



READY TO HELP

2021 COMMUNITY IMPACT REPORT



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Last year was a critical year for many people in our country and Black Hills Energy was there for our neighbors. We stepped up for the 824 communities across the eight-state footprint we are privileged to serve. We continuously strive to positively impact the lives of every person, business and organization in the towns and cities we all call home. We are proud to share this summary of our community impact activities throughout 2021.

Our communities were impacted by challenges unlike anyone has seen before or would have predicted - another year navigating a global pandemic, unprecedented weather and market challenges. We were challenged to find new and impactful ways to help our communities. Our charitable giving last year totaled \$5.3 million and was directed at the important work of the nonprofits, chambers and economic development organizations who support the places where we all live and work. These organizations helped local agencies recover from the effects of the pandemic, and are vital to the well-being, growth, and prosperity of our communities.

Our energy assistance program, Black Hills Cares, was an essential helping hand to many of our customers. As the need increased, so did the giving. In 2021 donations increased by 50 percent, as both our employees and customers showed they were ready to help their neighbors when times get tough.

Our Black Hills Corp. Foundation has reached an important milestone - 20 years of delivering support to the essential

projects throughout our communities. Black Hills Energy leverages the Foundation to primarily support larger capital campaigns that make lasting community impacts.

Providing safe and reliable energy every day is what we do, and alongside that commitment, our employees also make a meaningful difference in the communities where they live and work. They champion causes like youth mentorship, donate to local non-profits, and give time to agencies they believe in. Almost 800 of our employees shared their energy with hundreds of non-profits, volunteering over 36,000 hours serving on boards, helping at local food banks, supporting schools and working on many more worthy projects.

Events last year shed light on the importance of diversity, equity and inclusion for all. We strive to build a culture where everyone in our company and our communities feel valued, respected and know their views are important regardless of gender, color of their skin, sexual orientation, disability, religion, point-of-view or other unique qualities. We constantly reinforce and honor the diversity of backgrounds, experiences and ideas as they are the foundation of our ability to serve each other and our customers.

I am proud of how our team partners with our communities and customers, providing the kind of energy that fuels the areas and neighbors we serve.

— **Linn Evans**, President and CEO



Sharing our energy with the communities we serve through charitable giving, outreach, and employee volunteerism.



\$1.3 BIL
DIRECT ECONOMIC IMPACT

Serving over 1.3 million natural gas and electric utility customers in 824 communities across eight states, our direct economic impact included charitable giving, compensation for almost 2,900 employees, franchise fees, payments to suppliers, and property, sales and use taxes paid to our communities.



\$5.3 MIL
CHARITABLE GIVING

Included contributions and sponsorships to nonprofits, chambers and economic development organizations, United Way, energy assistance, in-kind donations, scholarships and investments in trees.



\$2.2 MIL
CONTRIBUTIONS & SPONSORSHIPS

Invested by our state utilities and the Black Hills Corp. Foundation in the great work of hundreds of worthy local organizations and nonprofits.



\$974,000
ECONOMIC DEVELOPMENT

Aided economic development organizations and chambers of commerce working to strengthen communities.



\$802,000
UNITED WAY PLEDGES

Benefited more than 45 United Ways across our eight states including over \$650,000 in employee pledges plus a 25% match from Black Hills Corp. Foundation.



\$768,000
ENERGY ASSISTANCE

Raised for our energy assistance program, Black Hills Cares, that helped over 2,400 families in need.



1,345
TREES PLANTED

Which will grow to filter over 9.7 million gallons of storm water and avoid or sequester over 3 million pounds of carbon.



\$390,000
IN-KIND OR OTHER DONATIONS

Supported community projects by sharing our unique skills and energy.



29,500+
CUSTOMERS SAVED ENERGY

By participating in energy efficiency programs and benefiting from energy savings.



36,000+
VOLUNTEER HOURS

Shared by almost 800 employees with over 1,000 community organizations.



9,600
FIRST RESPONDERS & EXCAVATORS

Trained on emergency response and safe digging practices so everyone knows safety is our top priority and the rules around 811.

We work hard to be engaged, responsible partners by giving back to the communities where we live and work. This includes funding for local organizations and rolling up our sleeves to help where it's needed most. We embrace the uniqueness of each of our communities and want to improve the quality of life for all. Our state leaders and local teams collaborate each year to determine how to make the most impact through our community investments.

Whether helping a veteran own a home or a community build a library, we believe in strengthening our communities through charitable giving. Each of our state utilities carefully budgets for donations to help our communities thrive, focusing on these giving priorities:

- Strong communities
- Helping people
- Education and workforce
- Energy and environment

This page shares a few gifts that made a big impact to those we serve in each of our states.

A donation to the Charles Strong Recreation Center in Arkansas funded two outdoor pavilions for youth and community activities.

We support the needs of food banks across our eight-state footprint, including our small communities like Upton, Wyoming.

The children in Sidney, Nebraska, are excited to play on their new playground which we are proud to support.

Wambli Ska Society in South Dakota is using our donation to provide safe events for Native American youth to attend.



Our Arkansas team proudly supports the Charles Strong Recreation Center in Luxora, Arkansas.



The Sidney Park Project in Sidney, Nebraska, is excited to partner with Black Hills Energy to make their new playground a reality.



Our employees presented the Upton Food Bank in Upton, Wyoming a donation to help with the extra need for food during the holidays.



Our South Dakota operations teams seen supporting the Wambli Ska Society, an organization serving Native American youth.

We are proud to strengthen the communities where we live and serve. In 2021, our charitable giving totaled more than \$5.3 million including gifts from our corporate foundation and state utility budgets as well as employee giving to United Way and support provided through Black Hills Energy's energy assistance program, Black Hills Cares. Below is a breakout of how our charitable giving impacted each of our states.

STATE	FOUNDATION	STATE OPERATING FUNDS	EMPLOYEE UNITED WAY GIVING (PAID IN 2021)	BH CARES	TOTAL
Arkansas	\$87,549	\$124,245	\$68,106	\$84,213	\$364,113
Colorado	100,992	1,415,138	90,978	159,703	1,766,811
Iowa	88,689	360,109	26,270	70,764	545,832
Kansas	48,946	216,748	43,063	177,529	486,285
Nebraska	112,982	268,636	101,191	149,879	632,687
South Dakota	135,204	679,148	241,126	64,013	1,119,491
Wyoming	48,512	214,232	80,058	62,343	405,145
TOTAL IMPACT	\$622,874	\$3,278,256	\$650,790	\$768,443	\$5,320,363

Charitable impact related to the two communities we serve in Montana is factored into our South Dakota and Wyoming totals.



Partnering with the Lexington Area Community Foundation for a playground in Johnson Lake, Nebraska.



Black Hills Energy employees, Hollie and Helen, support Osceola High School in Osceola, Arkansas by presenting a donation to Principal Toshiba Pug.

The Black Hills Corp. Foundation provides financial support to charitable organizations that strengthen the communities we serve. Last year, the Foundation awarded grants totaling almost \$475,000 to 31 worthy organizations working to improve our communities. Black Hills Energy primarily utilizes the Foundation to support larger capital or legacy projects, but it also provides a 25 percent match to employee pledges to United Way and serves as the pass-through entity for customer and employee donations to our energy assistance program, Black Hills Cares.

If a local organization needs greater support for an important legacy project in their community and they meet the criteria for additional consideration by our Foundation, our state community affairs managers submit these worthy projects to the Black Hills Corp. Foundation. A few projects the Foundation funded last year included:

- Planting trees and restoring land burned by fires in Colorado
- Renovating an old fire hall into a business incubator in downtown Denison, Iowa
- Purchasing a bookmobile to reach families unable to visit the library in Rapid City, South Dakota
- Building a children's museum in Cheyenne, Wyoming
- Supporting the needs of a community center and recreation center in Luxora and Ozark, Arkansas
- Revitalizing downtown Garden City, Kansas, with the commissioning of an arts and culture exhibit
- Building and renovating outdoor recreation areas across Nebraska



Celebrating the generous donation by our Foundation to the Lawrence Arts Center in Lawrence, Kansas.

“

Black Hills Energy's support of this project will go a long way to helping us build this new resource for the community and bring the joy of the arts to so many people. We are so grateful for the incredible support and for the shared belief that art is for everyone.

— **Margaret Weisbrod Morris, CEO**
Lawrence Arts Center

HONORING OUR EMPLOYEES



Chad and his wife overlooking the soon-to-be Peyton Parker Lane Playground in York, Nebraska.

One of the projects supported last year that meant a lot to both a community and an employee, was the Peyton Parker Lane Playground in York, Nebraska. Chad, a special construction and maintenance operations technician who joined Black Hills Energy two decade ago, and his wife, had three children. Their two sons, Peyton and Parker, were both born with a rare genetic disorder, which affects the central nervous system. As a result, neither Peyton nor Parker was able to sit up, walk, talk or eat on their own. After many wonderful years together, Peyton and Parker both passed away. The family worked tirelessly to honor their sons and Black Hills Energy is proud to be part of that legacy.

The family worked with the whole community in York to design the first fully inclusive and accessible playground in the area. The Black Hills Corp. Foundation, with the partnership of our Nebraska gas utility, was ready to help this family and community by providing a grant totaling \$25,000. Once completed, it will allow children, parents and grandparents of all abilities to gather safely at the largest accessible playground in the state of Nebraska.

CELEBRATING TWENTY YEARS OF GIVING

Since inception in 2001, the Foundation has granted more than \$7.1 million to almost 500 organizations. In 2021, Black Hills Corp. Foundation celebrated its 20th anniversary by designating \$20,000 to plant trees with community partners across our eight states. These trees will be planted in 2022 and will grow to provide the long-lasting community benefits the Foundation was founded to provide.

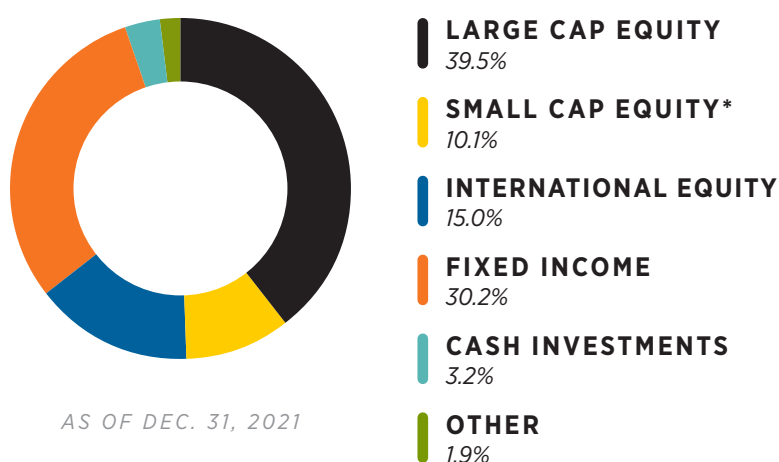
FOUNDATION INVESTMENTS

The assets of the Foundation saw a 12 percent increase in 2021 due to appreciation in the value of its underlying investments. In 2021, the Foundation received a contribution from Black Hills Corporation of approximately \$500,000 that offset most grants and disbursements made during the year. This contribution to the Foundation was based on an annual funding model dependent on the earnings of Black Hills Corporation during 2021. Composition of the Foundation's portfolio of investment assets are shown below.

BLACK HILLS CORP. FOUNDATION CASH FLOW STATEMENT - 2021

Beginning Balance (01/01/2021)	\$6,232,949
2021 Approved Grants Distributed -	
Match of Employees United Way Contributions	(151,324)
Community Grants Approved in 2021	(324,411)
Distribution of Previously Approved Grants	(150,300)
Contribution by BHC (Based on Earnings Model)	500,000
Black Hills Cares - Receipts	351,213
Black Hills Cares - Disbursements	(351,213)
Gains / (Losses) on Investments	851,026
Ending Balance (12/31/2021)	\$6,957,940

FOUNDATION PORTFOLIO COMPOSITION



2021 FOUNDATION DIRECTORS

Linn R. Evans

President and CEO

Rich Kinzley

Chief Financial Officer

Todd Jacobs

Vice President - Growth and Strategy

Kimberly Nooney

Vice President - Corporate Controller and Treasurer

Marne Jones

Vice President - Electric Utilities

Wes Ashton

Vice President - Customer Experience

Shirley Welte

Vice President - Iowa Gas

Mark Stege

Vice President - Wyoming Gas and Electric

Vance Crocker

Vice President - Colorado Gas and Electric

Kevin Jarosz

Vice President - Nebraska Gas

Marc Eyre

Vice President - South Dakota Electric

Chad Kinsley

Vice President - Arkansas Gas

Jerry Watkins

General Manager - Kansas Gas

2021 FOUNDATION OFFICERS

Val Simpson, President

Regional Manager - Community Affairs

Jaf Karim, Vice President

Director - Government Affairs

Josh Wosepka, Treasurer

Manager - Regulatory and Finance

We proudly support the work of chambers of commerce and economic development organizations that support the economies of communities we serve. At the same time, we seek partnerships that help our communities grow and succeed. In 2021, we invested almost \$950,000 to aid local organizations and chambers of commerce working to support essential businesses at the heart of the places we call home.



Ignite Denison received a grant from the Black Hills Corp. Foundation and Black Hills Energy's Iowa team.

SPURRING ECONOMIC GROWTH IN DENISON, IOWA

Black Hills Energy, along with additional support from the Foundation, were proud to help the city of Denison, Iowa. The support was given to the city and the Chamber and Development Council of Crawford County to repurpose and renovate a prominent vacant fire hall in uptown Denison.

After the renovation is complete, the building will house two important entities within the community: Ignite Denison, a new incubator/accelerator space, and new offices for the Chamber and Development Council of Crawford County.

Ignite Denison's business incubator program will accept startups based on potential economic impact and the potential to grow into new "primary employers" within the community. Businesses will be offered space rent-free for six months. After that period, rent will stairstep up in cost each month. The startups will be transitioned to other office space in the community within 18 months. Business growth experts will coach the participants monthly, and the Chamber and Development Council will host weekly business coaching sessions with tenants.

PUEBLO ECONOMIC DEVELOPMENT PARTNERSHIP SHOWCASES RENEWABLES

In 2021, Black Hills Energy partnered with the Pueblo Economic Development Corporation to create a marketing plan targeting companies with corporate environmental and sustainability goals. The marketing plan leveraged a LinkedIn campaign to drive interest in a webinar panel discussion that focused on renewable energy projects completed in Pueblo, Colorado. The campaign was designed to drive engagement and direct corporate executives and site selectors to the economic development agency's website that showcases how their utility partners are transforming the community's energy infrastructure with significant solar and wind projects and aggressive carbon emission reduction goals.



We are proud to partner with the Pueblo Economic Development Corporation in Pueblo, Colorado.

PARTNERING WITH LOCAL CHAMBERS



Fayetteville, Arkansas employees supporting the Springdale Chamber Golf Classic.

Working together with local chambers of commerce, everyone achieves more. Below are a few examples of how we partner with local chambers to build up our communities.

Our Arkansas gas employees proudly sponsored and partnered with the Springdale Chamber to support its Golf Classic. Black Hills Energy team members provided information about the benefits and uses of natural gas. They also stepped up to volunteer at tents, serve breakfast and lunch, and deliver water and soft drinks to participants around the golf course.



Black Hills Energy is proud to partner with the Casper Chamber of Commerce.

The power of community is more important than ever in Wyoming. We were proud to sponsor a special and safe awards banquet for the Casper Area Chamber of Commerce. In addition to sponsoring the evening's events, we also continued our longstanding sponsorship of the Member of the Year Award, recognizing the powerful work that our community members do each year to support one another.

SHOP LOCAL IN LAWRENCE

Small businesses are the economic engines of our communities. That's why Black Hills Energy proudly supports chambers across Kansas. We share a belief that local shops, restaurants and other Main Street businesses are the backbone of thriving hometowns.

This past holiday season, Black Hills Energy in Kansas partnered with the Lawrence Chamber of Commerce to lean into the shop local movement. Throughout the holiday season, Black Hills Energy and the Lawrence Chamber promoted #ShopLocalLawrence. The campaign encouraged people to support the independent shops throughout town to give something that means something. It even created an Instagram star, "Chamber Chad," to pop up at local stores to peruse the great attractions of Lawrence.

Powered by Black Hills Energy, in partnership with the Lawrence Chamber, the community rallied around its local retail.



Chamber Chad takes a moment to smell the roses in downtown Lawrence, Kansas. Sponsored by Black Hills Energy, the personality took over the local chamber account during the holidays to encourage supporting small businesses.

Black Hills Energy has a strong partnership with United Way dating back to the 1940s. United Way continues to be our corporate charity of choice because of their strong connection with local needs and solid processes for vetting and supporting the charitable organizations most effective in serving those needs.

Last year during our employee giving campaign, nearly 1,200 employees personally contributed over \$650,000 to a United Way addressing priority needs in their community. It's become tradition to pledge what we call our "fair share," which is one hour of pay per month. Our employee donations are matched at 25 percent by the Black Hills Corp. Foundation for a total donation of over \$800,000 shared among more than 45 United Ways across our territory.



Employees in Lincoln, Nebraska, volunteering with United Way.



Our Rapid City, South Dakota, employees volunteering with United Way to support Feeding South Dakota.

OUR PARTNER UNITED WAYS INCLUDE:

ARKANSAS

- United Way Fort Smith
- United Way of Greater Blytheville
- United Way of Northwest Arkansas
- United Way of Northeast Arkansas
- United Way of Boone County

COLORADO

- Pikes Peak United Way
- Pueblo County United Way
- United Way of Weld County
- United Way of Garfield County
- United Way of Mesa County
- United Way of Southwest Colorado
- United Way of Larimer County
- United Way of Eagle River Valley
- Mile High United Way

IOWA

- United Way of Central Iowa
- United Way of Dubuque Area Tri-States
- United Way of Jasper County
- United Way of East Central Iowa
- United Way of Winneshiek County

KANSAS

- United Way of Dodge City
- United Way of Franklin County
- United Way of Douglas County
- Finney County United Way
- United Way of the Plains
- Seward County United Way
- United Way of Greater Kansas City

NEBRASKA

- Columbus Area United Way
- Gage County United Way
- United Way of Lincoln and Lancaster County
- Norfolk Area United Way
- Cornhusker United Way
- United Way of York
- United Way of South Central Nebraska
- United Way of Western Nebraska
- Lexington Area United Way
- United Way of the Kearney Area
- Mid Plains United Way

SOUTH DAKOTA

- United Way of Northern Hills
- United Way of Southern Hills
- United Way of Sturgis
- United Way of the Black Hills

WYOMING

- United Way of Albany County
- United Fund of Weston County
- United Way of Laramie County
- United Way of Natrona County
- United Way of Carbon County
- United Way of Southwest Wyoming

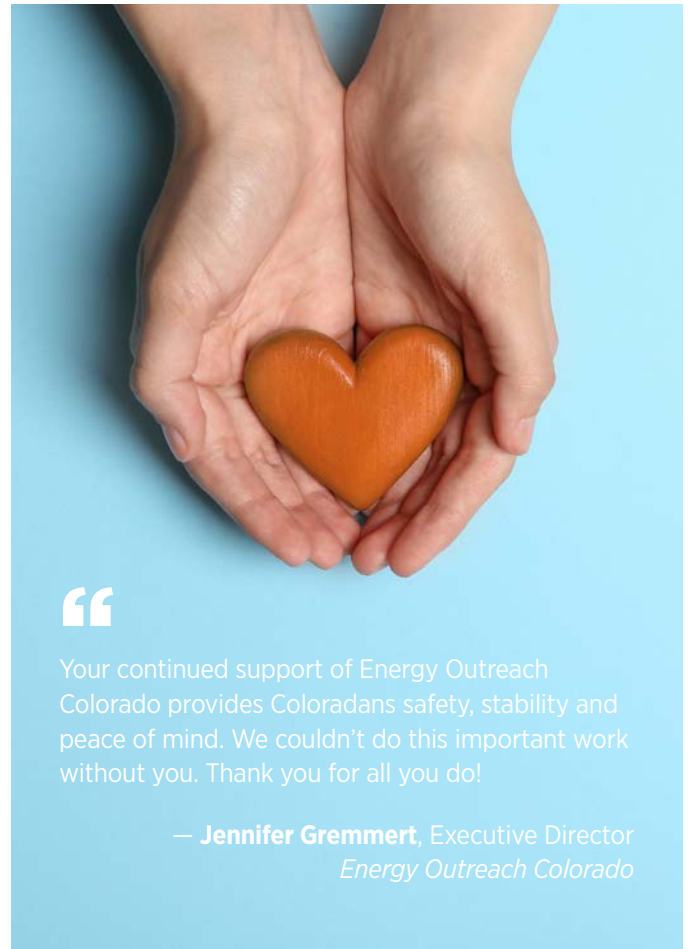


We all use energy to heat our homes when it's cold and keep the lights on when it gets dark. Last year was even more difficult with economic concerns, extraordinary weather and market events along with our communities overcoming the effects of the pandemic. Making the tough decision between paying for energy or feeding your family is beyond challenging.

Our energy assistance program, Black Hills Cares, is ready to help if any of our customers are struggling with these basic needs. Last year, Black Hills Cares provided critical energy assistance to almost 2,400 families through partnerships with two dozen agencies throughout our service territory. We match our customers' and employees' contributions to Black Hills Cares dollar-for-dollar, raising a total of almost \$770,000 last year.

We knew many families were impacted by the pandemic and we wanted to do more to help, so last year we increased awareness of our Black Hills Cares programs. Spotlighting this critical program resulted in more than 50 percent growth in donations by our employees and customers.

In the past 14 years, Black Hills Cares has provided more than \$7.6 million in customer, employee and company donations to provide energy assistance for those in need.



OUR BLACK HILLS CARES PARTNERS INCLUDE:

ARKANSAS

- Salvation Army - Hearts Warming Homes

COLORADO

- Energy Outreach Colorado

IOWA

- New Opportunities Inc.
- Hawkeye Area Community Action Program
- Matura Action Corp.
- Mid-Iowa Community Action
- North Iowa Community Action Organization
- Northeast Iowa Community Action Corp.
- Operation Threshold
- IMPACT Community Action Program
- Upper Des Moines Opportunity Inc.
- West Central Community Action Agency

KANSAS

- The Salvation Army - Heatshare
- Warm Hearts of Douglas County

NEBRASKA

- The Salvation Army - Heatshare

SOUTH DAKOTA

- Christian Life Center - Compassion Cupboard
- Custer Ministerial Association
- Church Response
- Hot Springs Ministerial Assoc.
- Newcastle Ministerial Assoc.
- Salvation Army of the Black Hills
- Sturgis Alliance of Churches
- Newell - Vale - Nisland Ministerial Assoc.

WYOMING

- Energy Share of Wyoming



BLACK HILLS CARES HELPING FAMILIES

Hot Springs Ministerial Association, a Black Hills Cares partner in South Dakota, shared this letter from one of the families helped through our energy assistance program.

Hi, my name is Bobbie. I am writing to thank the Black Hills Cares program on behalf of my family and myself. The Hot Springs Ministerial Association has been there for us any time we have needed a helping hand. I am a single mother of two teenage children and have recently also taken custody of my five-year-old nephew. I struggle at times, and I am so grateful that all the people who work with us have been so nice and understanding. I don't know where I would be if I would not have gotten help from your program in 2021 when we needed it. I was transitioning between jobs and with all the changes there would have been no way for me to cover my rent and my electric bill. I am so grateful that your program was there to help because without it I don't know what or where I would be. Thanks for being there for my family and myself.

Our Black Hills Cares program and the partnerships with our distributing agencies allowed us to be ready to help Bobbie and all our neighbors in need when times were tough.

WALK FOR WARMTH

The Rapid City, South Dakota, community celebrated at the Walk for Warmth in February 2021. Hosted by Salvation Army of the Black Hills, HomeSlice Media and Main Street Square, the event featured a 1.5-mile walk through downtown Rapid City which raised more than \$22,000 for energy assistance for our Black Hills neighbors.

Black Hills Energy Ambassadors and employees volunteered and participated in the event and Rapid City Mayor Steve Allender declared it "Walk for Warmth Day" in the community. The funds raised during the Walk for Warmth helps families stay warm during harsh South Dakota winters.



Walk for Warmth in Rapid City brings the community together in support of our neighbors in need.

“

I have never had to ask for help but I knew I couldn't do this alone. I was so relieved that the bill payment assistance program, Black Hills Cares, helped me keep my utilities on and help me get back on my feet.

— Ruth D.

Black Hills Energy believes in the power of education and the impact it has on individuals, families, and communities. Sometimes that means a college scholarship. Sometimes that means helping a community with an afterschool program. Often it means ensuring students have the supplies and support they need to succeed in school.

We provide funding to STEM and education programs, recognize the importance of our teachers, and fund scholarships to help students afford college. Our employees take this support a step further by spending their energy with children in their communities, volunteering at local schools, coaching youth sports teams and supporting local youth-focused events.



Natural Gas Service Specialist, JP, educates students on natural gas safety in a grade school in York, Nebraska.

SCHOLARSHIPS

To inspire the next generation of energy leaders, we work with foundations at colleges and technical institutes in each of our states to award scholarships to students studying specific fields that align with our workforce needs. In 2021, over \$46,000 in scholarships were paid out to 35 students throughout our states to continue their fields of study. Applications for these scholarships are available through each school's foundation or scholarship office and deadlines vary. The student or student's parent or guardian typically must be a Black Hills Energy customer. We currently have scholarships awarded through relationships with the following schools:

COLORADO

- Pueblo Community College
- Colorado State University - Pueblo

IOWA

- Northeast Iowa Community College
- Marshalltown Community College

KANSAS

- Barton County Community College
- University of Kansas
- Seward County Community College
- Wichita State Technical College

NEBRASKA

- Metropolitan Community College
- Southeast Community College
- Northeast Community College
- Central Community College
- Western Nebraska Community College
- University of Nebraska Lincoln

SOUTH DAKOTA

- South Dakota Mines
- Mitchell Technical Institute
- South Dakota State University
- University of South Dakota
- Black Hills State University
- Oglala Lakota College

WYOMING

- Laramie County Community College
- University of Wyoming



This scholarship means a lot to me because I was stressing about how I was going to pay for books and tools for my program. After receiving this scholarship, I will be able to focus more on my educational program goals and less about my financial status. I just want to thank you again for making this scholarship possible.

— Student, Northeast Iowa Community College



POWERING EDUCATION

It's hard to focus on schoolwork if you can't afford the tools necessary to complete the homework. In addition to our energy assistance program taking some of the financial weight off guardians, our employees in all eight states led back-to-school drives to make sure the students in their communities had the tools necessary to be successful in the classroom.

In the small community of Fairbury, Nebraska, the median household income falls more than \$27,000 below the national average. Even ordinary purchases like school supplies can put a crimp in a household budget. Our team members in Fairbury recognize the financial struggle of their fellow community members and the importance of education. To show their support, the team joined with other organizations to collect and donate school supplies such as backpacks, cleaning supplies and classroom items. Four team members went the extra mile and delivered the supplies to schools.

Team members in Lawrence, Kansas, partnered with the United Way of Douglas County to raise enough money to purchase and donate 125 backpacks. In Dodge City, Kansas, gas technicians welcomed 700 students, parents and teachers back to school with a burger feed.

In Arkansas, team members in our northwest offices volunteered at the annual teacher appreciation event. The office also joined with Walmart and other corporate sponsors to collect school supplies for students in 15 area school districts.

By supporting students, we strive to reinforce the importance of education and let students know their community cares about their success. Education strengthens the lives of these students and the communities they call home, and we are proud to play a part in their educational journey.



| Our technicians in Fairbury, Nebraska, helping deliver school supplies.



| One of many school supply drives that our employees host each year. Pictured are donations collected by employees in northwest Arkansas offices.



| Collecting backpacks to donate to students in Lawrence, Kansas.



| Showing support for our teachers and welcoming students back to school in Kansas.

An osprey soars over a neighborhood lake, searching the surface for its next meal. Families gather with their neighbors at a lush park to plant hundreds of trees. These are scenes that play out every day in the communities we serve – cities and counties with stunning natural beauty and wildlife. While Black Hills Energy’s focus is providing safe and reliable power to our customers, we also strive to be responsible environmental partners.

CLEAN UP EFFORTS

Our Black Hills Energy communities are beautiful places, from the Ozark Mountains to the Missouri River Valley to the Black Hills National Forest. We love our communities, and we love playing a role in keeping them beautiful. This shines through when team members put in some good old-fashioned sweat equity.

Our employees are ready to get their hands dirty while cleaning up their hometowns. Our team members in Harrison, Arkansas, participated in the Adopt-A-Highway program, picking up trash and debris on Commercial Street near their office at least quarterly. Each year, the Mississippi County Regional Chamber of Commerce in Arkansas hosts a citywide cleanup. Due to the challenges posed by COVID-19, the chamber wasn’t able to host the event last year. Our Blytheville team members stepped in to tackle several streets, saying that, “giving back time and hard work for our community is what keeps this town going.”

Volunteering is more satisfying when we have a friend or family member with us. Our Colorado employees invited their family members to help at the Fountain Creek Nature Center in Fountain, Colorado, to pick up trash and remove invasive plants. Their efforts helped protect the adjacent creek and help prevent waste from entering the waterway. Removing the thistle and teasel helps maintain a healthy environment for monarch butterflies, which provides a perfect opportunity for local visitors to learn more about the butterflies and their natural habitat.

Black Hills Energy’s Colorado Gas team in Castle Rock gathered for the annual street cleanup, collecting 14 bags of trash along the industrial stretch. The team noted that it was such a “satisfying feeling to be part of a team beautifying the community and environment.” In Montrose, Colorado, our teams don the orange safety vests each year to clean up a two-mile stretch of highway in the Dallas Divide pass, making sure this stunning stretch of highway stays that way.

Near Hill City, South Dakota, teams worked together to pick up garbage along a two-mile stretch in the picturesque Black Hills. The South Dakota employee Ambassador team joined arms during Earth Day to give attention to a stretch of highway often overlooked near our corporate headquarters as well as in Box Elder, a near-by sister city which is home of Ellsworth Air Force Base.



Our Supply Chain team in Rapid City, South Dakota, doing their part to keep our environment clean near Hill City.



Team members in Castle Rock, Colorado, participating in annual street cleanup.



Employees in Blytheville, Arkansas, participated in their citywide cleanup efforts.

This past year, our team in Cheyenne, Wyoming, collected trash from the greenway that runs through their city, serving as a recreation area for all ages in the community. Team members said cleaning the area was one of the best ways to serve their community. Twice a year, our team members in Gillette, Wyoming, spend a morning collecting litter from roadways near the power station. The collection also allows the crew to mow the perimeter as a fire control measure.

We are proud of our team members who put in the extra effort to keep the natural beauty of our communities pristine. It's just one more way that Black Hills Energy shows its environmental commitment.



In Cheyenne, Wyoming, our teams work to keep their hometown environment healthy.



In Iowa, our team celebrated the company's fifth renewable natural gas facility at the Dubuque Metropolitan Area Solid Waste Agency.

LANDFILL TURNED INTO CLEANER ENERGY

Black Hills Energy celebrated the company's fifth renewable natural gas facility at the Dubuque Metropolitan Area Solid Waste Agency. The facility will collect methane gas, known as biogas, emitted from the landfill waste. The biogas will then be purified into renewable natural gas and injected into Black Hills Energy pipelines for distribution. The facility will produce enough gas to heat approximately 2,700 homes each year. "Investments in renewable natural gas are just one way we're demonstrating this commitment to providing even cleaner energy," said Shirley Welte, vice president of Iowa Gas.

CARING ABOUT WILDLIFE

Our employees worked closely last year to take care of very special birds. The first took place at a lake in Rapid City, South Dakota, where ospreys nest each summer. When one of the ospreys became injured after being tangled in twine and couldn't fly from the nesting platform to hunt for food, our electric operations and environmental teams partnered with the South Dakota Game Fish and Parks to rescue the bird with one of our bucket trucks. After a few days of veterinarian care, this lucky bird was back to soaring the South Dakota skies.

Miles from South Dakota, our team in Cañon City, Colorado, partnered with Colorado Parks and Wildlife (CPW) to rescue another osprey when the bird had become tangled in litter and couldn't fly. This parent bird was unable to leave its nest to hunt or gather food for its chicks. The staff at CPW knew who to call for help reaching the helpless bird. While in his bucket high above the ground looking into the nest, one of our linemen was guided by CPW on how to safely untangle the raptors legs and talons. Working together, this rescue saved its life as well as the lives of its chicks.



Using our bucket truck, we were able to reach and help this osprey.

LEAVING A LEAFY LEGACY

We are dedicated to raising awareness about the positive impact trees have on our homes, communities and environment. In 2021, we partnered with Trees Forever and the Arbor Day Foundation by investing over \$91,000 to plant more than 1,300 trees. These trees will grow to save over 1 million kWh of energy by blocking the hot summer sun and cold winter winds, as well as filter over 9.7 million gallons of storm water and avoid or sequester over three million pounds of carbon dioxide. These trees were free to our customers to plant in a place that would help achieve the greatest benefit.

Last year, our team came together with friends and families in Dubuque, Iowa, to plant over 40 trees. Since collaborating with Trees Forever in 1992, we have partnered to plant almost 82,000 seedlings.

Our commitment to the environment and tree giveaway program in Colorado garnered recognition from the Colorado Environmental Leadership Program for going “beyond compliance with environmental regulations by advancing sustainability in Colorado.”

We also partner with the Arbor Day Foundation during Earth Month, giving away trees to customers in multiple states. In honor of Earth Day, team members in Rapid City, South Dakota, planted trees near a new homeless transformation center and picked up trash during the 50th Annual City-Wide Clean Up day. Collaborating with city officials and community partners to plant trees and protect our environment has helped Rapid City become recognized as Tree City USA by the Arbor Day Foundation.

We continually demonstrate that our commitment to customers and communities extends far beyond the power that heats and cools homes. It encompasses everything that makes our communities strong and beautiful, and we’re proud to be a responsible environmental partner.



Operations Technician Jason helps plant trees in Plattsmouth, Nebraska.



In Rapid City, South Dakota, our team helped plants trees in a wildlife area near a high school for Earth Day.



Employees and their families helped plant trees in Dubuque, Iowa.

STORY CITY, IOWA, PLANTED FOR THE FUTURE

Over the last 25 years, a remarkable partnership has formed, leaving a lasting impact on one Iowa community and its future generations. Through the Power of Trees program in Iowa, Black Hills Energy, Trees Forever and the city of Story City began planting trees throughout the community. Since then, a staggering 3,200 trees have taken root in this town alone.

We not only provided funding but engaged employees who participated in the annual plantings along with Trees Forever field representatives and committed Story City residents. The organizations assembled to plant new trees, some of which replaced trees destroyed by the emerald ash borer or during the August 2020 Iowa derecho. The city's tree board dug holes and provided mulch, bark guard and planting instructions for 40 volunteers. The mayor of Story City drove the water truck to give each tree a good drink, a process he continued throughout the summer to make sure the new trees were firmly rooted.

“Our operation with the Scouts (our tree huggers of the future), showing them the proper way to plant a tree, really pays off. These kids grow into adults, bring their families back and help us plant more trees. It is a great cycle,” said Mayor Mike Jensen. “Black Hills Energy helps keep this cycle going and growing.”

For all three organizations, it's just as much about preparing and mentoring the next generation to carry on the good work of the last 25 years as it is about the actual planting. This is evident by the number of young families participating in this community event, the education Trees Forever continually provides across the state and Black Hills Energy's dedication to raising awareness about the positive impact trees have on our homes, communities and the environment.



| Planting trees in Story City, Iowa.



| Our Iowa employees and families taking part in planting trees in Story City.

We offer our customers a wide variety of programs and rebates to help them learn how to reduce energy waste and lower their energy bills. Our customers understand the importance of these efforts and almost 29,600 customers participated in at least one Black Hills Energy-sponsored energy efficiency program during 2021. In addition to our energy efficiency programs, we educate and engage with customers to promote adoption of energy-saving techniques. Learn more at blackhillsenergy.com/efficiency-and-savings.

PARTNERSHIPS WITH OUR COMMUNITIES



Kit Carson County, Colorado, receiving their energy efficiency rebate.

Our energy efficiency teams work closely with local business, nonprofits and customers to create awareness about the energy-saving benefits.

Our Colorado Energy Efficiency Coordinator worked with one of our communities to get the most out of their energy efficiency projects. Kit Carson County in Colorado received over \$82,000 in energy efficiency rebates and incentives for improvements at the Health and Human Service Center, forebuilding and county jail. The qualifying projects will save the county 4,322 therms of energy a year, through use of programmable thermostats, condensed water heaters, furnace replacements and more.

DISTRIBUTING ENERGY EFFICIENCY KITS

Reducing energy waste is a priority for Black Hills Energy so we found ways to help our customers make their homes more energy efficient. Our teams in Colorado celebrated National Energy Awareness Month in October by providing energy-saving kits to customers in four Colorado communities. About 40 local volunteers helped Colorado Electric employees distribute more than 1,100 kits. Each kit included a smart power strip, LED light bulbs, caulk and dispenser, weatherstripping, outlet insulators, a water conserving shower head and sink aerator, LED nightlight and instructions on how to install each.

Through our partnership with community leaders, we turned the drive-through distributions into a larger community event in Pueblo, Cañon City, Rocky Ford, and Cripple Creek/Victor area. Pueblo City Council proclaimed October 2021 as Energy Efficiency Month and Council President Lawrence Atencio encouraged residents to learn about energy efficiency and participate in Black Hills Energy programs. In addition, other community partners came together to provide health screenings, host a free farmers market, and pass out meal kits.



Our team in Pueblo, Colorado, helping pass out energy efficiency kits and meal boxes. Photo credit: Nicki Hart



Partnering with local organizations to make a drive-through distribution in Colorado a success. Photo credit: Nicki Hart

Volunteering is in the DNA of Black Hills Energy employees and a core value of our company. We know that by giving back in our communities, we are helping build a stronger and more vibrant society. At the same time, volunteers benefit by finding a sense of purpose and meaning.

HOW WE SHARED 36,000 HOURS OF ENERGY

By supporting nonprofits, individuals and events where we live and work, our employees exemplify the meaning of community. We give back because we truly want our neighbors, towns and communities to be stronger and better places for everyone. We believe the best way to do that is to give of our time and talents through volunteerism.

Volunteering comes in all shapes and sizes from delivering lunches to seniors, coaching youth sports, serving on boards or committees of nonprofits, to serving our veterans. The array of volunteer outreach by our employees runs the gamut. In 2021, almost 800 Black Hills Energy employees volunteered more than 36,000 hours with hundreds of organizations. Here are just a few examples of how our employees volunteered in their communities.

In Marshalltown, Iowa, Black Hills Energy team members volunteer at the Iowa Veterans Home, taking veterans for excursions on all-terrain vehicles. The same group also volunteers in Algona, Iowa, giving rides to people with intellectual disabilities.

Iowa employees also volunteered during the 2021 Register's Annual Great Bicycle Ride Across Iowa, or RAGBRAI, the longest, largest and oldest bicycle touring event in the world.



| Enjoying time alongside our veterans on all-terrain vehicles in Iowa.



| Arkansas employees getting their hands dirty in clean-up efforts.



| Iowa employees volunteer to keep bikers safe during a large bicycle touring event.

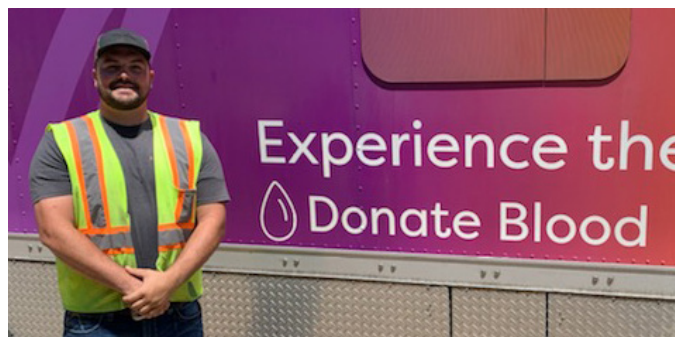


| South Dakota employees support our local food banks by passing out food boxes.

A group of Arkansas employees spent a spring day in support of Live United Day raking leaves, splitting wood and putting in new bunks in preparation for summer camp at a Girl Scout camp in Huntsville.

Employees in many of our states help build and repair homes through partnerships with their local Habitat for Humanity. Last year, our employees in Rapid City, South Dakota, volunteered with Black Hills Area Habitat for Humanity by helping paint a new home and improving the landscape around it.

After a tragic grocery store shooting in Colorado took the life of Boulder Police Officer Eric Talley, two Black Hills Energy employees wanted to do something to honor him and help their community. Dustin and Cody, gas technicians in the Frederick office, organized a blood drive to help replenish depleted supplies at the local blood bank. At this blood drive, Black Hills Energy employees gave blood donations to Vitalant, enough to benefit 45 patients. Even more impressive, more than half of the participating employees were donating blood for the first time.



Gas technicians in Colorado donating blood when the need was great.



Volunteers in Rapid City, South Dakota, helped paint a Habitat for Humanity home.

FOOD IS ENERGY



South Dakota employees having fun supporting Feeding South Dakota.



Safely packing food boxes to help our communities in Iowa.

Black Hills Energy maintains a focus on the health and well-being of communities, and food insecurity continues to be a critical issue. Nationwide, more than 38 million people — 12 million of them children — are considered food insecure. Families in rural areas are hit especially hard, according to Feeding America. For families and communities dealing with food insecurity, food banks and community programs are a critical safety net.

When COVID-19 forced a shutdown of the meal site at Elderbridge Agency on Aging in Iowa, people were faced with a crisis. A disabled caregiver to his elderly father, Dan didn't have the resources to replace those lost meals. He also needed to remain at home to avoid contracting COVID-19 and passing it to his father. Fortunately, the Spencer, Iowa, team stepped up with a \$1,500 grant to Elderbridge to provide 187 emergency meals to people like Dan in Clay County, Iowa. Meals were delivered to homes, ensuring safety for all involved.

Team members in Holdrege, Nebraska, understand the importance of their community food bank. Employees collected and donated 100 food items over the summer of 2021 during a critical time for families with children no longer having access to school meals.



| Ozark, Arkansas, employees organizing food donations.

Arkansas teams continued supporting food insecurity needs by packing and distributing more than 2,600 weekend food bags for Ozark Public Schools students and volunteering with the Harrison School District's Backpack Program providing approximately 200 weekly backpacks to help students when school is not in session.

For the past seven years, Black Hills Energy has sponsored the 10/11 Can Care-A-Van food drive in Nebraska. The food drive, which stocks food pantries throughout Nebraska, collected 205,360 pounds of food last year. Team members also volunteered to collect and organize donations.

Our Reliability Center at Horizon Point in Rapid City, South Dakota collected and donated more than 100 pounds of nonperishable food items to the local food bank, thanks to a holiday food drive. The drive was a huge success, with the donated food delivered to the food bank just in time for Christmas.

Also in Rapid City, more than two dozen employees joined our CEO, Linn Evans, and Vice President of Tax, Donna Genora, in the Day of Hunger led by Feeding South Dakota. To raise awareness of food insecurity, our employees fasted for 24 hours and shared their firsthand experiences with hunger.

Black Hills Energy employees in Council Bluffs, Iowa, led a food drive that brought in more than 1,300 pounds of food for their food insecure neighbors. The donations were given to Food Bank for the Heartland.

These are just a few examples of the many ways our employees work to address food insecurity in their communities. All of us at Black Hills Energy understand that food insecurity can affect anyone, and we never want members of our communities to have to choose between feeding their families and paying rent or even buying medications. Although we hope for a future when food banks are never needed, we are committed to supporting food insecurity programs across our territories that are keeping our communities fed.



| Council Bluffs, Iowa, employees came together to boost donations to their local food bank.



| Ozark, Arkansas, employees organizing food donations.

“

Thank you to all of the committed employees of Black Hills Energy for your commitment to drawing attention to Food Insecurity. You and the employees put your money, soul and hearts where it will do the most good and that is by teaching by example. Thank you for your commitment to our community and building awareness of this terrible problem. Thank you for your selflessness. You guys are the best!

— **Mike Gould**, Feeding South Dakota Board member

ARKANSAS

Janet, an administrative assistant in Lowell, Arkansas, was selected through nominations by her peers for the prestigious Volunteer of the Year award. She is always eager and willing to volunteer in her community including being active with internal campaigns to support United Way, 811 Day, and the Black Hills Energy Ambassadors. She also supports many of the chambers of commerce in the region. In recognition of her efforts, Black Hills Energy made a \$250 donation to the Dolly Parton's Imagination Library through the United Way of Northwest Arkansas.

Her co-workers shared: *"Janet never turns down an opportunity to volunteer in our community. She is always one of the first to volunteer her time. She encourages our team to get involved and represent Black Hills Energy out in our communities. Thank you again for giving back to your community, for encouraging others to volunteer."*

We agree that Janet is more than deserving of this award and her give-back attitude is what Black Hills Energy is all about.



Janet was recognized as the Volunteer of the Year among our Arkansas team.

NEBRASKA

Laurie, operations support specialist for the Kearney area, was selected as Volunteer of the Year in Nebraska. "The volunteer of the year award recognizes employees who exemplify our mission, vision and values," said Kevin Jarosz, vice president of Nebraska operations. "This past year and years prior, Laurie has demonstrated that she is generous with her time and focused on making life better for our customers and their communities." As a part of the award, she was given \$500 that she gifted to the Minden Senior Center.

Laurie is recognized for her participation in community events throughout the Kearney service territory, from helping with the Christmas Polar Express, Kids Exploration Days at the children's museum, and preparing backpacks for Salvation Army. One of her major contributions was facilitating a partnership with the Commodity Supplemental Food Program, an offering of the local community action partnership, where company volunteers helped load and deliver food across 12 communities in the region. She also served on the United Way Board of Directors and led many other efforts to give back to communities in the region.

"Helping others is a concept deeply ingrained in Laurie's heart. Before, during and after her board membership with United Way of the Kearney Area, Laurie continually advocates in many ways to make a lasting impact in her community. It's clear that she loves others, and she helps people rally around great causes that matter. We appreciate all she does to make the Kearney area a wonderful place to work and live," says Nikki Erickson, executive director of United Way of the Kearney Area.



Laurie of Kearney is recognized by numerous organizations for her commitment to helping others in Nebraska.

Our employees go above and beyond for our communities and last year this included changing lives. Here are a few stories that spotlight our incredible employees.

SIGN FOR SENIORS

In Cheyenne, Wyoming, the electrical team pitched in to provide a heartwarming gift for high school seniors who lost out on sports events, proms and traditional graduation ceremonies due to COVID-19. The “Signs for Seniors” project, a partnership between Black Hills Energy, Western Vista Credit Union and the Downtown Development Authority was created to provide a positive memory for youth who were forced to give up many events due to the pandemic. Black Hills Energy’s linemen made the project possible by assisting with the assembly and hanging of photo banners of more than 700 Cheyenne seniors. The local newspaper and television station recognized the linemen for their hard work and they have received many compliments from community members.



Cheyenne, Wyoming, employees hanging signs to recognize high school seniors.



Andrew of O'Neill, Nebraska, visiting with students about fire safety.

LOCAL FIREFIGHTER ROLE MODEL

As a part of his important volunteer role as a member of the O'Neill Fire Department in Nebraska, Andrew, a member of the Nebraska natural gas team, helped to make sure that the next generation knows just what to do to prevent a fire and how to respond to it if they do encounter one. The O'Neill Fire Department visited preschool and elementary students with their fire trucks and dressed in full gear to let the kids experience the cool equipment and see that first responders are heroes there to help.

LEADERSHIP IN ACTION

Serving on boards of nonprofits not only help our employees develop skills outside the workplace, but it also helps our communities see firsthand how much our employees care about their hometowns. Tim, director of environmental services, was recognized by Elevate Rapid City for his continued support for multiple organizations. Not only does Tim serve on the board of Wellfully (which provides inpatient drug rehabilitation and residential behavioral healthcare for adolescents in crisis), but he also served as the United Way coordinator for our internal employee campaign for two years. Tim is just one example of the hundreds of employees at Black Hills Energy who generously give their time and energy to build up our communities.



In South Dakota, Tim supports WellFully on their board and directly with the kids it serves.



Volunteering with Trackchair helped visitors with limited mobility enjoy the beauty of Colorado.

TAKE A HIKE WITH A LITTLE HELP

Staunton State Park in Colorado offers the first Trackchair program in the state park system, enabling visitors with limited mobility the ability to explore the park's trails. One of Black Hills Energy's own plays a key role in the program's success and his work was even featured in *The Denver Post*.

Damage prevention coordinator BJ doesn't just focus on safety at work, but also puts his skills to use to help mobility-challenged visitors safely explore Colorado's outdoors by maintaining and repairing the three Action Trackchairs that make the trails throughout the park accessible to all. The specialty chairs can navigate rocky areas, taking visitors with disabilities through hiking trails that wheelchairs can't access. Use of the chairs is free while exploring three scenic trails. BJ maintains all Action Trackchairs in Colorado and Wyoming, and since starting with the organization four years ago, he has repaired around 100 chairs. "I just like changing people's lives and making people smile," BJ says.

RECOGNIZING OUR VETERANS

Members of the operations teams in Papillion, Nebraska, including our own veteran employees, honored veterans at the Eastern Nebraska Veterans' Home in Bellevue. The team made each resident a small gift bag with American flag/eagle sticker stickers and the message of, "Happy Veterans Day from Black Hills Energy. Thank you for your service." The veterans were very thankful for remembering their service to our country. The residents received the gift bags on Veterans Day along with a surprise gift of a T-shirt honoring the branch of the military in which they served.

When Rapid City, South Dakota, brought back its Veterans Day parade after cancelling the event due to the pandemic, Black Hills Energy employees were there to recognize the sacrifice our veterans make. Our employees took part in the parade, which started at 11:11 a.m. on Thursday, Nov. 11. They drove Black Hills Energy's electric Ford Mustang through downtown Rapid City and handed out green light bulbs to the crowd. The light bulbs are part of the Greenlight a Vet program, which asks people to change one of their outside lights to green. It was started to spark a national conversation about recognizing our veterans and "greenlighting" them forward as valued members of the community when they return from military service.



Papillion, Nebraska, employees respecting and honoring local veterans.

Our commitment to safety is always our top priority. Boundless Safety culture means there are no boundaries on safety, and everyone can do their part to keep our hometowns safe. Whether it's a homeowner planting a new shrub in the backyard, a volunteer firefighter or EMS, or an excavator digging home foundations with a backhoe, we are ready to partner in safety efforts to help everyone go home safely. To demonstrate that safety is our top priority, last year our teams trained over 9,600 firefighters and excavators on emergency response and safe digging practices like calling 811.

SAFE DIGGING

A nationally recognized call-before-you-dig telephone number, 811 connects callers with professionals who will identify and mark underground lines to allow for safe digging, regardless of the size of the project. Every nine minutes, an underground utility line is damaged in the United States, potentially causing injuries, power outages and billions of dollars in repair costs. At Black Hills Energy, we are well aware of the risks and have made an investment in creating impactful and informative 811 Day promotional events.

In Arkansas, our teams debuted a new event to raise 811 awareness — the Call Before You Dig 8.11K Race. In its inaugural year, the race attracted 120 racers, vendors and visitors who learned about the importance of 811 and had a great time.

After the pandemic caused the cancellation of an 811 event in Grand Junction, Colorado, our teams pivoted to sponsor a video featuring a mock line strike. The video is used to educate excavators and contractors. The Iowa team presented about the importance of 811 to 51 employees at a trenching company, and in Kansas, team members delivered coolers filled with refreshments to 20 crews working throughout the state.

Our commitment to 811 awareness remains strong, and as Wyoming Ambassador Jesse said, "It's wonderful to recognize 811 on Aug. 11, but our ultimate goal is for 811 Day to be every day."



| Our team in Montrose, Colorado, celebrating 811 Day.



| Iowa employees sharing the importance of call before you dig.



| Arkansans are participating in the state's first Call Before You Dig 8.11K Race.



| Many of our employees, like these ones in Wyoming, visited construction sites to bring awareness about 811 and build relationships with excavators.



| Many of our communities are kept safe by volunteers at the fire departments. Our team in Decorah, Iowa, training firefighters on fire safety practices.



| Will shared his safety-first awareness in Casper, Wyoming.

SAFETY VOLUNTEER KEEPS RACERS SAFE

In Wyoming, the Casper Mountain Biathlon Club held its annual summer Uphill Rollerski race which brings competitors from across the country including one group traveling from Maine. The racers, many of whom are training for Olympic or Paralympic competitions, race 4.8 miles and face over 2,000 feet of elevation up Casper Mountain. The race gives athletes a chance to realize their full potential in a safe environment in a beautiful Wyoming setting. Although the race is marked and the racers are required to wear protective gear, Will, utility construction planning manager, contributed to the safety environment by working as a sweep vehicle so traffic had a warning that racers were ahead.

"There were several times this seemed extremely useful as vehicles were coming up the road at a rapid pace, even around sharp corners," said Will. He also made sure that the competitors made it back down safely when it began to rain heavily and became unsafe for the athletes to continue.

FIRE SAFETY

We offer trainings to firefighters and emergency response personnel in the communities throughout our service areas. Our teams provide in-class training sessions followed by opportunities to fight controlled natural gas blazes. Often times, these trainings are the first time that volunteer firefighters have experienced a natural gas fire.

Last year, more than 100 firefighters from 18 Colorado communities learned firsthand the challenges of fighting a natural gas fire. Luckily, their experience came during a training with our gas team rather than an actual fire event.

During a recent Nebraska training, three dozen volunteer firefighters from the Waterloo and Valley Fire Departments participated in a Black Hills Energy training that included practicing detection of a methane gas leak using a laser.



| This training in Nebraska is just one of the numerous fire safety trainings lead by our teams to keep our communities safe.

Fifty-one firefighters in Decorah, Iowa, along with mutual aid departments from Calmer, Fort Atkinson, Mabel, Ossian, Ridgeway, Waukon and West Union, participated in trainings where they practiced techniques for effectively containing and extinguishing natural gas fires.

The trainings we offer not only educate firefighters in the art of fighting gas fires but help to build relationships between Black Hills Energy team members and first responders. “We want to help the men and women who selflessly serve our communities have the tools and knowledge to conduct their duties in the safest manner possible,” said Dave, a supervisor in Papillion, Nebraska.



Partnering with multiple fire departments for fire safety practices in Decorah, Iowa.



Fire safety trainings are essential in practicing real-life situations, like this one in Nebraska.



Nebraska employees lead hands-on trainings for local fire departments.

RECOGNIZING LOCAL FIREFIGHTERS

We appreciate everything our local fire departments do to keep our communities safe. Our employees in Nebraska celebrated National Fire Safety and Prevention Month by honoring and thanking community volunteer fire departments across the state. To show our appreciation, Nebraska employees delivered thank you notes and cases of water to 40 volunteer fire departments in the state. In addition, four fire departments were chosen to receive a \$1,000 donation, half of which would be for a project of the department's choosing and half of which would go to purchase carbon monoxide and smoke detectors for local residents.



Recognizing the hardworking firefighters in Arlington, Nebraska.

Black Hills Energy doesn't support our communities for the recognition. We do it because it's the right thing to do. We also keep safety top of mind for our employees, their families, our customers and our communities. Because of this give-back, safety-first attitude, we received numerous awards last year both as a company and for individual employee accomplishments.

FIRE FIGHTER OF THE YEAR

Our employees build relationships with local fire departments beyond our safety trainings. We are proud of Brad, maintenance specialist in Cozad, Nebraska. In addition to his work here at Black Hills Energy, he volunteers as a firefighter in his community. Brad was recently recognized as the Lexington Fire Department Firefighter of the Year.



Brad (L) recognized as Lexington Fire Department firefighter of the Year in Lexington, Nebraska.

SAFETY IN ACTION IN CHEYENNE

Our Cheyenne Prairie Generating Station (CPGS) won the "Cowboy Star" Voluntary Protection Program (VPP) safety award. The achievement is the most prestigious certification offered by the Wyoming Department of Workforce Services through its Occupational Health and Safety Administration (OSHA).

"The Cowboy Star VPP program is all about continuous improvement and challenging ourselves to take outstanding safety policies and procedures and make them even better," said Jason Hartman, director of power delivery for Black Hills Energy. "It takes honesty, openness to change and great discipline to achieve Cowboy Star status. It has taken all of us, working together as a family, to achieve our goal." The Cowboy Star is awarded to employers who demonstrate exemplary achievement in the prevention of occupational safety and health hazards and continuously improve their safety and health management system. The distinction has only been awarded to two other companies in Wyoming's history.

"Wyoming OSHA wants every workplace to be as safe as it can possibly be, and our Voluntary Protection Program Cowboy Star businesses share our enthusiasm for safety," said Karen Godman, WYOSHA program administrator. "We are pleased to recognize Black Hills Energy's Cheyenne Prairie Generating Station for its commitment to keeping its workers safe."



Our Cheyenne, Wyoming, employees recognized for their safety award.

LEADING OUR COMMUNITIES

At the Community Betterment Banquet in Glenwood, Iowa, community technician Jim was recognized for serving as the Glenwood Chamber President for the 2020-2021 term. Jim has been with Black Hills Energy for 16 years and in that time, he has always been active in the communities he serves. "I'm proud to have Jim as one of my team members. Jim is always looking for new ways to get involved with his community and being the chamber president was just one more way he has done that," said his supervisor. "He is someone people count on to take charge and get involved with his community."



Technician Jim being recognized for serving as Glenwood Chamber President in Glenwood, Iowa.

BLACK HILLS ENERGY RECEIVES WYOMING HONOR

Last year, Black Hills Energy was recognized as a large business of the year by the Campbell County, Wyoming, Chamber of Commerce at their annual banquet in Gillette, Wyoming.

Black Hills Energy was honored for its engagement in the local community. The award acknowledged not only our company commitment to keeping the heat and lights on for Campbell County residents but also our employee volunteerism and support of community assistance programs, local events and organizations.

Approximately 200 of our employees work in the Campbell County area in the Wyodak Mine, power generation and gas utility departments. This award is a testament not only to those teams but to all of our employees across the Black Hills Energy service territory.



Black Hills Energy team members Mike and Marc receiving this prestigious award in Wyoming.

2021 ENERGY STAR PARTNER OF THE YEAR

Black Hills Energy is proud to have received the 2021 ENERGY STAR Partner of the Year—Sustained Excellence Award from the U.S. Environmental Protection Agency and the U.S. Department of Energy.

The Sustained Excellence award is the highest honor bestowed by the ENERGY STAR program. Winners are part of a distinguished group that have made a long-term commitment to fighting climate change and protecting public health through energy efficiency. They are among the nation's leaders

in driving value for the environment, the economy, and the American people.

“ENERGY STAR award-winning partners are showing the world that delivering real climate solutions makes good business sense and promotes job growth,” said EPA Administrator Michael S. Regan. “Many of them have been doing it for years, inspiring all of us who are committed to tackling the climate crisis and leading the way to a clean energy economy.”

CUSTER AREA CHAMBER SERVICE AWARD

When community groups in Custer, South Dakota, need help, they know who to ask. “Whatever the need – be it a trailer, a venue for an event or volunteers – Corey is the person who always responds with, ‘I know a guy,’” said Russ, a Custer Chamber of Commerce board member. Chamber members refer to Corey as the “I-know-a-guy Guy.”

That’s just one reason the Custer Area Chamber of Commerce recently presented its 2021 Customer Service Award to Corey, who is a construction planner for Black Hills Energy. The award, which is presented at the chamber’s annual banquet, is given in recognition of “community service and volunteer work that is intended to better society.”

“Corey is involved with Christmas for Kids, Gold Discovery Days, kids’ soccer and basketball and is a VFW board member, plus he steps up to help with about every fundraiser that comes along,” said Russ. “His attitude toward all things Custer sets Corey apart.”



Corey recognized by the Custer Area Chamber of Commerce in Custer, South Dakota.

IOWA TEAMS HONORED AS COMMUNITY PARTNERS

Black Hills Energy's Iowa Gas team has been recognized as a longtime community partner in two eastern Iowa communities.

The Chamber and Economic Development organization in Monona, Iowa, honored the team for 80 years of service to the city and presented operations supervisor, Ivan, with a plaque in recognition of the team's commitment to the community.

DelCo AMP'T, which stands for Advancing Modern Professionals for Tomorrow, is a group of young professionals in Delaware County, Iowa. They recognized the Black Hills Energy team in Manchester, Iowa, for more than 50 years of service.

Both awards celebrate local business involvement in the community and the future of the local economy.



| Ivan accepting the award for 80 years of service in Monona, Iowa.

