

Elements

NEWS FOR EMPLOYEES PRESENT & PAST **WINTER 2025**

ACROSS THE COMPANY

NW Natural Holdings completes acquisition of SiEnergy

1/8/2025

NW Natural Holdings is excited to announce that the company has closed on its strategic acquisition of SiEnergy. We announced our intention to acquire the utility in November 2024, and today we are sharing the news that the deal has been finalized, marking a successful completion of the acquisition process.

SiEnergy is one of the fastest growing natural gas distribution utilities in the nation, serving approximately 70,000 residential and commercial customers in the greater metropolitan areas of Houston, Dallas, and Austin (known as the Texas Triangle.)

The utility has been fueled by organic growth, providing infrastructure to residential and commercial developments in high-growth areas. As previously announced, SiEnergy is expected to have approximately \$247 million in rate base as of Dec. 31, 2024 and to have achieved rate base and customer growth of 26% and 22% compounded annually, respectively, over the last five years ending in 2024.

"We are pleased to officially welcome SiEnergy to NW Natural Holdings," said David Anderson, CEO of NW Natural Holdings. "I'm excited about the opportunities SiEnergy is pursuing, our shared values, and our combined capabilities. SiEnergy is well positioned for continued growth as communities and new developments in the Texas Triangle continue to expand."

"Joining NW Natural Holdings reflects an important milestone for our company," said June Dively, president of SiEnergy. "I'm looking forward to being part of a strong and growing company and leading the SiEnergy team in the next phase of expansion."

"We are excited about the long-term value creation anticipated from this acquisition," said Justin Palfreyman, president of NW Natural Holdings. "Through this transaction, we are increasing our presence in Texas, creating more opportunities for organic growth, and setting the stage for future growth."

You can read more about SiEnergy and the announcement in this [media release](#).

Kim Rush Named Next President of NW Natural Gas Company

1/9/2025

The Board of Directors of Northwest Natural Gas Company (NW Natural) has named longtime company executive Kim Rush to serve as president, effective April 1, 2025. NW Natural, the largest subsidiary of Northwest Natural Holding Company (NW Natural Holdings) (NYSE: NWN), is a 166-year-old, Portland-headquartered utility.

Rush will assume full strategic, financial and operational responsibilities for NW Natural. The appointment coincides with Justin B. Palfreyman's expected appointment to the role of CEO of NW Natural Holdings and NW Natural, replacing the retiring David H. Anderson.

Rush's career at NW Natural began in 1998 and includes numerous leadership roles covering communications, marketing and operations, leading to her being named senior vice president and chief operating officer of NW Natural in 2023. Rush has also served as chief marketing officer and chief corporate communications officer at NW Natural.

"Kim plays an integral role in how we operate every day and in how we show up outside our organization, including to customers and stakeholders. She has extensive knowledge of our gas utility and the critical role it plays in our regional energy system. She is highly respected by our industry peers and colleagues and is a strong leader within our senior executive team," said Justin B. Palfreyman, president of NW Natural Holdings. "Kim exemplifies our core values and is deeply committed to our mission and our most important work: safely and reliably delivering natural gas to our customers. Her unique skills and expertise will help ensure NW Natural's continued success."

"I am so proud to have spent most of my career at NW Natural, where our team has a deep commitment to the communities we live in and where our core values really mean something," said Rush. "I'm particularly excited to lead the utility at a time when the work we do is more important than ever to reliably serve our customers and support the regional energy system."

Prior to joining NW Natural, Rush held management and senior communications positions at Alltel Corporation and Bank of America Corporation in Chicago, Illinois. Rush currently serves on the board of the Northwest Gas Association and is a member of the Operations and Sustainable Growth committees of the American Gas Association. Prior board experience includes ONE Future, the Western Energy Institute, Greater Portland, Inc., LifeWorks Northwest, Natural Gas Vehicles for America and Utilization Technology Development, affiliated with the Gas Technology Institute.

Rush received her Bachelor of Arts in Communications at the University of Iowa, and a Master of Science in Communications at Northwestern University in Illinois.



SPOTLIGHTING AFRICAN AMERICAN CONTRIBUTORS AT NW NATURAL

A True Pioneer

2/26/2024

As part of Black History Month, we're proud to honor Bessie Mae Lincoln Coxeff – known better to colleagues as Pat.

Born in Beaumont, Texas, Pat moved to Oregon as a teenager and earned an associate's degree from Pacific Western Business College. She went on to become the first Black, female employee hired at NW Natural.

Pat worked first as a credit representative and later as a credit counselor during her decades working for the company. She also was a union member who was elected as a union steward and later chief steward, entrusted by her fellow employees due to her leadership and dedication. Pat also mentored new employees in her workgroup, and her legacy lives on through those she helped get started at NW Natural.



Pat retired from NW Natural in 2000 after 38 years working for the company. She stayed busy after retirement, making new friends through the National African American Recreational Vehicle Association. Pat passed away in 2011 in Las Vegas after a long illness.

We are proud to remember Bessie Mae Lincoln Coxeff and honor her as a pioneering employee who always had time to mentor and help her colleagues.

A Long and Influential Career

2/22/2024

As part of Black History Month at NW Natural, Lois Douglass – an employee whose career spans over five decades – is sharing her personal career journey, in her own words.

I was born in Arkansas and graduated from a segregated high school at the age of 16 in 1964. I relocated to Tacoma, Washington where I attended Tacoma Vocational Technical School and received a certification in Office Occupations. I relocated to Portland, Oregon, and attended Washington State University where I earned a Bachelor of Arts in Business Administration.

Prior to my employment at NW Natural, and in response to an appeal from President Johnson to hire teenagers, in 1965 I was employed by the Washington State Selective Service System headquarter in Tacoma, Washington, where I was able to use my office occupations skills.

To gain more experience in office occupations, I accepted a secretarial position with Edwards Real Estate for two years. I relocated to Seattle, Washington, in late 1967 where I was employed with Lockheed Shipbuilding and Construction Company as a Payroll Clerk. In 1968, I applied and was accepted as an executive secretary to the VP of Sales at Cascade Natural Gas in Seattle. I was the

first African American female to work for this company in the corporate office. I worked there until I was engaged to be married and relocated to Portland, Oregon.

As the second African American female employed by NW Natural, I began my career with NW Natural in 1970 with the General Services Department. I then worked in the General Accounting Department before joining the Customers Office in 1976. I was promoted to the position of Customer Communications Supervisor in 1989. After a reorganization of Customers Office and the Credit Department, I was assigned the Supervisor of Collections and was a liaison to the Oregon Public Utility Commission and Washington Utilities and Transportation Commission position. Later, the department reorganized again, and I was assigned an accounting position in the Customer Contact Center where I oversee the Energy Assistance Programs, am a liaison to OPUC and WUTC, and am a liaison to the Community Action Agencies in NW Natural's service territory.



From L-R: Margaret Jackson (retired), Lois Douglass, Gail Kamara (retired), and Angelia Warren

I attribute my success in my various employment opportunities to people like the VP of Sales at Cascade Natural Gas, where he would spend the first hour of the day teaching me (one-on-one, mentoring) about the natural gas industry; to the first African American female at NW Natural (Pat Coxeff); to an African American manager at NW Natural (George Richardson) who took the time to mentor me and provided me training materials and reading materials to assist me with my job; and lest I forget, to my husband Frederick Douglass, an African American NW Natural service technician who I could rely on to assist with technical questions about natural gas equipment. We worked as an office/field team to serve our customers. I also am thankful for people like these, because during those days of my initial employment, not everyone in leadership was willing to provide African Americans the necessary tools/training required to perform the job.

I also attribute my success in completing my education to NW Natural's Tuition Refund Program. After my promotion to supervisor, I applied and was accepted to participate in the two-year leadership training program, Management Development, where my team was assigned a project to complete a process improvement analysis for Intel, "The Socio Technical Analysis of Fab 4". In 1991, my team presented its findings to Intel's Fab 4 Steering Committee and received a plaque from them thanking us for our service. This was a valuable experience. After completing this two-year course, because of NW Natural's Tuition Refund Program, I was able to earn my associate degree at Clark College, then my Bachelor of Arts in Business Administration at Washington State University.

I have been fortunate to have had mentors to assist me with work and education. I have also served as a mentor. For example, through NW Natural's Summer Hire Program, I hired (for a two-year term) and mentored LaToya Kamara Manley, an African American female. She now has a BS (Oregon State), MBA (Willamette University), and is the Sr. Product Director of Men's footwear for Nike Inc., and I am currently mentoring Angelia Warren, an African American female Energy Assistance/Medical Certificate Resource Specialist at NW Natural, who has been with the company for 27 plus years. I encouraged Angelia to go back to school where she received her associate degree from Portland Community College. She also obtained a Credit Law certificate through the National Association of Credit Management (NACM).

I have had some struggles during my work history, but I didn't allow that to overshadow what I dreamed I could become. Borrowing some phrases from Martin Luther King, Jr., I believe that even though we face the difficulties of today and tomorrow, I still have a dream. By mentoring our African American young women here at NW Natural and beyond, together we will be able to "hew out of the mountain of despair a stone of hope, to transform the jangling discords that exist in our environment into a beautiful symphony, where we will be able to join forces to work together, struggle together, where we can realize the American dream."

HELPING LOS ANGELES

Showing Up to Support

1/29/2025

By now, everyone has seen the images from Southern California, where devastating wildfires have destroyed homes and businesses, and wiped-out entire neighborhoods.

In January, two dozen of our NW Natural colleagues answered the call and caravanned to Los Angeles as part of a mutual aid deployment. The NW Natural crew worked to support SoCal Gas, restoring gas service to thousands of SoCal customers.

Operations Manager for Utility Field Services Andrew Woolsey was with 20 service technicians and three managers for ten days in California.



"There was such widespread devastation between Malibu and the Pacific Palisades area," Andrew said.

NW Natural technicians were able to jump right in ahead of other crews, thanks to pre-trip preparations to get respirator-qualified – something made possible by our Safety team,

Field Operations Supervisor Shane Macias-Williams was part of the crew, and said it was difficult to process the destruction in the area.

"It was humbling to see the devastation firsthand and all the destroyed homes, and to think about all the memories that made those houses into a home for a family," said Shane. "So many are all gone and can never be replaced."

Utility Field Services Director Larry Buchanan was the incident commander during the mutual assistance agreement. Larry oversaw organizing resources and logistics, and says this was one of the most devastating disasters he's ever worked.

"They asked for us for help on a Friday and we got our people down there by Monday," Larry said.