MDU RESOURCES GROUP, INC.

2024 IMPACT REPORT

Energizing Lives for a Better Tomorrow™

MONTANA-DAKOTA UTILITIES CO.
A Subsidiary of MDU Resources Group, Inc.

GREAT PLAINS NATURAL GAS CO.
A Division of Montana-Dakota Utilities Co.

CASCADE NATURAL GAS CORPORATION
A Subsidiary of MDU Resources Group, Inc.

INTERMOUNTAIN GAS COMPANY
A Subsidiary of MDU Resources Group, Inc.

WBI ENERGY
An MDU Resources Group company

Contents

About This Impact Report

This Impact Report outlines our commitments to responsible business stewardship. Throughout this report, we highlight the ways in which we seek to make a positive impact on our People, Planet, and Principles.

Our Impact Report has been prepared in alignment with the SASB, TCFD, AGA, and EEI reporting standards and covers our operations for 2024.[1]

We also evaluate and align our Impact Report against a number of additional frameworks and ratings agencies' criteria to support industry consistency and transparency. These frameworks provide our stakeholders more uniform and transparent data and information, allowing for a more accurate comparison with our industry peers. All data and information provided are as of December 31, 2024, unless stated otherwise.

Reporting is a continuous process, and we expect our public disclosures to continue to evolve in scope and transparency as we continue to measure progress against our priority issues. We invite your feedback on the contents of this report, as well as our approach to reporting, at esg@mduresources.com. For additional information visit mdu.com/sustainability.

SASB® STANDARDS

TCFD TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

AGA American Gas Association*

EEI EDISON ELECTRIC INSTITUTE

* Applicable sections only.

[1] *In the fourth quarter of 2024, the Company spun off its construction services business, Everus Construction Group, Inc. (NYSE: ECG), and this report excludes information related to that business.*

Cautionary Note Regarding Forward-Looking Statements

This Impact Report contains forward-looking statements within the meaning of the U.S. securities laws. Forward-looking statements are all statements other than statements of historical fact, including without limitation those statements that are identified by the words "anticipates," "estimates," "expects," "intends," "plans," "predicts," and similar expressions, and include statements concerning plans, trends, objectives, goals, strategies, including future events, or performance, and underlying assumptions (many of which are based, in turn, upon further assumptions) and other statements that are other than statements of historical facts. Forward-looking statements involve risks and uncertainties, which could cause actual results or outcomes to differ materially from those expressed.

These forward-looking statements are based on many assumptions and factors, which are detailed in the Company's SEC filings. These forward-looking statements are based largely on our expectations and judgments and are subject to a number of risks and uncertainties, many of which are unforeseeable and beyond our control. For additional discussion on risks and uncertainties that may affect forward-looking statements, see "Risk Factors" disclosed in the Annual Report and subsequent SEC filings. You may access our Annual Report at investor.mdu.com/financials/annual-reports/. The Company undertakes no obligation to update forward-looking statements, whether as a result of new information, future events, or otherwise, except as required by applicable law.

Website references throughout this Impact Report are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this report.

Inclusion of information in this report does not indicate the contents are necessarily material to investors or required to be disclosed in SEC filings.

We Are MDU Resources

MDU Resources Group, Inc. (NYSE: MDU) provides essential services through its regulated electric utility and natural gas distribution business and its pipeline business. We operate in the Midwest and Pacific Northwest, constructing and operating infrastructure that delivers electricity and natural gas to energize homes and businesses. Our headquarters is located in Bismarck, North Dakota, and as of December 31, 2024, we employed 2,052 people.

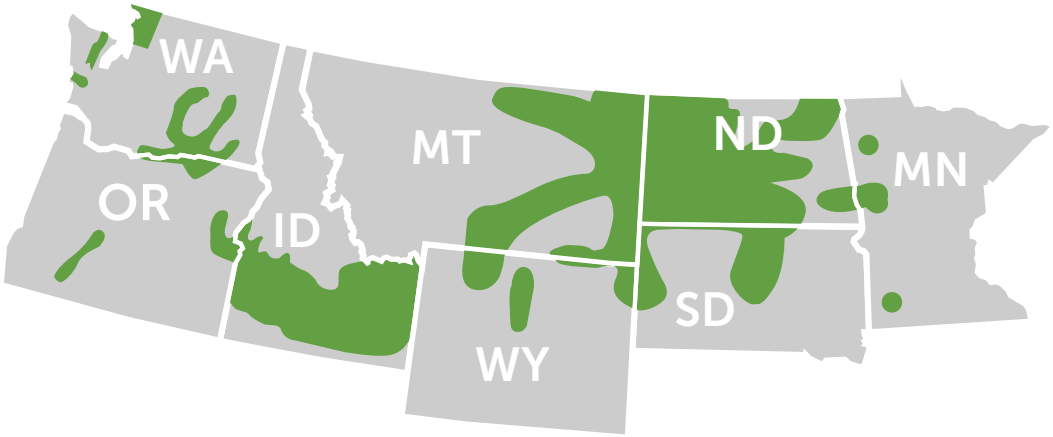
Electric and Natural Gas

Our utility business consists of both electric and natural gas distribution utilities. Our electric utility, operating under Montana-Dakota Utilities Co., generates, transmits, and distributes electricity. Our natural gas distribution utilities, operating under Montana-Dakota Utilities Co., Great Plains Natural Gas Co., Cascade Natural Gas Corporation, and Intermountain Gas Company, sell natural gas at retail, serving residential, commercial, and industrial customers. In 2024, we expanded our customer base by 1.4% and grew our utility rate base by 6.8% compared to 2023.

>1.2 Million
Total Customers
- >1 Million Gas
- >145,000 Electric

736 MW
Owned Generation

30,540
Miles of Electric and Natural Gas Transmission and Distribution Lines



Washington
234k Customers

Oregon
85k Customers

Idaho
430k Customers

Montana
115k Customers

Wyoming
38k Customers

North Dakota
211k Customers

South Dakota
75k Customers

Minnesota
22k Customers

Pipeline

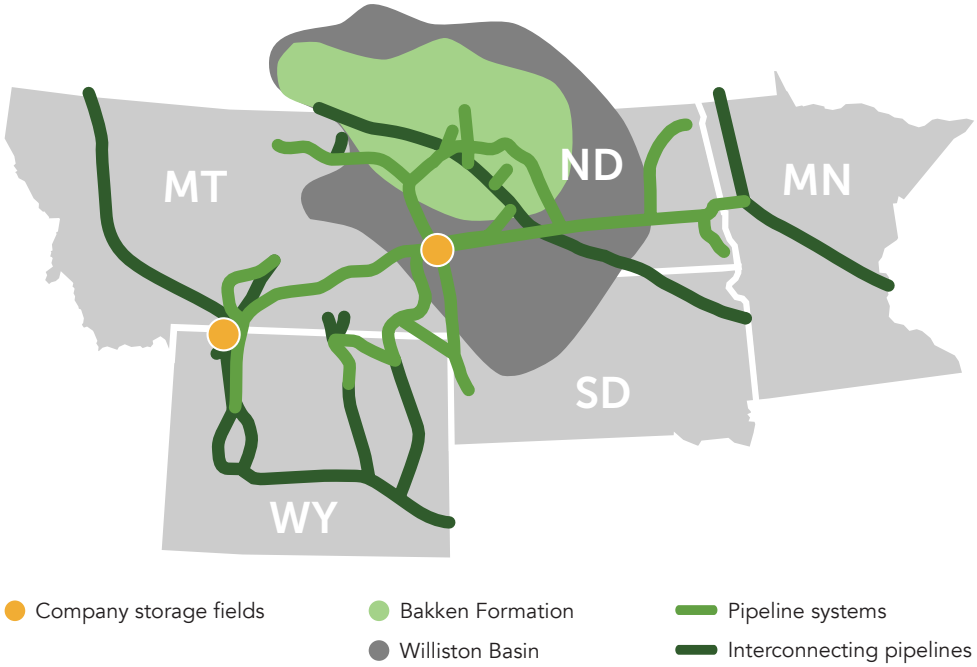
Our pipeline business, WBI Energy, Inc., provides regulated natural gas transportation, underground natural gas storage, cathodic protection, and other energy-related services. In 2024, we recorded annual transportation volumes of 613.2 MMdk, which increased 8% compared to 2023.

>3,800
Miles of Pipe

~2.9 Bcf/day
System Capacity

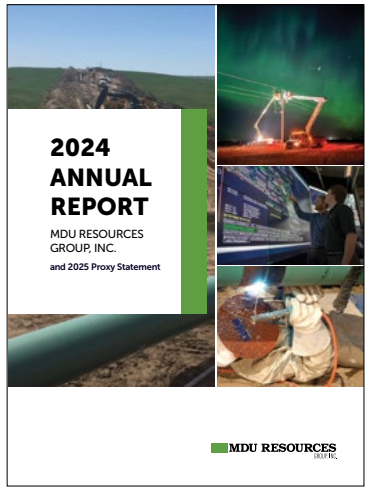
14
Interconnecting Points

Largest
Natural Gas Storage Field in North America



Learn More About Our Company

You can learn more about the Company by visiting mdu.com. We also encourage you to read our Annual Report, which is available at investor.mdu.com/financials/annual-reports/, and our Proxy Statement which is available at mduproxy.com.



2024 Impact at a Glance

38% reduction in carbon emissions intensity from owned and co-owned electric generation resources compared to 2005

29% of total owned electricity generation capacity mix from carbon-free resources, and with the Badger Wind generation project in development[1], we expect our capacity mix to be 41% carbon-free by 2026 year end

$5.76 million in energy assistance to our customers

$1.76 million in Foundation grants awarded

[1] *Subject to purchase, NDPSC approval, and satisfaction of closing conditions.*

Vision

Energizing Lives for a Better Tomorrow™

Mission

With integrity, deliver value as a leading energy provider and employer of choice

Values

Integrity Safety Respect

Excellence Stewardship

Stakeholder Capitalism

We recognize that our responsibility extends beyond generating profits. We are dedicated to creating shared value for all our stakeholders and building a sustainable future together. This commitment to creating shared value fosters trust, drives innovation, and ensures long-term success for our people, the planet, and our principles.

Responsible Business Issue Prioritization Assessment

Our responsible business stewardship is embedded across our organization, aligns with our core values, and helps drive value for all our stakeholders. This year, we conducted a responsible business issue prioritization assessment to evaluate the most pressing issues for our Company and our stakeholders. The assessment involved engagement with our MPC, benchmarking against industry standards, and alignment with reporting standards and frameworks, including SASB, TCFD, AGA, and EEI. This assessment will guide our future responsible business priorities.

Message From Our Chair and CEO

For over 100 years, MDU Resources has maintained its commitment to providing our customers of *today* with reliable and affordable energy while also implementing more sustainable, long-term strategies, and being good stewards of the environment for our customers of *tomorrow*.

We have a responsibility to deliver the critical energy our customers depend on in ways that thoughtfully utilize our resources, protect the environment, help our customers and communities thrive, and provide value to our stockholders. Throughout our sustainability journey, we have made meaningful progress on behalf of these stakeholders by further integrating our responsible business stewardship into our corporate strategy.

In 2024, we made significant positive impacts towards our commitments to People, Planet, and Principles.

People

As a dedicated community partner and trusted employer, we play a vital role in shaping healthy and thriving communities. We enhanced our commitment to our employees in 2024 by further increasing our investment in their safety. We provided additional support for our local safety committees, increased focus on sharing near-misses to enhance our safety culture, and implemented programs to help our employees prevent injuries, such as Vimocity and Hinge Health. These investments have proven effective – our 2024 RIR and DART rates for both our utility and pipeline businesses decreased from our 2022 rates. We are proud of the values that drive us, the respectful way we work together to support our customers, communities, and stockholders, and we strive to continue these values through future generations.

Planet

We are committed to doing our part to ensure a more sustainable, low-carbon future. Our electric and natural gas distribution business and pipeline business made steady and significant progress toward each of our three long-term environmental goals:

- **Electric.** We have reduced our owned and co-owned generation resources' electric GHG emissions intensity by 38% compared to 2005 levels, setting us up for success in achieving our 45% reduction by 2030 goal.
- **Natural Gas.** We have reduced our natural gas distribution utility's fugitive, planned, and unplanned methane releases by 10% compared to 2022 levels within our natural gas distribution system, representing solid progress against our 30% reduction by 2035 goal.
- **Pipeline.** We have reduced our pipeline's methane emissions intensity by 35% compared to 2020 rates, exceeding our 25% reduction by 2030 goal.

Principles

The Board believes deeply that it must be fit for its purpose, and provide strategic value to the Company. Therefore, because our strategy and responsible business stewardship, including our Board's oversight of each, are interconnected, the Board reassigned all responsible business-related responsibilities among each of its standing committees and the full Board, rather than sitting in one committee. This change reflects our Board's agility and alignment with our emphasis on responsible business stewardship.

We recognize that our customers count on us every day for the energy they need, and we take very seriously the commitment of supplying that energy today—and far into the future—in a responsible way. Together, we are energizing lives for a better tomorrow.

Darrel T. Anderson

Darrel T. Anderson
Chair of the Board

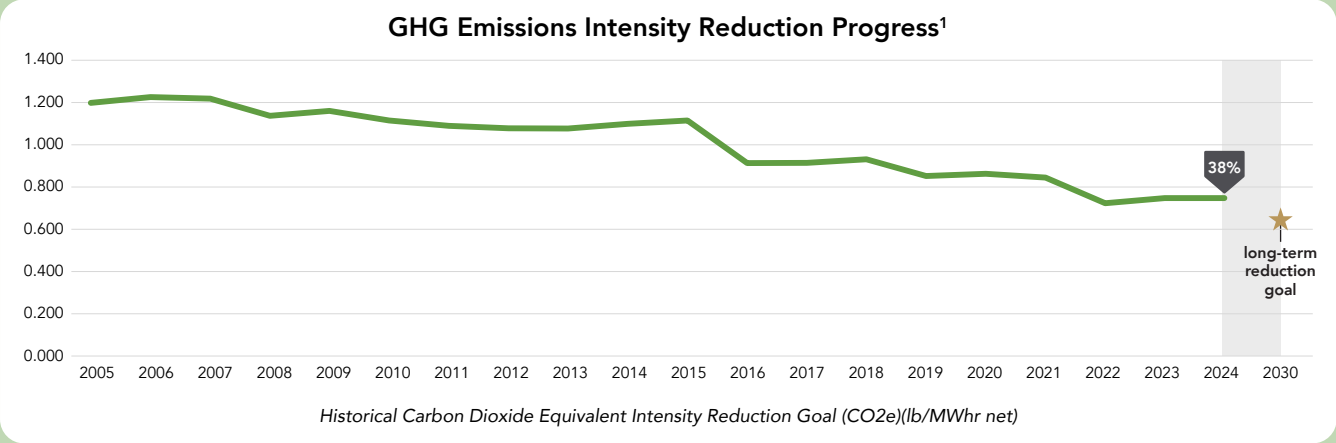
Nicole A. Kivisto

Nicole A. Kivisto
President and CEO

GHG Performance Dashboard

We established three long-term goals related to the Planet pillar of our responsible business stewardship: (1) a 45% reduction of GHG emissions intensity by 2030 compared to 2005 for owned and co-owned electric generation resources; (2) a 30% reduction in fugitive, planned, and unplanned methane releases by 2035 compared to 2022 levels within our natural gas system; and (3) a 25% reduction in methane emissions intensity as determined in accordance with the ONE Future Coalition's protocol by 2030 compared to 2020 levels at our pipeline business.

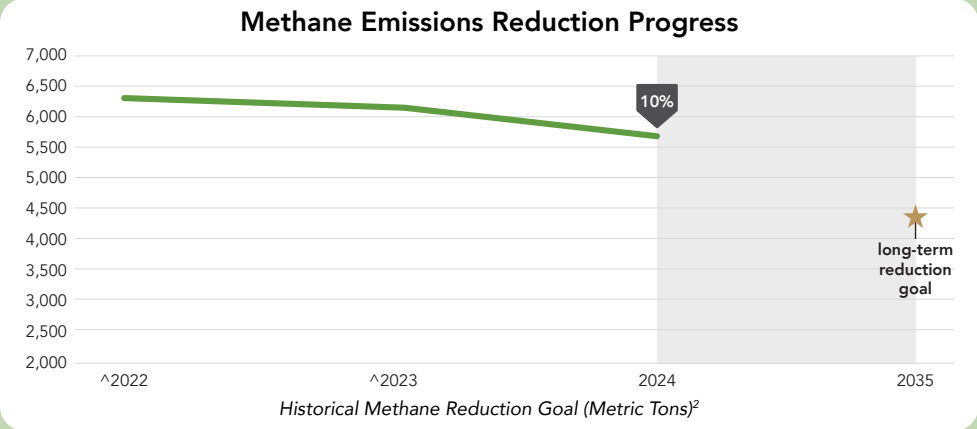
Electric Utility



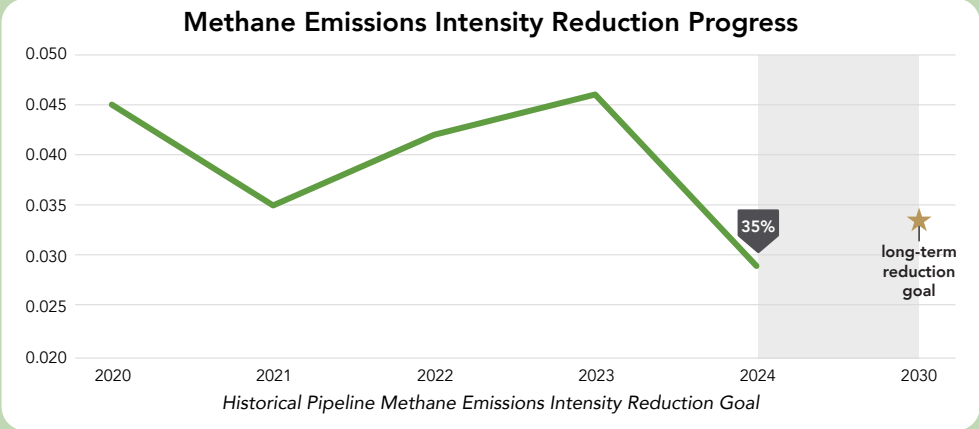
These metrics are drivers for action and transformation for our responsible business stewardship. In 2024, we made investments toward continuous improvements.

We continue to make steady progress towards, and are on track to meet or exceed, our long-term environmental goals.

Natural Gas Utility



Pipeline



[1] *Includes all whole or partially-owned generational resources.*
[2] *To best demonstrate progress towards methane-specific emissions reduction goal, the chart is now presented in metric tons of methane.*
^ 2022 and 2023 emissions were recast and 2035 goal was adjusted accordingly to be presented in metric tons of methane.

Our Strategy and Responsible Business Stewardship

Our Strategy and Responsible Business Stewardship are Interconnected

Responsible business stewardship is integral to the overall success of our CORE strategy and reflects our holistic approach to not only bring together people and communities, but also to operate our business in a manner that continues to increase positive environmental and social impacts.

Our CORE strategy, which continues to be our playbook for driving sustainable growth and value for all stakeholders, is comprised of four strategic imperatives: Customers and Communities, Operational Excellence, Returns Focused, and Employee Driven. Each of our three responsible business pillars—People, Planet, and Principles—is crucial to achieving our CORE strategy, ensuring that our business practices drive sustainable growth, and deliver lasting value to all stakeholders.

Managing the business responsibly is embedded in our CORE strategy. We seek to operate in ways that minimize environmental impacts and promote conservation while maximizing resource use in meeting our customers' needs. We know having a sound and stable environment is critical to continuing our business.

We believe our focus on sustainable business practices underscores our responsible corporate citizenship by creating opportunities to increase revenues and profitability, creating a competitive advantage, and attracting a skilled workforce. We understand that responsible business is fundamental to our stakeholders, including our customers, communities, employees, vendors and contractors, regulators, governments, banks and rating agencies, non-governmental organizations, labor organizations, and stockholders.

Our Pledge

We are committed to conducting our operations with a long-term view towards responsible business to support and enhance our ability to deliver safe, reliable, affordable, and environmentally responsible services to our customers.

We have deep roots in the utility and pipeline businesses where our Company began. With Everus successfully spun-off as an independent publicly-traded company, we now focus on our CORE, as a pure-play regulated energy delivery business. We're excited about our future growth opportunities, including $3.1 billion in planned capital investments over the next five years.

CORE Strategy

C

Customers and Communities

Best-in-class customer satisfaction

Competitive rates

Community focused

O

Operational Excellence

Safety culture

Responsible approach to operating costs and capital investments

Environmental stewardship

R

Returns Focused

Attractive earnings and rate base growth

ROE enhancement

Delivering strong total stockholder return

E

Employee Driven

Employee retention and recruitment

Encourage employee engagement

Succession planning and development programs

Responsible Business Stewardship

People

Our social commitments are made to our multiple stakeholders, such as our employees, customers, and the communities we serve, and actions aimed to:

- maintain a safe and healthy environment for our employees and a workplace culture that values, respects, and supports each employee;
- administer a robust compliance program to promote ethical decision making;
- protect our communities by evaluating and mitigating safety risks in our operations;
- support the communities where we operate; and
- respect human rights throughout our value chain.

Planet

Our environmental commitment is to operate efficiently to meet our current customers' needs without compromising the ability to meet the needs of future generations.

We look forward to leveraging further technological advancements and sound public policies to help move us toward a future with lower carbon emissions, while striving to provide safe, reliable, affordable, and environmentally responsible services to our customers. Our environmental commitments include actions aimed to:

- minimize waste and maximize resources;
- be a good steward of the environment while providing high-quality and affordable services; and
- comply with or surpass all applicable environmental laws, regulations, and permit requirements.

Principles

Our governance commitment begins with our Leading With Integrity Policy, the Company's code of business conduct, which guides employees, officers, and directors to uphold integrity in all matters. As an organization, we commit to:

- conduct business legally and ethically with our best skills and judgment;
- act in the best interests of our Company and protect its assets; and
- be a responsible and valued corporate citizen.

People

To drive positive impact, we lean into our greatest asset—our people.

We are committed to:

- Being an employer of choice
- Enriching the communities we serve
- Supporting our customers
- Protecting human rights

Empowering People, Powering Communities

We are in the community to serve. We are committed to operating with integrity and being a good corporate citizen, as we have done for over 100 years. Doing the right thing has always been our culture.

To drive positive impact, we lean into our greatest asset—our people. We are committed to:

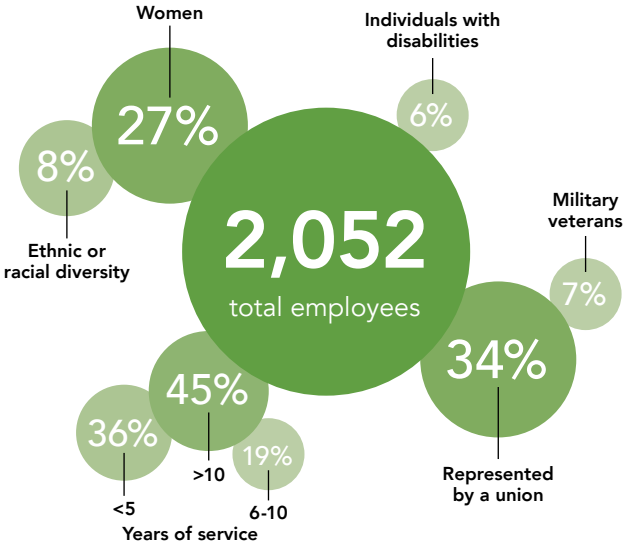
- providing a safe and healthy environment for our employees and a culture of respect that supports employees, customers, and members of the community;
- offering education and training to employees on their duty to protect our assets and financial integrity, including topics such as conflict of interest; confidential, privileged, and competitive information; anti-bribery; anti-corruption; gift giving and receiving; and whistleblower protections;
- protecting our communities by evaluating and mitigating safety risks in our operations; and
- empowering people and communities.

Our social commitments to our stakeholders include:

Employees
✓ Maintaining an employer-of-choice workplace culture
✓ Fostering a respectful, safety-first culture
✓ Offering competitive total rewards
✓ Providing professional and career development opportunities
Communities
✓ Supporting economic development
✓ Promoting volunteerism
✓ Providing charitable support
✓ Enacting wildfire mitigation action plans
Customers
✓ Sustaining best-in-class customer satisfaction
✓ Protecting customer information through cybersecurity protection and spam prevention
✓ Providing utility services to customers at a rate below the national average, while providing safe, reliable, affordable, and environmentally responsible service
✓ Educating and providing support to customers on energy efficiency options

Employer of Choice

Our employees are the driving force behind everything we do. For more than a century, our organizational culture has not only sustained our growth, but also energized our workforce. Our employees are our greatest asset and we value the unique skillset each person brings.



Our corporate policies address issues such as: **Human Rights**, **Equal Employment Opportunity**, **Harassment**, **Preventing Violence in the Workplace**, as well as other topics that provide our employees with information about our employment philosophies.

We prioritize an energized team of employees who focus on our core values:

Integrity | Safety | Respect | Excellence | Stewardship

We strive to be the employer of choice in the communities we serve. We have a long history of focusing on a respectful workplace for all employees, providing development opportunities at all levels of the organization, and balancing pay equity across our businesses.

A Family Affair

The Rueb family's connection to our Company includes more than 80 years of service and two generations—a true legacy of dedication and service.

Barb Rueb began her career with us in 1983, holding a variety of roles over four decades, including Utilization Assistant, Learning and Development Specialist, and HR Assistant, before retiring in 2023. Her husband, Larry Rueb, joined the Company in 1991, working in the field as a Service Technician and Meter Mechanic until his retirement in 2019.

Their children, Cole and Kelli, have proudly continued the family tradition. Cole started as an intern in 2013 and steadily advanced to his current role as Network Administrator II, supporting the Company's critical technology systems. Kelli joined the Company in 2015 and serves as a Payroll Specialist, ensuring employees are paid timely and accurately.

The Ruebs' story is a reflection of our culture, where opportunity, growth, and shared values create lasting careers. The Ruebs exemplify the kind of commitment that strengthens our organization year after year.

Right to Organize

We respect the rights of our employees to join a labor union, consistent with applicable organizing laws, without fear of reprisal, intimidation, or harassment. Certain employees are represented by the International Brotherhood of Electric Workers, the International Chemical Workers Union, and the United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada. We are committed to establishing a constructive dialogue with freely chosen labor union representatives and bargaining in good faith.

Employees covered by collective bargaining agreements have the ability to report grievances or workplace concerns through their bargained representative or the Company's anonymous reporting hotline.

Protecting Human Rights

Protecting human rights is an integral aspect of the way we conduct our business, treat our employees, and support the communities we serve.

Our **Human Rights Policy** supports with international laws and principles, including those contained in the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the United Nations Universal Declaration of Human Rights. We are proud to create safe and fair jobs and secure livelihoods for our employees, offer services for our customers, support community development, and provide tax revenue for governments to invest in the well-being of their people. Our policies provide that we and our partners maintain work environments that respect and protect human rights for everyone. For additional information, see our **Human Rights Policy**.

Communication

We encourage open communication among employees and use a variety of tools to meet employee needs. While in-person meetings are preferred we also communicate through newsletters, electronic meetings, mailings, pre-recorded videos, social media, and a variety of other tools.

While we strive to keep employees informed, we also seek to hear from them to gauge their viewpoints on issues, such as fairness, camaraderie, and pride within the workplace. We generally conduct a corporate-wide employee survey every two years, and leaders also meet with employees at local offices regularly to obtain feedback in person.

Opportunity

We are dedicated to being an employer of choice for the broadest pool of talent and skills and are committed to equal employment opportunity, ensuring merit-based selections for personnel actions. The broad pool of talent we consider includes individuals with disabilities and military service veterans because we value the unique qualities those individuals bring to the workforce. We encourage current employees to self-identify if they fall into either of these categories and encourage hiring managers to consider military experience as it relates to positions. Our **Equal Employment Opportunity Policy** is shared annually with employees to reinforce these values.

Corporate Community Service

In addition to recognizing the many individual ways our employees volunteer in our communities, we also sponsor events at our individual work locations throughout our service territories. These events include blood drives, Rebuilding Together projects, Lemonade Day, parades, and other projects. We also spearhead volunteer opportunities for our employees at community activities like local marathon races, non-profit fundraising events, service on community boards, and many more.

MDU RESOURCES GROUP, INC.

Employee Recruitment

Energizing our workforce begins with recruitment. We understand that our workforce is not just a collection of individuals, but a team bound by shared values and aspirations. We ensure we are expanding our outreach to attract a broad pool of candidates and use a variety of means to recruit new employees for open positions, including:

- posting on our recruitment website at energizemycareer.com;
- partnering with colleges and technical schools;
- employee referrals;
- professional associations;
- direct recruitment;
- job service organizations;
- career fairs;
- social media;
- advertising; and
- paid internship programs to create a recruitment pipeline.

Career Development

Developing employees in their current positions for future advancement is another way we build a strong workforce. We provide opportunities for advancement through:

- job mobility;
- succession planning;
- mentorship programs;
- internship programs;
- training and development opportunities; and
- promotions within and between business segments.

We provide all employees with opportunities to participate in mentorship and job shadow programs. Additionally, high-potential employees are identified and provided with developmental opportunities that help prepare them for advancement within our organization. We also partner with third-party leadership development groups that provide opportunities to help prepare our future leaders. We update our Board annually regarding succession plans for officer roles and the development being provided to succession candidates.

In 2024, we implemented a new leadership program—CORE Leadership: Energizing Excellence. This two-year program includes training and development activities on topics, such as servant leadership, electric, gas, and pipeline industries, compliance, and emotional intelligence.

We also offer additional voluntary training opportunities on teamwork, communication, and self-awareness. Our joint apprenticeship program with the International Brotherhood of Electrical Workers provides apprenticeship training opportunities for employees represented by that union. We also offer a tuition assistance program to defray a portion of the costs of continuing education.

Each employee is required to complete annual trainings on a variety of compliance topics. Our training programs are evaluated and adjusted annually to ensure their effectiveness towards maintaining a respectful workplace and ethical culture. Required training programs include:

- **Respectful Workplace**. Training emphasizes creating a respectful workplace for all employees.
- **Mental Health Awareness**. Training to increase the ability to recognize mental health and burnout challenges in oneself and others.
- **Leadership**. Curriculum emphasizes key tenets of effective leadership, such as communication, performance standards and expectations, feedback, commitment to success, and employee development.
- **Sexual Harassment**. Helps employees recognize and prevent sexual harassment, discrimination, and retaliation.
- **Workplace Harassment**. Helps employees understand workplace harassment, how it happens, and how to avoid engaging in harassing behavior.
- **Ethics**. Annual training on the Leading With Integrity Policy.

Stormy Butler, Ari Fulton, Becky Hardison, Ashley Rutherford

Trailblazing Service Mechanics

In our Bremerton, Washington District, half of the service mechanics are women, highlighting how our team is redefining what it means to work in the energy industry.

Rebecca Hardison joined the Company in 2021, inspired by a childhood neighbor who worked as a service mechanic. "It's been challenging and rewarding," she says. "I take pride in the work I do, and the company."

Ashley Rutherford was drawn to hands-on work and the independence it offers. "It hasn't always been easy, but it's incredibly rewarding," she shares. "I genuinely look forward to going to work every day."

These women exemplify the strength, skill, and dedication that drive our mission—and their presence in Bremerton is helping energize the district.

Respect

We are committed to an inclusive environment that respects the differences among, and embraces the strengths of, all employees. Our ability to attract, retain, and engage the best people from a broad range of backgrounds while building a culture where all employees feel valued and contribute their best is essential to our success. Our compliance officers also provide a voice for all employees.

Energize Diversability

In 2024, we implemented a pilot program, "Energize Diversability," which seeks to bring people with disabilities into the workplace through customized employment opportunities. "Energize Diversability" actively promotes the inclusion and empowerment of diverse abilities within our business. This initiative emphasizes the dynamic engagement and enhancement of opportunities for individuals of all abilities, focusing on their potential.

Executive Compensation and Responsible Business Stewardship

To better serve our customers and drive future performance, the Compensation Committee established an operational performance goal of advancing certain responsible business initiatives under the EICP in 2024. The responsible business performance measure is based on the Compensation Committee's assessment of management's progress regarding the following initiatives:

Performance Metric	Initiative
People ***Our Value of Stewardship*** We have a long history of supporting the communities we serve.	Augment Foundation reporting in the Impact Report to sharpen focus of giving in support of our mission. Establish leading methods to track vendor spending consistent with certain Dunn & Bradstreet certification data.
Planet ***Our Value of Excellence*** We are committed to reducing our carbon footprint.	Evaluate and plan implementation of GHG emissions management software in an effort to reduce our carbon footprint.
Principles ***Our Value of Respect*** We are committed to maintaining a respectful workplace.	Enhance and document compliance trainings and outreach to employees to support our culture and advance our compliance programs.

The Compensation Committee determined that we completed each of the responsible business initiatives in 2024, and we leveraged the responsible business results to implement change across our organization to better serve our customers and drive future performance.

From the Ground Up: A Journey of Grit and Growth

Eric Martuscelli's story with the Company is one of perseverance, loyalty, and leadership forged in the field. He began his career with us in 1990 as a temporary laborer in Walla Walla, Washington during the summer months. The work was seasonal and short-term—but Eric kept coming back, proving himself through grit, reliability, and a strong work ethic. By 1992, he had earned a full-time role and progressed through multiple roles in field operations during the decades that followed.

From meter reader to backhoe operator, clerk to coordinator, and general manager to senior director, Eric advanced by learning every aspect of gas utility operations. His leadership took him across the Pacific Northwest, ultimately leading to his current role as Vice President of Field Operations and Customer Experience.

Eric's story is more than a personal achievement—it's a reflection of our values. Eric's example demonstrates what's possible when dedication meets opportunity, and how we develop our future leaders from within our Company. His career is a testament to the importance of understanding the work from the ground up and staying committed to the people and communities we serve.

Total Rewards

Each year, we analyze our employees' compensation to ensure that everyone is paid fairly based on experience, job performance, and internal equity.

Health and Well-Being	Work/Life Balance	Retirement Planning
Medical, dental, and vision plans for employees and dependents	Vacation and sick leave, paid holidays, and parental and adoption leave	401(k) Plan Company-matching contribution of 100% of the first 4% of salary contributed by employees as of January 1, 2025
Employee Assistance Program	On-demand mental health and wellness programs	401(k) Plan Company-paid retirement contribution of 5% of salary
FSA for health care and dependent care and a partial Company-funded HSA for health care	Hybrid work option (depending on position)	401(k) Plan Company-paid profit-sharing contribution if established goals are achieved, up to 3% (for non-managerial employees)
Company-paid mental health and wellness programs for employees and dependents	Paid volunteer leave	
Company-paid basic life insurance and the option for employees to purchase additional insurance for self and spouse	Full-time telecommute programs (approval required)	

Recognition

We encourage employee involvement and development in a variety of areas through special recognition, including:

On a monthly basis, we also recognize employees completing 5-year service increments with a monetary award, a Company-branded clothing allowance, and local recognition. We currently have more than 30 employees with over 40 years of service, including Melvin Maxted, Field Operations Coordinator, Sr. in Sheridan, Wyoming. Melvin celebrated 54 years of service with the Company in July 2025.

Summit Award Honors Workplace Excellence

Rob Lunder, President of Corrosion Services, and Greg Harvey, Manager of Operations, received the Summit Award for our pipeline business. They were recognized for going above and beyond to provide a safe, respectful, and welcoming work environment where employees feel appreciated, valued, and supported in the office.

Recognizing Environmental Stewards: Reducing GHG Emissions

Our Environmental Sustainability Award honors employees who lead impactful initiatives to reduce our environmental footprint. Winners receive a $1,000 personal award and a $1,000 donation to a qualified charity of their choice through the Foundation.

This year, Tim Murray, Jacob Tschida, Jamie Gould, and Dean Daniels—LNG plant operators in our natural gas distribution business—were recognized for their groundbreaking work at the Nampa LNG Plant. The team developed and implemented a methane capture system that prevents GHG emissions from being released into the atmosphere. Their innovation is expected to reduce emissions by capturing the methane and generate revenue through the sale of that captured methane.

Their initiative exemplifies how ingenuity and environmental responsibility go hand in hand to create lasting impact.

Going Beyond the Call

At the Utility Group, "In the Community to Serve," is more than just a motto. It's a call to action for employees like Sage Olson, a district representative in Hettinger, North Dakota.

On a return trip from responding to an after-hours emergency call one winter night, Sage came upon a serious motor vehicle accident. Without hesitation, he stopped and immediately helped the paramedics already on scene. Multiple individuals were trapped in the wreckage, and all available emergency tools were in use. Recognizing the urgency, Sage retrieved a Sawzall from his vehicle and joined the rescue efforts, assisting with the extrications.

His quick thinking and selfless actions likely saved lives.

MDU Resources was proud to recognize Sage with the Hero Award, a symbol of gratitude for employees who go beyond the call of duty to help others.

Enriching the Communities We Serve

We continuously strive to make a positive economic impact in the communities we serve through employee compensation; federal, state, and local taxes; charitable donations; and infrastructure and equipment investments.

Paying It Forward

In 2025, leaders participated in a Pay It Forward initiative—each receiving $100 to make a meaningful impact in their community. The only guideline: use the funds to help someone and then share the story.

The result was a powerful display of compassion and creativity. Leaders supported individuals in need, from helping seniors and grieving friends to recognizing everyday kindness and uplifting young workers. Some extended their impact by involving family members or contributing to collective giving efforts. Others supported education, veterans, and youth programs—each act reflecting our core values of integrity, safety, respect, excellence, and stewardship.

These stories, though diverse, share a common thread: the belief that small gestures can create lasting change. Together, they represent the heart of our leadership and commitment to community.

Honoring Fallen Heroes

Ken Callahan, industrial services manager, played a pivotal role in the creation of a new veterans memorial at Dehler Park in Billings, Montana, unveiled on Veterans Day. As chair of Hoodies for Heroes, Callahan spearheaded fundraising efforts, including securing a $10,000 gold-level sponsorship from the Foundation. The memorial honors 49 Montanans who lost their lives in service since the Vietnam War era. Montana Governor Greg Gianforte and several local leaders joined the dedication ceremony, recognizing the memorial as a lasting tribute to Montana's fallen heroes. Callahan's leadership and collaboration with public and private partners brought the vision to life, exemplifying our commitment to community and service.

Leading with Heart at TROT

Mike Boise, safety manager, began his journey with TROT when his autistic grandson Kaden started therapeutic riding. Inspired by the program's impact, Boise joined their board and later became their president, helping grow TROT from 4 riders to over 200 across four programs. He launched the acclaimed "Horses Helping Heroes" initiative, supporting veterans and first responders with PTSD—ultimately becoming a participant himself. Under Boise's leadership, TROT raised over $250,000, earned multiple nonprofit awards, and became one of the few nationally accredited therapeutic riding centers. Managing five staff and 100 volunteers, Boise credits TROT with making him a stronger leader and person. His efforts, supported by partners like the Foundation, have helped position TROT as one of Washington's most impactful nonprofits.

Environmental Justice

We strive to ensure all stakeholders are afforded the same degree of protection from environmental and health hazards, and have equal opportunity to engage in our projects.

We give consideration and conduct special outreach to stakeholders identified as potentially having reduced accessibility to information about active projects and engagement opportunities because of race, color, national origin, or income. Outreach efforts include identifying stakeholders within project areas and attempting to convey information and receive feedback via a form that best fits those stakeholders' needs, which may include direct mailings, community meetings, trusted partnerships, and face-to-face conversations.

Community Investment

We are proud of our record of supporting qualified organizations that enhance quality of life. Our philanthropic goal is to be a "neighbor of choice." The Foundation has contributed more than $44 million to worthwhile organizations since its inception in 1983.

In addition to Foundation donations, we contribute directly to charitable organizations through various financial donations and in-kind contributions. We also provide every employee with eight hours of paid volunteer leave to support their local communities.

2024 HIGHLIGHTS

5,536
volunteer hours reported by employees

574
organizations supported in 24 states

$77,250
donated as match for volunteer hours

$1.76 MILLION
Total given to strengthen the communities we serve

CORPORATE PHILANTHROPY

CIVIC AND COMMUNITY
Strengthening communities - improving lives. These are the goals of the Foundation, as it funds programs that create opportunities and meet the needs of communities across the country.

EDUCATION
Given the importance of education in building strong individuals, families, and communities, the Foundation supports private secondary and higher education institutions, education development foundations, economic education programs, and scholarships.

HEALTH AND HUMAN SERVICES
Recognizing the critical role of quality and accessible health care and human services, the Foundation supports national and local health and human services agencies, hospitals, youth agencies, and senior citizen organizations.

CULTURE AND ARTS
The Foundation has a longstanding interest in culture and the arts and seeks to promote positive youth development funding art funds and councils, museums, theaters, libraries, and cultural centers.

ENVIRONMENT
The Foundation funds organizations that promote the sustainable use of resources without compromising the ability of future generations to meet their own needs. We strive to be good stewards in the communities we serve.

College Baseball and Softball Teams Get An Assist from WBI Energy

The baseball and softball fields at Dawson Community College in Glendive, Montana, are now home to new scoreboards with the help of our pipeline business.

We provided use of our equipment, and members of our Glendive-based construction crew helped the college's facilities team install the scoreboards. The employees who helped with this community support effort included Eli Bachmeier, pipeline operator; Shaun Williamson, working foreman; Nathan Rosaaen, pipeline operator; Jeremy Albright, pipeline operator; and Preston Salisbury, senior construction supervisor.

According to the college, the scoreboard is a major upgrade. "It's pretty exciting to get these up," shared Dawson Athletic Director Joe Peterson. "We are grateful to our sponsors who made this possible and to our DCC Facilities crew and WBI Energy for all of their hard work. Baseball and softball are very important to our school. They provide competitive teams every year and great entertainment for our campus and our community. These scoreboards will make an even better experience for our spectators."

Customer Service

Our Utility Group businesses consistently score in the top tier of J.D. Power customer satisfaction rankings, reflecting our relentless pursuit of customer service excellence. Our successful relationships with customers require that we provide quality services competently and efficiently and treat customers with courtesy. We make many commitments to customers about the safety, availability, quality, and affordability of our services. All of us are expected to promote these priorities, including maintaining open communication with customers and responding promptly to inquiries, requests, and complaints.

In the J.D. Power 2024 Gas Utility Residential Customer Satisfaction Study, we earned the 1st and 2nd highest scores among midsize natural gas utilities in the West Region. The study surveys customer satisfaction across six factors: safety and reliability, billing and payment, price, corporate citizenship, communications, and customer care.

Safety

Throughout our history, employee welfare has been paramount, with safety being at the center of our culture. From our early energy construction projects to the wind turbines of today, we have upheld the American spirit of hard work while protecting the well-being of our people.

We adhere to seven key safety principles:

1. Management must demonstrate leadership in preventing injuries by providing a safe work environment, adequate resources, and appropriate follow-up on any unsafe conditions or actions.
2. All injuries can be prevented.
3. Training employees to work safely is essential.
4. Working safely is a condition of employment for all employees.
5. All employees are responsible for recognizing safety hazards and promptly reporting injuries and near misses.
6. All operating exposures can be safeguarded or controlled.
7. Preventing personal injuries and property damage is good business. We have a goal of zero workplace injuries.

Our employee-related safety results are:

RIR	2024	2023	2022
Utility Business	1.76	1.79	3.09
Pipeline Business	1.25	1.94	1.30

DART	2024	2023	2022
Utility Business	1.06	1.26	1.84
Pipeline Business	.31	1.30	0.33

Our Board reviews our safety metrics, and receives a safety presentation from management at every quarterly meeting, as well as monthly safety metric reports.

VIMOCITY

We implemented a new online program in 2024 to prevent occupational injuries for all of our employees in the Utility Group and corporate office. The program, Vimocity, is a leading online workforce readiness platform designed specifically for utility companies to reduce injuries, prevent serious incidents, and elevate team performance across both field and office-based workgroups. The program also provides safety leaders with tools and real-time insights to recognize risks and implement solutions faster.

Energy Democracy

Our commitment to energy affordability shines through our partnerships with communities. We partner with local community action agencies to provide low-income assistance for utility customers across our service territories.

We promote efficient and sustainable use of natural gas for residential, commercial, industrial, and low-income customers in multiple ways, including:

- In Oregon, rebate programs are available for energy-efficiency upgrades and weatherization through the Energy Trust of Oregon. Weatherization services are also offered in partnership with Community Action agencies and community-based organizations.
- In Washington, rebates are available to customers through the long-standing Conservation Incentive Program, which encourages customers to install high-efficiency appliances and use efficiency measures. We present our proposed program as part of our biennial conservation plan to the WUTC, with results of the program reported.
- We are a member of the Northwest Energy Efficiency Alliance Natural Gas Market Transformation Collaborative, which is focused on advancing development and market adoption of energy-efficient natural gas products, practices, and services in the Pacific Northwest.
- The Cascade Arrearage Relief and Energy Savings program in Washington is designed to help customers who need assistance paying their natural gas bill. The program gives Washington customers energy savings through a monthly discount on their natural gas bill to provide affordable bills year-round. Customers with past-due balances who participate in this program may also receive a grant of up to $500 to reduce or eliminate those balances.
- In Idaho, we offer rebates for installing high-efficiency natural gas appliances and new homes constructed with energy efficient designs. This program offers commercial customers ways to implement high-efficient options in their business.
- We are a member of the GTI Energy Limited, which tests and demonstrates safe, energy-efficient, environmentally friendly, and cost-effective technologies to benefit gas customers.
- We are a member of the Low-Carbon Resources Initiative to support the accelerated development and use of low-carbon energy technologies. This initiative targets advancements in low-carbon electric generation technologies and low-carbon energy carriers, such as hydrogen, ammonia, synthetic fuels, and biofuels.
- Natural Gas Energy Efficiency rebates are available in Montana and South Dakota for customers who install high efficiency natural gas equipment.
- Electric Energy Efficiency rebates are available in Montana for programs that promote the installation of energy-efficient electric equipment.
- Commercial demand response programs are available in our electric service areas in Montana, North Dakota, and South Dakota. These programs include interruptible electric rates and an electric Demand Response Resources program in which customers can enroll to reduce electric demand when needed.
- Minnesota offers energy efficiency programs through a long-standing natural gas conservation incentive program that promotes the installation of high efficiency natural gas equipment and end uses.
- We partner with local organizations and community action agencies to administer programs that support and encourage energy efficiency, and energy savings for low-income households.

Planet

As members of the global community, we are responsible for preserving natural resources for future generations.

We are committed to advancing sustainability and reducing the environmental impacts of our operations across our value chain through:

- Energy conservation and climate stewardship
- Reducing waste and encouraging a circular economy
- Water stewardship

Advancing Solutions for a Cleaner Energy Future

As a good corporate citizen, we are responsible for preserving our planet to sustain its resources for future generations. To this end, we are committed to driving sustainability efforts and reducing the environmental impacts of our operations across our value chain through:

- increasing energy efficiency across our operations, infrastructure, and customer base through climate stewardship and decarbonization strategies;
- reducing waste and promoting circular economy principles by reusing materials, recycling, and optimizing resource use; and
- maximizing water resources and protecting the ecosystem through efforts to protect wildlife.

Our pledge to operate in an environmentally responsible manner is at the forefront of our business efforts by:

- exploring and implementing practices to reduce environmental impacts and operate with the goal of surpassing compliance with environmental regulations; and
- supporting an affordable transition to a low-carbon economy, while maintaining the safety, reliability, and resiliency of our delivery systems.

This foundation allows us to operate responsibly and contribute to a cleaner energy future—one that simultaneously benefits all stakeholders.

Energy Conservation and Climate Stewardship

We are committed to doing our part to help support a more sustainable, low-carbon future, which includes supporting energy conservation and environmental responsibility. Natural gas will remain a foundational fuel in the effort to build a cleaner energy future, and drive critical energy services that are vital to daily life and our nation's economy. Ongoing TCFD analysis enhances our identification of climate-related risks and opportunities over the short, medium, and long term.

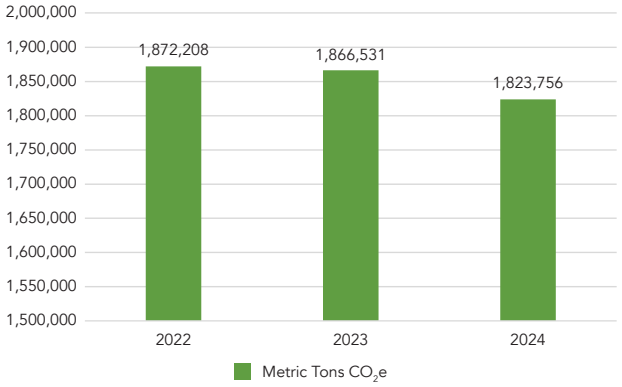
Understanding and Reducing Our Emissions

We calculate and report emissions from infrastructure and operations across our Company, including carbon dioxide, methane, and nitrous oxide from combustion of fossil fuels in buildings and operations; fugitive, planned, and unplanned methane releases from transmission and distribution system infrastructure; fugitive sulfur hexafluoride releases from our electric transmission; and generation substation electric circuit breaker management and maintenance.

We report both Scope 1 and Scope 2 emissions:

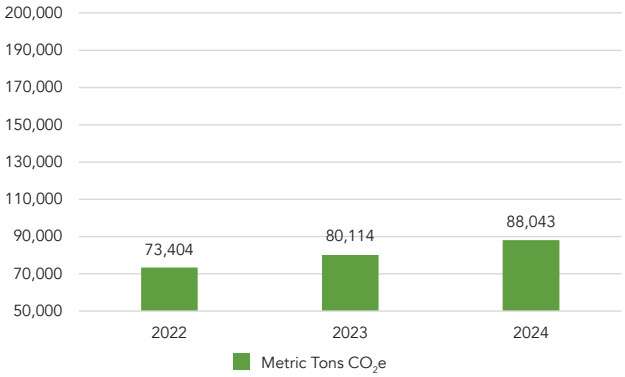
Scope 1

Direct GHG emissions from sources owned or controlled by the Company. These include, but are not limited to, fossil fuel combustion at electric generation facilities, natural gas compressor stations, and the operation of company-owned fleet vehicles and equipment.



Scope 2

Indirect GHG emissions resulting from the consumption and delivery of purchased energy. This includes electricity we purchase from third parties and use in our operations or deliver to our customers, as well as any line loss associated with purchased electricity we deliver to customers.



Reported emissions and projected reductions are based on emission factors and global warming potentials that are subject to change as a result of updated protocols, studies, calculation methodologies, application of direct measurements, and other factors.

Scope 2 emissions increases are due to increases in market purchases for electric customers.

We continue to make progress toward our goals in reducing our GHG emissions.

Emission Reduction Goals

We have established three emission reduction goals: (1) reduce our owned and co-owned resources' electric GHG emissions intensity by 45% compared to 2005 levels by 2030; (2) reduce our natural gas utility business' fugitive, planned, and unplanned methane releases by 30% compared to 2022 levels by 2035; and (3) reduce our pipeline business' methane emissions intensity by 25% compared to 2020 rates by 2030.

Electric

We have made significant progress on our goal to reduce our electric generation GHG emissions intensity by 45% from 2005 levels. As our renewable generation capacity has increased and aging coal-fired electric generating units have been retired, the carbon dioxide emissions intensity of our generating fleet—meaning the carbon dioxide emissions per MWH of electricity production—has been reduced by approximately 38% since 2005. We have installed over 200 MW of wind generation since 2007 and 195 MW of new natural gas-fired peaking capacity since 2014, and we no longer wholly-own any coal-fired electric generating facilities.

We contract for capacity from others and purchase energy to deliver to our customers through electric markets, including MISO, of which we are a member. MISO provides wholesale energy, ancillary services, and capacity markets for our interconnected system. The GHG intensity of the MISO market-purchased electricity that we deliver to our customers has also significantly reduced over time. In 2024, market electricity purchases

were approximately 61% of our electric customers' energy needs for our integrated system, and over the past 10 years our electric markets where we purchase electricity have seen a reduction in CO_2e emissions intensity of between 33% and 41%.

As a member of MISO, our electric utility business benefits from regional transmission planning that incorporates opportunities for additional lower-carbon generation. We also expect to partially rely on the broader electric grid to help meet our customers' peak energy needs. With MISO's LRTP initiative that is looking at a variety of scenarios to determine investments needed for the future electric grid to support state and corporate decarbonization goals, we expect to see a complimentary reduction of our purchased electricity emissions intensity.

MISO's LRTP initiative estimates significant transmission upgrade costs to decarbonize the MISO footprint, and it is implementing investments over four planning tranches. In July 2022, a $10.3 billion Tranche 1 portfolio of 18 transmission upgrades was approved for the MISO North and Central regions. Most of the projects are anticipated to be in service between 2028 and 2030. We are partnering with OtterTail Power Company to construct the Jamestown to Ellendale 345kV transmission project as part of Tranche 1.

Climate Scenario Analysis

We continually review the energy needs of our customers and the diversity of our generation fleet. In 2021, we completed a climate scenario analysis in alignment with TCFD guidance. The results of this study are used to analyze potential pathways to reduce the carbon emissions from our electric generation resources.

Natural Gas

Our natural gas distribution business is committed to reducing its fugitive, planned, and unplanned methane releases from our national gas distribution system by 30% compared to 2022 levels by 2035. To meet this goal, we have implemented the following investments:

- We conduct a comprehensive evaluation when a pipeline is taken out of service to minimize emission releases from line purges and blowdowns.
- All identified leaks, including non-hazardous leaks, must be fixed within a specified time frame once they are discovered.
- Picarro's AMLD technology gives our leak surveyors an additional tool to locate leaks, determine and prioritize sensitive areas, and expedite resources to repair leaks in a timely manner.
- Our system integrity program identifies and prioritizes pipeline areas with an increased risk of failure due to age or vintage materials. We replace these older pipelines with pipelines made of newer materials, such as steel and polyethylene. Approximately 50 miles of main and 2,800 service lines are replaced on an annual basis. Only protected steel and plastic is utilized in our system.

Our electric utility business' territory spans a region with abundant wind resources, which can make wind generation cost-competitive with conventional fossil-fired generation on a dollar-per-MWH basis. Because wind does not always blow, it is not possible to meet peak demand requirements solely with these intermittent renewable resources. Natural gas will remain a foundational fuel in the effort to build a cleaner energy future. Further long-term emissions reduction goals will require implementing a combination of generation types, advancements in generation technology resources, and transmission infrastructure buildout to ensure customers continue to receive affordable, reliable, and resilient service.

- We are implementing GTI Energy's Project Veritas in combination with Picarro's AMLD technology to create a measurement informed baseline to enhance our ability to accurately track our progress towards our methane reduction goals.
- We continue to collaborate with members of the ONE Future Coalition, AGA, and other trade associations concerning emission measurement and reduction methodologies.

Through our damage prevention program, we work with the public to offer education for calling 811 before digging and tips to safely excavate around natural gas pipelines.

811 SAFETY IS IN YOUR HANDS. EVERY DIG. EVERY TIME.

Pipeline

Our pipeline business is making steady progress towards meetings its methane emission intensity reduction goal. Our short-term strategy to manage Scope 1 emissions is to frequently monitor potential sources of emissions at compressor stations, use existing systems to track sources of methane emissions, and establish timeframes for implementing corrective actions to decrease methane emissions.

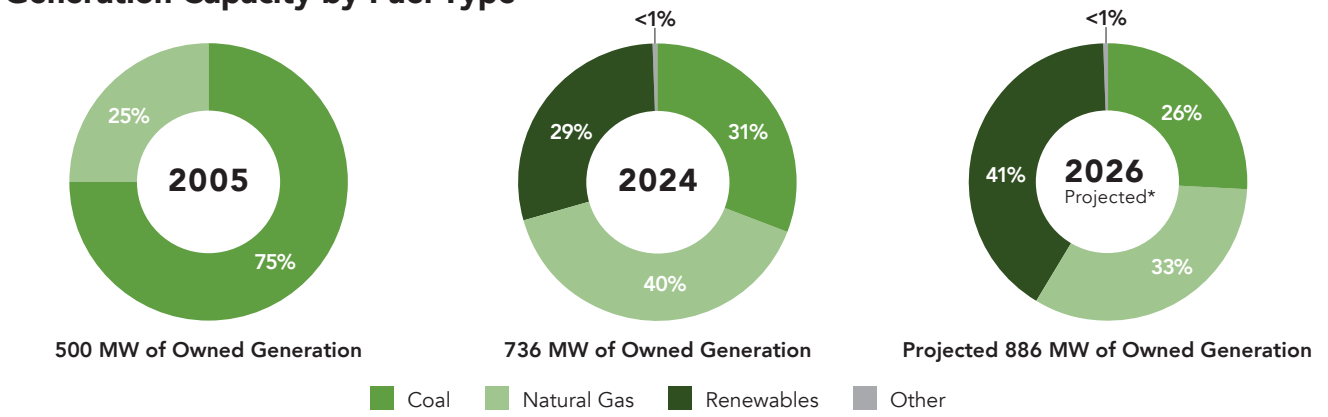
We execute on this strategy by establishing a robust monitoring and repair program. In-house personnel knowledgeable in facility operations conduct emissions monitoring and measure data at compressor stations. All compressor stations are monitored for fugitive emissions sources, and when sources of fugitive methane emissions are found, they are addressed immediately. These efforts significantly reduced fugitive emissions from sources of methane emissions at compressor stations. Equipment leaks have been reduced by 55% since the 2020 baseline, and transmission storage tank emissions have reduced by 70% since 2020.

Long-term, our pipeline business plans to continue building on its monitoring and repair program to further evaluate opportunities to reduce methane emissions. In 2025, we plan to institute an environmental data management system to get faster insight into emissions sources and trend data to identify areas of additional emissions reductions. Operations teams will continue to evaluate evolving methane reduction technologies to identify further opportunities for emissions reductions and define further reduction goals.

Reduced Emissions Resource Mix

We do not operate any wholly-owned coal-fired electric generating facilities, and we have steadily increased our renewable energy generation year-over-year. Our current renewable generation capacity is 29%, and we are excited about our next potential wind farm purchase. In November 2024, we entered into a 20-year 150 MW power purchase agreement with Badger Wind, LLC for the output from a new wind project located near Wishek, North Dakota. In February 2025, we exercised our purchase option under the power purchase agreement to acquire a 49% (122.5 MW) ownership interest in the project at its commercial operation date, contingent upon NDPSC approval of our ADP. The project will help us achieve our 2030 emissions intensity goal.

Generation Capacity by Fuel Type



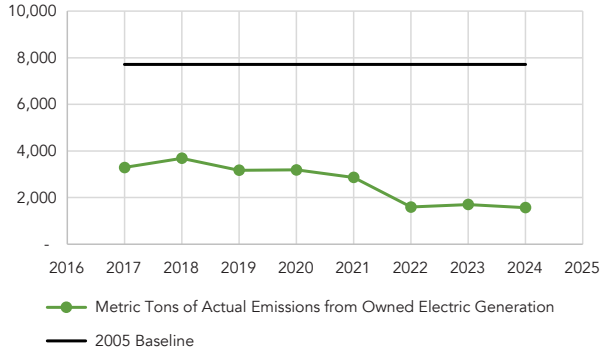
*Includes 150 MW of direct purchase/owned projected Badger Wind Project.

MDU RESOURCES GROUP, INC.

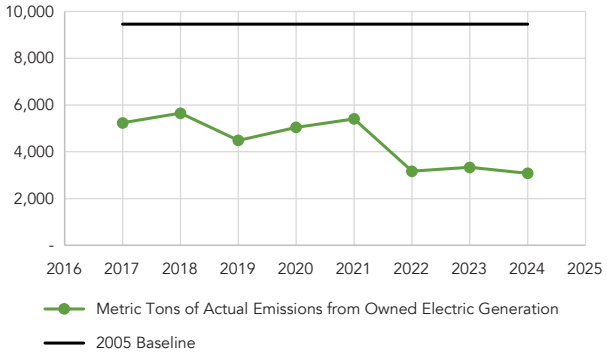
Reducing Nitrogen Oxide and Sulfur Dioxide Emissions

We have dramatically reduced our nitrogen oxide (NOx) and sulfur dioxide (SO_2) emissions from our coal-fired electric generation by nearly 74% since 2005 through retiring plants, installing advanced pollution control equipment, and investing in alternative energy generation facilities.

Nitrogen Oxide



Sulfur Dioxide



Renewable Investments

The following renewable energy projects are instrumental in our reduction of nitrogen oxide, sulfur dioxide, and GHG emissions:

- 7.5-megawatt heat recovery facility near Glen Ullin, North Dakota, that reuses heat in a closed-loop system to drive the generating facility, uses exhaust gas as the primary heat source, and does not use additional fossil fuel.
- 205 MW of installed wind generation capacity at three locations:
  - 155.5 MW Thunder Spirit Wind farm near Hettinger, North Dakota.
  - 30 MW Diamond Willow Wind farm near Baker, Montana.
  - 19.5 MW Cedar Hills Wind farm near Rhame, North Dakota.
- Lower emitting generation facilities:
  - Two 88 MW simple-cycle, natural gas-fired combustion turbine peaking units at the Heskett Station site in Mandan, North Dakota.
- Projected 122.5 MW Badger Wind farm ownership plus an additional 27.5 MW Badger Wind power purchase agreement, near Wishek, North Dakota, pending NDPSC approval of our ADP.

Clean Technology

Our electric utility business recently installed advanced conductors as part of a transmission system capacity increase required by a MISO generator interconnection.

We selected TS Conductor for its replacement conductor. This product has a carbon fiber core that makes it nearly 80% lighter than standard conductors. We were the first company in North America to install TS Conductor. Installing TS Conductor required no transmission structure replacements while doubling the transmission line capacity. Under a traditional approach, we would have had to replace 90% of our transmission structures to achieve the required capacity upgrade.

Smart Grid Grant Application

Our electric utility business applied for Smart Grid Grant funding from the DOE under the GRIP program. Funds will be used for a planned transmission line rebuild project between Hettinger and Elgin, North Dakota. We were notified in late 2024 that the project had been selected for funding by the DOE Grid Deployment Office. The North Dakota Industrial Commission approved funding for part of the project, and contract negotiations are continuing. The in-service date for the project is projected to be mid-2029.

The project will include rebuilding the transmission line with carbon fiber-core conductor, advanced protection and control systems, and a dynamic line rating system. Dynamic line rating systems automate the process of determining transmission line capacity by monitoring weather conditions and adjusting line capacity in real time.

Carbon Sequestration

We contribute to carbon sequestration research through key partnerships and initiatives:

- **Plains CO_2 Reduction Partnership**. Since 2003, we have collaborated with the Energy and Environmental Research Center to research CO_2 capture technologies and identify optimum locations for geologic sequestration. In 2019, the partnership began its fourth phase, incorporating capture technology development into the program.
- **Technical and Environmental Workgroups**. We engage in industry workgroups, focusing on CO_2-related issues, such as lignite gasification, CCUS technologies, and beneficial CO_2 uses.

These efforts help pave the way for a more sustainable future.

Coal Combustion Residuals Management

We strive to meet or exceed all coal combustion residual rule requirements for our former coal-fired electric generating facilities and co-owned facilities. Several projects have been completed at these facilities to properly manage coal combustion residuals. These projects include pond and landfill closures, temporary storage pad closures, a pond retrofit, and bottom ash handling system retrofits.

Hazardous Waste Reduction

We maintain waste management programs with the intent to minimize waste, properly characterize waste streams, and recycle waste streams. Our operations produce very small quantities of hazardous waste. We continuously strive to exceed the requirements under the U.S. Resource Conservation and Recovery Act.

PCB Elimination

We handle PCBs from our electric operations in accordance with federal requirements. Our practice is to proactively identify and eliminate PCBs from our electric transmission and distribution system equipment.

Our pipeline business has made significant investments to locate and remove sources of PCB contamination from the transmission pipeline system. Today, when pipeline facilities are removed from service or abandoned, all facilities are tested and managed in accordance with all federal requirements.

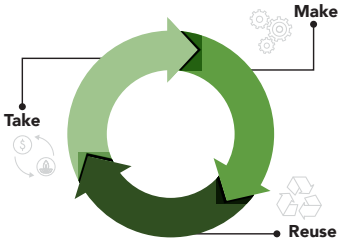
Water Stewardship

Our electric utility's facilities rely on water for various essential processes. Large amounts of water may be circulated continuously, such as in a steam turbine condensing process to generate electricity at a coal-fired unit. Other processes may consume smaller amounts of water and on an intermittent basis, such as power augmentation at a peaking combustion unit, boiler makeup and air pollution controls at a coal-fired unit, and fire protection systems. Some processes require the use of rural and municipal water, while other processes involve drawing water directly from natural bodies of water. When directly drawn from a natural water body, the utilized water is only returned in accordance with discharge permit requirements.

Water withdrawals declined significantly with the closures of our wholly-owned coal facilities. Comparing 2024 to the baseline year of 2005:

- 47.8% decrease in consumptive water withdrawals, from 1,030 million gallons to 538 million gallons.
- 99.9% decrease in non-consumptive water withdrawals, from 29,993 million gallons to 24 million gallons.

Reducing Waste and Encouraging a Circular Economy



We reduce waste, encouraging a circular economy through the use, reuse, and recycling of resources across our businesses. We have processes to refurbish and reuse certain meters and other materials, and work with local governments to provide RNG to customers. In our offices, we promote recycling, using paperless workflows, and digital documentation. We also have programs to assist our customers with energy-efficient equipment upgrades in our service areas.

Energy Audits

Our natural gas distribution business began offering energy audits to large customers in Washington and Oregon in 2023 to help reduce emissions:

- Technicians collect usage data and facility history and perform an onsite walkthrough and inspection.
- Customers receive a customized summary of opportunities for improvement, including suggestions, such as replacing natural gas equipment with higher-efficiency models.
- We continue to explore project implementation strategies with our large customers.

Energy Efficiency and Conservation

We encourage energy efficiency and conservation by our residential and commercial electric customers through various customer programs. In 2024, our customers saved approximately 326,204 KW hour through electric efficiency programs. That's equivalent to a reduction of 255 metric tons of CO_2.

We operate residential and commercial incentive programs in Montana that promote energy-efficient electric equipment installation, and commercial demand-response programs in Montana, North Dakota, and South Dakota.

We completed an LED conversion program for Company-owned public street lighting and private lighting services throughout our service territory to reduce energy usage and, thus, reduce emissions.

Dual Fuel Hybrid Heat Pump Pilot Project

In Bend, Oregon, our natural gas distribution business is leading a forward-thinking pilot program through its Dual Fuel Hybrid Heat Pump Pilot Project, scheduled to run from April 2025 through December 2026. Developed in partnership with GTI Energy, the project aims to demonstrate how hybrid systems—combining natural gas furnaces with high-efficiency electric heat pumps and advanced controls—can reduce GHG emissions, lower natural gas usage, and cut energy costs for customers.

The project will replace air conditioning units with an efficient heat pump and advanced control technologies in select residential homes with existing gas furnaces. These homes will be grouped into three configurations to test different system designs, with an emphasis on performance, reliability, and customer satisfaction. The pilot includes low-income participants to assess equity in outcomes.

Through detailed measurement, field data, and modeling, this pilot will explore how hybrid systems can serve as a demand-side management tool or even a non-pipe alternative to costly infrastructure upgrades. This pilot has strong support from community stakeholders and is designed to assist both policy and future resource planning. If successful, this pilot could lay the foundation for additional decarbonization across our service territory in the Pacific Northwest.

Renewable Natural Gas

RNG is biogas that is produced from non-geologic sources, converted to biomethane by removing contaminants and increasing the heating value, and processed to meet natural gas pipeline quality standards. RNG comes from a variety of sources, including:

- municipal solid waste landfills and wastewater treatment plants;
- livestock farms;
- food production facilities; and
- organic waste management operations.

RNG benefits our grid and economy. When substituted for traditionally-sourced natural gas, RNG development has the potential to reduce carbon impacts by capturing and refining naturally occurring methane from landfills, dairies, and wastewater plants that would otherwise be vented into the atmosphere.

Oregon and Washington have enacted policies allowing natural gas distribution utilities to supply RNG to customers, with carbon reduction programs under which RNG will be a key component for compliance. Our natural gas distribution business in those states is committed to developing RNG programs for its customers under these policies, rules, and laws. We are also committed to exploring opportunities to help individuals and communities to meet their GHG reduction goals through RNG.

In addition, in Washington, our natural gas distribution business partnered with Pine Creek RNG and Lamb Weston to achieve a significant environmental milestone in 2024 by launching the first projects to inject RNG into our distribution system from the Horn Rapids Landfill and Lamb Weston's agricultural biogas recovery system in Richland, Washington. This project reduces the need for traditional natural gas and repurposes previously flared gas, contributing to environmental sustainability. The landfill and agricultural biogas recovery system produced more than 250,000 dekatherms of RNG annually, which is equivalent to the natural gas used by approximately 3,900 homes each year.

We also plan to inject RNG into our natural gas system in Pasco, Washington in connection with a project placed into service in 2025. The project produces RNG from food-processing wastewater at the City of Pasco's Process Water Reuse Facility. The facility treats wastewater from several industrial food processors. We built a pipeline and interconnection facilities to inject the RNG directly into the City of Pasco's distribution system. The project is expected to produce more than 340,000 dekatherms of RNG annually, which is equivalent to the natural gas used by approximately 5,200 homes each year.

Other RNG facilities that are operational or in progress include:

- A long-term agreement to build an RNG production facility at Deschutes County's Knott Landfill. We plan to produce RNG from the landfill to inject into its distribution system in Bend, Oregon.
- A partnership with Divert Inc., which specializes in handling industrial waste, to site an RNG facility in Longview, Washington. Divert Inc. will aggregate food waste from chain groceries and process it into RNG. We are constructing the pipeline and interconnection facilities to inject RNG into its Longview distribution system.
- In Idaho, we added RNG from four dairy digesters that began operations in 2019. As of December 31, 2024, we received more than 2.8 million dekatherms of RNG from the digesters. An additional dairy digester project, which will inject excess RNG into a transmission pipeline owned by Williams Companies, is projected to be online in 2026.
- The Billings Regional Landfill in Montana, which has cumulatively produced approximately 1,732,652 dekatherms of RNG as of December 31, 2024.

Hydrogen Blending

Hydrogen may be a future option to help meet the dual goals of decarbonizing energy pipelines while maintaining the benefits of reliability and resiliency provided by natural gas distribution systems. Hydrogen blending is proven to be a safe and reliable option in specific applications and a replacement option to natural gas. Currently, hydrogen is cost prohibitive relative to other RNG options for gas system decarbonization, but may become more cost effective as the technology is further developed.

Our supply modeling for customers in our 2025 Idaho, Oregon, and Washington IRPs considers the potential of blending hydrogen with traditional natural gas and RNG. We are evaluating hydrogen projects with developers and customers, exploring how we can support technology development, and participate in pilot projects.

ONE Future Coalition

We are an active member of ONE Future Coalition, a group of dozens of natural gas companies that seek to voluntarily reduce methane emissions across the natural gas value chain. The group comprises some of the largest U.S. natural gas distribution production, gathering and boosting, processing, transmission and storage, and distribution companies.

Equipment Replacements

We have completed various operational and infrastructure changes to lower methane emissions. We're focused on replacing older pipelines with pipelines made of newer materials, such as polyethylene. Our utility companies have no unprotected steel pipeline and no leak-prone cast iron pipe in their systems.

Our pipeline business continually evaluates the efficiency and effectiveness of its operating facilities, and proactively replaces existing facilities with newer, fuel-efficient, and lower-emitting equipment. Since 2011, 23 legacy natural gas-fired compressor engines have been replaced with new equipment subject to more stringent emissions standards and control requirements. These projects have reduced the amount of potential natural gas consumed by more than 250 million cubic feet per year.

When designing and building new facilities, we install electric compression where feasible. Since 2017, we have installed electric-driven compression at three compressor stations, saving approximately 667 million cubic feet per year of natural gas from being burned as compressor fuel.

Our efforts to replace legacy facilities with lower-emitting equipment, and install electric-driven compression where feasible at new facilities has resulted in CO_2 equivalent reductions and savings of approximately 13,650 and 36,000 metric tons at legacy and new facilities, respectively. These projects also reduced nitrogen oxide emissions by more than 1,876 tons per year.

Leak Detection

In 2024, our natural gas distribution business implemented Picarro's AMLD technology in Washington and North Dakota as part of our broader commitment to environmental responsibility and leak mitigation. This initiative supports our long-term goals to reduce GHG emissions, enhance data accuracy, and improve infrastructure integrity. In Washington, AMLD is being conducted to proactively identify and further mitigate methane leak reductions within our natural gas distribution system. The use of AMLD technology not only enables more effective emissions reductions, but also improves our ability to accurately quantify and report our GHG emissions.

In Washington, we determined the preliminary emissions factor using actual data. The forecasted emissions value of the area-based quantification method is systematically less than the emissions estimate of the GHGI and NGSI inventory methods.

In North Dakota, a PHMSA compliance-focused survey is underway to strengthen our leak detection capabilities and ensure alignment with PHMSA standards. No leaks were found by Picarro for emissions reductions in this region.

Damage Prevention

We have spearheaded a comprehensive approach to distribution pipeline damage prevention focused on outreach initiatives aimed at reducing excavation damage and methane releases. By enhancing direct engagement with contractors and excavators through field interactions, meetings, and training events, we've experienced a significant decline in excavation damage incidents and an increase in line location requests on our systems.

We conduct thorough investigations into pipeline damages, collecting crucial information to analyze trends and mitigate risks on a quarterly basis. Outreach efforts include:

- multifaceted educational campaigns designed to promote safe excavation practices;
- direct mailers;
- public event participation; and
- active participation in 811, Common Ground Alliance.

Environmental Protection

Plans and procedures for environmental compliance have been developed for ongoing operations at the pipeline business' facilities. These plans focus on spill prevention, GHG management, air quality compliance, and waste management activities. We have developed a robust environmental compliance monitoring and tracking program for operating facilities using an asset management system. We use this system to track and schedule environmental inspections at company facilities; document corrective actions; collect environmental data for air quality compliance and reporting; track and schedule emissions testing; track waste generation; and document disposal activities. Environmental procedures and practices for active operations are built into each task tracked in the system.

Pipeline construction and operations are conducted in accordance with our environmental policies and procedures, the FERC Upland Erosion Control, Revegetation and Maintenance Plan, and the Wetland and Waterbody Construction and Mitigation Procedures. Further, our procedures define requirements for spill prevention and countermeasure, dust control, water uptake and discharges, and waste management from construction and maintenance.

Our pipeline business also recognizes the importance of protecting environmental resources when developing, expanding, or replacing our pipeline system. When identifying routes for pipeline rights-of-way, extensive studies are conducted relating to cultural resources, wetlands and water bodies, endangered species, and other sensitive resources. During this process, we route lines, to the extent possible, to avoid sensitive environmental resources. When sensitive resources are crossed by a pipeline or exist adjacent to a construction corridor, we work closely with subject matter experts and resource management agencies to develop plans to reduce or mitigate impacts.

Third-party environmental inspectors closely monitor our construction activities to ensure adequate protection of resources. Our work adheres to applicable regulations and permits as well as our project-specific plans for dust mitigation, protection of unanticipated cultural resource discoveries, and spill prevention and noxious weed management.

We recognize that the land crossed by our pipeline system often belongs to other stakeholders, such as privately-held or public lands, and it is critical to return construction workspaces to their original condition or better. We work closely with landowners and land managing agencies to reclaim pipeline rights-of-way and continuously monitor reclamation activities until they are complete.

Biodiversity: Protecting Wildlife

We believe in delivering energy with care—for our customers and the planet. Since 2012, we've been a proud member of the APLIC, a national collaboration of more than 70 utilities, wildlife agencies, and research institutions. Together, we're focused on reducing bird interactions with power lines and ensuring that wildlife and electricity can safely coexist.

Through our involvement with APLIC, we've implemented best practices to help prevent bird collisions and electrocutions across our electric distribution and transmission systems. These standards are especially important in the rural areas we serve across Montana, North Dakota, South Dakota, and Wyoming, where power lines often share space with avian wildlife habitats.

We elevated this commitment in 2025 by launching a focused study on eagle activity in our service area. Our goal is to identify sections of our power lines that overlap with eagle habitats—particularly in areas that may also face higher wildfire risk. This work helps us identify where eagles are more likely to interact with our infrastructure and enables us to make thoughtful decisions about system upgrades or modifications that improve safety for both wildlife and our communities.

Looking ahead, we plan to overlay our eagle study with wildfire risk assessments to guide future enhancements. This is one more way we're working to deliver reliable, responsible energy while protecting the landscapes and habitat around us.

Electric System Resiliency

Our efforts to maintain the safety and reliability of our electric system are guided by National Electrical Safety Code, OSHA, and other state and federal standards. We also have numerous ongoing internal processes in place to reduce operational, reliability, and safety risks, including inspection programs for structures and facilities, tree trimming, line patrols, and engineering reviews. In 2024, we bolstered our processes and practices in several areas to further mitigate safety and reliability risks, including:

System monitoring

- installing a distribution management system to improve safety and operational management of our electric distribution system; and
- expanding our existing System Operations staff responsible for electric distribution system monitoring and dispatch.

Inspections

- implementing a premise inspection program to help mitigate safety and reliability risks at our customer service locations;
- scheduling patrols of overhead power lines; and
- developing and implementing pole inspection, testing, and maintenance procedures.

Compliance

- expanding rural construction compliance standards for avian and overall wildlife protection; and
- expanding our wildfire risk mitigation plan to include detailed area risk mapping to direct future risk reduction projects and daily operational situational awareness response.

Wildfire Mitigation

We maintain certain wildfire mitigation measures, including:

- vegetation management and inspections;
- grid design and system hardening, including the undergrounding of existing overhead distribution lines in high wildfire and grassfire risk areas;
- asset management, inspections, and maintenance;
- situational awareness and forecasting; and
- operational practices and protocols.

Safety Management Systems. We have comprehensive safety management systems that continuously seek to improve operations, prioritizing employee safety, public safety, environmental protection, and operational risk reduction. Our systems use a risk-based, data-driven approach that is applied to all aspects of our natural gas distribution and transmission operations. At our electric utility and natural gas distribution businesses, an operations steering committee ensures we have effective processes in place to implement and maintain a mature safety management system. At our pipeline business, a team of representatives from various work groups reviews operational, safety, and environmental events as defined in the Pipeline Safety Management Systems plan and uses the findings to measure performance and provide guidance for strengthening the overall safety and reliability of our facilities.

Utility Pipeline Management Programs. Our DIMP demonstrates an understanding of the distribution system design and material characteristics, describes the operating conditions and environment, provides maintenance and operating history, identifies existing and potential threats, evaluates and ranks risks, identifies and implements measures to address risks, measures program performance, monitors results, evaluates effectiveness, and periodically assesses and improves the plan.

Our TIMP identifies, prioritizes, assesses, evaluates, repairs, and validates the integrity of transmission pipelines that could, in the event of a leak or failure, affect high-consequence areas.

We use a risk analysis to evaluate the information collected as part of the DIMP and TIMP to find areas of concern and trends. This enables us to quantify the risk associated with each pipeline and identify pipelines that should be addressed.

When replacement locations are identified, projects to address the area are planned and prioritized. This helps ensure the replacement of pipeline segments with an elevated risk. We continuously obtain new information for our DIMP and TIMP risk analysis and PRP through the following methods:

- observing trends and analyzing our DIMP and TIMP annually, including reviewing leak information, failure analysis, and system condition data to identify trends;
- gathering new information related to the physical attributes or operation and maintenance of our systems through normal activities;
- holding subject matter expert panel meetings on a periodic basis;
- updating DIMP and TIMP risk analysis annually, and utilizing the findings to prioritize pipeline replacement projects; and
- assessing, prioritizing, and mitigating system risks.

Pipeline Integrity Management Program. Our PIMP provides guidelines for the continual evaluation of our pipeline system using risk-based criteria to take proactive measures to ensure public safety and protect the environment.

We use a prescriptive-based approach to integrity management to ensure a safe and effective pipeline system. Our PIMP assesses, repairs, and validates the integrity of natural gas transmission lines that, in the event of a leak or failure, could affect areas of the pipeline.

PIMP uses risk-based software to model the pipeline system and predict potential areas of concern. The risk intelligence platform is a data-driven integration and analysis tool that incorporates data from various internal sources to assign risk to all segments of the pipeline system. The risk assessment helps us prioritize replacement and restoration projects.

Additional measures we have taken with PIMP include strength testing, direct assessments, in-line inspections, incorporating thicker-wall pipe into designs, and increased notifications to landowners and affected public when our pipelines traverse densely populated areas.

Contractor Expectations. We strive to ensure safe operations and compliance with OSHA standards by our subcontractors. Our **Vendor Code of Conduct** outlines our expectations of vendors, including ethical business practices, workplace safety, environmental stewardship, and compliance with applicable laws and regulations. Subcontractors are required to (1) annually provide information about their safety programs and recordable and lost-time incidence rates, (2) review our safety policies and training for their personnel, (3) follow the accident prevention and safety programs of our companies, (4) submit a job site safety plan before commencing work on a project, and (5) periodically be evaluated for compliance with safety program expectations. We ensure compliance with these expectations through our operations, qualification, and compliance platform, Energy Worldnet.

Principles

Our values drive all decisions we make. We lead with integrity to strengthen the trust, and earn the respect of our stakeholders.

We consider the following to operate ethically and transparently:

- Responsible business governance framework
- Internal auditing and risk management
- Ethics and compliance
- Data security and privacy
- Political contributions
- Stakeholder engagement
- Public advocacy

We are guided by corporate governance best practices and the highest ethical standards to maintain the trust of our stakeholders. These values have been embedded in our culture since our inception.

Our corporate authority resides in our Board as the representatives of our stockholders. Our Board has adopted corporate governance guidelines, charters for each of its standing committees—Audit, Compensation, and Governance, as well as other policies to lead our governance practices.

Our Board uses its business judgment and due care in its oversight of management to ensure appropriate procedures are in place to identify and mitigate risks. To learn more about our corporate governance practices, policies, and procedures, visit **mdu.com/governance**.

> **It's our responsibility to drive MDU Resources forward with a vision of sustainable value for all our stakeholders. By integrating responsible business practices into our operations, we are paving a way for a more resilient future for all.**

Dennis W. Johnson
Governance Committee Chair

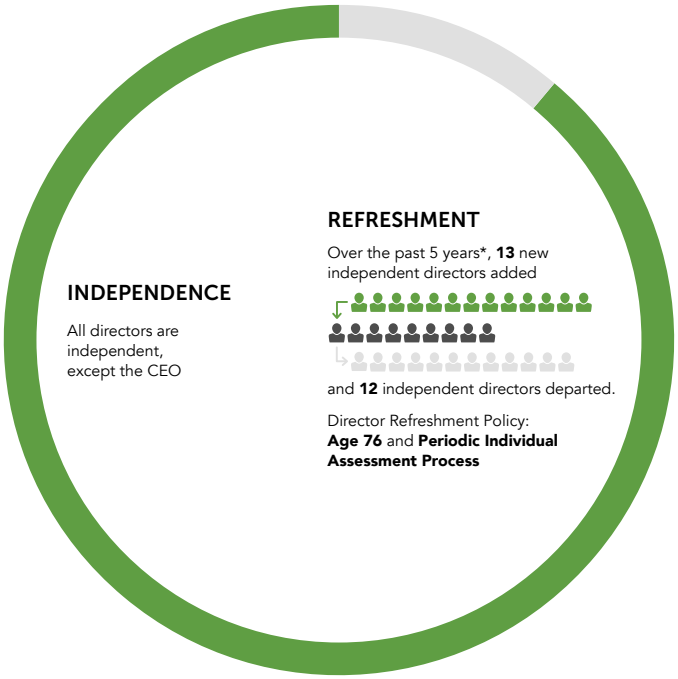
Directors At A Glance

Darrel T. Anderson Ⓐ C G
Chair of the Board
Independent
Former President and Chief Executive Officer of IDACORP, Inc. and Idaho Power Company
Age: 67
Director Since: 2023

Nicole A. Kivisto
President and Chief Executive Officer of MDU Resources Group, Inc.
Age: 52
Director Since: 2024

Vernon A. Dosch A
Independent
Former Chief Executive Officer and President of National Information Solutions Cooperative
Age: 72
Director Since: 2024

Marian M. Durkin G G
Independent
Former Senior Vice President, General Counsel, Corporate Secretary and Chief Compliance Officer of Avista Corporation
Age: 71
Director Since: 2024



INDEPENDENCE
All directors are independent, except the CEO

REFRESHMENT
Over the past 5 years*, **13** new independent directors added

and **12** independent directors departed.

Director Refreshment Policy:
Age 76 and **Periodic Individual Assessment Process**

Priti R. Patel A
Independent
Vice President and Chief Transmission Officer of Great River Energy
Age: 57
Director Since: 2025

Tammy J. Miller A
Independent
Former Lieutenant Governor of North Dakota and former Chief Executive Officer of Border States Industries, Inc.
Age: 65
Director Since: 2025

Charles M. Kelley A
Independent
Former Senior Vice President, Natural Gas Pipelines of ONEOK, Inc.
Age: 66
Director Since: 2025

Dennis W. Johnson C G
Independent
President and Chief Executive Officer of TMI Group, Inc.
Age: 76
Director Since: 2001

Douglas W. Jaeger Ⓐ G
Independent
President and Chief Executive Officer of Ulteig, Inc.
Age: 58
Director Since: 2024

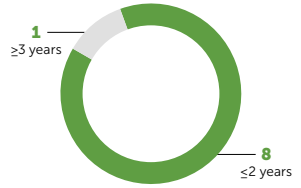
COMMITTEES

A Audit **C** Compensation **G** Governance ● Committee Chair ○ Ex Officio Member

* Measured between January 1, 2020 and August 15, 2025.

TENURE

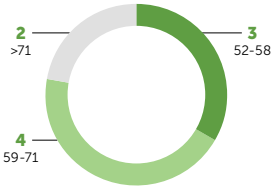
1 Year Median



Continual Board refreshment ensures we transition knowledge and experience from longer-serving directors to those newer to our Board.

AGE

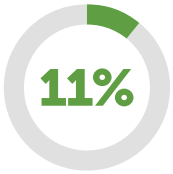
65 Years Mean



DIVERSITY

Our directors represent a diverse range of backgrounds—in terms of gender, age, ethnicity, skills, and business and board experience—with an equally diverse range of perspectives. What we share is a common desire to support and oversee management in executing our long-term strategy.

of our directors are women.



of our directors are persons of color.

EXPERIENCE

All of our directors have significant regulated energy delivery industry experience.

MDU RESOURCES GROUP, INC.

Responsible Business Governance Framework

We recognize the need for a strong governance framework to oversee individuals and teams across our Company.

Board

Our Board is a trusted fiduciary of our stockholders' interests. Our Board seeks to promote the interests and continued high performance of the Company by monitoring and approving our corporate strategy, providing advice and counsel to senior management, overseeing risk management responsibilities, and observing the highest ethical standards at all times.

Our Board exercises many of its responsibilities through its committees, each of which has certain responsible business oversight responsibilities in its charter.

Our Board is actively engaged in the oversight of the Company's responsible business stewardship. In exercising its authority, our Board recognizes that the long-term interests of the Company are best advanced when considering all stakeholders. The Governance Committee oversees our responsible business stewardship and public reporting, and the Board receives updates from the Governance Committee Chair throughout the year. In addition, the Audit Committee and Compensation Committee have certain responsible business stewardship oversight responsibilities relevant to their committees.

Audit Committee

- Reviews risk assessments regarding responsible business-related risks
- Reviews responsible business metrics and attestations

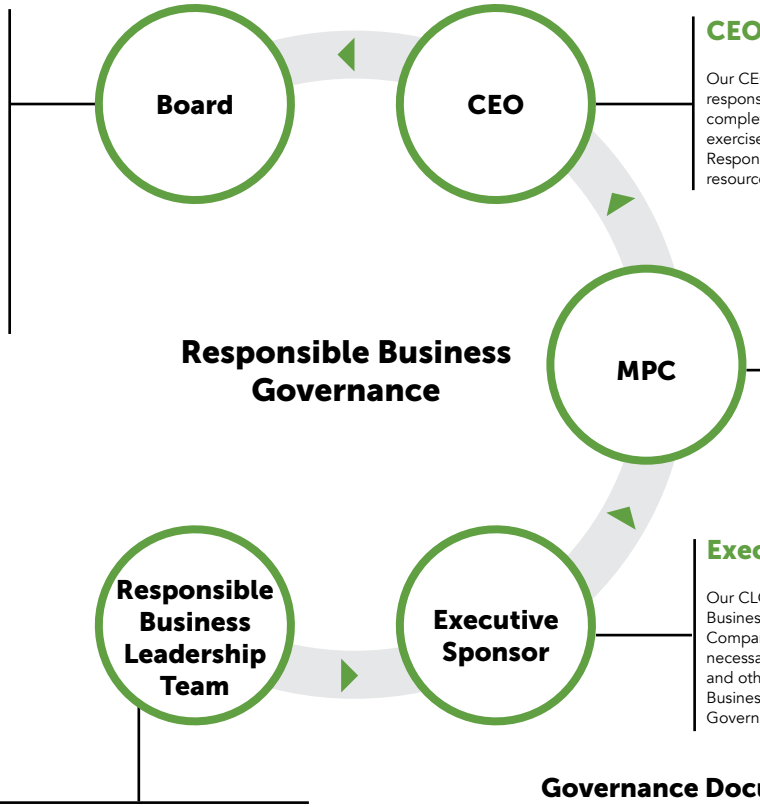
Compensation Committee

- Considers responsible business implications in review of compensation, benefits, and employment arrangements

Governance Committee

- Oversees responsible business initiatives and public reporting, including the Impact Report

During the 2024 engagement cycle, our CEO (who also serves as a director), CFO, CLO, and CAO met individually with stockholders representing over 30% of our total outstanding shares, as well as proxy advisory firms. Broadly-speaking, we had touchpoints with stockholders representing over 40% of our total outstanding shares.



CEO

Our CEO is ultimately responsible for developing and executing our responsible business vision. In doing so, she ensures our Board receives complete and transparent information regarding our practices, so they may exercise their oversight responsibility to the fullest. She also ensures our Responsible Business Leadership Team has the appropriate composition and resources to make effective progress.

MPC

Our MPC provides oversight for our responsible business stewardship, ensuring that the overall strategy aligns with longer-term initiatives. The MPC also helps ensure our strategies are appropriately prioritized within the Company.

Executive Sponsor

Our CLO serves as the Executive Sponsor of our Responsible Business Leadership Team. In this role, he ensures the Company's responsible business stewardship receives the necessary attention at all levels of the organization. Our CLO and other leaders also present the activities of the Responsible Business Leadership Team to our Board (primarily through the Governance Committee), on a quarterly basis.

Responsible Business Leadership Team

Our Responsible Business Leadership Team's cross-functional group provides day-to-day leadership of our responsible business stewardship to ensure we make continued progress and remain current with evolving rules, guidance, and best practices, particularly as they relate to our three pillars:

- People
- Planet
- Principles

Our Responsible Business Leadership Team is convened at least monthly to support regular communication and collaboration across our organization.

Governance Documents and Policies

We convey our guiding principles and expectations for those supporting our operations through various documents and policies that are publicly available. We have an annual review process and continue to refine these documents and policies. Please refer to **Helpful Resources** for information regarding accessing the following:

- Accident Incident Response Investigation and Reporting Policy
- Amended and Restated Certificate of Incorporation
- Bylaws
- Conflict Minerals Policy
- Corporate Governance Guidelines
- Employee Safety Policy
- Environmental Policy
- Equal Employment Opportunity Policy
- Harassment Policy
- Human Rights Policy
- Incentive Compensation Recovery Policy
- Insider Trading Policy
- Leading with Integrity Policy
- Preventing Violence in the Workplace Policy
- Procedures for Communications with the Board of Directors
- Stock Ownership Policy
- Vendor Code of Conduct

Internal Auditing and Risk Management

Internal Auditing serves an important role in our responsible business reporting by providing processes and controls.

Our Internal Auditing team functionally reports to the Audit Committee. As disclosure requirements on climate-related risks, as well as the availability of data around responsible business issues continues to evolve, so has the role of Internal Auditing within the Company's responsible business stewardship. We continue to integrate the role of our Internal Auditing team within our responsible business stewardship through:

- **Cross-functional Collaboration:** The Director of Internal Auditing collaborates with internal and external stakeholders for transparency, accountability, and compliance with regulatory requirements.
- **Assessment of Risk:** Internal Auditing serves as an independent resource to management, providing objective evaluations of data collection and reporting processes, and the design and operating effectiveness of controls.
- **Monitoring Regulations:** Internal Auditing partners with our Legal Department to support management with compliance concerning the rapidly-evolving responsible business regulatory landscape.

Internal Auditing Plays a Key Role Across Several Dimensions of Our Responsible Business Stewardship

Purpose

Assesses whether responsible business stewardship addresses key stakeholder expectations and is aligned to corporate purpose and strategy

Data

Evaluates data framework, internal controls, and processes to collect, aggregate, calculate, and analyze data

Evaluates internal controls over some technology platforms used for data collection and reporting

Risk Management

Assesses the integration of responsible business issues into ERM framework to identify, assess, and prioritize risks

Management assesses the effectiveness of implemented risk interventions

Performance

Reviews the availability, consistency, reliability, and trends of responsible business performance to measure the effectiveness of initiatives across our organization

Governance

Assesses the effectiveness of responsible business governance, such as through leadership and Board oversight

Reporting

Assesses whether responsible business reporting is reliable, timely, consistent, and aligned to relevant regulations

Assesses internal controls over reporting

Internal Auditing leads an enterprise-wide risk identification, assessment, and management process. Management procedures are well established for regular risk monitoring, quarterly risk reporting to the Audit Committee (including responsible business related risks, if applicable), and the submission of an annual risk report to our Board.

Board Oversight of Risk Management

Our Board and its committees oversee risk management as a cornerstone of our governance framework and ensure that management maintains robust processes for identifying, assessing, and managing risks. Management is responsible for identifying material risks, implementing appropriate risk management and mitigation strategies, and providing information regarding material risks and risk management and mitigation to our Board. Our risk oversight framework also aligns with our Board's disclosure controls and procedures.

Our Board believes establishing the right "tone at the top", plus full and open communication between management and the Board, are essential for effective risk management and oversight. The Chair of the Board meets regularly with our CEO to discuss strategy and risks facing our businesses. The Chair of the Board and chairs of each of our Board's standing committees meet with our CEO, CFO, and CLO to discuss risks, and management presents regularly to the Board regarding risks.

MPC attends the quarterly Board meetings and is available to address questions or concerns raised by the Board on risk management-related matters. Quarterly Board meetings focus on ERM issues, while annual strategic planning sessions keep our businesses forward-focused. A wide spectrum of risks is evaluated, including economic, strategic, operational, environmental, climate-related, regulatory, competitive, and cybersecurity. While our Board is ultimately responsible for risk oversight, our standing Board committees assist with fulfilling its oversight responsibilities in certain areas of risk.

Our Board has three committees to help oversee its risk oversight responsibilities:

Audit	Compensation	Governance
Legal and regulatory compliance	Obtaining, retaining, and developing a skilled workforce	Board organization, membership, and structure
Tax and environmental laws and regulations	Employment laws and regulations	Corporate governance
Severe weather impacts on business operations	Executive and director compensation	Stakeholder actions
Technology disruptions and cybersecurity	Medical plans	
Financial reporting and internal controls	Incentive plans	

Ethics and Compliance

Our Leading With Integrity Policy serves as our ethical compass to guide the commitments we make to our stakeholders and one another.

We distribute the Leading With Integrity Policy annually to our employees, and provide ongoing compliance trainings throughout the year, both online and in-person. We also offer online courses on a variety of topics, including but not limited to workplace safety; non-discrimination and harassment, including sexual harassment; unconscious bias; crucial conversations, respectful communications; and data protection/privacy.

Our Leading With Integrity Policy is periodically reviewed and revised, as appropriate. The Leading With Integrity Policy is available in all our offices as well as on mdu.com.

The Audit Committee receives regular updates about our compliance program, including reports from our third-party managed anonymous ethics reporting hotline. The Audit Committee also maintains communication and holds regular meetings with both our external and internal auditors. All reports undergo thorough consideration and investigation, with detailed summaries provided to our Board.

We encourage all employees to feel comfortable raising concerns without fear of retaliation if violations of Company policies are suspected. Concerns can be submitted anonymously.

Political Contributions and Public Advocacy

Our Leading with Integrity Policy prohibits employees from directly making contributions on behalf of the Company to political parties, political action committees, political candidates, or public officials. Similarly, we only contribute directly to state candidates and political action committees in states where those contributions are legally permissible.

Employees are encouraged to involve themselves in the political process during non-work hours, such as by volunteering, supporting candidates, or campaigning for elected office.

We are a member of, and during 2024 paid membership fees to, organizations including AGA, APLIC, EEI, INGAA, NWGA, ONE Future Coalition, USWAG, and WEST Associates, which may engage in advocacy activities concerning issues important to their member companies and industry.

We periodically review our membership in, and membership dues paid to, these trade associations, and the positions they support, to evaluate whether they align with our values and business objectives. If our interests are materially misaligned, we may engage with the trade association or consider terminating our membership.

GOOD GOVERNMENT FUND

The Good Government Fund is a voluntary political contributions program for eligible employees, organized to encourage their financial participation in state and federal elections. It receives personal contributions from employees and directors and makes contributions to candidates who support the private enterprise system and our business interests, regardless of party affiliation.

Our Board receives an annual report on contributions made to the Good Government Fund. Members who contribute at least $120 annually are eligible for a charity match program to any qualifying organization of their choice.

Lobbying

Our External Affairs Department provides public affairs and lobbying services for our businesses. They actively monitor and testify on relevant legislation, allocating around $250,000 annually to lobbying efforts. We also collaborate with local, state, and national trade associations, chambers of commerce, and industry groups aligned with our interests, and promote political awareness among employees.

Data Security and Privacy

We are committed to implementing measures to keep our customers' and employees' data safe and secure, and have systems in place to help ensure customers' and employees' data and privacy are protected.

Cybersecurity

To address technology-related risks such as operational failures, security breaches, and cybersecurity threats that may affect business activities, reputation, and costs, the cybersecurity program includes the following key components:

- **Technology.** We leverage a layered defense-in-depth strategy that integrates industry-standard frameworks, continuous monitoring, and proactive threat mitigation to help safeguard our technology environment.
- **Third-Party Assessments.** We perform assessments and continuous monitoring of vendors to ensure they meet our security and compliance standards.
- **External Engagements.** We have external engagements performed to gauge our security posture through security assessments, penetration tests, and incident response testing. We also use vendor risk platforms to monitor our cybersecurity.

Our data security program aligns with the NIST Cybersecurity Framework and leverages best practices from other frameworks, such as the Center for Internet Security's Critical Security Controls.

Additionally, we evaluate vendors using vendor questionnaires to help ensure that they are able to meet technical and security guidelines, and we generally require that certain protective clauses are included, as appropriate, in vendor contracts. We routinely test our systems and disaster recovery processes for anomalies, reduce false positives, and ensure efficient reaction to potential vulnerabilities.

Cybersecurity remains a critical focus for our organization, and our program is aligned with established industry-standard frameworks. We maintain and continuously enhance a comprehensive defense-in-depth strategy that incorporates multiple layers of security to ensure robust protection of our customers' and employees' data.

For instance, we follow the least privilege access principle to restrict employee access to what is necessary for their job functions. Least privilege access helps facilitate automation in the provisioning and deprovisioning process, mitigates risk, and supports compliance efforts. Additionally, we conduct an annual tabletop exercise with internal and external stakeholders that simulates a cyber scenario. The exercise serves to review the cyber-threat incident response plan, identify any weaknesses or gaps, and ensure all participants are informed about their roles and responsibilities.

All corporate and field employees are required to complete annual cybersecurity training according to their job functions. Monthly phishing campaigns are conducted to help users recognize, report, and avoid malicious content. Our CIO leads our Cyber Risk Oversight Committee and provides quarterly updates to the Audit Committee regarding our cybersecurity posture.

Privacy

Our teams employ a variety of strategies and tools to track and secure data. We minimize risk by understanding where data is stored and who may access it.

When working with third parties, our vendor management, privacy, security, and legal teams ensure that reasonable measures are in place to secure personal data and that our policies are compliant with applicable law. We employ privacy-by-design measures, such as masking personal data to reduce risk to customers, only storing data that is needed for business purposes, and deleting data when no longer needed. Third-party arrangements, including data privacy agreements, help allocate risks related to processing data.

Our privacy policies govern our treatment of customer data and outline the types of personal information we collect, how we use and share the information, and the measures we take to protect their security. Points of contact are available for customers to initiate inquiries and raise questions to us regarding our collection, sharing, and use of their personal data. Our privacy policies are continuously updated to meet or exceed industry best practices.

Stakeholder Engagement

We believe in corporate social responsibility as a fundamental commitment to our stakeholders. We manage our business with a long-term view toward sustainable operations, focusing on how economic, environmental, and social efforts can help us continue providing affordable and reliable essential products and services. We value all our stakeholders and the diverse perspectives each offers. We engage with our stakeholders in a variety of ways:

Customers

Direct customer support • Email campaigns • Website updates • Direct Mail • Social media • Surveys • Energy efficiency programs

Communities

Volunteerism • Training programs • Educational partnerships • Charitable giving • Long-term infrastructure projects • Grid resilience planning • Website updates • Direct mail

Employees

Team meetings • Education programs • Performance reviews • Surveys • Intranet • Recognition programs

Vendors and Contractors

Ongoing dialogue and cooperative relationships • Routine outreach

Regulators

Routine outreach and communications with commissions • Ongoing dialogue and cooperative relationships with regulatory agencies

Governments

local, state, and federal

Excavation safety and emergency response training upon request • Public meetings and hearings • Engagement with legislators • Long-term planning

Banks and Rating Agencies

Ongoing dialogue and cooperative relationships • Quarterly and annual reports • Routine outreach

Non-Governmental Organizations

Ongoing dialogue and cooperative relationships • Direct outreach

Labor Organizations

Ongoing dialogue and cooperative relationships • Collective bargaining and labor, management, and benefits meetings

Stockholders

Quarterly and annual reports • Earnings releases • Earnings calls • Presentations • Annual Stockholders' Meeting • Industry conferences • Other news releases • Website updates

Reference Tables

SASB

Parent Company: MDU Resources Group, Inc.
Operating Company: Montana-Dakota Utilities Co.
Business Types: Electric Generation, Transmission, and Distribution
States of Operation: Montana, North Dakota, South Dakota, and Wyoming
Regulatory Environment: Regulated
Report Date: August 2025

GHG & Energy Resource Planning			
SASB Code	**Metric**	**2024 Data**	**Description**
IF-EU-110a.1	(1) Gross Global Scope 1 Emissions	1,356,750 mT CO_2e	Includes direct CO_2e emissions from owned generation and non-generation emissions of SF6. Source: 2024 EEI Disclosure.
	(2) Percentage covered under emissions-limiting regulations	—%	Based on the protocol language, the Company is not subject to any Scope 1 GHG emissions limiting regulations.
	(3) Percentage covered under emissions-reporting regulations	~100%	Substantially all reported emission sources are subject to state and/or federal GHG reporting requirements.
IF-EU-110a.2	GHG emissions associated with power deliveries	2,523,033 mT CO_2e	Includes CO_2e emissions from owned generation and purchased power. Source: 2024 EEI Disclosure.
IF-EU-110a.3	Long and short-term strategy to manage Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets.	The Company is committed to reducing its owned and co-owned electric generation resource GHG emissions intensity by 45% by 2030 from 2005 levels. The Company no longer wholly owns any coal fired electric generating facilities and owns three wind generation facilities that have reduced its CO_2 emissions intensity. In November 2024, the Company entered into a 20-year 150 MW power purchase agreement with Badger Wind, LLC for the output from a new North Dakota wind project. In February 2025, the Company exercised a purchase option to acquire 49% ownership interest in the project at its commercial operation date. The project is planned to be online in 2026, conditioned upon NDPSC approval and the Company's ADP, and is expected to assist the Company in achieving its 2030 emissions intensity target.	
Air Quality			
IF-EU-120a.1	(1) Air emissions of the following pollutants: (a) NOx (excluding N2O) (b) SOx (c) Particulate Matter (PM10) (d) Lead (Pb) (e) Mercury (Hg)	(a) 1,568 mT (b) 3,080 mT (c) 45.47 mT (d) 0.01 mT (e) 0.01 mT	Emissions are based on the Company's share of facility ownership.
	(2) Percentage of each in or near areas of dense population (a) NOx (excluding N2O) (b) SOx (c) Particulate Matter (PM10) (d) Lead (Pb) (e) Mercury (Hg)	(a) 7% (b) 0.005% (c) 1.28% (d) 0.60 % (e) —	Percentages are based on Company's share of facility ownership.

Water Management			
SASB Code	**Metric**	**2024 Data**	**Description**
IF-EU-140a.1	(1) Total water withdrawn	2,143.63 thousand cubic meters	Total water withdrawn is based on Company's share of facility ownership.
	(2) Total water consumed	2,035.99 thousand cubic meters	Total water consumed is based on Company's share of facility ownership. Source: EEI 2024 Disclosure.
	(3) Percentage of each in regions with High or Extremely High baseline water stress	—	Each facility is located in "low water stress (<10%)" areas per the World Resources Institute Aqueduct Water Risk Atlas Tool.
IF-EU-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	1	
IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	The Company's electric facilities rely on water for various essential processes. This includes rural and municipal water system usage, as well as withdrawing water directly from water bodies of which much of the water is returned after use, in accordance with discharge permit requirements. Large amounts of water may be circulated continuously, such as in a steam turbine condensing process to generate electricity at a coal-fired unit. Other processes may consume smaller amounts of water and on an intermittent basis, such as power augmentation at a peaking combustion unit, boiler makeup, and air pollution controls at a coal-fired unit and fire protection systems. The Company does not operate any wholly-owned coal-fired electric generating facilities. The Company is a co-owner of both Coyote and Big Stone stations, which are operated by Otter Tail Power, and WyGen III, which is operated Black Hills Energy.	
Coal Ash Management			
IF-EU-150a.1	(1) Amount of CCPs generated	84,445.8 tons	Tons based on Company's share of facilities.
	(2) Percentage Recycled	25%	Source: EEI 2024 Disclosure.
IF-EU-150a.3	(3) Description of CCPs management policies and procedures for active and inactive operations	We continue to assess new coal combustion residual rules and comply with the current rules through closure of our ash units, groundwater monitoring, and any potential corrective actions for areas where ash existed. Several projects have been completed at co-owned and owned facilities for compliance, including landfill closures, pond closures, temporary storage pad closures, and bottom ash handling system retrofits. The Company no longer operates any wholly-owned coal-fired electric generation facilities since our coal units at R.M. Heskett Station and Lewis & Clark Station closed in 2021 and 2022. The Company's coal ash program is managed within the Environmental and Power Production departments. The Company is a co-owner of WyGen III, which is operated by Black Hills Energy. The Company is a co-owner of both Coyote Station and Big Stone Plant, which are operated by Otter Tail Power.	
Energy Affordability			
IF-EU-240a.1	(1) Average retail rate for: (a) Residential Customers (b) Commercial Customers (c) Industrial Customers	**Montana** (a) 13.23¢/kWh (b) 12.68¢/kWh (c) 9.50¢/kWh **North Dakota** (a) 11.84¢/kWh (b) 14.10¢/kWh (c) 9.58¢/kWh **South Dakota** (a) 14.77¢/kWh (b) 14.64¢/kWh (c) 11.78¢/kWh **Wyoming** (a) 11.87¢/kWh (b) 10.70¢/kWh (c) 8.30¢/kWh	
IF-EU-240a.3	(1) Number of residential customer electric disconnections for non-payment	N/A	This information is not currently disclosed but will be considered for future reporting.
	(2) Percentage of residential customers reconnected within 30 days	N/A	This information is not currently disclosed but will be considered for future reporting.

SASB Code	Metric	2024 Data	Description
IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	See Annual Report, Item 1A. Risk Factors. We offer a variety of efficiency and conservation programs, including energy efficiency rebates, electric conservation incentive programs, and bill assistance for low income households. See **mdu.com** for further details. **montana-dakota.com/energy-efficiency/**	
Workforce Health and Safety			
IF-EU-320a.1	(1) Total recordable incident rate	0.97	
	(2) Fatality Rate	—	
	(3) Near miss frequency rate for (a) Direct employees (b) Contract employees	(a) 3.57 (b) N/A	Excludes NMFR for contract employees.
End-Use Efficiency and Demand			
IF-EU-420a.2	(1) Percentage of electric load served by smart grid technology	N/A	This information is not currently disclosed, but will be considered for future reporting.
IF-EU-420a.3	(2) Customer electricity savings from efficiency measures by market	Montana - 320,854 kwh South Dakota - 5,350 kwh	Energy savings in South Dakota are a result of natural gas conservation programs.
Grid Resiliency			
IF-EU-550a.1	Number of incidents of non-compliance with physical or cybersecurity standards or regulations	N/A	This information is not currently disclosed, but will be considered for future reporting.
IF-EU-550a.2	(1) System Average Interruption Duration Index	103.42 minutes	In 2024, a new system was implemented by the Utility Group's Electric Operations, which allows for enhanced reporting.
	(2) System Average Interruption Frequency Index	1.019 minutes	
	(3) Customer Average Interruption Duration Index, inclusive of major event days	101.50 minutes	
Activity Metrics			
IF-EU-000.A	(1) Number of: (a) Residential Customers (b) Commercial Customers (c) Industrial Customers	(a) 120,043 (b) 23,762 (c) 219	Source: Annual Report, pg. 11.
IF-EU-000.B	(1) Total electricity delivered to: (a) Residential Customers (b) Commercial Customers (c) Industrial Customers (d) All Other Retail Customers (e) Wholesale Customers	(a) 1,159.5 million kWh (b) 2,474.5 million kWh (c) 528.9 million kWh (d) 81.6 million kWh (e) N/A	Source: Annual Report, pg. 36.
IF-EU-000.C	(1) Length of (a) Transmission lines (b) Distribution lines	(a) 3,400 miles (b) 4,800 miles	Source: Annual Report, pg. 11.
IF-EU-000.D	(1) Total electricity generated	Coal: 1,076.96 million kWh Renewables: 702.73 million kWh Natural Gas: 46.70 million kWh	Source: Annual Report, pg. 12.
IF-EU-000.E	(2) Percentage by major energy source	Coal: 59% Renewables: 38% Natural Gas: 3%	
	(3) Percentage in regulated markets	Coal: 21.5% Renewables: 16.6% Natural Gas: 1.1%	Regulated market area includes MISO market purchases for Montana-Dakota native customer load plus purchases for Ellendale Data Center #1.
	(1) Total wholesale electricity purchased	1883.3 million kWh	MISO Electric Market Wholesale Purchase Volumes including those for Rate 45 Customers.

SASB

Parent Company: MDU Resources Group, Inc.
Operating Companies: Utility Group
Business Type: Natural Gas Distribution
States of Operation: Idaho, Oregon, Montana, Minnesota, North Dakota, South Dakota, Washington, and Wyoming
Regulatory Environment: Regulated
Report Date: August 2025

Energy Affordability					
SASB Code	**Metric**	**2024 Data**			**Description**
IF-GU-240a.1	(1) Average retail gas rate: (a) Residential (b) Commercial (c) Industrial (d) Transportation Services only	**Idaho** (a) $7.48/mmbtu (b) $6.45/mmbtu (c) $4.53/mmbtu (d) $0.26/mmbtu **Minnesota** (a) $9.34/mmbtu (b) $7.52/mmbtu (c) $3.90/mmbtu (d) $0.47/mmbtu **Montana** (a) $7.47/mmbtu (b) $6.90/mmbtu (c) $4.22/mmbtu (d) $0.45/mmbtu	**North Dakota (Great Plains)** (a) $6.59/mmbtu (b) $4.52/mmbtu (c) $3.63/mmbtu (d) $0.37/mmbtu **North Dakota (MDU)** (a) $8.27/mmbtu (b) $6.20/mmbtu (c) $4.52/mmbtu (d) $0.48/mmbtu **Oregon** (a) $12.70/mmbtu (b) $10.59/mmbtu (c) $9.96/mmbtu (d) $0.66/mmbtu	**South Dakota** (a) $8.76/mmbtu (b) $6.49/mmbtu (c) $3.08/mmbtu (d) $0.34/mmbtu **Washington** (a) $15.99/mmbtu (b) $14.86/mmbtu (c) $12.96/mmbtu (d) $0.53/mmbtu **Wyoming** (a) $7.15/mmbtu (b) $5.28/mmbtu (c) $4.79mmbtu (d) $0.16/mmbtu	
IF-GU-240a.3	(1) Number of residential customer gas disconnections for non-payment	N/A			This information is not currently disclosed, but will be considered for future reporting.
	(2) Percentage of residential customers reconnected w/in 30 days	N/A			This information is not currently disclosed, but will be considered for future reporting.
IF-GU-240a.4	Discussion of impact of external factors on customer affordability of gas, including the economic conditions of the service territory	See 10-K Report, Item 1A. Risk Factors. Each of our companies offer a variety of energy efficiency and affordability programs, as well as partnering with local community action groups to provide assistance to low income households. See the Company websites below for further details.			
		Cascade Natural Gas Corp.			cngc.com
		Intermountain Gas Company			intgas.com
		Great Plains Natural Gas			gpng.com
		Montana-Dakota Utilities			montana-dakota.com

Energy Affordability			
End Use Efficiency			
SASB Code	**Metric**	**2024 Data**	**Description**
IF-GU-420a.2	Customer gas savings from efficiency measures, by market	**Idaho** (a) 54,905 mmbtu **Minnesota** (a) 21,965 mmbtu **Montana** (a) 5,430 mmbtu **Oregon** (a) 65,973 mmbtu **South Dakota** (a) 5,622 mmbtu **Washington** (a) 104,312 mmbtu	Washington and Idaho customer gas saving numbers are preliminary and are being evaluated by the WUTC and IPUC, respectively.
Integrity of Gas Delivery Infrastructure			
IF-GU-540a.1	(1) Number of (a) Reportable pipeline incidents (b) Corrective actions received (c) Violations of pipeline safety statutes	N/A	This information is not currently disclosed, but will be considered for future reporting.
IF-GU-540a.2	(1) Percentage of distribution pipeline that is (a) Cast or wrought iron (b) Unprotected steel	(a) — (b) —	There is no cast iron or unprotected steel in the Company's system.
IF-GU-540a.3	(1) Percentage of gas pipeline inspected (a) Transmission (b) Distribution	N/A	This information is not currently disclosed, but will be considered for future reporting.
IF-GU-540a.4	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions	In 2022, the Company set a goal of reducing its fugitive, planned, and unplanned methane releases by 30% by 2035 from its natural gas distribution system as compared to 2022 levels by expanding its damage prevention programs, identifying and fixing leaks on accelerated timelines, and piloting a study using advanced mobile leak detection technology. The Company's system integrity program identifies and prioritizes areas with an increased risk of failure due to age or vintage materials and has been proactively working on upgrading its system. Currently, the system integrity programs replace approximately 50 miles of main and 2,800 service lines on an annual basis. In 2021, the Company's field operations team implemented new company-wide procedures, which require all leaks to be repaired within a certain time frame based on their leak classification. Currently, the Company is working with Picarro on a pilot project using AMLD to perform a compliance survey in North Dakota and a fugitive emissions survey in Washington. By utilizing AMLD, the Company believes that it can create a more accurate picture of system emissions, identify opportunities, and direct and prioritize resources to these areas. While continuing with a more traditional in-person outreach, the Company's damage prevention program utilizes multiple marketing platforms to provide education for its customers, contractors, and general public regarding calling 811 before digging and safe excavation best practices when excavating around natural gas pipelines. The Company has recently expanded its digital marketing campaigns to enhance outreach on existing channels and expand to other more popular, innovative channels. Through these new efforts, the Company is expanding its gas pipeline awareness and educational outreach to more individuals within each stakeholder group, which will result in reduced damages to natural gas facilities and reduced emission intensity.	
Activity Metrics			
IF-GU-000.A	(1) Number of customers served: (a) Residential (b) Commercial (c) Industrial	(a) 950,094 (b) 114,436 (c) 1,063	Annual Report, pg. 14.

Energy Affordability			
IF-GU-000.B	(1) Amount of gas delivered to: (a) Residential (b) Commercial (c) Industrial (d) Transferred to a third party	(a) 67,200,000 mmbtu (b) 46,900,000 mmbtu (c) 5,400,000 mmbtu (d) 194,500,000 mmbtu	Annual Report, pg. 38.
SASB Code	**Metric**	**2024 Data**	**Description**
IF-GU-000.C	(1) Length of gas pipelines: (a) Transmission	**Cascade Natural Gas Corp.** (a) 138 mi (222 km) **Great Plains Natural Gas Co.** (a) 73 mi (118 km) **Intermountain Gas Co.** (a) 284 mi (457 km) **Montana-Dakota Utilities Co.** (a) 45 mi (72 km)	PHMSA 7100.2-1, pg. 3.
	(b) Distribution	**Idaho** (b) 7,471 mi (12,023 km) **Minnesota** (b) 476 mi (7,656 km) **Montana** (b) 1,825 mi (2,938 km) **North Dakota** (b) 2,841 mi (4,572 km) **Oregon** (b) 1,783 mi (2,869 km) **South Dakota** (b) 1580 mi (2543 km) **Washington** (b) 5,115 mi (8232 km) **Wyoming** (b) 745 mi (1,199 km)	PHMSA 7100.1-1, pg. 1.

SASB

Parent Company: MDU Resources Group, Inc.
Operating Company: WBI Energy Transmission, Inc.
Business Type: Natural Gas Transportation and Storage
States of Operation: Montana, Minnesota, North Dakota, South Dakota, and Wyoming
Regulatory Environment: Regulated
Report Date: August 2025

Table 1. Sustainability Disclosure and Topics and Metrics

Topic	SASB Code	Metric	Unit of Measure	Data	Data Source/Contact
GHG	EM-MD-110a.1	Gross global Scope 1 emissions (Metric tons (t) CO_2e)	Metric tons (t) CO_2e	279,005	
		Gross global Scope 1 emissions percentage covered under emissions limiting regulations	%	The pipeline businesses not subject to any emission-limiting regulations at this time.	
		Gross global Scope 1 emissions percentage from methane emissions	%	40.45%	
	EM-MD-110a.2	Discussion of long-term and short-term strategy or plant to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	N/A		
Air Quality	EM-MD-120a.1	Air emissions from the following pollutants (Metric tons):	Metric tons		
		NOx (excluding N_2O)	Metric tons	694.16	
		SOx	Metric tons	1.53	
		H_2S	Metric tons	N/A	This information is not currently disclosed, but will be considered for future reporting.
		Volatile Organic Compounds (VOCs)	Metric tons	274.16	
		Particulate Matter (PM 10)	Metric tons	9.6	
Ecological Impacts	EM-MD-160a.1	Description of environmental management policies and practices for active operations			
	EM-MD-160a.2	Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat	% by length	N/A	This information is not currently disclosed, but will be considered for future reporting.
	EM-MD-160a.3	(1) Terrestrial acreage disturbed (2) Percentage of impacted area restored	(1) acres (2) %	N/A	This information is not currently disclosed, but will be considered for future reporting.
	EM-MD-160a.4	Number of hydrocarbon spills > 1 bbl	Number	N/A	This information is not currently disclosed, but will be considered for future reporting.
		Aggregate volume of hydrocarbon spills > 1 bbl	Bbls	N/A	This information is not currently disclosed, but will be considered for future reporting.
		Volume of hydrocarbon spills in Arctic	Bbls	N/A	The pipeline does not have any operations in the Arctic.
		Volume of hydrocarbon spills in Unusually Sensitive Areas	Bbls	N/A	This information is not currently disclosed, but will be considered for future reporting.
		Volume of hydrocarbon spills recovered > 1 bbl	Bbls	N/A	This information is not currently disclosed, but will be considered for future reporting.
Competitive Behavior	EM-MD-520a.1	Total amount of monetary losses as a result of legal proceedings associated with federal pipeline and storage regulations	$	—	

Table 1. Sustainability Disclosure and Topics and Metrics					
Topic	**SASB Code**	**Metric**	**Unit of Measure**	**Data**	**Data Source/Contact**
Operational Safety, Emergency Preparedness, and Response	EM-MD-540a.1	Number of reportable pipeline incidents	Number	2	
		Percent of reportable pipeline incidents that were significant	%	—	
	EM-MD-540a.2	Percentage of natural gas and hazardous liquid pipelines inspected	%	0.29%-Integrity inspections 100%-Line Patrols and Leak Surveys	
	EM-MD-540a.3	Number of accidental releases and non-accidental releases from rail transportation	Number	N/A	
	EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and through project lifecycles	The Company has a PSMS program that contains representative Company personnel from field employees to management. This group meets monthly to review any abnormal operating conditions, incidents, emergencies, and route cause analysis to prevent similar occurrences in the future. They review everything from routine day-to-day maintenance operations activities to larger construction project activities. From the meetings, the group can prepare bulletins related to any events discussed to share lessons learned throughout the Company. These bulletins have three different levels of priority.		

Table 2. Activity Metrics					
Topic	**SASB Code**	**Activity Metric**	**Unit of Measure**	**Data**	**Data Source/Contact**
Activity Metric	EM-MD-000.A	Total mcf/miles of the following products transported by mode of transport:			
		Natural Gas - Total Gross Throughput		581,515,910 mcf 3,715 miles	
		Gross Throughput - Gathering and Compressing		N/A	
		Gross Throughput - Processing		N/A	
		Gross Throughput - NGL Logistics		N/A	
		Crude Oil		N/A	
		Refined petroleum products		N/A	

TCFD

Category	Recommended Disclosure Topic	Report Reference
Governance	Describe the Board's oversight of climate-related risks and opportunities	The Board, along with its committees, oversees risk management, ensuring that management has established robust processes for identifying, assessing, and managing risks. The Board committees oversee risks related to environmental, health and safety, workforce, and climate change issues crucial to the Company's long-term success. This includes evaluating current and emerging risks, such as climate change and monitoring our response. See the 2024 Proxy Statement.
	Describe management's role in assessing and managing climate-related risks and opportunities	MPC is responsible for day-to-day risk management and uses an enterprise risk management program to clarify roles and responsibilities, promote dialogue on strategic risks, and facilitate targeted risk response strategies. See 2024 Proxy Statement.

Category	Recommended Disclosure Topic	Report Reference
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	See the TCFD Risks and Opportunities Assessment.
	Describe the impact of climate-related risks and opportunities on the organization's business strategy, and financial planning	Climate-related risks and opportunities play a significant role in our overall strategy and financial planning. Many of our business activities, capital investments, and strategic initiatives are directly influenced by climate risk or opportunities. Our Impact Report covers numerous examples of this impact throughout our company, including coal retirements, carbon sequestration research, PCB elimination, water use, energy efficiency, and conservation programs for customers, renewable natural gas, natural gas pipeline replacements, damage and leak detection programs, TENs, and dual fuel hybrid heat pump pilot projects, and monitoring potential hydrogen advancements to replace natural gas in the future.
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	The Company conducted a climate scenario analysis according to TCFD guidance specific to its electric generation operations. A summary of that assessment can be found in the Montana-Dakota Utilities Climate Scenario Analysis Report at MDU.com/sustainability.
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks	Our risk management process identifies and assesses material risks, including economic, strategic, operational, environmental, climate-related, regulatory, competitive, and cybersecurity risks.
	Describe the organization's processes for managing climate-related risks	Management is responsible for identifying material risks, implementing effective mitigation strategies, and providing information to the Board. Regular communication between management and the Board is critical to managing climate-related risk.
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	The Board meets on at least a quarterly basis and is available throughout the year to discuss climate-related risks or other concerns. During these meetings, climate-related risks are regularly reviewed and assessed to identify new or existing areas of concern, which may require additional oversight. Mitigating risk through our internal audit and legal departments further assists the Board in its overall risk management process.
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Climate-related metrics are tracked and reported to the Board and our stakeholders. Our Impact Report provides company performance in areas related to climate change, including GHG emissions, renewable energy, and environmental compliance. In 2022 and 2023, we created three targets to assess emission reduction efforts.
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions and the related risks	Scope 1: 1,823,756 MT CO_2e Scope 2: 88,043 MT CO_2e Scope 3: This information is not currently disclosed, but will be considered for future reporting.
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Electric Utility GHG Emissions Intensity Reduction Target - 45% reduction by 2030 compared to 2005 levels. As of 2024, we achieved a 38% reduction. Natural Gas Utility Methane Emissions Reduction Target - 30% reduction by 2035 compared to 2022 levels. As of 2024, we achieved an 10% reduction. Pipeline Methane Emissions Intensity Reduction Target - 25% reduction by 2030 compared to 2020 levels. As of 2024, we achieved a 35% reduction.

TCFD — Risk and Opportunity Assessment

Category 1: Increased frequency and duration of severe weather events such, as floods, droughts, extreme cold, or heat, tornadoes, storms, etc.
Category 2: Climate change may impact a region's economic health by increasing energy costs, impacting supply chains, labor markets, and/or services.
Category 3: New and/or revised environmental laws and regulations increasing compliance costs and disclosure requirements.
Category 4: Environmental performance can influence customer, community, investor, regulatory commission, policymaker, and permitting agency perception of an organization.
Category 5: Technology changes may be required for new lower-carbon solutions, increasing costs.

Category	Type	Risk	Opportunities	Time-Horizon
Pipeline				
1	Physical	Our pipeline business could face increased property damages, injuries or fatalities, methane emissions, and compliance penalties, supply chain interruptions, disruption in customer services, and operational challenges due to climate change. Impacts could include lost revenues; increased costs for repairs, maintenance, compliance, and/or insurance; decreased cash flows; more frequent pipeline emergencies; and decreased power supply reliability.	Increased natural gas demand for power generation or customer heating and cooling may result in increased revenues and cash flows for our pipeline business.	Short
2	Transitional	Emissions regulations could require our pipeline business to install additional equipment for emission controls or reductions; limit the use or output of certain facilities, including the potential to retire or replace facilities; or purchase carbon emissions credits. Impacts could include increased operations and maintenance costs; lost revenues; increased capital expenditures; and reduced cash flows.	Natural gas is a foundational fuel source providing opportunities to work in conjunction with renewable energy sources. Increased natural gas demand for power generation or customer heating and cooling may require additional natural gas pipeline capacity and overall system growth for our pipeline business, resulting in increased revenues and cash flows.	Medium

Category	Type	Risk	Opportunities	Time-Horizon
3	Transitional	Global and national response to mitigating climate change could increase energy costs and reduce the reliability of service, impacting communities' economic conditions. Increased energy cost and reduced reliability could impact the availability of goods and services needed by our pipeline business, as well as prices charged by suppliers. For our pipeline business, these impacts could increase operation and maintenance costs, and reduce revenues and cash flows.		Medium
4	Transitional	If the natural gas industry experiences reputational-related impacts due to social pressures, this could negatively impact our pipeline business' ability to access capital markets and result in less competitive financing terms and conditions. This in turn could lead to reduced investor interest and downward pressure on stock price, resulting in a decreased ability to grow the business. A negative social impression of the industry could result in difficulty attracting and retaining employees as well as increasing infrastructure security concerns or cyberattacks. Impacts could include increased financing and payroll costs, reduced capital, and decreased revenue growth. It may become more challenging to receive regulatory approvals and permits or the Company could experience significant delays, impacting costs, project timelines and schedules, system operations, or its ability to grow.	Working with industry groups and partners to develop technological advancements, such as carbon sequestration, liquified natural gas, certified natural gas or feedstock to hydrogen, as well as more efficient equipment and processes, could result in new service opportunities and increased natural gas demand, which could lead to increased revenues and cash flows for our pipeline business. Increased equipment efficiency could also reduce down time and operating costs and increase cash flows.	Medium to Long
3 and 4	Transitional	Governmental mandates for increased conservation of natural gas, renewable energy sources, bans on new natural gas customer connections, delays or rejections of FERC certificates or restrictions on natural gas equipment and appliances could reduce demand for our pipeline business' transportation and storage services and limit growth opportunities, which could result in lower revenues, increased costs for longer or delayed regulatory approvals, and reduced cash flows. Mandates for electric compression could impact our pipeline business' system reliability, resulting in higher operating costs and lower revenues and cash flows.	Our pipeline business collaborates with industry groups, federal and state agencies, and regulators on developing sound regulatory processes, which helps maintain predictable, and clear policies through changing political administrations.	Medium to Long
Utility				
3	Transitional	Policy actions intended to reduce GHG emissions may increase our electric utility business' capital expenditures and decrease revenues and could require early retirement of certain facilities. Without a GHG policy state, utility commissions may not approve cost recovery of decarbonization. Expanding decarbonization measures could reduce exposure to policy actions. If policies accelerate decarbonization, transmission system infrastructure development may lag because of lengthy permitting and siting processes. Increasing build-out of renewables by the broader electric industry increases reliability risks.	Investments in new technologies to decarbonize the electric generation fleet may increase our electric utility business' revenues. Policies to reduce natural gas usage may provide opportunities to increase electric revenue. Large data center additions could increase the need for renewable and dispatchable electric generation resources in the near to mid-term to meet customer energy requirements. Increased investment would be expected to result in higher customer rates over time.	Short to Medium
3	Transitional	Policy actions intended to reduce GHG emissions may increase our natural gas utility business' capital expenditures, decrease revenues, and limit the ability of gas operations to add new customers to grow the business. GHG emissions policy may mandate building electrification, ban natural gas usage, dictate building codes that prevent natural gas appliances, mandate energy end-user conservation actions, and implement cap-and-trade programs. All these actions are designed to reduce natural gas usage, which could impact the economics of the natural gas utility business and the recovery of investments in the business. These policies could result in increased cost of natural gas, which could impact its competitiveness with other energy options.	While policies intended to reduce natural gas usage limit opportunities for traditional system growth, they create opportunities for our natural gas utility business to use its distribution system to deliver lower-carbon or zero-emitting fuels like renewable natural gas, and potentially hydrogen as technologies advance. Alternatives to traditional natural gas heating sales allows for investment in thermal energy network or hydrogen blends. Pressure to reduce natural gas usage also puts upward pressure on electric rates, which may result in higher customer costs and rate fatigue in the electric business.	Short to Medium
5	Transitional	Technological changes may impact electric generation options, which may impact our electric utility business' resource planning and increase operational costs. If technological advancements do not occur at a pace that allows the electric industry to affordably and reliably achieve emissions goals by 2050, our utility business may experience higher costs from a changing generation mix or climate change.	Growth in electric demand from electrification of other sectors, such as transportation, could increase infrastructure investments and grow revenues. Demand increases could result in mutual benefits to upgrade aging infrastructure and modernize distribution and transmission systems, which can increase efficiency, reliability, and energy system resilience. These new investments will result in higher electrical rates, contributing to customer rate fatigue.	Short to Medium
5	Transitional	Technological changes in the natural gas industry may include the expansion of RNG resources, the use of hydrogen gas, and TENs and dual fuel hybrid heat pump advancements which could replace or reduce the use of traditional natural gas.	Developing RNG and hydrogen provide opportunities to continue to utilize and expand the natural gas utility's distribution system.	Short to Medium
2	Transitional	Climate change could impact commodity prices, global energy markets, supply chains, labor markets, and availability and pricing of goods, materials, and equipment. Transitioning to net-zero at an accelerated rate could compound these impacts. Increases in significant weather events could result in extreme volatility in energy pricing as natural gas backup generation is used to supplement the variability of renewable generating options.	With growth in intermittent renewable generation, there may be opportunities to modernize aging transmission infrastructure, improve system resilience, and enhance reputation and reliability.	Short to Long
2	Transitional	Climate change could impact commodity prices, global energy markets, supply chains, labor markets, and availability and pricing of goods, materials, and equipment. Transitioning to a lower carbon gas system at an accelerated rate could compound these impacts. State-mandated cap-and-trade programs would be expected to increase customer commodity pricing and rates.	Policies that support the development of RNG and hydrogen, and other lower and zero carbon energy delivery may provide increased opportunities for rate base development and customer fuel choice. Changes in fuel availability may provide the ability to work with customers to meet their GHG emission reduction goals.	Short to Long
4	Transitional	ESG performance can influence the customer, community, investor, regulatory commission, policymaker, and permitting agency perceptions of an organization.	Our utility business continues to enhance its ESG performance and reporting to communicate with stakeholders.	Short to Medium
1	Physical risk	Severe weather events, such as tornadoes, heavy precipitation, hail, flooding, drought, ice, and snowstorms, and high and low temperature extremes occur in regions where our utility business operates and maintains infrastructure. These events could become more frequent with climate change and negatively impact operations, including energy delivery to customers.	Temperature extremes may result in higher energy usage for heating in winter and cooling in summer. Enhancements to infrastructure and operations to ensure reliability and resiliency of utility systems may result in significant rate base growth.	Short to Long

Sustainability data can be challenging to measure accurately. We work continuously to improve data measurement, gathering, and reporting processes to increase the integrity of the information presented. This report contains the best data available at the time of publication. The data reporting period is for calendar year 2024, unless otherwise noted.

AGA

Parent Company: MDU Resources Group, Inc.
Operating Companies: Utility Group
Business Type: Natural Gas Distribution
States of Operation: Idaho, Oregon, Montana, Minnesota, North Dakota, South Dakota, Washington, and Wyoming
Regulatory Environment: Regulated
Report Date: August 2025

Ref. No.	Refer to the "Definitions" tab for more information on each metric	2022	2023	2024	Comments, Links, Additional Information, and Notes
Natural Gas Distribution					
1	**Methane Emissions and Mitigation from Distribution Mains**				All methane leak sources per 98.232 (i) (1-6) are included for Distribution. Combustion sources are excluded. CO_2 is excluded. Only data for Idaho, Oregon, and Washington are included, as those states meet the reporting requirements to report Subpart W.
1.1	Number of Gas Distribution Customers	1,034,821	1,049,275	1,065,593	This metric includes all gas distribution customers.
1.2	Distribution Mains in Service				These metrics include all LDCs that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule. Only data for Idaho, Oregon, and Washington required to report Subpart W.
1.2.1	Plastic (miles)	7,985	8,245	8,436	
1.2.2	Cathodically Protected Steel - Bare & Coated (miles)	5,829	5,848	5,839	
1.2.3	Unprotected Steel - Bare & Coated (miles)	—	—	—	
1.2.4	Cast Iron / Wrought Iron - without upgrades (miles)	—	—	—	
1.3	Plan/Commitment to Replace / Upgrade Remaining Miles of Distribution Mains (# years to complete)	—	—	—	We do not have any unprotected steel, cast iron, or wrought iron in our system.
1.3.1	Unprotected Steel (Bare & Coated) (# years to complete)	—	—	—	We do not have any unprotected steel, cast iron, or wrought iron in our system.
1.3.2	Cast Iron / Wrought Iron (# years to complete)	—	—	—	We do not have any unprotected steel, cast iron, or wrought iron in our system.
2	**Distribution CO_2e Fugitive Emissions**				
2.1	CO_2e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	66,413	67,618	76,383	Fugitive methane emissions (not CO_2 combustion emissions) stated as metric tons (mT) CO_2e, as reported to EPA under 40 CFR 98, Subpart W, sections 98.236(q)(3)(ix)(D), 98.236(r)(1)(v), and 98.236(r)(2)(v)(B) - i.e., this is Subpart W methane emissions as input in row 2.2.1 below and converted to CO_2e here. This metric includes fugitive methane emissions above the reporting threshold for all LDCs that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule. Calculated value based on mT CH_4 input in the 2.2.1 (below).
2.2	CH4 Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	2,657	2,705	2,728	Input value (total mT CH_4), as explained in definition above. Subpart W input is CH_4 (mT).
2.2.1	CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMscf/year)	138	141	142	
2.3	Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (Mscf/year)	218,461,876	236,594,331	237,946,415	This metric provides gas throughput from distribution (quantity of natural gas delivered to end users) reported under Subpart W, 40 C.F.R. 98(aa)(9)(iv), as reported on the Subpart We-GRRT integrated reporting form in the Facility Overview" worksheet, Quantity of natural gas delivered to end users (column 4).
2.3.1	Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)	207,539	224,765	226,049	
2.4	Fugitive Methane Emissions Rate (MMscf of Methane Emissions per MMscf of Methane Throughput)	0.07%	0.06%	0.06%	

Ref. No.	Refer to the "Definitions" tab for more information on each metric	2022	2023	2024	Comments, Links, Additional Information, and Notes
Human Resources					
1.1	**Total Number of Employees**	1,596	1,520	1,517	
1.2	Percentage of Women in Total Workforce	28	27	27	
1.3	Percentage of Minorities in Total Workforce	9	9	9	
2.1	Total Number on Board of Directors/Trustees	10	9	7	As of December 31 of each year.
2.2	Percentage of Women on Board of Directors/Trustees	40	33	43	
2.3	Percentage of Minorities on Board of Directors/Trustees	20	11	14	
3	Employee Safety Metrics				
3.1	Recordable Incident Rate	3.09	1.79	1.76	Safety data for 2005 is for Minnesota, Montana, North Dakota, South Dakota, and Wyoming only and pulled from archived safety spreadsheet.
3.2	Lost-time Case Rate	0.92	0.46	0.56	Safety data is for the utility business, and pulled from the executive roll-up stats per year.
3.3	DART Rate	1.84	1.26	1.06	
3.4	Work-related Fatalities	—	—	—	

EEI

Parent Company: MDU Resources Group, Inc.
Operating Company: Montana-Dakota Utilities Co.
Business Types: Electric Generation, Transmission, and Distribution
States of Operation: North Dakota, South Dakota, Montana, and Wyoming
Regulatory Environment: Regulated
Report Date: August 2025

Ref. No.	Refer to the "EEI Definitions" tab for more information on each metric	2005	2022	2023	2024	Comments, Links, Additional Information, and Notes
Portfolio						
1	**Owned Nameplate Generation Capacity at end of year (MW)**					
1.1	Coal	381	226	226	226	
1.2	Natural Gas	117	206	206	294	Dual fuel natural gas/diesel turbines account for approximately 98MW.
1.3	Nuclear	—	—	—	—	
1.4	Petroleum	2	4	4	4	Portable Generators.
1.5	Total Renewable Energy Resources	—	—	—	—	
1.5.1	Biomass/Biogas	—	—	—	—	
1.5.2	Geothermal	—	—	—	—	
1.5.3	Hydroelectric	—	—	—	—	
1.5.4	Solar	—	—	—	—	
1.5.5	Wind	—	205	205	205	
1.6	Other	—	8	8	8	Heat Recovery.

Ref. No.	Refer to the "EEI Definitions" tab for more information on each metric	2005	2022	2023	2024	Comments, Links, Additional Information, and Notes
2	**Net Generation for the data year (MWh)**					Owned generation data as reported to EIA on Form 923 Schedule 3 and align purchased power data with the FERC Form 1 Purchased Power Schedule. Reference page numbers 326-27.
2.1	Coal	2,316,751	1,251,670	1,201,403	1,076,964	
2.2	Natural Gas	10,086	3,863	49,033	41,320	
2.3	Nuclear	—	—	—	—	
2.4	Petroleum	458	8	12	31	
2.5	Total Renewable Energy Resources	—	732,309	622,123	664,106	
2.5.1	Biomass/Biogas	—	—	—	—	
2.5.2	Geothermal	—	—	—	—	
2.5.3	Hydroelectric	—	—	—	—	
2.5.4	Solar	—	—	—	—	
2.5.5	Wind	—	732,309	622,123	664,106	
2.6	Other	902,020	1,613,833	2,618,480	2,734,343	
2.i	**Owned Net Generation for the data year (MWh)**					
2.1.i	Coal	2,316,751	1,251,670	1,201,403	1,076,964	
2.2.i	Natural Gas	10,086	3,863	49,033	41,320	
2.3.i	Nuclear	—	—	—	—	
2.4.i	Petroleum	458	8	12	31	
2.5.i	Total Renewable Energy Resources	—	732,309	622,123	664,106	
2.5.1.i	Biomass/Biogas	—	—	—	—	
2.5.2.i	Geothermal	—	—	—	—	
2.5.3.i	Hydroelectric	—	—	—	—	
2.5.4.i	Solar	—	—	—	—	
2.5.5.i	Wind	—	732,309	622,123	664,106	
2.6.i	Other	—	13,666	37,969	37,570	
2.ii	**Purchased Net Generation for the data year (MWh)**	902,020	1,600,167	2,580,511	2,696,773	Total Purchased Net Generation, resource types that are unknown for market purchases, see 2.6.1ii and 2.6.2ii.
2.1.ii	Coal	—	—	—	—	
2.2.ii	Natural Gas	—	—	—	—	
2.3.ii	Nuclear	—	—	—	—	
2.4.ii	Petroleum	—	—	—	—	
2.5.ii	Total Renewable Energy Resources	—	—	—	—	
2.5.1.ii	Biomass/Biogas	—	—	—	—	
2.5.2.ii	Geothermal	—	—	—	—	
2.5.3.ii	Hydroelectric	—	—	—	—	
2.5.4.ii	Solar	—	—	—	—	
2.5.5.ii	Wind	—	—	—	—	
2.6.1.ii	Other - Blackhills	261,465	109,525	105,598	140,097	
2.6.2.ii	Other - MISO - Minnkota	640,555	1,490,642	2,474,913	2,556,676	

Ref. No.	Refer to the "EEI Definitions" tab for more information on each metric	2005	2022	2023	2024	Comments, Links, Additional Information, and Notes
3	**Capital Expenditures, EE**					
3.1	Total Annual Capital Expenditures (nominal dollars)	$27,036,000	$133,970,000	$109,805,000	$110,812,000	
3.2	Incremental Annual Electricity Savings from EE Measures (MWk)	—	611	468	326	
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	—	$56,717	$53,142	$44,553	
4	**Retail Electric Customer Count**	118,367	144,561	145,108	145,686	For information on retail customer classes served, see Annual Reports
4.1	Commercial	—	—	—	—	
4.2	Industrial	—	—	—	—	
4.3	Residential	—	—	—	—	
Emissions						
5	**GHG Emissions: Carbon Dioxide (CO_2) and Carbon Dioxide Equivalent (CO_2e)**					Emissions are based off of ownership %.
	Note: The alternatives available below are intended to provide flexibility in reporting GHG emissions, and should be used to the extent appropriate for each company.					
5.1	**Owned Generation (1) (2) (3)**					
5.1.1	Carbon Dioxide (CO_2)					
5.1.1.1	Total Owned Generation CO_2 Emissions (mT)	2,771,874	1,432,835	1,413,415	1,346,803	
5.1.1.2	Total Owned Generation CO_2 Emissions Intensity (mT/Net MWh)	1.191	0.716	0.74	0.74	
5.1.2	Carbon Dioxide Equivalent (CO_2e)					
5.1.2.1	Total Owned Generation CO_2e Emissions (mT)	2,789,942	1,443,808	1,424,141	1,356,737	
5.1.2.2	Total Owned Generation CO_2e Emissions Intensity (mT/Net MWh)	1.199	0.721	0.745	0.745	Current % reduction in emissions intensity from 2005 intensity: 38% Target - The Company has a goal, through its electricity utility business, to reduce its 2005 GHG emissions intensity by 45% by 2030 from its owned and co-owned generating facilities.
5.2	**Purchased Power (4)**					
5.2.1	Carbon Dioxide (CO_2)					
5.2.1.1	Total Purchased Generation CO_2 Emissions (mT)	752,675	708,879	1,105,209	1,157,544	
5.2.1.2	Total Purchased Generation CO_2 Emissions Intensity (mT/Net MWh)	0.83	0.44	0.43	0.43	
5.2.2	Carbon Dioxide Equivalent (CO_2e)					
5.2.2.1	Total Purchased Generation CO_2e Emissions (mT)	756,622	736,598	1,113,584	1,166,296	
5.2.2.2	Total Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	0.84	0.46	0.43	0.43	
5.3	**Owned Generation and Purchased Power**					
5.3.1	Carbon Dioxide (CO_2)					
5.3.1.1	Total Owned and Purchased Generation CO_2 Emissions (mT)	3,524,549	2,141,714	2,518,623	2,504,347	
5.3.1.2	Total Owned and Purchased Generation CO_2 Emissions Intensity (mT/Net MWh)	1.09	0.60	0.56	0.55	
5.3.2	Carbon Dioxide Equivalent (CO_2e)					
5.3.2.1	Total Owned and Purchased Generation CO_2e Emissions (mT)	3,546,564	2,180,406	2,537,724	2,523,033	
5.3.2.2	Total Owned and Purchased Generation CO_2e Emissions Intensity (mT/Net MWh)	1.09	0.61	0.77	0.56	
5.4	Non-Generation CO_2e Emissions of Sulfur Hexafluoride (SF6)					Baseline for sulfur hexafluoride is 2004 and for electric system only. Represented in metric tons (mT).
5.4.1	Total CO_2e emissions of SF6 (mT)	17,218	1,479	372	13	
5.4.2	Leak rate of CO_2e emissions of SF6 (mT/Net MWh)	0.0053	0.00041	0.00019	0.000003	
6	**Nitrogen Oxide (NOx), Sulfur Dioxide (SO_2), Mercury (Hg)**					
6.1	Generation basis for calculation (6)	Fossil				Section 6 represents emissions from owned and co-owned fossil generation facilities.

Ref. No.	Refer to the "EEI Definitions" tab for more information on each metric	2005	2022	2023	2024	Comments, Links, Additional Information, and Notes
6.2	**Nitrogen Oxide (NOx)**					
6.2.1	Total NOx Emissions (mT)	7,708	1,591	1,699	1,568	
6.2.2	Total NOx Emissions Intensity (mT/Net MWh)	0.0033	0.0013	0.0014	0.0014	
6.3	**Sulfur Dioxide (SO_2)**					
6.3.1	Total SO_2 Emissions (mT)	9,461	3,166	3,335	3,080	
6.3.2	Total SO_2 Emissions Intensity (mT/Net MWh)	0.0041	0.0025	0.0027	0.002754	
6.4	**Mercury (Hg)**					
6.4.1	Total Hg Emissions (kg)	52.2	9.5	9	9.9	
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	0.000022	0.000008	0.000007	0.000009	
Key						
	mT = metric tons					
	1 lb. = 453.59 grams					
	1 tonne = 1,000,000.00 grams					
	1 metric ton = 1.1023 short tons					
	Total output-based emissions factor = eGRID 2022 GHG Annual Output Emissions Rate, RMPA, and MROW					
Notes						
(1)	Generation and emissions are adjusted for equity ownership share to reflect the percentage of output owned by reporting entity.					
(2)	CO_2 and CO_2e emissions intensity should be reported using total system generation (net MWh) based on GHG worksheet.					
(3)	As reported to EPA under the mandatory GHG Reporting Protocols (40 CFR Part 98, Subparts C and D).					
(4)	Purchased power emissions should be calculated using the most relevant and accurate of the following methods: For direct purchases, such as PPAs, use the direct emissions data as reported to EPA. For market purchases where emissions are unknown, use applicable regional or national emissions rate: - ISO/RTO-level emission factors - Climate Registry emission factors - E-Grid emission factors					
(5)	As reported to EPA under the mandatory GHG Reporting Protocols (40 CFR Part 98, Subpart DD).					
(6)	As reported to EPA under the mandatory GHG Reporting Protocols (40 CFR Part 98, Subpart W).					
Total CO_2e is calculated using the following global warming potentials from the IPCC Fifth Assessment Report:						
	CO_2 = 1					
	CH_4 = 28					
	N_2O = 265					
	SF_6 = 23,500					
Resources						
7	**Human Resources**					
7.1	Total Number of Employees	973	1,019	966	988	
7.2	Percentage of Women in Total Workforce		31	30	31	2005 data is not available.
7.3	Percentage of Minorities in Total Workforce		6	6	7	2005 data is not available.
7.4	Total Number on Board of Directors/Trustees	11	10	9	7	As of December 31 of each year.
7.5	Percentage of Women on Board of Directors/Trustees		40	33	43	2005 data is not available.
7.6	Percentage of Minorities on Board of Directors/Trustees		20	11	14	2005 data is not available.

Ref. No.	Refer to the "EEI Definitions" tab for more information on each metric	2005	2022	2023	2024	Comments, Links, Additional Information, and Notes
7.7	Employee Safety Metrics					
7.7.1	Recordable Incident Rate	4.74	2.73	1.49	1.74	Safety data for the year 2005 is for Montana-Dakota/GPNG only.
7.7.2	Lost-time Case Rate	1.29	0.76	0.34	0.15	Safety data for the year 2022, 2023, and 2024 are for the Utility Group.
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	0.75	1.31	0.80	0.73	
7.7.4	Work-related Fatalities	0	0	0	0	
8	**Fresh Water Resources used in Thermal Power Generation Activities**					
8.1	Water Withdrawals - Consumptive (Millions of Gallons)	1,030	538	520	538	
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	29,993	4,063	28	24	
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	0.00044	0.0002687	0.0002723	0.0002955	
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	0.01289	0.0020299	0.0000146	0.0000129	
9	**Waste Products**					
9.1	Amount of Hazardous Waste Manifested for Disposal	N/A	21,692	712	560	2005 data for hazardous waste disposal quantities is not available. Metric reported in pounds.
9.2	Percent of Coal Combustion Products Beneficially Used	17%	21%	24%	25%	

Defined Terms

401(k) Plan	MDU Resources Group, Inc. 401(k) Retirement Plan
AGA	American Gas Association
ADP	Advanced Determination of Prudence
AMLD	Advance Mobile Leak Detection
Annual Report	Annual Report on Form 10-K for fiscal year ended December 31, 2024
APLIC	Avian Power Line Interaction Committee
Board	Board of Directors
CAO	Chief Accounting and Regulatory Affairs Officer
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CIO	Chief Information Officer
CLO	Chief Legal Officer and Corporate Secretary
CCP	Coal Combustion Product
CCUS	Carbon Capture Utilization and Storage
Company	MDU Resources Group, Inc.
Compensation Committee	Compensation and Human Capital Committee
DART	Days Away, Restricted, and Transfer Rate
DIMP	Distribution Integrity Management Program
DMS	Distribution Management System
DOE	U.S. Department of Energy
EE	Energy Efficiency
EEI	Edison Electric Institute
EICP	Executive Incentive Compensation Plan
ERM	Enterprise Risk Management
ESG	Environmental, Social, and Governance
FERC	Federal Energy Regulatory Commission
Foundation	MDU Resources Foundation
FSA	Flexible Spending Account
GHG	Greenhouse Gas
GHGI	Greenhouse Gas Intensity
Governance Committee	Nominating and Governance Committee
GRIP	Grid Resilience and Innovative Partnerships
HSA	Health Savings Account
INGAA	Interstate Natural Gas Association of America
IPUC	Idaho Public Utilities Commission
IRP	Integrated Resource Plan
KW	Kilowat
KWH	Kilowatt-hour
KV	Kilovolt
LDC	Local Distribution Company
LNG	Liquified Natural Gas
LRTP	Long-Range Transmission Planning
MISO	Midwest Independent System Operator
MMscf	Million Standard Cubic Feet
MPC	Management Policy Committee
Mscf	Thousand Cubic Feet
mT	Metric Tons
MW	Megawatt
MWk	Thousand KWH
NDPSC	North Dakota Public Service Commission
NGSI	Natural Gas Sustainability Initiative
NIST	National Institute of Standards and Technology
NOx	Nitrogen Oxide
NWGA	Northwest Gas Association
NYSE	New York Stock Exchange
One Future Coalition	Our Nation's Energy Future Coalition
OSHA	Occupational Safety and Health Administration
PCBs	Polychlorinated biphenyls
PHMSA	United States Pipeline and Hazardous Materials Safety Administration
PIMP	Pipeline Integrity Management Plan
PRP	Pipeline Replacement Plan
PSMS	Pipeline Safety Management System
RIR	Recordable Incident Rate
RNG	Renewable Natural Gas
SASB	Sustainability Accounting Standards Board
SEC	U.S. Securities and Exchange Commission
SO_2	Sulfer Dioxide
TCFD	Task Force on Climate-Related Financial Disclosures
TENS	Thermal Energy Network
TIMP	Transmission Integrity Management Program
TROT	Therapeutic Riding of Tri-Cities
USWAG	Utility Solid Waste Activities Group
Utility Group	Cascade Natural Gas Corporation, Great Plains Natural Gas Co., Intermountain Gas Company, and Montana-Dakota Utilities Co.
WUTC	Washington Utilities and Transportation Commission

Helpful Resources

Board of Directors	
Board	investor.mdu.com/governance/board-of-directors
Committees	investor.mdu.com/governance/committee-composition
Committee Charters	investor.mdu.com/governance/governance-documents
Management	
MPC	investor.mdu.com/governance/executive-management
Public Reporting	
Annual Report	investor.mdu.com/financials/annual-reports/
Proxy Statement	mduproxy.com
Impact Report	mdu.com/sustainability/
Governance Documents	investor.mdu.com/governance/governance-documents
Amended and Restated Certificate of Incorporation	
Bylaws	
Corporate Governance Guidelines	
Policies	investor.mdu.com/governance/governance-documents
Accident Incident Response Investigation and Reporting Policy	
Conflict Minerals Policy	
Employee Safety Policy	
Environmental Policy	
Equal Employment Opportunity Policy	
Harassment Policy	
Human Rights Policy	
Incentive Compensation Recovery Policy	
Insider Trading Policy	
Leading With Integrity Policy	
Preventing Violence in the Workplace Policy	
Procedures for Communications with the Board of Directors	
Stock Ownership Policy	
Vendor Code of Conduct	
Human Resources	
Employee Recruitment	energizemycareer.com

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Board of Directors

Darrel T. Anderson
Chair of the Board

Nicole A. Kivisto
President and Chief Executive Officer; Director

Vernon A. Dosch
Independent Director

Marian M. Durkin
Independent Director

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Independent Director

Dennis W. Johnson
Independent Director

Charles M. Kelley
Independent Director

Tammy J. Miller
Independent Director

Priti R. Patel
Independent Director

Management Policy Committee

Nicole A. Kivisto
President and Chief Executive Officer

Dyke Boese
Chief Information Officer

Anthony D. Foti
Chief Legal Officer and Corporate Secretary

Rob L. Johnson
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Jason L. Vollmer
Chief Financial Officer

A REGULATED ENERGY DELIVERY BUSINESS

ELECTRIC UTILITY AND NATURAL GAS DISTRIBUTION

Our utility companies serve over 1.2 million customers across eight states.

PIPELINE

We provide natural gas transportation, underground natural gas storage, cathodic protection, and other energy-related services.


ENERGIZING
LIVES FOR
A BETTER
TOMORROW™
MDU RESOURCES
GROUP, INC.