

H2O AMERICA

**CHARTER FOR THE
SUSTAINABILITY COMMITTEE
OF THE BOARD OF DIRECTORS**

Adopted by the Board, Effective December 12, 2024

I. PURPOSE

The purpose of the Sustainability Committee (the “Committee”) is to assist the Board of Directors (the “Board”) of H2O America (the “Corporation”) in providing guidance to the Board and its committees regarding plans, programs and activities related to certain environmental and social matters, including:

- (i) the health and safety of employees, customers, business partners and the public;
- (ii) plans, programs, and activities related to environmental stewardship and sustainability, water supply and conservation, water quality, climate change and operational efficiency; and
- (iii) the Corporation’s water-supply policies and projects.

The Committee will also perform such other duties as the Board may from time to time prescribe.

II. COMPOSITION

The Committee shall be comprised of three or more directors as determined by the Board.

The members of the Committee shall be appointed by the Board, upon the recommendation of the Nominating and Governance Committee, at its annual organizational meeting, and they shall continue in office until their successors are duly elected and qualified or their earlier death, resignation, disqualification, retirement or removal. Each appointed Committee member may be removed by the Board, with or without cause, at any time. Unless a chair of the Committee is elected by the full Board, the members of the Committee may designate a chair by majority vote.

III. RESPONSIBILITIES AND DUTIES

The Committee shall have the following responsibilities and duties:

1. Oversee and review (i) significant environmental and sustainability strategies, including the Corporation's initiatives, programs or activities with respect to water conservation, climate change, emerging contaminants and greenhouse emissions; (ii) policy and planning matters, including those before environmental regulatory agencies; (iii) compliance with environmental laws and regulations; (iv) Corporation environmental and sustainability performance metrics; (v) Corporation water-supply policies and projects, including strategic water-supply initiatives, programs, plans and activities; and (vi) operational efficiencies.
2. Review and monitor plans, programs and activities related to the health and safety of employees, customers, business partners and the public.
3. Work with the other appropriate Board committees to ensure that responsibilities relating to environmental and social matters delegated to the respective committees are coordinated with each other and discussed periodically.
4. Conduct, in consultation with the Nominating and Governance Committee, an annual evaluation of the performance of the Committee.
5. Annually review and reassess the adequacy of this Charter and recommend any appropriate changes to the Board.
6. Perform any other activities consistent with this Charter, the Corporation's Bylaws and governing law as the Committee or the Board deems necessary or appropriate
7. Report to the Board on the material items covered at each Committee meeting.

IV. COMMITTEE MEETINGS AND PROCEDURES

The Committee shall meet from time to time as appropriate to perform the functions described above but at least biannually, and may also hold special meetings or act by unanimous written consent as the Committee may determine to be appropriate. The chair of the Committee or a majority of the Committee members may call meetings of the Committee to be held in person, telephonically, or, provided that all Committee members may simultaneously hear each other, by remote communications.

A majority of the members of the Committee shall constitute a quorum for the transaction of Committee business, and the vote of a majority of the Committee members present at a meeting at which a quorum is present shall be the act of the Committee, unless the vote of a greater number of Committee members is required by applicable law, rule or regulation. The chair of the Committee shall determine the frequency, agenda and length of each Committee meeting. The Committee may fix its own rules of procedure, provided that such procedures are consistent with the Corporation's Bylaws, this Charter and any resolutions adopted by the Board. Minutes shall be kept of each meeting of the Committee.

The Committee may request that any directors, officers or employees of the Corporation, or other persons whose advice and counsel are sought by the Committee, attend any meeting to provide

such information as the Committee requests.

V. RESOURCES AND AUTHORITY

The Committee shall have the resources and authority appropriate to discharge its duties and responsibilities, including the sole authority, at the Corporation's expense, to select, retain, obtain the advice of, terminate and approve the fees and other retention terms of legal counsel and other experts, consultants and advisors as it deems necessary or appropriate to assist the Committee in carrying out its responsibilities and duties. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any such advisors retained by the Committee.

The Corporation shall provide appropriate funding, as determined by the Committee, for the payment of (a) compensation to any advisors retained by the Committee and (b) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

The Committee may, in its discretion, delegate all or a portion of its duties and responsibilities to a subcommittee comprised of one or more members of the Committee.