



The information presented in this report is intended to provide an overview of CenterPoint Energy's Corporate Sustainability activities as of September 14, 2023. For CenterPoint Energy's most recent disclosures and current data, visit www.sustainability.centerpointenergy.com.

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Thank you to Richard T. Bye, a retired CenterPoint Energy employee, for providing photos for this report.

LEADERSHIP MESSAGE



David J. Lesar
Chief Executive Officer



Jason P. Wells
President & Chief Operating Officer

Dear Stakeholders,

At CenterPoint Energy, our efforts to providing cleaner, safer and more reliable energy to the communities we serve are foundational to our premium value proposition. Two of the three pillars of our value proposition directly underpin these efforts, providing sustainable, resilient and affordable customer service and supporting a sustainable positive impact on our environment and communities, and directly contribute to our third pillar – sustainable growth for shareholders.

We believe that our sustainability alignment flows through our organization, including our financing efforts:

- In early 2023, we published our first sustainable financing framework, which sets the foundation for CenterPoint Energy to access financing to invest in cleaner and socially focused initiatives of the company.
- We issued our first debt offering under our sustainability framework by issuing a series of green bonds for our Houston Electric business in early 2023. The proceeds are used to finance our investments in renewable interconnects and other green initiatives over the next two years.
- Separately, we issued a first-of-its-kind securitization debt offering in Indiana to support the closure of the A.B. Brown 1 and 2 coal facilities in 2023. Based on an average residential customer usage of 899 kWh, residential customers will receive a bill credit of nearly \$5 a month. This securitization aligns with our efforts to transition to a cleaner generation profile for our customers and supports our Net Zero goals.

Carbon Reduction and Energy Transition Efforts

Our carbon strategy is integral to our efforts to create long-term, sustainable positive environmental impact for our customers, communities and shareholders.

In 2021, we announced our ambitious company-wide Net Zero goals for our Scope 1 (direct) and Scope 2 (indirect) greenhouse gas (GHG) emissions by 2035. We also announced a Scope 3 goal to help our residential and commercial customers reduce GHG emissions attributable to their end use of natural gas by 20-30% by 2035 from a 2021 baseline. We continue to believe that we can achieve these goals through the meaningful actions we are taking, including a number of actions discussed below.

In April 2023, we announced our Integrated Resource Plan preferred portfolio, which includes **further investment in renewable generation and a complete exit of operating coal generation** by the end of 2027. The proposed plan is expected to save customers nearly \$80 million in the aggregate and reduce carbon emissions from our electric generation fleet by more than 95% over next 20 years while maintaining reliable service.

And we took another significant step toward our carbon emissions reduction goals this year with the submission of an **innovative five-year** plan under Minnesota's Natural Gas Innovation Act. CenterPoint Energy's innovation plan is expected to deliver significant benefits to Minnesota over the lifetime of the projects, including reducing an estimated 1.2 million tons of carbon emissions, creating an estimated 3,000 full-time equivalent jobs, and leveraging \$17 million or more in federal clean energy incentives and support for the state.

Also in Minnesota, we completed a groundbreaking installation of a **carbon-capture technology** unit, CarbinX™, developed by CleanO2, at the Radisson Blu Mall of America in April 2023. We are pleased to offer our business customers the opportunity to deploy this innovative technology that can help decrease their carbon footprint while reducing their energy usage and heating bills.

Succession Planning

Driving a robust **succession planning and executive development** process has been a key focus area for our company and Board of Directors. We were pleased to announce Jason P. Wells' promotion to the role of President and Chief Operating Officer, which was effective January 1, 2023, as well as the appointment of Christopher Foster as Executive Vice President and Chief Financial Officer in early 2023. With a proven track record in finance and operations and deep industry experience, Chris is an exceptional addition to our leadership team.

Community Engagement

Our company maintains a strong focus on the **communities we serve**. In 2022, the CenterPoint Energy Foundation contributed \$14.8 million to support nonprofit organizations and charitable causes that advance our giving pillars of community vitality and education. Our employee volunteers also donated 86,000 hours to nonprofit organizations during this timeframe. Also in 2022, our total diverse supplier spend increased to \$620 million as we continue to develop strong working relationships with diverse suppliers and improve business opportunities.

Voluntary Reporting

In 2022, we published our first Task Force on Climate-related Financial Disclosures Report to enhance the disclosures around the progress of our energy transition. Please explore our 2023 Sustainability Report and ESG Data Center to discover how we're managing our ESG priorities.

We are very proud of our accomplishments this year in advancing our energy transition investments and strengthening the communities we serve.

Thank you for your ongoing support and interest in our company.



David J. Lesar, Chief Executive Officer



Jason P. Wells, President & Chief Operating Officer

September 14, 2023

ABOUT CENTERPOINT ENERGY



As the only investor owned electric and gas utility based in Texas, CenterPoint Energy is an energy delivery company with electric transmission and distribution, power generation and natural gas distribution operations that serve more than 7 million metered customers in Indiana, Louisiana, Minnesota, Mississippi, Ohio and Texas.

As of December 31, 2022, the company owned approximately \$38 billion in assets.

With approximately 9,000 employees, CenterPoint Energy and its predecessor companies have been in business for more than 150 years.

We look forward to bringing new, innovative technologies to our emissions-reduction efforts, while continuing to support safety, affordability, reliability and quality of life.

We Strive to Provide Safe, Reliable Delivery of Electricity and Natural Gas to Our Customers and Value to Our Shareholders, Stakeholders and Communities



**AFFORDABLE
CONSERVATION AND
ENERGY-EFFICIENCY
PROGRAMS**



**RENEWABLES AND
ALTERNATIVE FUEL
PROGRAMS**



**PILOT PROGRAMS
AND INNOVATIVE
TECHNOLOGIES**



**SUSTAINABLE
INFRASTRUCTURE**

OUR OPERATIONS

As of December 31, 2022

CenterPoint Energy is an energy delivery company with electric transmission and distribution, power generation and natural gas distribution operations that serve more than 7 million metered customers in Indiana, Louisiana, Minnesota, Mississippi, Ohio and Texas.

Electric Transmission & Distribution and Power Generation

Electric Transmission & Distribution

We own and maintain the wires, poles and associated electric infrastructure serving approximately 2.9 million metered customers in the greater Houston area and in southwestern Indiana.

Power Generation

We also own and operate nearly 1,300 megawatts of electric generation capacity in Indiana. Our employees work to reliably deliver the electricity generated by power plants and renewable energy resources to homes and businesses.



more than
2.9 MILLION
ELECTRIC
Metered Customers

2
STATES

Natural Gas Distribution



more than
4.3 MILLION
GAS
Metered Customers

6
STATES

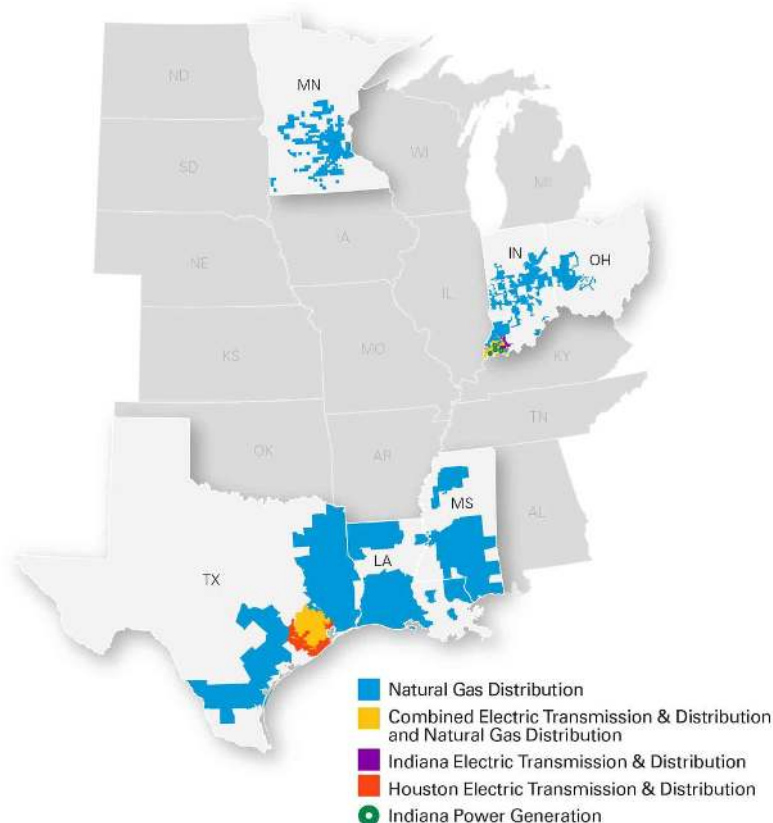
Through our natural gas business, we serve approximately 4.3 million homes and businesses in six states: Indiana, Louisiana, Minnesota, Mississippi, Ohio and Texas, including the high-growth areas of Houston and Minneapolis.

We are continuing to invest in modernizing our natural gas infrastructure and are working toward eliminating the remaining cast-iron pipe in our system.

Competitive Energy Business

Our competitive energy businesses include owning and operating intrastate natural gas pipeline systems.

CENTERPOINT ENERGY 2023 COMBINED SERVICE AREA



ABOUT THIS REPORT



- **Publication Date:** September 2023
- **Reporting Period:** January 1 to December 31, 2022
- **Date of Previous Report:** August 2022 (for 2021)
- **Reporting Cycle:** Annual
- **Contact:** sustainability@centerpointenergy.com

We are pleased to provide investors and other stakeholders with transparent information about the company's priorities and key issues while highlighting relevant data and examples. This website demonstrates our progress on issues that are integral to our long-term performance.

In response to stakeholder feedback, we redesigned and reorganized our Corporate Sustainability Report into a web-based structure with a dedicated Data Center. Our reporting follows the Global Reporting Initiative (GRI) framework and has been prepared with reference to the GRI Standards.

We disclose information using the Sustainability Accounting Standards Board (SASB) standards in the Reports section of this website. To better serve our stakeholders, we have also incorporated both the American Gas Association's (AGA) and Edison Electric Institute's (EEI) ESG Template 3 into our annual sustainability reporting activities. We also published our first [Task Force on Climate-related Financial Disclosure](#) (TCFD) report in 2022.

We announced our first [Sustainable Financing Framework](#) in early 2023, which sets the foundation for CenterPoint Energy to access financing to invest in cleaner and socially focused initiatives of the company.

CenterPoint Energy's ESG Council, which is led by the Vice President of Environmental and Corporate Sustainability and the Vice President of Investor Relations and Treasurer, provided guidance on the development of the report.

Formed in 2018 and composed of leadership from CenterPoint Energy's businesses and functions, the ESG Council identifies, evaluates and recommends strategic directions and opportunities that promote ESG objectives in alignment with our company's strategic plan. The council also provides oversight of the company's Net Zero and carbon emissions reduction goal implementation and carbon risk management.

Along with input from the ESG Council, various business units and work groups provided data for this report based on topics that are important to the company, as well as the programs and initiatives that address these opportunities.

AWARDS



Recent Awards and Recognition

ONE OF NEWSWEEK'S MOST RESPONSIBLE COMPANIES IN THE UNITED STATES: 2020-2023

CenterPoint Energy continues to be recognized by Newsweek as one of America's Most Responsible Companies based on publicly available key performance indicators derived from corporate social responsibility, sustainability and corporate citizenship reports, as well as an independent survey.



ENERGY STAR'S 19TH ANNUAL SUSTAINED EXCELLENCE PARTNER OF THE YEAR AWARD

ENERGY STAR® honored CenterPoint Energy with the 2023 Partner of the Year Sustained Excellence award in recognition of the company's commitment to helping customers save energy and reduce costs in its Houston electric territory. Our company has won the award more times than any other utility in the country.



CENTERPOINT ENERGY TAKES FIRST PLACE FOR 2021-2022 AMERICAN CUSTOMER SATISFACTION INDEX

CenterPoint Energy came in first place nationally in the 2021-2022 American Customer Satisfaction Index® (ACSI) study of investor-owned utilities. ACSI is a national economic indicator of customer evaluations of the quality of products and services available to household consumers in the United States.

AN ARBOR DAY FOUNDATION 2022 TREE LINE USA COMPANY

CenterPoint Energy was named a 2022 Tree Line USA company for the 16th consecutive year by the Arbor Day Foundation for our dedication to proper tree pruning, planting and caring throughout our service area.



U.S. VETERANS MAGAZINE 2023 BEST OF THE BEST

U.S. Veterans Magazine named CenterPoint Energy one of its 2023 “Top Veteran-friendly Companies” in recognition of our hiring practices, as well as participation in military job fairs and accessible hiring practices for those with disabilities.

SUPPLIER DIVERSITY AWARDS AND RECOGNITION

- Asian Chamber of Commerce: 2022 Corporate Champion Award
- Houston Minority Supplier Development Council: 2022 Local Corporation of the Year, Prime Engagement Award and Middle Market Engagement Award
- Subcontractors USA: 2023 Supplier Diversity Champion Award
- Women’s Business Enterprise Alliance: Outstanding Utilization of Women Business Enterprises and Greatest Expenditures with Women Business Enterprises in 2022



CenterPoint Energy's Supplier Diversity Team

GOVERNANCE



Responsible corporate governance and ethical conduct are key priorities for CenterPoint Energy.

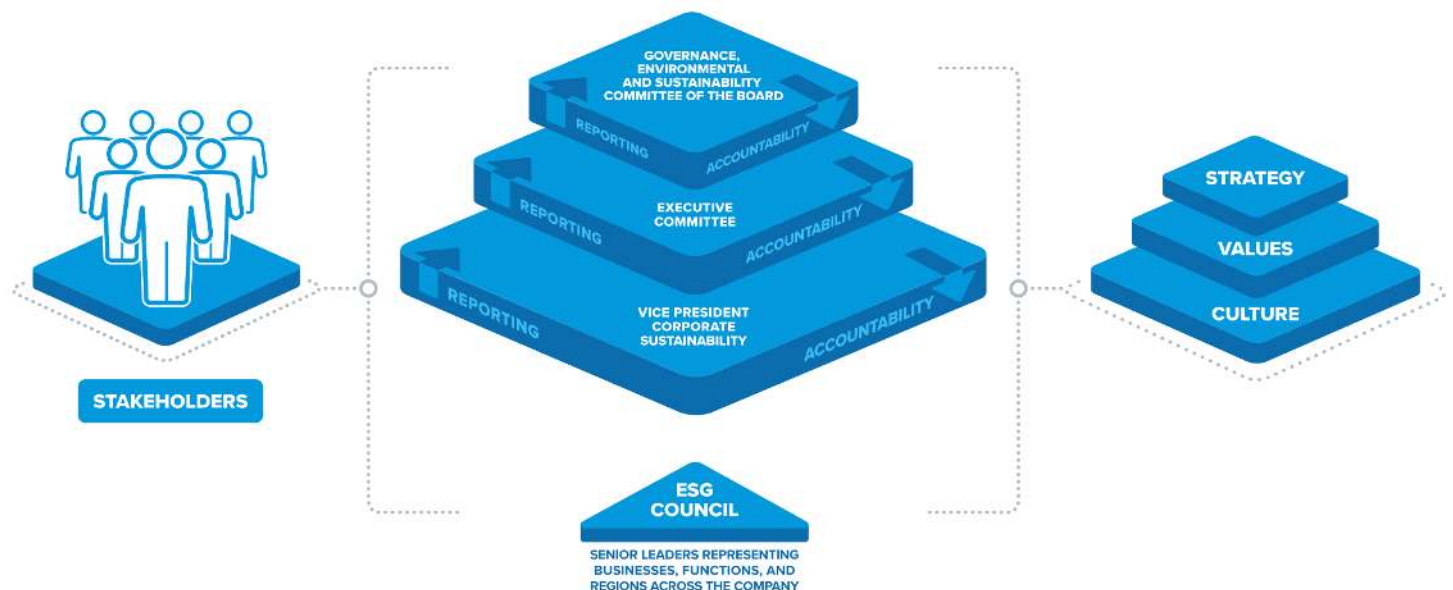
We believe that corporate governance – including strong ethics and compliance, as well as sustainability programs – are in the best interests of our stakeholders and critical to our long-term success. Along with our diverse, engaged Board, our corporate governance and business policies and procedures help us operate effectively with accountability, integrity and transparency.

The Board has charged the Governance, Environmental and Sustainability Committee with oversight responsibility of the company's governance and environmental matters, including those matters related to climate change. In addition, this committee assesses the company's sustainability strategy and initiatives, including the pathways and progress towards achievement of the company's Net Zero and carbon emissions reduction goals.

The Governance, Environmental and Sustainability Committee, the Board or both receive periodic reports from representatives of the company's ESG Council regarding the company's environmental and sustainability activities and risks, including risks related to climate change and to the achievement of the company's Net Zero and carbon emissions goals, among others.

The company's ESG Council, led by our Vice President of Environmental and Corporate Sustainability, and our Vice President, Investor Relations and Treasurer, includes officers and other members of management who identify, evaluate and recommend strategic direction and opportunities that promote ESG objectives aligned with the company's strategy and goals.

The Board has charged the Audit Committee with oversight of the company's legal ethics and compliance program. The Audit Committee receives regular reports from the Executive Vice President and General Counsel, and Senior Vice President, Deputy General Counsel, and Chief Ethics and Compliance Officer. In addition, the Board has charged that the Governance, Environmental and Sustainability Committee will address and resolve any issues with respect to related-party transactions and conflicts of interests involving our executive officers, directors or other "related persons" under applicable disclosure rules of the U.S. Securities and Exchange Commission.



ETHICS & VALUES



OUR VALUES

CenterPoint Energy's core values of **Safety, Integrity, Accountability, Initiative** and **Respect** provide the foundation for our business practices and standards. We work consistently to develop and enhance a culture based on our values through our Ethics and Compliance policies, workforce and supplier diversity programs, environmental and energy conservation initiatives, and our community relations activities.



ETHICS & VALUES

Our reputation, our relationships and our future depend on a commitment to ethics, values and compliance.

- Our [Ethics and Compliance Code](#) forms the foundation for who we are and how we conduct business. It serves as a roadmap that incorporates our values into the decisions we make every day. The Code provides an overview of the laws, regulations and policies applicable to all directors, officers and employees.
- CenterPoint Energy's [Code of Ethics for our Chief Executive Officer and Senior Financial Officers](#) obligates our Chief Executive Officer, Chief Financial Officer, Chief Accounting Officer, Treasurer and Assistant Controller to address actual or apparent conflicts of interest between personal and professional relationships in an ethical manner.
- Our [Ethics and Compliance Code of Conduct for Consultants, Contractors, Suppliers and Vendors](#) describes expectations for our suppliers to embody CenterPoint Energy's values by promoting and maintaining a safe environment free from discrimination; complying with all applicable labor, employment and human rights laws; and upholding a zero-tolerance policy for workplace violence, among other things.

ETHICS & COMPLIANCE TRAINING

Annually, our officers and employees complete Ethics and Compliance training, which includes anti-corruption and anti-trust policies and procedures, among other subjects.

All active full- and part-time employees received Ethics and Compliance training in 2022.

Each year, all employees are required to complete an ethics refresher training and acknowledge their responsibility to comply with CenterPoint Energy's Ethics and Compliance policies. All new employees are required to complete ethics and compliance training within their first 30 calendar days of employment. Our Board members receive in-person Ethics and Compliance training annually.

CenterPoint Energy's Ethics and Compliance Code provides that all directors, officers and employees should avoid actual conflicts of interest, as well as the appearance of a conflict of interest. According to our [Corporate Governance Guidelines](#), [Governance, Environmental and Sustainability Committee Charter](#), and Related-Party Transaction Approval Policy, the Board has delegated to the Governance, Environmental and Sustainability Committee the responsibility for reviewing and resolving any issues with respect to related-party transactions and conflicts of interest involving executive officers, directors of the company or other related individuals under the applicable disclosure rules of the U.S. Securities and Exchange Commission.

By investing in and empowering our greatest assets – our employees, living our values and maintaining the highest ethical standards, we help ensure our company's future success.

GOVERNANCE AND OVERSIGHT

The Audit Committee of the Board of Directors is responsible for assisting the Board in fulfilling its oversight responsibility for compliance with legal and regulatory requirements and our systems of disclosure and internal controls.

Our Executive Vice President and General Counsel is the highest-level executive who maintains responsibility for the company's Ethics and Compliance program, including the company's initiatives related to anti-bribery and anti-corruption. She is supported by our Senior Vice President, Deputy General Counsel and Chief Ethics and Compliance Officer and the other members of the Ethics and Compliance Department, including both legal counsel and other compliance professionals.

Per our Corporate Governance Guidelines, Governance, Environmental and Sustainability Committee Charter, and Related-Party Transaction Approval Policy, the Board has delegated to the Governance, Environmental and Sustainability Committee the responsibility for reviewing and resolving any issues with respect to related-party transactions and conflicts of interest involving executive officers, directors of the company or other related individuals under the applicable disclosure rules of the U.S. Securities and Exchange Commission.

AUDITS AND RISK ASSESSMENTS

CenterPoint Energy regularly engages outside experts to perform an external assessment of its Ethics and Compliance Department and Program. Our Ethics and Compliance Program and Ethics and Compliance Concerns Helpline metrics are benchmarked against Department of Justice guidelines regularly, as well as with other utilities and industries, to remain vigilant on trends and best practices. We participate in various organizations and events to keep our program current.

CenterPoint Energy conducts periodic culture surveys in support of its ethical and compliant culture. In addition, the Ethics and Compliance department conducts in-person roundtable sessions that allow us to interact directly with employees from across CenterPoint Energy's footprint. The sessions provide an opportunity to hear directly from, and stay in touch with the pulse of, employees and to share information on a variety of ethics and compliance topics. The feedback we receive from these sessions drives continuous and risk-based development of the Ethics and Compliance program.

As part of our third-party risk management structure, CenterPoint Energy regularly screens suppliers and other third parties for reputational and compliance risks. The Ethics and Compliance department reviews third parties and organizations to identify those that have been placed on government watch lists, those that have a public history of compliance issues, and those that have received adverse media coverage. In cases where issues are found, CenterPoint Energy considers engagement of the third party and takes action as necessary, which may include termination of the relationship with the third party.

Our Enterprise Risk Management function assists leaders in making risk-based decisions and links key corporate risks with long-term strategic objectives. The department conducts regular corporate, business unit and project risk assessments.



SAFETY

We Provide a Safe and Healthy Work Environment

We remain focused on safety. We strive to instill a culture of safety excellence at all levels of our company. We will perform our duties safely or we won't do them.



INTEGRITY

We Act with Integrity and Lead by Example

We do what is right for our customers, our communities, our shareholders, our business partners and each other. Without fail, we follow our values, our rules and policies, and the law.



ACCOUNTABILITY

We Protect Company Assets and Preserve Resources

We are straightforward in our actions and truthful in our relationships. When we say we will do something, we follow through and keep our commitments. We accept personal responsibility for our decisions. We are all accountable for making sure our own conduct reflects and supports our values-based culture.



INITIATIVE

We Honor Our Community and Make a Difference

We are not afraid to take bold and innovative action. We make hard decisions and tackle tough choices. We speak up. We use our resources and assets wisely.



RESPECT

We Value Everyone

We show respect to everyone. How we treat our fellow employees and customers is just as important as the results that we achieve. We are considerate and show appreciation for diverse thinking. Every individual with whom we work deserves our best efforts. We are responsible to our stakeholders and work to earn their trust every day.

ETHICS AND COMPLIANCE

CenterPoint Energy expects every employee to act with personal and professional integrity, follow all applicable laws and regulations, and adhere to any additional policies and procedures that may apply to an employee's role. Detailed policies and procedures on topics throughout the Ethics and Compliance Code are available to all employees through CenterPoint Energy's Policy Center on our intranet site

We promote diversity, equity and inclusion and strive to maintain a culture where all employees are free from discrimination. We respect our employees by following all labor, employment, and human rights laws applicable to our business

Our Ethics and Compliance Code provides an overview of the laws, regulations and policies applicable to all directors, officers and employees.

ANTI-BRIBERY AND ANTI-CORRUPTION

THE G.I.F.T. RULE

When giving or accepting gifts at CenterPoint Energy, you must consider the following:

GOVERNMENT OFFICIAL

Know the relevant limitations or seek advance approval from Ethics and Compliance. Always err on the side of caution.



INTENT

Consider the intent of the gift or offer. Could a stranger think there is "corrupt intent?" If it became public, how would it look?



FREQUENCY AND TIMING

Think about when and how often gifts are exchanged. Are the gifts just occasional in nature and at appropriate times, such as the holidays? Do the gifts tend to come exactly when you are deciding on the award of a contract?



TOO MUCH?

How grand is the gift or entertainment? Is the gift considered nominal? Is the offer within the other party's limits? Remember that cash, gift cards and cash equivalents from outside parties are always against CNP policy.



Integrity is one of our core values – we strive to do what is right for our customers, our communities, our shareholders, our business partners, and each other. Our Board and Executive Committee support our values and emphasize the importance of ethics, compliance, and integrity in everything we do.

A key aspect of our focus on integrity is anti-bribery and anti-corruption. Our Ethics and Compliance Code addresses our expectations of employees about these risks, and we cover them each year in our required training.

Similarly, our Ethics and Compliance Code of Conduct for Consultants, Contractors, Suppliers and Vendors addresses our expectations of our vendors about these risks, and our Vendor Risk Management Program includes a review of bribery and corruption risks presented by our third parties. We have further matured our third-party risk management governance structure to bring greater transparency, monitoring and controls to this area. As a component of our ongoing third-party risk management efforts, we annually distribute a letter to all vendors reminding them of our Ethics and Compliance Code and the limitations on our employees about giving and receiving gifts.

In response to recent reports of bribery issues in the utility industry, we conducted anti-bribery training sessions, including case studies, and provided leadership with toolkit resources. Leaders used the materials for discussions with employees to drive awareness of these risks and promote individual and corporate integrity. Additionally, our Independent Chair of the Board recorded a video for all employees about the importance of ethics and compliance in general and about this risk in particular.

In addition to the targeted training and awareness efforts, as detailed in our Ethics and Compliance Code, CenterPoint Energy does not allow offer, give or accept gifts or entertainment where such exchange could potentially create a conflict of interest. Certain employees receive an annual survey about conflicts of interest wherein we ask direct questions about any potentially improper payments or political contributions, outside business interests and relationships, or other actions taken that may be improper or illegal.

**concerns
Helpline**
888.888.3155

REPORTING OR RAISING CONCERNS

Ethics and Compliance Concerns Helpline 888-888-3155

Employees are encouraged to talk with their supervisors openly about business ethics and compliance concerns and grievances, and confidential and anonymous resources are also available via the Ethics and Compliance Concerns Helpline. Employees, customers, contractors and vendors can reach

the Helpline at 888-888-3155 or online at <https://centerpointenergy.com/ethics>.

For individuals who share their identity when raising a concern, we take steps to maintain confidentiality of the concernee's identity and the information shared. We do not disclose their identity unless necessary in the course of an investigation of their concern.

CONCERNS HELPLINE



**concerns
Helpline**
888.888.3155

EXAMPLES OF CONCERNS:

- Conflicts of interest
- Insider trading
- Harassment
- Discrimination
- Theft
- Grievances
- Other behavior or business practices inconsistent with our Ethics and Compliance Code.

Our Ethics and Compliance Concerns Helpline is an important part of safeguarding our strong ethics and compliance culture.

ETHICS AND COMPLIANCE CONCERNS HELPLINE

CenterPoint Energy encourages employees to speak up about perceived ethical issues or suspected or known violations of the law or policies.

Employees are encouraged to talk with their supervisors openly about business ethics and compliance concerns, and confidential and anonymous resources are also available

We refer to reports of potential Ethics and Compliance Code violations or other misconduct as “concerns” and those who report them as “concernees.” Other organizations may refer to them as whistleblowers or persons of conscience, and their reporting mechanisms as an ethics helpline. Concerns may be raised to any direct supervisor or manager, confidentially or anonymously through the Concerns Helpline, the Ethics and Compliance department or any other member of management, such as Human Resources, Internal Audit, Legal Department or Corporate Security

Employees, customers, contractors and vendors can reach the Helpline at 888-888-3155 or online at <https://centerpointenergy.com/ethics>. The Helpline is available 24-hours-a-day, seven-days-a-week and supports multiple languages. When contacting the Helpline, concernees can identify themselves or remain anonymous.

CenterPoint Energy does not tolerate any form of retaliation or negative reaction for raising good faith concerns about violations of our Ethics and Compliance Code or any applicable laws or regulations.

We take concerns seriously. Once a report is made, the Ethics and Compliance department will review it and determine how to best address the concern including, where appropriate, starting an impartial, fair and thorough investigation, or coordinate other subject-matter experts for handling. If an investigation reveals a violation of our standards, it will be addressed accordingly.

All concerns are tracked and processed through a system that provides the company with a comprehensive analysis of reports. After an investigation concludes, Ethics and Compliance personnel complete a follow-up discussion with the reporter to verify that no retaliation has occurred. The Audit Committee of the Board of Directors receives quarterly reports from the Chief Ethics and Compliance Officer about concerns and investigations.

EXECUTIVE COMMITTEE



Our Executive Committee leads and executes CenterPoint Energy's long-term growth strategy, goals and priorities in alignment with our core values and the expectations of our stakeholders, including customers, communities, employees and shareholders.



David J. Lesar
Chief Executive Officer



Jason P. Wells
President & Chief Operating Officer



Christopher A. Foster
*Executive Vice President
& Chief Financial Officer*



Lynne Harkel-Rumford
*Executive Vice President
& Chief Human Resources Officer*



Monica Karuturi
*Executive Vice President
& General Counsel*



Jason M. Ryan
*Executive Vice President,
Regulatory Services & Government Affairs*

To learn more about the company's Executive Committee, including individual biographies, visit the [Leadership](#) section of [CenterPointEnergy.com](#).

BOARD OF DIRECTORS



A DIVERSE, ENGAGED BOARD OF DIRECTORS

Our Board of Directors possesses relevant expertise and skills and represent a diverse mix of professional experience, backgrounds and perspectives appropriate to oversee our company's businesses, operations and long-term strategy.

CenterPoint Energy's Board of Directors serves as the company's ultimate decision-making body. The Board oversees executive management, long-term business strategy and performance, succession planning, enterprise risk management and ESG responsibilities, among other things. Through oversight, review and counsel, the Board establishes and supports the company's business, organizational and strategic objectives. In 2022, the Board met six times.

Our Board is chaired by Earl M. Cummings. Our Chief Executive Officer, David J. Lesar, serves as a member of our Board but does not serve as a member of any of its standing committees. Except for Lesar, all members of the Board are independent according to the standards established by the New York Stock Exchange.

Our Board of Directors believes that having a diverse mix of directors with complementary qualifications, skills and expertise is essential to effectively discharging its oversight responsibility while advancing the company's long-term business strategy. Accordingly, the Board is focused on striking an appropriate balance between retaining directors with a deep knowledge of the company and adding new directors with a fresh perspective.

CENTERPOINT ENERGY BOARD OF DIRECTORS



Earl M. Cummings
Independent Chair of the Board



Wendy Montoya Cloonan



Christopher H. Franklin



David J. Lesar



Raquelle W. Lewis



Martin H. Nesbitt



Theodore F. Pound

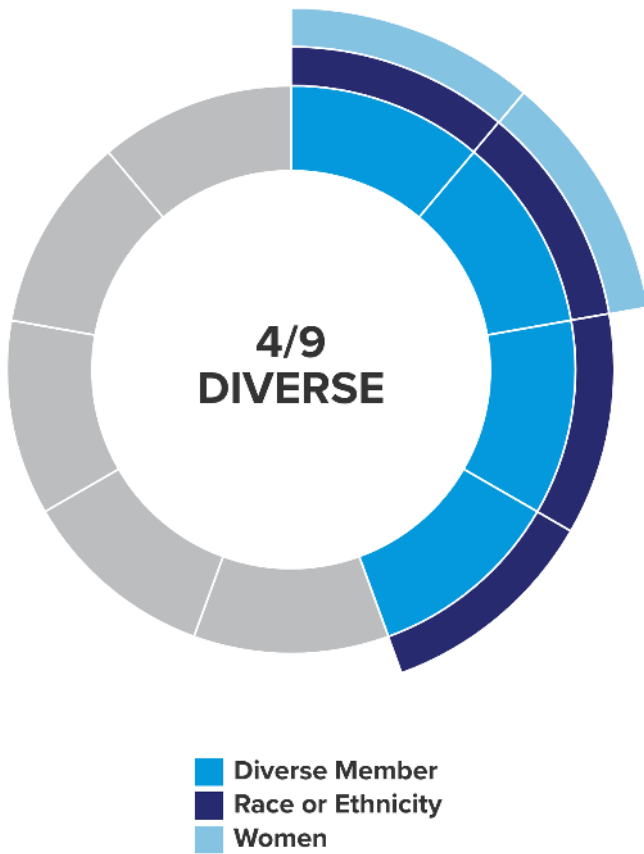


Phillip R. Smith

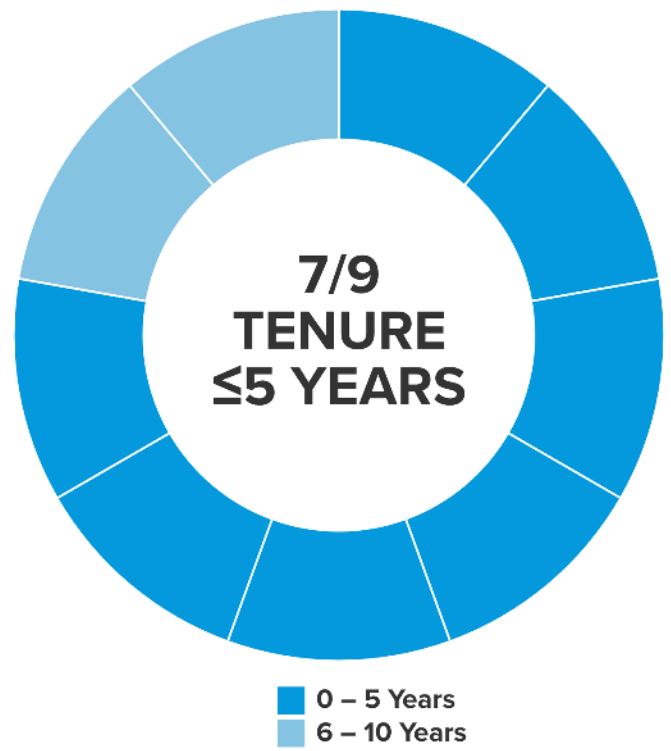


Barry T. Smitherman

BOARD DIVERSITY



BOARD TENURE



As of August 21, 2023

Our Board of Directors collectively represents a variety of backgrounds, key skills and competencies that support oversight and execution of our strategy.

The chart below summarizes certain information for each of our directors, including their key skills and qualifications. To learn more about the company's Board of Directors, including individual biographies, visit the [Leadership section of CenterPointEnergy.com](https://www.centerpointenergy.com/leadership).

	Wendy Cloonan	Earl Cummings	Christopher Franklin	David Lesar	Raquelle Lewis	Martin Nesbitt	Theodore Pound	Phillip Smith	Barry Smitherman	
CNP Board Tenure (in years)	2	3	1	3	1.5	5	8	9	3	3.94 Average Tenure
Key Skills and Qualifications										
Senior Leadership	•	•	•	•	•	•	•	•	•	9/9
Utility Industry Experience			•	•					•	3/9
Operations Experience		•	•	•		•				4/9
Corporate Governance	•	•	•	•		•	•	•	•	8/9
Government, Regulatory and Legal	•	•	•	•	•		•		•	7/9
Public Company Experience		•	•	•		•	•		•	6/9
Finance and Accounting		•	•	•		•		•	•	6/9
Risk Management	•	•	•	•	•	•	•	•	•	9/9
Cybersecurity/Technology	•	•						•	•	4/9
Human Capital Management	•	•	•	•	•	•	•	•	•	9/9
Environmental/Sustainability			•		•			•	•	4/9
Strategic Planning/Transactions		•	•	•	•	•	•	•		7/9
Community Involvement	•	•		•	•	•			•	6/9
Age	43	58	57	69	52	60	68	71	65	60 Average Age

EXECUTIVE SUCCESSION PLANNING AND LEADERSHIP DEVELOPMENT

The Compensation Committee, along with the full Board, oversee management succession planning and talent development with continued focus on designing a succession planning program to support the execution of the company's long-term growth strategy. As part of its succession planning strategy, the Board and the Compensation Committee regularly discuss with the Chief Executive Officer and the Chief Human Resources Officer, the company's existing leadership, the development of internal talent, and the company's process for identifying potential candidates as successors to current leadership. During 2022, the Board discussed succession planning at each of its regularly scheduled Board meetings.

We also believe in the importance of continuing to build a strong pipeline of capable leadership and strive to do so through our leadership development programs conducted by CNP University, our corporate university.

BOARD COMMITTEES



Our Board of Directors is chaired by Martin H. Nesbitt. Our Chief Executive Officer, David J. Lesar, serves as a member of our Board but does not serve as a member of any of its standing committees.

Our Board meets throughout the year with each of the Board committees typically meeting at least four times during the year. In 2022, our Board met six times. Directors are expected to attend annual meetings of shareholders. The Board of Directors routinely meets in executive sessions, without members of management present, to consider matters requiring the Board's attention.

The Board of Directors appoints committees of its members to help carry out its responsibilities. Currently, standing committees of the Board are the following:

A DIVERSE, ENGAGED BOARD OF DIRECTORS

As of April 21, 2023

BOARD MEMBER	AUDIT	COMPENSATION	GOVERNANCE, ENVIRONMENTAL AND SUSTAINABILITY
Wendy M. Cloonan	–	Member	Member
Earl M. Cummings	Member	Member	Chair
Christopher H. Franklin*	Member	–	Member
Raquelle W. Lewis	–	Member	Member
Theodore F. Pound	Member	Chair	–
Phillip R. Smith	Chair, Financial Expert	–	Member
Barry T. Smitherman	Member	Member	–
Number of Meetings Held in 2022	7	4	5

*Christopher Franklin was elected to the Board of Directors on April 22, 2022

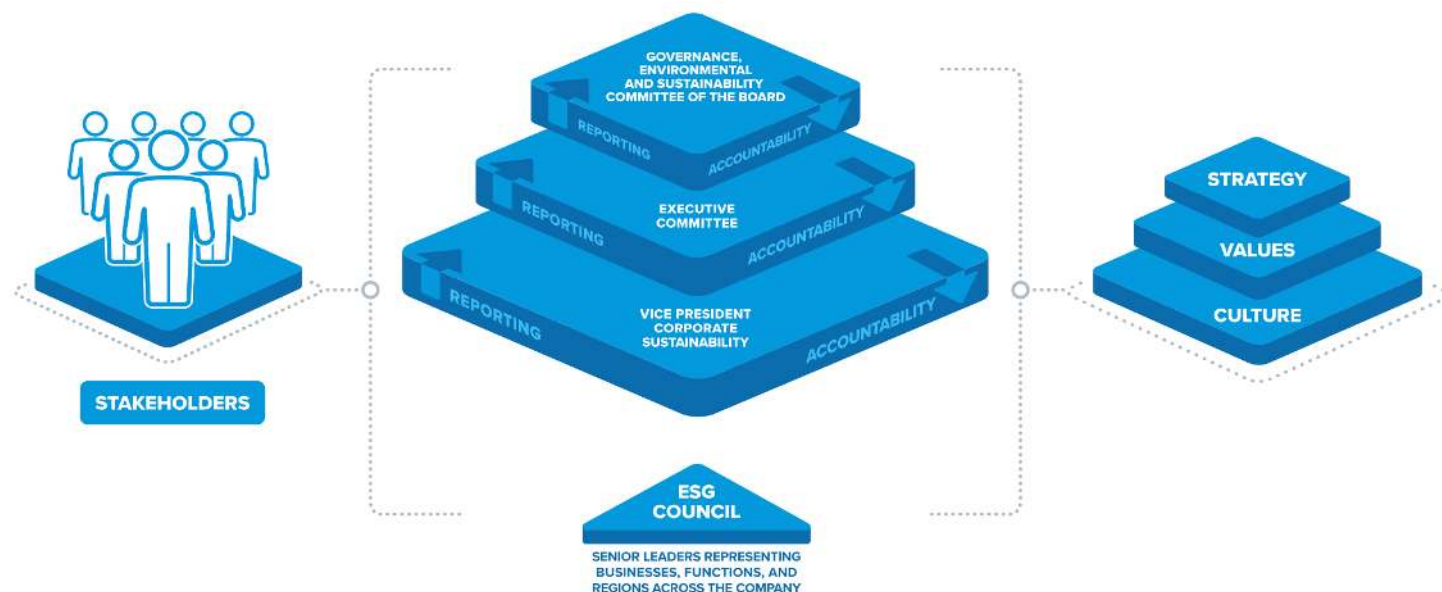
SUSTAINABILITY STRATEGY & OVERSIGHT



CenterPoint Energy's Board of Directors has charged the **Governance, Environmental and Sustainability Committee** of the Board of Directors with oversight responsibility for assessing the company's sustainability strategy and initiatives. The Governance, Environmental and Sustainability Committee, the Board or both receive periodic reports from representatives of the ESG Council about the company's environmental and sustainability activities and risks, including risks related to climate change. The Governance, Environmental and Sustainability Committee also helps the Board carry out its responsibility for ultimate risk oversight by focusing on environmental and sustainability matters.

CenterPoint Energy's Vice President of Environmental and Corporate Sustainability, who reports directly to the Executive Vice President and General Counsel, has responsibility for oversight of ESG topics. Our Vice President of Environmental and Corporate Sustainability and our Vice President of Investor Relations and Treasurer oversee the company's ESG Council.

CenterPoint Energy seeks to integrate our sustainability practices, progress and performance into our company strategy, enterprise risk management program and stakeholder engagement. A percentage of certain executive compensation is tied to ESG performance, such as diversity, equity and inclusion initiatives. Beginning in 2022, we introduced a carbon reduction goal as a weighted component of our long-term incentive performance-based awards. This new component measures the progress of our Net Zero emission and carbon emissions reduction goals and holds leaders accountable for the achievement of these goals. Employees at all levels of the company contribute to achieving these goals.





NET ZERO  **BY**
2035
NET ZERO EMISSIONS
BY 2035

MANAGING ESG AT CENTERPOINT ENERGY:

- The Board of Directors' Governance, Environmental and Sustainability Committee is the highest-level committee responsible for the oversight of the corporation's risk management and performance related to environmental topics, including climate change and other ESG matters.
- Our Executive Vice President and General Counsel and our Vice President of Environmental and Corporate Sustainability provide executive leadership on ESG matters and engage with the Governance, Environmental and Sustainability Committee of the Board on ESG priorities, including risk management and monitoring the implementation of the ESG program.
- Our ESG Council includes officers and other members of management who identify, evaluate and recommend strategic directions and opportunities that promote ESG objectives aligned with our strategy and goals.
- Senior management executes the company's ESG strategy by working with partners, customers, employees and other stakeholders to seek to reduce carbon emissions across our operations and throughout the supply chain.
- Our Corporate Sustainability Department implements the company's sustainability strategy and reporting, communications, data collection and responses to investor surveys, ratings and rankings.

COMPENSATION COMMITTEE

The Compensation Committee assists the Board in discharging its oversight responsibility for the company's human capital management matters, including diversity, equity and inclusion initiatives and supplier diversity program. Management provides regular updates to the Compensation Committee on human capital management strategy and programs, and the Board is kept apprised of any developments in these areas. Additionally, management periodically provides updates directly to the Board on diversity, equity and inclusion initiatives.

ENTERPRISE RISK MANAGEMENT



CenterPoint Energy's Board of Directors has responsibility for and is actively involved in the oversight of risks that could impact the company.

CenterPoint Energy's approach to enterprise risk management is guided by our risk policy. Our Corporate Governance Guidelines specify that the Board has ultimate oversight responsibility for the company's system of enterprise risk management.

Management is responsible for developing and implementing the company's enterprise risk management program. A Risk Oversight Committee, which is composed of senior executives from across the company, monitors and oversees risks facing CenterPoint Energy, as well as provides risk assessment and control oversight for certain business activities, among other things. Our Executive Vice President and General Counsel chairs Risk Oversight Committee meetings.

The company's enterprise risk management function supports executive management's, operational management's and functional management's execution of the company's strategic business objectives by conducting periodic ongoing assessments and assisting with risk mitigation planning.

Throughout the year, the Board participates in reviews with management of the company's risk management processes, the major risks facing the company and steps taken to mitigate those risks.

BOARD RISK REVIEWS INCLUDE THE FOLLOWING AREAS, AMONG OTHERS:



Safety



Environmental, Social and Governance matters



Business strategy & policy, including industry and economic developments



Litigation and other legal matters



Operations and system integrity



Supply Chain



Regulatory and legislative developments



Cybersecurity and Data Privacy



Human capital management and Diversity, Equity and Inclusion



Annual budget, including capital investment plan



Net Zero and carbon reduction targets and generation transition

BOARD COMMITTEES

The Board of Directors' standing committees help the Board carry out its responsibility for risk oversight by focusing on the following specific key areas of risk:

Board Committee	Risk Oversight Responsibilities
Audit	Accounting and financial matters, including compliance with legal and regulatory requirements, and financial reporting and internal controls systems, and review of company's enterprise risk management process
Compensation	Compensation policies and practices; diversity, equity and inclusion initiatives; and succession planning
Governance, Environmental and Sustainability	Corporate governance, including Board structure, cybersecurity, environmental matters, along with those related to climate change and sustainability, including our Net Zero and carbon emissions reduction goals

Protecting the Safety, Security and Privacy of All Employees and Residential and Commercial Customers

- CenterPoint Energy's company-wide cybersecurity program includes analysis of threat information from external sources, monitoring network activity and employee awareness activities.
- Our Data Privacy governance addresses the collection, storage, usage and destruction of data for a specific business purpose, combined with the public expectation and legal requirements that the data will remain private and protected against unauthorized access or modification.
- Our Physical Security Policy addresses several important topics to help maintain a safe and secure place to work and ensure safe and reliable service to our customers.

Certain risks are disclosed in our annual report on [Form 10-K](#) (in particular, see Item 1A regarding Risk Factors), our quarter reports on Form 10-Q and other reports CenterPoint Energy or its subsidiaries may file from time to time with the Securities and Exchange Commission. Additional information about Enterprise Risk Management oversight is available in our [2023 Proxy Statement](#).

CYBERSECURITY



A key focus for CenterPoint Energy is proactively protecting our digital systems and data from cyberattacks through our cybersecurity management program.

CenterPoint Energy's Cybersecurity Operations Center (CSOC) is the hub of our company-wide cybersecurity program. CSOC personnel analyze threat information from external sources, monitor network activity and respond to users who receive questionable emails. Phishing campaigns conducted by bad actors are a serious threat to our network, employees and data.



Cyber Security Operations Center

CenterPoint Energy's Cybersecurity Awareness Program

A robust Cybersecurity Awareness Program helps employees and contractors across the company identify vulnerabilities and minimize risks. Cybersecurity-focused employee communications, one-click phishing reporting and other tracking and reporting tools help protect our company's information assets.

The Phishing Education and Resistance Program provides employees the knowledge to avoid social-engineering attacks by offering:

- Cybersecurity awareness and proactive training, including regular webinars
- Educational experiences in the form of monthly phishing simulations and response training
- Remedial response steps for failures to simulated phishing campaigns or actual social engineering attacks



CenterPoint Energy's Phishing Education and Resistance Program for Employees

As part of CenterPoint Energy's Phishing Education and Resistance Program, simulated emails are sent to employees monthly to help sensitize them to social engineering attacks and help Information Technology address the risk presented by actual attacks. Phishing campaign results are included as a safety metric for awards made to CenterPoint Energy's non-Executive Committee members under the company's short-term incentive program.

CenterPoint Energy's Phishing Education and Resistance Program for Contractors

Contractors are covered by a separate Phishing Contractor Compliance Initiative, which is detailed in the company's Contractor Phishing Compliance Program Charter. This initiative is similar to the employee Phishing Education and Resistance Program.

Security Auditing

- Regular internal security audits and vulnerability assessments of the company's systems and user data security practices are conducted by our Internal Audit team.
- Regular external security audits and vulnerability assessments of the company's systems and user data security

GOVERNANCE AND OVERSIGHT

The Governance, Environmental and Sustainability Committee of the Board oversees cybersecurity for the company and conducts quarterly reviews of cybersecurity programs, practices, initiatives, risks and mitigations, and strategies. Additionally, the full Board of Directors receives periodic updates regarding cybersecurity matters.

The Information Security Team, under the Director of Corporate Cybersecurity who reports directly to the Executive Vice President and General Counsel, is responsible for running and maintaining the methodology, processes and architecture that support the company's Enterprise Systems Cybersecurity Plan.

Information Security's responsibilities include:

- Ensuring management is aware and knowledgeable of potential and identified risks and mitigations.
- Implementing security measures to meet regulatory requirements.
- Performing Enterprise Systems Risk Assessments.
- Interpreting policies and standards as they relate to enterprise systems.
- Helping in the development, execution and implementation of remediation management.
- Remaining abreast of current cybersecurity trends and threats.
- Selecting, implementing and monitoring technologies to identify threats and vulnerabilities, and detecting and protecting against any attacks to CenterPoint Energy systems.
- Coordinating cybersecurity activities and sharing information with federal, state and local partners and regulators.
- Collaborating with the company's Data Privacy Office on cybersecurity and data privacy matters.



CenterPoint Energy Hosts Cybersecurity Panel

In 2022, CenterPoint Energy hosted a conversation about cybersecurity with chief information and security officers in the energy and utility industries, members of academia and officials from various levels of government. The event was held in conjunction with HoustonCIO, which is the preeminent peer leadership network of Houston chief information officers and senior technology leaders across various industries. A cybersecurity panel featured a cross-section of industry representatives offered insights to help technology leaders navigate and manage cybersecurity through periods of energy transition and digital transformation.

CYBERSECURITY



The goal of CenterPoint's Energy Data Privacy Program is to minimize the risk to customer, employee, financial and critical infrastructure information by creating a culture that encourages and demonstrates data privacy practices, safeguards personal information, and enables the trust of our customers, vendors and contractors, regulators, shareholders, the public and employees

Just as we care for CenterPoint Energy's physical property, we are focused on protecting the personal information we use to do our jobs. We maintain safeguards and accountability measures to help manage and protect the personal information entrusted to the company.

Our Data Privacy governance addresses the collection, storage, usage and destruction of data for a specific business purpose, combined with the public expectation and legal requirement that the data will remain private and protected against unauthorized access or modification.

CenterPoint Energy has a dedicated Data Privacy Office to address existing and emerging laws, regulations, trends, expectations and best practices. Led by the company's Senior Vice President, Deputy General Counsel and Chief Ethics and Compliance Officer, our Data Privacy team addresses the collection, storage, usage, disclosure and destruction of data for specific business purposes. All employees, contractors and third-party business partners have a responsibility to handle sensitive, private and confidential information carefully and to protect the private and personal nature of the information we maintain. In addition to protections required by law, the company also abides by its own set of internal policies, including the commitments in our Privacy Policy and Data Classification and Control Policy.

We take proactive steps for data to remain private and protected against unauthorized access or modification. We respect the privacy of our customers, business partners and suppliers and protect their personal information. We also take proactive steps to protect our employees' personal information.



GOVERNANCE AND OVERSIGHT

The Audit Committee of the Board of Directors oversees the management of data privacy for CenterPoint Energy. The company's data privacy strategy is the responsibility of the Board of Directors, Chief Executive Officer, and Executive Vice President and General Counsel. The full Board of Directors receives periodic updates regarding data privacy matters.

CenterPoint Energy has a dedicated Data Privacy Office to address existing and emerging laws, regulations, trends, expectations and best practices. Led by the company's Senior Vice President, Deputy General Counsel, and Chief Ethics and Compliance Officer our Data Privacy team addresses the collection, storage, usage, disclosure and destruction of data for specific business purposes.

TRANSPARENCY AND CHOICE

CenterPoint Energy maintains an Online Privacy Policy that explains how we collect, maintain, share and protect our customers' personal information. This Privacy Policy also informs customers about the privacy choices available to them and how they can manage those choices. We provide customers with channels to submit questions and requests about the company's privacy practices and maintain processes to review and respond to those questions and requests.

PRIVACY REVIEWS AND INFORMATION LIFECYCLE CONTROLS

We have safeguards in place to help manage and protect personal information throughout its lifecycle, from the point of collection to destruction. We conduct privacy impact assessments to help identify privacy considerations associated with the company's processing of personal information at the outset of planning technology projects and initiatives. We also maintain records retention policies and schedules to help us keep personal information based on our business and compliance needs and dispose of the information in a timely manner, in accordance with CenterPoint Energy's record retention requirements.

The company has developed a set of Privacy Principles governing the processing and protection of customers' personal information and other information. In addition to protections required by law, the company also maintains its own set of internal policies:

- Privacy Incident Response Plan
- Customer Identity Theft Prevention Program
- Data Classification and Control Policy
- Data Privacy Principles
- Third-Party Policy

VENDOR RISK MANAGEMENT

We maintain a vendor risk management program to help protect information entrusted to our suppliers and other third-party business partners. As part of this program, we have processes in place designed to evaluate the privacy and security practices of our suppliers and obtain contractual assurances from them with respect to their protection of personal information.

TRAINING AND AWARENESS

CenterPoint Energy provides annual privacy and information security training to our employees to help keep them informed about their responsibilities related to the handling and protection of personal information. We have implemented various employee awareness initiatives, such as the company's Data Privacy principles, a privacy program guide about implementing best practices at work and security policies. Members of leadership communicate to employees to be vigilant about phishing attempts, scams and opening unknown links.

Business Records and Internal Controls

Our core value of Accountability means we are transparent and truthful in conducting our business, maintaining financial records and reporting accurate information to our shareholders. We have a responsibility to be thoughtful in our company expenses and to keep accurate and complete records.

Our compliance efforts include identifying and preserving important historical records of vital historical, fiscal, and legal value – and to disposing non-essential records in a timely manner, in accordance with CenterPoint Energy's record retention requirements.

Data Privacy Awareness

Major companies have been the victims of cyberattacks and data breaches. To help mitigate these challenges, we equip employees with the latest information and guidelines to appropriately protect personal information. CenterPoint Energy has implemented various employee awareness initiatives, such as the company's seven Data Privacy principles, a privacy program guide about implementing best practices at work and security policies. Members of leadership communicate to employees to be vigilant about phishing attempts, scams and opening unknown links. All employees are required to complete privacy and information security training annually.

STAKEHOLDER ENGAGEMENT



Our major stakeholders include customers, communities, employees, investors, suppliers and regulators. We believe that good governance practices include maintaining a consistent and transparent dialogue throughout the year with our stakeholders. Feedback from our stakeholders helps to inform our business plans and strategies.

Each year, we engage in shareholder outreach through various engagement channels including direct meetings, analyst conferences and road shows, among others, and proactively solicit feedback. We also regularly reach out to the proxy governance teams of certain of our large institutional investors to solicit feedback on a range of topics, including various ESG matters. This feedback is shared with the Board of Directors.

Through CenterPoint Energy's stakeholder engagement process, we define our key Global Reporting Initiative (GRI) material topics for ESG disclosures.

Stakeholder	Key Topics	How We Engage
Communities	• Community impact and engagement • Diversity, equity and inclusion • Environmental compliance and stewardship • Customer health and safety • Effluents and waste • Advocacy	• CenterPoint Energy Foundation • Online grant applications • Community events and sponsorships • Employee volunteerism • Community partnerships to revitalize low-income neighborhoods • Low-income energy assistance • City and county council meeting presentations
Customers: Residential, Commercial and Industrial	• Electricity and natural gas emissions • Effluents and waste • Environmental compliance • Non-discrimination • Anti-corruption • Customer health and safety • Customer satisfaction • Customer privacy	• CenterPoint Energy website • Customer Contact Center • Social media, TV, radio, email and marketing campaigns • Mobile application to report outages and make payments • Speaker's Bureau presentations • Bill inserts/onserts • Customer surveys and focus groups • Energy efficiency/demand-side management initiatives • Trade shows and customer forums • Business and commercial account managers • Ethics and Compliance Helpline for grievances

Stakeholder	Key Topics	How We Engage
Employees: Current and prospective employees, retirees and labor unions	• Diversity, equity and inclusion • Diversity and equal opportunity • Economic performance • Environmental compliance • Employee recruitment, turnover, benefits and retention • Employee health and safety • Training and development • Non-discrimination • Employee engagement	• Leadership meetings • Employee meetings, video-streams and webcasts • Training and skills development Leadership development programs • Informal, ongoing meetings • Employee engagement surveys • Professional affinity and employee resource groups • Workforce recruiting programs • Ethics and Compliance Concerns Helpline for grievances • Ethics and Compliance Roundtables with employees • Health and wellness programs • Labor and management joint engagement on key topics, such as safety
Government	• Economic performance • Indirect economic impacts • Energy consumption and conservation • Emissions • Compliance • Occupational health and safety • Diversity and equal opportunity • Public policy • Customer health and safety • Customer privacy	• Regulatory participation with federal, state and local governmental agencies on requirements and processes • Workshops • Industry and trade associations • Legislative sessions • Collaboration on community investments • Comments on proposed rules • Regulatory filings and hearings • State and federal government affairs staff • Corporate lobbying efforts
Investors	• Economic performance • Short-term and long-term incentive plan design • Executive succession planning • ESG matters: corporate governance practices – board structure, composition and refreshment; environmental and sustainability matters – climate change and carbon emissions reduction goals; human capital management, including diversity, equity and inclusion initiatives • Proxy statement disclosure	• Shareholder engagement program • Energy consumption and conservation • Environmental compliance • Community engagement • Customer satisfaction • Quarterly earnings conference calls • Meetings, road shows and presentations • Analyst/industry conferences • Public disclosures • Annual meeting of shareholders • Website • Governance outreach • Shareholder services • Annual Report • Investor Relations staff

Stakeholder	Key Topics	How We Engage
Non-Governmental Agencies	• Indirect economic impacts • Community Relations • Energy consumption and conservation • Compliance • Customer satisfaction • Customer privacy	• Local-level consultations and meetings • Website and communications • Industry associations • Collaboration on community development projects • Impact assessments • Sustainability reporting • Annual reporting • Stakeholder discussions
Suppliers	• Economic impacts • Compliance • Supplier engagement • Community investment • Diversity and equal opportunity	• Supplier diversity program and events: mentoring and scholarship program; employees and vendors; participation in minority and women supplier development councils; recognition events; engagement with diverse business organizations; industry trade shows • Request for proposals • Meetings with suppliers to review Key Performance Indicators • Fair dealing • Timely payments • Competitive bidding processes • Ethics and Compliance Code of Conduct for Consultants, Contractors, Suppliers, and Vendors • Ethics and Compliance Concerns Helpline

POLITICAL ENGAGEMENT



Jason Ryan engages in energy policy discussions with Texas Governor Greg Abbott during an event at CenterPoint Energy Tower in Houston.

Engaging with Policymakers and Trade Associations

Since local, state and federal elected officials and regulators have a significant impact on our business and industry, CenterPoint Energy believes participation in the public policy process is essential to our business and customers.



CenterPoint Energy Executive Vice President, Regulatory Services & Government Affairs, Jason Ryan meets with Southwestern Indiana State Senator Jim Tomes at CenterPoint Energy Plaza to discuss the ongoing electric generation transition.

OVERSIGHT

CenterPoint Energy requires all employees to adhere to its policies and procedures concerning political and lobbying activities and contributions, as well as to all applicable federal, state and local laws.

The company has decision-making and oversight processes in place for political and lobbying activities and contributions to ensure activities and contributions are legally permissible, supportive of and consistent with CenterPoint Energy's business strategy, goals and priorities. All company political contributions require the oversight of CenterPoint Energy's employee-led PAC council.

Key issues, lobbying activities, lobbying expenses and trade association dues are overseen and evaluated by senior management. These expenses and dues are also included in the company's annual budget, which is reviewed and approved by the Board of Directors.

CenterPoint Energy and its employees participate in the public policy process in several ways, including:

- Outreach to government officials to educate them on key issues related to the company's business
- Employee participation in company or industry Political Action Committees (PACs)
- Membership in trade associations that help advance the company's business interests
- These efforts focus on issues that affect the company, its operations, employees and local communities.

The company has decision-making and oversight processes in place so that our political activities and contributions meet legal and ethical guidelines. Our political engagement activities, including contributions, employee PAC memberships, trade association memberships and federal lobbying, are disclosed in compliance with applicable law.

CenterPoint Energy is a member of several trade associations that provide business, technical and industry benefits to the company. These associations may engage in advocacy activities or lobby with respect to issues that are important to the company and our customers.

STAKEHOLDER ENGAGEMENT

Through CenterPoint Energy's stakeholder engagement process, we define our key Global Reporting Initiative (GRI) material topics for ESG disclosures.

MATERIAL TOPICS	SCOPE	TOPIC BOUNDARY
Air Emissions	Monitoring and reducing harmful emissions	Customers, Investors, Government, Non-Governmental Organizations (NGOs)
Anti-Corruption	Demonstrating ethical business behavior	Employees, Customers, Suppliers, Government
Customer Health and Safety	Focusing on the safety, security and privacy of all residential, commercial and industrial customers	Customers, Employees, Investors, Communities, Government, NGOs
Cybersecurity and Data Privacy	Keeping customer, consumer and employee information safe and private	Employees, Customers, Investors
Diversity, Equity and Inclusion	Striving to advance diversity, equity and inclusion to support our colleagues, customers, contractors, suppliers and community members, regardless of race, gender, color, sexual orientation, age, religion, national origin, or physical or mental disability	Employees, Communities, Contractors, Customers, Government, Suppliers
Economic Performance	Strengthening utility assets, exercising disciplined cost management and prudently managing operations and maintenance expenses company-wide; providing customer energy affordability	Employees, Communities, Suppliers, Investors, Government
Effluents and Waste	Monitoring our effluents and wastes and maintaining compliance with all regulations	Customers, Communities, NGOs
Employment	Maintaining and retaining a skilled and engaged workforce	Employees, Communities, Customers
Energy Efficiency	Providing energy-efficient solutions for our customers and maximizing energy efficiency in our operations	Investors, Government, Customers, Communities
Environmental Compliance	Complying with environmental laws and regulations and working with regulatory agencies on overall compliance efforts	Customers, Employees, Communities, Suppliers, Investors, Government, NGOs
Environmental and Sustainability	Engaging in environmentally-friendly practices to create a more sustainable business and community	Communities, Government, Customers, Investors
Greenhouse Gases (GHG)	Net Zero and Scope 3 goals; reducing GHG emissions and intensity	Customers, Investors, Government, NGOs

MATERIAL TOPICS	SCOPE	TOPIC BOUNDARY
Local Communities	Positively impacting the communities in which we operate	Communities, Customers, Investors, Government
Net Zero and Scope 3 Goals	Implementing goals to achieve Net Zero Scope 1 and certain Scope 2 emissions by 2035; reduce indirect/customer emissions by 20 to 30 percent by 2035	Customers, Employees, Communities, Suppliers, Investors, Government, NGOs
Non-Discrimination	Ensuring no stakeholder will be treated differently regarding race, gender, ethnicity, or other prohibited basis	Customers, Employees, Communities
Occupational Health and Safety	Keeping employees healthy and safe	Employees, Suppliers, Government, Communities
Public Policy	Participating in the political process with local, state and federal elected officials and regulators	Government, NGOs
Training and Education	Investing in employee and career development to develop skills and competencies for operating our business safely, meeting customer expectations and identifying opportunities for innovation, workforce development programs	Employees, Investors, Customers, Communities

SOCIAL IMPACT



APPROXIMATELY
9,000
EMPLOYEES



CenterPoint Energy actively engages our stakeholders – including customers, communities, employees and suppliers – to build trust, strengthen relationships and make a positive impact across our footprint.

We are focused on making a difference for the people in the communities we serve, whether maintaining safety practices, serving as a catalyst in helping create thriving communities, developing our current and future workforce, or keeping our employees safe.

We are committed to advancing diversity, equity and inclusion (DE&I) to support our colleagues, customers, contractors, suppliers and community members, regardless of race, gender, color, sexual orientation, age, religion, national origin or physical or mental

disability, so they have an equal opportunity to thrive. We believe that DE&I are critical components of our long-term business strategy, serving as cornerstones of our service, performance and growth.

Our successful performance is a testament to our employees, who validate our values of Safety, Integrity, Accountability, Initiative and Respect through their actions and commitments.

\$14.8 Million

**Total Community Investments
in 2022**

(excludes the value of in-kind space donated to nonprofits)

\$620 Million

**Total Diverse Supplier Spend
in 2022**

As of December 31, 2022



Continuously strive to provide safe, reliable energy and outstanding customer service.



We believe that diversity, equity and inclusion from a variety of angles are critical components of our long-term business strategy, serving as cornerstones of our service, performance and growth.



Our employees give back to their communities in many ways, including corporate team volunteer events. Pictured are our Tax employees at Kids' Meals, Inc., in Houston.

DIVERSITY, EQUITY & INCLUSION



All of Us, Always There

CenterPoint Energy joined more than 130 Houston-area companies that participate in the Greater Houston Partnership's racial equity principles through One Houston Together.

Delivering electricity and natural gas to millions of customers across our communities takes the energy of everyone in an environment where we respect, understand and appreciate those we serve and the people around us.

CenterPoint Energy strives to create an environment that safely promotes a sense of belonging for everyone. Diversity, equity and inclusion (DE&I) are core to who we are, what we do and how we do it. We believe that DE&I are critical components of our long-term business strategy, serving as cornerstones of our service, performance and growth.

We strive to find ways, big and small, to appreciate the value in our differences. It is through the energy of many where we unlock the potential of our company and workforce while, at the same time, supporting our quest to learn better, listen better and do better every day.



OUR DIVERSITY, EQUITY & INCLUSION POSITIONING STATEMENT

At CenterPoint Energy, we strive to advance diversity, equity and inclusion to support our colleagues, customers, contractors, suppliers and community members, regardless of race, gender, color, sexual orientation, age, religion, national origin, or physical or mental disability, so they have an equal opportunity to thrive and a sense of belonging.

“We are on an important journey across CenterPoint Energy. I look forward to building on our progress and momentum as we work together and strive to find ways, big and small, to appreciate the value in our differences.”

– Kimberly Blasingame, Director, Recruiting and Diversity, Equity & Inclusion



CENTERPOINT ENERGY HAS DEFINED FIVE STRATEGIC PILLARS OF DIVERSITY, EQUITY AND INCLUSION:



GOVERNANCE AND OVERSIGHT

CenterPoint Energy’s Compensation Committee oversees the company’s diversity, equity and inclusion initiatives, in addition to compensation policies and practices. The full Board of Directors receives periodic updates regarding these matters.

Our leadership and employees share in implementing our diversity, equity and inclusion company-wide commitment by treating each other, our customers and our stakeholders with respect and fairness, and by promoting inclusion and belonging in their business interactions.

Our company-wide Diversity, Equity and Inclusion Council provides governance and oversight on diversity, equity and inclusion efforts, promotes company diversity activities and drives company-wide communication. Our Executive Vice President and Chief Human Resources Officer and our Executive Vice President and General Counsel serve as executive sponsors.

CenterPoint Energy
is on a quest.
A quest to learn better.
To listen better. To do better.
Every day.

LEARN MORE

[DATA CENTER: WORKFORCE DIVERSITY](#)

WORKFORCE DIVERSITY



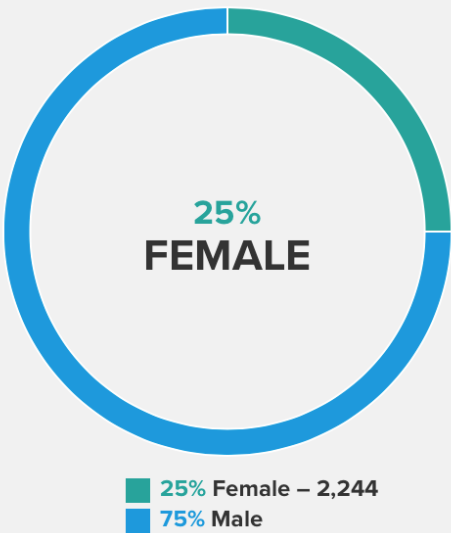
We strive to find ways, big and small, to appreciate the value in our differences.

We value the different perspectives, experiences and backgrounds our people possess, as we work together with a unified purpose. We work to maintain an open and inclusive work environment where business results are achieved through the skills, abilities and talents of our diverse workforce.sponsors.

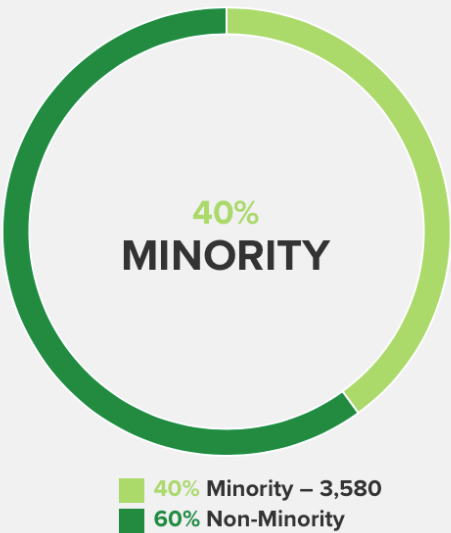
8,988
EMPLOYEES company-wide

610
VETERANS
(as self-identified)

FEMALES AS PERCENTAGE OF WORKFORCE

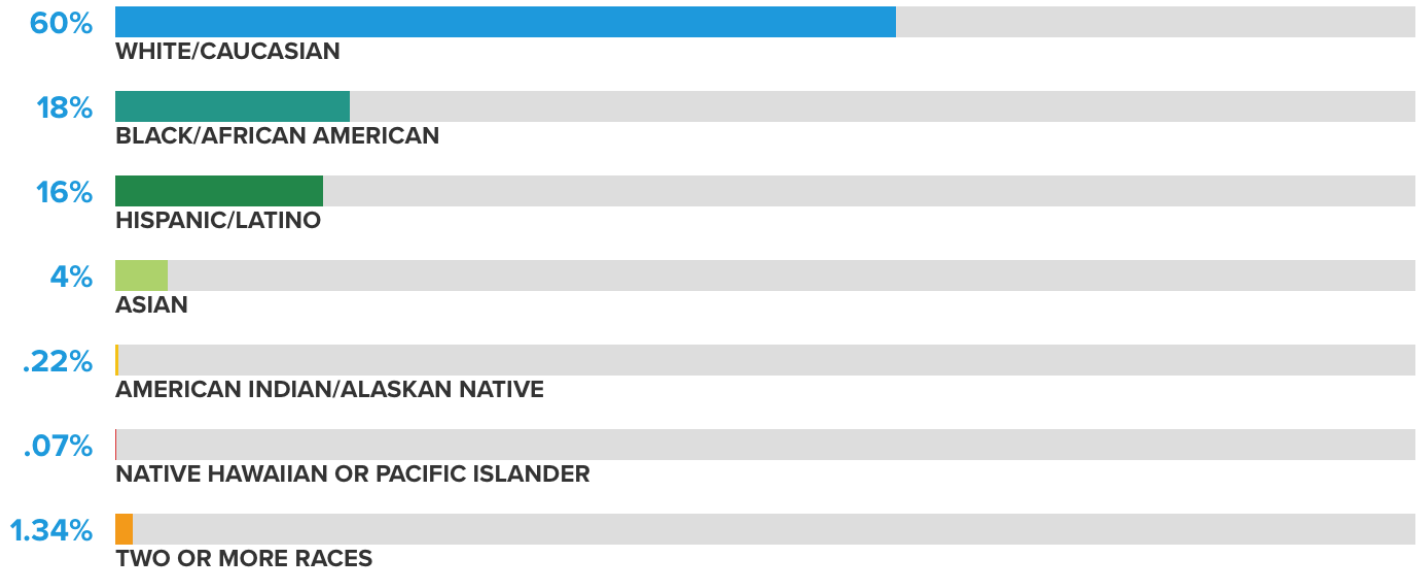


MINORITY AS PERCENTAGE OF WORKFORCE



WORKFORCE RACE/ETHNICITY

Race/Ethnicity as Percentage of Workforce (2022)



As of December 31, 2022

Workforce diversity data and statistics are based on source information from CenterPoint Energy's EEO-1 reports, which are posted on our website after being filed. The Equal Employment Opportunity Commission 2022 reporting deadline was postponed and tentatively scheduled for the fall of 2023.

We are working to increase workforce diversity and retention by:

- Advancing efforts for attracting and retaining diverse students through outreach to Historically Black Colleges and Universities and Hispanic Serving Institutions.
- Promoting CenterPoint Energy on college campuses to create awareness of our offerings to engineering, finance and technical occupations. We offer internships, co-ops and entry-level job opportunities throughout the company.
- Supporting best practices for promoting workforce diversity through our recruitment process, and actively recruiting and hiring veterans and individuals with disabilities.



Our **College Recruiting program** partners with a wide array of student organizations at schools throughout our footprint. These partnerships provide opportunities for us to engage with a diverse mix of students as they plan their professional careers. Some of these organizations include:

- Ascend Pan-Asian Leaders
- Asian Business Student Association
- Collegiate Association for Women in Construction
- Construction Student Association
- Hispanic Business Student Association
- Human Rights Campaign
- National Association of Black Accountants
- National Society of Black Engineers
- Society of Hispanic Professional Engineers
- Texas Diversity Council

We are increasing leadership diversity by:

- Utilizing talent review, succession planning and performance management outputs.
- Promoting leadership, mentorship and support as a way to grow and motivate diverse leaders.
- Reporting by Employee Resource Group leads on progress on various issues relevant to the groups.
- Employees at all levels of the company contribute to achieving these goals.
- Leveraging diverse interview panels for candidate interviews to represent our workforce diversity when we interview prospective new hires for opportunities across our company.

DIVERSITY, EQUITY & INCLUSION INITIATIVES



We are progressing several initiatives that help support belonging and diversity, equity and inclusion, including internal and external initiatives, programs and partnerships.

"I believe the success of CenterPoint Energy's business goals and strategy will depend on making our organization look more like the communities we serve," said Dave Lesar, Chief Executive Officer. "When we hold a mirror up to our communities, it is important that we see the faces of our CenterPoint Energy employees reflected back. We have already made a lot of progress, with even more yet to come."

Our company-wide **Diversity, Equity and Inclusion Council**, comprised of colleagues from all levels and areas of our businesses and corporate functions, assists in leading conversations and driving diversity, equity and inclusion efforts across the organization, such as:

- A diversity, equity and inclusion anonymous survey engaged all employees on attitudes toward diversity, culture, hiring and recruiting, diversity training programs and other workplace experiences.
- Launching eight Employee Resource Groups (ERGs) to date.
- Creating a leadership talent pipeline that helps support a diverse workforce and inclusive work environment that is reflective of the available workforce, placing a focus on driving awareness of the importance of supporting and enabling a diverse workforce.

In 2022, **43%** of our placements were
FEMALE EMPLOYEES.

In 2022, **40%**
of our external placements were either
RACIALLY or
ETHNICALLY DIVERSE.

In 2022, CenterPoint Energy had
610 VETERANS
(as self-identified).

AFFINITY AND EMPLOYEE RESOURCE GROUPS

Our Affinity groups are formed around a shared interest or common goal for employees across CenterPoint Energy. Affinity groups help us build community, enhance purposeful networking and employee engagement across our company, promote career development, and offer leadership and professional development opportunities.

Affinity Groups:

- EnPoint: Gas Engineering employees
- EPN: Electric Engineering employees
- EV Point: Employees who are electric vehicle enthusiasts
- MyPoint: Finance, IT and Audit Services employees
- OnPoint: Employees who work in Operations and functional areas across Houston

EMPLOYEE RESOURCE GROUPS

Our eight employee-created and employee-led ERGs are a key part of CenterPoint Energy's focus on DE&I. They provide vital opportunities for employees to get to know one another, share knowledge and experiences, promote collaboration and professional development, support employee recruitment and retention, raise cultural awareness, and enhance community engagement.

Our ERGs' goals and activities are aligned with CenterPoint Energy's Diversity, Equity and Inclusion Vision and Positioning Statement, as well as the Diversity, Equity and Inclusion Council's strategic goals. ERGs are employee-led, operated with the support of the Diversity, Equity and Inclusion Council and are open to all employees. ERGs can contribute to increasing the diversity of the applicant pool and improving retention, as well as reaching traditionally underrepresented or underserved customers, clients, suppliers, and communities. ERGs can also help enhance civic engagement and strengthen CenterPoint Energy's connections and reputation in the communities we serve.



CenterPoint Energy's Employee Resource Groups:

- Black Employees Network
- C.A.R.E Connections (Children, Adult, Resource, Education)
- CNP Asian Professional Network
- CNP Military Network
- CNP Pride
- Cultural Niketan of India
- Hispanic & Latin Professional Network
- Women in Leadership

ERG HIGHLIGHTS

In 2022, our ERGs engaged 1,600+ employee members to develop and manage 59 events for all employees throughout the company.



C.A.R.E. Connections (Children, Adult, Resource, Education) is CenterPoint Energy's newest ERG. Its mission is to empower members as they navigate their career and family responsibilities, maintain a work/life balance, and support overall mental health and well-being.



The Cultural Niketan of INDIA ERG celebrated Diwali – the Festival of Lights – by holding onsite celebrations at several CenterPoint Energy office locations. The group's objective is to promote the welfare of community and an attitude of gratitude.



A special ERG showcase of our rich diversity in perspective, thought and experience was sponsored by the DE&I Council so employees could hear directly from members and learn how to participate. ERGs provide vital opportunities for networking, mentoring, professional development and promotion of the company's business goals and strategy.

RECRUITING

Our Talent Acquisition team is at the forefront of our efforts to create a workforce reflective of the communities we serve. We support best practices for promoting diversity through our recruitment process, and we actively recruit and hire veterans and individuals with disabilities.

Our College Recruiting program maintains relationships with student organizations at many of the schools throughout our footprint, providing opportunities to engage with a diverse mix of students as they plan their professional careers. Some of our partner organizations include:

- Ascend Pan-Asian Leaders
- Asian Business Student Association
- Collegiate Association for Women in Construction
- Construction Student Association
- Hispanic Business Student Association
- Human Rights Campaign
- National Association of Black Accountants
- National Society of Black Engineers
- Society of Hispanic Professional Engineers
- Texas Diversity Council

Nationally, we partner with Disability Solutions, Hispanic Alliance for Career Enhancement, LocalJobNetwork (Circa) and RecruitMilitary.

Local partnerships include:

HOUSTON

Texas Diversity Council, S.A.F.E. Diversity Communities, Lone Star Veterans Association, Playsmint, SER Jobs, Workforce Solutions, United States Department of Veterans Affairs, Wounded Warrior Project, Houston Area Urban League, Women in Construction, and NextOp

MINNEAPOLIS

Minnesota Department of Employment and Economic Development, Minneapolis Urban League, Step Up, Minnesota Department of Veterans Affairs, and Minnesota Vocational Rehabilitation

EVANSVILLE

Evansville Vet Center, Ivy Tech Community College of Indiana, YWCA of Evansville, Evansville Arc, and Vanderburgh County Veterans Services

COLLEGE RECRUITING PROGRAM

Our College Recruiting program maintains partnerships with student organizations at many of the schools throughout our footprint. Internships, co-ops and entry-level job opportunities are offered throughout the company.

We use diverse interview panels for candidate interviews to promote a diversity of perspectives and thought when interviewing prospective new hires for opportunities across our company.

LEARN MORE

[DATA CENTER: WORKFORCE DIVERSITY](#)

DIVERSITY, EQUITY & INCLUSION GIVING



Through our ongoing commitment to diversity, equity and inclusion (DE&I), the CenterPoint Energy Foundation supports our core giving areas of Education and Community Vitality, develops relationships with new and existing non-profit partners, and works to ensure our partnerships have long-term impact.



More than
\$4.7 Million
CONTRIBUTED



Community Vitality | **\$2,448,330**

Education | **\$2,249,434**

Local Initiative | **\$2,500**

DE&I STRATEGIC GIVING PILLARS



EDUCATION

- Promote diverse literature and increase literacy skills
- Fund minority student exposure to STEM
- Expand diverse talent pipeline through Career/Technical Education programs



COMMUNITY VITALITY

- Invest in projects and affordable housing in racially diverse neighborhoods
- Improve quality of life for individuals



RELATIONSHIP BUILDING

- Support diverse leadership and board of directors in community organizations
- Provide organizational funding in underserved communities

CENTERPOINT ENERGY FOUNDATION

2022 DE&I HIGHLIGHTS

- Latinos for Education — Funding supports Latinx Teachers Fellowship Program, which aims to provide capacity-building resources to develop and retain early-career Latino teachers.
- Community One (Evansville, IN) — Grant providing resources for housing restoration and community revitalization in a diverse, under-resourced neighborhood.
- HBCU Partnerships — Expanded on 2021 HBCU (Historically Black Colleges and Universities) partnerships in Texas, Louisiana and Mississippi and provided more than \$100,000 in funding.
- NextGen Workforce Development — More than \$250,000 in investments into career technical education, internships and mentoring programs focused on minority and low-income youth.



CenterPoint Energy partners with Carnegie Vanguard High School's Women in Science and Engineering Club in Houston, an organization for students who aspire to work in the technology and engineering fields. Our female engineers engage students on using science and technology to help solve real-life problems and as a catalyst for social change.



LEARN MORE

[COMMUNITIES](#)

[CENTERPOINT ENERGY FOUNDATION](#)

COMMUNITIES



CenterPoint Energy recognizes that our success, as well as the success of our customers, neighbors and stakeholders, is connected to the vibrancy of our communities.

We seek to improve the areas we serve by supporting programs that strengthen relationships, improve quality of life, and promote inclusion to help communities thrive. We support students having the opportunities and tools they need to succeed academically, explore potential careers and be equipped to enter the workforce.



We collaborate with our employees, elected officials, regulators, community and civic leaders, and neighbors in the communities we serve to assess areas of need. That is why we focus our charitable investments, volunteerism and other community-based activities on the nonprofit organizations and causes in our giving pillars.

COMMUNITY RELATIONS



86,180
EMPLOYEE VOLUNTEER HOURS IN 2022

37%
OF EMPLOYEES VOLUNTEERED IN 2022

CENTERPOINT ENERGY FOUNDATION 2022 GIVING HIGHLIGHTS

Total Community Investments: **\$14.8 million*** including more than **\$4.7 million** in DE&I Giving

2022
OVERALL GIVING
\$14.8
MILLION

Community & Economic Development:	\$8,358,058
Education – Higher Education:	\$3,095,613
Education – K-12:	\$3,095,613
Health & Social Services:	\$272,000

*Excludes the value of in-kind space donated to nonprofits

SOCIAL IMPACT HIGHLIGHTS



The Nature Conservancy | \$500,000 The CenterPoint Energy Foundation provided The Nature Conservancy with a grant in 2021 that funded 2022 environmental improvements in four states where we operate.

- In Louisiana, we supported the building of oyster reefs to help clean the freshwater flowing into the Gulf of Mexico, contributing to the success of Gulf-wide fisheries.



The Arbor Day Foundation Environmental Grant | \$500,000 Reinforcing the company's Net Zero goals, the CenterPoint Energy Foundation's 2021 grant provided environmental education and tree plantings to elementary school students throughout the company's service territory during 2022.

2022 IMPACT

- Engaged 10,000 students in environmental education
- Interacted with 77 schools across 6 states
- Distributed 8,400 trees to customers across 6 states
- Projected community impact of \$2,613,327 in environmental benefits and 6,283,104 megawatt hours saved from shade and windbreak



Opportunity Housing Project | \$250,000 SBP will develop a 7-unit affordable rental project in Houston. The project will be built to Energy Star® measures and incorporate storm-resilient measures. Funds will enable project to be completed in 2023 and increase options for affordable and sustainable housing.

STRATEGIC GIVING



Our company-wide community relations strategy focuses on community vitality and education.

The CenterPoint Energy Foundation provides support to nonprofit organizations whose programs and services align with these core giving pillars and invests in initiatives that not only improve our stakeholders' lives today, but also build a strong foundation for tomorrow.

COMMUNITY VITALITY

- Affordable Housing – Initiatives leading to increased access to quality, energy-efficient and affordable housing
- Environment – Ensuring our communities are sustainable and resilient for the future
- Thriving Communities – Quality of place and resident-led initiatives leading to vibrant neighborhoods, cities and states

Community Vitality in Action: CommonBond | \$500,000

The Rise on 7 is a co-located affordable housing and childcare center that will be the first development of its kind for CommonBond and Minneapolis. Funding will support construction of the project, which will provide 120 units of housing and childcare for low-income residents.



EDUCATION

- Literacy – Literacy and tutoring programs focused on early childhood through adult learners
- STEM (Science, Technology, Engineering, Math) – Education programs targeted to under-resourced areas and/or under-represented populations
- Workforce Development – Programs addressing the workforce needs of our communities.

CENTERPOINT ENERGY SUPPORTS STEM

2022 STEM Giving: \$1,225,755



*Includes large 2022 initiative with the Children's Museum of Houston



- **Children's Museum of Houston EcoStation Exhibit | \$100,000**
The educational exhibit allows kids of all ages to explore the environment, conduct ecological studies and learn how everything in our ecosystem is connected.
- **Compudopt | \$115,000 for Evansville and \$76,000 for Houston**
The CenterPoint Energy Foundation contribution offers technology access and education to under-resourced youth and their communities by providing computers and digital literacy programs to students and families.
- The CenterPoint Energy Foundation works with **Carnegie Vanguard High School's Women in Science and Engineering Club** in Houston, an organization for students who aspire to work in the technology and engineering fields. Our female engineers engage students on using science and technology to help solve real-life problems and as a catalyst for social change.

DIVERSITY, EQUITY & INCLUSION GIVING

The CenterPoint Energy Foundation will support our core giving areas of Education and Community Vitality, develop relationships with new and existing nonprofit partners, and work to create long-term impact.

LEARN MORE

[DE&I GIVING](#)

VOLUNTEERISM



Employee volunteerism is an important part of CenterPoint Energy's commitment to our communities and employee engagement strategy.

We provide opportunities for employees to participate in company-organized volunteer efforts and encourage them to contribute their time and talents to causes they care about. Through building relationships with each other and the communities we serve, volunteer activities help employees develop career and leadership skills.

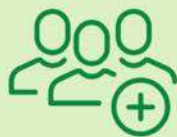
2022 VOLUNTEERISM



86,180 Hours
of employee volunteer time



80 Company Leaders
serving on nonprofit boards and committees



\$41,188 in Volunteer Grants
given on behalf of employees and retirees who volunteered 40+ hours for the same nonprofit

The Volunteer Grant program recognizes, supports and encourages employee and CenterPoint Energy legacy retiree volunteer efforts. The program awards grants to qualified 501(c)(3) nonprofit organizations based on volunteer involvement.



\$987,251 in CenterPoint Energy Foundation Matching

Our Easy Match program matched dollar for dollar for contributions employees make to the charitable organization of their choice.

SPOTLIGHT ON EMPLOYEE VOLUNTEERISM



DEMONSTRATING ENVIRONMENTAL STEWARDSHIP

Our Gas Engineering and Environmental Services team volunteered to replant marsh grass along the shoreline of Lake Mark Kramer. Located in Armand Bayou Nature Center in Pasadena, Texas, the area was improved to create a living shoreline, helping restore it to a wetland habitat that existed before it eroded.



In Minneapolis, employees collaborated with Great River Greening, a CenterPoint Energy Foundation grantee, to plant nearly 2,000 native plant seedlings and scatter seeds for 30 native species at Lebanon Hills Regional Park in Eagan, the busiest regional park in the state.



SHARING KNOWLEDGE WITH STUDENTS

Junior Achievement works to educate students in grades K-12 about entrepreneurship, work readiness and financial literacy. Employee volunteers across the company participate in career presentations, business trivia and virtual career days.

LEADING THE WAY

Through the company's 2022-23 United Way campaign, CenterPoint Energy employees raised nearly \$1 million to support the United Way of Greater Houston, providing much needed resources to benefit our friends and neighbors in the greater Houston area.



EMERGENCY OPERATIONS



CenterPoint Energy's internal Emergency Operations Plan (EOP) guides the company's preparation, mitigation, response and recovery from an emergency.

Our robust emergency preparedness and response procedures are intended to prepare us for all types of emergencies. Training, conducting drills, testing equipment and coordination are all important functions to ensure a successful EOP response. The use of an Incident Command structure establishes a common set of incident objectives and strategies to follow.

Actions taken during EOP incidents and drills are evaluated to determine lessons learned, providing a valuable opportunity to learn from our experiences, identify potential areas for improvement and prevent reoccurrence of potential issues. Emergency plans and procedures are reviewed annually and updated as needed.

STORM RESPONSE

If severe weather is predicted, CenterPoint Energy communicates important safety information to customers and the public, such as how to report downed power lines, outages, and natural gas emergencies and to stay safe around electric and natural gas facilities.

When restoring power, we begin with facilities vital to safety, health and welfare, such as hospitals, water treatment plants and public service facilities. While addressing key facilities, we follow our priority restoration process by making repairs to electrical facilities that will return power to the largest number of customers first. We then continue the restoration process by prioritizing repairs to benefit the greatest number of customers, until power is returned to everyone.

Throughout the restoration process, we maintain contact with local emergency management agencies, news media and public officials.





MUTUAL ASSISTANCE

CenterPoint Energy is part of electric utility mutual assistance programs that provide access to thousands of linemen and tree trimmers from around the country to lend a hand during widespread power outage emergencies. Coming to the aid of other utilities is nothing new to our employees. Over the years, crews have responded and restored power to hundreds of thousands of customers throughout the country who have been left in the dark following hurricanes, ice storms, tornadoes and severe thunderstorms.



In response to **Hurricane Nicholas'** impact on our electric and natural gas systems in Greater Houston and surrounding communities, more than 3,200 Electric Operations employees and contractors focused on the restoration work. About 1,800 linemen and tree trimmers from the mutual assistance network were assigned to staging sites across the impacted areas.



"We are ready to lend a helping hand to our neighbor utilities and are driven to restoring power to affected customers safely and reliably. Our crews are skilled to perform in any weather conditions, just like they do for our customers at home."

– Lynnae Wilson, CenterPoint Energy's Senior Vice President, Electric Business

OUR PEOPLE



We believe delivering electricity and natural gas to millions of customers across our communities takes the dedication of everyone in an environment where we respect, understand and appreciate one another, as well as those we serve. Our talented workforce is critical to our success.

CenterPoint Energy places a high priority on promoting strong human capital management; sustaining a strong culture of ethics; providing professional development opportunities; fostering mutual respect at all levels; and following all labor, employment and human rights laws applicable to our business. We promote belonging, diversity, equity and inclusion and strive to maintain a safe and productive work environment where all employees are supported, valued for their contributions and free from all forms of discrimination.

Our employee benefits are designed to help employees stay healthy, care for their families, plan for their futures and enjoy peace of mind. To support our employees' personal and professional needs, we offer a wellness program, an Education Assistance Program, volunteer opportunities, and Affinity and Employee Resource Groups.

HIGHLIGHTS

- **All full- and part-time employees** receive annual training on CenterPoint Energy's [Ethics and Compliance Code](#), which covers fair treatment, equal opportunity and workplace respect, among other topics.
- **100%** of eligible employees received a performance evaluation in 2022.
- Our [Employee Resource Groups](#) engaged **1,600+ employee members** to develop and manage **59 events** for all employees throughout the company.
- Our 2022 internship program provided real-world experience, training and mentoring to **82 interns**.
- We are a veteran-friendly employer with **610 self-identified veterans** at year-end 2022.



U.S. Veterans Magazine named CenterPoint Energy one of its 2023 "Top Veteran-friendly Companies" in recognition of our hiring practices, as well as participation in military job fairs and accessible hiring practices for those with disabilities.



OUR WORKFORCE

CenterPoint Energy employees are the driving force behind our company's success, and we are focused on providing employee development and building our culture.

Our human capital priorities include attracting, retaining and developing high-performing talent through its talent management activities. We work to maintain a workforce reflective of our communities and the available workforce within the territories we serve by attracting quality candidates through our recruitment and selection processes.

A CULTURE OF ENGAGEMENT

CenterPoint Energy's goal is to create a work environment in which every employee is engaged, aligned with our strategy, goals and priorities, and understands how they contribute to the company's long-term performance. To achieve this goal, we strive to connect with our employees in meaningful ways.

- Our Executive Committee holds quarterly town hall meetings with all employees to share key company updates. Employees across the company participate in-person or via video conference and are encouraged to engage in the question-and-answer session.
- CenterPoint Energy's last diversity, equity and inclusion survey provided insight that was useful in the continuing development of the company's belonging, diversity, equity and inclusion strategy and initiatives. The anonymous responses helped the Diversity, Equity and Inclusion Council and team members to better understand successes, challenges and opportunities. Employees shared feedback on attitudes toward the company's culture, hiring and recruiting, training programs, diversity and other workplace experiences.
 - » In response to the survey, Employee Resource Groups were launched at CenterPoint Energy to offer opportunities to connect internally, promote inclusion so that different viewpoints are heard and ideas are considered, and create opportunities for mentoring and professional development.
- Our employee pulse surveys have focused on career development, safety, innovation and collaboration. These surveys help us identify strengths and opportunities for improvement.

An enterprise-wide Employee Engagement Survey was shared with all employees in June 2023 to gather thoughts and insights about our company. Responses will be aggregated and analyzed to enable us to further strengthen our culture.



TRAINING & DEVELOPMENT



CenterPoint Energy's continuous efforts to safely and reliably deliver electricity and natural gas to millions of people includes focusing on the continuous development of our greatest assets – our employees – to build a sustainable leadership pipeline.

We identify performance gaps and skills training for departments across the company to ensure employees have the right skills to perform their jobs safely and effectively. We offer employees opportunities to increase skills both professionally and technically through leadership development programs, technical skills training, and professional development training and resources.

2022 TRAINING

CNP University

CNP University is CenterPoint Energy's corporate university made up of six colleges that represent formal learning and training operations designed to meet employees' needs.

- Total online courses completed: 264,032
- Total hours of online courses completed: 132,016*

**Each course averages approximately 30 minutes or 0.5 hours*

College of Professional Development – Instructor/Virtual Instructor-Led Training:

- Total participants: 3,074
- Total hours completed: 8,948
- Average hours of training per year per employee via CNP University (excludes field safety and technical training): 2.9 hours

TRAINING HIGHLIGHTS

- **All full- and part-time employees receive annual training** on CenterPoint Energy's Ethics and Compliance Code of Conduct, which covers fair treatment, equal opportunity and workplace respect, among other issues.
- **100% of eligible employees** received a performance evaluation in 2022.
- CenterPoint Energy's 2022 internship program provided real-world experience, training and mentoring to **82 interns**.



LEADERSHIP DEVELOPMENT

CenterPoint Energy's leadership development programs aim to provide a set of solutions and programs that develop leaders' capabilities at all levels to support business growth and maintain a high-performing workplace.

Our leadership development programs include:

- **Leadership Academy** – Targeted to current, high-potential leaders who are nominated and selected to be part of this one-year program to broaden their networks and advance their business acumen.
- **Learning to Lead** – Targeted to current high-potential individual contributors who are nominated and selected to be part of this six-month program that will help them grow professionally and gain leadership skills.
- **Leadership Essentials** – Automatic enrollment program designed to assist new leaders in their transition into leadership and set them up for success during their first year of leading others.
- **Leading Leaders** – Automatic enrollment program designed to assist first-time leaders of other leaders with their transition as they take on increased leadership responsibility.

2022 LEADERSHIP DEVELOPMENT PROGRAMS

2022 Learning and Development Programs	Male	Female	Racial Diversity
Leadership Academy	74%	26%	37%
Learning to Lead	68%	32%	37%
Leadership Essentials	65%	35%	42%
Leading Leaders	64%	36%	30%

TALENT REVIEW AND SUCCESSION PLANNING

We take a strategic approach to attracting, retaining and developing our workforce, combining annual talent review and succession planning as essential elements of overall workforce planning. To ensure business continuity and identify the future leaders of our company, we invest in employee development to align performance to business needs, drive development planning and contribute to career progression.

We offer development programs for employees at all phases of their career, including technical and leadership pathways. Our processes and progress are reviewed annually for continuous improvement.





WORKFORCE DEVELOPMENT PROGRAMS

- In collaboration with the National Energy Foundation, we began the **Energy Safe Skills program**, geared toward Indiana students studying in fields such as construction, maintenance and related areas. Free training materials for instructors cover characteristics of natural gas, natural gas leak recognition and response, and 811 and safe digging best practices.
- CenterPoint Energy joined with Ivy Tech Community College to offer the **Achieve Your Degree program** to line workers and gas apprentices in Indiana. The program makes an interdisciplinary and technical certificate or an Energy Technology Associate of Applied Science degree available by completing coursework and on-the-job training while using the company's tuition reimbursement plan.
- CenterPoint Energy and Texas Southern University initiated an **Experts-In-Action speaker series** as a pillar of a larger strategic partnership between the company and the university. This collaboration provides direct access for undergraduate, graduate and university faculty to utility experts and allows innovative discussions relative to energy management and the workforce of the future.

CenterPoint Energy is a member of the **Center for Energy Workforce Development**, a consortium of energy utility companies, associations, unions, educators and business partners. Members work together to position our industry to recruit and retain a skilled workforce for the energy industry.



LEARN MORE

[DATA CENTER: WORKFORCE METRICS](#)

[WORKFORCE DIVERSITY](#)

EMPLOYEE BENEFITS



CenterPoint Energy offers a robust, comprehensive benefits package designed to help employees stay healthy, care for their families, plan for their futures and enjoy peace of mind.

The company provides competitive, customizable benefits for all regular full-time and part-time employees who are scheduled to work at least a certain minimum number of hours a week. Benefits include medical, dental, vision, life, long-term and short-term disability and accident coverage, as well as retirement plans, paid time-off and career development opportunities.

CenterPoint Energy's pay philosophy is to maintain employee total compensation that is competitive with relevant markets, internally equitable, and based on company and individual performance.

BENEFITS HIGHLIGHTS

- Our **Employee Assistance Program** provides mental health, consulting, legal, financial and other services.
- We assist with public transportation **commuting costs** through subsidized bus passes or reimbursement for certain carpool expenses.
- Our **Education Assistance Program** helps employees finish a degree or embark on a new one by providing reimbursement for certain tuition expenses and required fees toward an associate's, bachelor's or master's degree from a state or federally accredited school.
- Dependents of CenterPoint Energy employees can apply for **scholarships** to help cover education costs.
- We offer **alternate work schedules** where feasible for the business. Employees may choose between a 9/80 work schedule or a partly remote work schedule.
- Our **wellness program** rewards employees for making healthy choices and reaching personal health goals.
- We provide **Paid Parental Leave** for non-bargaining, full-time employees.

SUPPORTING WELLNESS AND MENTAL HEALTH

To support physical and mental health and wellness, we communicate self-care and stress management resources, leadership video messages on personal well-being, resources for employees using company benefits providers and Employee Assistance Program services.



LABOR RELATIONS



We work with our union-represented employees to achieve business results and operational efficiencies that benefit our employees, our customers and the communities we serve.

As of December 31, 2022, approximately 39 percent of CenterPoint Energy's employees were represented by labor unions.

Through the collective bargaining process, we have established various career paths and apprenticeship programs to develop the talent pipeline and skills needed for the future and to provide clear opportunities for advancement within the bargaining unit. The respective contracts outline work schedules, time off and other working rules and conditions. Most of our agreements have five-year terms in place to enhance continuity for both the company and our workforce.

When we are not in the collective bargaining process, regular labor management meetings are scheduled to collaborate on union issues, such as talent acquisition, training and safety, as well as diversity, equity and inclusion activities.

CenterPoint Energy is committed to complying with contract provisions when labor contracts require notice of a given action or decision to employees or their representatives.



SAFETY COLLABORATIONS

Employees of CenterPoint Energy's Electric Transmission and Distribution business and the International Brotherhood of Electrical Workers (IBEW) Local 66 launched a Union Safety Program in 2017. This collaborative approach is aimed to help achieve continuous improvement and a safer workplace. The program's goal is to improve safety performance, safety culture and morale through updates to important work practices. Roles and Rules to Live By help to empower employees to engage in safety with increased accountability.

We have Safety Culture Advisory Committees in our Indiana/Ohio operational region, including the Electric Safety Culture Advisory Committee and the Gas Safety Culture Advisory Committee. Members include senior leaders, safety personnel, union leadership and key operations representatives. The committees meet quarterly to discuss current safety initiatives, develop safety strategy and cover lessons learned. The meetings are led jointly by company and union officials. This committee approach is being evaluated for implementation in other areas of the company.

Topics covered in formal labor agreements related to safety include:

- Membership support of a safe working environment
- Provision of personal protective equipment and uniforms
- Formation of safety committees
- Additional benefits for employees who suffer work-related injuries beyond state worker compensation provisions
- Implementation of safety rules

LEARN MORE

[DATA CENTER: WORKFORCE METRICS](#)

OUR CUSTOMERS



Best-in-class customer service, technology and continuous improvement continue to be core elements of our strategy.

Our dedication to customer service for those in the communities we serve is a significant part of who we are as a company. Customer service and brand reputation remain a critical factor in our company's continued success. Our customers have benefited directly from our execution in these areas, including improved customer communications from a redesigned and more informative Outage Tracker app.



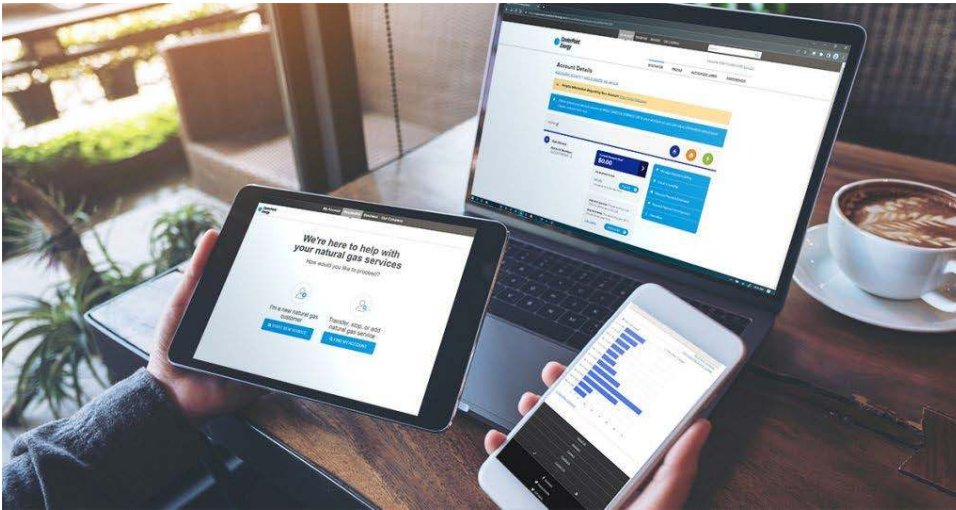
We have developed self-service processes for bill payment, account setup and proactive outage notification, which have enabled most customer transactions to be resolved through our digital channels. Our customer engagement philosophy is based on being easy to do business with by reducing customer effort where possible in interacting with CenterPoint Energy.

We have been recognized as an industry leader nationally in both our electric and gas utilities in the areas of customer satisfaction, brand trust, outage restoration and helping our customers save energy. These results have been achieved through a range of investments we have made in our technology, employees and our communities.



- **Power Alert Service** alerts notify customers of an outage at their home or business, its restoration progress and when the electricity comes back on. CenterPoint Energy recently launched the Power Alert Service electric outage notification system to customers in our southwestern Indiana electric territory.
- **Outage Tracker** shows real-time electric outages in our service area.
- The **My Account** self-service web tool allows customers to manage their natural gas service account and view electric usage online.

We continue to look for opportunities to improve our customers' experience, leverage tools and technologies to enhance our outreach and communications and raise the bar even higher on the service we provide.



CONTACT CENTER’S COMMITMENT TO SERVICE

Just as our field employees continue to be out on the front lines providing safe and reliable electricity and natural gas to our customers, our Contact Center agents also have a critical role in supporting our customers’ energy needs. With a reassuring voice, they support electric, natural gas and Home Service Plus customers across our service territory.

“Our goal is to provide an exceptional customer experience through focused technology investments centered around customers’ preferences for interaction and information.”

– Tony Gardner, Senior Vice President and Chief Customer Officer



CENTERPOINT ENERGY TAKES FIRST PLACE FOR 2021-2022 AMERICAN CUSTOMER SATISFACTION INDEX

CenterPoint Energy came in [first place nationally in the 2021-2022 American Customer Satisfaction Index®](#) (ACSI) study of investor-owned utilities. ACSI is a national economic indicator of customer evaluations of the quality of products and services available to household consumers in the United States. CenterPoint Energy has ranked among the top two utilities nationally in the study since 2015, also holding the top spot in 2018 and 2019.

LEARN MORE

[HELPING CUSTOMERS ACHIEVE NET ZERO](#)

LARGE CUSTOMERS



CenterPoint Energy's goal is to be a company that is easy to do business with, provides comprehensive energy solutions for customers, drives internal business efficiencies, and captures growth opportunities across residential, commercial and industrial customer classes.

We work to deliver on our priorities to invest in the safety, reliability and resiliency of our electric and natural gas systems, while also advancing energy transition.

- In our Houston service area, we deliver energy to the world's largest medical center, the nation's largest petrochemical complex, and the country's largest port for waterborne tonnage.
- In Ohio, we serve one of the largest and most complex military bases controlled by the U.S. Air Force.
- In Minnesota, we are the state's largest natural gas utility and serve Minneapolis, its most populous city.

Our capital investment plan prioritizes safety, optimizes our service for customers, and seeks to minimize regulatory lag in the recovery of our investments. Not only do we believe we have outstanding organic growth opportunities in our utility businesses, but we also have the ability to invest in the reliability and resiliency of our existing infrastructure to better serve our customers.

We are anticipating increased load demand across our system over the next three to five years to accommodate continued investment and development needs. We are continuing to work with industrial and manufacturing customers across our service territory to identify their needs for increased safety, reliability and sustainable investments.

We will also continue working to help our residential and commercial customers reduce emissions attributable to their use of natural gas as part of our goal to achieve a 20-30% reduction in Scope 3 end-use emissions by 2035.



CENTERPOINT ENERGY HOSTS CUSTOMER ADVISORY COUNCIL MEETINGS IN HOUSTON

Large customers, business and community leaders who are part of our Customer Advisory Council provide feedback on how we can help support customers' expectations regarding resiliency, reliability and a cleaner energy future. This insight helps guide our methodology and resiliency investments in order to continue to build a more resilient Houston by continuously improving our support of critical infrastructure. Meetings have featured panelists discussing key topics, objectives and the significance of addressing the needs of vulnerable communities and businesses by working together.



PILOTING END-USE CARBON CAPTURE AND RECYCLING FOR COMMERCIAL CUSTOMERS

CenterPoint Energy and Radisson Blu Mall of America, part of Choice Hotels International, recently announced the groundbreaking installation of a carbon capture technology unit, CarbinX™, developed by CleanO2. This marks the first hotel in the world to use this innovative system that captures greenhouse gas emissions from heating equipment.

CenterPoint Energy is deploying the CarbinX technology in a pilot program with 10 of our commercial customers in Minnesota, including Radisson Blu MOA. Additional CarbinX installations are being proposed as part of our first five-year innovation plan under the Natural Gas Innovation Act, a landmark new Minnesota energy law.

LEARN MORE

[HELPING CUSTOMERS ACHIEVE NET ZERO](#)

SAFETY



“From COVID-19 to severe weather, we face many events that can take our focus away from the job at hand. We cannot be driven by the events of the day. We must plan and act upon our vision of serving our customers safely and reliably today, tomorrow and beyond.”

– Al Payton, Vice President of Safety and Technical Training

Safety Forward



Our goal is to maintain a safe work environment and deliver electricity and natural gas safely to the communities we serve. To achieve this safety goal, CenterPoint Energy is guided by the following principles:

- **Compliance:** We are committed to complying with applicable safety laws and regulations. In fact, the implementation of best practices we have developed over years of service allows us to exceed the requirements detailed in some regulations governing our industry. Employees are expected to adhere to and abide by all company policies, procedures and guidelines for working around and operating our systems in a safe manner. Contractors who perform work for the company are expected to do so safely, in compliance with applicable laws and regulations.
- **Accountability:** Safety is the responsibility of all employees and is a condition of employment. While management sets clear expectations and provides support and training, employees are accountable for understanding and incorporating safe work practices into their daily work activities. Employees are also accountable for reporting incidents, injuries and unsafe practices or conditions so they can be promptly evaluated and addressed.
- **Continuous Improvement:** We strive to continuously improve our safety culture and performance, embracing training, innovation and technology. We identify opportunities to improve and gain knowledge from proactive learning events, incidents, near-misses, inspection programs and observations submitted by the public or employees. We frequently share learnings with peer utilities to advance safety throughout the industry.
- **Customer and Community Focus:** We will continue to develop and maintain effective safety programs that educate and inform customers and the public in the communities where we operate. We have increased our outreach to high schools and technical schools to provide educational support while opening the door to job opportunities in the utility industry.



Al Payton, CenterPoint Energy's VP, Safety & Technical Training, was awarded the 2023 Thomas F. Farrell, II Safety Leadership and Innovation Award by the Edison Electric Institute.



2022 SAFETY PERFORMANCE

Employee Days Away Restricted or Transferred (DART) Rate	1.12
Occupational Safety and Health Administration (OSHA) Recordable Work-Related Injuries	118
Total Recordable Incident Rate (TRIR)	1.45
Number of Hours Worked	16,268,365



SAFETY AND CUSTOMER SERVICE PERFORMANCE AND ACCOUNTABILITY

Because the safety and well-being of our employees, contractors, customers and communities is top of mind, our short-term incentive plan metrics for all employees except our Executive Committee, among other items, measure the effectiveness of our safety protocols and leadership engagement on safety initiatives, as well as customer reliability and responsiveness.

With regard to our Executive Committee members, the Compensation Committee of the Board of Directors has discretion to adjust the payout of the Executive Committee’s short-term incentive awards and, with the support of management, has in the past and intends to continue to use its discretion to adjust the short-term incentive awards of the Executive Committee downward, when applicable, to align with the awards for employees who are not members of the Executive Committee.

LEARN MORE

- [PUBLIC SAFETY](#)
- [WORKPLACE SAFETY](#)
- [DATA CENTER: SAFETY](#)

PUBLIC SAFETY



CenterPoint Energy's public safety program and public safety awareness campaign provide our customers and other stakeholders with information about potential hazards and how to avoid and respond to them.

Regular safety communication with customers and the public include education about staying away from power lines, how trees and vegetation affect electric safety, calling 811 before any work requiring digging, severe weather preparedness and natural gas safety. We use multiple channels, including social media, stakeholder outreach, training, websites and community programs.

2022 COMMUNITY SAFETY GRANTS

\$263,832
in Funds Awarded

121
Grants Awarded

COMMUNITY SAFETY GRANTS

CenterPoint Energy's Community Safety Grant program provides an opportunity to support organizations within our communities with a shared commitment to safety. Matching grants up to \$2,500 are available for eligible safety and emergency response equipment. Grants are awarded to local fire departments, police departments, ambulance services and other first responders, as well as to support community safety initiatives. This support maintains our connections with emergency officials and helps them keep our neighbors and communities safe.

For 15 years, CenterPoint Energy and the Houston Fire Department have both supported the **Get Alarmed Houston program**, which provides and installs smoke and carbon monoxide detectors to needy seniors and families in the greater Houston area. Get Alarmed Houston's goal is to reduce – and possibly eliminate – fire-related accidents and deaths due to a lack of working smoke detectors. All smoke alarms are provided through donations or grants. Throughout the year, firemen from various Houston fire stations allocate time to install smoke detectors and carbon monoxide detectors that are requested by disadvantaged senior citizens and families through the Houston Fire Department Public Affairs Division.



EMERGENCY RESPONDER SAFETY AWARENESS SESSIONS

In 2022, CenterPoint Energy conducted training for 212 firefighters in 15 total sessions conducted over a three-day period in Evansville, Indiana. The sessions included understanding the hazards of downed electrical conductors, solar panels and electrical distribution automation systems. The sessions were designed to aid the first responders in their decision making when they respond to incidents where electric utilities might be involved.



EXTREME WEATHER PREPAREDNESS

Since 2005, CenterPoint Energy has been a proud sponsor of the Houston Extreme Weather Ready Expo, which helps residents prepare for hurricane season and weather emergencies. The 2022 expo was held in June.



NATURAL GAS SAFETY

Each year during National Fire Prevention Week, CenterPoint Energy participates in community safety fairs and fire department open house events throughout our Minnesota service territory. Employees staff booths and share important natural gas safety messages, activity booklets and promotional materials highlighting our Safe and Smart education program for students.

CenterPoint Energy employees recently participated in annual pipeline safety training meetings across our service territory. The meetings were hosted by an outside organization that provides public awareness and damage prevention services to assist with the regulatory requirements in the natural gas industry. These meetings are a compliance-based effort to connect with emergency responders who serve our communities and educate professional excavators who are working near buried utilities.



811 AND SAFE DIGGING

Because third-party damage is a significant cause of pipeline incidents for CenterPoint Energy, we partner with the Common Ground Alliance to raise awareness of 811, the national "Call Before You Dig" number. Each year on August 11, CenterPoint Energy conducts an outreach campaign promoting 811 as the resource for marking utility lines before digging.

For 12 years, CenterPoint Energy employees have participated in the annual Children's Farm Festival at Peden Farms in Bloomington, Indiana, by educating families about the importance of calling 811 before any digging project.

ASSET SAFETY

Our investments in smart residential natural gas meters are another example of providing our customers with an added layer of safety protection. CenterPoint Energy plans to install 4 million Intelis natural gas ultrasonic smart meters by 2032 for its natural gas distribution system. These innovative meters contain an internal shutoff valve that automatically activates if excessive gas flow or high temperatures are detected. High temperatures could indicate a fire at the location and shutting off the gas would prevent further damage. The automatic shutoff feature also helps protect the environment by reducing methane and carbon dioxide emissions.



SUPPLIER DIVERSITY



Our internal Procurement Policy aligns with our corporate strategy and takes a risk-based approach on controls while driving increased value to the company. Supply Chain maintains a Vendor Risk Management Program with – among other important criteria, such as safety and compliance risks – environmental, social and governance (ESG) evaluation criteria. Our [Ethics and Compliance Code of Conduct for Consultants, Contractors, Suppliers and Vendors](#) explains our expectations for service providers.

SUPPLY CHAIN GOVERNANCE

CenterPoint Energy's Supply Chain organization oversees our robust supplier diversity program, which is guided by our internal Procurement Policy and Supplier Diversity Policy Statement.

The Board receives reports on the company's supplier diversity program.

2022 SUPPLIER DIVERSITY SPEND PROFILE

Total Supply Chain Sourceable Spend: **\$5.05 billion**

Total Diverse Supplier Spend: **\$620 million**

Percent Spend with Diverse Suppliers: **12% +**

CenterPoint Energy recognizes the importance of diverse suppliers, such as minority-owned, women-owned, veteran-owned, HUBZone certified and all categories of small businesses. We strive to develop strong working relationships with a diverse supplier base and using innovative approaches designed to continually improve business opportunities through:

- Participation in local, state and national diversity councils
- Sponsorship of diversity trade shows, networking events and educational workshops for diverse and prime suppliers
- Sponsorship of scholarships to diverse suppliers through funding to local diversity business councils and Edison Electric Institute
- Supplier mentoring
- Partnering with prime suppliers to create Tier 2 business opportunities for our suppliers' spend with diverse businesses

CenterPoint Energy engages with various supplier diversity advocacy organizations in capacities ranging from board, committee and organizational memberships, as well as sponsorships. Some of these organizations include:

- Edison Electric Institute Business Diversity Committee
- Golden Triangle Minority Business Council
- Greater Houston Business Procurement Forum
- Great Lakes Women's Business Council
- Houston Minority Supplier Development Council
- Indiana Energy Association
- Mid-States Minority Supplier Development Council
- National Association of Women Business Owners
- National Minority Supplier Development Council
- National Veteran-owned Business Association
- North Central Minority Supplier Development Council
- Southern Region Minority Supplier Development Council
- Southwest Minority Supplier Development Council
- Women's Business Council Ohio River Valley Women's Business Council Southwest
- Women's Business Development Center Midwest
- Women's Business Enterprise Alliance
- Women's Business Enterprise Council South
- Women's Business Enterprise National Council



CenterPoint Energy's Supplier Diversity Team

Recognized as the 2022 Local Corporation of the Year by the Houston Minority Supplier Development Council

CenterPoint Energy was honored as the Local Corporation of the Year by the Houston Minority Supplier Development Council (HMSDC) and the Asian Chamber of Commerce Houston for its demonstrated commitment to supporting minority business enterprise development in the region, partnering with prime suppliers to enhance support for minority business development, and more.

[MORE RECENT AWARDS AND RECOGNITION](#)

SUPPLY CHAIN

CenterPoint Energy's Supply Chain organization partners with business units to develop strategic relationships that provide the best value to the company.

Our collaborative, comprehensive approach supports the goal that supplier agreements are reflections of our core values and commitment to diversity, equity and inclusion.

We strive to maintain a forward-leaning position focusing on continuous improvement and collaboration to enhance the performance, resiliency and efficiency of our operations by:

- Implementing an improved digital procurement platform to enhance operations across our sourcing and material management processes.
- Joining the Sustainable Supply Chain Alliance to engage in sustainability-focused working groups, share best practices and develop strategies for effective supplier engagements.
- Mitigating risks relative to sole source strategies in consideration of multisource opportunities to procure services and materials.
- Developing a supplier relationship management framework to better facilitate supplier partnerships; engaging with key suppliers as needed to address supply allocations to meet surging demand.
- Upskilling our vendor risk management team and retooling the risk assessment process to strengthen our overall vendor risk assessment protocols.

LEARN MORE

[DATA CENTER: SUPPLIER DIVERSITY](#)

[ETHICS AND COMPLIANCE CODE OF CONDUCT FOR CONSULTANTS, CONTRACTORS, SUPPLIERS AND VENDORS](#)

ENERGY TRANSITION GOALS



CenterPoint Energy is the first combined electric and natural gas utility with generation to announce its Net Zero goals for its Scope 1 and certain Scope 2 greenhouse gas emissions (GHG) by 2035, nearly 15 years ahead of certain of our peers’ average goals.

Our Net Zero by 2035 goal is a company-wide goal across our electric, natural gas and power generation businesses for both Scope 1 and certain Scope 2 emissions.

In addition to our Net Zero goals, CenterPoint Energy strives to be a leader in enabling our customers to transition to a cleaner energy future. We have set a Scope 3 emission reduction goal across our entire multi-state footprint. Specifically, CenterPoint Energy aims to help our residential and commercial customers reduce GHG emissions attributable to their end use of natural gas by 20-30% by 2035 from a 2021 baseline. The total emission reductions for this Scope 3 goal are comparable to the total emission reductions for both our Scope 1 and certain Scope 2 Net Zero goals.

To achieve our Net Zero and Scope 3 goals, CenterPoint Energy will take the following steps:

- Offer customers affordable conservation and energy efficiency programs,
- Continue to develop alternative fuel programs,
- Collaborate with our suppliers to help lower their methane emissions, and
- Pilot and support innovation.



PROJECTED GHG REDUCTIONS

2026	2027	2035
60% reduction in emissions*	Complete exit of operating coal generation by year-end	Net Zero**

**With the retirement of Brown Units 1 and 2 and Culley Unit 2, and exiting operations at Warrick unit 4, we expect to see a 60% reduction in emissions of carbon, sulfur dioxide, particulate matter and mercury attributed to our generation fleet.*

***Emissions are projections based on our strategy to reach Net Zero by 2035 from a 2005 baseline and are subject to change.*

DECARBONIZATION

Guided by our [carbon policy](#) and long-term electric [generation transition plan](#), we intend to achieve our Net Zero goals through measurable emission reductions as we decarbonize our assets. Our Indiana-based electric business recently announced an Integrated Resource Plan (IRP) preferred portfolio to further invest in renewable generation and **end its use of Indiana coal by the end of 2027**.

Modeling conducted within the IRP analysis points CenterPoint Energy toward the following goals:

- In 2023, expect to retire A.B. Brown 1 and 2 coal units and exit joint operations in Warrick 4 unit
- In 2025, expect to retire Culley 2 coal unit
- By the end of 2027, expect to convert F.B. Culley 3, the last coal unit operated by CenterPoint Energy, to natural gas, maintaining its 270 MW capacity
- Preserving the 270 MW of dispatchable generation is expected to maintain reliability during long duration summer and winter weather events
- By 2030, expect to add 200 MW of wind and 200 MW of solar, with the potential need for an additional 400 MW of wind resources by 2032

Progress on our Net Zero goals and carbon emissions reductions goals will advance as we continue to decarbonize our assets. In **2026**, with the retirement of Brown Units 1 and 2 and Culley Unit 2, and exiting operations at Warrick unit 4, we expect to see a **60% reduction** in emissions of carbon, sulfur dioxide, particulate matter and mercury attributed to our generation fleet.

2022 GREENHOUSE GAS EMISSIONS

Scope 1, 2, and 3 GHG Emissions
(million metric tons of CO₂ equivalent)

● Scope 1 Emissions ● Scope 2 Emissions ● Scope 3 Emissions



2022 GHG Emissions
by Scope and Source

Scope 1	Scope 2	Scope 3
15.51%	0.12%	84.37%
89.74% ELECTRIC GENERATION ¹	72.29% FACILITY ELECTRICITY USE	100% NATURAL GAS SUPPLIED TO END USE CUSTOMERS ⁵
8.75% NATURAL GAS OPERATIONS ²	27.71% POWER LINE LOSSES ³	
0.48% FLEET VEHICLES		
1.04% SF6 EMISSIONS ⁴		

1. Electric Generation as reported under Subpart D of the mandatory Greenhouse Gas Reporting Program (GHGRP) as required by the US EPA. Scope 1 GHG emissions from Electric Utility Power Generation are third-party verified and registered with the EPA Clean Air Markets Division.

2. Natural Gas Local Distribution Company (LDC) operations Subpart W GHG emissions are determined using emissions factors and calculations as required by the EPA's rule for the mandatory GHGRP.

3. Electric Transmission Substation and Distribution equipment GHG emissions in the form of SF6 are determined using emissions factors and calculations as required and reported under Subpart DD of the EPA's rule for the mandatory GHGRP.

4. Does not include line loss attributable to CenterPoint Energy's Houston electric transmission and distribution assets because CenterPoint Energy does not own the electricity in Texas and only transports electricity owned by others. This aligns with Edison Electric Institute guidance on reporting guidelines.

5. Subpart NN indirect emissions are GHG emissions reported to the US EPA based on the amount of natural gas supplied to all end-use customers.

CLIMATE MODELING FOR 2° AND 1.5° SCENARIOS

To support our strategy, our Net Zero goals for Scope 1 and certain Scope 2 emissions by 2035 are aligned with the Paris Agreement. The actions we are taking today as part of our electric generation transition plan support the long-term target set by the Paris Agreement to limit global temperature increases to 2° Celsius by 2100. As we implement our Net Zero plan, we intend to continuously assess steps needed to meet the Intergovernmental Panel on Climate Change's short-term target of limiting global warming to 1.5° Celsius.

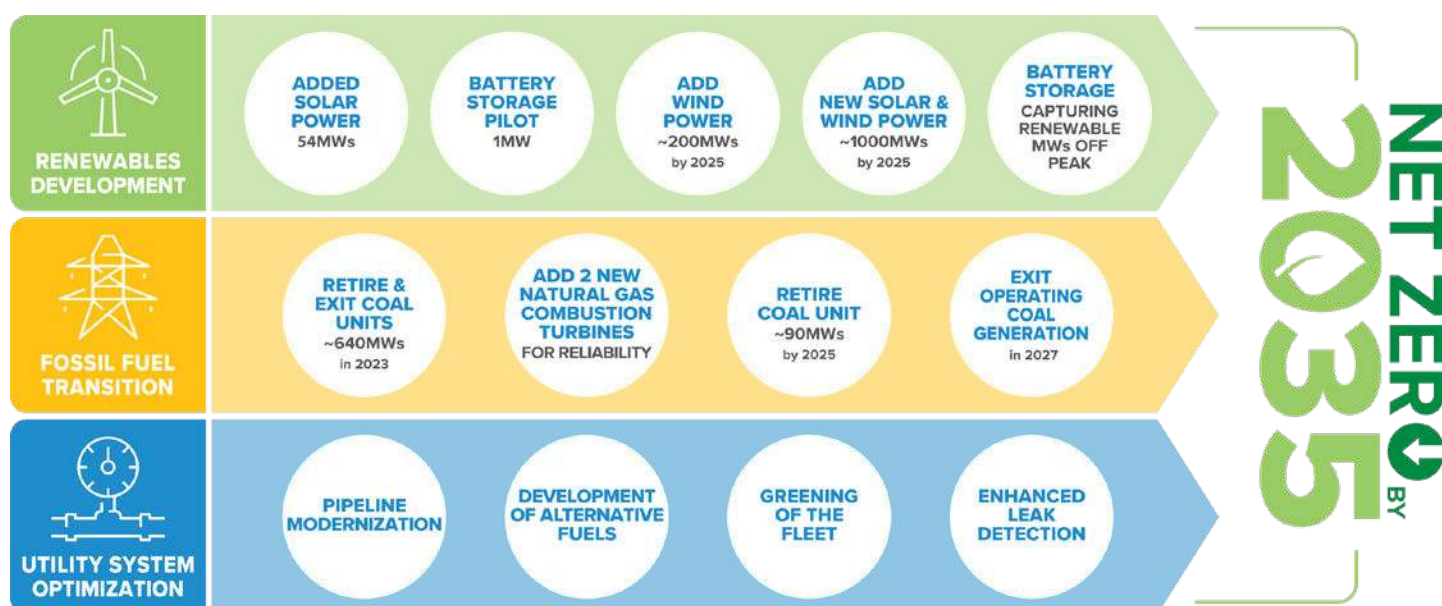
MITIGATING SF6 EMISSIONS

Sulfur hexafluoride (SF6), a GHG, is an insulating gas used in high-voltage electric transmission and distribution switchgear equipment. Since 1999, CenterPoint Energy's electric operations business has been actively involved in SF6 emission programs with the U.S. Environmental Protection Agency (EPA).

PARTICIPATING IN THE METHANE CHALLENGE

The EPA Natural Gas STAR Program provides a framework for partner companies with U.S. oil and natural gas operations to implement methane reducing technologies and practices, as well as to document their voluntary emission reduction activities. CenterPoint Energy joined the program in 1997 and submits its reports annually. Based on our 2021 performance, we anticipate an approximately 33% reduction in methane emissions by 2035 resulting from our pipeline modernization efforts.

PROGRESS TO NET ZERO BY 2035



COPE 3 CUSTOMER END-USE GOAL BY 2035



*As measured from Form EIA-176 for residential and commercial customers

SCOPE 1 GHG EMISSIONS RESULTING FROM DIRECT OPERATION OF CENTERPOINT ENERGY ASSETS

Scope 1 GHG Emissions Resulting from the Direct Operation of CenterPoint Energy Assets	2019	2020	2021	2022
Electric Generation (Owned) (CO ₂ e) Metric Tons	6,071,283	4,620,963	6,370,671	4,355,838
SF ₆ Houston Electric (CEHE) (CO ₂ e) Metric Tons	3,625	24,633	101,320	23,070
Natural Gas Operations (CO ₂ e) Metric Tons	541,004	533,572	519,567	424,657
Fleet (CO ₂ e) Metric Tons	68,171	58,105	57,600	50,424
Total Scope 1	6,684,083	5,237,273	7,049,158	4,853,990

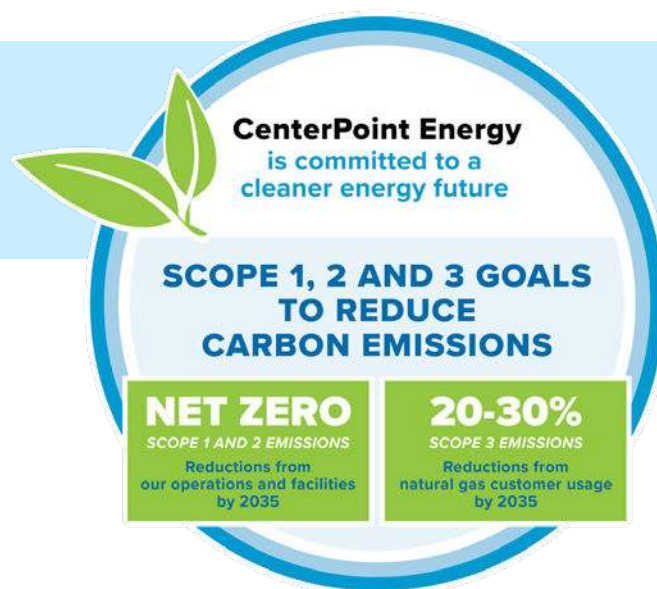
LEARN MORE

[CARBON REDUCTION](#)

CARBON REDUCTION



Progress on our Net Zero goals and carbon emissions reductions goals will advance as we continue to decarbonize our assets. To accomplish our goals, we will work with partners, customers, employees and other stakeholders across our service territory.



To reduce GHG emissions, CenterPoint Energy plans to take the following steps:

- Enact our long-term [electric generation transition plan](#).
- Invest in [research and development projects](#), [infrastructure modernization](#) and [renewables](#), like solar and wind energy.
- Offer effective and affordable energy conservation and [energy efficiency programs](#).
- Provide more consumer choices for alternative transportation fuels and expanding EV infrastructure in Indiana and Texas.
- Work with our natural gas suppliers to take meaningful steps to lower methane emissions across the natural gas value chain.
- Pilot a green hydrogen production facility in Minneapolis to study the effects of blending hydrogen with our natural gas system.
- Install carbon capture technology, CarbinX™, developed by CleanO2, with natural gas commercial customers in Minnesota, including the Radisson Blu Mall of America, part of Choice Hotels International.



- Invest in [methane reduction](#) technologies:
 - Employ ZEVAC® (Zero Emission Vacuum and Compressor), an innovative and environmentally responsible technology that uses compressed air to suction a pipeline segment, transferring the gas to an adjacent pipeline so it is not released into the atmosphere.
 - Operate the world's second largest fleet of state-of-the-art Picarro Surveyor™ leak survey technology, which is far more sensitive and faster at locating methane leaks than traditional methods.

NATURAL GAS INNOVATION ACT

According to the U.S. Energy Information Administration, more than two-thirds of Minnesota households depend on natural gas for heating, as do many businesses and industries in the state. CenterPoint Energy provides natural gas service to more than 910,000 residential, commercial and industrial customers in Minnesota.

In 2021, Minnesota passed a bipartisan landmark state energy law, the [Natural Gas Innovation Act](#) (NGIA), which was originally proposed by CenterPoint Energy. The law created a new regulatory framework for natural gas utilities to invest in renewable energy resources and innovative technologies that help reduce Minnesota's GHG emissions.

In June 2023, we filed our first five-year innovation plan under the NGIA. The plan, which is subject to review and approval by the Minnesota Public Utilities Commission, includes 18 pilot projects to deploy and evaluate a broad array of innovative resources and technologies aimed at reducing greenhouse gas emissions. The plan is expected to deliver significant benefits to Minnesota, including:

- Reduce or avoid an estimated **1.2 million tons of carbon emissions** over the lifetime of the projects
- Create an estimated **3,000 full-time equivalent jobs** over the lifetime of the projects
- Leverage **\$17 million** or more in federal clean energy incentives and support for Minnesota

LEARN MORE

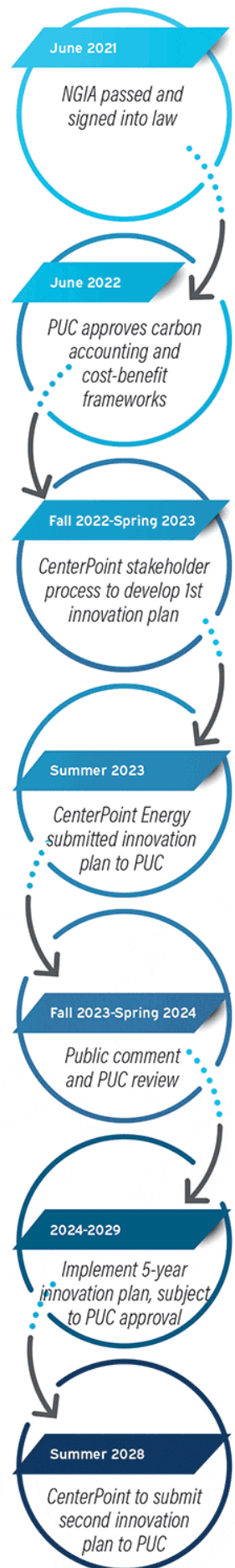
[NATURAL GAS INNOVATION ACT FACT SHEET](#)

[MINNESOTA CLEANER ENERGY](#)

[MIDWEST CLEANER ENERGY](#)

[TEXAS CLEANER ENERGY](#)

NGIA timeline



GENERATION TRANSITION



“

“Our recommended mix of renewable and natural gas resources is expected to maintain the ability to turn on generating resources during times of greatest demand supporting reliability and continuing our strategy of providing cleaner electricity that meets customers’ future energy needs,”

”

— Richard Leger, Senior Vice President,
Indiana Electric



- **Positive Environmental Impact**
- **Maintaining Reliable and Affordable Service**
- **Flexible, Balanced and Diverse Portfolio**
- **Effective Regulatory and Legislative Partnerships**

We are progressing on our Indiana energy transition plan that seeks to provide a balanced, flexible renewable energy mix to help support a cleaner environment, while responsibly managing costs for our customers.

Our newest Integrated Resource Plan, released in May 2023 and submitted to the Indiana Utility Regulatory Commission, explains CenterPoint Energy’s complete exit of operating coal-fired generation by year-end 2027 and investing further into renewable energy sources backed by natural gas-fired generation.

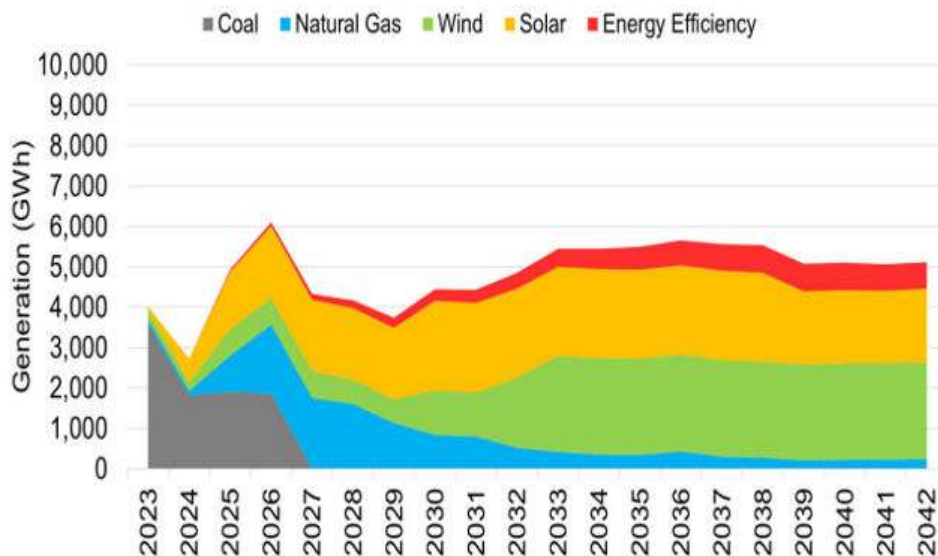
We have plans to retire 730 megawatt hours (MWs) of coal-fired generation in favor of renewables. We expect to have approximately 1,000 MWs of power generation from sources such as wind and solar by 2025.

Generation is expected to shift from coal to renewables and gas in the near term with a long-term shift from natural gas to mostly renewables.

GENERATION TRANSITION EXPECTED PLAN GOALS:

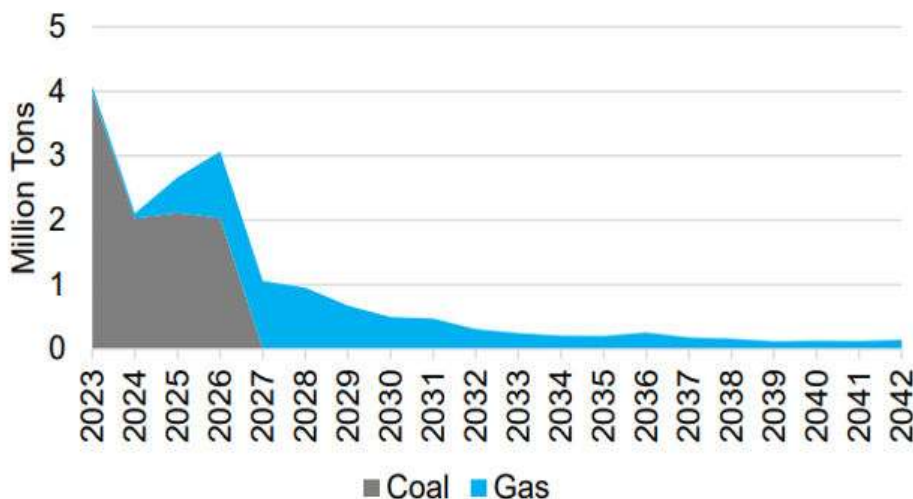
- Convert F.B. Culley 3, the last coal unit operated by CenterPoint Energy, to natural gas by the end of 2027, maintaining its 270 MW capacity
- Preserving the 270 MW of dispatchable generation is expected to maintain reliability during long duration summer and winter weather events
- Add 200 MW of wind and 200 MW of solar by 2030, with the potential need for an additional 400 MW of wind resources by 2032
- Two Gas-fired Combustion Turbines at A.B. Brown

The construction of two natural gas generation turbines and the retirement of our smaller, inefficient coal units will continue to reduce our emissions and maintain our focus on the environment while providing our customers a cost-effective option for delivering energy.



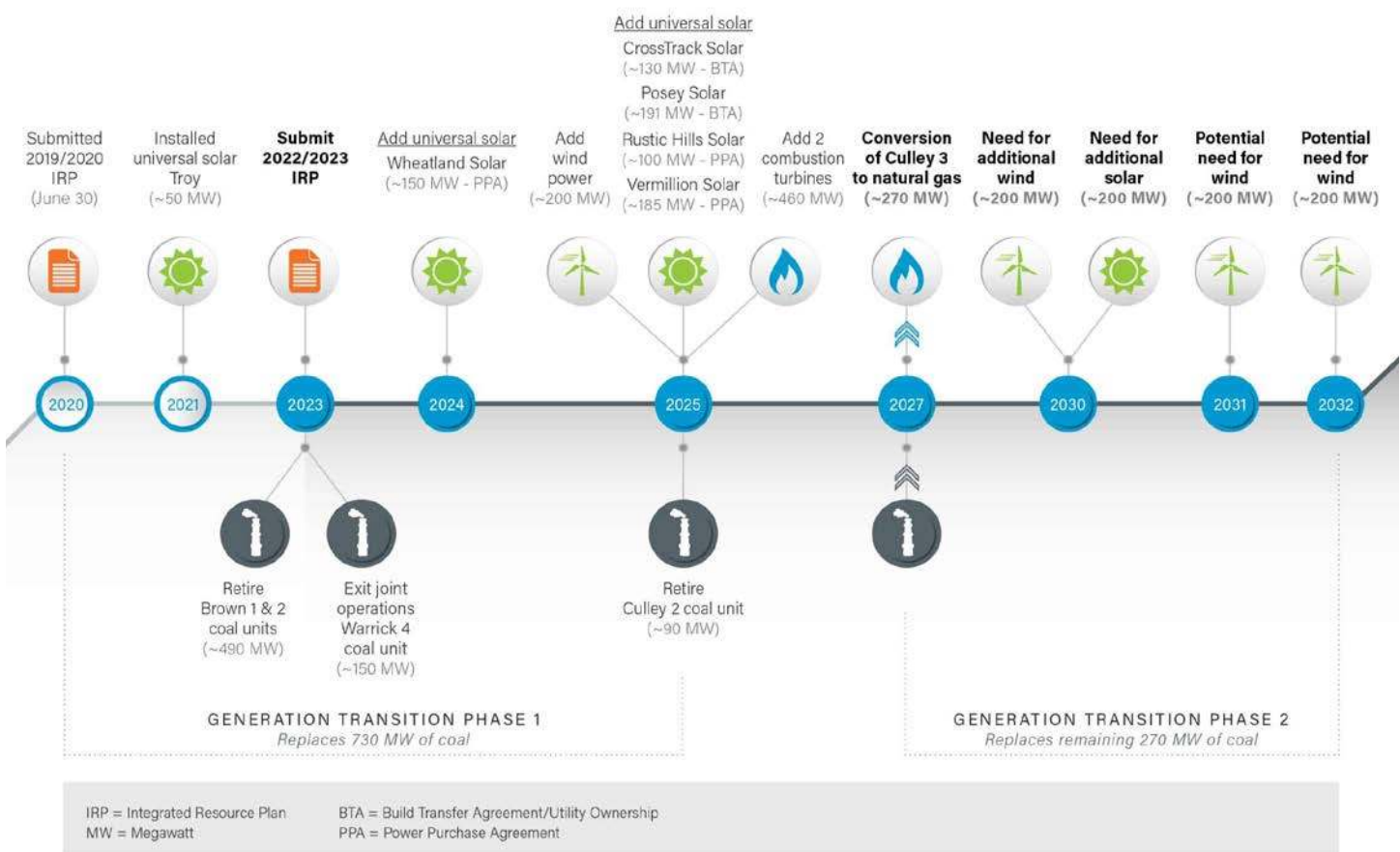
- By 2030, 80% of energy produced is expected to be from wind and solar resources
- From 2023 to 2030, CO₂ emissions are expected to drop by 88% and 97% by the end of the period

CO₂ Emissions



GENERATION TRANSITION EXPECTED PLAN BENEFITS:

- Supports reliability, preserving 270 MW of capacity
- Expected to save customers nearly \$80 million in the aggregate compared to the continued use of coal at F.B. Culley 3
- Savings reflect low upfront capital costs, reduced operations and maintenance, and reduced fuel costs result in savings for customers when compared to continuing to run on coal.
- Expected to reduce carbon emissions from our electric generation fleet by more than 95% over the next 20 years
- Expected to reduce future customer cost risk by preserving interconnection at Culley 3
- Preserves tax base in Warrick County



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Generation transition plan involves forward-looking statements and risk and uncertainties. For more information, see [Cautionary Statement](#) and the risk factors included in our annual report on Form 10-K, our quarterly report on Form 10-Q for the period ended March 31, 2023, and in other reports we filed with SEC.

JUST TRANSITION



“

“By investing in new projects that lead to good-paying, greener jobs, CenterPoint Energy is helping to support local communities, while showing how energy companies can be a partner in building America’s cleaner energy future.”

”

– Angila Retherford, Vice President of Environmental and Corporate Sustainability

JUST TRANSITION

As we advance our plan to retire our coal-fired power plants and transition our generation fleet to renewable resources in the coming years, new opportunities for affected workers will emerge. Existing skills will be in demand in new places, while new skills will be in demand company-wide. Employees will be provided with opportunities and the training needed to perform new jobs safely.

Based on customer growth projections, economic development will require workers who can:

- Extend our overhead transmission lines
- Upgrade our transmission capacity, distribution lines and substations
- Construct new substations
- Install miles of new overhead distribution lines and new underground distribution lines

Infrastructure resiliency will require workers who can:

- Harden our transmission, substations and distribution grids, as well as modernize our infrastructure
- Implement new distribution grid resiliency and reliability design criteria
- Expand intelligent grid and smart metering technologies for faster outage resolution
- Advance digital solutions for operational resiliency

A cleaner energy future will require workers who can:

- Construct, operate and maintain renewable energy generation facilities and renewable natural gas and hydrogen facilities

Workforce development initiatives will help to prepare Houston’s workforce to respond to the energy needs of the future.

CenterPoint Energy is developing new training centers and training opportunities to enhance employees’ development. We are partnering with the Center for Energy Workforce Development, a nonprofit consortium of energy companies, contractors, associations – including the Edison Electric Institute and the American Gas Association, unions, educators and business partners – to train and reposition workers displaced by the closing of coal-fired power plants.

***Serving the Evolving
Needs of Our Customers
and Communities with
Cleaner Energy***

As CenterPoint Energy transitions from fossil-based systems of energy production to cleaner sources like wind and solar, we must also respond to the changing needs of our customers and communities, especially those where this transition is felt the most.

We have a dedicated capital improvement budget for modernizing our operations and a digital transformation that will bring improved customer experiences. The expansion of electric vehicle infrastructure, redevelopment of potentially stranded assets and attraction of diverse economic investment require partnerships at all levels. Partnerships include all levels of government, advocacy groups, philanthropic foundations and the private sector to quickly maximize their positive environmental, social and economic impacts.

We seek to minimize negative local social and economic impacts, and we will continue to financially support our core giving areas that serve our communities' needs.

Our customers and communities will see safety investments:

- Smart metering enables us to automate shutoffs in certain circumstances to enhance the safety of our customers and communities.
- Microgrid solutions will support emergency operations.

Our customers and communities will be served with cleaner energy:

- Smart metering enables us to reduce the number of times our vehicles need to mobilize, which helps reduce vehicular emissions.
- Renewable energy generation sources emit fewer air pollutants where they are located.
- EVs are less expensive to fuel and maintain than gas-powered vehicles and their use avoids air pollution from tailpipe emissions.
- Accelerated leak detection and repairs help reduce fugitive emissions of methane.
- Transitioning to a cleaner energy future creates infrastructure growth opportunities.
- Renewable Natural Gas feed-in tariffs in Indiana, Minnesota and Texas create new revenue streams for existing businesses and tax levies for government.

Our energy delivery system will be more resilient:

- Smart metering enables us to perform data analytics to improve outage identification and facilitate quicker resolution.
- Digital solutions enhance operational resiliency and reduce service disruption.
- Upgraded substations will be more resistant to extreme precipitation and flooding.
- Underground Transmission and Distribution can withstand more severe weather events.
- Leasing emergency backup generation capacity and battery storage improves our system's resilience.

The retirement of our smaller, inefficient coal-fired power generation units and the addition of the natural gas combustion turbines will continue to reduce our operational carbon emissions and maintain our progress toward a cleaner energy future, providing our customers an affordable option for delivering energy.

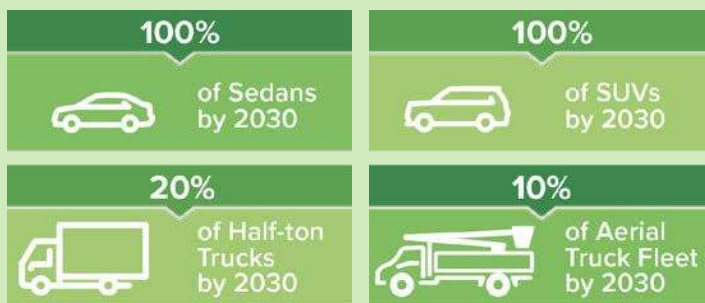
Learn More

[Generation Transition](#)

EVS & FLEET



CENTERPOINT ENERGY'S FLEET ELECTRIFICATION GOALS:



Our corporate fleet goals include electrifying 100% of sedans and SUVs by 2030.

As part of our plan to achieve Net Zero by 2035, CenterPoint Energy has begun to transition our vehicles to EVs through our fleet electrification program. Some EV benefits include the reduced operating cost for fuel and vehicle maintenance.

CenterPoint Energy has been actively promoting off-road electrification, including electric forklifts and carts. When approached about field testing the first-ever fully-electric bucket truck, we saw a great opportunity to provide valuable feedback that can help all of our industry peers as we move toward a cleaner energy future.



ELECTRIC VEHICLES IN HOUSTON

CenterPoint Energy co-founded [Evolve Houston](#) in 2019 to help enable electric transportation solutions. Evolve Houston is a coalition of sustainability-minded civic, business and academic leaders who seek to accelerate cleaner transportation through electrification.

CLEAN AIR TECHNOLOGIES (CAT) PROGRAM

The **Clean Air Technologies (CAT)** Program focuses on promoting the electrification of various technologies in the greater Houston area. The program supported the initial deployments of EV fast charging networks provided by several private companies. CenterPoint Energy maintains our place as a leader in the local business community by expanding the CAT Program's efforts to include promoting Electric Transport Refrigeration Units and continuing research in the electrification of light-duty passenger and medium-heavy duty fleet vehicles.

EV-POINT

With more than 200 members, EV-Point is a fast growing, employee-led affinity group designed to accelerate electric vehicle deployment among CenterPoint Energy employees. EV-Point's mission is to provide a mutually supportive and positive environment in which members can learn about EVs, network with fellow EV enthusiasts and gain professional development through EV-Point awareness and leadership programs.

EMOBILITY

eMobility was formed to improve the economic vitality and air quality in our communities by amplifying the adoption of EVs. eMobility support will enable customer fleet electrification, while helping customers meet carbon reduction goals and lower operations and maintenance fleet costs in the long term. eMobility is supporting METRO's electrification of 20 public transportation buses, helping to reach their goal of transitioning their entire public transit fleet to zero-emission vehicles by 2030.

CARBON REDUCTION TECHNOLOGIES



CenterPoint Energy is leveraging innovative technology in an effort to reduce emissions and lower the carbon intensity of the energy we deliver to our customers.

NATURAL GAS INNOVATION ACT

In June 2023, CenterPoint Energy proposed the first five-year innovation plan under Minnesota's Natural Gas Innovation Act (NGIA) – a landmark state energy law passed in 2021. NGIA creates a new regulatory framework for natural gas utilities to invest in renewable energy resources and innovative technologies that aim to reduce the state's greenhouse gas emissions. Our innovation plan is subject to review and approval by the Minnesota Public Utilities Commission.

NET ZERO BY
2035
**NET-ZERO
EMISSIONS
BY 2035**

Under NGIA, at least 50% of an innovation plan's total investments must be dedicated to procurement or distribution of certain alternative gases. CenterPoint Energy proposes investing in low-carbon, zero-carbon and even carbon-negative energy resources that can supplement or replace conventional natural gas, including RNG and green hydrogen.



TAPPING MINNESOTA-MADE RNG

RNG is produced by capturing and recycling organic waste materials from farms, food waste, wastewater treatment facilities and other sources to produce pipeline-quality gas. We would purchase RNG for our gas supply, reducing lifecycle greenhouse gas emissions attributed to the energy used by customers. Our proposal includes obtaining RNG through requests for proposals, as well as from a planned Hennepin County organics recycling facility in Brooklyn Park and a similar planned facility for the Ramsey/Washington County organics recycling program.

We secured regulatory approval in 2020 to begin accepting RNG into our system from Minnesota suppliers, with plans to seek additional regulatory approval for a green tariff program to give our customers the option to purchase RNG for their own gas supply.

Benefits of RNG:

- Reduces greenhouse gas emissions
- Diversifies energy sources
- Supports rural economic development
- Improves waste management

PILOTING A GREEN HYDROGEN PROJECT

CenterPoint Energy is proud to be one of the first natural gas utilities in the United States to produce and add green hydrogen to its distribution system. In 2022, we launched a green hydrogen pilot project in Minneapolis, using renewable electricity to safely split hydrogen from water and then blend the hydrogen at low concentrations with natural gas. Because there are essentially no carbon emissions from either its production or end-use, green hydrogen has the potential to be an important zero-carbon supplement to conventional natural gas.

Our NGIA plan proposes a second green hydrogen facility, powered by a dedicated solar array, on CenterPoint Energy property in the Mankato area.



OFFERING CARBON CAPTURE SOLUTIONS

CenterPoint Energy and Radisson Blu Mall of America, part of Choice Hotels International, recently announced the groundbreaking installation of a carbon capture technology unit, CarbinX™, developed by CleanO2 to capture GHG emissions from heating equipment. We are deploying the CarbinX technology in a pilot program with 10 of our commercial customers in Minnesota.

Additional CarbinX installations are being proposed as part of our first five-year innovation plan under the NGIA.

RENEWABLES



CenterPoint Energy has a plan for reliable, reasonably priced and well-balanced energy mix for southwestern Indiana.

Renewables represent the next component of our [Smart Energy Future Plan](#) in Indiana through our long-term generation portfolio transition plan.

Our generation transition plan shifts generation from coal to renewables and natural gas in the near term with a long-term shift from natural gas to mostly renewables.

Currently, 85% of electricity generated for southwest Indiana customers comes from coal. By 2030, we expect that more than 80% of CenterPoint Energy's electricity will be generated by solar and wind, with the remainder provided by natural gas.

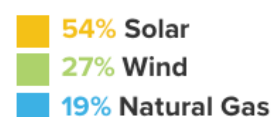
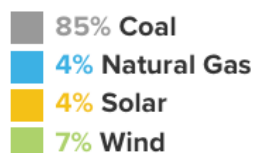


2023 TO 2030 ENERGY PRODUCTION

85%
COAL



54%
SOLAR



DIRECT RENEWABLE INVESTMENTS

Expanding Our Renewable Portfolio in Indiana

- Support our Net Zero transition
- Work toward conversion of F.B. Culley 3, the last coal unit operated by CenterPoint Energy, to natural gas by the end of 2027
- Expect to add 200 MW of wind and 200 MW of solar by 2030, with the potential need for an additional 400 MW of wind resources by 2032

SUPPORTING RENEWABLE INVESTMENTS

Connecting Renewable Generation in the Houston area

- Planned \$750 million of investments over 10 years
- 10 utility-scale solar projects are under development
- Evaluating incremental renewable and storage projects in 2023



Piloting Green Hydrogen As A Zero-Carbon Energy Resource For Use In Our Local Gas Distribution Systems

We are proud to be one of the first natural gas utilities in the United States to produce and add green hydrogen to its distribution system. In 2022, we launched a green hydrogen pilot project in Minnesota, using renewable electricity to safely split hydrogen from water and then blend the hydrogen at low concentrations with natural gas. Because there are essentially no carbon emissions from either its production or end-use, green hydrogen has the potential to be an important zero-carbon supplement to conventional natural gas.

HELPING CUSTOMERS ACHIEVE NET ZERO



HELPING CUSTOMERS ACHIEVE THEIR NET ZERO GOALS

CenterPoint Energy strives to be a company that provides comprehensive energy solutions for customers, drives internal business efficiencies, and captures growth opportunities across residential, commercial and industrial classes.

We are also taking a leadership role in assisting our customers in transitioning to a lower carbon future by offering effective and affordable conservation and energy efficiency programs. We are working closely with stakeholders across our service territories in support of their communities' climate action goals. This will include increasing consumers' choices in alternative transportation fuels, such as compressed natural gas, and expanding EV charging infrastructure.

We are supporting our communities' climate action goals:

- We sponsor the [Houston Climate Action Plan](#), a science-based, community-driven strategy for the City of Houston to reduce greenhouse gas (GHG) emissions, meet the Paris Agreement goal of carbon neutrality by 2050 and lead a global energy transition.
- We helped fund the [Houston Advanced Research Center](#), a research hub providing independent analysis on energy, air and water issues to people seeking scientific answers, as well as C40 Cities, a climate leadership group.
- Since 2014, we have partnered with the [Minneapolis Clean Energy Partnership](#), working with the City of Minneapolis and Xcel Energy to help the city reach its climate action and cleaner energy goals.
- We are collaborating with the City of Evansville, Indiana, on the creation and implementation of its Climate Action Plan. By 2050, Evansville plans to be a regional leader in equitably addressing climate change and a zero-waste community powered by renewable energy.

We have co-founded active cleaner energy and innovation partnerships, including:



- Evolve Houston, a nonprofit organization dedicated to improving air quality and reducing GHG emissions through electrified transportation in support of the Houston Climate Action Plan's goal to become carbon neutral by 2050.
- Greentown Labs Houston, an energy technology incubator to support economic development and secure Houston's position as a global center for energy innovation, entrepreneurship and collaboration.

In support of Houston METRO's 2030 Net Zero goal for bus procurement, CenterPoint Energy is developing a targeted 10-year infrastructure master plan focused on growth in demand and ensuring resiliency.

Many of CenterPoint Energy's Houston customers rely on METRO, one of the largest public transportation systems in the country, that has served the Greater Houston Area since 1978. The City of Houston is planning to electrify part of its METRO bus fleet with CenterPoint Energy leading infrastructure readiness for the initiative. The infrastructure plan will provide targeted investments to enhance resiliency in anticipation of the additional load on the system due to METRO's projected fleet growth from 1,250 to 1,500 electrified buses. METRO's bus electrification program will begin with 20 buses.

LEARN MORE

[LARGE CUSTOMERS](#)

[OUR CUSTOMERS](#)

ENERGY EFFICIENCY



CenterPoint Energy provides our customers with greater choice and control over their energy consumption.

We are encouraging innovative products and services that give customers greater insights into how they use energy and promoting the implementation of energy efficiency measures.

Our energy efficiency programs benefit and incentivize customers across all rate classes, including commercial, residential and low-income sites. The programs target builders, developers, cities, commercial and industrial facilities, homeowners, renters and schools.



2023 ENERGY STAR Partner of the Year Sustained Excellence Award

ENERGY STAR honored CenterPoint Energy's long-term dedication to energy efficiency and a greener future for the 18th consecutive year.

2022 Investments in Energy Efficiency Incentives: \$61,231,663

We offer 20+ electric energy efficiency programs and services for business and residential customers.

Some of our programs include:

The **Schools Conserving Resources (SCORE) Program** provides financial incentives, technical assistance, engineering analysis and performance benchmarking for qualified projects to schools, universities, municipalities, faith-based organizations, nonprofits, and county and select state agencies. Eligible participants can receive free technical assistance, including energy-use benchmarks and an energy master plan to help manage energy costs.

The **Healthcare Energy Efficiency Program** is offered at no cost and provides technical support and cash incentives to commercial healthcare facilities, including hospitals, clinics, assisted living and nursing care, medical laboratories and medical office buildings.



High Efficiency Homes promotes the construction and certification of high efficiency homes that achieve the ENERGY STAR label, as well as other high-performance homes. This voluntary program provides financial incentives and other assistance to home builders who commit to construct energy-efficient homes in our electric service territory.

*Since joining the High
Efficiency Homes program
in 2001, we have:*

*Incentivized the construction
of more than 3,000 ENERGY
STAR-certified homes
annually, for a total exceeding
70,000 homes*

*Saved more than 479,000
megawatt hours of energy*



Energize Evansville community block party highlights energy efficiency and assistance for local residents:

CenterPoint Energy joined local community organizations and agencies to sponsor the **Energize Evansville** block party. Our energy efficiency department spearheaded this event to raise awareness about energy efficiency programs and energy assistance opportunities as the winter heating season approached. Local residents could sign up to receive a free home energy assessment.

CONSERVATION IMPROVEMENT PROGRAM

Rebates from our **Conservation Improvement Program (CIP)** encourage residential and business natural gas customers in Indiana, Minnesota, Mississippi and Ohio to choose energy efficient equipment and our energy-saving programs.

Supporting our communities while helping our customers save money and maximize efficiency:

CenterPoint Energy and Radisson Blu Mall of America, part of Choice Hotels International, recently announced the groundbreaking installation of a carbon capture technology unit, CarbinX™, developed by CleanO2. This marks the first hotel in the world to use this innovative system that captures GHG emissions from heating equipment.

The CenterPoint Energy Foundation provided a \$250,000 grant to SBP to fund an Opportunity Housing Project. SBP will develop a 7-unit affordable rental project in Houston that will be built to Energy STAR® standards and incorporate storm-resilient measures. Funds will enable the project to be completed in 2023 and increase options for affordable and sustainable housing.



CenterPoint Energy presented Katy Independent School District in Texas with energy incentive grants totaling more than \$294,000. The school district participated in three of our energy efficiency programs: Commercial High Energy Efficiency Foodservice (CHEF), Commercial Load Management (CLM) and Schools and Non-Profit Efficiency (SCORE).

LEARN MORE

[DATA CENTER: ENERGY EFFICIENCY](#)

ENERGY ACCESS & AFFORDABILITY



We remain focused on keeping customer bills affordable with continued discipline on our operating and maintenance expenses. We have opportunities across our system that we expect will result in an annual average 1-2% of operations and maintenance savings over the course of our 10-year plan. Our continued execution of our generation transition plan is helping avoid potential significant customer bill increases related to coal generation.

As CenterPoint Energy transitions from fossil-based systems of energy production to cleaner sources like wind and solar, we must also respond to the changing needs of our customers and communities, especially those where this transition is felt the most. Our Indiana generation transition plan will meet growing demand to provide cleaner energy for our service territories while maintaining reliability and affordability for our customers.

In Texas, the legislature has enacted a number of laws that enhance and support grid resiliency, including mobile backup generation that can be deployed across Houston in the case of a prolonged outage.

JOINING WITH COMMUNITY AGENCIES TO SCALE IMPACT

In 2021, a \$1.2 million CenterPoint Energy Foundation grant was awarded to the Complete Communities Home Repair Program, a collaboration led by the City of Houston Mayor's Office of Complete Communities and implemented by nonprofit service providers. The program relieves the home repair barrier that prevents many income-qualified residential customers from participating in our Weatherization Program.

HOME REPAIR PROGRAM HIGHLIGHTS:

- **60** of the 287 homes located in Houston's Complete Communities have received weatherization and home repair services.
- In 2022, **336 homes** were weatherized, producing 264 kilowatts (kW) and 348,178 kWh in demand and energy savings.



The Weatherization Program provides free energy audits for income-qualified residents to assess the energy-saving needs of single-family homes in CenterPoint Energy's Houston Electric service area. The energy audit qualifies customers for energy efficiency upgrades, such as air infiltration, HVAC tune-ups or upgrades, and ceiling or wall insulation.

ENERGY ASSISTANCE

Customers who are receiving energy assistance through the federal Low Income Home Energy Assistance Program (LIHEAP) may be eligible to receive additional funds through the Gas Affordability Program, offered by CenterPoint Energy in partnership with the Energy CENTS Coalition.

Customers who have difficulty paying their CenterPoint Energy bill can request a payment plan or extension by calling 713-659-2111 or visiting [CenterPointEnergy.com/PaymentAssistance](https://www.CenterPointEnergy.com/PaymentAssistance).

ELECTRIC GRID RESILIENCY



CenterPoint Energy continues to focus on the safety, reliability and resiliency of our systems as we serve residential and business customers across our service territory.

Serving approximately 2.9 million homes and businesses in the greater Houston area and southwestern Indiana, and with 1,300 megawatts (MWs) of electric generation capacity in Indiana, our Electric Business expects strong growth opportunities ahead.

The current 10-year capital plan for our Electric Business includes **more than \$26 billion** in customer-driven investments to grow, modernize and harden our existing infrastructure to support a more reliable and resilient energy delivery system.



Areas of focus for our strategic capital investments include:

- Enhance our transmission and distribution systems through modernization to further support safety, reliability and resiliency,
- Deploy advanced meter upgrades and expanding the intelligent grid to help reinforce reliability and reduce the duration of unexpected outages when they occur,
- Expand electric assets to support expected annual customer growth of 2% or more,
- Execute on new tools enabled by legislation, including emergency backup mobile generation capacity in Texas, and
- Move forward with our Net Zero transition and preparing for accelerated electric vehicle adoption.

We continue to progress on our energy transition plan that seeks to provide a balanced and flexible renewable energy mix while responsibly managing costs for our customers. In Indiana, we plan to retire 730 MWs of coal-fired generation in favor of renewables, and we expect to have approximately 1,000 MWs of power generation from sources such as wind and solar by 2025.

As we continue to invest in our system, we will enable the expansion of electric transportation and electric vehicle infrastructure, support additional renewable power to aid load growth, and adopt newer decarbonization energy technologies that have the added benefit of creating economic growth opportunities.



ELECTRIC GRID HIGHLIGHTS

Hardening of the Transmission, Substation and Distribution Grid to Improve Reliability and Resiliency of Our System



- Upgrading Transmission and Distribution system for extreme weather conditions
- Modernization, hardening and upgrading our system
- New distribution grid resiliency and reliability design criteria



- Creating a smarter grid system to improve reliability
- Expanding intelligent grid and upgrading advanced meter technology systems
- Leading advancements in digital solutions for operational resiliency



- Executing on new tools enabled by legislation

HOUSTON ELECTRIC

- Serves approximately 2.9 million electric metered customers
- Owns and operates approximately 4,000 miles of transmission lines
- Owns and operates more than 57,000 miles of distribution lines

INDIANA ELECTRIC

- Serves approximately 150,000 electric metered customers
- Owns and operates more than 1,000 miles of transmission lines
- Owns and operates more than 7,000 miles of distribution lines
- Has generation capacity of approximately 1,300 MW

LEARN MORE

[DATA CENTER: SUSTAINABLE INFRASTRUCTURE](#)

REDUCING METHANE EMISSIONS



CenterPoint Energy is focused on responsibly reducing methane emissions related to our natural gas operations to help achieve our Scope 1 Net Zero goal.

We are also working to help our residential and commercial customers reduce emissions attributable to their use of natural gas as part of our goal to achieve a 20-30% reduction in Scope 3 end-use emissions by 2035. Our approach aligns with the U.S. commitments made at the 26th UN Climate Change Conference of the Parties in Glasgow to reduce global methane emissions by 30% by 2030.

Investments for Future State: 2030

- System modernization and improvement
- Legacy steel and plastic pipe replacement
- Mains for new growth and new customers
- Smart metering technology
- Peak shaving and renewable supply

In our Natural Gas Business, as the approximately 4.3 million homes and businesses we serve across our six-state service territory continue to choose natural gas as a preferred source of energy, we remain dedicated to our capital investment strategy for safety, reliability and growth. Our current capital investment plan of **\$16 billion** is expected to largely support pipeline modernization, smart metering technology, growth, and customer additions.

MODERNIZING OUR PIPELINE

We are continuing to upgrade pipelines across our service territory, further reducing methane emissions and enhancing safety. We are actively working to eliminate the last remaining known cast-iron pipe, which is in our Indiana and Ohio system, by 2025.

Overall, we anticipate reducing methane emissions by approximately 33% by 2035 as a result of our modernization efforts and methane-reduction technologies.



NATURAL GAS HIGHLIGHTS

- We operate one of the world's largest fleets of Picarro Surveyor advanced natural gas leak survey detection.
- We employ ZEVAC® (Zero Emission Vacuum and Compressor), an innovative and environmentally responsible technology that uses compressed air to suction a pipeline segment, transferring the gas to an adjacent pipeline so it is not released into the atmosphere.
- We are one of the first natural gas utilities in the United States to produce and add green hydrogen to our distribution system. In 2022, we launched a green hydrogen pilot project in Minnesota, using renewable electricity to safely split hydrogen from water and then blend the hydrogen at low concentrations with natural gas. With essentially no carbon emissions from either its production or end use, green hydrogen has the potential to be an important zero-carbon supplement to conventional natural gas.
- In June 2023, we submitted a five-year plan under Minnesota's [Natural Gas Innovation Act](#). The proposal includes projects to promote made-in-Minnesota alternative gasses, such as renewable natural gas and green hydrogen, and pioneering technologies, such as a networked geothermal district energy system and end-use carbon capture.
- In our Natural Gas business, we plan to electrify one-third of our fleet by 2030.
- RNG feed-in tariff projects are under review in Indiana, Minnesota and Texas.

ADVANCED METERING SYSTEM

We were the first utility in the nation to deploy state-of-the-art Intelis residential natural gas meters for customer billing nearly two years ago. Since then, we have installed more than 275,000 meters across our footprint. We expect to install more than 4 million meters by 2032. The new meters improve natural gas usage measurement accuracy for our customers and feature a safety shutoff valve that automatically activates if natural gas flow or high temperatures exceed certain thresholds.

Intelis meter safety features and efficiencies:

- Meter reading capability from centralized locations
- Remote shutoffs for enhanced safety
- Alerts to Customer Service for valve shutoffs and potential meter tampering

LEARN MORE

[DATA CENTER: SUSTAINABLE INFRASTRUCTURE](#)

ENVIRONMENT



Guided by CenterPoint Energy's [Environmental Policy](#), which is approved by our Executive Vice President and General Counsel, environmental stewardship and biodiversity are integral parts of our overall corporate sustainability approach. We have a long history of conducting our businesses in a safe, reliable and environmentally responsible manner.

Our primary environmental focus areas include compliance; air quality; emissions reductions, environmental and sustainability activities and risks, including risks related to climate change; biodiversity, land use and preservation; waste and recycling; and water management.



OVERSIGHT

CenterPoint Energy's Vice President of Environmental and Corporate Sustainability, who reports directly to the Executive Vice President and General Counsel, has responsibility for oversight of environmental matters, as well as assessing the company's sustainability strategy and initiatives.

The Governance, Environmental and Sustainability Committee of our Board of Directors, the full Board or both receive periodic reports from representatives from the ESG Council about the company's environmental and sustainability activities and risks, including risks related to climate change.

**NET ZERO^{BY}
2035**
NET ZERO EMISSIONS
BY 2035

NET ZERO BY 2035

By 2035, our Scope 1 and certain Scope 2 Net Zero goal is for our operations to remove or eliminate more carbon-related emissions from the environment than we produce.

We have established the following goals to seek to:

- Achieve Net Zero Scope 1 and certain Scope 2 carbon emissions directly attributable to our operations and facilities by 2035 as part of our ESG strategy and in alignment with the Paris Agreement
- Achieve a corporate Scope 3 goal of a net reduction of 20-30% in carbon emissions attributed to residential and commercial customer end-use from 2021 levels by 2035

In support of these goals, we plan to:

- Offer customers affordable conservation and energy efficiency programs
- Continue developing alternative fuels programs, such as renewable natural gas, to provide customers with new energy choices
- Pilot and support research and development of new, innovative low-carbon technologies, including carbon capture



IMPROVING LOCAL AIR QUALITY

Nitrogen oxide (NO_x), sulfur dioxide (SO₂), mercury (Hg) and particulate matter (PM) are produced as a result of burning coal to produce electricity. These emissions, if not controlled, can negatively impact local air quality. Since 2001, CenterPoint Energy has invested more than \$500 million in emissions control equipment to capture these pollutants and directly improve local air quality.

BIODIVERSITY AND LAND USE

Guided by our Corporate Biodiversity Policy, CenterPoint Energy's biodiversity, conservation and land use initiatives include habitat restoration projects, endangered species conservation activities, and native wildlife rescue and release efforts. We work diligently with stakeholders in the conservation community and the public to preserve natural habitat through charitable contributions and volunteerism.



ENVIRONMENTAL COMPLIANCE



CenterPoint Energy responds to changing environmental regulations for our facilities and operations.

While annual air emissions are dependent on meeting customer demand for electricity and weather, the planned retirement of our coal-fired Brown Units 1 and 2 and Culley Unit 2, along with the exit of ownership in Warrick Unit 4, by year-end 2025 will result in reductions of 60% in emissions of sulfur dioxide (SO₂), mercury (Hg) and other hazardous air emissions; particulate matter and carbon dioxide; and a 40% reduction in emissions of nitrogen oxide (NO_x).

AIR QUALITY HIGHLIGHTS

SCRUBBED FOR EMISSIONS

Our coal-fired electric generation fleet is:

100%
scrubbed for
**SULFUR
DIOXIDE**

80-85%
controlled for
**NITROGEN
OXIDE**

**REDUCING
MERCURY**
emissions to
meet reduction
requirements

**Culley 3, Brown 1 and Brown 2 Units use a selective catalytic reduction system; Culley Unit 2 has low-NO_x burners*

CAPTURING PARTICULATE MATTER

All coal-fired units in our system are equipped with an electrostatic precipitator or a fabric filter that can remove particulate matter at an average of

- > 99% efficiency at A.B. Brown
- > 97% efficiency at F.B. Culley

CONTROLLING MERCURY AND SULFUR TRIOXIDE

Enhancements to our system to comply with the Mercury and Air Toxics Standards began in 2014 with a focus on reducing sulfur trioxide and mercury emissions, as well as mercury reductions in wastewater.

RESPONSIBLY MANAGING WATER

CenterPoint Energy recognizes water-related issues are a growing global concern. We strive to use water responsibly and minimize impact on local water supplies.

We use industry best practices to conserve and manage water supplies. We also continuously evaluate and monitor our systems and processes so the water we return to local waterways is safe and meets the discharge limits contained in our Clean Water Act permits.

In our Natural Gas Operations business, 125 service centers are inspected weekly. Most of the service centers generate hazardous waste but at very small levels. While CenterPoint Energy is not required to perform weekly inspections, we require them of our assigned Environmental Coordinators. Coordinators are responsible for all drums being closed and correctly labeled, inspecting for leaks or damage to drums or containers, and checking any new items placed in the waste storage area. These inspections are documented and provided to the Environmental Specialist quarterly. Gas Operations' goal for environmental compliance is for each service center to be visited by the local Environmental Specialist annually.

REDUCING WASTE

CenterPoint Energy's waste is derived primarily from the maintenance and replacement of electric transmission and distribution, natural gas infrastructure and our offices. We manage all operational controls, policies and procedures as part of our compliance procedures.

When wastes are generated, we operate in accordance with applicable regulations on safe handling and proper disposal and training for our personnel. Hazardous and key nonhazardous waste volumes are tracked and reported through quarterly key performance indicators.

The Environmental Department developed an Environmental Inspection and Audit Guide that provides guidance on auditing and approving waste and recycling vendors. Audits on hazardous and non-hazardous special waste and recycling vendors are conducted prior to entering a contract and at least every three-to-five years thereafter.

ENVIRONMENTAL COMPLIANCE INSPECTIONS

An environmental specialist conducts environmental compliance inspections at each of our 13 Houston Electric service centers at least annually. Each inspection is documented, and any concerns identified are resolved in a timely manner. A specialized waste management contractor monitors each service center's designated waste storage area for compliance with storage and shipping requirements and manages the waste in collaboration with an environmental specialist.

In Power Generation, operations and the environmental department perform and document visual inspections, depending on permit or regulation requirements.

The inspections include checks on:

- Operations that could generate fugitive dust,
- Ash pond dams and landfills for signs of erosion or structural concerns,
- Stormwater channels and material storage areas and containers,
- Erosion control measures, and
- Operating conditions of continuous emissions monitoring system equipment.

In our Natural Gas Operations business, 96 service centers are inspected on a weekly basis. The service centers generate hazardous waste but mostly in small quantities. With the help of assigned environmental coordinators at each facility, weekly waste collection and storage area inspections include:

- Visual inspections for closed and correctly labeled drums
- Inspections for leaks or damage
- Checking any new items placed in the waste storage area.

Inspections are documented and submitted to an environmental specialist each quarter. Gas Operations' goal for environmental compliance is for each service center to be visited by the local environmental specialist annually.

CenterPoint Energy has dedicated emergency response cleanup contractors that respond to spills from equipment and other sources and act quickly to remediate a spill.

BIODIVERSITY & LAND USE



We operate in a service territory with a rich diversity of habitats that support an abundance of wildlife, including 300 species of birds.

MORE THAN
300
SPECIES OF BIRDS.

CenterPoint Energy's biodiversity, land use, preservation and conservation initiatives include habitat restoration projects, endangered species conservation activities, and native wildlife rescue and release efforts.

CenterPoint Energy strives to:

- Assess proposed locations for electric transmission facilities and pipeline routes and identifies sensitive areas, including protected species and habitats,
- Avoid environmentally or culturally sensitive areas when practical and when alternative locations or routes are feasible,
- Reduce project footprints and ecological impacts to facilities,
- Mitigate impacts through restoration and careful vegetation management of pipeline rights-of-way, avoiding active bird nests during the breeding season,
- Monitor and work collaboratively with regulatory agencies in the management of affected listed species and ecosystems, and
- Partner with federal and state regulatory agencies and nonprofit conservation groups to support biodiversity conservation efforts beyond our operational footprint.

Construction routing for new natural gas or electric transmission lines is planned to avoid or minimize the disturbance of environmentally sensitive areas. We focus on recycling and conservation during the planning and design phase of a project in an effort to limit long-term environment impact.

- Our Electric Operations' facilities and construction activities typically consist of narrow linear power lines and substations, along with service centers with relatively small footprints.
- Our Natural Gas Operations business reviews projects during the design phase using an Environmental Review Worksheet to assess potential impacts to air, water and land. Based on the review, it may be necessary to survey habitats for the presence or absence of species that are threatened, protected or endangered. In these cases, we coordinate with state and federal agencies prior to initiating construction.

AVIAN PROTECTION PROGRAM AND TRAINING

CenterPoint Energy's Environmental department maintains a robust avian protection program, taking great care to prevent harm to birds. We develop and implement appropriate avian protection management guidelines, such as conducting avian risk assessments that include mitigation measures, employing avian-friendly infrastructure design and upgrades, and providing alternate nesting structures.

Our interdepartmental avian protection team, comprised of managers and professionals representing businesses and functions across the company, works to identify and address avian concerns in a comprehensive, coordinated and effective manner.

Avian training is delivered regularly to management and staff of relevant departments, including Operations and Vegetation Management personnel and contractors. In addition to in-person training, virtual training has been adopted for our electric line construction contractors.



SUPPORTING ASSOCIATIONS THAT HELP AVIAN HABITATS

- Artist Boat: Financial contributions, education and outreach
- Galveston Bay Estuary Program: Board service
- Galveston Bay Foundation: Board service, financial contributions and volunteerism
- Gulf Coast Bird Observatory: Board service, financial contributions and volunteerism
- Houston Audubon: Financial contributions, education and outreach, and avian monitoring and data collection
- The Nature Conservancy of Texas: Financial contributions for education and habitat conservation
- Texas Parks and Wildlife Foundation: Financial contributions and participation in avian monitoring and data collection
- Wildlife Center of Texas: Financial contributions and collaboration on wildlife rescue and rehabilitation



The Great Texas Birding Classic Hosted by Texas Parks and Wildlife Department

Each year, CenterPoint Energy sponsors the classic and employee teams participate in the event. Leadership from Scenic Galveston, a local coastal conservation organization, and other agencies serve on CenterPoint Energy's team. Winning teams help direct conservation funds raised through the event.

PROTECTING & RESTORING HABITATS



Guided by our Biodiversity Management Policy, CenterPoint Energy engages in many activities that help protect biodiversity within our service territory.

Our facilities and construction activities are typically contained within narrow linear overhead power and gas pipeline corridors, minimizing the overall footprint. We maintain strong relationships with stakeholders impacted by our facilities, engaging the conservation community, as appropriate, in building and maintaining company facilities.

Our leadership is involved with a number of conservation organizations, contributing time and guidance to nonprofits and promoting environmental stewardship to local governments and the public. Our employees also serve on the boards for and volunteer with many other habitat conservation organizations.



Supporting the Artist Boat Coastal Heritage Preserve

CenterPoint Energy Foundation contributed to restoring and enhancing an 898-acre conservation area of important coastal island habitats. Located on West Galveston Island near Houston, the Artist Boat Coastal Heritage Preserve is owned and operated by Artist Boat, a nonprofit organization that promotes the awareness and preservation of coastal margins and the marine environment through the sciences and arts.

In 2022, CenterPoint Energy Foundation presented a \$60,000 grant to Artist Boat to support:

- Removal of active invasive species, which are non-native or out-of-control plants that can diminish prairie grasses and native prairie plants
- Mowing the coastal prairie to allow prairie grasses to grow swiftly and unshaded by shrubs and other non-native grasses
- Creating a 70-tree oak mott to provide an important habitat for migratory birds

We also developed a technical advisory committee for the preserve and support a coastal care program in partnership with Galveston Independent School District. Our Environment Director serves as a member of the Artist Boat's Board.

Nature Conservancy and The Arbor Day Foundation Grants Reinforce Our Net Zero Goal

In 2021, the CenterPoint Energy Foundation announced a \$1 million contribution to two environmental organizations focused on land and water conservation, environmental education and tree plantings to help build sustainable futures for communities the company serves. The Nature Conservancy and The Arbor Day Foundation each received a \$500,000 grant to support restoration of the Mississippi River and provide environmental education and tree plantings to elementary school students throughout the company's service territory.

VEGETATION MANAGEMENT



CenterPoint Energy's Vegetation Management group works proactively to increase customer reliability and our operational efficiencies.

The Vegetation Management group uses industry best practices to manage trees and brush that grow around our right of way throughout our service area. Mowing, tree trimming and ground clearing allow for emergency response access, corrosion protection, routine maintenance access and third-party damage prevention. CenterPoint Energy forester and vegetation management contractors work closely with our Environmental department to carefully manage maintenance activities near active bird nests. The group also assesses needs for tree trimming near power lines, prepares work maps and manages tree-trimming contractors.



CenterPoint Energy was named a 2022 Tree Line USA company for the 16th consecutive year by the Arbor Day Foundation for our dedication to proper tree pruning, planting and caring throughout our service area. Tree Line USA, which is a partnership between the Foundation and the National Association of State Foresters, recognizes public and private utilities for pursuing practices that protect and enhance America's urban trees.

As part of our Right Tree Right Place program, we provide height-appropriate shrubs and plants to customers to replace trees that have been removed for proper electric distribution line clearance. We also distribute milkweed seedlings to our residential customers through the program.



GOATS AID CENTERPOINT ENERGY RESTORATION PROJECT

Since 2001, CenterPoint Energy has been working on a long-term prairie restoration project at the Dakota Station Peak Shaving facility, located along the Minnesota River Valley in Burnsville, Minnesota. On much of this property, non-native invasive plants, such as buckthorn and other shrubs, trees and weeds, have taken over the natural plants, grasses and wildflowers indigenous to the area. We have partnered with

volunteers, nonprofit organizations, contractors and a company called Prairie Restorations to remove certain trees, shrubs and plants via cutting, burning, spraying, planting, seed collecting and propagation.

CenterPoint Energy has been using a nontraditional resource in the fight against invasive plants and shrubs... goats.

Goat Dispatch, a company located in Faribault, Minnesota, was hired in 2019 to develop a site-specific grazing plan, utilizing grazing goats to control terrestrial invasive species. The goats have made significant progress – not only do they eat the buckthorn leaves, but they also eat the bark. When the bark is chewed off the buckthorn shrubs, it weakens the plant and eventually kills it. The University of Minnesota discovered that goats are very effective at destroying buckthorn seeds when they eat the fruits and pose very little dispersal risk.



BIODIVERSITY GRI DISCLOSURES



GRI: 304-1 – BIODIVERSITY GRI DISCLOSURES

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.

Geographic Area: CenterPoint Energy's Houston Electric in Texas and Indiana Electric Distribution and Transmission Delivery service territory. CenterPoint Energy plans to cover the entire company footprint in four years.

Houston Electric Territory

- Armand Bayou Nature Center
- Brazoria National Wildlife Refuge
- Brazos Bend State Park
- Coastal Heritage Preserve
- Galveston Island State Park
- Justin Hurst Wildlife Management Area
- Katie Prairie Preserve
- San Bernard National Wildlife Refuge
- San Jacinto State Park
- Sheldon Lake State Park
- Trinity River National Wildlife Refuge
- Virginia Point Preserve

Indiana Electric Territory

- Bluegrass Fish and Wildlife Area
- Harmonie State Park
- Hovie Lake Fish and Wildlife Area
- Twin Swamps Nature Preserve
- Wabash Lowlands Wetland Conservation Area

GRI: 304-4 – BIODIVERSITY GRI DISCLOSURES

IUCN Red List species and National Conservation List species with habitats in areas affected by operations:

A total of 14 federally-listed endangered species reside in – or visit seasonally – CenterPoint Energy's electric service territories in Texas and Indiana. In these states, only two designated critical habitats are located in our service territory. During facility construction and maintenance activities, we work closely with U.S. Fish and Wildlife to avoid potential impacts, where possible, and mitigate impacts if they are impossible to avoid.

- No known IUCN red list species' habitats in the category of "critically endangered" appear in CenterPoint Energy's electric service territory.
- Four known IUCN red list species' habitats in the category of "endangered" appear in CenterPoint Energy's electric service territory.
- Four known IUCN red list species habitats in the category of "vulnerable" appear in CenterPoint Energy's electric service territory.
- Five known IUCN red list species with habitats in the category of "near threatened" appear in CenterPoint Energy's electric service territory.
- A large number of IUCN "least concern" species exist within CenterPoint Energy's electric service territory. Notable among these are bald eagles and brown pelicans, which have been delisted in recent years due to remarkable recoveries from near-extinction and benefits from [CenterPoint Energy's avian protection efforts](#).

PROTECTING & RESTORING HABITATS



Responsible waste management and recycling are integral parts of our corporate environmental stewardship strategy.

Guided by our internal Waste Management Policy, CenterPoint Energy works to reduce waste and prevent pollution.

We continue to seek commercial opportunities to recycle and reuse our waste products wherever possible, and we have a robust recycling program in place across all of our businesses.

Waste streams diverted from landfills include paper, aluminum, plastic, cardboard, lamps, electronic waste, scrap metal, oil and wood debris, which are recycled, reused or donated to local charitable organizations through our Investment Recovery Services group.

To reduce the amount of hazardous waste generated, we strive to find suitable nonhazardous alternatives to solvents and other products needed to conduct our operations.



INDIANA WASTE AND RECYCLING HIGHLIGHTS

- In our power supply business, our generation facilities have recycled nearly 80% of the fly ash generated since 2010 for use by a cement processing plant as a replacement for virgin materials. Our F.B. Culley plant has recycled nearly 100% of the synthetic gypsum it has produced since 1996.
- We have been recycling scrubber by-product generated at the F.B. Culley plant for use as synthetic gypsum in wallboard applications. With the planned retirement of the Brown 1 and 2 units in 2023, CenterPoint Energy will eliminate the scrubber byproduct that is currently being land-filled on site.
- Our solid waste reduction strategy is further enhanced by the recently approved recycling of 6 million tons of ponded fly ash currently contained in a 150-acre surface impoundment at the A.B. Brown plant.

Coal Combustion Products	2019	2020	2021	2022
Coal Combustion Residuals Generated (Metric Tons)	344,129	437,372*	612,940	482,165
Percent of Coal Combustion Residuals Recycled	91%	84%	72%	78%
Fly Ash (Metric Tons)	—	—	121,463	63,169
Gypsum (Metric Tons)	—	—	237,609	130,160
Bottom Ash (Metric Tons)	—	—	6,792	1,499
Excavated Poned Material (Metric Tons)	—	—	77,956	181,918
*2020 Coal Combustion Residuals totals are inclusive of filter cake per revised 2020 EPA regulations				
Hazardous Waste				
Total Hazardous Waste (Metric Tons)	138	396	85	106
Non-Hazardous Waste				
Total Non-Hazardous Waste (Metric Tons)	—	—	115,088	82,791
Universal Waste				
Total Universal Waste (Metric Tons)	—	—	15	22
Recycled Scrap Metal				
Total Recycled Scrap Metal (Metric Tons)	—	—	6,384	13,204
Batteries Recycled				
Total Batteries Recycled (Metric Tons)	—	—	64	16
Electronic Waste Recycled				
Total Electronic Waste Recycled (Metric Tons)	—	—	152	205
Recycled Used Oil				
Total Recycled Used Oil (Metric Tons)	—	—	2,183	3,088

WATER MANAGEMENT



Guided by our internal Water Management Policy and in line with our focus on sustainable operations, our water-related priorities include:

- Complying with environmental laws and regulations and working with regulatory agencies,
- Making water conservation and protection an important part of our planning and risk management processes,
- Improving the water efficiency of our operations to conserve, recycle and reuse water,
- Considering water management and conservation technologies when building facilities to manage stormwater runoff and control water pollution,
- Reducing effluent concentrations in our water discharges by using new technologies,
- Decreasing water use for power generation by 70% by 2035 as we replace our coal-fired power plants,
- Tracking and reporting water metrics through key performance indicators, such as water withdrawal, discharge and consumption,
- Communicating with government agencies and other stakeholder groups to encourage responsible regulations to protect water,
- Promptly investigating and correcting water quality incidents related to our operations,
- Providing access to safe water, sanitation and hygiene for our employees, and
- Supporting community projects focused on maintaining a clean water supply.



In our Indiana electric utility operations, water is withdrawn from the Ohio River and groundwater sources to support our power plant operations in this water-rich region.

The withdrawn water is mainly used for non-contact cooling water and potable needs, while recirculated water is used for ash transport and process water in the scrubbers. Water is discharged following any necessary treatment to meet regulatory requirements and minimize impacts. Most contact storm water is routed through the plants and treated prior to its discharge. Treatment can include an oily water separator, settling ponds and a physical-chemical treatment system that is optimized for mercury removal.

At our A.B. Brown facility, additional treatment removes copper from the circulating water blowdown that is discharged. This water is monitored regularly, as required by National Pollutant Discharge Elimination System permits. If water impacts are detected, the facility works with appropriate parties to determine the cause and implement corrective and preventive measures as quickly as possible.

- At the A.B. Brown facility, water withdrawal is calculated using circulating water flows, outside temperature, percentage of evaporation loss, cooling tower cycles and generating hours.
- At the F.B. Culley facility, water withdrawal is calculated using circulating temperature and flow data.

As CenterPoint Energy's electric generation portfolio transitions over the next few years with the retirement of coal-fired generation, our water withdrawal and consumption are expected to decrease.

After completion of the following planned activities, we expect all non-stormwater effluent to be eliminated from our electric generation system:

- **Early 2023:** We completed a Zero Liquid Discharge wastewater treatment system for the Culley 3 coal-fired unit.
- **2023:** We plan to retire the A.B. Brown coal-fired units 1 and 2, which will reduce our water consumption by approximately 2,000 million gallons annually. In addition to retiring Brown units 1 and 2, we plan to exit our ownership of Warrick unit 4.
- **2025:** We plan to retire the Culley 2 coal unit.

Water Withdrawal	2019	2020	2021	2022
Total Water Withdrawal (Millions of Gallons/Year)	62,464	51,814	89,645	47,667
Total Water Withdrawn (Cubic Meters)	236,452,756	196,137,364	339,342,482	180,438,733

Water Withdrawal by Source Breakdown

Surface Water Withdrawal (Millions of Gallons/Year)	61,958	51,363	89,121	47,118
Groundwater (Millions of Gallons/Year)	506	451	524	549

Water Discharge (Non-consumptive)

Total Water Discharge (Millions of Gallons/Year)	60,154	48,074	86,957	44,825
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Water Withdrawal Consumption

Total Water Consumption (Millions of Gallons/Year)	2,311	3,740	2,688	2,841
Total Water Consumed (Cubic Meters)	8,746,572	14,157,440	10,173,938	10,768,868

Intensity Factors for Water: Water Withdrawal - Consumptive and Non-Consumptive Rate

Intensity Factor Consumptive Rate (Millions of Gallons/Net MWh)	0.0005	0.00093	0.000433	0.00058
Intensity Factor Non-Consumptive Rate (Millions of Gallons/Net MWh)	0.013	0.012	0.014	0.009

DATA CENTER



CenterPoint Energy's Data Center reflects our transparency by regularly reporting our environmental, social and governance and sustainability performance and data in a central location. The Data Center informs our stakeholders of our progress on issues that are most relevant for our business and identifies areas for continuous improvement.

Our voluntary reporting is mapped to commonly used frameworks, including the Global Reporting Initiative (GRI) Index, Sustainability Accounting Standards Board (SASB) standards, and the Edison Electric Institute (EEI) and the American Gas Association (AGA) ESG/sustainability reporting template.

We also voluntarily published our first Task Force on Climate-related Financial Disclosures Report in 2022 to enhance the disclosures around the progress of our energy transition.

Energy

Installed Capacity Megawatt (MW)	2019	2020	2021	2022
Total Installed Capacity	1,167	1,167	1,217	1,212
Installed Capacity: Coal	1,000	1,000	1,000	995
Installed Capacity: Natural Gas	160	160	160	160
Installed Capacity: Landfill Gas	3	3	3	3
Installed Capacity: Solar	4	54 ¹	54	54

1 - 50 MW Troy Solar included. Trial operation began in December 2020 and commercial operation began in April 2021.

Total Purchased Capacity	135	112	112	112
Purchased Capacity: Coal	32	32	32	32
Purchased Capacity: Wind	80	80	80	80
Purchased Capacity: Contract	23	—	—	—

Net Generation Output MWh	2019	2020	2021	2022
Coal	4,587,228	3,960,929	5,713,128	4,659,330
Natural Gas	21,863	24,432	46,064	79,795

Energy

Installed Capacity Megawatt (MW)	2019	2020	2021	2022
Landfill Gas	10,724	9,685	10,284	9,810
Purchased Coal	134,472	116,405	134,484	178,594
Purchased Wind	219,433	201,655	206,605	232,654
Solar	7,473	7,542 ²	103,248	110,811
Total Energy Output	4,981,193	4,320,647	6,213,813	5,270,994
2 - Includes MWh's produced by Troy Solar during trial operation.				

Materials/Fuels Used to Produce Electricity	2019	2020	2021	2022
Coal (Tons)	2,281,262	1,939,369	2,731,901	2,229,033
Natural Gas (Mcf)	874,745	914,762	1,507,437	1,596,433
Fuel Oil (Gallons)	—	—	—	2,975

Emissions

Scope 1 GHG Emissions Resulting from the Direct Operation of CenterPoint Energy Assets	2019	2020	2021	2022
Electric Generation (Owned) (CO ₂ e) Metric Tons	6,071,283	4,620,963	6,370,671	4,355,838
SF ₆ Houston Electric (CEHE) (CO ₂ e) Metric Tons	3,625	24,633	101,320	23,070
Natural Gas Operations (CO ₂ e) Metric Tons	541,004	533,572	519,567	424,657
Fleet (CO ₂ e) Metric Tons	68,171	58,105	57,600	50,424
Total Scope 1	6,684,083	5,237,273	7,049,158	4,853,990

Scope 2 Emissions (CO ₂ e) Metric Tons	2019	2020	2021	2022
CenterPoint Energy Purchased Electricity Metric Tons	—	44,370	37,841	27,028
Power Line Losses Metric Tons	—	14,200**	9,002**	10,361**
**Does not include line loss attributable to CenterPoint Energy's Houston electric transmission and distribution assets because CenterPoint Energy does not own the electricity in Texas and only transports electricity owned by others. This is in conformance with EEL guidance on reporting guidelines.				
Total Scope 2 (CO₂e) Metric Tons	—	58,570	46,933	37,389

Total Scope 3 Emissions (CO ₂ e) Metric Tons	2019	2020	2021	2022
Scope 3 Indirect Emissions are GHG Emissions Reported to the US EPA Based on the Amount of Natural Gas Supplied to End-Use Customers	29,692,349	26,636,806	28,401,576	26,410,305

Emissions				
Air Quality – Annual Electric Generation Systems Emissions	2019	2020	2021	2022
Non-GHG Pollutants				
Sulfur Oxide (SO ₂) Metric Tons	4,643	3,912	5,162	4,708
Nitrogen Oxide (NO _x) Metric Tons	4,530	4,233	4,377	3,509
Particulate Matter (PM) Metric Tons	274	210	337	213
Lead Metric Tons	0.350	0.0389	0.8623	0.387
Mercury Metric Tons	0.014	0.011	0.010	0.0089
Intensity Factors				
Non-GHG Pollutants	2019	2020	2021	2022
Sulfur Oxide (SO ₂), MT/MWh	0.001	0.00098	0.00088	0.00097
Nitrogen Oxide (NO _x), MT/MWh	0.00098	0.00106	0.00075	0.00072
Particulate Matter (PM), MT/MWh	0.00006	0.00005	0.00006	0.00004
Mercury, kg/MWh	0.000003	0.000003	0.000002	0.000002
Greenhouse Gas	2019	2020	2021	2022
CO ₂ e, MT/MWh	1.31	1.15	1.08	0.896
MWh Net Generation	4,627,288	4,002,588	5,872,724	4,859,746
CO ₂ e Summary - Scope 1 GHG Emissions Detail by Operating Company for CenterPoint Energy Natural Gas Operations				
Facility (e-GGRT ID #)	2019 (CO ₂ e) Metric Tons	2020 (CO ₂ e) Metric Tons	2021 (CO ₂ e) Metric Tons	2022 (CO ₂ e) Metric Tons
Arkansas Arkla (526483)	84,898	84,578	81,795	N/A
Louisiana Arkla (526485)	15,531	15,555	15,915	Merged with LA Entex
Louisiana Entex (526496)	19,280	18,992	14,071	34,982
Minnesota Gas (526480)	71,783	69,272	67,815	68,221
Mississippi Entex (526498)	19,371	19,458	19,724	19,748
Oklahoma Arkla (526488)	18,607	19,058	14,019	N/A
Texas Arkla (526491)	1,608	1,614	1,638	Merged with TX Entex
Texas Entex (526494)	162,218	162,434	166,452	167,742
Indiana Gas Co. (526064)	74,994	73,664	73,890	73,085
Southern Indiana Gas Co. (525996)	24,784	24,105	22,495	20,092

Emissions

CO2e Summary - Scope 1 GHG Emissions Detail by Operating Company for CenterPoint Energy Natural Gas Operations

Vectren Energy Delivery of Ohio (526066)	47,929	44,843	41,754	40,788
Total	541,004	533,572	519,567	424,657

Data taken from the e-GRRT summary for each facility each year.

CO2e Summary - Scope 3 Indirect Emissions are GHG Emissions Reported to the US EPA Based on the Amount of Natural Gas Supplied to End-Use Customers

Facility (e-GGRT ID #)	2019 (CO2e) Metric Tons	2020 (CO2e) Metric Tons	2021 (CO2e) Metric Tons	2022 (CO2e) Metric Tons
Arkansas Arkla (526483)	3,089,455	2,871,381	3,048,751	N/A
Louisiana Arkla (526485)	717,643	628,005	586,278	Merged with LA Entex
Louisiana Entex (526496)	390,404	371,995	433,765	968,179
Minnesota Gas (526480)	8,052,402	6,885,669	7,599,164	8,530,474
Mississippi Entex (526498)	859,293	812,936	888,074	863,177
Oklahoma Arkla (526488)	594,159	516,454	562,841	N/A
Texas Arkla (526491)	72,451	69,125	75,895	Merged with TX Entex
Texas Entex (526494)	7,535,652	6,546,424	7,447,793	7,386,967
Indiana Gas Co. (526064)	4,999,754	5,010,060	4,681,374	5,424,288
Southern Indiana Gas Co. (525996)	895,572	629,909	760,492	764,642
Vectren Energy Delivery of Ohio (526066)	2,485,566	2,294,849	2,317,148	2,472,580
Total	29,692,349	26,636,806	28,401,576	26,410,305

Data taken from the e-GRRT summary for each facility each year.

Sustainable Infrastructure

Electric Grid Overview	2019	2020	2021	2022
Transmission Lines: Houston Electric (Circuit Miles)	3,837	3,831	3,947	3,974
Transmission Lines: Indiana Electric (Circuit Miles)	1,028	1,032	1,062	1,045
Transmission Lines: Total (Circuit Miles)	4,865	4,863	5,009	5,019
Distribution Lines: Houston Electric (Circuit Miles)	55,238	56,045	56,926	57,668
Distribution Lines: Indiana Electric (Circuit Miles)	7,042	7,085	7,160	7,198
Distribution Lines: Total (Circuit Miles)	62,280	63,130	64,086	64,866

Sustainable Infrastructure

Electric Grid Overview

ELECTRIC RELIABILITY

Houston Electric

System Average Interruption Duration Index (SAIDI) (Minutes)	227.61	226.43	2365.55*	231.61
System Average Interruption Frequency Index (SAIFI) (Number of Interruptions)	1.77	1.78	4.67*	1.94
Customer Average Interruption Duration Index (CAIDI) (Minutes)	128.79	127.46	506.62*	119.58

*2021 Winter Storm Uri severe disruption

Indiana Electric

System Average Interruption Duration Index (SAIDI) (Minutes)	174	121.9	78.6	454.3
System Average Interruption Frequency Index (SAIFI) (Number of Interruptions)	1.37	1	0.87	1.82
Customer Average Interruption Duration Index (CAIDI) (Minutes)	127	121.4	89.9	249.9

Natural Gas Pipeline Overview

Natural Gas Distribution (Linear Miles)	98,000	99,000	99,507	83,761
Natural Gas Transmission (Linear Miles)	1,528	1,517	1,446	1,322

NATURAL GAS DISTRIBUTION PIPELINE REPLACEMENT

Bare/Coated Unprotected Steel

Miles of Pipe in System at Beginning of Year	1,236	1,118	972	858
Miles of Pipe in System at End of Year (Department of Transportation Report)	1,118	972	858	703
Miles of Pipe Replaced	118	146	114	155
Percentage Replaced	9%	13%	11.7%	18%
Percentage of Unprotected Steel	1.14%	0.99%	0.86%	0.84%

Cast Iron

Miles of Pipe in System at Beginning of Year	154	133	114	80
Miles of Pipe in System at End of Year (Department of Transportation Report)	133	114	80	59
Miles of Pipe Replaced	21	19	34	21
Percentage Replaced	13.64%	14.20%	29.90%	26.41%

Sustainable Infrastructure

Electric Grid Overview	2019	2020	2021	2022
Percentage of Cast-Iron Distribution Pipeline	0.14%	0.12%	0.08%	0.07%

2022 Reduction of Energy Consumption – CenterPoint Energy Facility Improvements

- Replaced existing lighting with LED lighting in the CenterPoint Energy Tower Houston lobby
- New facilities and remodeling projects are designed and built to utilize LED light fixtures

Water

Water Withdrawal	2019	2020	2021	2022
Total Water Withdrawal (Millions of Gallons/Year)	62,464	51,814	89,645	47,667
Total Water Withdrawn (Cubic Meters)	236,452,756	196,137,364	339,342,482	180,438,733

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Waste				
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Electronic Waste Recycled				
Total Electronic Waste Recycled (Metric Tons)	–	–	152	205
Recycled Used Oil				
Total Recycled Used Oil (Metric Tons)	–	–	2,183	3,088

Community Impact

CenterPoint Energy Foundation	2019	2020	2021	2022
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Charitable Giving by Area of Focus

Number of Organization Supported: Education	–	191	240	235
Number of Organization Supported: Community Vitality	–	245	180	160
Number of Organizations Supported: Local Initiatives	–	107	54	10
Total Community Investments	–	\$12,727,606	\$18,606,153	\$15,224,207

	2019	2020	2021	2022
Employee Matching Gift Program	\$433,215	\$512,500	\$541,556	\$987,251
Employee and Retiree Volunteer Grants	\$110,000	\$41,800	\$51,400	\$41,188
Total COVID-19 Relief Fund	–	\$1,250,000	–	–

Education Grants	2019	2020	2021	2022
Number of Books Distributed	–	–	100,370	61,144
Number of Hours of One-on-One Literacy Tutoring	–	–	8,539	10,792
Number of Students Engaged in STEM Activities or Events	–	–	55,288	553,980
Number of STEM Devices Distributed (includes computers and tablets)	–	–	1,670	22,267
Number of STEM Kits Distributed	–	–	1,341	51,968

Community Vitality Grants	2019	2020	2021	2022
Number of Affordable Housing Units: Rental and Single/Multi-Family Units	–	–	1,476	8,260
Number of People Who Received Financial Education	–	–	5,505	2,791
Number of Trees Planted	–	–	1,193	9,701
Number of People Who Received Environmental Education	–	–	13,632	85,955

Diversity, Equity & Inclusion Giving Total	–	\$1,614,641	\$7,449,019	\$4,700,264
DE&I Education	–	\$1,452,641	\$2,382,019	\$2,249,434
DE&I Community Vitality	–	\$133,500	\$5,054,500	\$2,448,330
DE&I Local Initiatives	–	\$28,500	\$12,500	\$2,500

Community Impact

CenterPoint Energy Foundation	2019	2020	2021	2022
Safety Grants are Awarded by CenterPoint Energy for Amounts up to \$2,500 for Eligible Safety and Emergency Response Equipment	2019	2020	2021	2022
Community Safety Grants	\$169,366	\$256,934	\$233,035	\$263,832
Number Safety Grants Awarded	86	129	106	121
	2019	2020	2021	2022
Total Volunteer Hours Donated by Employees	133,254	42,000	65,035	86,180
Number of Company Leaders on Boards	–	97	68	80

MEMBERSHIP/ORGANIZATIONAL INVOLVEMENT IN ASSOCIATIONS ENGAGED IN CLIMATE CHANGE

- Air Alliance Houston – CenterPoint Energy is a Corporate Sponsor
- American Gas Association
- C40 Cities
- City of Evansville Climate Action Plan
- Edison Electric Institute
- Electric Power Research Institute
- Environmental Protection Agency
- Environmental Protection Agency Natural Gas Star and Methane Challenge Program
- Evansville Climate Action Plan
- Evolve Houston – CenterPoint Energy is a Corporate Sponsor
- g21 Initiative – Minnesota Decarbonizing Natural Gas End Uses Stakeholder Group
- Greater Houston Partnership Energy 2.0 Committee
- Greater Houston Partnership Sustainability Committee
- Greentown Labs Houston
- Gulf Coast Carbon Initiative
- Houston Climate Action Plan – CenterPoint Energy is a Corporate Sponsor
- Houston Clean Cities Coalition
- Houston-Galveston Area Council – Transportation & Air Quality Committee
- Houston Region Zero Emission Truck Collaborative
- Lafayette Chamber of Commerce Green Committee
- Minneapolis Clean Energy Partnership
- Minnesota Energy Utility Diversity Group
- Minnesota Public Utility Commission Cyber Security Summit
- Minnesota Regional Indicators Initiative
- Midwest Governor's Association Mid-Grid
- North Central Minority Supplier Development Council – CenterPoint Energy is a Corporate Sponsor
- Texas Commission of Environmental Quality

Customers & Energy Efficiency

Customers – Electric (metered)	2019	2020	2021	2022
Residential	2,372,135	2,433,474	2,490,293	2,534,731
Commercial/Industrial	310,093	315,642	321,027	323,518
Total	2,682,228	2,749,116	2,811,320	2,858,249

Customers – Natural Gas

Residential	4,252,361	4,328,607	4,372,428	3,964,221
Commercial	339,749	349,725	354,602	301,834
Total	4,592,110	4,678,332	4,727,030	4,266,055

CUSTOMER ENERGY EFFICIENCY PROGRAMS AND SMART METERS

Smart Meters

Percent of Total Electric Customers with Smart Meters	99%	99%	99%	99%
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Total Investment in Energy Efficiency Incentives	\$23,000,000	\$47,863,203	\$69,685,274	\$61,231,663
Incremental Annual Investment in Energy Efficiency Programs - Electric and Gas (Nominal Dollars)	\$46,452,020*	\$46,364,706*	\$99,255,146	\$88,483,619

**Electric Energy Efficiency Programs*

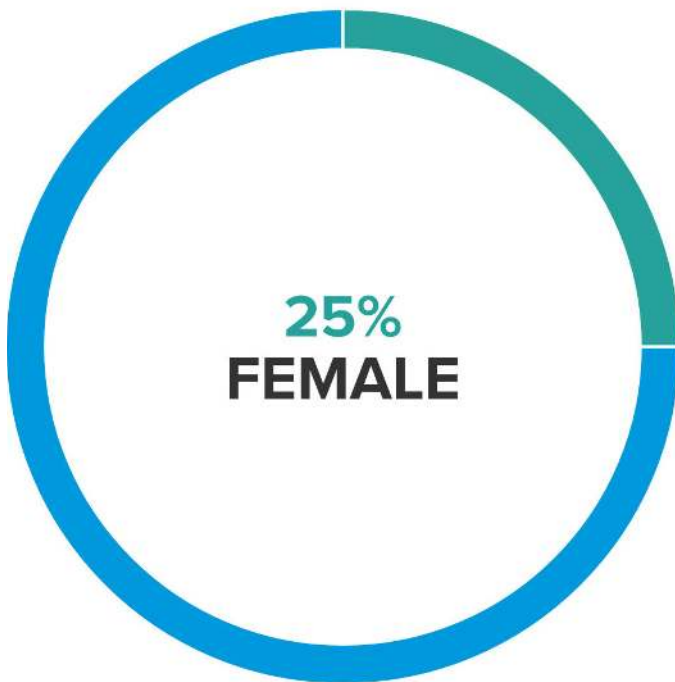
Total Annual Demand Savings (MCF/Dth)	2,933,848	6,776,046	2,911,698	2,519,424
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Total Annual Demand Savings (MWh)	260,265	244,794	275,155	262,285
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Diversity, Equity & Inclusion

Workforce Diversity	2019	2020	2021	2022
Total Number of Female Employees	2,330	2,294	2,162	2,244
Total Percent of Female Employees	25%	24%	23%	25%
Total Number of Female Senior Executives/Vice Presidents/Directors	62	64	73	79
Total Number of Female Managers/Supervisors	231	216	221	217
Total Percent of Female External Hires	33%	31%	28%	43%
Total Number of Minority Employees	3,314	3,342	3,386	3,580
Total Percent of Minority Employees	35%	35%	36%	40%
Total Percent of New Employee Minority Hires	50%	46%	46%	60%
Total Percent of Minority Senior Executives/Vice Presidents/Directors	17%	17%	17%	20%
Total Percent of Minority Managers/Supervisors/Professionals	33%	32%	34%	37%

**FEMALES AS PERCENTAGE
OF WORKFORCE**



■ **25% Female – 2,244**
■ **75% Male**

**MINORITY AS PERCENTAGE
OF WORKFORCE**



■ **40% Minority – 3,580**
■ **60% Non-Minority**

Diversity, Equity & Inclusion

Supplier Diversity	2019	2020	2021	2022
Total Supplier Spend (Billions)	\$2,475,158,104	\$2,900,000,000	\$3,500,000,000	\$5,050,000,000
Diverse Supplier Spend	\$270,000,000	\$278,000,000	\$406,000,000	\$620,000,000
Percent Spend with Tier 1 Diverse Suppliers	11%*	9%*	11.2%*	11.30%
Percent Spend with Direct Tier 2 Diverse Suppliers	—	—	—	0.90%

*2019-2021 data represents total diverse supplier spend

Workforce

EEO-1 2021 Summary

*Workforce diversity data and statistics are based on company filed reports with the Equal Employment Opportunity Commission. The 2022 report filings have been postponed by the commission and tentatively scheduled for Fall 2023.

Workforce	2019	2020	2021	2022
Total Number of Employees	9,429	9,541*	9,418*	8,988*
*2020, 2021 and 2022 responses include Energy Systems Group				
Number of Full-time Employees	9,413	9,487	9,374	8,931
Number of Part-time Employees	16	54	44	57
Total Percent of Collective Bargaining Employees	37%	36%	37%	38.64%
Total Number of Senior Executives	11	16	15	17
Total Number of Vice Presidents/Directors	207	200	208	208
Total Number of Managers/Supervisors	982	998	1,043	972
Total Number of Professionals	2,445	2,465	2,328	2,295
Total Number of Customer Service Employees	756	700	683	633
Total Number of Office and Clerical Employees	487	531	430	561
Total Number of Technicians* (Union)	3,175	3,191	3,262	3,473
Total Number of Technicians* (Non-Union)	1,366	1,440	1,449	979

*Technicians, Craft, Operatives and Laborers

Total Number of Interns Hired	66	61	105	82
Total Number of Veteran Employees	1000+	575	630	610
Total Percent of Employees Receiving Regular Performance and Career Reviews	98%	99.87%	100%	100%

Workforce				
Workforce	2019	2020	2021	2022
New Employee Hires				
Employee Hire Rate	14%	8%	12%	19%
Male External Hires	412	522	830	995
Female External Hires	198	238	317	704
Total External Hires	610	760	1,147	1,699
Total Percent of Female External Hires	33%	31%	28%	41%
New Employee Hires by Age Group				
Under 25	171	186	291	321
25-30	143	194	297	487
31-35	113	118	210	297
36-40	65	85	127	211
41-45	43	58	85	134
46-50	35	48	62	107
51-55	22	38	36	73
56-60	11	19	26	42
61-65	7	12	11	19
66-70	0	2	2	6
71-80	–	–	–	2
New Employee Minority Hires				
Total Minority External Hires	303	351	522	969
Percent of Total Minority External Hires	50%	46%	46%	60%
Employee Turnover Rate				
Voluntary	7%	6%	11%	14%*
Involuntary	5%	3%	2%	3%

*Reflects retirements due to unique pension design

Workforce				
Workforce	2019	2020	2021	2022
Employee Training				
CNP University	2019	2020	2021	2022
Total Online Courses Completed (excludes field safety and technical training courses)	199,359	373,039	298,984	264,032
Total Hours of Online Courses Completed*	99,649*	186,519*	149,492*	132,016
*Each course averages approximately 30 minutes or 0.5 hours				

College of Professional Development – Instructor/virtual Instructor-led Training: Total Participants	3,301	2,110	2,898	3,074
Total Hours of Online Courses Completed (excludes field safety and technical training courses)	19,734	6,601	8,051	8,948

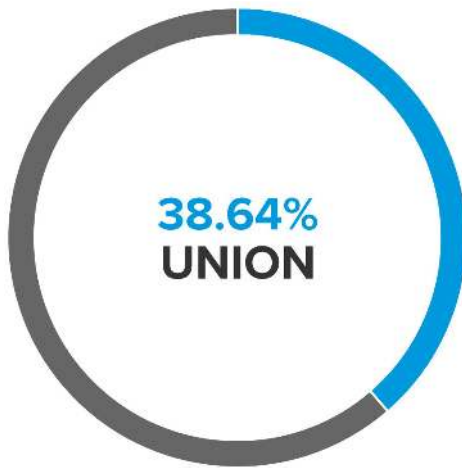
Employees Eligible for Retirement	2019	2020	2021	2022
Percentage Eligible for Retirement (55+ Years and 5 Years of Service)	26%	26%	23%	19%
Percentage Eligible for Retirement in 5 Years (55+ Years and 5 Years of Service)	38%	38%	36%	28%
Percentage Eligible for Retirement in 10 Years (55+ Years and 5 Years of Service)	48%	48%	46%	37%

Workforce Demographics by Age Group	2019	2020	2021	2022
Number of Employees <30	1,230	1,177	1,276	1,382
Number of Employees 30-50	4,790	4,747	4,998	4,894
Number of Employees >50	3,409	3,617	3,144	2,712

2022 Learning and Development Programs	Male	Female	Racial Diversity
Leadership Academy	74%	26%	37%
Learning to Lead	68%	32%	37%
Leadership Essentials	65%	35%	42%
Leading Leaders	64%	36%	30%

Workforce

CENTERPOINT WORKFORCE (2022)



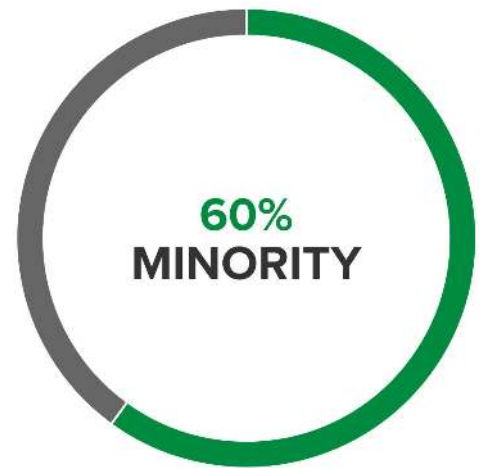
■ 38.64% Union – 3,473
■ 61.36% Non-Union – 5,515

NEW EMPLOYEE HIRES BY GENDER (2022)



■ 41% Female Hires – 704
■ 59% Male Hires – 995

NEW EMPLOYEE MINORITY HIRES (2022)

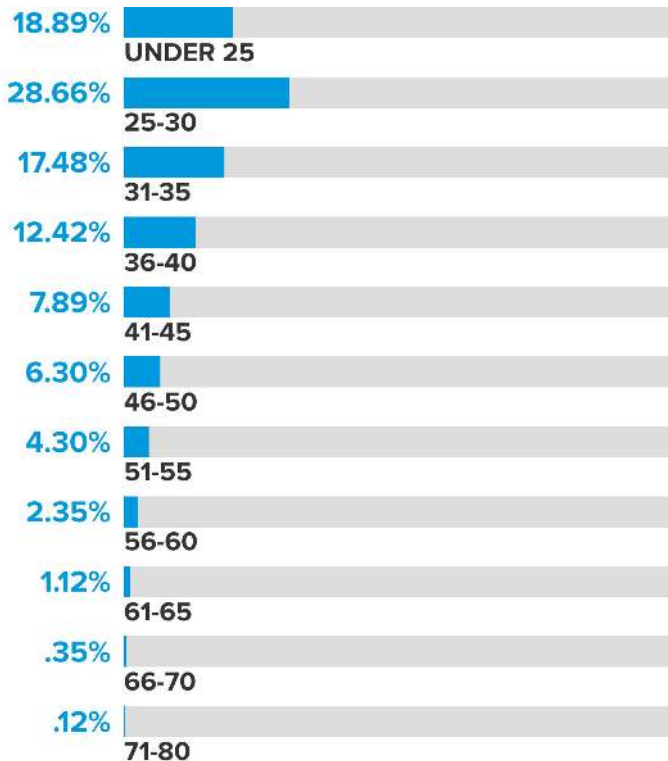


■ 60% Minority – 969
■ 40% Non-Minority – 730

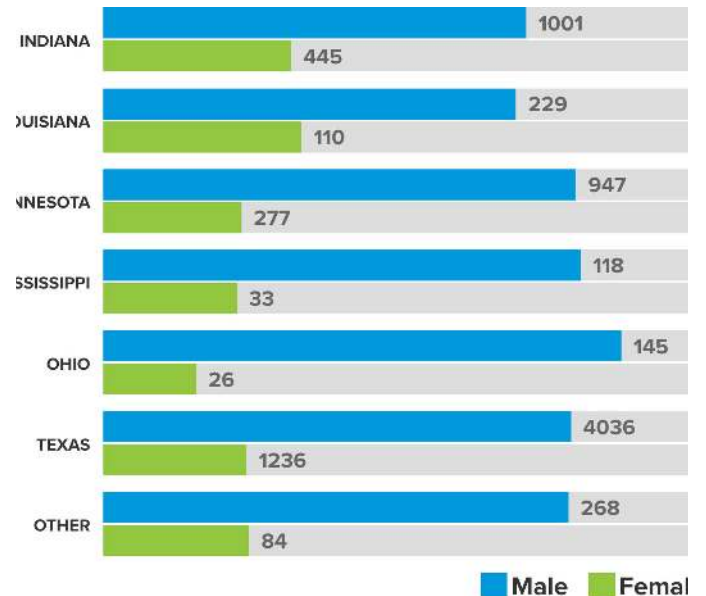
Out of 1,699 Total External Hires

2022 Response includes Energy Systems Group

NEW EMPLOYEE HIRES BY AGE GROUP (2022)



TOTAL WORKFORCE BY GENDER & TERRITORY (2022)



■ Male ■ Female

Workforce

EEO-1 2021 Summary Form

		MALE		FEMALE		MALE						FEMALE				Total	
		HISP	HISP	WHITE	BLACK	NHOPI	ASIAN	NAT AM	2+RACE	WHITE	BLACK	NHOPI	ASIAN	NAT AM	2+RACE		
Job Categories		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	A - N	
Exec/Senior Mgers	(1.1)	0	2	33	7	0	0	0	0	12	2	0	1	0	0	57	
First/Mid Level Mgers	(1.2)	58	29	737	101	0	26	5	5	177	50	0	21	0	0	1,209	
Professionals	(2)	199	97	1,071	177	2	131	3	14	388	168	0	70	3	6	2,329	
Technicians	(3)	50	18	179	55	0	5	0	2	55	46	0	2	1	2	415	
Sales Workers	(4)	1	0	6	1	0	0	0	0	0	0	0	0	0	0	8	
Admin Support	(5)	39	154	87	55	0	9	1	6	409	310	0	13	1	21	1,105	
Craft Workers	(6)	450	0	1,870	359	1	36	11	25	20	8	0	0	0	0	2,780	
Operatives	(7)	267	4	914	206	2	11	7	22	60	7	0	1	0	1	1,502	
Laborers & Helpers	(8)	0	0	10	0	0	0	0	0	1	1	0	0	0	0	12	
Service Workers	(9)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
Total Employees	(10)	1,064	304	4,908	961	5	218	27	74	1,122	592	0	108	5	30	9,418	

*Workforce diversity data and statistics are based on company filed reports with the Equal Employment Opportunity Commission. The 2022 report filings have been postponed by the commission and tentatively scheduled for Fall 2023.

Safety

Safety	2019	2020	2021	2022
Employee DART Rate	1.03	1.00	1.15	1.12
Employee Fatalities	1	1	0	1*
OSHA Recordable Work-related Injuries	154	112	136	118
Lost Time Case Rate	0.62	0.66	0.77	0.77
Total Recordable Incident Rate (TRIR)	1.70	1.24	1.50	1.45
Number of Hours Worked	18,075,962	17,995,590	17,605,557	16,268,365

*We tragically lost one of our colleagues in our Electric business.

Economic

Economic	2019	2020	2021	2022
Summary of Consolidated Financial Information				
Total Revenue	7,564 Million	7,418 Million	8,352 Million	9,321 Million
Total Assets	35,529 Million	33,471 Million	37,679 Million	38,546 Million
Total Annual Capital Expenditures/Investments (Nominal Dollars)	(2,506 Million)	(2,596 Million)	(3,164 Million)	(4,419 Million)
Expenditures for Long-lived Assets (Capex)	(2,587 Million)	(2,536 Million)	(3,339 Million)	(4,418 Million)

Taxes Paid	2019	2020	2021	2022
Income Tax Payments (Refunds), Net	155 Million	143 Million	(46 Million)	421 Million
State	14 Million	45 Million	15 Million	39 Million
Federal	141 Million	98 Million	(61 Million)	382 Million

Earnings Performance	2019	2020	2021	2022
Diluted Earnings (Loss) per Common Share (GAAP)	1.33	(1.79)	2.28	1.59
Diluted Earnings (Loss) per Common Share (non-GAAP)*	1.79	1.40	1.64	1.38
Cash Dividends Paid per Common Share	0.86	0.74	0.65	0.70
Cash Dividends Declared per Common Share	0.86	0.90	0.66	0.72

*Non-GAAP EPS is a non-GAAP measure. Please see the [reconciliation to the nearest GAAP measure](#).

Governance

Governance – 2023 Board of Directors data is current as of the April 21, 2023, Annual Meeting of Shareholders

Board Information	2019	2020	2021	2022
Board Meetings Held - Audit Committee	6	5	8	7
Board Meetings Held - Compensation Committee	4	7	4	4
Board Meetings Held - Governance, Environmental and Sustainability Committee*	4	5	6	5

*The Governance Committee was renamed to Governance, Environmental and Sustainability Committee on September 9, 2021

Board Information	2019	2020	2021	2022	2023
Total Number on the Board of Directors	9	10	9	9	9
Number of Independent Directors	7	8	8	8	8
Independent Chair*	No	No	Yes	Yes	Yes

*Prior to July 2021, the CenterPoint Energy Board had an Executive Chair. The independent directors of the Board adopted a new independent leadership and governance structure effective July 2021

Director Gender

Men	7	8	6	7	7
Women	2	2	3	2	2

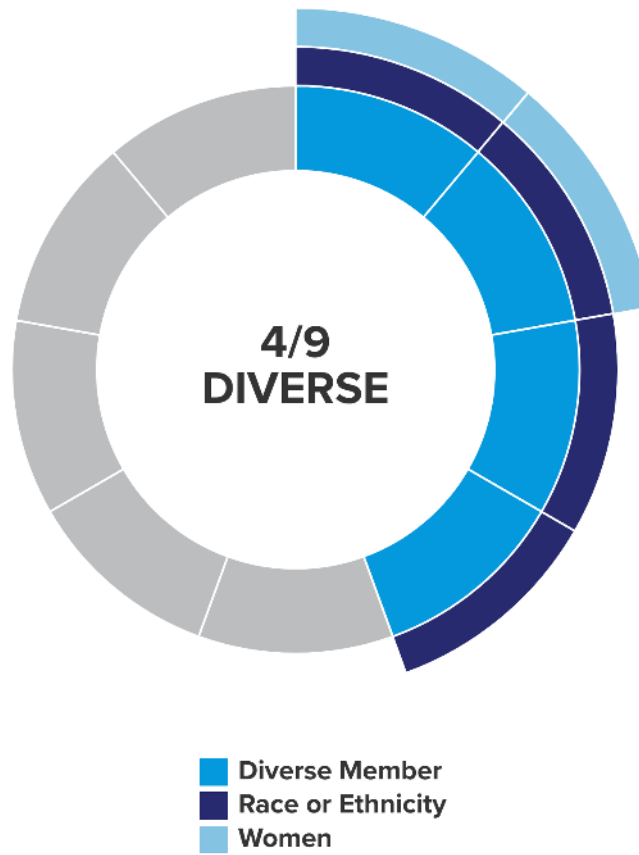
Director Age

40s	–	–	1	1	1
50s	3	3	4	4	3
>60 Years	6	7	4	4	5

Director Tenure

0-5 Years	6	5	7	7	7
6-10 Years	2	3	2	2	2
>10 Years	1	2	0	0	0

BOARD DIVERSITY



Board Diversity as of April 21, 2023

Policies & Procedures

PUBLICLY AVAILABLE POLICIES AND DISCLOSURES

- [CenterPoint Energy Ethics and Compliance Code](#)
- [Code of Ethics for Chief Executive Officer and Senior Financial Officers](#)
- [Ethics and Compliance Code of Conduct for Consultants, Contractors, Suppliers and Vendors](#)
- [Corporate Governance Guidelines](#)
- [Audit Committee Charter](#)
- [Compensation Committee Charter](#)
- [Governance, Environmental and Sustainability Committee Charter](#)
- [Third Amended and Restated Bylaws](#)
- [Articles of Incorporation](#)
- [Section 16 Filings](#)
- [Corporate Environmental Policy](#)
- [Equal Employment Opportunity Affirmative Action Statement](#)
- [Workforce Diversity Statement](#)
- [Equal Employment Opportunity is the Law](#)
- [Pay Transparency Policy Statement](#)
- [Your Rights Under the Family Medical Leave Act](#)
- [Diversity, Equity & Inclusion Giving Strategy](#)
- [Political Engagement Policy](#)
- [Carbon Policy](#)

PUBLICLY AVAILABLE POLICIES AND DISCLOSURES

Many company policies are internal only. All employees have access to all policies through the Policy Center on our internal site.

- Anti-Corruption and Bribery Policy (as described within the “Questionable Payments” section of the Ethics & Compliance Code)
- Anti-Harassment and Non-Discrimination Policy
- Antitrust Compliance Policy
- Avian Protection Plan Policy Statement
- Biodiversity Management Policy
- Data Classification and Control Policy
- Employee Concerns Policy
- Insider Trader Policy
- Non-Retaliation Policy (as described within our Ethics & Compliance Code, Employee Concerns Policy and Anti-Harassment and Non-Discrimination Policy)
- Parental Leave Policy
- Physical Security Policy (includes employees, contractors, and facilities)
- Procurement Policy
- Risk Control Policy
- Supplier Diversity Policy Statement
- Third Party Policy (addressing third-party agreements providing access to personal information)
- Waste Management Policy
- Water Management Policy
- Workplace Violence Policy

CENTERPOINT ENERGY GRI CONTENT INDEX

CenterPoint Energy has reported the information cited in this GRI content index for the period of January 1- December 31, 2022, with reference to the GRI Standards. CenterPoint Energy discloses additional information through the GRI Electric Utility Sector Supplement, providing industry-specific information. For additional information, please visit [About This Report](#).

GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

2-1 Organizational Details	About CenterPoint Energy 1111 Louisiana Street, Houston TX 77002 CenterPoint Energy operates solely in the United States, and 100% of taxes are paid in the United States.
2-2 Entities included in the organization's sustainability reporting	About CenterPoint Energy
2-3 Reporting period, frequency and contact point	CenterPoint Energy's Corporate Sustainability Report covers the same period as our Annual Report on Form 10-K, which is January 1, 2022 to December 31, 2022.
2-4 Restatements of Information	There are no restatements of information in CenterPoint Energy's Corporate Sustainability Report covering 2022.
2-5 External Assurance	2022 Form 10-K Scope 1 GHG Emissions from Electric Utility Power Generation, which are third-party verified and registered with the United States Environmental Protection Agency's (USEPA) Clean Air Markets Division.
2-6 Activities, Value Chain and Other Business Relationships	About CenterPoint Energy Supply Chain
2-7 Employees	Workforce
2-9 Governance Structure and Composition	Governance
2-10 Nomination and Selection of the Highest Governance Body	Governance
2-11 Chair of the Highest Governance Body	Governance
2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	Governance Strategy and Oversight
2-13 Delegation of Responsibility for Managing Impacts	Governance
2-14 Role of the Highest Governance Body in Sustainability Reporting	Governance Strategy and Oversight
2-15 Conflicts of Interest	Governance
2-16 Communication of Critical Concerns	Ethics and Values
2-17 Collective Knowledge of the Highest Governance Body	Details can be found in CenterPoint Energy's 2023 Proxy Statement on pages 7-13.
2-18 Evaluation of the Performance of the Highest Governance Body	Governance Details can be found in CenterPoint Energy's 2023 Proxy Statement. For the Board, see "Director Compensation Table" on page 37 and for executives, see Design of Executive Compensation Program on page 51, and 2022 Executive Compensation Program" on page 54.
2-19 Remuneration Policies	

GRI 2: General Disclosures 2021		
2-20	Process to Determine Remuneration	Details can be found on page 28 in CenterPoint Energy's 2023 Proxy Statement.
2-21	Annual Total Compensation Ratio	Details can be found in CenterPoint Energy's 2023 Proxy Statement under Chief Executive Officer Pay Ratio on page 94.
2-22	Statement on Sustainable Development Strategy	Leadership Message
2-23	Policy Commitments	Ethics and Values
2-24	Embedding Policy Commitments	Governance
2-25	Processes to Remediate Negative Impacts	2022 Form 10-K Leadership Message Governance Ethics and Values
2-26	Mechanisms for Seeking Advice and Raising Concerns	Ethics and Values - Concerns Helpline
2-27	Compliance with Laws and Regulations	2022 Form 10-K
2-28	Membership Associations	Social Impact – Communities
2-29	Approach to Stakeholder Engagement	Our major stakeholders include customers, communities, employees, investors, suppliers and regulators. We believe that good governance practices include maintaining a consistent and transparent dialogue throughout the year with our stakeholders. Stakeholder Engagement
2-30	Collective Bargaining Agreements	Workforce
GRI 3: Material Topics 2021		
3-1	Process to Determine Material Topics	Stakeholder Engagement
3-2	List of Material Topics	Stakeholder Engagement
GRI 201: Economic Performance 2016		
201-1	Direct Economic Value Generated and Distributed	Economic
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Details can be found in CenterPoint Energy's 2022 Form 10-K on page 74, and in CenterPoint Energy's 2023 Proxy Statement on pages 78-81.
GRI 202: Market Presence 2016		
202-2	Percentage Management Hired from Local Communities	Social Impact
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure Investments and Services Supported	About CenterPoint Energy
203-2	Significant Indirect Economic Impacts	Just Transition
GRI 205: Anti-Corruption 2016		
205-1	Operations Assessed for Risks Related to Corruption	CenterPoint Energy's operations are assessed for risks related to corruption on a regular basis.
205-2	Communication and Training about Anti-Corruption Policies and Procedures	Ethic and Values
GRI 206: Anti-Competitive Behavior 2016		
206-1	Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	During the reporting period, no legal actions for anti-competitive behavior, anti-trust and monopoly practices are pending or were completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation.

GRI 301: Materials 2016		
301-1	Materials Used by Weight or Volume	Energy
GRI 302: Energy		
302-1	Energy Consumption within the Organization	Emissions
302-4	Reduction of Energy Consumption	Sustainable Infrastructure
302-5	Reductions in Energy Requirements of Products and Services	Energy Efficiency
GRI 302: Energy		
		Water Management
		The boundary of this disclosure is applicable to the utility group operating units (CenterPoint Energy Indiana-North, Indiana-South and Ohio).
303-1	Interactions with Water as a Shared Resource	Water Management
303-2	Management of Water Discharge-Related Impacts	Water Management
303-3	Water Withdrawal	Water Management
303-4	Water Discharge	Water Management
303-5	Water Consumption	Water Management
GRI 304: Biodiversity 2016		
304-1	Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	Biodiversity GRI Disclosures
304-2	Significant Impacts of Activities, Products, and Services on Biodiversity	Biodiversity
304-3	Habitats Protected or Restored	Biodiversity
304-4	IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations	Biodiversity GRI Disclosures
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) Greenhouse Gas (GHG) Emissions	Greenhouse Gas Emissions Emissions
305-3	Other Indirect (Scope 3)	Emissions
305-4	GHG emissions intensity	Emissions
305-5	Reduction of GHG Emissions	Greenhouse Gas Emissions
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	Emissions
GRI 306: Effluents and Waste 2016		
306-1	Waste Generation and Significant Waste-Related Impacts	Waste and Recycling
GRI 308: Supplier Environmental Assessment 2016		
308-1	New Suppliers That Were Screened Using Environmental Criteria	Environment
GRI 401: Employment 2016		
401-1	New Employee Hires and Employee Turnover	Workforce
401-2	Benefits Provided to Full Time Employees That are Not Provided to Temporary or Part Time Employees	Employee Benefits
401-3	Parental Leave	Employee Benefits

GRI 402: Labor Management Relations 2016

402-1	Minimum Notice Periods Regarding Operational Changes	Labor Relations
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GRI 403: Occupational Health and Safety

403-1	Occupational Health and Safety Management System	Safety
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Safety
403-3	Occupational Health Services	Safety
403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	Safety
403-5	Worker Training on Occupational Health and Safety	Safety
403-6	Promotion of Worker Health	Safety
403-7	Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	CenterPoint Energy has a public safety program and awareness campaign for sharing information with customers and engaging them in hazard mitigation. Safety
403-8	Workers Covered by an Occupational Health and Safety Management System	Safety
403-9	Work-Related Injuries	Safety

GRI 404: Training and Education 2016

404-1	Average Hours of Training per Year per Employee	Workforce
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Training and Development
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	Workforce

GRI 405: Diversity and Equal Opportunity

405-1	Diversity of Governance Bodies and Employees	Governance Workforce
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GRI 413: Local Communities 2016

413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Communities
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GRI 415: Public Policy 2016

415-1	Political Contributions	Political Engagement
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Electric Utility Sector Supplement

G4-EU1	Installed Capacity	Energy
G4-EU2	Net Energy Output	Energy
G4-EU3	Number of Residential, Industrial, and Commercial Customer Accounts	Energy Efficiency
G4-EU4	Length of Above and Underground Transmission and Distribution Lines by Regulatory Regime	Sustainable Infrastructure
G4-EU15	Employees Eligible for Retirement	Workforce
G4-EU28	Power Outage Frequency	Sustainable Infrastructure
G4-EU29	Average Power Outage Duration	Sustainable Infrastructure

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)



CenterPoint Energy 2022 Sustainability Accounting Standards Board (SASB) Table

The Sustainability Accounting Standards Board (SASB) has established voluntary industry-specific disclosure standards across environmental, social and governance (ESG) topics that facilitate communication between companies and investors in order to simplify company-to-company comparisons.

These tables mark CenterPoint Energy's third year of annual mapping our disclosures to the SASB Standards for the Infrastructure Sectors of Electric Utilities & Power Generators and Gas Utilities & Distributors. Our response reflects year-end 2022 performance for topics that we have identified as key issues.

As we continue to assess our data, we may choose to include additional SASB metrics in future reports. Unless otherwise stated, data relates only to the sector of our business indicated in the chart headings. Previous reports can be found in the [Report Archive](#).

ELECTRIC UTILITIES & POWER GENERATORS

Topic	SASB Code	Accounting Metric	CenterPoint Energy 2022 Response (as of December 31, 2022)
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1	(1) Global Scope 1 emissions (Metric Tons CO ₂ e)	4,853,990
	IF-EU-110a.1	(2) Percentage covered under emissions-limiting regulations	0%
	IF-EU-110a.1	(3) Percentage covered under emissions-reporting regulations	98.96%
	IF-EU-110a.2	GHG emissions associated with power deliveries (Metric Tons CO ₂ e)	4,355,838
	IF-EU-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	Net Zero by 2035
	IF-EU-110a.4	(1) Number of customers served in markets subject to renewable portfolio standards, (2) percentage fulfillment of RPS target.	(1) 151,651 (2) 6.7% of the 10% goal by 2025
Air Quality	IF-EU-120a.1	(1) Nitrogen Oxide (NO _x) Metric Tons	3,509
	IF-EU-120a.1	(2) Sulfur Dioxide (SO ₂) Metric Tons	4,708
	IF-EU-120a.1	(3) Particulate Matter (PM) Metric Tons	213
	IF-EU-120a.1	(4) Lead (Pb) Metric Tons	0.387
	IF-EU-120a.1	(5) Mercury (Hg) Metric Tons	0.0089
Water Management	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed	(1) 47,667,000,000 gallons withdrawn (2) 2,841,390,000 gallons consumed
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards and regulations.	0
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks.	Water Management
Coal Ash Management	IF-EU-150a.1	Metric tons of coal combustion residuals generated, percentage recycled	482,165 Metric Tons, 78% Recycled
Energy Affordability	IF-EU-240a.1	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	CenterPoint Energy Indiana Electric Rates & Tariffs CenterPoint Energy Houston Electric Rates & Tariffs
	IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	CenterPoint Energy 2022 Form 10-K: See pages 22 and 23
Workforce Health and Safety	IF-EU-320a.1	Total recordable incident rate (TRIR)	1.45
End Use Efficiency & Demand	IF-EU-420a.1	Percentage of electric utility revenues from rate structures that are decoupled or contain a lost revenue adjustment mechanism	0.36%
	IF-EU-420a.2	Percentage of electric load served by smart grid technology	99%
	IF-EU-420a.3	Customer electricity savings from efficiency measures	262,285 MWh

Nuclear Safety & Emergency Management	IF-EU-540a.1	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column	N/A
	IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness	N/A
Grid Resiliency	IF-EU-550a.1	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	CyberSecurity
	IF-EU-550a.2	(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	CenterPoint Energy Houston Electric - SAIDI: 231.61, SAIFI: 1.94, CAIDI: 119.58 CenterPoint Energy Indiana - SAIDI: 454.30, SAIFI: 1.82, CAIDI: 249.90
Activity Metrics	IF-EU-000.A	Number of metered: (1) residential, (2) commercial, and (3) industrial customers served	Residential: 2,534,731 Commercial/Industrial: 323,518
	IF-EU-000.B	Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, (5) wholesale customers	Total Throughout in 2022: 105,541 GWh, including 35,074 GWh for residential customers
	IF-EU-000.C	Length of transmission and distribution lines	5,019 transmission miles, 64,866 distribution miles
	IF-EU-000.D	Total electricity generated and percentage in regulated markets	4,859,746 MWh electricity generated, 100% of total electricity is generated in regulated markets

GAS UTILITIES & DISTRIBUTORS

Topic			
Energy Affordability	IF-GU-240a.1	Average retail gas rate for (1) residential, (2) commercial, (3) industrial customers and (4) transportation services only	CenterPoint Energy Rates & Tariffs CenterPoint Energy Rates & Tariffs - Indiana & Ohio
	IF-GU-240a.4	Discussion of impact of external factors on customer affordability of gas, including the economic conditions of the service territory	CenterPoint Energy 2022 Form 10-K
End-Use Efficiency	IF-GU-420a.1	Percentage of gas utility revenues from rate structures that (1) are decoupled or (2) contain a lost revenue adjustment mechanism (LRAM)	18%
	IF-GU-420a.2	Customer gas savings from efficiency measures by market	Indiana: 392,975 MCF/Dth, Ohio: 96,611 MCF/Dth, Minnesota: 2,003,321 MCF/Dth, Mississippi: 26,516 MCF/Dth
Integrity of Gas Delivery Infrastructure	IF-GU-540a.1	Number of (1) reportable pipeline incidents, (2) Corrective Action Orders (CAO) and (3) Notices of Probable Violation (NOPV)	(1) Reportable pipeline incidents: 2 (2) CAOs per 2022 PHMSA Reporting: 0 (3) NPOVs per 2022 PHMSA Reporting: 0
	IF-GU-540a.2	Percentage of distribution pipeline that is (1) cast and/or wrought iron and (2) unprotected steel	(1) 0.07% cast iron (2) 0.84% unprotected steel
	IF-GU-540a.3	Percentage of gas transmission pipelines inspected	24% of gas transmission pipeline was inspected in 2022
	IF-GU-540a.4	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions	Safety GHG Emissions
Activity Metrics	IF-GU-000.A	Number of: (1) residential, (2 & 3) commercial and industrial customers served	(1) 3,964,221 residential customers (2 & 3) 301,834 commercial and industrial customers
	IF-GU-000.B	Amount of natural gas delivered to: (1) residential customers, (2 & 3) commercial customers and industrial customers	(1) 240 billion cubic feet (Bcf) throughput to residential customers 424 Bcf throughput to commercial and industrial customers
	IF-GU-000.C	Length of gas (1) transmission and (2) distribution pipelines	(1) 1,322 miles transmission pipeline (2) 83,761 miles distribution pipeline

EEI/AGA ESG TEMPLATE REPORT



**Edison Electric
INSTITUTE**

EEI REPORT

Parent Company: CenterPoint Energy, Inc.
 Operating Company(s): CenterPoint Energy, Inc.
 Business Type(s): Vertically Integrated Electric Utility and Natural Gas Local Distribution Company
 State(s) of Operation: [Indiana, Texas](#)
 Regulatory Environment: Both
 Report Date: September 6, 2023

Ref. No.	Refer to the 'EEI Definitions' Tab for More Information on Each Metric	2018	2019	2020	2021	2022	Comments, Links, Additional Information, and Notes
Portfolio							
1	Owned Nameplate Generation Capacity at End of Year (MW)	1,252	1,167	1,167	1,217	1,212	Based on CenterPoint Energy's installed capacity, 2018 generation values in this report reflect Vectren Corporation's power generation assets prior to the merger with CenterPoint Energy.
1.1	Coal	1,000	1,000	1,000	1,000	995	
1.2	Natural Gas	245	160	160	160	160	
1.3	Nuclear	–	–	–	–	–	
1.4	Petroleum	–	–	–	–	–	
1.5	Total Renewable Energy Resources	–	–	–	–	–	
1.5.1	Biomass/Biogas	3	3	3	3	3	
1.5.2	Geothermal	–	–	–	–	–	
1.5.3	Hydroelectric	–	–	–	–	–	
1.5.4	Solar	4	4	54	54	54	
1.5.5	Wind	–	–	–	–	–	
1.6	Other	–	–	–	–	–	
2	Net Generation for the Data Year (MWh)	5,292,437	4,627,288	4,002,488	5,872,724	4,859,746	
2.1	Coal	5,238,600	4,587,228	3,960,929	5,713,128	4,659,330	
2.2	Natural Gas	42,624	21,863	24,432	46,064	79,795	
2.3	Nuclear	–	–	–	–	–	
2.4	Petroleum	–	–	–	–	–	
2.5	Total Renewable Energy Resources	–	–	–	–	–	
2.5.1	Biomass/Biogas	10,863	10,724	9,685	10,284	9,810	
2.5.2	Geothermal	–	–	–	–	–	
2.5.3	Hydroelectric	–	–	–	–	–	
2.5.4	Solar	350	7,473	7,542	103,248	110,811	
2.5.5	Wind	–	–	–	–	–	
2.6	Other	–	–	–	–	–	
3	Capital Expenditures and Energy Efficiency (EE)	–	–	–	–	–	
3.1	Total Annual Capital Expenditures (Nominal Dollars)	\$1,651,000,000	\$2,506,000,000	\$2,596,000,000	\$3,164,000,000	\$4,419,000,000	Payments for capital expenditures, excluding AFUDC equity
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	162,400	260,265	244,794	275,155	262,285	
3.3	Incremental Annual Investment in Electric EE Programs (Nominal Dollars)	\$31,133,805	\$46,252,020	\$46,364,706	\$41,852,771	\$42,824,651	

4	Retail Electric Customer Count (At End of Year)	2,485,370	2,682,228	2,749,116	2,811,320	2,858,249	Reflects total numbers of metered customers
4.1	Commercial	285,093	310,093	315,642	321,027	323,518	
4.2	Industrial	2,052	—	—	—	—	
4.3	Residential	2,198,225	2,372,135	2,433,374	2,490,293	2,534,731	
Emissions							
5	GHG Emissions: Carbon Dioxide (CO2) and Carbon Dioxide Equivalent (CO2e)	—	—	—	—	—	
5.1	Owned Generation (1) (2) (3)	—	—	—	—	—	
5.1.1	Carbon Dioxide (CO2)	—	—	—	—	—	
5.1.1.1	Total Owned Generation CO2 Emissions (MT)	—	—	—	—	—	
5.1.1.2	Total Owned Generation CO2 Emissions Intensity (MT/Net MWh)	—	—	—	—	—	
5.1.2	Carbon Dioxide Equivalent(CO2e)	—	—	—	—	—	
5.1.2.1	Total Owned Generation CO2e Emissions (MT)	5,961,697	6,071,283	4,620,963	6,370,671	4,355,838	CO2e emissions for 2018 and 2019 reflect the adjustment to Warrick unit 4 percent owned.
5.1.2.2	Total Owned Generation CO2e Emissions Intensity (MT/Net MWh)	1.12	1.31	1.15	1.08	0.90	
5.4	Non-Generation CO2e Emissions of Sulfur Hexafluoride (SF6) (5)	—	—	—	—	—	
5.4.1	Total CO2e Emissions of SF6 (MT)	1,053	3,625	24,633	101,320	23,070	SF6 emissions are reported for CenterPoint Energy Houston Electric territory; SF6 emissions for our Indiana service territory is below the EPA GHG regulatory reporting threshold.
6	Nitrogen Oxide (NOx), Sulfur Dioxide (SO2), Mercury (Hg)	Total					
6.1	Generation Basis for Calculation (6)	—	—	—	—	—	
6.2	Nitrogen Oxide (NOx)	—	—	—	—	—	
6.2.1	Total NOx Emissions (MT)	4,698	4,530	4,233	4,377	3,509	
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	0.00089	0.00098	0.00106	0.00075	0.00072	
6.3	Sulfur Dioxide (SO2)	—	—	—	—	—	
6.3.1	Total SO2 Emissions (MT)	5,480	4,643	3,912	5,162	4,708	
6.3.2	Total SO2 Emissions Intensity (MT/Net MWh)	0.00104	0.00100	0.00098	0.00088	0.00097	
6.4	Mercury (Hg)	—	—	—	—	—	
6.4.1	Total Hg Emissions (kg)	15.4	13.5	10.5	10.0	8.90	
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	0.000003	0.000003	0.000003	0.000002	0.000002	
Resources							
7	Human Resources	—	—	—	—	—	
7.1	Total Number of Employees	7,977	9,429	9,541	9,418	8,988	The 2018 employee number represents CenterPoint Energy prior to the merger with Vectren Corporation.
7.2	Percentage of Women in Total Workforce	—	25%	24%	23%	25%	
7.3	Percentage of Minorities in Total Workforce	—	35%	35%	36%	40%	
7.4	Total Number of Board of Directors/ Trustees	10	9	10	9	9	The number of Board of Directors reflects the year end of each year referenced.
7.5	Percentage of Women on Board of Directors/Trustees	20%	22%	20%	33%	22%	
7.6	Percentage of Minorities on Board of Directors/Trustees	—	—	—	—	—	

7.7	Employee Safety Metrics	–	–	–	–	–
7.7.1	Recordable Incident Rate	1.20	1.70	1.24	1.50	1.45
7.7.2	Lost-Time Case Rate	0.50	0.62	0.66	0.77	0.77
7.7.3	Days Away, Restricted and Transfer (DART) Rate	0.75	1.03	1	1.15	1.12
8	Fresh Water Resources used in Thermal Power Generation Activities	–	–	–	–	–
8.1	Water Withdrawals - Consumptive (Millions of Gallons)	2,391	2,311	3,740	2,688	2,841
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	84,575	60,154	48,074.00	86,957	44,825
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	0.00045	0.0005	0.00093	0.00043	0.00058
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	0.016	0.013	0.012	0.014	0.009
9	Waste Products	–	–	–	–	–
9.1	Amount of Hazardous Waste Manifested for Disposal (Metric Tons)	4,628	138	396	85	106
9.2	Percent of Coal Combustion Products Beneficially Used	81%	91%	84%	72%	78%

EEI/AGA ESG TEMPLATE REPORT



AGA REPORT

Parent Company: CenterPoint Energy, Inc.
 Operating Company(s): CenterPoint Energy, Inc.
 Business Type(s): Gas Distribution
 State(s) of Operation: Indiana, Louisiana, Minnesota, Mississippi, Ohio and Texas
 Regulatory Environment: Regulated
 Report Date: September 6, 2023

Ref. No.	Refer to the "Definitions" column for more information on each metric.	2018	2019	2020	2021	2022	Notes
Natural Gas Distribution							
1	METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS	–	–	–	–	–	2018 mains in service represent CenterPoint Energy prior to acquiring natural gas assets from Vectren in Indiana and Ohio. 2019, 2020, 2021 and 2022 data includes CenterPoint Energy's combined company mains in service, including the added Indiana and Ohio territory. On January 10, 2022, CERC Corporation completed the sale of its Arkansas and Oklahoma Natural Gas assets.
1.1	Number of Gas Distribution Customers	3,506,310	4,600,000	4,678,332	4,727,030	4,266,055	
1.2	Distribution Mains in Service	–	–	–	–	–	
1.2.1	Plastic (Miles)	43,625	57,107	58,187	59,969	52,145	
1.2.2	Cathodically Protected Steel - Bare & Coated (Miles)	31,544	39,369	39,191	38,600	30,854	
1.2.3	Unprotected Steel - Bare & Coated (Miles)	316	1,118	972	858	703	We are continuing to upgrade pipelines across our service territory, further reducing methane emissions and enhancing safety. We are actively working to eliminate the last remaining known cast-iron pipe, which is in our Indiana and Ohio system, by 2025.
1.2.4	Cast Iron / Wrought Iron - Without Upgrades (Miles)	6	134	114	80	59	
1.3	Plan/Commitment to Replace / Upgrade Remaining Miles of Distribution Mains (# Years to Complete)	–	–	–	–	–	
1.3.1	Unprotected Steel (Bare & Coated) (# Years to Complete)	63	118	146	114	155	
1.3.2	Cast Iron / Wrought Iron (# Years to Complete)	70	21	19	34	21	
2	Distribution CO2e Fugitive Emissions	–	–	–	–	–	
2.1	CO2e Fugitive Methane Emissions from Gas Distribution Operations (Metric Tons)	605,104	541,004	533,572	519,567	424,657	
2.2	CH4 Fugitive Methane Emissions from Gas Distribution Operations (Metric Tons)	24,174	21,684	21,317	20,743	16,966	
2.2.1	CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	1,259	1,129	1,110	1,080	884	
2.3	Annual Natural Gas Throughput from Gas Distribution Operations in Thousands of Standard Cubic Feet (Mscf/year)	715,762,088	726,681,357	660,839,141	667,859,592	657,754,404	
2.3.1	Annual Methane Gas Throughput from Gas Distribution Operations in Millions of Standard Cubic Feet (MMscf/year)	679,974	690,347	627,797	634,467	624,866	
2.4	Fugitive Methane Emissions Rate (Percent MMscf of Methane Emissions per MMscf of Methane Throughput)	0.19%	0.16%	0.18%	0.16%	0.14%	Fugitive emissions numbers for 2018-2022 include the CenterPoint Energy natural gas emissions from local distribution companies plus the historical emissions for the assets acquired from Vectren in 2019

CENTERPOINT ENERGY CAUTIONARY STATEMENT

This report contains statements concerning our expectations, beliefs, plans, objectives, goals, strategies, future operations, events, financial position, earnings, growth, costs, prospects, capital investments or performance or underlying assumptions and other statements that are not historical facts. These statements are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995.

You should not place undue reliance on forward-looking statements. Actual results may differ materially from those expressed or implied by these statements. You can generally identify our forward-looking statements by the words “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “forecast,” “goal,” “intend,” “may,” “objective,” “plan,” “potential,” “predict,” “projection,” “should,” “target,” “will,” or other similar words. The absence of these words, however, does not mean that the statements are not forward-looking.

We have based our forward-looking statements on our management's beliefs and assumptions based on information currently available to our management at the time the statements are made. Actual events and results may differ materially from those expressed or implied by these forward-looking statements. Any statement on this website regarding future events, such as CenterPoint Energy's carbon emission reduction goals, including its Net Zero emission goals, and its ability to achieve such goals and related timing thereof, the advancement of and use of new technologies for alternative energy sources, CenterPoint Energy's ability to achieve its generation transition, including its transition to cleaner energy, and the timing thereof, CenterPoint Energy's ability to continue to modernize its distribution grid, executive management continuity and succession planning, future board composition, corporate governance commitments, strategic plans and value creation, capital investments (including with respect to renewables projects, mobile generation spend), business opportunities, future financial performance and results of operations, renewable energy growth objectives and any other statement that is not historical fact are forward-looking statements. We caution you not to place undue reliance on any forward-looking statements and that assumptions, beliefs, expectations, intentions and projections about future events may and often do vary materially from actual results. Accordingly, we cannot assure you that actual results will not differ materially from those expressed or implied by our forward-looking statements.

Important factors that could cause actual results to differ materially from those indicated by the provided forward-looking information include risks and uncertainties relating to: (1) CenterPoint Energy's business strategies and strategic initiatives, restructurings, including the completed internal restructuring of certain subsidiaries, joint ventures and acquisitions or dispositions of assets or businesses, including the completed sales of its Natural Gas businesses in Arkansas and Oklahoma and Energy Systems Group, LLC and its subsidiaries, the exit from the midstream sector, which we cannot assure will have the anticipated benefits to CenterPoint Energy; (2) industrial, commercial and residential growth in our service territories and changes in market demand, including the effects of energy efficiency measures and demographic patterns; (3) CenterPoint Energy's ability to fund and invest planned capital and the timely recovery of CenterPoint Energy's investments, including those related to Indiana Electric's generation transition plan as part of its Integrated Resource Plans; (4) CenterPoint Energy's ability to successfully construct, operate, repair and maintain electric generating facilities, natural gas facilities, temporary emergency electric energy facilities (TEEEF) and electric transmission facilities, including complying with applicable environmental standards and the implementation of a well-balanced energy and resource mix, as appropriate; (5) timely and appropriate rate actions that allow recovery of costs and a reasonable return on investment, including the timing and amount of recovery of Houston Electric's TEEEF leases; (6) economic conditions in regional and national markets, including inflation, interest rates and instability of banking institutions, and their effect on sales, prices and costs; (7) weather variations and other natural phenomena, including the impact of severe weather events on operations, capital and legislation such as seen in connection with the February 2021 winter storm event; (8) increases in commodity prices; (9) volatility in the markets for natural gas as a result of, among other factors, armed conflicts, including the conflict in Ukraine and the related sanctions on certain Russian entities; (10) changes in rates of inflation; (11) continued disruptions to the global supply chain, including tariffs and other legislation impacting the supply chain, that could prevent CenterPoint Energy from securing the resources needed to, among other things, fully execute on its 10-year capital plan or achieve its Net Zero and carbon emissions reduction goals; (12) non-payment for our services due to financial distress of our customers and the ability of our customers, including retail electric providers (REPs), to satisfy their obligations to CenterPoint Energy, Houston Electric and CERC, and the negative impact on such ability related to adverse economic conditions and severe weather events; (13) public health threats, such as COVID-19, and their effect on CenterPoint Energy's operations, business and financial condition, its industries and the communities it serves, U.S. and world financial markets and supply chains, potential regulatory actions and changes in customer and stakeholder behavior relating thereto; (14) state and federal legislative and regulatory actions or developments affecting various aspects of CenterPoint Energy's businesses, including, among others, energy deregulation or re-regulation, pipeline integrity and safety and changes in regulation and legislation pertaining to trade, health care, finance and actions regarding the rates charged by our regulated businesses; (15) direct or indirect effects on CenterPoint Energy's facilities, resources, operations and financial condition resulting from terrorism, cyber attacks or intrusions, data security breaches or other attempts to disrupt their businesses or the businesses of third parties, or other catastrophic events such as fires, ice, earthquakes, explosions, leaks, floods, droughts, hurricanes, tornadoes and other severe weather events, pandemic health events or other occurrences; (16) tax legislation, including the effects of the Coronavirus Aid, Relief, and Economic Security (CARES) Act and the Inflation Reduction Act (IRA) (which includes but is not limited to any potential changes to tax rates, Corporate Alternative Minimum Tax imposed, tax credits and/or interest deductibility), as well as any changes in tax laws under the current or future administrations, and uncertainties involving state commissions' and local municipalities' regulatory requirements and determinations regarding the treatment of excess deferred income taxes and CenterPoint Energy's rates; (17) CenterPoint Energy's ability to mitigate weather impacts through normalization or rate mechanisms, and the effectiveness of such mechanisms; (18) actions by credit rating agencies, including any potential downgrades to credit ratings; (19) matters affecting regulatory approval, legislative actions, construction, implementation of necessary technology or other issues with respect to major capital projects that result in delays or cancellation or in costs that cannot be recouped in rates; (20) local, state and federal legislative and regulatory actions or developments relating to the environment, including, among others, those related to global climate change, air emissions, carbon, waste water discharges and the handling and disposal of coal combustion residuals that could impact operations, cost recovery of generation plant costs and related assets, and CenterPoint Energy's Net Zero and carbon emissions reduction goals; (21) the impact of unplanned facility outages or other closures; (22) the sufficiency of CenterPoint Energy's insurance coverage, including availability, cost, coverage and terms and ability to recover claims; (23) the availability and prices of raw materials and services and changes in labor for current and future construction projects and operations and maintenance costs, including our ability to control such costs; (24) impacts from CenterPoint Energy's pension and postretirement benefit plans, such as the investment performance and increases to net periodic costs as a result of plan settlements and changes in assumptions, including discount rates; (25) changes in interest rates and their impact on costs of borrowing and the valuation of CenterPoint Energy's pension benefit obligation; (26) commercial bank and financial market conditions, including disruptions in the banking industry, CenterPoint Energy's access to capital, the cost of such capital, impacts on CenterPoint Energy's vendors, customers, and suppliers, and the results of CenterPoint Energy's financing and refinancing efforts, including availability of funds in the debt capital markets; (27) inability of various counterparties to meet their obligations to CenterPoint Energy; (28) the extent and effectiveness of CenterPoint Energy's risk management activities; (29) timely and appropriate regulatory actions, which include actions allowing securitization, for any hurricanes or other severe weather events, or natural disasters or other recovery of costs, including stranded coal-fired generation asset costs; (30) acquisition and merger or divestiture activities involving CenterPoint Energy or its industry, including the ability to successfully complete merger, acquisition and divestiture plans; (31) CenterPoint Energy's ability to recruit, effectively transition and retain management and key employees and maintain good labor relations; (32) changes in technology, particularly with respect to efficient battery storage or the emergence or growth of new, developing or alternative sources of generation, and their adoption by consumers; (33) the impact of climate change and alternate energy sources on the demand for natural gas and electricity generated or transmitted by us; (34) the timing and outcome of any audits, disputes and other proceedings related to taxes; (35) the recording of impairment charges; (36) political and economic developments, including energy and environmental policies under the current administration; (37) the transition to a replacement for the LIBOR benchmark interest rate; (38) CenterPoint Energy's ability to execute on its strategy, initiatives, targets and goals, including its Net Zero and carbon emissions reduction goals and its operations and maintenance expenditure goals; (39) the outcome of litigation, including litigation related to the February 2021 winter storm event; (40) obligations related to warranties, guarantees and other contractual and legal obligations; (41) the effect of changes in and application of accounting standards and pronouncements; and (42) other factors discussed in CenterPoint Energy's Annual Report on Form 10-K for the fiscal year ended December 31, 2022, its Quarterly Reports on Form 10-Q for the quarters ended March 31, 2023 and June 30, 2023, and other reports CenterPoint Energy or its subsidiaries may file from time to time with the Securities and Exchange Commission.

This report contains time-sensitive information that is accurate as of September 14, 2023. Some of the information in this report is unaudited and may be subject to change. We undertake no obligation to update the information presented herein, except as required by law.

Net Zero Disclaimer: CenterPoint Energy's **Scope 1 emissions** estimates are calculated from emissions that directly come from its operations. CenterPoint Energy's **Scope 2 emissions** estimates are calculated from emissions that indirectly come from its energy usage, but because Texas is in an unregulated market, its Scope 2 estimates do not take into account Texas electric transmission and distribution assets in the line loss calculation and exclude emissions related to purchased power between 2024E-2026E. CenterPoint Energy's **Scope 3 emissions** estimates are based on the total natural gas supply delivered to residential and commercial customers as reported in the U.S. Energy Information Administration (EIA) Form EIA-176 reports and do not take into account the emissions of transport customers and emissions related to upstream extraction. While CenterPoint Energy believes that it has a clear path towards achieving its Net Zero emissions (Scope 1 and certain Scope 2) by 2035 goals, its analysis and path forward required it to make a number of assumptions. These goals and underlying assumptions involve risks and uncertainties and are not guarantees. Should one or more of our underlying assumptions prove incorrect, CenterPoint Energy's actual results and ability to achieve Net Zero emissions by 2035 could differ materially from its expectations. Certain of the assumptions that could impact our ability to meet its Net Zero emissions goals include, but are not limited to: emission levels, service territory size and capacity needs remaining in line with company expectations (inclusive of changes related to the sale of CenterPoint's Natural Gas businesses in Arkansas and Oklahoma); regulatory approval of Indiana Electric's generation transition plan; impacts of future environmental regulations or legislation; impacts of future carbon pricing regulation or legislation, including a future carbon tax; price, availability and regulation of carbon offsets; price of fuel, such as natural gas; cost of energy generation technologies, such as wind and solar, natural gas and storage solutions; adoption of alternative energy by the public, including adoption of electric vehicles; rate of technology innovation with regards to alternative energy resources; CenterPoint Energy's ability to implement its modernization plans for its pipelines and facilities; the ability to complete and implement generation alternatives to Indiana Electric's coal generation and retirement dates of Indiana Electric's coal facilities by 2035; the ability to construct and/or permit new natural gas pipelines; the ability to procure resources needed to build at a reasonable cost, the lack of or scarcity of resources and labor, the lack of any project cancellations, construction delays or overruns and the ability to appropriately estimate costs of new generation; impact of any supply chain disruptions; changes in applicable standards or methodologies; and enhancement of energy efficiencies.