



2024 Sustainability Report



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A Letter From Our CEO

Embracing the Power of Natural Gas

Over the years, energy has transformed and improved the communities we serve, and it is rewarding to think that SJI has played a key role in that transition. We are proud and excited about the role natural gas will play for years to come.

SJI is constantly evolving along with the industry. However, one thing remains certain — natural gas is vital to our current and future energy mix. We are poised to reinvigorate the natural gas industry by driving innovation and providing solutions that advance New Jersey's vision of a cleaner energy future.

Investing in Infrastructure and RNG

As we transition to cleaner energy and invest in the future of natural gas, it is important that we continue to maintain affordability and dependability through the modernization and development of our infrastructure. Elizabethtown Gas (ETG) has completed its \$300 million Infrastructure Investment Program (IIP) and was recently approved for an extension program to allow the replacement of another 75 miles of high-risk facilities through the end of 2025. South Jersey Gas (SJG) is in its third of a five-year \$250 million modernization program. We're also proud to celebrate our Advanced Metering Technology project, which passed its 100,000th upgrade milestone earlier this year and offers improved

reliability and service for our customers. Collectively, these investments enhance the safety and reliability of our systems and enable our infrastructure to deliver the decarbonized fuels of the future.

Our infrastructure is the backbone of energy security, and infrastructure enhancements and renewable energy development are foundational to our strategic approach. In addition to more than 20 dairy RNG projects in various stages of development throughout the country, SJI is constructing the Linden Renewable Energy Project, one of the largest food waste-to-renewable natural gas projects in the United States. We've also partnered with Opal Fuels to begin construction on an RNG production facility at the Burlington County Resource Recovery Complex solid waste landfill. The project represents the second collaboration between the companies to develop, construct, own and operate RNG facilities.

Expanding Our Energy Efficiency Programs

We take pride in investing in our natural gas systems and system improvement efforts across our utilities, and a key component of our future strategy continues to be the focus on our customers. Demand for reliable energy in the form of natural gas remains strong. In 2024, we added over 8,400 new customers, bringing the total count across our utilities to more than 730,000 customers. Thanks to the expansion of our energy efficiency programs, our commercial and residential customers are receiving exciting opportunities to reduce

their energy consumption and lower their bills. This significant expansion, approved by the New Jersey Board of Public Utilities, was the largest ever, with \$307 million for SJG and \$219.9 million for ETG. SJI's online marketplaces and Conserve websites have opened new avenues for customers to obtain energy-efficient home products and learn energy-saving tips.

We honor the dedication and commitment of our customer outreach team, who work tirelessly to support our communities by providing utility assistance information and program benefits to our customers. This year, they've significantly impacted our communities, attending nearly 200 outreach events and making over 4,000 customer contacts throughout our service territories, at various community events and our payment centers.

As a result of SJI's prioritization of customer service and safety, ETG and SJG ranked first and second, respectively, in Customer Satisfaction with Residential Natural Gas Service in the East among Midsize Utilities in the J.D. Power 2024 Gas Utility Residential Customer Satisfaction Study. This marks the 10th straight year ETG has been at the top of this category. SJG and ETG also made the list of Cogent Syndicated 2024 Residential Customer Champions and received safety achievement awards from the American Gas Association for the use of leading indicators in the large and medium local distribution companies categories.

Making an Impact in the Communities We Serve

Much like SJI's prioritization of safety as a core value, our employee programs are also an integral part of the Company's future strategy, and reinforce our commitment to inclusion throughout the organization — deepening relationships with our employees and the communities we serve. We hosted our annual summit focused on fostering an environment where employees feel a sense of belonging and are comfortable bringing their whole selves to work each day.

SJI continues to do incredible work, not only inside the Company but also in the community. Our employees volunteered for activities such as the MLK Day of Service, the American Heart Association's Heart Walk, the Susan B. Komen More than Pink Walk, the Veteran Engagement Team's food drive, the Mark Cuban Foundation's Artificial Intelligence Bootcamps and many other efforts. We ended this year with a historic Employee Giving Campaign, raising a record of over \$176,000 for nonprofit organizations that directly serve our communities. The Company provided a dollar-for-dollar match to double the total of that campaign to more than \$353,000.

“Thank you for everything you do to support our customers, our communities and each other.”

Celebrating Our Efforts

Our greatest asset and advantage is — and continues to be — our employees. It is an honor to lead the more than 1,200 SJI professionals who come to work every day dedicated to continuous improvement, and I am proud of all your accomplishments. Throughout the year, you have led with purpose, operated with excellence and reinforced our values.

Michael J. Renna
President & CEO



SJI Overview

Headquartered in Folsom, New Jersey, SJI is an energy services holding company that delivers energy solutions to its customers through two primary subsidiaries.

SJI Utilities, SJI's regulated natural gas business, strives to deliver safe, reliable, affordable natural gas to more than 725,000 residential, commercial and industrial customers in parts of New Jersey through its subsidiaries Elizabethtown Gas (ETG) and South Jersey Gas (SJG).

SJI Renewable Energy Ventures, a non-utility subsidiary of SJI, specializes in the ownership, development, construction and operation of renewable energy projects.



Serves approximately

317,959

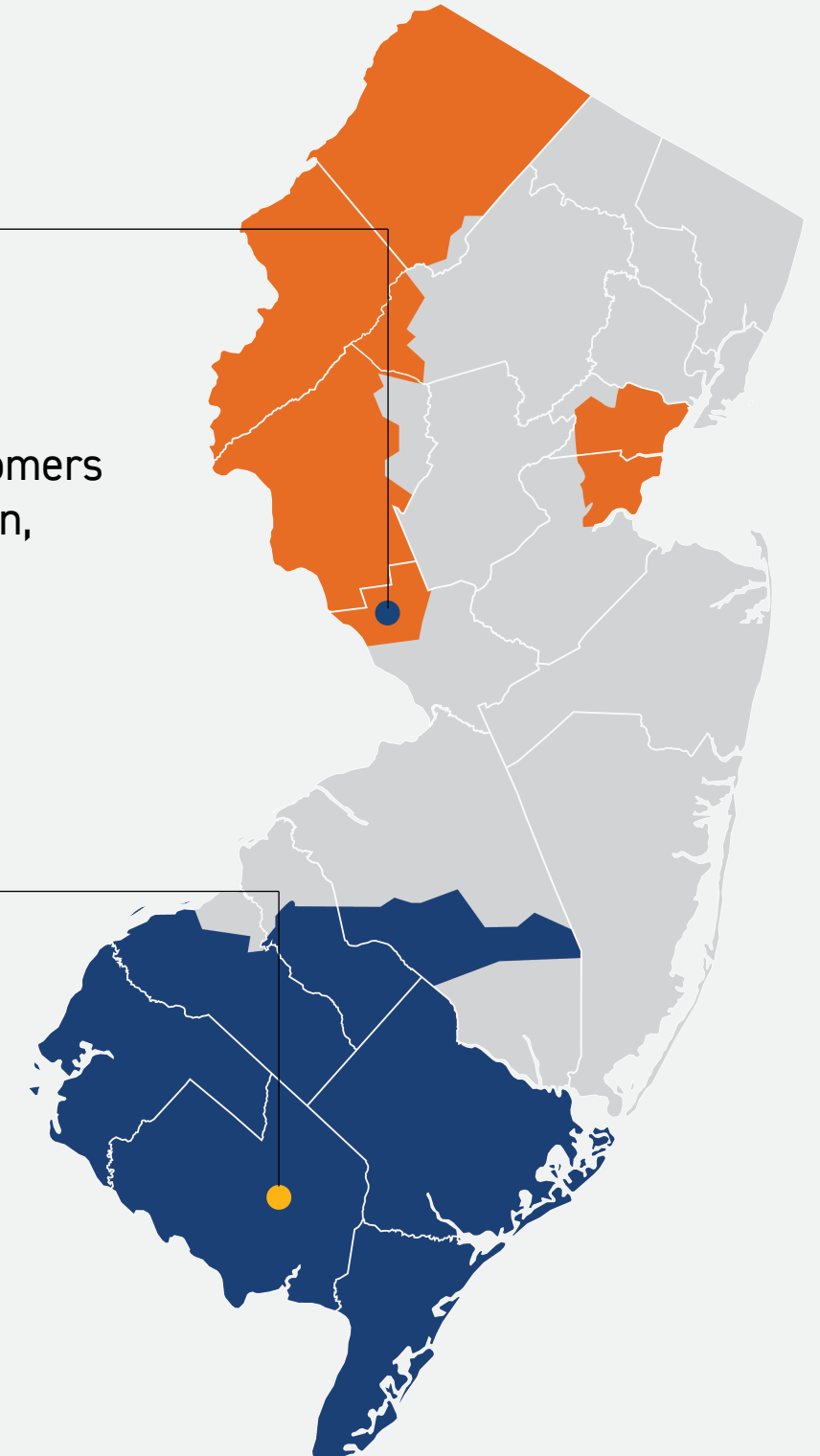
residential, commercial and industrial customers in parts of Union, Middlesex, Sussex, Warren, Hunterdon, Morris and Mercer counties.



Serves approximately

424,704

residential, commercial and industrial customers in Atlantic, Cape May, Cumberland and Salem counties, as well as parts of Burlington, Camden and Gloucester counties.



Company Mission and Values

At SJI, we dedicate ourselves to maintaining our commitments to our customers, employees and communities. We strive to conduct our business in a manner that is guided by the highest set of principles. Our Collective Ambition provides the vision, purpose, and strategic and operational priorities that bring us together as OneSJI.



Recognition and Awards

J.D. POWER

ETG ranked highest in Customer Satisfaction with Residential Natural Gas Service in the East among Midsize Utilities in the J.D. Power 2024 Gas Utility Residential Customer Satisfaction Study for the 10th year in a row. In addition, SJG ranked #2 for the second year in a row. ETG earned #1 in the following study factors: Safety & Reliability, Billing & Payment, Price, Corporate Citizenship, Communications. Visit jdpower.com/awards for more details.



ETG and SJG were awarded the American Gas Association (AGA) Leading Indicator Safety Award in 2024, for their performance in 10 leading safety indicators. ETG and SJG were two of the 10 companies recognized that demonstrated a dedicated focus to proactively addressing safety hazards and implementing effective safety programs.



We are committed to employee excellence and customer satisfaction.



2024 Sustainability Highlights



742,663
customers served



2,185
volunteer hours from
Employee Resource Groups



90%
of employees completed
annual cybersecurity training



41,785
tons of recycled utility and
remediation operation debris



105
new jobs created



SJG and ETG achieved
1st Quartile
safety performance results
among American Gas
Association members



91 out of 100
GRESB score¹



\$1,095,666
donated for charitable giving

Sustainability Report Approach

The 2024 Sustainability Report details our Company’s programs and performance in the areas of economic, social, governance and environmental initiatives. SJI is committed to reporting on our sustainability performance annually.




SJI aspires to follow voluntary reporting best practices, including aligning with the Sustainability Accounting Standards Board (SASB), the U.S. Environmental Protection Agency’s Greenhouse Gas Reporting Program (GHGRP), the Task Force on Climate-related Financial Disclosures (TCFD) and the Edison Electric Institute / American Gas Association Sustainability Template. Please visit the [Climate-Related Risk Management](#) and [By the Numbers](#) sections of this report for additional details.



² [Learn more about the United Nations Sustainable Development Goals here.](#)
³ [The definitions of E/S/G can be found in the glossary section of the Appendix here.](#)

United Nations Sustainable Development Goals (SDGs)

SJI contributes to many of the UN SDGs,² with the following goals being most notable³:

Report Category	Sustainability Report Section Title	SDG Goal Number(s)
 Environment	Environmental Principles	11 SUSTAINABLE CITIES AND COMMUNITIES, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 15 LIFE ON LAND
	Climate-Related Risk Management	13 CLIMATE ACTION
	Greenhouse Gas Emissions Accounting and Reduction	13 CLIMATE ACTION
	Clean Energy Investments	7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE
	Modernizing Operations Through Technological Innovations	9 INDUSTRY INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES
	Energy Efficiency	7 AFFORDABLE AND CLEAN ENERGY, 10 REDUCED INEQUALITIES, 11 SUSTAINABLE CITIES AND COMMUNITIES
 Social	Employee Wellness	3 GOOD HEALTH AND WELL-BEING, 10 REDUCED INEQUALITIES
	Employee Engagement	3 GOOD HEALTH AND WELL-BEING, 10 REDUCED INEQUALITIES
	Talent Attraction	8 DECENT WORK AND ECONOMIC GROWTH
	Safety and Operations	8 DECENT WORK AND ECONOMIC GROWTH, 11 SUSTAINABLE CITIES AND COMMUNITIES
	Infrastructure Modernization	8 DECENT WORK AND ECONOMIC GROWTH
 Governance	Community Partnerships	3 GOOD HEALTH AND WELL-BEING, 4 QUALITY EDUCATION
	Cybersecurity	8 DECENT WORK AND ECONOMIC GROWTH
	Sustainability Policies	16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Environment

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Environmental Principles

Our Environmental Principles illuminate the relationship between our daily operational activities and efforts to reduce our environmental impacts while maintaining compliance with all applicable environmental laws, regulations and corporate policies.

At SJI, we focus on:

- **Sustainable business practices and designing our facilities to help protect the planet** while working to minimize the environmental risks to customers, employees and the communities where we operate. Please see the [Modernizing Operations Through Technological Innovations](#) section for more information.
- **Providing sufficient resources to drive positive outcomes**, including energy solutions to achieve our environmental goals. Please see the [Greenhouse Gas Emissions Accounting and Reduction](#) section for more information.
- **Utilizing suppliers and contractors** who agree to comply with all environmental laws and regulations. Please see the [Sustainability Policies](#) section for more information.
- **Reduction of climate-related risks and greenhouse gas emissions** through prudent strategies to reduce pollution, minimize waste and mitigate adverse environmental impacts. Please see the [Greenhouse Gas Emissions Accounting and Reduction](#) and [Climate-Related Risk Management](#) sections for more information.
- **Continuous improvement of our environmental performance through the employment of an Environmental Management System (EMS)** that includes procedures for training and periodic assessments specifically designed to minimize risk, the generation of waste and the use of hazardous materials, energy and other natural resources. Please see the [Greenhouse Gas Emissions Accounting and Reduction](#) and [Environmental Protection and Land Restoration](#) sections for more information.
- **Furthering our environmental stewardship through the development of the next generation of more environmentally friendly energy technologies** while aligning with regulatory agencies to develop scientific, fact-based environmental policies and regulations that help to reduce greenhouse gas emissions. Please see the [Clean Energy Investments](#) and [Sustainability Policies](#) sections for more information.

Environmental Key Focus Areas

The commitment to our environmental principles includes strategies related to the following key focus areas:

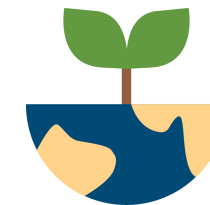
Climate-Related Risk Management



Modernizing Operations Through Technological Innovations



Environmental Protection and Land Restoration



Waste Minimization and Recycling



Environmentally Friendly Workplaces



Customer Education on Improving Energy Efficiency



Environmental Investigation and Remediation



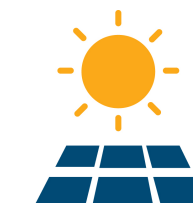
Water Disclosure



Greenhouse Gas Emissions Reduction



Clean Energy Investments



Climate-Related Risk Management

As a distributor of natural gas, a fossil fuel, policy changes to address climate change and reduce greenhouse gas emissions have the potential to impact SJI's operations and financial performance. SJI is working to comply with those policy and regulatory changes and to align our climate disclosure and internal practices with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

Governance

SJI has a multilevel governance infrastructure that provides oversight over the Company's management of climate-related risks.

- The Corporate Governance and Nominating Committee of the Board provides oversight on matters related to corporate governance and the Company's sustainability program.
- The Audit and Risk Committee of the Board reviews the effectiveness of the risk program and oversees the enterprise risk management (ERM) assessment and reporting. The Committee also monitors the ERM dashboard summary of high risks, including climate-related risks.
- The Sustainability Management Committee is responsible for managing and monitoring the implementation of SJI's key sustainability strategies, including SJI's decarbonization commitment and targets, enterprise-wide environmental remediation program and climate-related risks and opportunities. Members of the committee have expertise in disciplines including, but not limited to, safety, environment, operations, legal, government affairs, corporate governance, risk management, human resources, procurement and communications.

- The Risk Management Committee (RMC) is responsible for overseeing the evaluation and quantification of enterprise-wide risks. The committee establishes a general framework for measuring and monitoring business risks related to financial and physical energy transactions, including sustainability and climate-related risks. The RMC includes director-level leaders, executives and the CEO, with representation from key areas such as finance, risk management, legal, IT, HR and business operations.
- The Sustainability and Greenhouse Gas Emissions Reduction Committee was formed to provide lateral visibility and monitoring of decarbonization metrics and KPIs across business lines. This group comprises business leaders and subject matter experts who regularly meet to discuss progress on their respective areas of emission reductions and potential future strategies.
- The Sustainability Task Force was developed to optimize the integration of sustainability into SJI's core business. The Sustainability Task Force is led by the Vice President of Sustainability and comprised of personnel from the enterprise risk management, communications, safety, human resources and environmental departments. Members of this task force serve as sustainability ambassadors throughout the organization and assist with the development and disclosure of SJI's sustainability information.



Strategy

The climate-related risks and opportunities that could potentially impact SJI were identified through a survey of key stakeholders, risk inventory evaluation and scenario analysis centering on key operation sites and pipeline supply networks. SJI's shareholder and Board of Directors review and evaluate the Company's growth and value enhancement opportunities, including acquisitions and business development proposals.

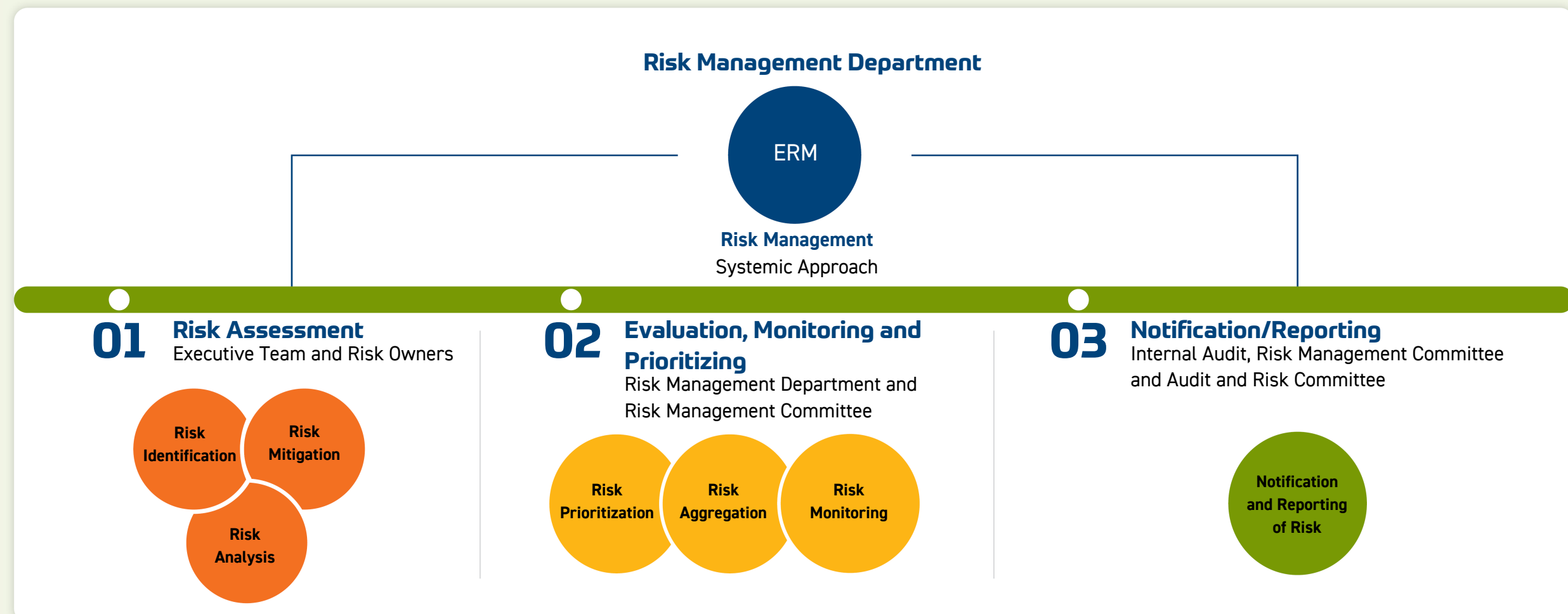
Risk Management

SJI has implemented a systematic strategy for managing physical and transitional risks by applying the Committee of Sponsoring Organizations of the Treadway Commission (COSO) ERM Framework to sustainability-related risks. This integration provides a consistent, systematic process for identifying and assessing business risks, including climate.

Metrics and Targets

Beginning with calendar year 2018, SJI has completed an annual analysis of our Scope 1 and Scope 2 emissions for our utility companies. Based upon the 2018 values, the Company set goals for emissions reductions and decarbonization efforts. Setting emissions reduction targets allows SJI to have alignment with its stakeholders that promotes the ongoing successful operations of our business. Progress against these goals is regularly monitored and continues to be made since setting our benchmarks.

Enterprise Risk Management (ERM Framework)





Greenhouse Gas Emissions Accounting and Reduction

As part of our efforts to reduce our environmental impact, we monitor greenhouse gas emissions from our natural gas delivery system. This evaluation includes an annual measurement of our comprehensive emissions footprint. In alignment with the World Resources Institute's Greenhouse Gas Protocol (GHG Protocol),⁴ direct and indirect Company emissions are allocated to Scope 1, 2 or 3.

According to the GHG Protocol, emissions are categorized the following way:



Direct greenhouse gas emissions from sources that are owned or controlled by the Company.



Indirect greenhouse gas emissions related to the generation of purchased electricity.



Indirect greenhouse gas emissions that result from the activities of the Company, but occur as sources owned or controlled by another Company. Scope 3 emissions are also known as value chain emissions.

⁴ [Learn more about the World Resources Institute's Greenhouse Gas Protocol here.](#)

Greenhouse Gas Emissions Accounting and Reduction

Scope 1 and Scope 2 Emissions Reduction

Carbon reduction/neutrality goals have been set based on the 2018 baseline year and relate to Scope 1 and Scope 2 emissions for SJI's utility companies: SJG and ETG. The SJI Sustainability and Greenhouse Gas Emissions Reduction Committee was formed to centralize communication and monitor our decarbonization metrics and KPIs across business lines by using a "Team of Teams" approach. Teams were developed for 10 emission sources as part of this committee, each addressing and identifying opportunities for emissions reductions related to their respective emissions sources. We continue to assess and reevaluate our decarbonization efforts as the market, regulations, stakeholder priorities and our Company's strategy evolve over time.

Emissions Reduction Strategy



Distribution Fugitive Sources

- Leaks from pipeline main and services
- Gas releases and third-party damages
- Meter and regulator stations
- Customer meters
- LNG plants

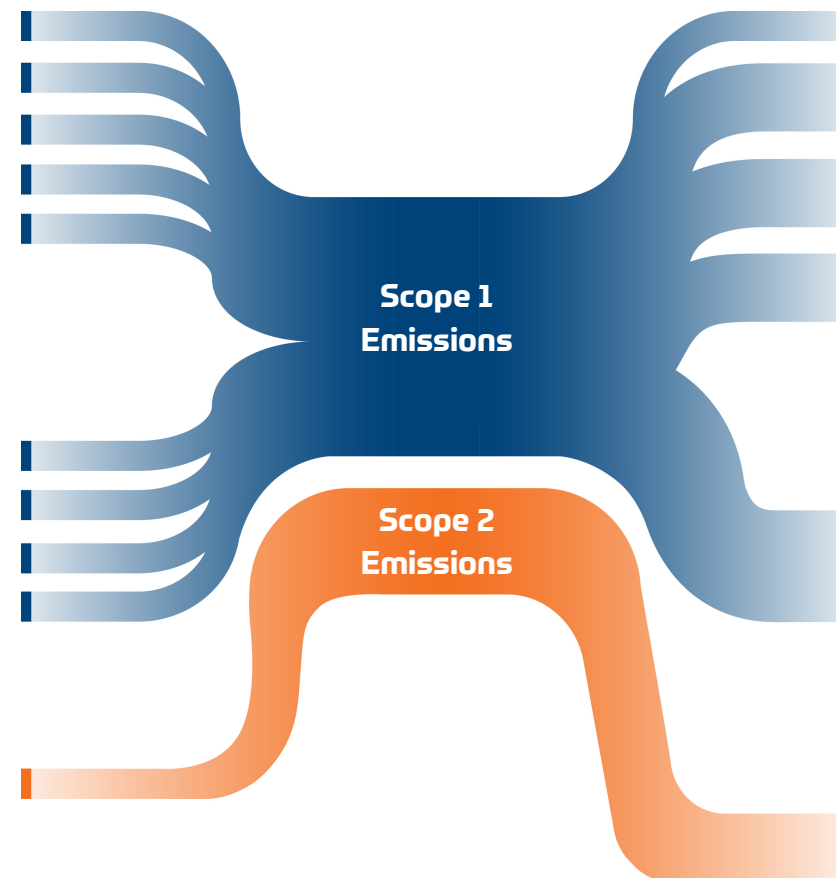


Facility Sources

- Stationary combustion
- Refrigerant usage
- Non-utility facilities
- Mobile fleet vehicles



Electricity Usage



Strategy Highlights



Pipeline

- Infrastructure replacement program
- Blending RNG and green hydrogen in the natural gas system
- Reduced blowdown gas release emissions through cross compression
- Advanced mobile leak detection to find and fix large volume leaks faster



Stationary Combustion

- Replacing and upgrading heaters with more efficient models to reduce fuel usage



Non-Reg/Scope 2

- Development and operation of RNG and solar facilities

Carbon Reduction Goals

SJI strives to achieve the following:

70%

carbon reduction of operational emissions and consumption by the year 2030

100%

carbon neutral operations by 2040

Commit at least **25%**

of annual capital expenditures on sustainability projects

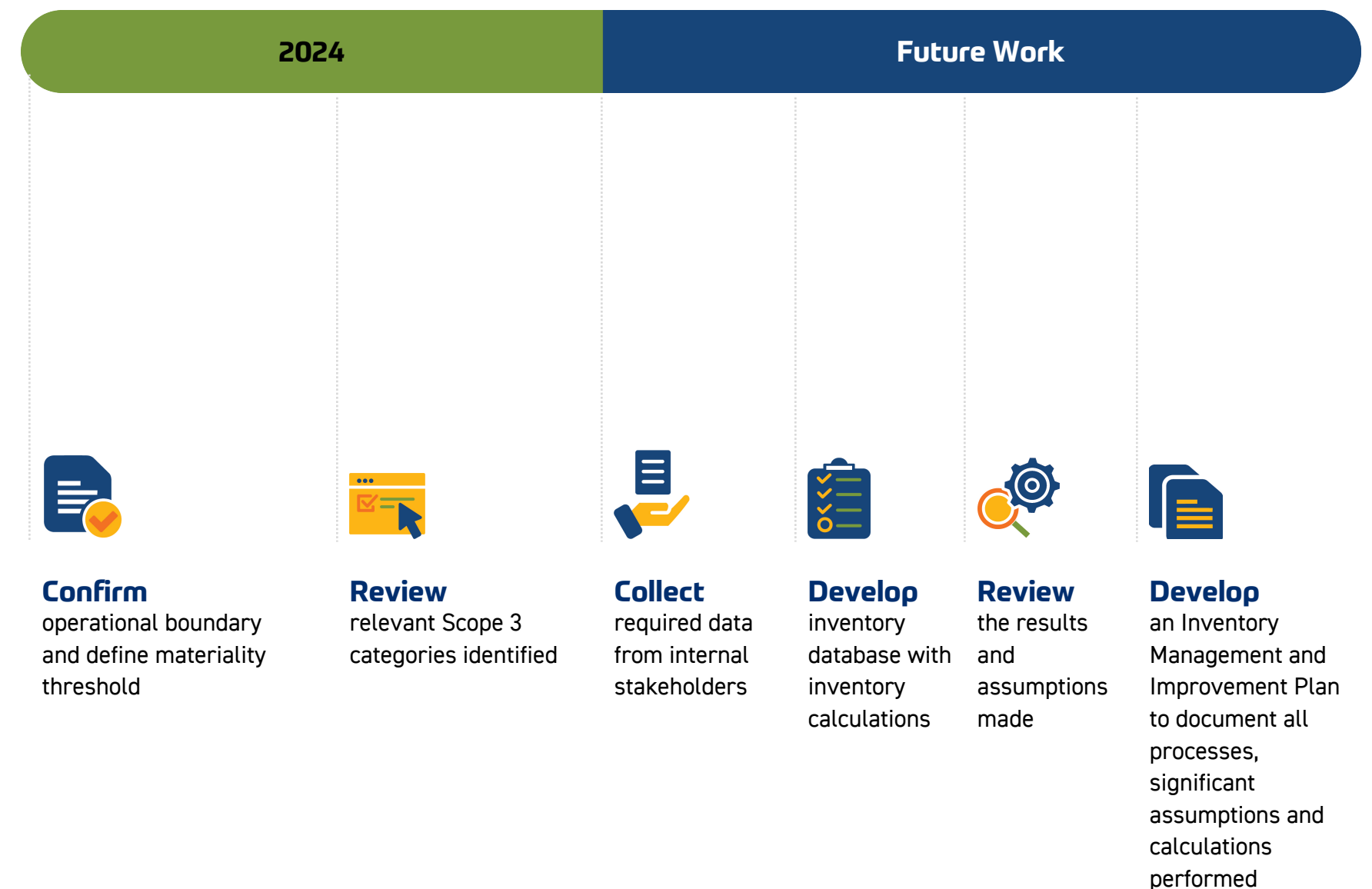
Carbon reduction/neutrality goals are set based on the 2018 baseline year and relate to Scope 1 and Scope 2 emissions for SJI's utility companies: SJG and ETG. Carbon neutral goal attainment may require the purchase of offset credits in 2040 equal to any emissions that have not been reduced or eliminated at that time and will therefore depend on the availability, adequacy and appropriateness of the purchase of such credits in 2040 and beyond.

DISCLAIMER: The standards of measurement and performance, as well as any goals disclosed in this report, are based on various assumptions made in good faith at the time of publication and are not guarantees or promises of actual future performance and should not be construed as a characterization regarding the materiality or financial impact of that information.



Scope 3 Emissions Quantification

In 2024, SJI completed a readiness review for the quantification of Scope 3 emissions. The following steps summarize the remaining work ahead to quantify the Company's Scope 3 emissions.



Clean Energy Investments

SJI is committed to promoting sustainability, driving innovation and working towards a cleaner energy future for our state and region. As a natural gas utility with over 100 years of experience, SJI continues to look for ways to incorporate energy-saving and carbon-reducing practices at every level of its operations.



SJI Utilities, SJI's regulated natural gas business, strives to deliver safe, reliable, affordable natural gas to more than 725,000 residential, commercial and industrial customers in parts of New Jersey through its subsidiaries ETG and SJG.

Compressed natural gas (CNG) is an alternative to gasoline or diesel fuel. Made by compressing natural gas, CNG emits less greenhouse gases when compared to gasoline and diesel fuels. SJI has more than 220 compressed natural gas vehicles in its fleet and continues to support the expansion of fueling stations located within the SJG and ETG service territories.

Through one of its subsidiary organizations, SJI is currently developing a green hydrogen project facility in South Harrison, New Jersey. The energy used to power the production of hydrogen is expected to be offset by the solar power that is generated on site. When operational, it is anticipated that the hydrogen produced at this site will be blended with traditional natural gas in the SJG system to reduce its carbon intensity.



SJI Renewable Energy Ventures, a non-utility subsidiary of SJI, specializes in the ownership, development, construction and operation of renewable energy projects. SJI Renewable Energy Ventures aims to advance a robust portfolio and pipeline of future projects including solar, fuel cells and Renewable Natural Gas (RNG) from a variety of feedstocks.

In 2023, SJI and Opal Fuels announced the construction of a landfill gas RNG project at the Atlantic County Utilities Authority's solid waste landfill. It is anticipated that RNG produced at these plants will be blended into the existing SJG natural gas distribution system that supplies energy to local homes and businesses, displacing some of the natural gas used by these customers. In 2024, SJI and Opal Fuels announced their second collaboration, the construction of an RNG production facility, with an annual design capacity of nearly 0.92 million MMBtus, at the Burlington County Resource Recovery Complex solid waste landfill in Florence Township, New Jersey. The planned objective of this project is to capture methane produced naturally from the decomposition of organic material and transform it into RNG.

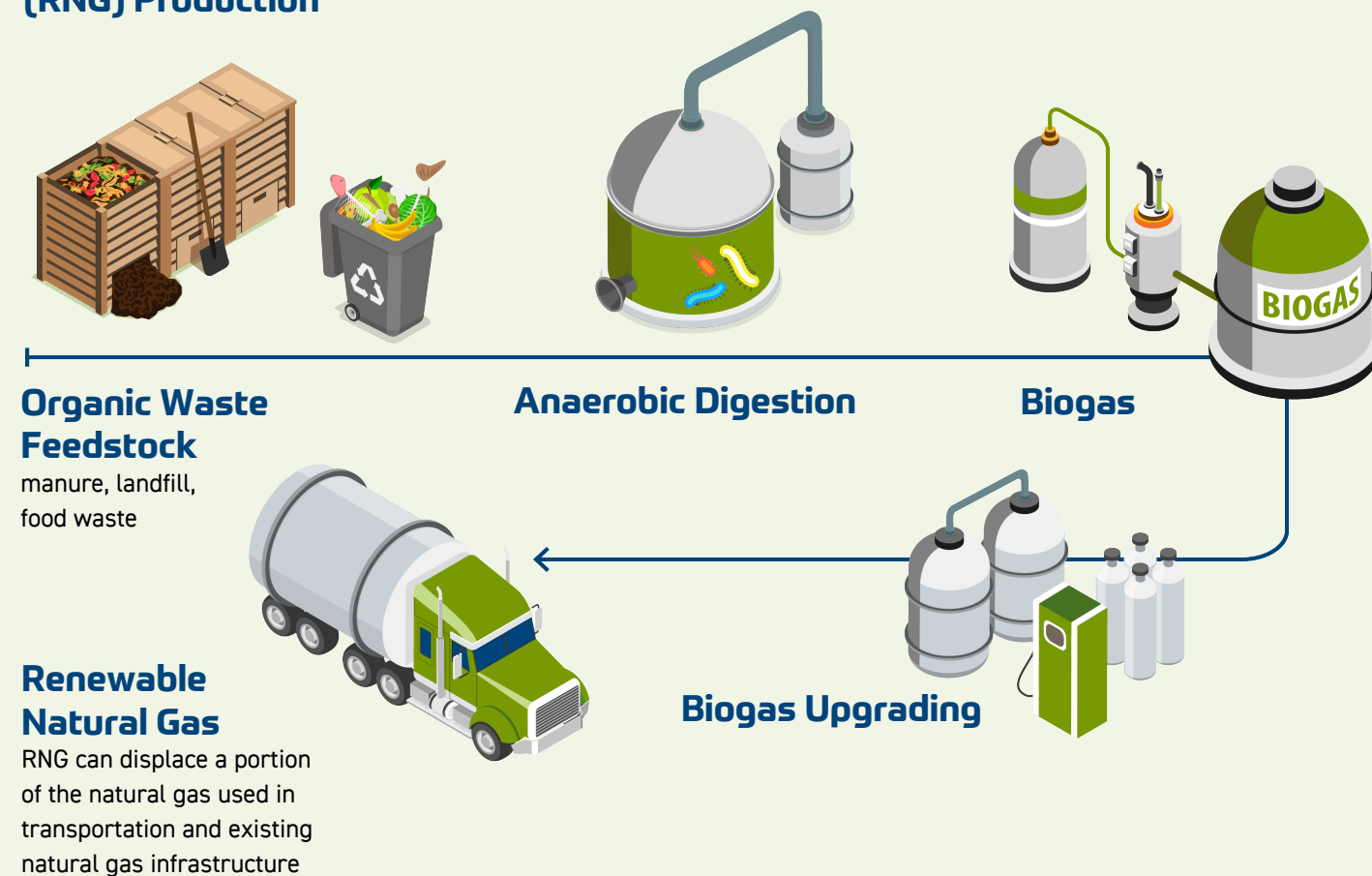
In 2024, construction began on the Linden Renewable Energy (LRE) Project, and it is expected to be fully constructed in 2025. This project is planned to help manage organic waste in the New York City and Northern New Jersey area. Once complete, it is anticipated that this project could be one of the largest food waste-to-RNG facilities in the United States. With the capacity to process about 1,500 tons of organic waste per day, the facility will potentially produce the RNG energy equivalent of up to 30,200 gallons of gasoline daily.





SJI RNG DevCo, a subsidiary of SJI Renewable Energy Ventures, oversees the development of SJI's dairy farm renewable energy portfolio. SJI RNG DevCo has a portfolio of more than 20 dairy RNG projects throughout the country that focus on producing RNG from anaerobic digesters at dairy farms.

Example of Renewable Natural Gas (RNG) Production



SJI has a long history of solar energy development through our subsidiary, Marina Energy. SJG, ETG and SJI facilities have been equipped with solar power, helping offset electric grid usage. Catamaran Renewables, a partnership between SJI's Marina Energy and energy investor Captona, currently operates two fuel cell projects producing 12.5 MW of electricity.



Modernizing Operations Through Technological Innovations

SJG and ETG were members of the U.S. Environmental Protection Agency’s Natural Gas STAR Methane Challenge Program until its discontinuation at the end of 2024. The STAR Methane Challenge aligned with our efforts to protect our region’s environmental and natural resources. Though the STAR Challenge has been discontinued, SJG and ETG will continue to follow the Cast Iron and Unprotected Steel Best Management Practice(s) from the program. We aim to reduce emissions by replacing a significant portion of our aging and leak-prone unprotected steel and cast iron distribution mains and services with modern medium-density plastic and protected steel mains and services to reach our goal replacement rate of at least 5% per year.

Environmental Protection and Land Restoration

SJI strives to protect the environment and minimize impacts on the community and landowners and to select pipeline construction routes that avoid environmentally sensitive areas such as wetlands, wildlife, habitats and their associated buffer zones. SJI also works with landowners and other community residents to choose routes with the fewest impacts to property.

It is our goal to perform project work in compliance with all applicable federal, state and local laws, guidance documents and other applicable requirements, as well as the terms of any licenses, permits and authorizations of any governmental authority or public utility. SJI endeavors to restore all disturbed land to its original condition after construction is complete. During the land disturbance, we take preventative measures to control sediment and stormwater runoff. SJI works closely with landowners to restore each property

as specified in landowner agreements. This includes initial maintenance and repair work, as well as follow-up inspections of agricultural lands.

SJI also makes every reasonable effort to complete the restoration of an area, including final grading and installation of permanent erosion control structures and seeding grass in a timely fashion. Where applicable, SJI implements site restoration practices that include pollinator-friendly grasses and plantings to help ensure a healthy pollinator population. SJI also tracks habitat restoration performed in its utility service territories.

Environmental Investigation and Remediation

During the late 1800s and early 1900s, manufactured gas was produced from materials such as coal and oil at manufactured gas plants (MGPs) all across the United States. SJI oversees the cleanup of 20 such sites owned by past or present subsidiary companies. The Company is committed to meeting its legal obligations to ensure that these sites are properly investigated and remediated and meet environmental standards and regulations.

SJI has continuously worked to meet its responsibilities with respect to sites that required investigation or remediation, including completing the cleanup and closure of over 80% of our MGPs. The remainder of our sites are being actively remediated and are projected to be completed within the next 3 years.

Remediation of these sites is intended to improve the surrounding community and to enhance public safety by restoring any disturbed infrastructure, curbs, sidewalks, pavement and landscaped areas. Additionally, at our remediation sites where degraded or impacted wetland areas are part of the scope of remediation, our restoration efforts allow for a “better-than-existing” approach to the restoration. The goal is to leave behind a more ecologically diverse habitat in areas that were once degraded or populated by a single plant species.



Waste Minimization and Recycling

SJI minimizes its waste production through source reduction, effective purchasing, chemical substitution, good housekeeping and recycling when possible. At SJI, we aim to manage necessary waste disposal responsibly, and we schedule frequent disposal pick-ups with waste disposal contractors. Our recycling waste products include asphalt, concrete, used oil, inefficient lighting lamps and blasts, contaminated soils, wood waste and more. In 2024, SJI recycled 67 tons of business-related office debris, which was 10% of the total office debris. We also recycled 41,785 tons of utility and remediation operations debris (including debris from pipeline construction, maintenance and remediation jobs), which was 47% of the total utility and remediation operations debris based on the waste information available at the time of the report.

Water Withdrawal

Our goal at SJI is to maintain compliance with environmental regulations and minimize any water impacts resulting from office use and utility operations. SJI reduces water use through low-flow or waterless restroom facilities and filtered water stations that help reduce waste from discarded plastic water bottles.

Environmentally Friendly Workplace

As SJI continues to grow and expand, we have continued to look for ways to minimize our environmental footprint. We have implemented recycling programs and installed efficient HVAC equipment in newer and renovated offices. SJI also follows Leadership in Energy and Environmental Design (LEED) standards and processes, utilizes janitorial services that use green chemical products whenever possible and uses a cafeteria vendor that sources food products with a focus on reducing their carbon footprint.

Energy Efficiency

Our utilities are committed to involving and engaging customers in our efforts to protect the environment and sustain our natural resources, while helping customers save energy and money.

SJG and ETG offer Conserve to all customers. This comprehensive portfolio of residential, multifamily, commercial and industrial energy efficiency programs encourages all customers, including income qualified, to reduce energy usage and save money. In addition to energy-saving programs, there are tips and information to help customers decrease their energy consumption, lower their energy bills and reduce their impact on the environment. Detailed information about the Conserve program is shared on the SJG and ETG websites.

SJG and ETG also partner with Sustainable Jersey. Sustainable Jersey works with communities and school districts to reduce waste, cut greenhouse gas emissions and improve environmental quality. Through 2024, SJG and ETG have provided Sustainable Jersey with more than \$1.6 million to support its efforts in the state.

SJG and ETG have also sponsored the Alliance to Save Energy's Empowered Schools Program, which empowers students to grow as leaders, apply academic knowledge to solve real-world challenges and move their schools and communities toward a greener future. In 2024, 60 schools participated in the program.

Income Qualified Programs

SJG and ETG partner with the New Jersey Board of Public Utilities to deliver the Comfort Partners Program to help low-income customers reduce their utility bills and save energy at no cost to them.

In 2024, SJG spent \$3.7 million serving customers through the Comfort Partners Program, while ETG spent \$2.5 million. In addition, SJG and ETG offered a moderate-income free weatherization program and spent approximately \$5.1 million combined in 2024.



Since 2009, SJG and ETG combined have invested more than \$318 million in energy efficiency programs.



Social

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Employee Wellness

Together, our 1,253 employees drive growth for our business, deliver on our purpose and bring us closer to achieving our vision of a cleaner energy future.

The SJI Employee Wellness Program is designed to enhance overall well-being by focusing on eight fundamental principles of wellness. It encourages the development of healthy habits and fosters the physical, mental, financial and emotional health of our employees through comprehensive wellness education. Employees are rewarded for participation in quarterly wellness challenges, attending webinars, engaging in wellness coaching and conducting their annual health screenings.

Additionally, our Employee Assistance Program (EAP) offers professional support, including counseling and guidance, available 24/7 for employees and their immediate family members. This invaluable resource addresses a range of work/life challenges such as depression, anxiety, grief, anger, substance abuse and financial or family pressures, ensuring that our employees have the support they need every day.

281

corporate staff members

914

utility company employees

42%

employee population represented by unions

976,896

union hours worked



Employee Engagement

At SJI, we administer annual anonymous employee engagement surveys. All employees are invited to participate in the surveys to provide their feedback on our culture and their sense of belonging. Full engagement surveys that assess various elements of engagement are conducted every other year. During off-cycle years, we issue smaller engagement pulse surveys to ensure we are monitoring our progress. The survey results measure performance against Company and external benchmarks, which include industry and same-sized peers.

The 2024 survey focused on key engagement drivers and the results were used to inform our overall employee engagement strategy and provide the data needed to make improvements.

In addition to our engagement efforts, we continued to focus on addressing employee needs and expectations, while also connecting employees with one another and our purpose.

This year's employee engagement initiatives included:



Organized an employee outing at Citizens Bank Park, where employees attended a Philadelphia Phillies game.



Hosted the Company holiday party. Over 500 employees/guests attended.



Hosted a Super Bowl celebration event at our HQ locations.



Volunteered for activities such as the MLK Day of Service, the Susan B. Komen More than Pink Walk, the Veteran Engagement Team's food drive, the Mark Cuban Foundation's Artificial Intelligence Bootcamps and many other efforts.



Raised more than \$49,000 for the American Heart Association at its annual Heart Walk event in Ocean City.



Hosted Employee Appreciation Day events across all locations to thank employees for their commitment to SJI.



Organized Take Your Child to Work Day across all of our HQ locations.



Came together to make a collective difference for our communities through the Employee Giving Campaign — raising over \$176,000 for local nonprofits. Through a Company match, SJI donated \$353,674 in critical support to local, regional and statewide community-based organizations.

Inclusion & Belonging

At SJI, we strive to build a culture of inclusion and belonging where all individuals feel respected and supported. Our efforts focus on three key areas: talent, supplier engagement and community partnerships — enabling us to better serve our colleagues, stakeholders and the communities in which we operate.



We have taken steps to support our commitment to inclusion and belonging, and we continue to expand on what our commitment means for us as we adapt to changing needs. Our governance is shaped by a cross-disciplinary approach that embeds these values into our operations.

The Diversity, Equity, Inclusion and Belonging team, positioned in Human Resources, works in consultation and collaboration with senior leadership, the Diversity Council, Human Resources Leaders, Employee Resource Groups and all other organization leaders to develop strategy and tactics, as well as to provide the structure that helps us administer solutions at SJI. The People and Remuneration Committee of the Board provides oversight of these programs and initiatives.



At SJI, inclusion is a core value that shapes how we work and connect with one another. We believe that attracting and retaining a robust talent pool is essential to building a workplace culture that drives innovation, collaboration and respect. Our definition of diversity encompasses a wide range of experiences, perspectives, backgrounds. By fostering an inclusive environment where every employee feels valued and heard, we strengthen our culture, enhance engagement and position SJI for long-term success in our organization and the communities we serve. We strive to support our people and drive better business performance, agility and innovation. [Learn more about Talent Management here.](#)



At SJI, we understand that small businesses are the backbone of local economies, driving innovation, job creation and community growth. Through our Supplier Engagement Program — developed in collaboration with the NJ Board of Public Utilities' Supplier Diversity Development Council — we are committed to providing small businesses with opportunities to thrive as our organization grows.

SJI actively engages with small businesses across various industries. We support organizations such as the Eastern Minority Supplier Development Council (EMSDC), the Women's Business Enterprise Center — East (WBEC-East) and various Chambers of Commerce, including the African American Chamber of Commerce of NJ, to connect small businesses with valuable resources, training and networking opportunities. As a member of the NJ Supplier Diversity Development Council, SJI remains dedicated to fostering a strong, inclusive business environment that supports small business success and enhances the communities we serve.



SJI supports a wide variety of community organizations. These partnerships help us to establish deeper relationships with our customers and the communities we serve. We invest time and money to support these essential organizations and work with our customers to help them with their energy costs through assistance and energy efficiency programs. [Learn more about our Community Partnerships here.](#)

Inclusion & Belonging Programs and Initiatives

In 2024, SJI focused on implementing strategies and programs to further enrich the culture of SJI.

The OneSJI Podcast served as a platform to highlight employee stories and varied experiences, fostering cultural competency and raising awareness across various dimensions of difference.

In 2024, "Coffee Chats" emerged as a meaningful space for connection and learning. Each month, employees voluntarily came together to explore a wide range of topics, engaging over 500 participants in thoughtful dialogue that proved to be an effective means of building community and enhancing employee understanding of the workplace, their co-workers and the broader world. In tandem, our Inclusion Minutes campaign introduced quick, impactful microlearnings at the start of meetings across departments, reinforcing everyday opportunities to practice inclusion at SJI.

In September 2024, SJI proudly hosted its second annual Diversity, Equity, Inclusion and Belonging Summit — a dynamic day of workshops, keynote speeches, panel discussions, interactive activities and presentations by our Employee Resource Groups and external partners. Centered around the theme of belonging, the summit invited active voluntary participation from employees across the organization, underscoring our dedication to fostering a sense of community, promoting awareness through education and aligning our inclusion efforts with business goals.

We also celebrated inclusion year-round through monthly spotlights and events honoring various heritage months and national observances. Highlights included the MLK Day of Service (in partnership with community organizations), Black History Month, Women's History Month, Neurodiversity Awareness Month, Asian / Pacific Islander Heritage Month, Jewish American Heritage Month, Earth Month, Pride Month, Hispanic/Latinx History Month and Veterans Day. To further support the various heritages represented in our workforce and significant cultural events, we continued to

offer floating holidays for greater flexibility in observance of different heritages, religious holidays, or other significant cultural events.

Employee Resource Groups

Employee Resource Groups (ERGs) are integral to our efforts in fostering employee connection, cultivating community partnerships, strengthening our culture of belonging and attracting talent to SJI. These volunteer-led groups collaborate closely with the Diversity, Equity, Inclusion and Belonging team, the Diversity Council and executive sponsors to design and deliver impactful programs that enhance employee inclusion.

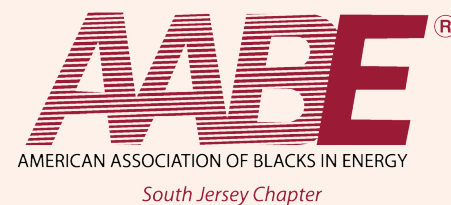
In alignment with SJI's broader business strategy, ERGs support key objectives related to talent attraction and retention, innovation and customer connection.



Open to all employees, our ERGs play a vital role in enhancing engagement and building an inclusive, collaborative workplace. As of 2024, SJI proudly supports six Employee Resource Groups that create meaningful opportunities for connection, learning and advocacy.



We currently have six Employee Resource Groups that serve to more deeply engage our workforce:



American Association of Blacks in Energy
(AABE) – South Jersey Chapter



The Veterans Engagement
Team (VETS)



Collectively, our ERGs contributed to the success of the 2024 Southern New Jersey Heart Walk, helping SJI raise over \$49,000 and positioning the Company as a top sponsor for the American Heart Association.

Talent Attraction

At SJI, we take pride in nurturing internal talent and seizing opportunities to foster personal and professional growth. This starts with our recruitment cycle and continues throughout the entire employee lifecycle.

Internally, we focus on fostering a learning culture and developing the next generation of leaders. Through our corporate university, Empower U, each employee has access to over 10,000 online courses to further build their business, technical and creative skills. In total, SJI employees received 13,620 hours of professional training in 2024.

To further enhance utility and energy industry knowledge, selected employees across the business participated in a ten-week cohort program called Public Utility Reporting (PUR). PUR provides exposure and insight into public utility operations and SJI departments through weekly sessions taught by internal SJI experts.

SJI conducted its third cohort for the five-month frontline leadership program, **ACCELERATE**, focused on upskilling and empowering new leaders with developing their teams, driving results and creating inclusive and engaged workplaces. Leaders participated in workshops and peer coaching, with inter-session activities to reinforce their learning.

To further ensure a robust pipeline of additional talent, SJI continues to partner with higher education institutions and local high school Institutes of Technology to develop early talent through internship opportunities.



Our early talent programs include:

SPARK, our high school internship program

POWER, our rotational leadership development program for early career talent

IGNITE, our 11-week internship program for college students

This year our "SPARK" program expanded to include inviting students into our Training Center in Waterford Works, New Jersey, to learn about and gain hands-on experience in our natural gas operations from our Technical Training team.



The Talent Attraction (TA) team is committed to supporting our military population as they transition into civilian life. This includes partnering with RecruitMilitary, an organization focused on connecting employers with the military community, to participate in career fairs and other recruitment activities.

The TA team continues to update our Indeed, Glassdoor and LinkedIn pages with relevant Company information and ongoing initiatives. Additionally, we enhanced our external Workday careers site and candidate homepage to provide a more cohesive, brand-aligned experience and more details about our Company culture to applicants.

We have found great success with our New Employee Ambassador program, which fosters inclusion and belonging from day one and supports integration into the OneSJI culture during the first 90 days of employment. The program has been updated to include a cohort structure based on start dates, allowing new employees to continue building relationships formed during orientation and further enhancing their engagement with other new employees and the organization.

The Company welcomed

10 interns

through our IGNITE internship program.

In 2024, SJI created over

105 new job positions.

Safety and Operations

Safety is a core value at SJI and an integral part of our corporate culture and Collective Ambition. SJI has developed a Safety Compliance Manual with safety policies and programs that, when implemented, increase the likelihood that health and safety are maintained in the workplace. This safety manual, and the policies and programs it contains, applies to all SJI facilities and operations. Additionally, SJI has implemented a Safety Management System to promote pipeline integrity, safety and environmental protection.

During 2024 we continued to review our operations and construction activities, track and report on compliance items and deliver ongoing Health, Safety and Environment (HSE) training.

Our safety efforts and initiatives in 2024 contributed to SJG and ETG achieving 1st Quartile performance results among American Gas Association members. In addition, the performance led to recognition by the American Gas Association, which issued both entities “Industry Leader Accident Prevention” safety awards.

Emergency Response Preparation

We regularly conduct safety drills to prepare our utility crews to keep our customers and communities safe during emergencies.

In 2024, the emergency preparedness department completed comprehensive safety exercises throughout SJG, ETG and SJI. In addition, the SJI Utilities emergency preparedness department provides training to fire, EMT and police first responders to teach them about natural gas safety. In 2024, SJI Utilities' emergency preparedness department, along with the ETG Damage Prevention and LNG teams, provided trainings to paid and volunteer departments throughout the state. These exercises are part of our continued efforts to enhance response protocols, partner with emergency responders and local officials and improve overall emergency response.



Infrastructure Modernization

Our system improvement efforts across our utilities focus on enhancing the safety, reliability and resiliency of our natural gas systems.

The New Jersey Board of Public Utilities has approved several capital investment programs in the past ten years to modernize the SJG and ETG distribution systems.

The SJG Infrastructure Investment Program (IIP) — targeted at replacing pre-code coated steel and pre-1971 vintage Aldyl-A plastic mains and related services, as well as the installation of excess flow valves — began on July 1, 2022. This \$200 million, five-year program will allow SJG to replace up to approximately 250 miles of main.

The ETG IIP — targeted at replacing vintage cast iron, unprotected steel, ductile iron and copper — began on July 1, 2019. This \$300 million, five-year program replaced 250 miles of main, concluding June 30, 2024. In July 2024, the BPU approved an IIP Extension Program targeted at replacing vintage cast iron, steel and ductile iron. This \$120 million, 1.5-year program will allow ETG to replace up to approximately 75 miles of main.

Our modernized system results in fewer leaks, and our diligent leak tracking and response program is designed to ensure timely repairs. With less natural gas escaping our system, we are also reducing fugitive greenhouse gas emissions.



In 2024, SJG replaced approximately 66 miles of main and ETG replaced approximately 68.

Pipeline Operations

As part of our overall safety management system, SJI's Pipeline Safety Management System (PSMS) serves as a resource to improve pipeline safety, culture and performance. We regularly conduct leak surveys along our distribution and transmission systems. All surveys for both utilities are conducted using natural gas sensing equipment on vehicular and walking surveys along the pipelines, distribution mains and distribution services.

SJI's utilities inspect their transmission pipelines using In-Line Inspection (ILI) technologies. During ILI, a device is inserted and travels through the pipeline. The information gathered is then used to assess the pipeline's integrity and determine the need for repairs.

To further support safe pipeline operations, our utilities installed Excess Flow Valves (EFVs) on all qualifying new and replacement service lines. These valves are mechanical safety devices designed to automatically shut off the flow of natural gas in the event of a service line break or excavation damage. In addition to the level of protection provided by EFVs on services, remote control valves (RCVs) are present on the transmission system, with more being installed. Remote control valves allow for immediate, real-time gas flow shutoff capabilities.

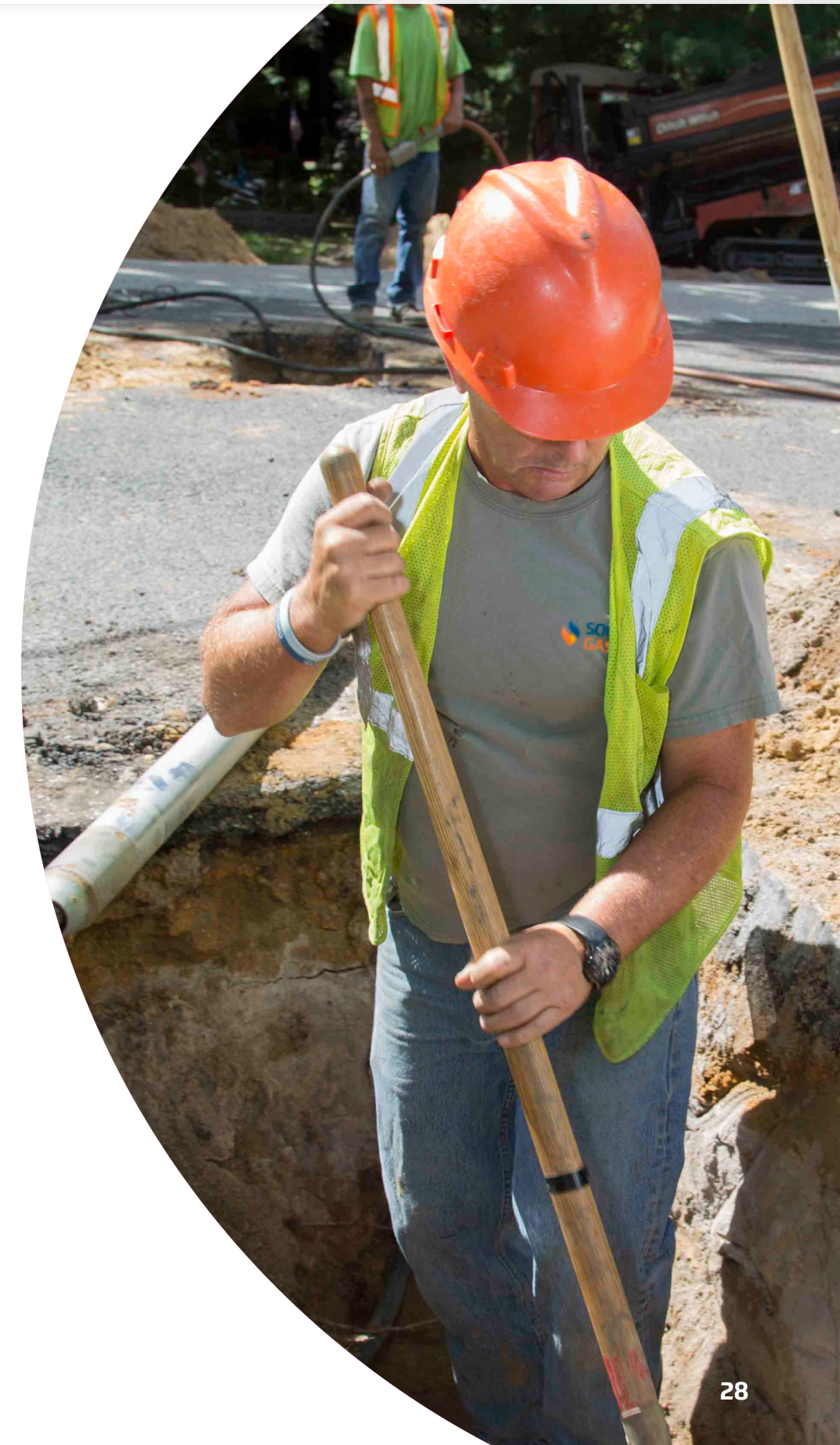
We strive to educate our community stakeholders about natural gas safety. Through our pipeline safety communications and in accordance with regulatory standards, we inform local officials, emergency responders, customers, residents and others of the importance of natural gas safety and safe practices, how to detect a natural gas leak, how to safely conduct subsurface work and what to do in the event of a natural gas emergency.

Meeting Demand

Our utilities are committed to ensuring that demand for natural gas can be met during peak periods. For this reason, SJG maintains and operates a natural gas peak-shaving plant at its McKee City facility, and ETG maintains and operates a natural gas peak-shaving plant at its Erie Street facility. Liquefiers at these facilities draw natural gas from the existing pipeline system, convert it to liquified natural gas and store the converted gas in their tanks. When demand is high, this liquified natural gas can be returned to a vapor and injected into the utility systems to reinforce supply and stabilize the pressure needed to ensure uninterrupted service.

Another way we are working to enhance our safety and resiliency is through the ongoing operation of the New Sentury Pump Station.

In July of 2021, SJG cut the ribbon on a \$69 million pump station in South Harrison, New Jersey, which supports customer reliability by maintaining consistent pressure in the gas distribution lines in the event of severe weather or a man-made disruption.



Customer Experience

Both SJG and ETG are committed to delivering an exceptional customer experience. Taking a proactive approach to resources and investments enables them to drive customer and employee engagement while reinforcing reliable and responsive utility services. The examples below illustrate the utilities' dedication to meeting customer needs, enhancing customer satisfaction and providing essential energy services in 2024.

ETG ranked highest in Customer Satisfaction with Residential Natural Gas Service in the East among Midsize Utilities in the **J.D. Power 2024 Gas Utility Residential Customer Satisfaction Study** for the 10th year in a row. In addition, SJG ranked #2 for the second year in a row. ETG earned #1 in the following study factors: Safety & Reliability, Billing & Payment, Price, Corporate Citizenship, Communications. Visit jdpower.com/awards for more details.

- Both the **ETG and SJG** contact centers were able to improve performance in 2024 by answering 83.5% of their combined 580,000 calls within 30 seconds or less.
- **Energy Assistance Funding:**
Through collaboration with the New Jersey Board of Public Utilities and the Department of Community Affairs, SJG and ETG helped customers secure energy assistance funding. These efforts promoted service continuity that ensured customers could continue to rely on natural gas for their heating, hot water and cooking needs.
- The **Advanced Metering Technology (AMT)** initiative continued to advance at SJG in 2024. The AMT initiative is expected to lead to improved meter reading accuracy, increased reliability and an enhanced customer experience. By year-end, there were roughly 100,000 meters billed utilizing AMT meter reads.
- **Customer Feedback and Improvements:**
The commitment to service is driven by Voice of the Customer feedback. In 2024, the utilities benefited from insights gathered from customer survey responses, which led to improvements with customer messaging and communication. As a reflection of these efforts, both utilities were recipients of the Cogent Syndicated 2024 Residential Customer Champion Award.



Our talented teams of sales and marketing professionals partner with our operations teams to support organic and planned new customer acquisitions. From coordinating the timing and density of new service installations to bundling projects, our methods strive to help to reduce our costs as well as customer costs and increase new customer acquisitions.



Community Partnerships

SJI makes an impact in the communities we serve by supporting initiatives that align with our vision, core values and priorities, as well as with our four charitable giving pillars.

Charitable Giving Pillars



The 2024 campaign resulted in our employees giving/pledging approximately \$176,837 to outstanding nonprofits, exceeding the campaign's goal of \$160,000. SJI and its utilities matched dollar-for-dollar all employee donations and pledges, effectively doubling the impact of the Employee Giving Campaign to \$353,674.

Our Company prides itself on being a committed community partner. This includes assisting local, regional and statewide organizations that deliver critical support to those in need and providing vital funding and contributing numerous volunteer hours to programs that benefit the communities we serve.

SJI's Government Relations team strives to enhance the positive impact the organization has in the community through stakeholder and community engagement. By aligning our resources and personnel, we can build a more cohesive strategy to identify and deliver solutions to the challenges facing our communities. Additionally, our Government Affairs professionals work to identify financial resources to support civic, health, economic development and charitable programs in the communities we serve, aligning those initiatives with the Company's Charitable Giving Pillars.

As a corporate partner committed to the communities we serve, SJI continues to support a number of organizations throughout the ETG and SJG service areas. Through our annual Employee Giving Campaign, our workforce comes together collectively to make an impact and help support our local communities.

In 2024, our Company and its employees generously supported the New Jersey Association of Counties, the Community Food Bank of New Jersey, the American Red Cross, the American Association of Blacks in Energy (South Jersey Chapter), the Nature Conservancy and the New Jersey Veterans Network. Including these matching funds, SJI and its utilities spent over \$1.1 million for charitable giving and economic development purposes in 2024. SJI has provided long-standing support for the Game On Grant and First Responders grant programs.

Game On Grant Program

The Game On Grant Program provides critical financial aid to local community-centered children's athletic programs, leagues, clubs, associations and recreational organizations. We are proud to partner with these organizations and support them in their missions to provide safe, fun activities for kids in our region.

In 2024, the Game On Grant Program of SJG awarded \$20,000 in grants and ETG awarded \$20,000 in grants toward the purchase of equipment, uniforms and field improvements to local communities.

First Responders Grant Program

The First Responders Grant Program, at both SJG and ETG, supports the critical safety training and lifesaving efforts conducted by local fire, police and EMS first responders. In 2024, SJG awarded \$34,950 and ETG awarded \$31,652 in such grants. These grants are used by first responders to support necessary purchases, including combustible gas detectors, turnout gear, fire hoses, medical supplies and other equipment.

\$1.1 million

spent in combined charitable giving and community support purposes in 2024

\$40,000

in grants awarded for the purchase of equipment, uniforms and field improvements to local communities

Over \$66,000

in grants awarded to support the critical safety training and lifesaving efforts conducted by local fire, police and EMS first responders

Governance

In this section

- 32 Company Governance
- 34 Sustainability Governance
- 35 Cybersecurity
- 36 Stakeholder Engagement
- 37 Political Involvement
- 38 Sustainability Policies



Company Governance

The Board of Directors exercises comprehensive oversight of the Company's operations and its principal strategic initiatives. Additionally, the Board functions as the ultimate decision-making authority, except in instances where matters are explicitly designated for resolution by the shareholder. In 2024, SJI was governed by a 10-member Board of Directors, the majority of whom are independent.

The Corporate Governance and Nominating Committee of the Board exercises oversight of corporate governance as well as the Company's sustainability program. The Corporate Governance and Nominating Committee also oversees the production of the Company's annual Sustainability Report, which provides an overview of the Company's commitment to sustainability.

Additionally, the People and Remuneration Committee of the Board is entrusted with the responsibility of overseeing the Company's human capital management practices.



South Jersey Industries 2024 Sustainability Report

2024 Board Committees

- Audit and Risk Committee
- People and Remuneration Committee
- Strategy and Investment Committee
- Corporate Governance and Nominating Committee

2024 Members of the Board of Directors:

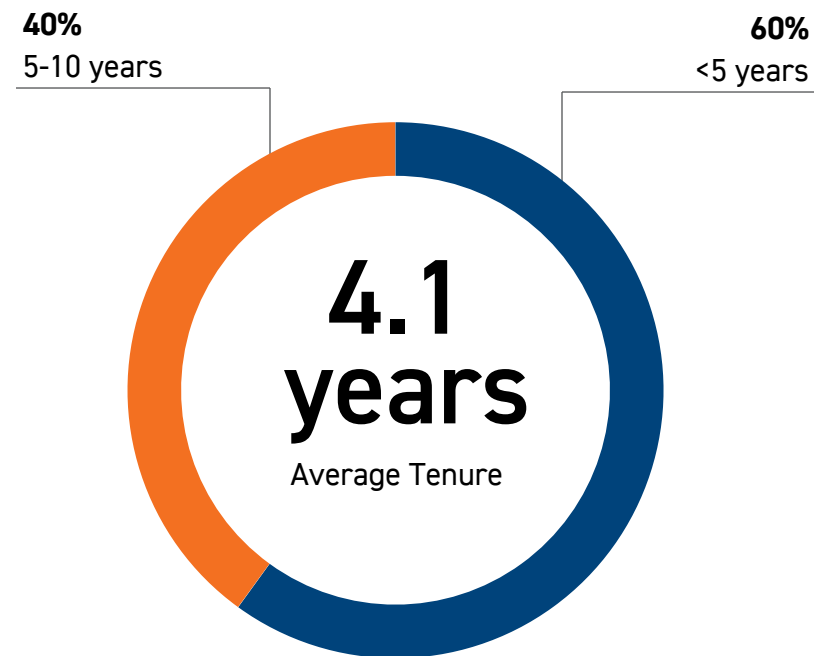
- Joseph Rigby **(Chair)**
- Michael J. Renna **(President and CEO, SJI)**
- Frank Cassidy
- Andrew Gilbert
- Susan Gonzalez
- Thomas H. Graham
- G. Edison Holland, Jr.
- Clara Lequin
- Kevin O'Dowd
- Christopher J. Paladino

All information as of December 31, 2024, unless otherwise noted.

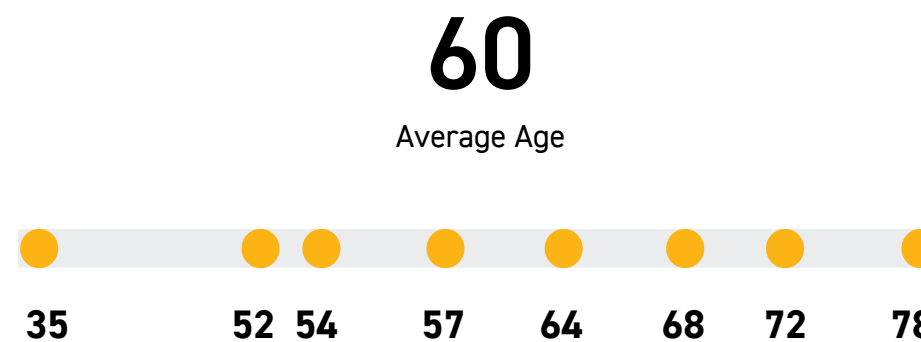


Director Age and Tenure

Director Tenure



Director Age



Board of Directors' Skills



All information as of December 31, 2024, unless otherwise noted.

Sustainability Governance

SJI has a multilevel governance infrastructure that provides oversight of all of the Company's sustainability initiatives.

- The Corporate Governance and Nominating Committee of the Board provides oversight on matters related to corporate governance and the Company's sustainability program.
- The People and Remuneration Committee of the Board provides oversight of the human capital management practices of the Company, including compensation structure, health and safety of employees and contractors, succession planning, training opportunities, culture, employee satisfaction, and inclusion and belonging programs and initiatives.
- The Audit and Risk Committee of the Board reviews the effectiveness of the risk program and oversees the enterprise risk management (ERM) assessment and reporting. The Committee also monitors the ERM dashboard summary of high risks, including climate-related risks.
- The Diversity Council, a group consisting of a wide representation of key leaders, reports to the People and Remuneration Committee of the Board and Senior Leadership to ensure inclusion and belonging are incorporated into the Company's strategy.
- The Sustainability Management Committee is responsible for managing and monitoring the implementation of SJI's key sustainability strategies, including SJI's decarbonization commitment and targets, enterprise-wide environmental remediation program and climate-related risks and opportunities.

Members of the committee have expertise in disciplines including, but not limited to, safety, environment, operations, legal, government affairs, corporate governance, risk management, human resources, procurement and communications.

- The Risk Management Committee (RMC) is responsible for overseeing the evaluation and quantification of enterprise-wide risks. The Committee establishes a general framework for measuring and monitoring business risks related to financial and physical energy transactions, including sustainability and climate-related risks. The RMC includes director-level leaders, executives and the CEO, with representation from key areas such as finance, risk management, legal, IT, HR and business operations.
- The Sustainability and Greenhouse Gas Emissions Reduction Committee was formed to provide lateral visibility and monitoring of decarbonization metrics and KPIs across business lines. This group comprises business leaders and subject matter experts who regularly meet to discuss progress on their respective areas of emission reductions and potential future strategies.
- The Sustainability Task Force was developed to optimize the integration of sustainability into SJI's core business. The Sustainability Task Force is led by the Vice President of Sustainability and comprised of personnel from the risk management, communications, safety, human resources and environmental departments. Members of this Task Force serve as sustainability ambassadors throughout the organization and assist with the development and disclosure of SJI's sustainability information.



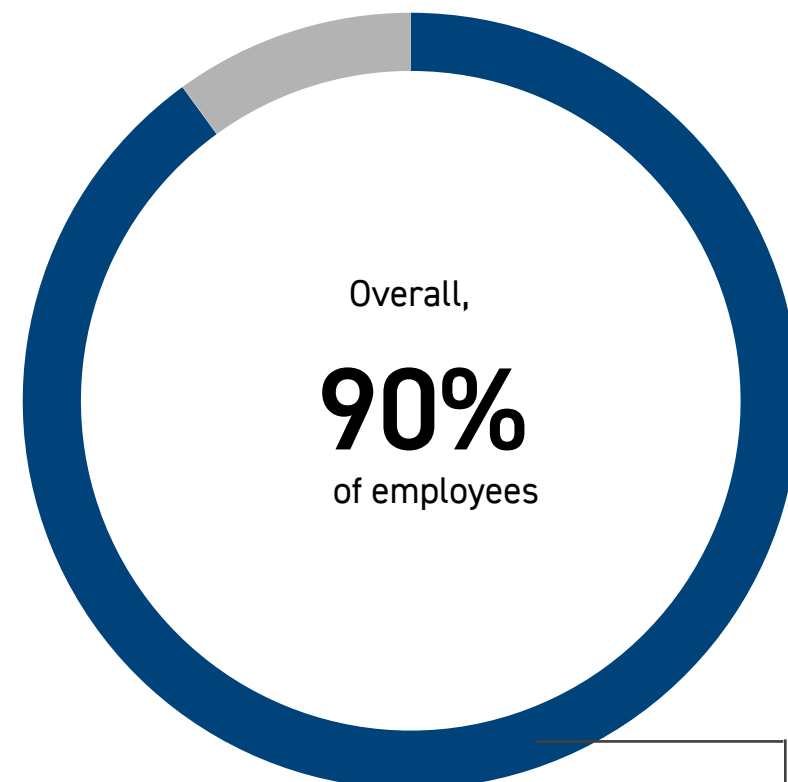
Cybersecurity

SJI deploys cybersecurity systems using a defense-in-depth methodology, which is designed to continuously assess, improve and strengthen SJI's external and internal cybersecurity posture to identify and prevent cyber attacks. Employees are educated about cybersecurity practices through biannual security awareness training, security bulletins and social engineering simulations.

Additional training is provided if a user's role is identified to carry a higher cyber risk. Members of SJI's cybersecurity team participate in training opportunities throughout the year and use the resources to guide plans for maturity. Training opportunities include webinars, conferences and meeting with peer utility companies. The cybersecurity team members hold certifications across industry-leading training partners, including ISC2, ISACA, GIAC, SANS and EC-Council.

The effectiveness of the cybersecurity program is evaluated with different industry assessments. Examples of recent assessments include tabletop exercises for cyber incident response; exercises to validate recovery procedures and system resiliency; risk and vulnerability reviews; penetration testing; and an annual baseline of the cyber program.

Employee Cybersecurity Training Completion Rate



completed cybersecurity training in 2024.



Stakeholder Engagement

SJI engages with our stakeholders to understand their needs and expectations regarding our business and the services we provide. We believe these exchanges of information are fundamental to strategizing how we can continue to provide long-term value. SJI’s stakeholders include customers, employees, regulators, our shareholder and the communities we serve.



Customers

SJI is focused on providing safe, reliable, affordable energy to our more than 725,000 customers across the state of New Jersey. We work to modernize critical infrastructure, ensure the safety of our systems and enhance our customer experience. We listen to the needs of our customers and strive to provide solutions to help them save energy and lower their bills by educating them about energy-efficient products and practices, managing their accounts and accessing financial assistance. We are proud to deliver the quality service our customers expect and deserve, while making affordability a top priority.

➔ [Learn more about how we serve our customers here.](#)



Employees

Our employees are our greatest asset. Together, we work to foster a culture of inclusion and belonging, where our professional, well-trained and knowledgeable staff treat each other with courtesy and respect. We engage our workforce to address their well-being and help them achieve their professional goals. At SJI, we do this by helping employees connect with one another in meaningful ways, offering helpful training and development resources, providing education on wellness programs and more. We also regularly survey our employees to measure the effectiveness of our employee engagement efforts, including career development and wellness programs.

➔ [Learn more about how we value our employees here.](#)



Regulators

As the owner and operator of two regulated utility companies, public policy considerations often have a direct and measurable impact on our business. SJI works collaboratively with legislators and regulators to achieve results that ensure reliable and affordable energy for our customers, while balancing the interests of the Company and public policy objectives.

➔ [Learn more about our government involvement here.](#)



Shareholder

We have an open dialogue with our shareholder to understand its investment objectives as a long-term owner of infrastructure companies. Subject to applicable laws, we are also able to engage with other companies owned by our shareholder to share best practices on matters such as sustainability.



Communities We Serve

SJI provides more than just energy to the communities we serve; we are an active partner in addressing the financial, social, health and safety needs of communities throughout New Jersey. We offer assistance to hospitals, food banks, social services and civic organizations, first responders, school programs, athletic teams and many other causes. SJI employees volunteer time as mentors, coaches, laborers and more, as they seek to improve the communities where they live and work. SJI also serves as an economic engine by providing jobs and infrastructure enhancements and working with local suppliers to support their businesses.

➔ [Learn more about how SJI serves surrounding communities here.](#)

Political Involvement

SJI is committed to advocating for sound public policies that advance the interests of our customers, employees, stakeholders and the communities we serve.

Our participation in efforts to properly influence public policy takes many forms, but in every instance, we conduct such activities in full compliance with all federal, state and local laws, rules and regulations. Under the corporation’s Code of Ethics, all directors and employees are required to uphold all laws and applicable regulations, which include provisions governing lobbying activities, issue advocacy, political contributions and government contracting.

As a heavily regulated company, public policy considerations often have a direct and measurable impact on our business. Accordingly, SJI takes an active role in legislative, regulatory and other policymaking processes to ensure that legislators and regulators are properly informed about the decisions they make that may impact our business and ultimately, our customers, employees and communities. Notably, SJI’s efforts in this regard include informing policymakers about the Company’s decarbonization initiatives.

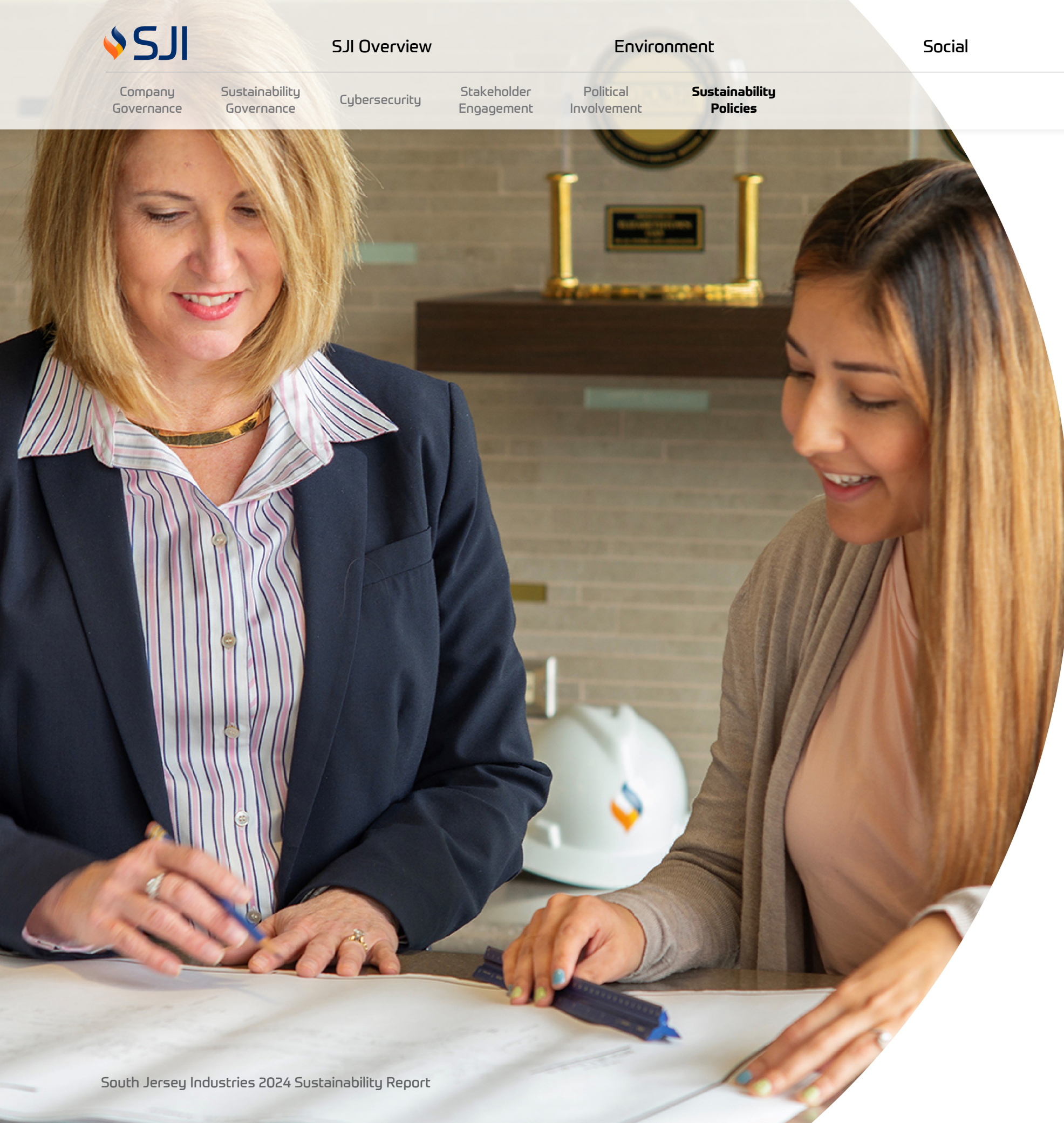
To ensure proper compliance and adherence to the highest ethical standards, all persons performing lobbying activities on behalf of the Company are required to be registered with the appropriate regulatory agencies and must file applicable reports and disclosure statements on a regular basis, as required by law. Additionally, all persons conducting lobbying activities on behalf of the Company, including third-party consultants, are required to avoid any and all prohibited conflicts of interest that may arise.

Finally, SJI reports all legislation and proposed regulations upon which lobbying activities are undertaken to the New Jersey Election Law Enforcement Commission (ELEC) and provides annual reports to ELEC on all corporate expenditures to support such activities. ELEC makes all such disclosures and reports available to the public on its website, <https://www.elec.nj.gov/>.

New Jersey law explicitly prohibits regulated corporations such as utilities, banks and insurance companies from using corporate funds to make or solicit political contributions. In strict adherence to state law, SJI does not make or solicit campaign contributions for candidates for elected office at any level. Moreover, SJI does not permit the utilization of corporate resources, including staff time, supplies, equipment or property, in support of candidates for elected office at any level.

Finally, it should be noted that for more than two decades, SJI employees have maintained a separate, independent continuing political committee, known as the SJI PAC, in accordance with state laws, rules and regulations. The SJI PAC is not supported by or controlled by the corporation, and participation by SJI employees is completely voluntary.





Sustainability Policies

Our policies:



[Human Rights](#)



[Environment Policy](#)



[Supplier Code of Conduct](#)



[ESG Policy](#)



[Code of Ethics and Business Conduct for Directors/Employees](#)

Appendix

In this section

40 Glossary of Terms

41 By the Numbers



Glossary of Terms



Environmental

Indicators related to actions and efficiency measures undertaken to monitor and decrease the environmental footprint of the Company.⁵



Social

Indicators related to the entity's relationship with and impact on its stakeholders and direct social impact of its activities.⁶



Governance

Indicators related to the governance of sustainability, policies and procedures and approach to sustainability at the entity or organization level.⁷



Green hydrogen

Also known as clean hydrogen, green hydrogen is a low-carbon fuel produced using a renewable energy source, such as wind or solar energy. Green hydrogen can be safely blended with natural gas or renewable natural gas to lower the carbon intensity of the fuel supply.⁸



Renewable natural gas (RNG)

Used to describe biogas that has been upgraded for use in place of fossil natural gas. The biogas used to produce RNG comes from a variety of sources, including municipal solid waste landfills and anaerobic digester plants at water resource recovery facilities (wastewater treatment plants), livestock farms, food production facilities and organic waste management operations. RNG can be used locally at the site where the product is created, piped in a dedicated pipeline to an end user or injected into a natural gas transmission or distribution pipeline.⁹



Solar

Solar technologies convert sunlight into electrical energy either through photovoltaic (PV) panels or through mirrors that concentrate solar radiation. This energy can be used to generate electricity or stored in batteries or thermal storage.¹⁰



Fuel cell

Uses the chemical energy of hydrogen or other fuels to produce electricity and heat power without combustion, potentially lowering emissions. Fuel cell power generation systems can be some of the most efficient and reliable energy sources.¹¹

⁵ [2025 GRESB Infrastructure Asset Assessment Reference Guide](#)

⁶ [2025 GRESB Infrastructure Asset Assessment Reference Guide](#)

⁷ [2025 GRESB Infrastructure Asset Assessment Reference Guide](#)

⁸ [United States Department of Energy, Clean Hydrogen Production Standard \(CHPS\) Guidance, June 2023](#)

⁹ [United States Environmental Protection Agency, Landfill Methane Outreach Program, Renewable Natural Gas](#)

¹⁰ [United States Department of Energy, Solar Energy Technologies Office](#)

¹¹ [United States Department of Energy, Hydrogen and Fuel Cell Technologies Office](#)



By the Numbers

These metrics are provided in response to the desire of stakeholders for sustainability information that is consistent in terms of accessibility, content, timing and presentation. Companies that participate in voluntarily providing sustainability information in this format share a common goal to provide stakeholders with relevant information that:

- Allows integration of sustainability data and performance
- Provides clarity of risks and opportunities and how they are being managed
- Provides insight into growth strategy, assumptions and future trajectory
- Serves as a primary reporting channel for consolidated sustainability information relevant to stakeholders

Additionally, SJI is subject to a variety of laws and regulations that require the Company to measure and disclose a number of metrics, some of which are contained in this section.



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Sustainability Metrics

EPA Greenhouse Gas Reporting Program

The Greenhouse Gas Reporting Program (GHGRP) requires reporting of greenhouse gas (GHG) data and other relevant information from large GHG emission sources, fuel and industrial gas suppliers and CO₂ injection sites in the United States. The GHGRP covers emissions from different aspects of the oil and gas industry through several of its subparts. Data contained in this section is reported in accordance with Subparts NN and W. More information about the GHGRP and Subparts NN and W can be found at the links below.

[EPA Greenhouse Gas Reporting Program](#)

[EPA GHGRP Subpart NN](#)

[EPA GHGRP Subpart W](#)

South Jersey Industries

Measurement	2024	2023	2022	2011
Utility System Emissions (in Metric Tons)				
Direct CO ₂ -Equivalent Emissions — Scope 1 (partial, subpart W)	77,317	78,946	87,749	232,741
Product-Supplied CO ₂ -Equivalent Emissions — Scope 3 (partial, subpart NN)	4,785,202	4,532,862	4,955,199	5,199,791
CO ₂	1,607	1,760	1,911	3,112
Methane	2,704	3,087	3,433	9,185
Nitrous Oxide	0.0033	0.0031	0.0034	0.0050

South Jersey Gas

Measurement	2024	2023	2022	2011
Utility System Emissions (in Metric Tons)				
Direct CO ₂ -Equivalent Emissions — Scope 1 (partial, subpart W)	52,641	46,128	46,984.74	135,230
Product-Supplied CO ₂ -Equivalent Emissions — Scope 3 (partial, subpart NN)	2,480,432	2,326,823	2,615,489	2,591,032
CO ₂	1,410	1,292	1,422	2,067
Methane	1,830	1,793	1,822	5,326
Nitrous Oxide	0.0030	0.0023	0.0026	0.0040

Elizabethtown Gas

Measurement	2024	2023	2022	2011
Utility System Emissions (in Metric Tons)				
Direct CO ₂ -Equivalent Emissions — Scope 1 (partial, subpart W)	24,677	32,818	40,765	97,511
Product-Supplied CO ₂ -Equivalent Emissions — Scope 3 (partial, subpart NN)	2,304,770	2,206,040	2,339,710	2,608,759
CO ₂	197	469	490	1,046
Methane	874	1,294	1,611	3,859
Nitrous Oxide	0.0003	0.0008	0.0008	0.0010

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EEI-AGA ESG/Sustainability Metrics

The Edison Electric Institute-American Gas Association (EEI-AGA) ESG/Sustainability Template is a voluntary reporting template developed to assist gas and electric companies in providing the financial sector with comparable and consistent sustainability data and information. Definitions for these sustainability metrics can be found on the EEI website [here](#), under Quantitative Metrics and Definitions.

South Jersey Industries

Measurement	2024	2023	2022	2011
Methane Emissions and Migration from Distribution Mains				
Number of Gas Distribution Customers	764,206	735,411	725,202	—
Distribution Mains in Service	10,513	10,423	10,364	9,277
Plastic (miles)	8,056	7,821	7,608	4,464
Cathodically Protected Steel — Bare and Coated (miles)	2,414	2,466	2,546	2,956
Unprotected Steel — Bare and Coated (miles)	8	11	15	957
Cast Iron/Wrought Iron — without upgrades (miles)	34	117	185	870
Ductile Iron (miles)	1	7	10	31
Copper	0.4	0.4	0.4	0.5
Plan/Commitment to Replace/Upgrade Remaining Miles of Distribution Mains (# years to complete)				
Unprotected Steel — Bare and Coated	0 SJG; 1 ETG	0 SJG; 2 ETG	0 SJG; 3 ETG	—
Cast Iron/Wrought Iron	0 SJG; 1 ETG	0 SJG; 2 ETG	3 SJG; 3 ETG	—
Distribution CO₂e Fugitive Emissions				
CO ₂ e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	67,597	77,184	85,836	229,626
CO ₂ e Fugitive Methane Emissions from Infrastructure (Pipeline Main and Services), includes ductile iron for ETG	73,795	75,938	84,262	230,215
Percent Reduction from 2006 to each year	73%	72%	69%	14%
CH ₄ Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	2,704	3,087	3,433	9,185
CH ₄ Fugitive Methane Emissions from Gas Distribution Operations (MMscf/year)	141	161	179	478
Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (Mscf/year)	99,614,850	95,333,008	105,215,005	96,299,261
Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)	94,634	90,566	99,954	91,484
Fugitive Methane Emissions Rate (Percent MMscf of Methane Emissions per MMscf of Methane Throughput) %	0.15%	0.35%	0.18%	0.52%

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South Jersey Gas

Measurement	2024	2023	2022	2011
Methane Emissions and Migration from Distribution Mains				
Number of Gas Distribution Customers	437,688	419,842	415,306	—
Distribution Mains in Service	7,175	7,075	7,037	6,144
Plastic (miles)	5,753	5,604	5,482	3,030
Cathodically Protected Steel — Bare and Coated (miles)	1,417	1,464	1,544	1,923
Unprotected Steel — Bare and Coated (miles)	5	7	11	955
Cast Iron/Wrought Iron — without upgrades (miles)	0	0	0	236
Ductile Iron (miles)	0	0	0	0
Copper	0	0	0	0
Plan/Commitment to Replace/Upgrade Remaining Miles of Distribution Mains (# years to complete)				
Unprotected Steel — Bare and Coated	0	0	0	—
Cast Iron/Wrought Iron	0	0	3	—
Distribution CO₂e Fugitive Emissions				
CO ₂ e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	45,741	44,835	45,561	133,161
CO ₂ e Fugitive Methane Emissions from Infrastructure (Pipeline Main and Services), includes ductile iron for ETG	50,274	44,504	44,781	131,137
Percent Reduction from 2006 to each year	67%	70%	70%	13%
CH ₄ Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	1,830	1,793	1,822	5,326
CH ₄ Fugitive Methane Emissions from Gas Distribution Operations (MMscf/year)	95	93	95	277
Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (Mscf/year)	52,254,723	49,973,854	55,071,839	45,164,947
Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)	49,642	47,475	52,318	42,907
Fugitive Methane Emissions Rate (Percent MMscf of Methane Emissions per MMscf of Methane Throughput) %	0.19%	0.20%	0.19%	0.65%

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Elizabethtown Gas

Measurement	2024	2023	2022	2011
Methane Emissions and Migration from Distribution Mains				
Number of Gas Distribution Customers	326,518	315,569	309,896	—
Distribution Mains in Service	3,338	3,348	3,326	3,133
Plastic (miles)	2,303	2,218	2,125	1,434
Cathodically Protected Steel — Bare and Coated (miles)	997	1,002	1,002	1,033
Unprotected Steel — Bare and Coated (miles)	3	4	4	2
Cast Iron/Wrought Iron — without upgrades (miles)	34	117	185	634
Ductile Iron (miles)	1	7	10	31
Copper	0.4	0.4	0.4	0.5
Plan/Commitment to Replace/Upgrade Remaining Miles of Distribution Mains (# years to complete)				
Unprotected Steel — Bare and Coated	1	2	3	—
Cast Iron/Wrought Iron	1	2	3	—
Distribution CO₂e Fugitive Emissions				
CO ₂ e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	21,857	32,349	40,275	96,464
CO ₂ e Fugitive Methane Emissions from Infrastructure (Pipeline Main and Services), includes ductile iron for ETG	23,521	31,434	39,481	99,078
Percent Reduction from 2006 to each year	80%	74%	67%	17%
CH ₄ Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	874	1,294	1,611	3,859
CH ₄ Fugitive Methane Emissions from Gas Distribution Operations (MMscf/year)	46	67	84	201
Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (Mscf/year)	47,360,127	45,359,154	50,143,166	51,134,314
Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)	44,992	43,091	47,636	48,578
Fugitive Methane Emissions Rate (Percent MMscf of Methane Emissions per MMscf of Methane Throughput) %	0.10%	0.16%	0.18%	0.41%

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Other Sustainability Metrics

South Jersey Industries

Measurement	2024	2023	2022	2011
Blowdown Emissions Reduction Initiative				
Natural Gas Volume Released during Blowdown (cf)	1,232,724	908,997	2,830,297	—
Natural Gas Volume Saved (cf)	2,153,486	1,773,475	6,253,714	—
CO ₂ e Emissions Released (metric tons/yr)	630	437	1,360	—
CO ₂ e Emissions Reduced (metric tons/yr)	1,101	852	3,005	—
Percent CO ₂ e Emissions Reduced (metric tons/yr)	64%	66%	69%	—
Excess Flow Valve Installation Program*				
Excess Flow Valves (EFVs)	373,559	355,235	335,310	—
Total Number of Services	606,234	598,032	586,885	—
% EFVs to total Services	62%	59%	57%	—
EFVs Methane Emissions Reduction (Mcf)	170,770	162,393	153,285	—
Recycled Waste				
Municipal Waste, Landfill (tons)	585	304	340	—
Municipal Waste, Recycled (tons)	67	245	102	—
Municipal Waste, % Recycled	10%	45%	23%	—
Utility Operations Solid Waste, Landfill (tons)	46,716	10,141	4,424	—
Utility Operations Solid Waste, Recycled (tons)	41,785	39,506	33,421	—
Utility Operations Solid Waste, % Recycled (tons)	47%	80%	88%	—
Manifested Waste (tons)	0.35	0.31	0.20	—
Utility Operations Liquid Waste (gallons)	777,955	804,462	1,361,556	—
Water Disclosure				
Total Water Used/Consumed (gallons)	11,090,462	9,270,637	9,270,637	—
City Water Usage (gallons)	3,662,216	4,052,177	4,052,177	—
Water Withdrawn from Well (gallons)	7,428,246	3,123,017	5,218,460	—

* EFVs Methane Emissions Reduction calculation based on the EPA's Natural Gas Star Program Partner Reported Opportunities for Reducing Methane Emissions. The estimated annual methane emission reductions are equal to 160 Mcf per installation of 350 Excess Flow Valves.

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South Jersey Gas Measurement

	2024	2023	2022	2011
Blowdown Emissions Reduction Initiative				
Natural Gas Volume Released during Blowdown (cf)	1,083,212	734,836	2,744,203	—
Natural Gas Volume Saved (cf)	2,116,621	1,733,578	6,238,224	—
CO ₂ e Emissions Released (metric tons/yr)	554	353	1,319	—
CO ₂ e Emissions Reduced (metric tons/yr)	1,082	833	2,998	—
Percent CO ₂ e Emissions Reduced (metric tons/yr)	66%	70%	69%	—
Advanced Leak Detection Program*				
Number of Super Emitters Located	22	34	—	—
Natural Gas Volume Released (cf)	2,004,501	16,298,816	—	—
Natural Gas Volume Saved (cf)	3,338,715	4,147,618	—	—
CO ₂ e Emissions Released (metric tons/yr)	1,025	8,333	—	—
CO ₂ e Emissions Saved (metric tons/yr)	1,707	2,120	—	—
Excess Flow Valve Installation Program**				
Excess Flow Valves (EFVs)	228,920	220,889	211,782	—
Total Number of Services	365,266	358,801	352,650	—
% EFVs to total Services	63%	62%	60%	—
EFVs Methane Emissions Reduction (Mcf)	104,649	100,978	96,815	—
Recycled Waste				
Municipal Waste, Landfill (tons)	529	210	249	—
Municipal Waste, Recycled (tons)	32	177	59	—
Municipal Waste, % Recycled	6%	46%	19%	—
Utility Operations Solid Waste, Landfill (tons)	621	—	36	—
Utility Operations Solid Waste, Recycled (tons)	4,325	39,104	6,359	—
Utility Operations Solid Waste, % Recycled (tons)	87%	100%	99%	—
Manifested Waste (tons)	0.00	0.03	0.08	—
Utility Operations Liquid Waste (gallons)	746,385	67,919	143,329	—
Water Disclosure				
Total Water Used/Consumed (gallons)	10,295,050	5,715,569	8,523,535	—
City Water Usage (gallons)	3,173,604	2,820,052	3,532,575	—
Water Withdrawn from Well (gallons)	7,121,446	2,895,517	4,990,960	—

* Data not collected in 2022

** EFVs Methane Emissions Reduction calculation based on the EPA's Natural Gas Star Program Partner Reported Opportunities for Reducing Methane Emissions. The estimated annual methane emission reductions are equal to 160 Mcf per installation of 350 Excess Flow Valves.

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Elizabethtown Gas

Measurement	2024	2023	2022	2011
Blowdown Emissions Reduction Initiative				
Natural Gas Volume Released during Blowdown (cf)	149,512	174,161	86,094	—
Natural Gas Volume Saved (cf)	36,865	39,897	15,490	—
CO ₂ e Emissions Released (metric tons/yr)	76	84	41	—
CO ₂ e Emissions Reduced (metric tons/yr)	19	19	7	—
Percent CO ₂ e Emissions Reduced (metric tons/yr)	20%	19%	15%	—
Excess Flow Valve Installation Program*				
Excess Flow Valves (EFVs)	144,639	134,346	123,528	—
Total Number of Services	240,968	239,231	234,235	—
% EFVs to total Services	60%	56%	53%	—
EFVs Methane Emissions Reduction (Mcf)	66,121	61,415	56,470	—
Recycled Waste				
Municipal Waste, Landfill (tons)	56	93	91	—
Municipal Waste, Recycled (tons)	35	68	43	—
Municipal Waste, % Recycled	38%	42%	32%	—
Utility Operations Solid Waste, Landfill (tons)	3,912	10,107	4,388	—
Utility Operations Solid Waste, Recycled (tons)	36,456	402	27,062	—
Utility Operations Solid Waste, % Recycled (tons)	90%	4%	86%	—
Manifested Waste (tons)	0.07	0.28	0.12	—
Utility Operations Liquid Waste (gallons)	30,395	736,543	1,218,227	—
Water Disclosure				
Total Water Used/Consumed (gallons)	795,412	732,434	747,102	—
City Water Usage (gallons)	488,612	468,534	519,602	—
Water Withdrawn from Well (gallons)	306,800	263,900	227,500	—

* EFVs Methane Emissions Reduction calculation based on the EPA's Natural Gas Star Program Partner Reported Opportunities for Reducing Methane Emissions. The estimated annual methane emission reductions are equal to 160 Mcf per installation of 350 Excess Flow Valves.

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SASB Gas Utility Standards

SASB Standards for Gas Utilities and Distributors are intended to aid entities in disclosing information about sustainability-related risks that could be financially material. The information below was sourced using Version 2023-12 of the SASB standards. Additional guidance and definitions can be found [here](#).

SASB Code	Accounting Metric	SJG 2024	ETG 2024
Energy Affordability			
IF-GU-240a.1	Average gas retail rate for residential customers (USD per MMBtu)	\$ 18.57	\$ 14.41
The entity shall disclose its average bundled gas rate per million British thermal units (MMBtu) of bundled gas delivered to retail customers.	Average gas retail rate for commercial customers (USD per MMBtu)	\$ 15.50	\$ 12.17
	Average gas retail rate for industrial customers (USD per MMBtu)	\$ 7.53	\$ 8.12
	Average gas retail rate for transportation services (USD per MMBtu)	\$ 4.95	\$ 3.44
IF-GU-240a.3	Number of residential customer gas disconnections for non-payment	7,052	4,305
The entity shall disclose the total number of gas disconnections among residential customers during the reporting period that resulted from non-payment, where a disconnection is defined as the entity, or its service provider, intentionally turning off a customer's access to gas.			
IF-GU-240a.4	Discussion of impact of external factors on customer affordability of gas, including the economic conditions of the service territory	Please see this item in SASB Discussion and Analysis Section	
The entity shall describe the external factors that cause, or are reasonably likely to cause, a significant impact on the affordability of gas among the entity's retail customers.			
End Use Efficiency			
IF-GU-420a.2	Residential Customer gas savings from efficiency measures by market (MMBtu)	245,020	187,855.00
The entity shall disclose the total amount of gas savings delivered to customers, in million British thermal units (MMBtu), from energy efficiency measures during the reporting period for each of its markets.	Commercial Customer gas savings from efficiency measures by market (MMBtu)	29,422.00	27,702.00
	Multifamily gas savings from efficiency measures by market (MMBtu)	2,905.00	13,218.00

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SASB Code	Accounting Metric	SJG 2024	ETG 2024
Integrity of Gas Delivery Infrastructure			
IF-GU-540a. 1 The entity shall disclose the number of U.S. Department of Transportation (DOT) Pipeline and Hazardous Materials Safety Administration (PHMSA) reportable pipeline incidents, the number of PHMSA Corrective Action Orders (CAO) received, and the number of Notices of Probable Violation (NOPV) received. The entity shall discuss notable incidents such as those that affected a significant number of customers, created extended disruptions to service, or resulted in a PHMSA "serious incident."	Number of reportable pipeline incidents	0	0
	Number of Corrective Action Orders (CAO)	0	0
	Number of Notices of Probable Violation (NOPV)	0	0
IF-GU-540a. 2 The entity shall disclose the percentage, by length, in kilometers, of its natural gas pipelines that are (1) cast and/or wrought iron, and separately, (2) unprotected steel.	Percentage of distribution pipeline that is (1) cast and/or wrought iron	—%	1%
	Percentage of distribution pipeline that is (2) unprotected steel	—%	—%
IF-GU-540a. 3 The entity shall disclose the percentage, by length, of gas (1) transmission pipelines, and separately, (2) distribution pipelines that were inspected during the reporting period.	Percentage of gas (1) transmission pipelines inspected	58%	—%
	Percentage of gas (2) distribution pipelines inspected	—%	—%
IF-GU-540a.4 The entity shall describe its efforts to manage the integrity of gas delivery infrastructure.	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions	Please see this item in SASB Discussion and Analysis Section	
Activity Metrics			
IF-GU-000. A The number of customers served for each category shall be considered as the number of meters billed for residential, commercial, and industrial customers.	Number of residential customers served	396,914	293,854
	Number of commercial customers served	27,363	24,002
	Number of industrial customers served	427	103
IF-GU-000.B The amount of natural gas delivered to residential, commercial, and industrial customers shall be disclosed by bundled gas and transportation services only.	Amount of natural gas delivered to residential customers (MMBtu)	24,863,991	22,416,850
	Amount of natural gas delivered to commercial customers (MMBtu)	13,216,691	13,767,984
	Amount of natural gas delivered to industrial customers (MMBtu)	11,184,333	12,054,919
IF-GU-000.C Transmission pipelines is defined as a pipeline, other than a gathering line, that: (1) transports gas from a gathering line or storage facility to a distribution center, storage facility, or large volume customer that is not down-stream from a distribution center; (2) operates at a hoop stress of 20 percent or more of SMYS; or (3) transports gas within a storage field. A distribution pipeline is defined as a pipeline other than a gathering or transmission line.	Number of gas transmission pipelines	233	21
	Length of gas distribution pipelines (km)	11,315	5,351

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SASB Discussion and Analysis			
IF-GU-240a.4			
Discussion of impact of external factors on customer affordability of gas, including the economic conditions of the service territory			
In 2024, our utilities were authorized to disconnect customers for non-payment with minimal restrictions. Our customer service and field departments continued to find opportunities to educate our customers on financial assistance, energy savings, payment arrangement and budget billing opportunities; utilizing discontinuance only when necessary. As a result, we helped over 49,000 customers secure more than \$29.9M in financial assistance funds and the companies also collected \$42.2M to help reduce the arrears.			
IF-GU-540a.4			
Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions			
Our system improvement efforts across our utilities focus on enhancing the safety, reliability and resiliency of our natural gas systems. Our modernized system results in fewer leaks, and our diligent leak tracking and response program ensures timely repairs. With less natural gas escaping our system, we also see less greenhouse gas emissions. As shown in our metrics table, our infrastructure improvement programs at our utilities through 2024 have resulted in a reduction in CO ₂ -equivalent emissions from 2006 levels of 67% at SJG and 80% at ETG. Further discussion on our infrastructure improvements can be found within the Infrastructure Modernization section of the Sustainability Report.			
SASB Code		Accounting Metric	SJI 2024
RR-ST-130a.1		(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	1,149,725
The entity shall disclose (1) the total amount of energy it consumed as an aggregate figure, in gigajoules, (2) the percentage of energy it consumed that was supplied from grid electricity, (3) the percentage of energy it consumed that was renewable energy.			7.05%
			1.20%
RR-ST-140a.1		(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	See Water Disclosure section. —%
The entity shall disclose the amount of water, in thousands of cubic metres, (1) that was withdrawn from all sources, (2) the amount of water, in thousands of cubic metres, that was consumed in its operations.			See Water Disclosure section. 4.41%
RR-ST-140a.2		Description of water management risks and discussion of strategies and practices to mitigate those risks	See Water Withdrawal section.
The entity shall describe its water management risks associated with water withdrawals, water consumption and discharge of water or wastewater.			
RR-ST-150a.1		(1) Amount of hazardous waste generated, (2) percentage recycled	See EEI/AGA section of this report.
The entity shall calculate and disclose (1) the total weight of hazardous waste generated, in metric tons (2) the percentage of hazardous waste recycled as the weight of hazardous waste generated that was recycled, divided by the total weight of hazardous waste generated.			

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SASB Code	Accounting Metric	SJI 2024
RR-ST-150a.2 The entity shall disclose (1) the total number and quantity (in kilogrammes) of reportable spills, (2) the quantity of spills recovered, which is calculated as the weight of spilled hazardous substances removed from the environment through short-term release response activities.	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	Omitted based on lack of applicability.
RR-ST-410b.1 The entity shall disclose the percentage of products, by weight, that are reusable or recyclable.	Percentage of products sold that are recyclable or reusable	
RR-ST-410b.2 The entity shall disclose (1) the weight, in metric tonnes, of materials recovered, including those recovered through recycling services, product take-back programmes, refurbishment services and as manufacturing scrap (2) the percentage recycled, which is calculated as the weight of incoming material reused or reclaimed, plus the weight of material recycled or remanufactured.	(1) Weight of end-of-life material recovered, (2) percentage recycled	
RR-ST-410b.3 The entity shall disclose the percentage of products, by revenue, sold during the reporting period that contain International Electrotechnical Commission's (IEC) 62474 Material Declaration Standard declarable substances, arsenic compounds, antimony compounds or beryllium compounds, divided by total revenue.	Percentage of products by revenue that contain IEC 62474 declarable substances, arsenic compounds, antimony compounds, or beryllium compounds	
RR-ST-000.A Solar energy systems are defined as any system that converts sunlight into electrical energy, including 'photovoltaic (PV) system' and 'solar thermal electric systems'. Completed systems are defined by the entity, consistent with its existing public disclosure of completed systems.	Total capacity of photovoltaic (PV) solar modules produced	Omitted based on lack of applicability.
RR-ST-000.B Project development assets are defined by the entity, consistent with its existing public disclosure of project development assets, regardless of terminology used by the entity.	Total capacity of completed solar energy systems (MW)	27.95

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Employee Data

Measurement	2024	2023	2022
Total Employees*	1,253	1,221	1,179
Corporate	22%	26%	20%
Utility Company	73%	64%	76%
Non-Utility Company	5%	10%	5%
% of Employees Represented by Unions*	42%	41%	43%
Employee Population Ethnicity Representation			
Male	62%	61%	62%
Female	38%	39%	38%
White	69%	69%	71%
Non White	31%	31%	29%
Breakdown of Non-White Employees			
American Indian	—%	—%	1%
Asian	3%	4%	3%
Black	13%	13%	12%
Hispanic	12%	12%	12%
Two or More Races	2%	2%	1%
Native Hawaiian or Other Pacific Islander	0.24%	—%	0.06%
Leadership Roles Held by Women	39%	35%	41%
Entry Level Engineer Positions Held by Women and Minorities**	—%	50%	60%
Internship Program Participants	10	13	16
Employee Engagement Survey Engagement Rate	62%	70.5%	N/A
Employee Engagement Survey Response Rate	79%	84.5%	N/A
Employee Participation in Professional Training***	96%	94%	—

* Intern Population included
 ** Entry Level Engineer Positions: Coordinator, Associate, Intermediate
 *** Data not collected in 2022

Safety

Measurement	2024	2023	2022
Fatalities	0	0	0
Employee Total Recordable Incident Rate (TRIR)****	1.13	1.28	0.93
Employee Lost Time Incident Rate (LTIR)****	0.71	0.86	0.66
Reported community safety incidents	0	0	0

**** Metrics revised since 2023 report to ensure alignment with other reporting.
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