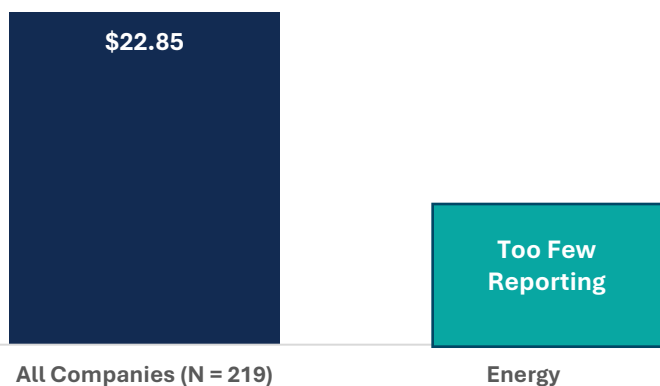


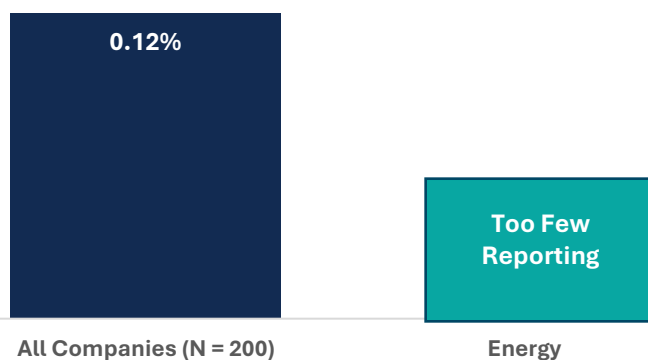
Energy Industry 2023 Data



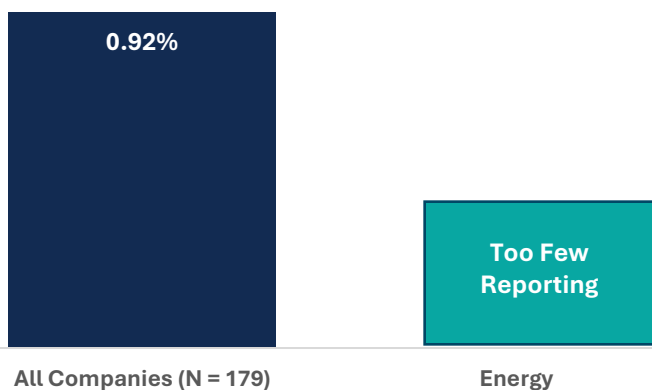
Median Total Community Investment (TCI)



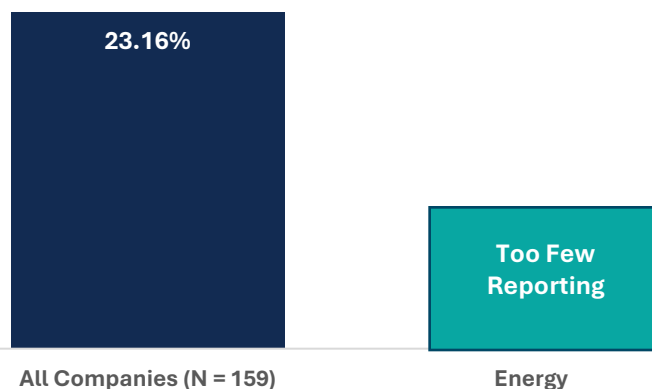
Median TCI as a Percentage of Revenue



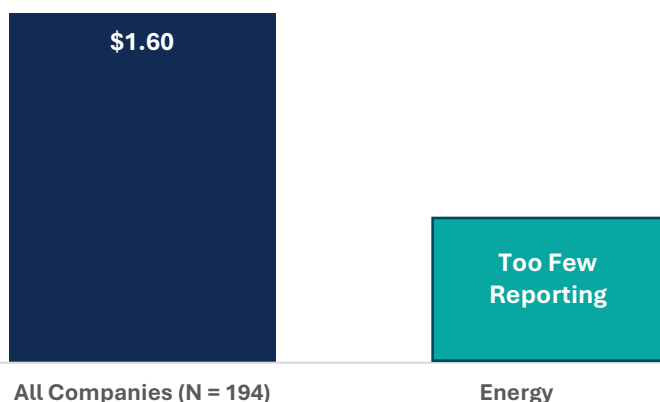
Median TCI as a Percentage of Pre-Tax Profit



Average Employee Volunteer Participation Rate



Median Total Matching Gifts



Median Full-Time Equivalents

