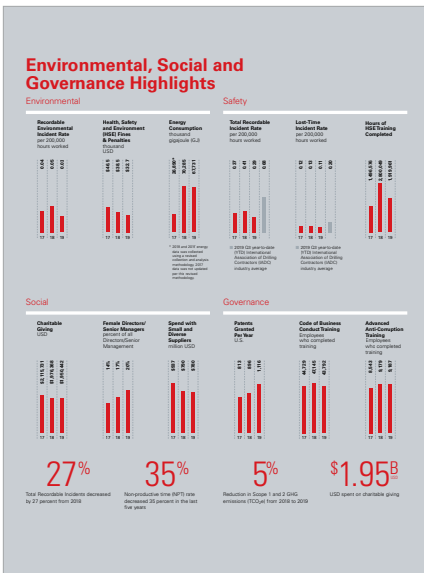


Online reports allow for dynamic interactivity enabling viewers to pull the specific information they're looking for which enables better analysis and comparability.

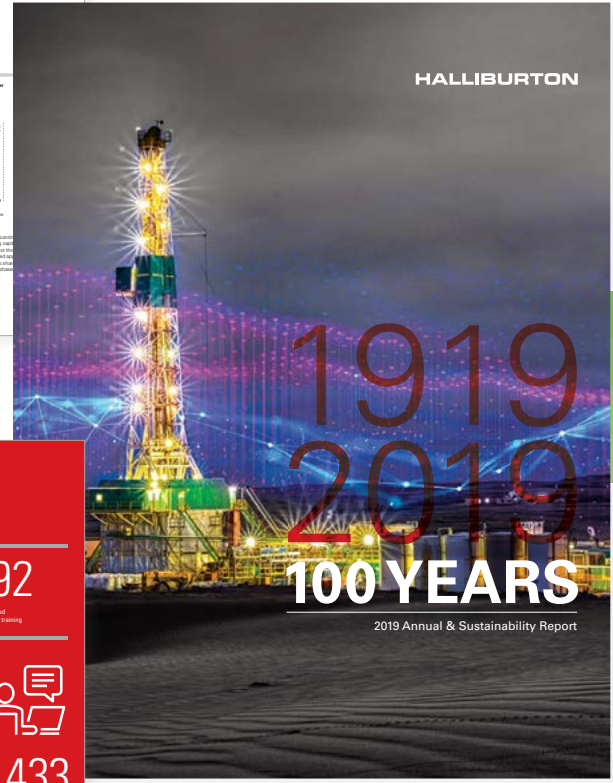
It is a platform for robust and engaging content such as videos, interactive data analytics tools and maps or gamification. The initial site build is an investment as it is generally resource intensive requiring a lot more “hands” to get it produced; however, once built, the framework can be updated for future reports. Shockingly, we are not seeing a lot of effort focused toward the development of these



online formats. We believe this will and should become more popular — allowing companies to utilize a consistent design and structure year over year while having the ability to update content on a regular basis if desired.



Europe is leaps and bounds ahead of the U.S. in "one reporting" — the combination of financial and ESG disclosures. To date, we only have two clients that produce a consolidated report. It requires the timeliness of

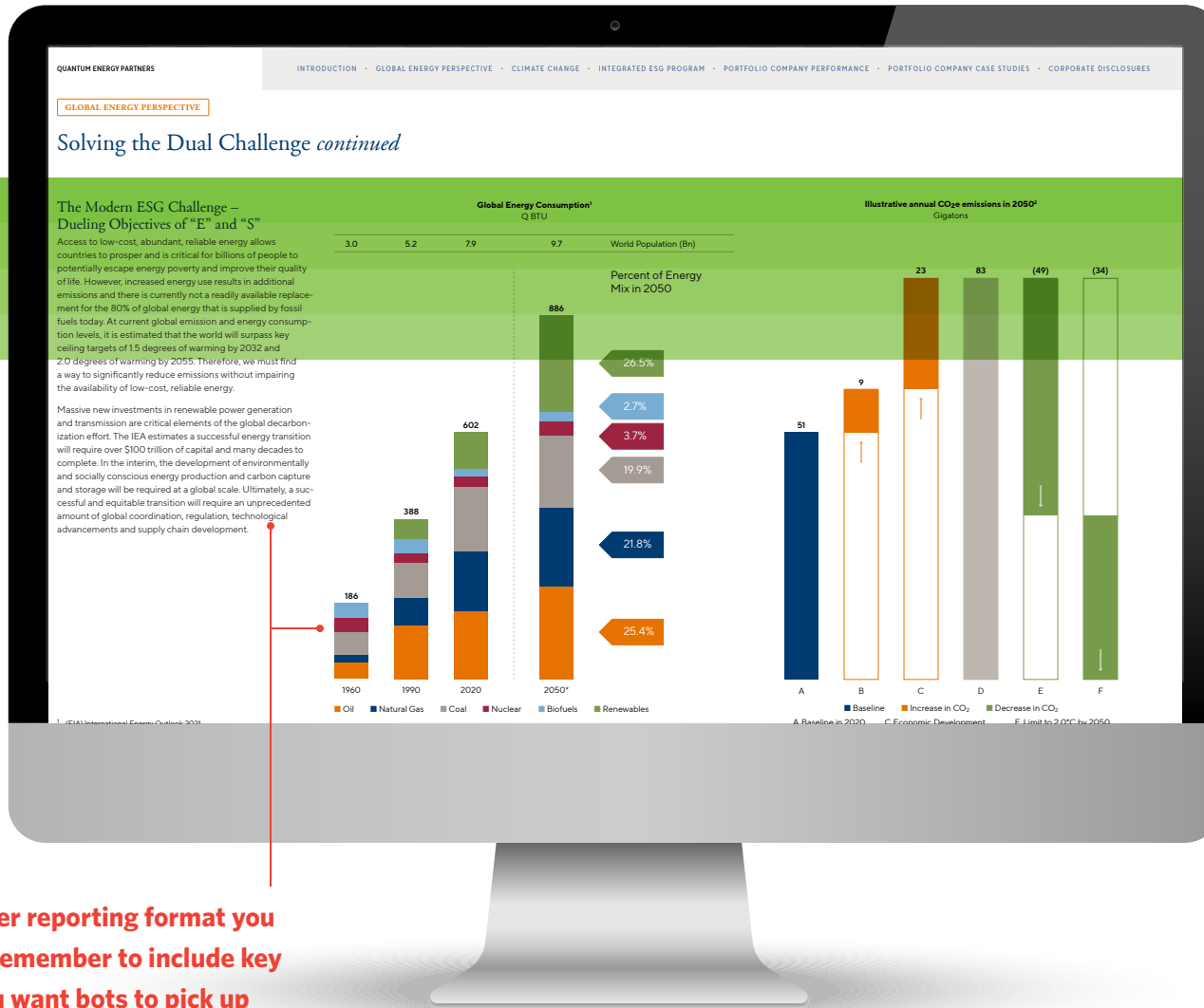


One Reports

data collection and verification in line with SEC deadlines for corporate annual IR filings. We expect to see more of this approach in the coming years as the SEC's proposal is ratified and rolled out. In the interim, we are helping clients create design and content alignment between their sustainability report and Proxy — utilizing creative assets across both.



Aligning ESG and financial data collection is a must with "one reporting!"



➤ BOT Scraping

We know now that rating agency bots are scraping sustainability report content for their own interpretation and dissemination. Through automation and AI, bots are looking at a company’s year-over-year performance as well as peer comparisons. Their algorithms currently lack the ability to track data embedded within graphics so it is critical to include key data you want bots to pick up in the report narrative. With an increasing focus on environmental data factoring into a company’s valuation and access to capital, it is essential to appeal and be accessible to both bots and humans.

Whatever reporting format you utilize, remember to include key data you want bots to pick up within graphics as well as within report narrative.

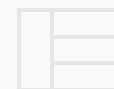


Good design should always encourage readers to explore information rather than decipher lengthy amounts of dense copy. Make complex sustainability ideas more understandable and digestible through data visualization. Dense data can be shared in creative and engaging ways

Simplifying content complexity

Do MORE with LESS

through composition, brevity and adding detail where necessary to keep information scannable for all readers — quickly communicating the salient points. The following pages outline some considerations for making your report content more immersive, consumable, and resonant *with less words*.



in this report

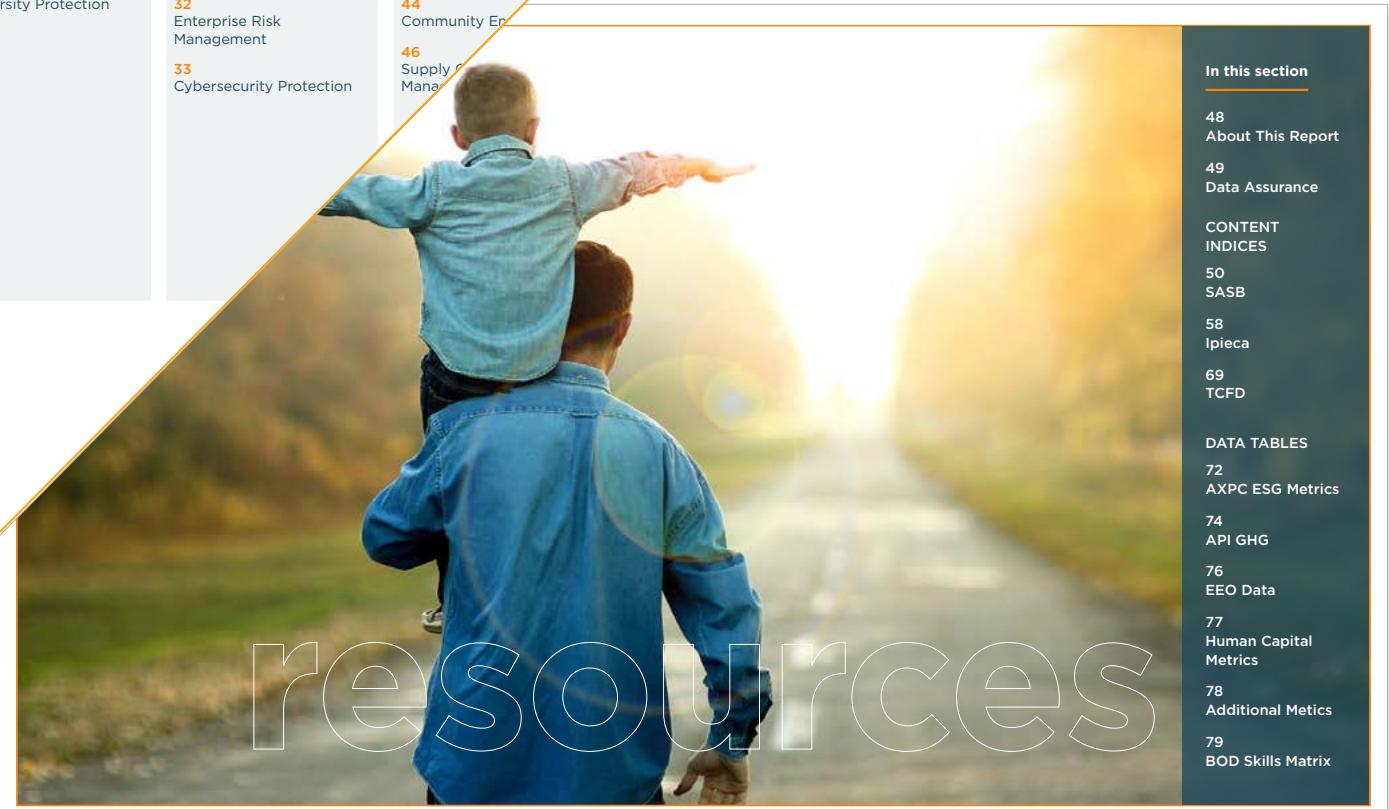


| Introduction | Environment | Governance | Social | Resources |
|--|--|---|---------------------------------------|----------------------|
| 03 Letter from Our Leaders | 16 Environmental Management System | 26 Our Board of Directors | 35 Workforce Health and Safety | 48 About This Report |
| 04 About Us | 17 Emissions Management | 28 ESG Oversight and Management | 38 Diversity, Equity and Inclusion | 49 Data Assurance |
| 05 2022 Sustainability Highlights | 20 Water Management | 29 Compensation Tied to ESG Performance | 40 Workplace | CONTENTS |
| 07 Performance Metrics | 22 Land Stewardship and Spill Prevention | 30 Code of Conduct and Ethics Reporting | 43 Human Rights and Indigenous Rights | 50 |
| 09 Our Role in the Future of Energy | 24 Biodiversity Protection | 32 Enterprise Risk Management | 44 Community Engagement | |
| 13 Using Technology to Improve Performance, Advance Sustainability | | 33 Cybersecurity Protection | 46 Supply Chain Management | |

Clear Content Organization

The majority of readers do not read a Sustainability Report cover to cover.


Organize information so readers can easily navigate to areas of interest. For instance, create clear reporting sections that delineate your company's materiality issues. Orchestrate elements to help the reader easily skim through the report so they can find what they're looking for and follow the most pertinent points.




In this section

- 48 About This Report
- 49 Data Assurance
- CONTENT INDICES
- 50 SASB
- 58 Ipieca
- 69 TCFD
- DATA TABLES
- 72 AXPC ESG Metrics
- 74 API GHG
- 76 EEO Data
- 77 Human Capital Metrics
- 78 Additional Metrics
- 79 BOD Skills Matrix

Introduction
Global Energy Perspective
Integrated ESG Program
Portfolio Company ESG Performance
Portfolio Company Case Studies
ESG Performance Disclosures



2022 Portfolio Company Highlights, At A Glance




Our Reporting Process

Over **5,700 data points** collected from **34 reporting companies** across all funds and investment strategies in our annual data collection

Increased data collection frequency to **quarterly reporting** for select companies

Embraced the digital transformation and enhanced ESG data management by partnering with Quantum Innovation Fund company, FigBytes




Our Climate Update

Achieved a methane intensity of 0.08%, surpassing our standard of 0.2% for the third consecutive year

>80% of Quantum gas production was monitored directly with continuous monitoring from Project Canary

Over 500,000 Quantum components were surveyed with optical gas imaging (OGI) cameras

As of May 2023, **nearly 900 Quantum wells** across 7 oil and gas operators have been TrustWell™ Certified




ESG in Our Operations

73% of the water used in Quantum operations is **non-fresh or recycled water**

Quantum companies **recycled 229 million barrels of water**

Quantum companies achieved an average oil **spill rate of 0.02 bb/Mbbl**



Our Employees





Expanded data gathering performance metrics **representative of**


Among Quantum **24% of employees** and **29% identified as**

Introduction
Global Energy Perspective
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Portfolio Company Case Studies
ESG Performance Disclosures

Climate Risks & GHG Emissions *continued*

In addition to considering or deploying continuous methane monitoring, our portfolio companies are exploring options to utilize piloted aircraft and drones to complement their continuous monitoring and OGI efforts. In 2022, over 500,000 components were surveyed with OGI throughout the portfolio.

| TECHNOLOGY TYPE | BENEFITS | TRADE-OFF | OPERATORS |
|--|---|--|--|
|  Piloted Aircraft | <ul style="list-style-type: none"> • Low cost • Ability to scan hundreds of sites per day • Rapidly finds super-emitters | <ul style="list-style-type: none"> • Only sees large leaks | Quantum portfolio companies are exploring options to utilize piloted aircrafts and drones for a "top-down" approach to complement the detailed "bottom-up" methods below |
|  Mobile Monitoring (Vehicle or Drone) | <ul style="list-style-type: none"> • Low cost • Can scan tens of sites per day • Finds smaller leaks than aircraft flyovers | <ul style="list-style-type: none"> • Requires supporting groundwork to find specific leaks | |
|  Facility-Wide Continuous Monitoring | <ul style="list-style-type: none"> • 24/7 live emissions notification and quantification • Highly-sensitive receptors • Embedded data management system available to trend leaks | <ul style="list-style-type: none"> • Upfront costs • Supply chain constraints | Over 80% of Quantum gas production monitored continuously with Project Canary |
|  OGI Camera | <ul style="list-style-type: none"> • Ability to pinpoint emission sources • Easy to use • Regulatory standard | <ul style="list-style-type: none"> • Manual surveying requires significant time commitment • Less effective with large footprint | Over 500,000 Quantum components surveyed with OGI in 2022 |





White Space

Allow open space to balance density, add dramatic effect, and elevate the importance of key messages. Breathing room makes for optimal readability — giving the eye a literal rest. White space can also signal that a new section or topic is beginning.

- Introduction
- Global Energy Perspective
- Integrated ESG Program
- Portfolio Company ESG Performance
- Portfolio Company Case Studies
- ESG Performance Disclosures



Quantum's Purpose, Vision & Values

At Quantum, our purpose, vision and values are the guiding principles that define our commitment to success and sustainable growth. We believe that by aligning our investments with our core principles, we can create long-term value for our stakeholders, and achieve strong financial performance.

Values Integrity
We do the right thing, remaining true to ourselves and our world even when the choice is not easy.

Excellence
We are a high-energy organization that is committed to being the best in whatever we do, always striving for exceptional performance results.

Purpose
Quantum's purpose is to advance today's energy ecosystem for tomorrow's sustainable world while delivering superior risk adjusted returns to our investors.

Humility
We understand our place in the world, respecting others and appreciating the value that diversity brings. We willingly acknowledge our mistakes and limitations.


Discipline
We are thorough and thoughtful in our work and decisions, intensely focused on achieving our firm's goals and strategies.

Vision
Use our capital, expertise and influence to lead the world in addressing energy security and climate change to improve the lives of current and future generations.

Ownership
We are accountable for individual results as well as those of our team. We take full responsibility for making positive things happen, not waiting for others to do it.

It is important to strike the right balance between white space and content density. More space can equate to longer report lengths and more content density can be challenging to read, therefore less engaging.

- Introduction
- Global Energy Perspective
- Integrated ESG Program
- Portfolio Company ESG Performance
- Portfolio Company Case Studies
- ESG Performance Disclosures



Energy Poverty Results from a Lack of Energy Access













Energy poverty is the lack of access to affordable and reliable energy. Without access to energy, quality of life and life expectancy decreases. Energy poverty is a critical problem today, impacting billions of people around the world.

To illustrate energy poverty, the table to the right highlights living conditions for the human population across a range of everyday activities. These depictions are based on work by the Swedish public health doctor, Hans Rosling in his book, *Factfulness*. Only a fraction of the global population, roughly one billion people, experience the living standards that many in advanced economies often take for granted. As of 2020, approximately 750 million people did not have access to electricity and 2.4 billion still cooked their daily meals and heated their homes with traditional fuels – typically wood, dung, agricultural waste, or charcoal – which results in significant indoor air quality issues and a wide range of damaging health impacts.

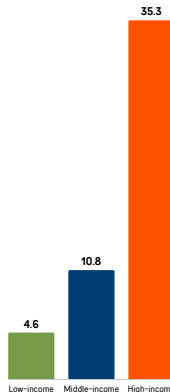
The World Health Organization (WHO) estimates that over three million premature deaths occur each year from indoor use of traditional biomass fuels. Energy scarcity also hinders socio-economic development, deepens inequality, and restricts basic human rights like access to clean water, education, and healthcare. Combined, energy scarcity issues account for over 10 million premature deaths worldwide each year. While the world's richest one billion people enjoy modern access to energy, most of the world is trying to access more energy.

As economies transition from low-income to high-income economies, energy use per capita increases from 4.6 to 35.3 barrels of oil equivalent per annum. Efforts by Organization for Economic Co-operation and Development (OECD) countries to restrict energy development in a bid to combat climate change could inadvertently cause more harm than good. Such measures can increase energy costs, limit access and reliability, and perpetuate energy poverty – with significant repercussions for human life and development. Therefore, any strategies aimed at limiting emissions should also consider their potential impact on global energy poverty.

The Range of Living Conditions Among the World's Population¹

| Level | Cooking | Transportation | Drinking Water |
|--|---|---|---|
| Level 4 ~1 billion people \$32/day |  |  |  |
| Level 3 ~2 billion people \$8/day |  |  |  |
| Level 2 ~3 billion people \$2/day |  |  |  |
| Level 1 ~1 billion people <\$1/day |  |  |  |

Energy Use per Annum²
(barrels of oil equivalent)



| Income Level | Energy Use per Annum (barrels of oil equivalent) |
|---------------|--|
| Low-income | 4.6 |
| Middle-income | 10.8 |
| High-income | 35.3 |

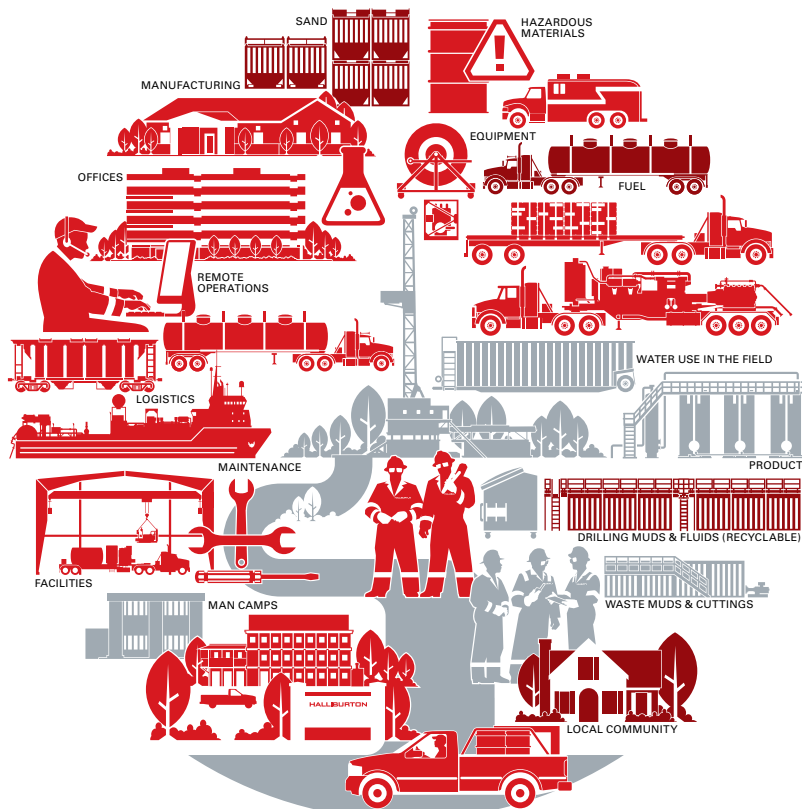


➤ Summaries

Company At A Glance

Our Business

Halliburton is one of the world's leading oilfield service providers. From our beginnings as a cementing company 100 years ago, we have evolved into a global organization that helps our customers maximize value throughout their asset life cycles – from locating hydrocarbons and managing geological data, to drilling and formation evaluation, well construction, completion and production optimization.



- Halliburton responsibility
- Halliburton and customer company responsibility
- Customer company responsibility

57,024
Employees

80+
Countries

14
Product
Service Lines
(PSLs)*

2
Divisions

* PSLs are primarily responsible and accountable for strategy, technology development, process development, people development and capital allocation.

Including a summary or highlight of the primary, high-level communication points before a new topic or section can help readers understand what they're about to read and provides an opportunity for them to dive deeper into the content for more detail, if desired.

Halliburton | 100 Years

At A Glance continued

| Halliburton Product Service Lines (PSLs) | |
|---|--|
| Drilling and Evaluation Division | Completion and Production Division |
| <ul style="list-style-type: none"> • Barrel • Drill Bits & Services • Landmark • Sperry Drilling • Testing & Seals • Wireline & Perforating | <ul style="list-style-type: none"> • Artificial Lift • Cementing • Completion Tools • Multi-Chain • Pipeline & Process Services • Production Enhancement • Production Solutions |
| Supporting Both Divisions: | |
| • Project Management | |
| For more information on our operations and markets served, please refer to the Halliburton website and the Company's 2019 Form 10-K. | |

Global Locations

| | |
|---|--|
| <p>North America</p> <p>2 Number of countries</p> <p>25,924 2019 headcount</p> <p>7 Major technology centers</p> | <p>Europe • Eurasia • Sub-Saharan Africa</p> <p>38 Number of countries</p> <p>8,332 2019 headcount</p> <p>1 Major technology center</p> |
| <p>Latin America</p> <p>13 Number of countries</p> <p>7,202 2019 headcount</p> <p>1 Major technology center</p> | <p>Middle East • North Africa • Asia Pacific</p> <p>20 Number of countries</p> <p>15,566 2019 headcount</p> <p>3 Major technology centers</p> |



Topical Snapshots

Consider topical issues material to your industry that various stakeholders care most about and create snapshots to address them. If they are designed in a modular fashion, you can easily repurpose that content in other formats such as topical tear sheets of information for use in marketing or community relations (i.e., water usage, leak detection and repair, GHG emissions).

| OPERATIONS | | | |
|---|-----|-----|-----|
| EDGE's Total Gross Operated U.S. Production (MMbbl) | 326 | 361 | 356 |
| EDGE's Total Gross Operated U.S. Natural Gas Production (Bcf) | 721 | 766 | 660 |
| Wellbore Hours Worked (Million) | 30 | 44 | 44 |
| Gross Completed Wells | 541 | 878 | 896 |

| ENVIRONMENT | | | |
|---|-------|-------|-------|
| | 2020 | 2019 | 2018 |
| GREENHOUSE GAS EMISSIONS | | | |
| million metric tons CO ₂ e | | | |
| Scope 1 GHG Emissions | 4.5 | 5.3 | 5.4 |
| Scope 2 GHG Emissions | 0.4 | | |
| Scope 1 GHG Emissions by Greenhouse Gas | | | |
| Carbon Dioxide (CO ₂) | 4.2 | 4.9 | 4.7 |
| Methane (CH ₄) | 0.3 | 0.4 | 0.7 |
| Nitrous Oxide (N ₂ O) | 0.003 | 0.004 | 0.004 |
| Scope 1 Emissions by Source | | | |
| Combustion | 3.6 | 3.9 | 3.6 |
| Flaring | 0.5 | 1.0 | 1.2 |
| Production | 0.1 | 0.2 | 0.4 |
| Other Sources | 0.2 | 0.2 | 0.2 |
| GHG INTENSITY | | | |
| Scope 1 GHG Emissions in metric tons CO ₂ e/Mbbl | | | |
| GHG Intensity Rate | 13.6 | 14.8 | 17.7 |
| GHG Intensity Rate by Source | | | |
| Combustion | 11.1 | 10.9 | 11.7 |
| Flaring | 1.6 | 2.8 | 4.0 |
| Production | 0.2 | 0.5 | 1.3 |
| Other Sources | 0.7 | 0.7 | 0.7 |
| METHANE INTENSITY | | | |
| Methane Intensity Rate (metric tons CO ₂ e/Mbbl) | | | |
| Methane Intensity Rate | 0.8 | 1.2 | 2.2 |
| Methane Emissions Percentage (of natural gas production only) | | | |
| Methane Emissions Percentage | 0.08 | 0.12 | 0.22 |
| WELLHEAD GAS CAPTURE | | | |
| Wellhead Gas Capture Rate | | | |
| Wellhead Gas Capture Rate | 99.8% | 98.0% | 98.6% |

| Emissions Ambition and Targets | | | | |
|--|----------------------------|--------------------------------------|-------------------------|-------------------------------|
| NET ZERO | 13.5 | 0.06 | ZERO | 99.8% |
| Ambition for Scope 1 and Scope 2 GHG Emissions by 2040 | GHG Intensity Rate by 2025 | Methane Emissions Percentage by 2025 | Routine Flaring by 2025 | Wellhead Capture Rate in 2021 |

| WATER | | | |
|--------------------------------|------|------|------|
| Total Water Used (MMbbl) | | | |
| Reuse | 185 | 248 | 255 |
| Recycle | 86 | 91 | 52 |
| Percent of total | | | |
| Non-Fresh Water | 46% | 36% | 27% |
| Fresh Water | 45 | 111 | 105 |
| Percent of total | | | |
| Fresh Water | 35% | 41% | 42% |
| Recycled Water | 36 | 67 | 92 |
| Percent of total | | | |
| Recycled Water | 19% | 25% | 37% |
| Water Intensity Rate (Bbl/Boe) | | | |
| Water Intensity Rate | 0.56 | 0.74 | 0.82 |

| SPILLS | | | |
|---------------------------------|--|--------|-------|
| Bbls, except rate | | | |
| Spills Over Five Barrels | | | |
| Oil Spill Volume | | 2,281 | 3,151 |
| Recovered | | 1,379 | 2,274 |
| Unrecovered | | 701 | 777 |
| Oil Spill Rate (Bbl/Boe) | | 0.006 | 0.009 |
| Recovered | | 0.004 | 0.007 |
| Unrecovered | | 0.002 | 0.002 |
| Spills Over One Barrel | | | |
| Oil Spill Volume | | 2,514 | 1,612 |
| Recovered | | 902 | 608 |
| Oil Spill Rate (Bbl/Boe) | | 0.008 | 0.005 |
| Recovered | | 0.003 | 0.003 |
| Unrecovered | | 0.005 | 0.002 |
| Produced Water Spill Volume | | 14,526 | 8,761 |
| Recovered | | 8,761 | 5,565 |

EMISSIONS PERFORMANCE

33%↓

REDUCTION

METHANE INTENSITY RATE

8%↓

REDUCTION

GHG INTENSITY RATE

NEAR-TERM EMISSIONS TARGETS

13.5

GHG INTENSITY RATE BY 2025

0.06

METHANE EMISSIONS PERCENTAGE BY 2025

ZERO

ROUTINE FLARING BY 2025

99.8%

WELLHEAD GAS CAPTURE RATE IN 2021

39%↓

REDUCTION

FRESH WATER INTENSITY RATE

Our consistent focus when sourcing water is to reduce fresh water use and implement or expand reuse where feasible.

81%

OF WATER SOURCED FROM REUSE OR NON-FRESH WATER SOURCES

EOG is focused on expanding and utilizing reuse infrastructure, which helps minimize the use of fresh water.

NET-ZERO AMBITION

Reach net zero Scope 1 and Scope 2 GHG emissions by 2040.

EOG is focused on playing a significant role in the long-term future of energy by being among the lowest cost, highest return, and lowest emissions producers of oil and natural gas.

PARTNER IN WILDLIFE CONSERVATION PROJECTS

We partner with local stakeholders, including community groups, government agencies and academic institutions, at various stages of project development and operations to help conserve local habitat and wildlife.

2020 SUSTAINABILITY REPORT 11



Tabular Content

Show even your tabular content some love. Metrics appeal to the rational side of sustainability reporting. Readership of data tables and indices content can be greatly improved by applying heirarchy to the typography, color and table layout. Utilize rules and alternating line highlights to enhance legibility — your audience will thank you.

| Introduction | | Environment | Governance | Social | Resources | 2023 Sustainability Report |
|--|---|-------------|-------------|--------------|--------------|----------------------------|
| Performance Metrics | | | | | | |
| | | | | | | |
| OPERATIONS | Unit or Formula | 2019 | 2020 | 2021 | 2022 | |
| Total production (gross operated, 2-stream) | BOE (61, gas-to-oil ratio) | 41,102,411 | 41,080,064 | 40,947,409 | 42,253,583 | |
| Oil production (gross operated, 2-stream) | Bbls | 14,115,232 | 13,247,713 | 19,143,245 | 20,292,417 | |
| Wet gas production (gross operated, 2-stream) | MCF | 114,222,878 | 129,039,873 | 130,824,987 | 131,766,996 | |
| Acres of land under management | Acres | 133,513 | 133,199 | 166,064 | 163,286 | |
| Total gross operated wells | Number | 1,269 | 1,322 | 1,644 | 1,689 | |
| Revenue | \$ (in thousands) | \$ 837,281 | \$ 677,192 | \$ 1,394,075 | \$ 1,920,796 | |
| EMISSIONS | | | | | | |
| Total global Scope 1 GHG emissions | mtCO ₂ e | 1,070,077 | 950,218 | 708,178 | 452,106 | |
| Scope 2 emissions | mtCO ₂ e | 20,288 | 21,578 | 65,361 | 70,574 | |
| Scope 3 emissions ¹ | mtCO ₂ e | 14,572,966 | 14,450,486 | 14,719,384 | 15,524,955 | |
| Gross global Scope 1 GHG emissions intensity rate | mtCO ₂ e / MBOE | 26.03 | 23.13 | 17.29 | 10.70 | |
| Methane emissions as a percentage of natural gas produced | mtCH ₄ / MCF | 0.87% | 0.60% | 0.32% | 0.11% | |
| Methane emissions intensity | mtCH ₄ / Gross annual production as reported under subpart W (MBOE) | 0.50 | 0.38 | 0.20 | 0.07 | |
| Percentage of natural gas flared per MCF of natural gas produced | Gross annual volume of flared natural gas (MCF) / Gross annual natural gas production (MCF) | 1.93% | 0.75% | 0.73% | 1.15% | |
| Routine flaring | MMCF | 867 | 758 | 945 | 500 | |
| WATER | | | | | | |
| | | | | | | 0.45 |
| | | | | | | 49% |
| | | | | | | 0.03 |

| Targa Resources 2022 Sustainability Report | | Data & Disclosures | | Global Reporting Initiative (GRI) Index | |
|--|-----------------------------|--------------------|--|--|--|
| GRI Standard | Oil and Gas Sector Standard | Disclosures | Description | Location or Answer | |
| General Disclosures | | | | | |
| GRI 2: General Disclosures 2021 | | | | | |
| Strategy, Policies, and Practices | | | | | |
| 2-22 | | | Statement on sustainable development strategy | Sustainability Report – subsection Foreword: CEO Letter | |
| 2-23 | | | Policy commitments | Sustainability Report – subsections Social and Governance | |
| 2-24 | | | Embedding policy commitments | Sustainability Report – subsections Social and Governance | |
| 2-25 | | | Processes to remediate negative impacts | 2022 Annual Report on Form 10-K; Sustainability Report – subsection Social | |
| 2-26 | | | Mechanisms for seeking advice and raising concerns | Sustainability Report – subsections Social and Governance | |
| 2-28 | | | Membership associations | Sustainability Report – subsection Governance | |
| Stakeholder Engagement | | | | | |
| 2-29 | | | Approach to stakeholder engagement | Sustainability Report – subsections Foreword: CEO Letter, Stakeholder Engagement: Governance | |
| 2-30 | | | Collective bargaining agreements | Targa has no collective bargaining agreements | |
| Topic Specific Disclosures | | | | | |
| Disclosures on Material Topics | | | | | |
| GRI 3: Material Topics 2021 | | | | | |
| 3-1 | | | Process to determine material topics | Sustainability Report – subsection Foreword: ESG Approach, Stakeholder Engagement, About This Report: March 30, 2023 DEF 14A, April 25, 2023 DEFA14A | |
| 3-2 | | | List of material topics | Sustainability Report – subsection Foreword: ESG Approach, Stakeholder Engagement, About This Report: March 30, 2023 DEF 14A, April 25, 2023 DEFA14A | |
| 3-3 | | | Management of material topics | Sustainability Report – subsection Foreword: ESG Approach, Stakeholder Engagement, About This Report: March 30, 2023 DEF 14A, April 25, 2023 DEFA14A | |
| Environmental Topics | | | | | |
| GHG Emissions | | | | | |
| GRI 3: Material Topics 2021 | | | | | |
| 11.1.1 | 3-3 | | Management of material topics | Sustainability Report – subsection Foreword: ESG Approach, Stakeholder Engagement, About This Report: March 30, 2023 DEF 14A, April 25, 2023 DEFA14A | |
| GRI 302: Energy 2016 | | | | | |
| 11.1.2 | 302-1 | | Energy consumption within the organization | Sustainability Report – subsection Safety, Performance Data Table, EIC Template | |
| GRI 305: Emissions 2016 | | | | | |
| 11.1.5 | 305-1 | | Direct (Scope 1) GHG emissions | Sustainability Report – subsection Safety, Performance Data Table, EIC Template | |
| 11.1.6 | 305-2 | | Direct (Scope 2) GHG emissions | Sustainability Report – subsection Safety, Performance Data Table, EIC Template | |
| 11.1.7 | 305-3 | | Other indirect (Scope 3) GHG emissions | Sustainability Report – subsection Safety, Performance Data Table, EIC Template | |
| 11.1.8 | 305-4 | | GHG emission intensity | Sustainability Report – subsection Safety, Performance Data Table, EIC Template | |

Appendix Environmental Performance Data

Energy Performance

| ABSOLUTE CONSUMPTION | 2019 (MMW) | 2020 (MMW) | Data Coverage (R ²) | Max Coverage (R ²) | Total Coverage (%) |
|--------------------------|------------|------------|---------------------------------|--------------------------------|--------------------|
| Natural Gas | 82,006 | 58,828 | 15,011,147 | 45,740,104 | 32.8% |
| Electric | 208,250 | 200,944 | 32,142,834 | 67,629,031 | 47.5% |
| Total Energy Consumption | 290,256 | 259,772 | 32,142,834 | 67,629,031 | 47.5% |

Energy Performance

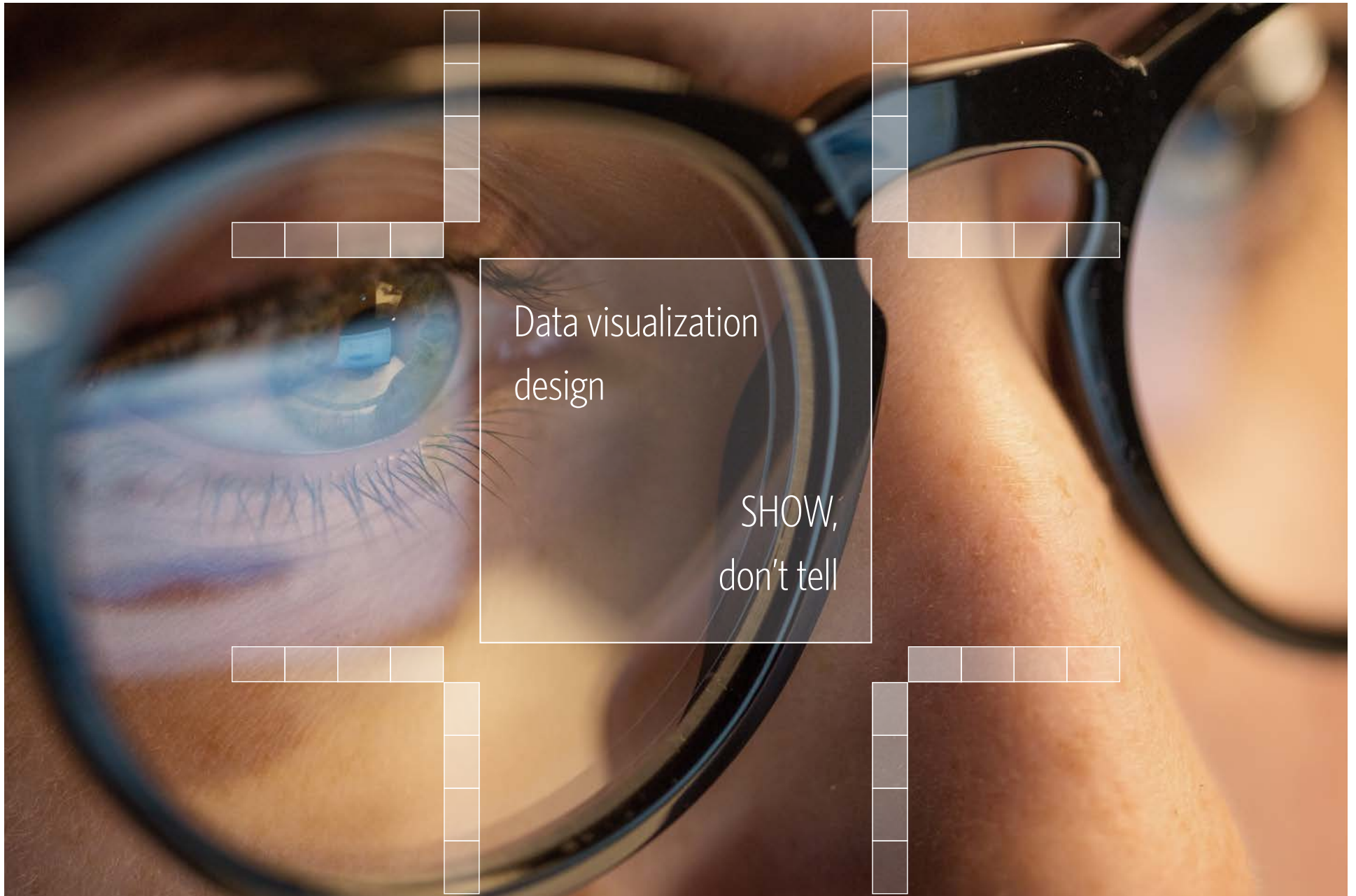
| LIKE-FOR-LIKE CONSUMPTION | 2019 (MMW) | 2020 (MMW) | Data Coverage (R ²) | Max Coverage (R ²) | Total Coverage (%) |
|---------------------------|------------|------------|---------------------------------|--------------------------------|--------------------|
| Natural Gas | 74,956 | 50,345 | 11,734,273 | 45,740,104 | 25.6% |
| Electric | 203,419 | 192,546 | 29,635,328 | 67,629,031 | 43.8% |
| Total Energy Consumption | 278,375 | 242,891 | 29,635,328 | 67,629,031 | 43.8% |

GHG Performance

| | Absolute | | Like-for-Like Emissions | | Year-Over-Year Change (%) |
|--------------------------|----------------------------|----------------------------|----------------------------|----------------------------|---------------------------|
| | 2019 (MTCO ₂ e) | 2020 (MTCO ₂ e) | 2019 (MTCO ₂ e) | 2020 (MTCO ₂ e) | |
| Scope 1 | 59,639 | 51,293 | 57,518 | 47,393 | -17.6% |
| Scope 2 (Location Based) | 97,660 | 96,117 | 93,793 | 90,242 | -3.7% |
| Total Emissions | 157,299 | 147,410 | 151,311 | 137,635 | -9.0% |

Water Performance

| | 2019 (m ³) | 2020 (m ³) | Data Coverage (R ²) | Max Coverage (R ²) | Total Coverage (%) |
|-------|------------------------|------------------------|---------------------------------|--------------------------------|--------------------|
| Water | 97,746,838 | 127,847,436 | 67,198,359 | 67,629,031 | 99% |



Data visualization
design

SHOW,
don't tell



Theming



CAMDEN 2020 CORPORATE RESPONSIBILITY REPORT

Social

Social Highlights >>

14 YRS

We have been recognized as one of the 100 Best Companies to Work For® by FORTUNE Magazine for 14 consecutive years.

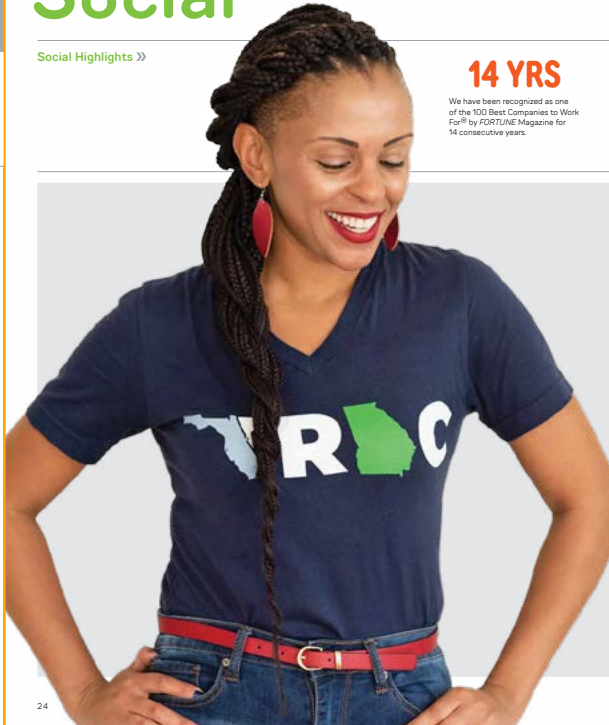


Recent Executive Awards & Recognition

Richard J. Campo
Chairman & CEO
MFE Hall of Fame Member
One of Most Admired CEOs
by Houston Business Journal

Malcolm Stewart
President & Chief Operating Officer
CREW Catalyst Award Winner

Laurie Baker
Executive Vice President of Operations
NMHC Racial Equity Taskforce Member



A Great Workplace

Camden is committed to creating a great working environment that fosters the well-being, health and happiness of all associates. Our team members are given meaningful opportunities to provide feedback and effect change. Each year we participate in the Great Place to Work® Employee Trust Index™ survey to measure employee engagement and collect feedback, which leadership carefully reviews to determine how to better meet the needs of our team members.

National & Regional Awards
Camden has been recognized as one of the best places to work nationally and in many of our major markets. Our team members strive to achieve excellence every day and exhibit true teamwork in all they do.



- #8 FORTUNE 100 Best Companies to Work For® 2021
- #2 FORTUNE Best Workplaces for Hispanics and Latinos 2021
- #32 FORTUNE Best Workplaces for Millennials™ 2021
- #49 FORTUNE Best Workplaces for Women™ 2021
- #1 HOUSTON CHRONICLE Top Workplaces in Houston 2020
- #7 PEOPLE Companies that Care® 2021
- #25 Glassdoor Employees' Choice Award 2020 Best Places to Work
- #29 GREAT PLACE TO WORK Best Workplaces in Texas™ 2021



24

25

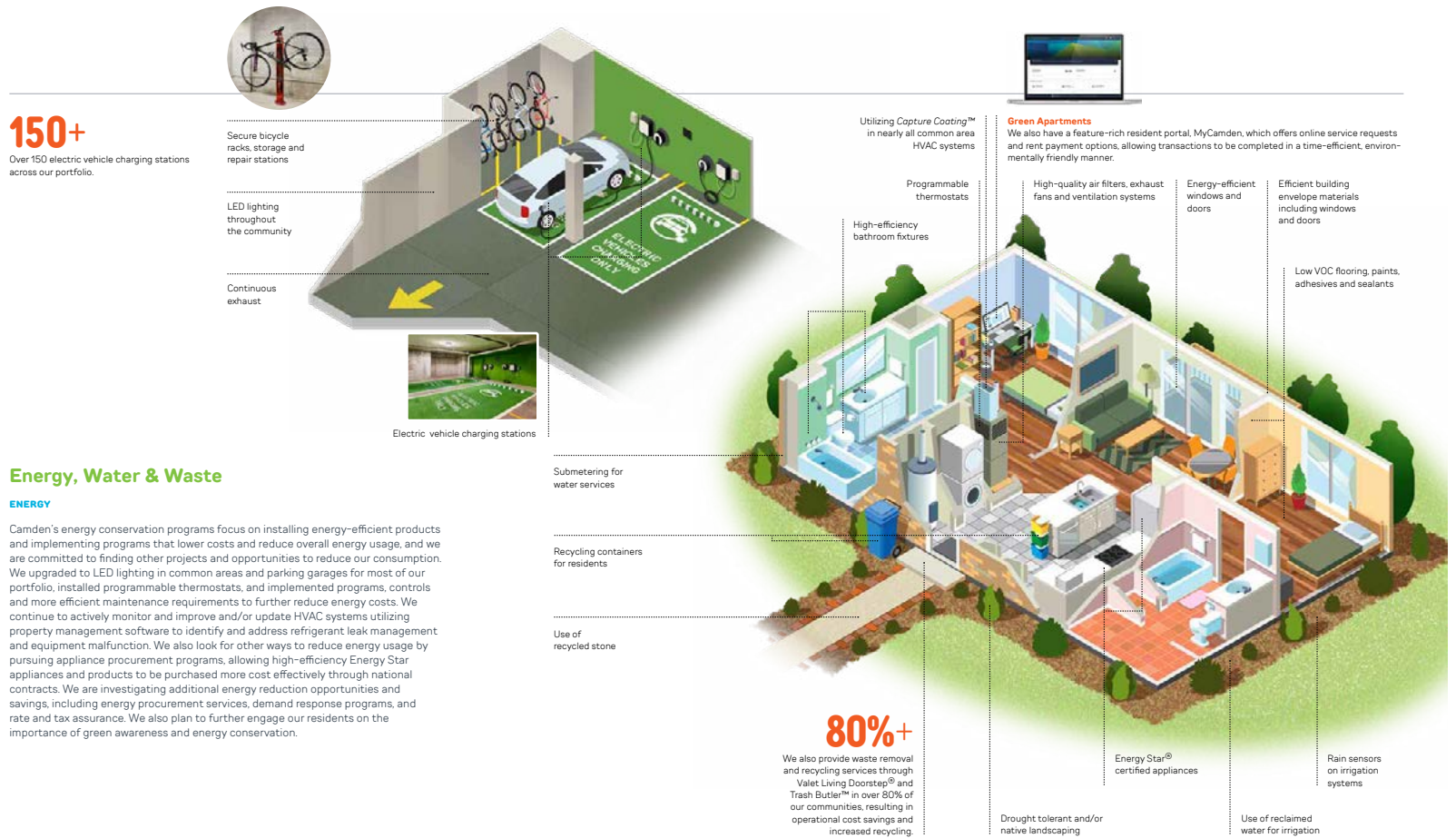
Create a report concept, or theme, and design the data and stories around it to create interest and intrigue. Integrate the concept through the copywriting, photography, graphics, illustrations, etc. When a company issues both an annual



report and a sustainability report, consider developing a “companion” concept. This shared approach can reinforce your brand, and align sustainability communications and business strategy/performance — while also creating budget, design and production efficiencies.



➤ Infographics



Energy, Water & Waste

ENERGY

Camden's energy conservation programs focus on installing energy-efficient products and implementing programs that lower costs and reduce overall energy usage, and we are committed to finding other projects and opportunities to reduce our consumption. We upgraded to LED lighting in common areas and parking garages for most of our portfolio, installed programmable thermostats, and implemented programs, controls and more efficient maintenance requirements to further reduce energy costs. We continue to actively monitor and improve and/or update HVAC systems utilizing property management software to identify and address refrigerant leak management and equipment malfunction. We also look for other ways to reduce energy usage by pursuing appliance procurement programs, allowing high-efficiency Energy Star appliances and products to be purchased more cost effectively through national contracts. We are investigating additional energy reduction opportunities and savings, including energy procurement services, demand response programs, and rate and tax assurance. We also plan to further engage our residents on the importance of green awareness and energy conservation.

An infographic is simply a visual representation of information.

When done well, it can explain in seconds what would take paragraphs to explain in text. Infographics are one of the lagging and yet most valuable assets you can create for your report. Some of

the best use cases are for the visual representation of complex processes, product inner workings, or methodologies. These assets are worth the investment because they break through the clutter of pages and pages of mind-numbing text, and are valuable

Callouts provide a visual cue that the information highlighted is important.

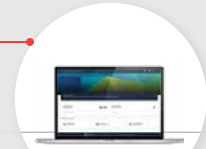
150+
Over 150 electric vehicle charging stations across our portfolio.

Headlines and subheads ease tension when reading, allowing readers to skim content and land on points of interest.

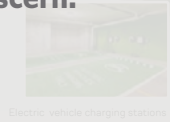
Energy, Water & Waste
ENERGY
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Color, type and layout formulate a data hierarchy that makes an infographic easy to navigate and the various levels of information easy to discern.

Icons can visually explain a process, instantly communicate a topic, and take up less space than copy.



Green Apartments
We also have a feature-rich residents portal, MyCamden, which offers online service requests and online payment options, allowing transactions to be completed in a time-efficient, environmentally friendly manner.



Electric vehicle charging stations

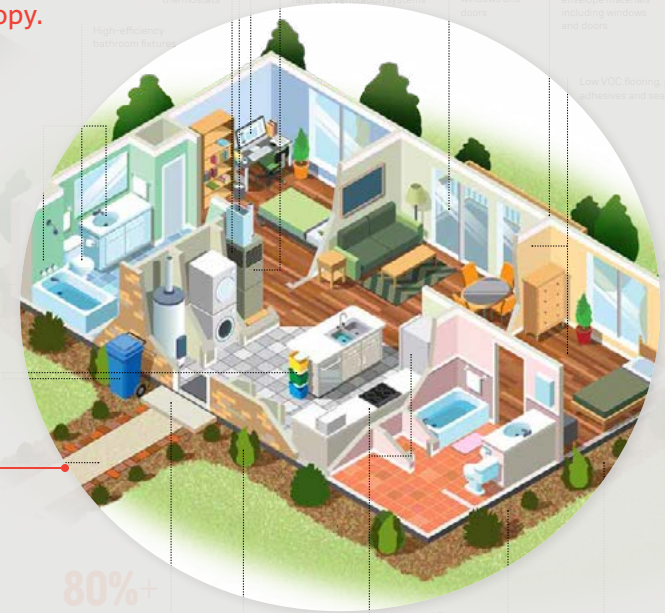


Illustration provokes intrigue by telling a visually succinct story.

80%+

We also provide waste removal and recycling services through Waste Living Doorstep® and Trash Buster™ in over 80% of our communities, resulting in operational cost savings and increased recycling.

Energy Star® certified appliances

Rain sensors on irrigation systems

Drought tolerant and/or native landscaping

Use of reclaimed water for irrigation

infographic elements

beyond the report because they can be utilized across a variety of media. It's important to understand these assets can take time to concept, design and produce — often requiring ideation, input and approval from multiple stakeholders. If you have some ideas

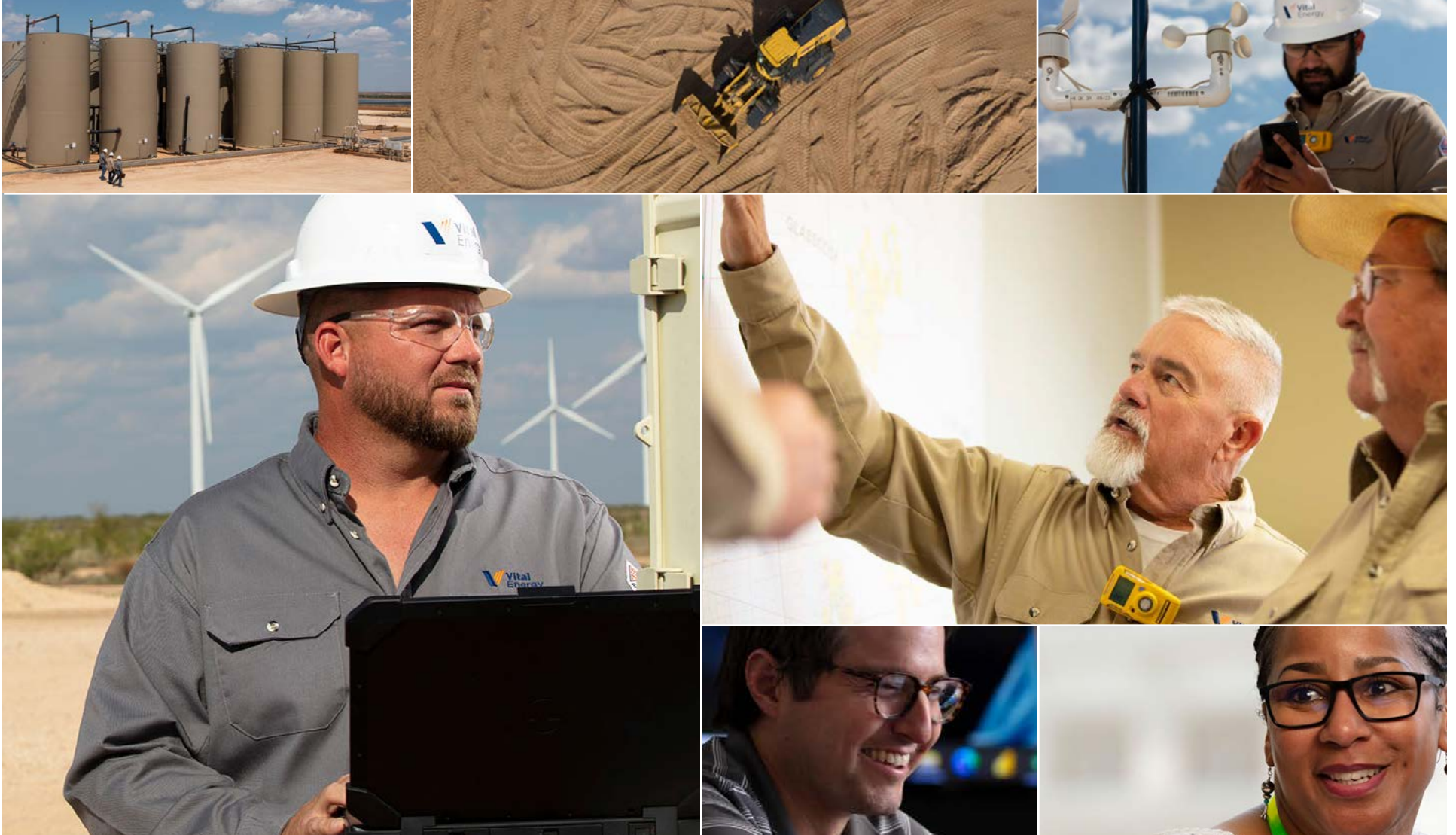
or concepts for infographics, start the brainstorming and design process early on. Depending on the complexity of the message or content, weeks or even months are required to produce custom, complex infographics from concept to completion.



➤ Photography

While there are efficiencies and cost savings in stock photos, there is no substitution for photography shot with the actual people who contribute to your company's efforts and of those who are impacted by it. Use heroic and professional photography of real employees who perform the actions you tout, actual customers who are successful because of your efforts, or suppliers that have helped you along your sustainability journey.







➤ Stakeholder Interests

Given the wide variety of audiences for sustainability reports — from investors to employees to customers and more, you will need to find creative ways to acknowledge and demonstrate the performance and improvement you’ve made for each stakeholder based on their respective interests. They each have different goals and interests in mind, so visually show the story through their lens. This storytelling approach moves heartstrings while demonstrating your sustainability impact.

A SHARED IMPACT ON CUSTOMERS

We are committed to delivering reliable service to all our customers – residential, small business, commercial and industrial.



300+ employees serving in volunteer leadership positions
130,000+ employee volunteer hours



A SHARED IMPACT ON COMMUNITIES

As a company and as individuals, we are committed to making a positive difference in the communities where we live and work.

SHARED IMPACT

At CenterPoint Energy, we’re dedicated to making people’s lives more comfortable, productive and enjoyable. For more than 150 years, our employees have delivered safe and reliable energy, and today we serve millions of customers from the Gulf Coast to the Great Lakes. Our brand promise is *Always There*, and our employees take great pride in being our customers’ trusted energy partner.



Jon Yi
Cypress, Texas

A SHARED IMPACT ON ENVIRONMENT

Environmental stewardship is an integral part of our overall corporate responsibility approach.



Rick Keltie
Little Rock, Arkansas

A SHARED IMPACT ON EMPLOYEES

Our results are achieved through the skills, knowledge and talents of employees across our company.

A SHARED IMPACT ON SAFETY

We are committed to sustaining a strong safety culture.



2018 CORPORATE RESPONSIBILITY REPORT

Remember that sustainability is not a standalone effort, but a natural extension of your corporate strategy —

and so too should be your creative strategy. Sustainability reports offer an opportunity to amplify your brand by demonstrating your company’s purpose and values. That doesn’t necessarily always involve a green color palette and a granola bar aesthetic. Look for ways to respect and convey your brand’s visual identity, tone and personality.

For instance, don’t relegate values to a mere listing. Values are foundational and as such, they should directly relate to how you’ve delivered on objectives and made them real within your organization — give them visual prominence.

➤ Amplifying Your Brand

“Since its inception, Oasis has fostered a culture that authentically lives its core values. We rely on our shared values to guide our everyday actions and decisions, and we believe that our commitment to those values ultimately reflects what is important to us as a company, as individuals and as an industry.”

Niko Lorentzatos
Executive Vice President, General Counsel and Corporate Secretary

OASIS

Core Values

- Do the Right Thing
- Be Passionate
- We all Succeed Together
- Great People Plus Great Assets Equal Great Opportunity

Do the Right Thing
Oasis discovered a series of rock cairns – human-made stacks or mounds of rocks. Rock cairns have been built by cultures for many purposes, including monuments, burial sites, navigational aids or ceremonial grounds. After consulting local tribes and landowners, the cairn was not deemed historically significant. However, Oasis still took steps to protect the cairn, relocating the pad and building a fence around the cairn.

Great Opportunity
Oasis made significant investments in pipeline infrastructure and nearly 100% of its water and crude oil is transported via pipeline. Eliminating trucks from local roads reduced GHG emissions and decreased safety hazard exposure for employees, vendors and communities.

Williston Wins – Benefiting all Stakeholders
Oasis Becomes a Part of the Community
Employees engrained in the community

City Improvement
Road infrastructure and community development

Landowners Benefit
Airport development and area beautification

352,000 TRUCKLOADS ELIMINATED

“At Oasis, we believe that the future success of our company hinges on our ability to help meet critical energy needs in ways that are innovative, safe, environmentally responsible, and profitable – for the long-term benefit of all our stakeholders. It is consistent and aligns with our long-held cultural value: **Do The Right Thing**. While this is our first sustainability report, it is certainly not the beginning of our sustainability journey.”

– FROM LETTER TO STAKEHOLDERS



Versatile

Sustainability Report Design Principles

Discover What the
Best Sustainability Reports
All Have in Common

Savage Brands



contact

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713.522.1555
visit savagebrands.com

Beyond Sustainability Report Design

To avoid greenwashing, a company must always do what it says.

To help align words with actions, Savage helps clients:

Connect sustainability priorities with your purpose so that you have a clear, consistent and credible narrative that enables you to make strategic business decisions, derive compelling stories and tie sustainability to your brand.

Not only communicate, but activate by building consensus, buy-in, and engagement among key stakeholders. When you communicate your commitment and create experiences that align with those intentions, you encourage others to support the goals of your transformation. Then, a myriad of critical issues (i.e. core values embodiment, safety, diversity & inclusion, human capital management, etc.) are addressed through the daily behaviors of every person in your organizational network — not just leaders or managers.

Share your impact by effectively communicating commitments, progress and results in both printed and digital sustainability reports. Any report will be successful when created to make the information accessible, relevant, and engaging. This will make your report stand out, capture attention, and communicate to stakeholders that you're taking action to address their needs and expectations.

Contact us:

Learn more about how Savage can help you on your reporting journey:
savagebrands.com | sustainability@savagebrands.com | 713.522.1555