

**March 14, 2024**

**To: Union Eligible Employee**

**Re: FY2023 Annual Bonus Plan (ABP) Memorandum**

This memorandum provides details regarding the Fiscal Year 2023 Annual Bonus Plan (ABP) incentive payment for union-eligible Washington Gas employees. Thanks to everyone for your help with the **2023 AltaGas achievements below that include:**

- Achieved normalized EBITDA of \$1.58 billion for 2023, which was slightly below our EBITDA budget; Midstream was slightly above and Utilities were slightly below.
- Closed on our Pipestone acquisition and declared a positive final investment decision on the Pipestone Phase II project.
- Enhanced Midstream value chain resiliency through integrated planning initiatives and continued to de-risk the platform through increased tolling supply volume, longer contract terms and hedging strategies while exceeding budgeted export margins.
- Continued to advance the Ridley Island Energy Export Facility (REEF) and on emerging energy ecosystems (including work on the Rolling Hills Carbon Sequestration Hub in Alberta and the Pacific Northwest Hydrogen Hub in Washington).
- Improved customer service in our Utilities by deploying new web and mobile solutions to enhance self-service options and reduce call volume and wait times.
- Executed a definitive agreement with Opal Fuels to support a renewable natural gas project at the Prince William County Landfill in Virginia.
- Closed the divestiture of Alaskan utilities, with proceeds used to reduce debt and give us more financial flexibility.

#### **FY2023 ABP Incentive Payment Program**

Eligible unionized employees will receive an ABP incentive equal to the stated percent of their December 31, 2023, annualized salary as determined by their 2023 performance appraisal rating.

<u>Performance Rating</u>	<u>ABP%</u>
Exceeds Success	4.50%
Success	3.00%

Employees who were hired or transferred between January 1, 2023 and December 31, 2023 may be eligible to receive a prorated award. Please see Annex ABP of your applicable Collective Bargaining Agreement for more details.

#### **Payment Administration**

The ABP payment will be made in the March 15, 2024 paycheck. Note that overtime earnings tied to the bonus will be indicated in a separate line item on the pay slip entitled "FLSA Bonus."

Thank you.

