



– 2024 –

SW Great!

Total Value. Total You.

BENEFITS

AT A GLANCE

Southwest Gas works hard to attract and retain the best employees. Our comprehensive benefits program is designed with you and your family in mind.

We are pleased to share these details about our competitive benefits package and continue to research enhancements that maintain a flexible, cost-effective program.

Southwest Gas is a natural gas distribution utility serving over 2 million residential, commercial and industrial customers in Arizona, California and Nevada. Approximately 2,269 dedicated employees provide the framework for outstanding service to our customers.

An investor-owned utility, Southwest Gas shares are traded on the New York Stock Exchange. Since 1931, we have been committed to excellence in serving our primary constituencies — our customers, employees, shareholders, and the communities in which we operate.



HUMAN RESOURCES

Benefits



PHYSICAL



FINANCIAL



SOCIAL



MENTAL

WELL-BEING

COMPENSATION AND BENEFITS

Southwest Gas provides fair and equitable compensation as well as a comprehensive benefits package.

A performance appraisal system provides ongoing reviews of your job performance. This involves a discussion of work-related accomplishments as well as areas needing improvement. Job performance is normally appraised annually or semi-annually, depending on the position. Employee benefits represent a sizable portion of the total compensation package. The various plans and programs outlined here provide protection as well as special opportunities to you and your family.

Medical/Rx

A medical program, which includes prescription drug coverage and convenient at-home services, is available to employees and eligible dependents one month following your date of hire. The Company offers two plan options: a High Deductible Health Plan, which may be paired with a Health Savings Account (HSA), and a traditional PPO Plan. If you participate in a medical plan, your share of the cost for the coverage selected will be deducted automatically from your paycheck.

ELIGIBILITY

You can enroll your eligible dependents in some of the benefit plans. For the purposes of our benefits program, dependents are defined as:

- ▶ Your legal spouse;
- ▶ Your children under age 26; and
- ▶ Your disabled children.

LegalShield and IDShield Plan

The Company offers two voluntary benefit options from LegalShield. The LegalShield Plan offers personal direct access to a dedicated law firm that can assist with a wide variety of personal legal matters. IDShield provides comprehensive identity and credit monitoring and direct access to licensed private investigators who will restore your identity, if stolen. This plan also provides a \$1 million insurance policy and hard credit inquiry alerts.

Dental

The Company offers a dental plan to employees and eligible dependents one month following your date of hire. If you participate, your share of the cost for the coverage selected will be deducted automatically from your paycheck.

Vision

The Company offers a vision plan to employees and eligible dependents one month following your date of hire. If you participate in the vision plan, your share of the cost for the coverage selected will be deducted automatically from your paycheck.

Health Savings Account (HSA)

Employees electing HDHP medical coverage may be eligible to open a tax-advantaged HSA. HSAs can be used to pay for qualified health care expense and help you save for retirement.

Flexible Spending Accounts (FSAs)

FSAs offer a tax-advantaged way to save money on health care, dependent care and adoption expenses.

Life Insurance

The Company provides life insurance coverage, equal to your annual base salary, at no cost to you. This benefit automatically takes effect one month following your date of hire.

Business Travel Insurance

Effective from your date of hire, business travel insurance, equal to your annual base salary, is provided at no cost while you are traveling on company business.

Supplemental Life Insurance

You may purchase additional life insurance if desired. Supplemental life insurance may also be available for your spouse and eligible dependents.

Accidental Death and Dismemberment (AD&D) Insurance

This coverage, equal to one times your annual base salary, is available at no cost to you and will automatically be provided to your beneficiary in the event of your accidental death. It also pays a lump sum benefit if you become dismembered. You may also elect to purchase supplemental coverage for you or your family.

Employees' Investment Plan (EIP)

You are immediately eligible to participate in the Employees' Investment Plan (EIP), known commonly as a 401(k) plan. With the EIP, you will receive a non-elective employer contribution of 3% of your eligible pay (you do not have to contribute to receive this) plus a 100% match of the first 7% of pre-tax or after-tax Roth contributions.

You are always 100% vested in your contributions to the EIP as well as any earnings on your contributions. Company matching contributions and any earnings vest over a five-year period of continuous service. You will be automatically enrolled in the EIP, unless you choose not to participate.

EMPLOYEE WELLBEING

In addition to a traditional Employee Assistance Program (EAP), the Company offers a free, app-based one-on-one personal coaching program that offers 24/7 access to a wide variety of wellness and wellbeing topics and a comprehensive wellness program with up to \$1,200 in annual rewards.

TIME OFF BENEFITS

Everyone needs time off from work, whether it's for a vacation, a personal emergency, or a leave of absence.

Holidays

Southwest Gas observes the following 11 holidays: New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve and Christmas Day.

Vacation

First Year Employees: Employees hired between January 1 and June 30 will have 80 unearned vacation hours to use during that calendar year. Those hired in July will have 48 hours available, and those hired in August will have 32 hours available. Vacation hours may be taken after 90 days of employment are completed. Employees hired after September 1 will not receive any unearned vacation time for use during the first calendar year of employment.

Second Year Employees: All employees receive 88 hours of paid vacation for their second calendar year with the Company.

Subsequent Years:

YEARS OF EMPLOYMENT	FULL-TIME
3 – 4 years	12 days (96 hours)
5 – 14 years	16 days (128 hours)
15 – 24 years	21 days (168 hours)
25 years or more	5 weeks (200 hours)

Paid Absence Time

The Company realizes that sometimes you may miss work due to illness or other circumstances beyond your control:

Paid Sick Time: After 90 days of continuous service, employees are eligible for 24 to 40 hours of Paid Sick Time in their first calendar year, prorated based upon hire date. Each subsequent calendar year, employees are eligible for up to 40 hours of Paid Sick Time. Unused amounts of time may not be carried over into the new year. Paid Sick Time is designed to continue your regular salary if you cannot work due to personal or family illness.

Paid Absence Time: After 90 days of continuous service, employees are eligible for up to 40 hours of Paid Absence Time each calendar year. Paid Absence Time is designed to continue your regular salary if you cannot work for any reason. Unused amounts of time may not be carried over into the new year.

Short-Term Disability

After you complete 90 days of continuous employment, you are eligible to receive Short-Term Disability at no cost to you. You may receive income in the event you are unable to work for an extended period of time due to illness or serious injury. A percentage of your salary will be paid for up to 25 weeks.

Long-Term Disability (LTD)

After you complete one year of service, you are eligible to receive LTD insurance at no cost to you. If you experience six months of continuous disability, you may qualify for 60% of your basic monthly earnings during the period of disability.

SOUTHWEST GAS CARES

Southwest Gas cares about the health of Southwesters. That's why we adopted tobacco-free campuses company-wide as a part of our ongoing commitment to wellness and health improvement.

For detailed information regarding Southwest Gas Corporation, please visit our website at www.swgas.com.

All programs and benefits are subject to change and/or termination by the Company.

OTHER PROGRAMS AND BENEFITS

Southwest Gas offers a variety of other benefits and employee programs:

Employee Appliance Purchase Program

Southwest Gas encourages employees to acquire and use modern, economical, energy-efficient gas appliances in their homes. All Southwesters who have completed one year of service are eligible for the Employee Appliance Purchase Program.

An employee may purchase a gas or combination gas/electric appliance and decide between two payment programs: pay cash and be reimbursed by the Company, or arrange for the Company to pay the dealer. The employee may then use payroll deductions to make payments for up to five years with no interest or finance charges incurred.

Matching Gifts Program

The Southwest Gas Foundation offers a Matching Gifts Program which enables employees to double the impact of their personal donations to colleges and universities. Every year, Southwest Gas will match dollar-for-dollar any eligible participant's contributions between \$25 and \$2,500. All employees and directors of Southwest Gas and its subsidiaries are eligible to participate.

Peer Review

In any work environment, complaints, disputes, and grievances occasionally arise, and our organization is no exception. Normally, you will be able to settle any work-related misunderstanding or disagreement by discussing the matter with your supervisor. For those infrequent occasions when normal communication channels fail to work out an acceptable solution, the Peer Review process has been designed to provide a prompt, impartial means of appeal. Peer Review is available to all non-supervisory employees.

Employee Education Assistance Program

Southwest Gas encourages you to improve yourself through higher education. In addition to sponsoring training and skill-acquisition courses in job-related areas, the Company provides financial assistance for those who successfully complete approved career-related educational courses on their own time at an accredited college or university. This assistance includes reimbursement for tuition, registration and related lab fees, and the cost of the required course books, up to a maximum amount of \$5,250 per year.

Employee Communication

Southwest Gas communicates with its employees, customers, shareholders, and retirees through several vehicles including:

- ▶ Annual Report
- ▶ Division Newsletters
- ▶ E-Mail
- ▶ Annual Total Rewards Statement
- ▶ www.swgas.com

Let's Talk is an employee program designed to keep the lines of communication open. Let's Talk is a source of information where employees can submit company-related questions, anonymously if so desired, for a written response from management.

AWARDS

- ▶ **Salute to Service:** You may select an award from the list of choices after five years of service, and at each succeeding five year interval. In the spring of your 25th service anniversary, you and your guest will be invited to a special celebration called Silver Jubilee weekend in Las Vegas. It includes a banquet where corporate officers gather to honor awardees.
- ▶ **Spirit of Southwest:** This award recognizes outstanding achievements or personal contributions made within or outside the normal work environment. This award is primarily given to Southwesters who have made exceptional contributions to public service or performed feats of personal heroism or sacrifice above and beyond the call of duty. Recipients and their guests are recognized at Silver Jubilee weekend in Las Vegas.
- ▶ **Kudos:** Employee recognition program offers employees an opportunity to recognize the outstanding performance of their peers through eCards and Kudos points. Kudos points can be used to purchase great gifts from the Kudos catalog.