



Jeffrey M. Keebler

Chairman, President and

Chief Executive Officer

608-252-7000

March 13, 2024

Subject: Equal Employment Opportunity and Affirmative Action Policy Statement

To All Employees and Applicants:

At Madison Gas and Electric Company (MGE), we value diversity; in principle and in practice. MGE promotes an inclusive, respectful work environment where individuals and groups can achieve their full potential. We seek to attract and retain the best people to do the job. A wide range of backgrounds, cultures, and experiences makes our business stronger. Our goal is to create a healthy, inclusive, and productive work environment for MGE employees. As your community energy company, this commitment creates value-added partnerships with the broader community.

We are strongly committed to providing equal employment opportunities and believe in the concept and spirit of the law. By pledging our support of equal opportunity, MGE fulfills a moral, social, and economic obligation to the community we serve. We actively and continually seek to eliminate any barrier to employment or advancement.

MGE is committed to assuring that:

- All recruiting, hiring, training, promotion, compensation, benefits, and other employment-related programs are administered and provided to all persons on an equal opportunity basis without regard to race, religion, national origin, age, sex, color, marital status, sexual orientation, gender identity, disability, veteran status, or other non-job-related factors unless such decision is based on a bona fide occupational qualification;
- All employment decisions are based only on valid job requirements;
- The Company will take affirmative action in regard to the employment of applicants and employees.

Applicants and employees shall not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged in any of the following activities: filing a complaint with any state or federal anti-discrimination agency; assisting or participating in any investigation, compliance evaluation, hearing, or other activity related to the administration of the provisions of any state or federal affirmative action or equal opportunity law; opposing any act or practice made unlawful by the provisions of any state or federal affirmative action or equal opportunity law; or exercising any right protected by any state or federal affirmative action or equal opportunity law. Among the affirmative action laws noted here are Executive Order 11246, the Vietnam Era Veterans Readjustment Assistance Act, and Section 503 of the Rehabilitation Act of 1973.

Melissa Garner, Assistant Vice President Human Resources, serves as the Equal Opportunity Coordinator for MGE and has the responsibility for monitoring the organization's equal opportunity and affirmative action practices. Department heads are responsible for assuring full compliance with this policy in their respective areas. All employees are responsible for supporting the concepts of diversity, equal opportunity, and affirmative action and for assisting MGE in meeting its objectives in these areas. As Chairman, President and Chief Executive Officer of MGE, I completely support the Company's affirmative action program and the Company's commitment to equal opportunity.

MGE maintains affirmative action plans (AAPs) for minorities, females, veterans, and individuals with disabilities. MGE has programs in place to measure the effectiveness of the Company's affirmative action programs and to otherwise evaluate the Company's efforts to provide equal opportunity and affirmative action to employees and applicants. If you wish to view the AAP narrative or have any questions, please contact Melissa Garner.

Sincerely,

A handwritten signature in black ink that reads "Jeff M Keebler". The signature is written in a cursive style with a large, stylized "J" and "K".

Chairman, President and Chief Executive Officer

bjb