CenterPoint Energy 2022 Corporate Sustainability Report

CenterPoint Energy

Committed to Building a Cleaner Energy Future

ABOUT CENTERPOINT ENERGY

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CenterPoint Energy is a trusted energy partner for our communities and customers, and we are committed to doing our part to transition toward a cleaner energy future.

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, 2021, the company owned approximately $38 billion in assets.

With approximately 9,400 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 maintaining safety, affordability, reliability and quality of life.

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

COMMITTED TO DELIVERING A CLEANER ENERGY FUTURE

NET ZERO 2035
NET-ZERO EMISSIONS BY 2035

AFFORDABLE CONSERVATION AND ENERGY-EFFICIENCY PROGRAMS

RENEWABLES AND ALTERNATIVE FUEL PROGRAMS

PILOT PROGRAMS AND INNOVATIVE TECHNOLOGIES

SUSTAINABLE INFRASTRUCTURE

Electric Transmission & Distribution

We own and maintain the wires, poles and associated electric infrastructure serving more than 2.8 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 are committed to the reliable delivery of electricity generated by power plants and renewable energy resources to homes and businesses.

more than
2.8 MILLION
ELECTRIC
Metered Customers
As of December 31, 2021

2 STATES

more than
4.7 MILLION
GAS
Metered Customers

8 STATES

Natural Gas Distribution

As of December 31, 2021, we sold and delivered natural gas to 4.7 million homes and businesses in eight states: Arkansas, Indiana, Louisiana, Minnesota, Mississippi, Ohio, Oklahoma and Texas, including the high-growth areas of Houston and Minneapolis. On January 10, 2022, CenterPoint Energy closed on the sale of our local distribution companies in Oklahoma and Arkansas.

As of December 31, 2021

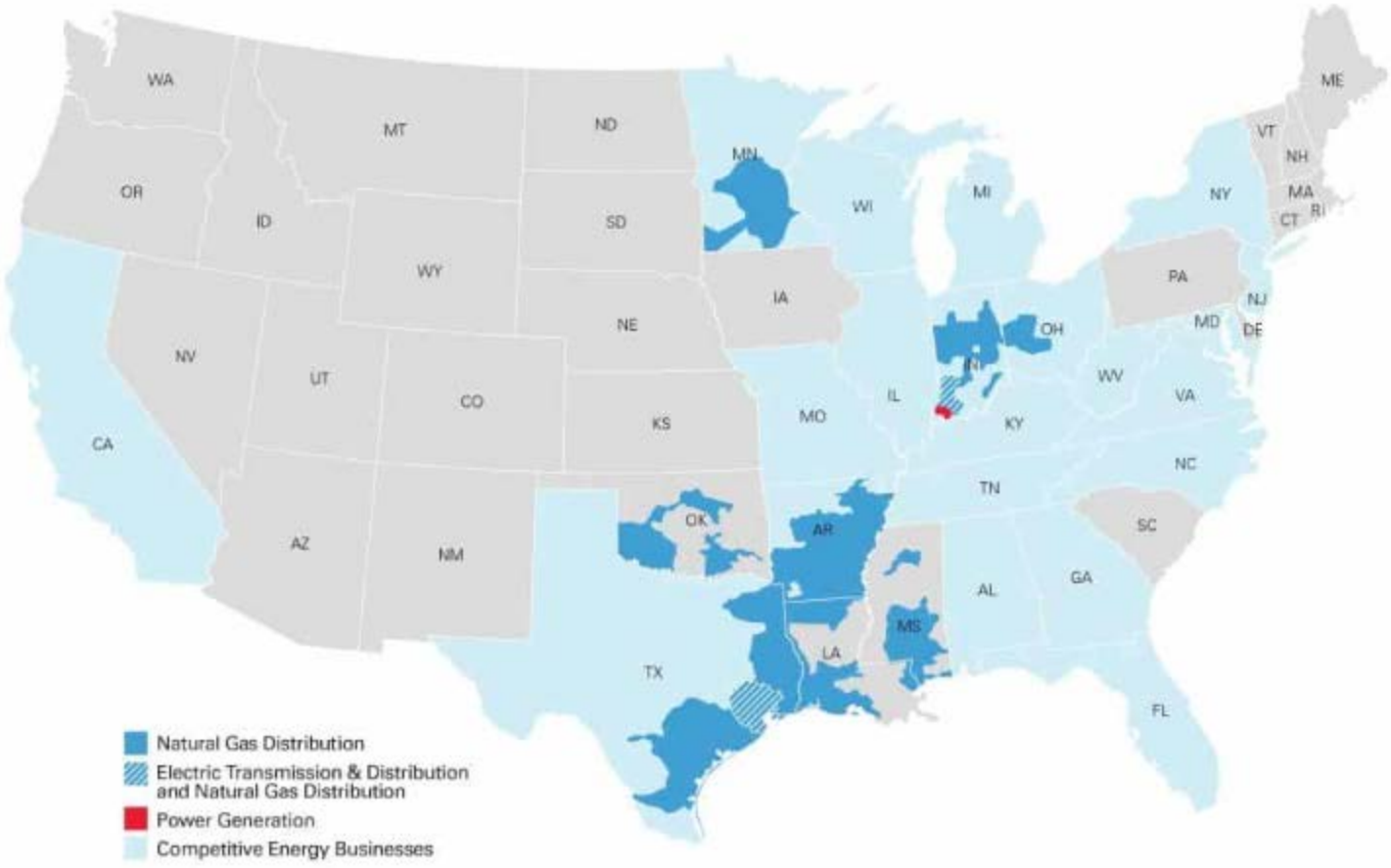
We're continuing to invest in modernizing our natural gas infrastructure and are committed to eliminating the remaining cast-iron pipe in our system.

Competitive Energy Business

Our competitive energy businesses include energy-related services, energy efficiency and sustainability solutions; and owning and operating intrastate natural gas pipeline systems. Our competitive energy businesses' footprint spans more than 20 states.

PROJECT ACTIVITY *in more than* **20 STATES**

CENTERPOINT ENERGY COMBINED SERVICE AREA



ABOUT THIS REPORT

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Building a Cleaner Energy Future

We are committed to providing investors and other stakeholders with transparent information about the company's environmental, social and governance (ESG) priorities and key issues, while also highlighting relevant data and examples. This website demonstrates our progress on ESG-related 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 ESG Data Center. Our reporting follows the Global Reporting Initiative (GRI) framework and has been prepared in accordance with the GRI Standards: Core option.

We disclose information using the Sustainability Accounting Standards Board (SASB) standards in the ESG 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.

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 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

ONE OF NEWSWEEK'S MOST RESPONSIBLE COMPANIES IN THE UNITED STATES

In 2020, 2021 and 2022, Newsweek recognized 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 18TH ANNUAL SUSTAINED EXCELLENCE PARTNER OF THE YEAR AWARD

ENERGY STAR® honored CenterPoint Energy with the 2022 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. CenterPoint Energy 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.

2021 TREE LINE USA COMPANY

CenterPoint Energy was named a 2021 Tree Line USA company for the 15th consecutive year by the Arbor Day Foundation for its commitment to proper tree pruning, planting and caring throughout its service area. Tree Line USA is a partnership between the Foundation and the National Association of State Foresters that recognizes public and private utilities for pursuing practices that protect and enhance America's urban trees.

TREE LINE USA®

SUPPLIER DIVERSITY AWARDS AND RECOGNITION

- Subcontractors USA – 2021 Supplier Diversity Champion Award
- *Houston Business Journal's* 2021 Outstanding Supplier Diversity Award
- Houston Minority Supplier Development Council 2021 Award
  - Middle Market Engagement Award Prime Supplier Engagement Award
- Women's Business Enterprise Alliance 2021 Awards
  - Cutting Edge Award for Outstanding Utilization of Women Business Enterprises
  - Cutting Edge Award for Outstanding Expenditures with Women Business Enterprises
  - Cutting Edge Award for Advocate of the Year

2021 HOUSTON BAR ASSOCIATION DIVERSITY AWARD

CenterPoint Energy received the 2021 Houston Bar Association Diversity Award in the Corporate Legal Department category. The award focuses on the promotion and successful implementation of business measures that support and expand diversity, equity and inclusion in recruiting and hiring, career advancement, mentoring opportunities, training, company policies, supplier diversity, relationships with key stakeholders and community involvement. CenterPoint Energy's Legal team focuses on sustainable, long-term actions that build on the company's diversity and inclusion vision.

2021 MAGNA STELLA® AWARD

CenterPoint Energy's Legal team was honored with the Magna Stella® Award in the category of Excellence in Diversity and Inclusion, presented by the Texas General Counsel Forum. The Magna Stella Awards program recognizes in-house excellence in Texas corporations, organizations and government agencies.

2021 HOUSTON CORPORATE COUNSEL AWARD

CenterPoint Energy's Monica Karuturi, Executive Vice President and General Counsel, and Jason Ryan, Executive Vice President, Regulatory Services and Government Affairs, were honored with the 2021 Houston Corporate Counsel Award for Achievement in Pro Bono and Public Service by The Texas Lawbook publication and the Association of Corporate Counsel's Houston Chapter.

ESG GOVERNANCE

ESG GOVERNANCE

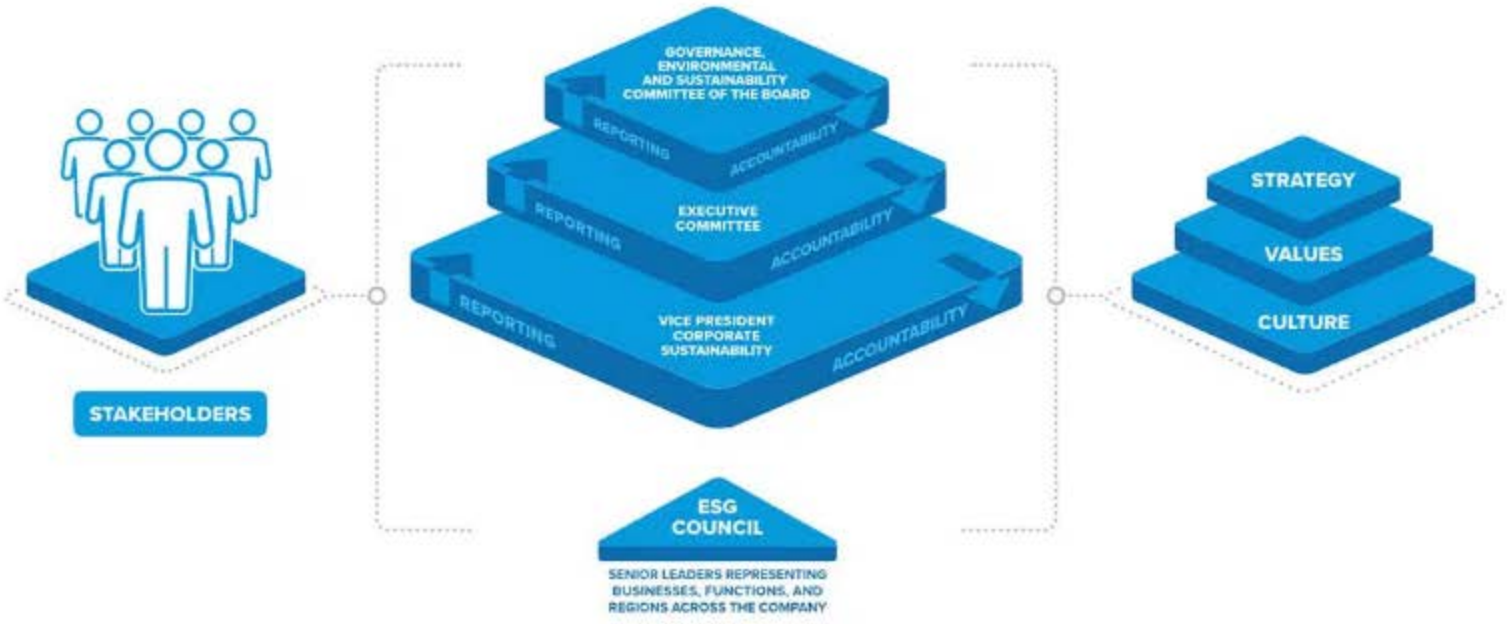
Responsible corporate governance and ethical conduct are key priorities for CenterPoint Energy.

We believe that corporate governance – including strong ethics and compliance, as well as environmental, social and governance (ESG) 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**.

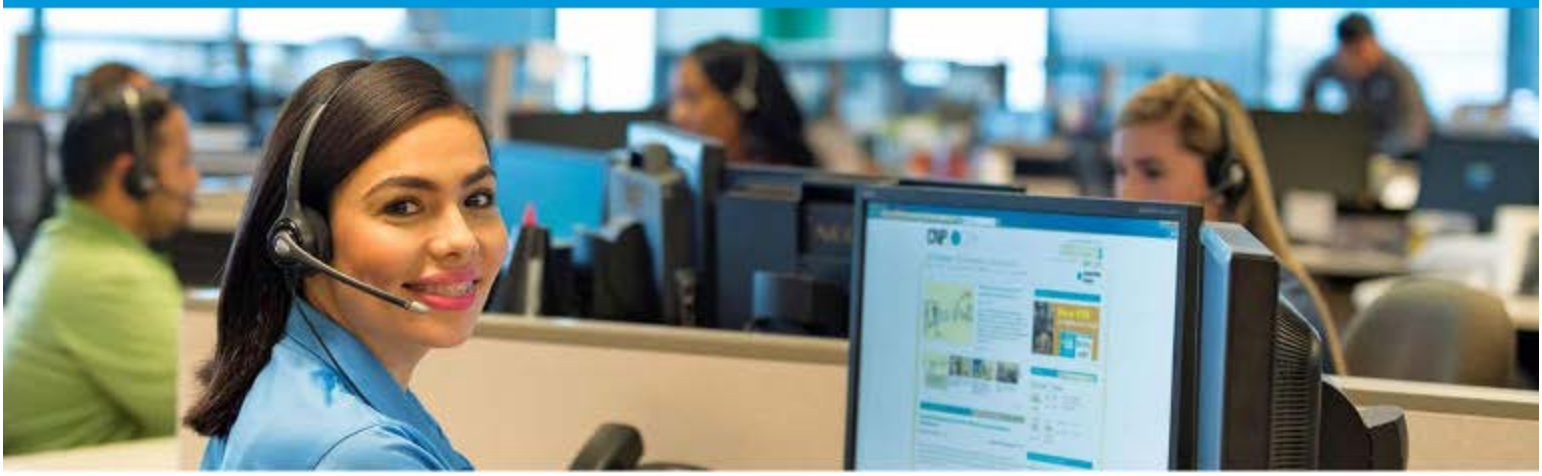
The Governance, Environmental and Sustainability Committee of the Board of Directors has primary responsibility for assessing CenterPoint Energy's sustainability strategy and initiatives. The Governance, Environmental and Sustainability Committee receives regular reports from the Vice President of Environmental and Corporate Sustainability about the company's ESG and sustainability initiatives and strategies. 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.

Advancing CenterPoint Energy's cleaner energy future and ESG strategy through performance, disclosure and governance.



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. Values-based conduct, in addition to being the right way, is simply good business.

Our Ethics and Compliance Code forms the foundation for who we are and how we conduct business. Values-based conduct, in addition to being the right way, is simply good business.

The Ethics and Compliance Code, which was refreshed in 2021, serves as a roadmap that incorporates our values into the decisions we make every day. The Ethics and Compliance Code provides an overview of the laws, regulations and policies applicable to all directors, officers and employees.

TRAINING

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.

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

All active employees and Board members received Ethics and Compliance training in 2021. 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 Securities and Exchange Commission.

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.

AUDITS AND RISK ASSESSMENTS

CenterPoint Energy requires periodic external assessments of its Ethics and Compliance Department and Program. Our Ethics and Compliance Program and Ethics and Compliance Concerns Helpline metrics are benchmarked regularly with other utilities and industries to remain vigilant on trends and best practices, and we participate in various organizations and events to keep our program current.

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. In 2021, the function worked with a consultant to review CenterPoint Energy's approach to Enterprise Risk Management, develop a roadmap to align our program with industry best practices and expectations of our stakeholders, and introduce new risk assessment tools.

Safety

We Provide a Safe and Healthy Work Environment

We remain committed to 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 and Promote Diversity, Equity and Inclusion

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

TRAINING

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

100% of active employees and Board members received training on our Code in 2021.

ANTI-BRIBERY AND ANTI-CORRUPTION

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 Chairman 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.

REPORTING OR RAISING CONCERNS

concerns Helpline 888.888.3155

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, online at https://centerpointenergy.ethicspoint.com or via a mobile-friendly site.

ETHICS AND COMPLIANCE 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.

ETHICS AND COMPLIANCE CONCERNS HELPLINE

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

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

Employees, customers, contractors and vendors can reach the Ethics and Compliance Concerns Helpline at 888-888-3155, online at https://centerpointenergy.ethicspoint.com or via a mobile-friendly site. Available 24-hours-a-day, seven-days-a-week, the Helpline supports multiple languages and allows individuals to 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 about concerns.

EXECUTIVE COMMITTEE

POSITIONING OUR COMPANY FOR LONG-TERM SUCCESS.

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
President & Chief Executive Officer

Scott E. Doyle
Executive Vice President, Utility Operations

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

Monica Karuturi
Executive Vice President & General Counsel

Gregory Knight
Executive Vice President, Customer Transformation & Business Services

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

Jason P. Wells
Executive Vice President & Chief Financial Officer

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

A DIVERSE, ENGAGED BOARD OF DIRECTORS

A DIVERSE, ENGAGED BOARD OF DIRECTORS

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

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.

Our Board is chaired by Mr. Martin H. Nesbitt. Our Chief Executive Officer, Mr. 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 Mr. 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

As of April 22, 2022

Martin H. Nesbitt
Independent Chairman of the Board

Wendy Montoya Cloonan

Earl M. Cummings

Christopher H. Franklin

David J. Lesar

Raquelle W. Lewis

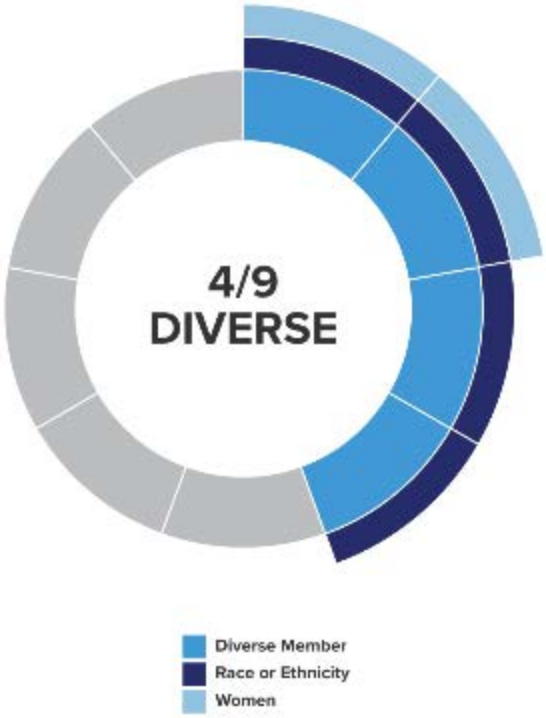
Theodore F. Pound

Phillip R. Smith

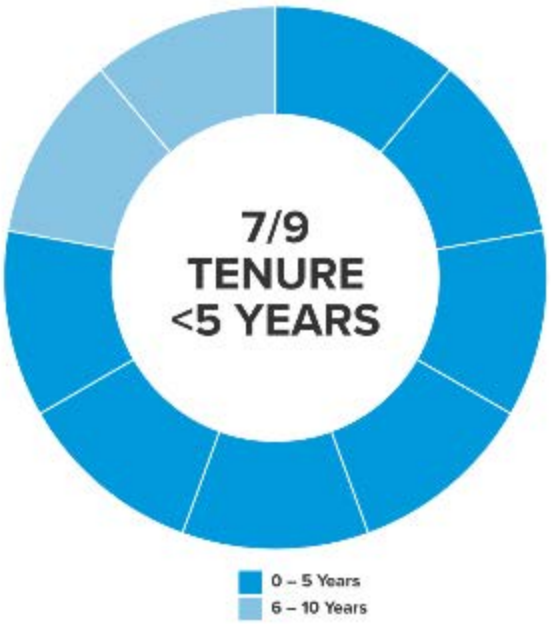
Barry T. Smitherman

*Per our Board Charter, a minimum of four meetings are held per year.

BOARD DIVERSITY



BOARD TENURE



As of April 22, 2022

EXECUTIVE SUCCESSION PLANNING AND LEADERSHIP DEVELOPMENT

The Board, in conjunction with management, is refreshing its current executive succession plan for the company, which, among other things, is intended to identify senior executive talent and provide development opportunities. We also believe in the importance of continuing to build a strong pipeline of capable leadership and strive to do just that through our leadership development programs conducted by CNP University, our corporate university.

Our Board of Directors collectively represents the following backgrounds, key skills and competencies:

- Regulated Electric / Natural Gas Distribution Utility Experience
- Public Company Board Service
- Current or Recent Public Company Senior Executive Officer
- Legal and Regulatory Experience
- Strategic Planning / Mergers and Acquisitions Experience
- Corporate Governance Experience
- Accounting, Banking and Financial Literacy
- Risk Management Experience
- Human Capital Management Experience
- Business Operations Experience
- Natural Gas / Oil Midstream Experience
- Executive Compensation Experience
- Technology Experience
- Communications / Crisis Management
- Construction / Capital Projects
- Community Relationships / Non-Profit or Charitable Board Service

To learn more about the company's Board of Directors, including individual biographies, visit the Leadership section of CenterPointEnergy.com.

BOARD COMMITTEES

BOARD COMMITTEES

Our Board of Directors is chaired by Mr. Martin H. Nesbitt. Our Chief Executive Officer, Mr. 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. 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:

BOARD COMMITTEE COMPOSITION

BOARD MEMBER	AUDIT	COMPENSATION	GOVERNANCE, ENVIRONMENTAL AND SUSTAINABILITY
Wendy M. Cloonan	–	Member	Member
Earl M. Cummings	Member	Member	Governance, Environmental and Sustainability Chair
Christopher H. Franklin	Member	–	Member
Raquelle W. Lewis	–	Member	Member
Theodore F. Pound	Member	Compensation Committee Chair	–
Phillip R. Smith	Audit Committee Chair	–	Member
Barry T. Smitherman	Member	Member	–
Number of Meetings Held in 2021	8	4	6

As of April 22, 2022

LEADERSHIP MESSAGE

DAVE LESAR
President and Chief Executive Officer

LEADERSHIP MESSAGE

A Message from Dave Lesar, President and Chief Executive Officer

Dear Stakeholders,

At CenterPoint Energy, our ESG commitments are foundational to our premium value proposition. Two of the three pillars of our value proposition directly underpin these ESG commitments, 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.

Advancing our cleaner energy transition.

In the fall of 2021, in furtherance of our journey to execute on our strategy to transform CenterPoint Energy into a premium utility through sustainable growth, we took a significant transformational step with the announcement of meaningful goals for reducing carbon emissions attributable to our operations and customer usage. Given our headquarters in Houston, the heart of the nation's energy industry and the fourth largest city in the United States, our customers expect us to be an industry leader in the transition to safe, cleaner and resilient energy, and we intend to meet this expectation with our announced leading goals to achieve Net Zero for our Scope 1 (direct) and Scope 2 (indirect) greenhouse gas emissions by 2035. Meeting our Net Zero goals are critical to our success, so, beginning in 2022, we have aligned our executive compensation to support achievement of these and other ESG goals.

Our path to Net Zero is based upon actionable pathways, with minimal reliance on carbon offsets, and we are well on our way to meeting that goal. In 2022 we continued to reduce GHG emissions attributable to our natural gas operating systems through our infrastructure modernization plans, and we are successfully executing on our generation transition plan in Indiana. Specifically, we have advanced our transition to Net Zero with the addition of approximately 700 megawatts of utility solar projects that have either been approved, or are pending approval, and just recently received final approval for the replacement of the A.B. Brown coal-fired units with new lower carbon natural gas-fired combustion turbines. These new natural gas-fired combustion turbines are expected to provide reliable power to complement and support our expanding renewable portfolio. And we are very excited to announce the successful launch of our first green hydrogen pilot project in Minnesota, using renewable electricity to produce zero-carbon hydrogen for addition to our gas distribution system.

Providing sustainable, resilient and affordable customer service.

In order to remain sustainable, cleaner energy must remain affordable. CenterPoint Energy's continuing focus on customer affordability centers around a disciplined focus on driving annual 1-2% O&M savings, coupled with annual 1-2% organic growth. In addition to our disciplined approach, CenterPoint Energy's utilities are located in constructive regulatory environments and the company has been working successfully with its regulators to mitigate impacts from high gas costs related to winter storm Uri.

Strengthening our communities.

Our company maintains a strong focus on the communities we serve. In 2022, the CenterPoint Energy Foundation announced a $2.8 million commitment to support economically disadvantaged communities that are part of the City of Houston's Complete Communities Initiative. These

investments are funding projects to advance equity, vitality and resiliency in the communities we serve. We also continue to collaborate with the City of Houston as a partner in the City's regional master energy plan, Resilient Now. A great example of this collaboration is our corporate goal to transition our light duty fleet to electric vehicles, coupled with the City's desire to significantly grow vehicle electrification opportunities throughout its footprint and CenterPoint Energy's plans to provide the infrastructure necessary to enable the City to meet its vehicle electrification goals.

We continue to believe that we must lead by example, and we are very proud of our accomplishments this year in advancing our cleaner energy transition and strengthening the communities we serve.

Dave Lesar
President and Chief Executive Officer, CenterPoint Energy

August 12, 2022

ESG STRATEGY & OVERSIGHT

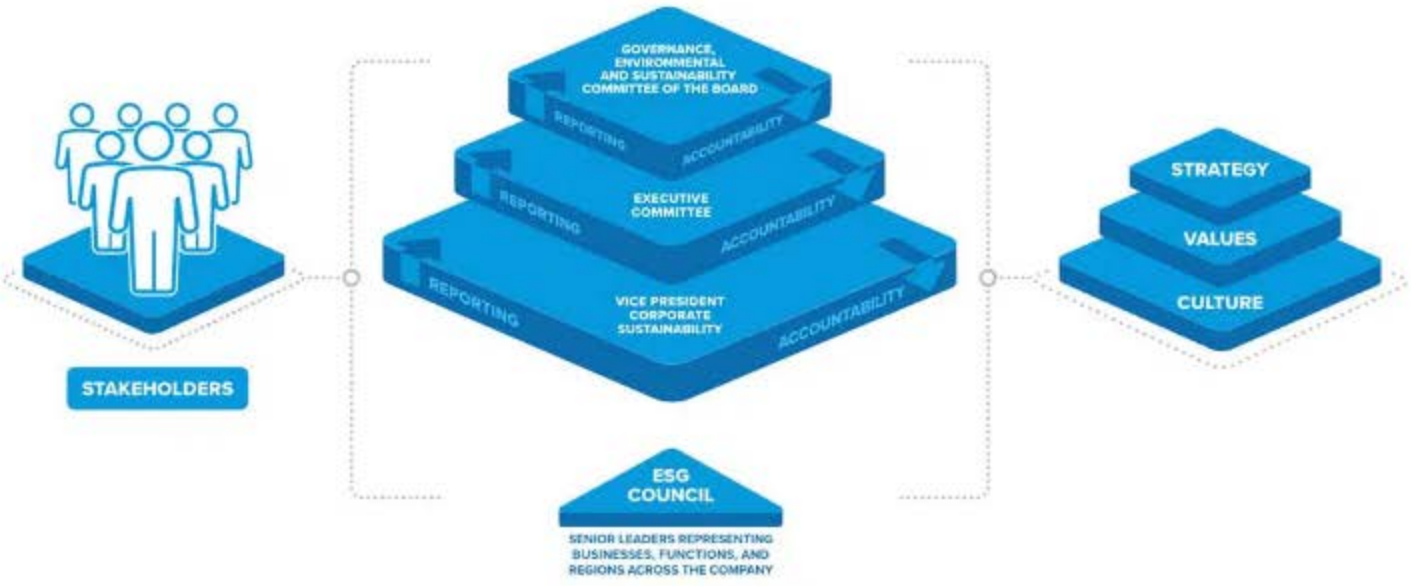
ESG STRATEGY & OVERSIGHT

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 quarterly reports from the Vice President of Environmental and Corporate Sustainability 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 is committed to integrating 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.

Advancing CenterPoint Energy's cleaner energy future and ESG strategy through ESG performance, disclosure and governance.



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.
- Our Corporate Sustainability Department implements the company's ESG strategy and reporting, communications, data collection and responses to investor surveys, ratings and rankings.

CenterPoint Energy's Board of Directors has charged the Board's Governance, Environmental and Sustainability Committee with oversight responsibility of the company's ESG strategy and initiatives. The Governance, Environmental and Sustainability Committee receives regular reports from management on environmental and sustainability activities and risks, including risks related to climate change. This committee also provides regular updates to the Board on ESG strategy and initiatives.

GOVERNANCE, ENVIRONMENTAL AND SUSTAINABILITY COMMITTEE

CenterPoint Energy's Board of Directors has charged the Board's Governance, Environmental and Sustainability Committee with oversight responsibility of the company's environmental matters, as well as assessing its sustainability strategy and initiatives. The Governance, Environmental and Sustainability Committee, the Board or both receive quarterly reports from management on the company's environmental and sustainability activities and risks, including risks related to climate change.

Senior management executes the company's ESG strategy, which includes our commitment to a cleaner energy future by working with partners, customers, employees and other stakeholders to reduce carbon emissions across our operations and throughout the supply chain.

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.

ESG COUNCIL

CenterPoint Energy established an ESG Council in 2018 to identify, evaluate and recommend strategic directions and opportunities that promote ESG objectives aligned with our strategy and goals. The Council also provides oversight of the company's Net Zero and carbon emissions reduction goal implementation and carbon risk management.

The ESG Council includes senior leadership representation from businesses and functions across the company – including Electric and Natural Gas Operations, Regulatory, Legal, Power Generation, Safety, Human Resources and Finance, along with regional leaders. The Council is led by the Vice President of Environmental and Corporate Sustainability and the Vice President of Investor Relations and Treasurer.

ENTERPRISE RISK MANAGEMENT

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.

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. Our Executive Vice President and General Counsel facilitates Risk Oversight Committee meetings. The Risk Oversight Committee provides risk assessment and control for certain business activities.

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

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

Responsible Enterprise Risk Management Guided by Our Risk Policy

BOARD RISK REVIEWS INCLUDE THE FOLLOWING AREAS, AMONG OTHERS:

- Safety
- ESG Matters
- Business strategy & policy, including industry and economic developments
- Operations and system integrity
- Litigation and other legal matters
- Supply Chain

Regulatory and legislative developments

Cybersecurity and Data Privacy

Human capital management and diversity, equity and inclusion

Annual budget, including capital investment plan

Integration

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

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

- CenterPoint Energy's companywide **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.

Major risks are disclosed in our annual report on Form 10-K (in particular, see Item 1A regarding Risk Factors), our quarterly report on Form 10-Q for the quarter ended March 31, 2022, 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 2022 Proxy Statement.

DATA PRIVACY

DATAPRIVACY
PREPARE. PROTECT. PRESERVE.

DATA PRIVACY

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.

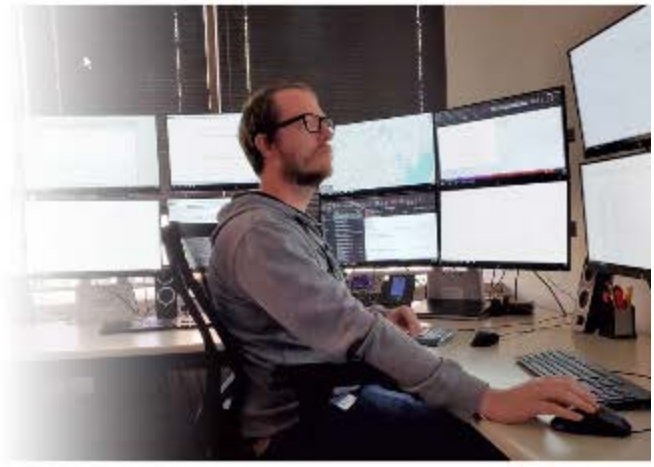
We maintain safeguards and accountability measures to help manage and protect the personal information entrusted to the company.

Just as we care for CenterPoint Energy's physical property, we are committed to protecting the personal information we use to do our job.

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 protect our employee's personal information.



GOVERNANCE AND OVERSIGHT

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

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 Deputy Data Privacy Officer and Associate General Counsel, and 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, including a Privacy Incident Response Plan, Customer Identity Theft Prevention Program, and Data Classification and Control 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 our records clear, accurate and complete.

We are also committed to identifying and preserving 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

Since COVID-19 began, 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, COVID-19 scams and opening unknown links. All employees are required to complete privacy and information security training annually.

STAKEHOLDER ENGAGEMENT

STAKEHOLDER ENGAGEMENT

Feedback from our stakeholders helps to inform our business plans and strategies.

Our major stakeholders include individuals and groups who impact – or are impacted by – our company and business operations. They include customers, communities, employees, investors, suppliers and regulators, among other stakeholders. We believe that good governance practices include maintaining a consistent and transparent dialogue throughout the year with our stakeholders.

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. This feedback is shared with the Board.

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 • Economic Development	• 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	• Call center • CenterPoint Energy website • Customer Service online webchat • 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 Concerns • Helpline for grievances
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 • COVID-19 • Training and development • Non-discrimination	• 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

	• Employee engagement	• 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
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: • Supplier Diversity Advisory Council 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 • Supplier Code of Conduct • Ethics and Compliance Concerns Helpline

GRI MATERIAL TOPICS

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	Advancing diversity, equity and inclusion to support our colleagues, customers, contractors, suppliers and community members, regardless of race, gender, color, sexual orientation, age, religion, 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 companywide; 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, reduce GHG emissions and intensity	Customers, Investors, Government, NGOs
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 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

POLITICAL ENGAGEMENT

Christine Keck, Director of Federal Government Affairs, and Christe Singleton, Vice President, Minnesota Gas, engaged with Capitol Hill and completed a Washington, D.C., blitz focused on pipeline safety re-authorization legislation.

POLITICAL ENGAGEMENT

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 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 as required by 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.

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 approval 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.

SOCIAL IMPACT

9,418
EMPLOYEES

SOCIAL IMPACT

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, 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.

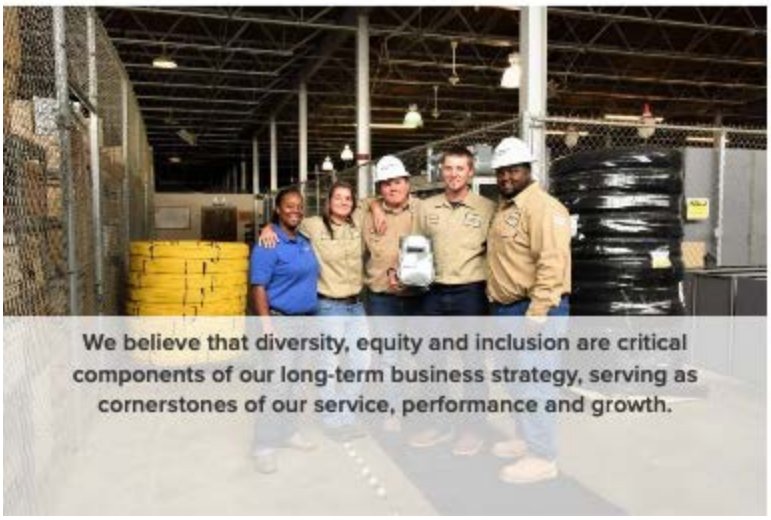
Our successful performance is a testament to our employees, who validate our values of Safety, Integrity, Accountability, Initiative and Respect through their actions and commitments.

$18.6 Million — **Total Community Investments in 2021**

$270 Million — **Total Diverse Supplier Spend in 2021**

As of December 31, 2021

Commitment to providing safe, reliable energy and outstanding customer service.



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

In the midst of a natural disaster, our employees reinforce CenterPoint Energy's reputation for helping those in need.

DIVERSITY, EQUITY & INCLUSION

DIVERSITY, EQUITY & INCLUSION

Delivering electricity and natural gas to millions of customers across our communities takes the energy of everyone in a diverse, equitable and inclusive 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 are committed to advancing diversity, equity and inclusion to support our colleagues, customers, contractors, suppliers and community members, regardless of race, gender, color, sexual orientation, age, religion, or physical or mental disability, so they have an equal opportunity to thrive.

"We are on an important journey to enhance our focus on diversity, equity and inclusion 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

We have formed a companywide Diversity, Equity and Inclusion Council to provide governance and oversight on diversity, equity and inclusion efforts, promote company diversity activities and drive companywide communication. Our Executive Vice President and Chief Human Resources Officer and our Executive Vice President and General Counsel serve as executive sponsors.

Our Board's Compensation Committee oversees the company's diversity, equity and inclusion initiatives, in addition to compensation policies and practices. Our leadership and employees share in implementing this companywide commitment by treating each other, our customers and our stakeholders with respect and fairness, and by promoting inclusion in their business interactions.

A percentage of certain executive compensation is tied to ESG goals, including accounting for diversity and inclusion.

CenterPoint Energy is on a quest.

A quest to learn better.
To listen better.
To do better. Every day.

WORKFORCE DIVERSITY

CenterPoint Energy is committed to our diversity, equity and inclusion journey.

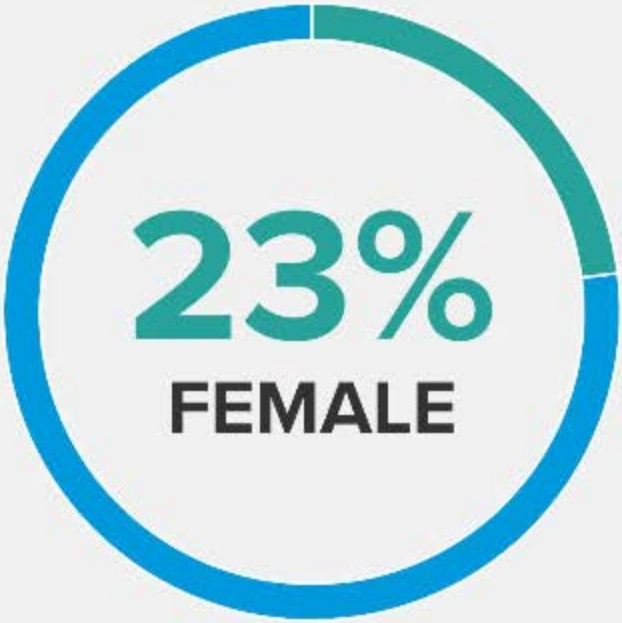
WORKFORCE DIVERSITY

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.

9,418 EMPLOYEES companywide

630 VETERANS (as self-identified)

FEMALES AS PERCENTAGE OF WORKFORCE



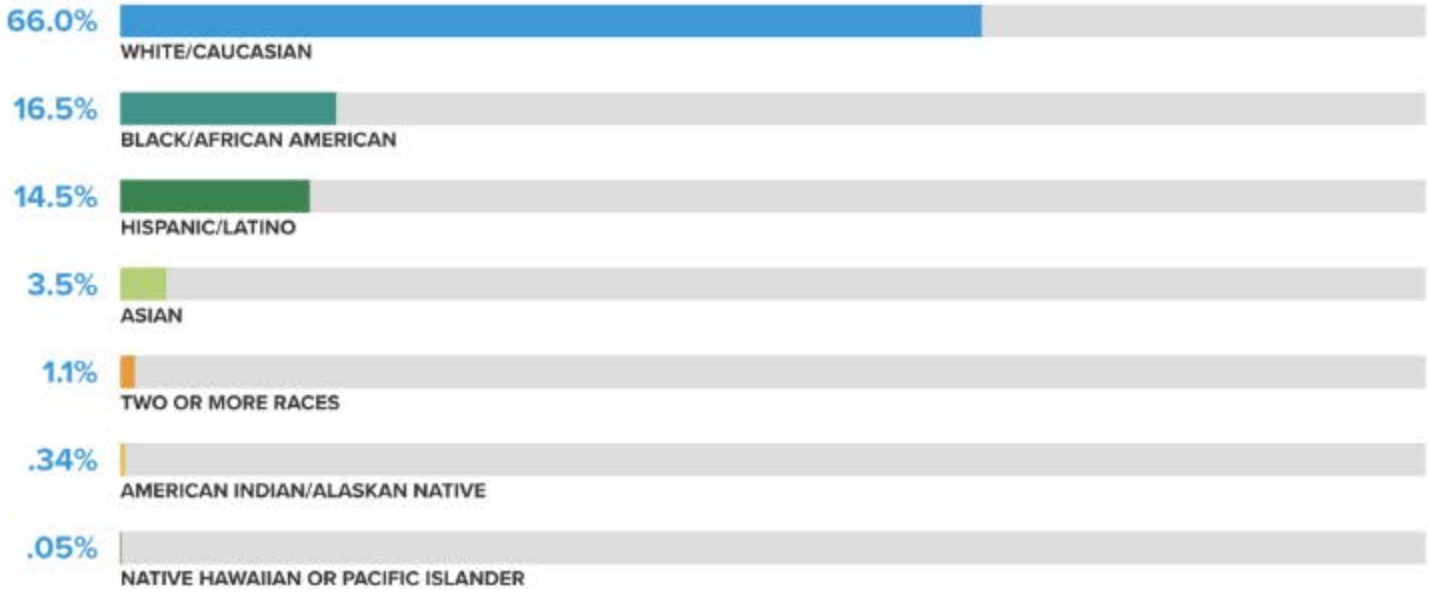
23% Female – 2,162
77% Male

MINORITY AS PERCENTAGE OF WORKFORCE

36% Minority – 3,386
64% Non-Minority

WORKFORCE RACE/ETHNICITY

Race/Ethnicity as Percentage of Workforce (2021)
Total Employees 9,418



As of December 31, 2021

Workforce diversity data and statistics are based on source information from CenterPoint Energy's EEO-1 reports.

We are working to increase and retain employee diversity by:

- Advancing efforts for attracting and retaining diverse students through outreach to Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs).
- Promoting CenterPoint Energy on college campuses to create awareness of our offerings to engineering, finance and technical occupations.
- Our leadership development programs strive to create diverse, equitable and inclusive leaders to support business growth and maintain a high-performing workplace.

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:

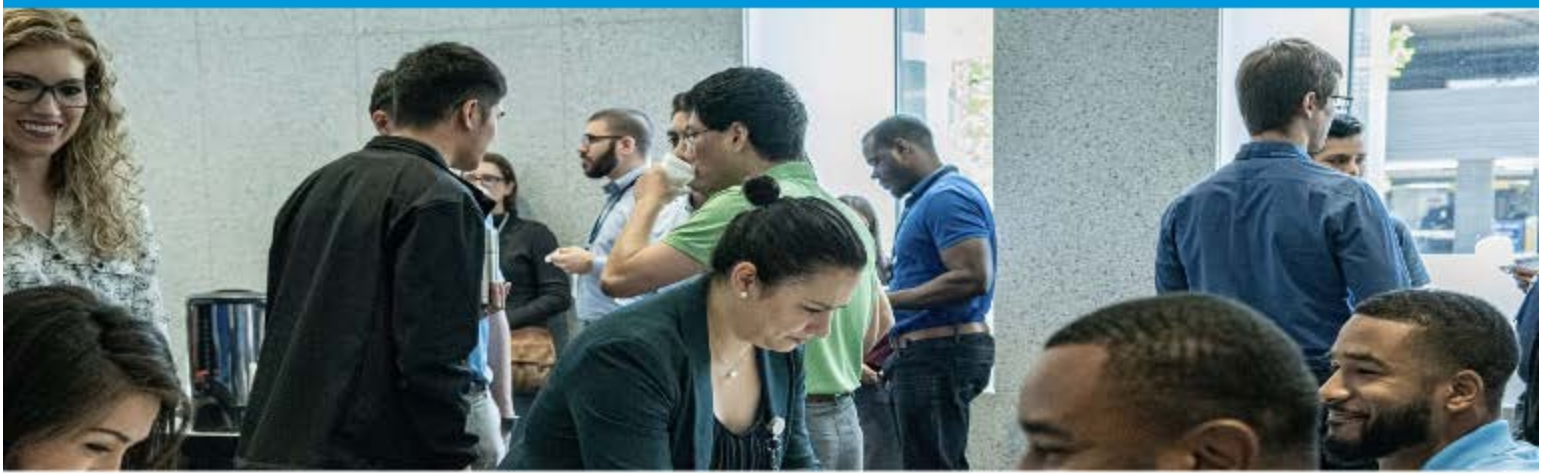
- Ascend Pan-Asian Leaders
- Asian Business Student Association
- Collegiate Association for Women in Construction
- Construction Student Association
- Hispanic Business Student Association
- Human Rights Campaign (HRC)
- National Association of Black Accountants
- National Society of Black Engineers
- 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 against objectives, opinions and observations.
- Employees at all levels of the company contribute to achieving these goals.
- Using diverse interview panels for candidate interviews to represent diversity when we interview prospective new hires for opportunities across our company.

Diversity, equity and inclusion are core to who we are, what we do and how we do it.

INITIATIVESRECRUITING



Diversity, equity and Inclusion are core to who we are, what we do and how we do it.

INITIATIVES

Over the past year, we have renewed our enterprisewide commitments to diversity, equity and inclusion. We are progressing several initiatives with the intention of delivering meaningful and sustained impact in the areas of diversity, equity and inclusion for our company, including internal and external initiatives, programs and partnerships.

Our companywide **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:

- CenterPoint Energy's 2020 diversity, equity and inclusion anonymous survey engaged all employees on attitudes toward diversity, culture, hiring and recruiting, diversity training programs and other workplace experiences.
- Based on survey responses, the Diversity, Equity and Inclusion Council launched six Employee Resource Groups (ERGs) in 2021 and one in 2022.
- Creating a leadership talent pipeline that builds a diverse workforce and inclusive work environment that is reflective of the available workforce, placing a focus on diversity, equity and inclusion in **leadership development programs** and talent reviews.

In 2021, **30%** of our placements were **FEMALE EMPLOYEES**.

In 2021, **46%** of our external placements were either **RACIALLY or ETHNICALLY DIVERSE.**

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 GROUP SHOWCASE SPONSORED BY OUR DIVERSITY, EQUITY & INCLUSION COUNCIL

In 2022, a special celebration of our rich diversity in perspective, thought and experience was held so employees could hear directly from representatives of our seven ERGs and learn how to participate. Our ERGs provide vital opportunities for networking, mentoring, professional development, assistance with recruiting diverse candidates to the company, and promotion of the company's business goals and advancement of our strategy.

"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, President and 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."

EMPLOYEE RESOURCE GROUPS

As a result of our 2020 diversity, equity and inclusion employee survey, we announced the 2021 launch of ERGs at CenterPoint Energy. These groups offer opportunities to connect internally, attract a diverse employee base, promote inclusion by ensuring that different viewpoints are heard and ideas are considered, and create opportunities for mentoring and professional development. ERGs enable us to capitalize on the extraordinary resources of our employees.

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 oversight by 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.

ERGs Launched in 2021-2022:

- Black Employees Network
- CNP Asian Professionals
- CNP Military Network
- CNP Pride
- Cultural Niketan of India
- Hispanic & Latin Professional Network
- Women in Leadership

A CenterPoint Energy ERG, Cultural Niketan of INDIA, celebrated Diwali – the Festival of Lights – by holding onsite celebrations. The group's objective is to promote the welfare of community and an attitude of gratitude. The ERG is open to all employees, and opportunities are available to serve in leadership positions.

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.

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 diversity when we interview prospective new hires for opportunities across our company.

DIVERSITY, EQUITY & INCLUSION GIVING

At least 10% of the CenterPoint Energy Foundation's annual budget supports our diversity, equity and inclusion giving strategy.

DIVERSITY, EQUITY & INCLUSION GIVING

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

2021 DE&I GIVING

More than

$7.4 Million

CONTRIBUTED

In **2021,** The CenterPoint Energy Foundation contributed **$7,449,019 million to DE&I giving initiatives.**

Community Vitality | **$5,054,500**

Education | **$2,337,019**

Local Initiative | **$12,500**

DE&I STRATEGIC GIVING PILLARS

EDUCATION

- Diverse literature
- Minority student exposure to STEM
- Diverse talent pipeline

COMMUNITY VITALITY

- Investment in racially diverse neighborhoods
- Improved quality of life

RELATIONSHIP BUILDING

- Diverse leadership and board of directors
- Support under-served communities

EVALUATION AND MEASUREMENT

Enhance focus on board and organizational diversity when evaluating funding requests

CENTERPOINT ENERGY FOUNDATION GRANT DE&I HIGHLIGHTS

COMMUNITY VITALITY

DOWNTOWN EVANSVILLE COMMUNITY DEVELOPMENT CORPORATION | $1 MILLION CENTERPOINT ENERGY SQUARE

- A vacant block in the heart of Downtown Evansville will be transformed into a park and housing project with funding from the CenterPoint Energy Foundation. The funding will help the park become a vibrant hub of year-round activity, entertainment, eating and community connection.

COMPLETE COMMUNITIES INITIATIVE | $2.8 MILLION

- An initiative of Mayor Turner, Complete Communities seeks to improve the quality of life of under-resourced neighborhoods in the city of Houston. The CenterPoint Energy Foundation supported three projects in 2021 in Acres Home and Sunnyside specifically, along with home weatherization throughout all of the Complete Communities.

EDUCATION

HOOSIERS READ | $1 MILLION DOLLY PARTON IMAGINATION LIBRARY

- The CenterPoint Energy Foundation contributed $1 million to expand Dolly Parton's Imagination Library to four counties throughout Indiana – Madison, Monroe, Vigo and Vanderburgh. The funding will provide a free book a month to children aged 5 and under in those counties.

SERJOBS | $200,000 OUTREACH TO OPPORTUNITY

- SERJobs is completing a new Workforce Training Center as well as an innovative new strategy for reaching and serving low-income individuals in need, particularly Opportunity Youth (youth aged 16-24 who are disconnected from school/work). Funding provided will help SERJobs launch new career training pathways and GED classes, establish two social enterprises, provide hands-on paid work experience opportunities and double the number of individuals served annually.

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.

COMMUNITIES

For as long as CenterPoint Energy has been in business, our commitment to making a positive difference in the lives of others has shaped not only what we do, but also how we do it.

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 are committed to supporting all 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
STRATEGIC MINDSET

65,035
VOLUNTEER HOURS
Number of hours employees volunteered in 2021

68
LEADERS ON BOARDS
Number of company leaders serving on nonprofit boards and committees

2021
OVERALL GIVING
$16M

CENTERPOINT ENERGY FOUNDATION 2021 GIVING HIGHLIGHTS

Total Community Investments	**$18.6 million**
Overall Foundation Giving	**$16 million**
DE&I-focused Giving	**$7.4+ million**

SOCIAL IMPACT HIGHLIGHTS

- **Complete Communities Initiative | $2.8 million** An initiative of Houston Mayor Sylvester Turner, Complete Communities seeks to improve the quality of life of under-resourced neighborhoods in the city of Houston. The CenterPoint Energy Foundation supported three projects in 2021 in Acres Home and Sunnyside, as well as home weatherization throughout all of the Complete Communities.
- **The Nature Conservancy and The Arbor Day Foundation Environmental Grants | $1 million contribution ($500,000 to each organization)** Reinforcing the company's Net Zero goals, the CenterPoint Energy Foundation announced grants to The Nature Conservancy and The Arbor Day Foundation to support restoration of the Mississippi River and provide environmental education and tree plantings to elementary school students throughout the company's service territory.
- **Downtown Evansville Community Development Corporation | $1 million CenterPoint Energy Square** A vacant block in the heart of Downtown Evansville will be transformed into a park and housing project with funding from the CenterPoint Energy Foundation.
- **Winter Storm Relief | $1.765 million** As the greater Houston area responded to Winter Storm Uri, the CenterPoint Energy Foundation stepped up to contribute $1 million to the Relief Fund and worked with the Houston Food Bank and Kids Meals to replace food lost during the storm. Additional funding went to support organizations in Galveston and other communities in our service territory.

SUPPORTING UKRAINIAN REFUGEES

The refugee crisis unfolding in Ukraine has captured the world's attention. To help support this humanitarian crisis, the CenterPoint Energy Foundation is providing an increased match of $2 for every $1 that employees contribute through CenterPoint Energy Foundation's Easy Match program.

STRATEGIC GIVING

CenterPoint Energy has a strong history of supporting diverse organizations in the communities where we live and work.

STRATEGIC GIVING

Our companywide 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: **Twin Cities Habitat for Humanity** embarked on a project to bring multifamily housing to the Harrison Neighborhood, west of downtown Minneapolis. The CenterPoint Energy Foundation contributed $500,000 to **Harrison Townhomes**, a 17-unit townhome development that will result in affordable ownership opportunities for current neighborhood renters who are predominantly people of color.

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.

Education in Action: The CenterPoint Energy Foundation contributed $1 million to **expand Dolly Parton's Imagination Library** to four counties throughout Indiana – Madison, Monroe, Vigo, and Vanderburgh. The funding will provide a free book a month to children ages 5 and under in those counties.

SPOTLIGHT ON STEM

Provided grants for

8,539 HOURS

of one-on-one literacy tutoring

Engaged STEM grants for

55,288 STUDENTS

in STEM activities or events

Distributed

1,670 STEM DEVICES

(including computers and tablets)

AND 1,341 STEM KITS

CENTERPOINT ENERGY SUPPORTS STEM

- **Comp-U-Dopt** provides 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 contributed $115,000 for computers distribution in Evansville, Indiana, and $50,000 for Shreveport, Louisiana.
- The CenterPoint Energy Foundation committed $200,000 to the **United Negro College Fund (UNCF)** to provide renewable scholarships to students within our service territory. The UNCF CenterPoint Energy STEM and Business Administration Scholarship Program will award 10 qualifying students a four-year scholarship.
- The CenterPoint Energy Foundation 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.

DIVERSITY, EQUITY & INCLUSION GIVING

Through our ongoing commitment to diversity, equity and inclusion, 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 ensure our partnerships have long-term impact.

LEARN MORE

VOLUNTEERISM

VOLUNTEERISM

CenterPoint Energy strives to make a positive difference in our communities through employee volunteerism and giving.

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.

2021 VOLUNTEERISM

65,035 Hours
of employee volunteer time

68 Company Leaders
serving on nonprofit boards and committees

$51,400 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.

$541,556 total Easy Match Funds issued through our matching gift program

The CenterPoint Energy Foundation matches, dollar for dollar, contributions employees make to the charitable organization of their choice through Easy Match.

SPOTLIGHT ON EMPLOYEE VOLUNTEERISM

PLANTING POLLINATOR-FRIENDLY GARDENS

Employees planted more than 6,500 pollinator-friendly, native plants as part of a pollinator garden project at our Minneapolis River facility to create a critical habitat for bees, butterflies and other pollinating insects that play a vital role in our ecosystem.

WALKING FOR EDUCATION

Houston-area employees raised funds for the 2021 National UNCF Virtual Walk for Education to help high school students further their education upon graduation. Nearly 440 employees participated on 26 teams, culminating in nearly 1,800 volunteer hours.

RESPONDING TO SEVERE WEATHER EVENTS

In the midst of a natural disaster, our employees reinforce CenterPoint Energy's reputation for helping those in need. In the aftermath of Hurricane Nicholas, we worked quickly to donate food items to first responders and nonprofit organizations throughout greater Houston and surrounding communities.

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 2021-22 United Way campaign, CenterPoint Energy employees raised $1 million to support the United Way of Greater Houston, providing much needed resources benefit our friends and neighbors in the greater Houston area.

EMERGENCY OPERATIONS

Our robust emergency preparedness and response procedures are intended to make us well-prepared for all types of emergencies.

EMERGENCY OPERATIONS

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

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.

In the aftermath of Hurricane Nicholas and the activation of our EOP, we worked quickly to donate surplus EOP food items to first responders and nonprofit organizations throughout greater Houston and surrounding communities. To support community needs, particularly in hard-hit areas along the coast, we made donations to Galveston County, the Galveston Police Department and Christus Our Daily Bread.

Following **Hurricane Ida's** extensive damage, CenterPoint Energy deployed more than 200 Electric Operations employees and contractors from Houston and Evansville, Ind., to assist Entergy Louisiana and Cleco Corporate Holdings with power restoration efforts in Louisiana. The CenterPoint Energy Foundation contributed $50,000 to nonprofit organizations in Louisiana and Mississippi that focused on Hurricane Ida relief and recovery efforts.

Photo of Hurricane Dolly

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

– Scott Doyle, CenterPoint Energy's Executive Vice President, Utility Operations

OUR PEOPLE

Developing an Engaged and Inspired Workforce

A Veteran-friendly Employer – 630 Self-identified Veterans as of Year-end 2021

U. S. Veterans Magazine named CenterPoint Energy one of its 2021 "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 PEOPLE

We believe delivering electricity and natural gas to millions of customers across our communities takes the dedication of everyone in a diverse, equitable and inclusive 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 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 employees** receive annual training on CenterPoint Energy's Ethics and Compliance Code, which covers fair treatment, equal opportunity and workplace respect, among other issues.
- **100%** of eligible employees received a performance evaluation in 2021.
- CenterPoint Energy's 2021 internship program, provided virtual real-world experience, training and mentoring to **105 interns**.

WORKFORCE TRANSFORMATION

CenterPoint Energy employees are the driving force behind our company's success, and we are focused on providing employee development and building our culture. Like other companies in our industry, our workforce and workplace continue to evolve. In response to COVID-19, organizational changes and shifts with our employees, we are experiencing trends in our workforce, such as adding more field personnel to our Gas Operations business and transitioning our Contact Center employees to work remotely. Due to technology and infrastructure investments, working toward a decarbonized future, and our focus on building a diverse, equitable and inclusive workforce, some demographic shifts are reflected in our workforce metrics.

SUPPORTING EMPLOYEES THROUGH COVID-19

Keeping our employees safe during COVID-19 remains a priority for CenterPoint Energy. At the onset of the pandemic, we immediately activated our Pandemic Preparedness Plan, scheduled COVID-19 Incident Command System sessions and engaged our Corporate Response Plan Team to equip our employees with the necessary protection, support and communication.

We initiated telework for many departments prior to a gradual, phased approach to returning to the office when conditions were safe to do so. We also implemented enhanced safety protocols and provided personal protective equipment gear for our employees to protect both our employees and our customers when it is necessary to enter customers' residences or facilities.

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

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. In order 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.

In 2020, all employees were invited to participate in **CenterPoint Energy's diversity, equity and inclusion survey** to assist in continuing to develop the company's diversity, equity and inclusion strategy and initiatives. The anonymous responses received helped the Diversity, Equity and Inclusion Council and team members to better understand successes, challenges and opportunities. Employees shared feedback on attitudes toward diversity, culture, hiring and recruiting, diversity training programs and other workplace experiences. In response to the survey, Employee Resource Groups were launched at CenterPoint Energy.

Recent employee pulse surveys have focused on career development, safety, innovation and collaboration. These surveys help us identify strengths and opportunities for improvement.

TRAINING & DEVELOPMENT

We work to build the skills and competencies of our employees to help maximize their potential.

CenterPoint Energy's 2021 internship program provided real-world experience, training and mentoring to 105 interns.

TRAINING & DEVELOPMENT

CenterPoint Energy's commitment to safely and reliably delivering 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.

2021 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: 298,984
- Total hours of online courses completed: 149,492*

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

College of Professional Development – Instructor/virtual instructor-led training:

- Total participants: 2,898
- Total hours completed: 8,051

All 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 2021.

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 flagship leadership development programs include:

- Leadership Academy – Targeted to current, high-potential leaders to broaden their networks and advance their business acumen.
- Learning to Lead – High-potential employees are nominated and selected to be part of this six-month program that will help them grow professionally and gain leadership skills.
- Leadership Essentials – Designed to assist new leaders in their transition into leadership and set them up for success during their first year of leading others.

In 2021, the talent pipeline in our leadership programs reflected a diverse representation across ethnicity/race and gender.

Leadership Development Programs	Male	Female	Racial Diversity
Leadership Academy	60%	40%	35%
Learning To Lead	57.5%	42.5%	58%
Leadership Essentials	67%	33%	38%

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.

WORKFORCE DEVELOPMENT PROGRAMS

- In 2020, 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.
- 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 the **Center for Energy Workforce Development**, a non-profit consortium of electric, natural gas and nuclear utilities and their associations. Utilities, organizations and unions partner to engage educational and government institutions, positioning our industry to recruit and retain the best and brightest talent.
- CenterPoint Energy and Texas Southern University have 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.

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.

EMPLOYEE BENEFITS

As a responsible employer, CenterPoint Energy 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 tuition and required fees toward a 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.
- CenterPoint Energy has an internal Paid Sick Days Policy, in addition to its Family and Medical Leave Act Policy.

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. A series of webinars helped employees learn how to manage mental health during difficult times and provided information about COVID-19 vaccines.

LABOR RELATIONS

Advancing Collaborative Relationships with Our Union-represented Employees

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, 2021, approximately 37 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

OUR CUSTOMERS

CenterPoint Energy has a legacy of doing great things for and with our customers.

OUR CUSTOMERS

Our commitment to customer service and going above and beyond for those in the communities we serve is a significant part of who we are as a company. Best-in-class customer service, technology and continuous improvement continue to be core elements of our strategy.

We are 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.

New investments will help us to address an expanded range of customer-driven needs. We are confident in our ability to further leverage our award-winning, artificial intelligence-enabled customer interaction platform. This innovation has been pivotal, improving customer experiences and reducing operating expenses.

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 entire customer engagement philosophy is based on being easy to do business with by reducing customer effort when interacting with CenterPoint Energy. Whether delivering service through our Contact Centers, processing and making payment arrangements, in Credit and Collections, or settling or recouping damages through our Claims team, we put the customer at the center of everything we do.

Customer expectations will continue to be a catalyst for where we will invest in the future. Today's expectations are being driven by a residential adoption of connected devices, advanced commercial manufacturing, storm resiliency and carbon-reduction aspirations. Our response is robust and designed to meet t

- **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.

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." *– Gregg Knight, Executive Vice President, Customer Transformation and Business Services.*

RESPONDING TO COVID-19

In response to COVID-19, CenterPoint Energy implemented additional measures to protect the safety and health of customers, employees and contractors, as well as to prevent the spread of COVID-19, including:

- Continuing to implement comprehensive plans and processes to help provide safe, reliable energy delivery to electricity and natural gas customers.
- Supporting customers who needed payment assistance, arrangements or extensions.
- Temporarily suspending natural gas service disconnections for nonpayment.

We implemented enhanced safety measures for customers and field employees, including:

- Equipping employees with hand sanitizer in their vehicles, as well as latex gloves and shoe covers;
- Directing field employees to attempt to resolve service issues without entering homes or businesses;
- Following social distancing guidelines and wearing protective equipment if entering customers' homes and businesses to provide service; and
- Increasing cleaning and disinfecting frequency of facilities and vehicles.

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.

LARGE CUSTOMERS

Meeting the Evolving Needs of Our Customers

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.

One of the core elements of our strategy is a 2021-2025 capital investment plan of more than $16 billion, a $3 billion increase over our prior capital plan. Our capital investment plan prioritizes safety, optimizes our service for customers, and minimizes regulatory lag in the recovery of our investments. Not only do we have outstanding organic growth opportunities in our utility businesses, but we also have the need to invest in the reliability and resiliency of our existing infrastructure to better serve our customers.

The Houston port area, which includes the world's largest petrochemical complex, refining industries and global LNG export facilities, is experiencing unprecedented investment and increased energy needs. We are anticipating increased load demand across our system over the next three to five years to accommodate their 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 cleaner sustainable investments. In addition, we are 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.

Resilient Now is a transformative initiative to enhance electric and natural gas resilience and promote the transition to sustainable energy.

The City of Houston – one of CenterPoint Energy's largest customers – and CenterPoint Energy recently announced Resilient Now, a first-of-its-kind collaborative framework to develop a regional master energy plan to enhance local power resilience across the greater Houston area.

The collaboration is designed to optimize infrastructure investments and advance new energy solutions to address the challenges of increasingly frequent and disruptive weather events, while building the blueprint for a sustainable future to support increased electric transportation and the use of more renewable energy sources. As part of the master energy plan, the public-private collaboration will develop programs to advance residential weatherization and economic development in vulnerable communities.

CenterPoint Energy is hosting Customer Advisory Council meetings to engage our large customers, business and community leaders in our company's role in a more resilient Houston.

The Council's feedback guides how we can help support customers' expectations regarding resiliency, reliability and a cleaner energy future with a focus on Resilient Now. This insight will help guide our methodology and resiliency investments in order to continue to build a smarter, more resilient Houston by continuously improving our support of critical infrastructure. The first two Customer Advisory Council meetings focused on resiliency with 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

In Minnesota, we are testing an innovative technology that captures carbon dioxide from business customers' natural gas equipment and converts it into a safe, nontoxic powder that can be reused in commercial products, such as soap and glass. This innovative end-use carbon capture technology will help our commercial customers increase heating efficiency, lower energy costs and reduce the environmental impact of their energy use.

SAFETY

SAFETY

Our goal is to maintain a safe work environment and deliver electricity and natural gas safely to the communities we serve.

"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

To achieve our 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 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 learn from 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.

Safety Forward

2021 SAFETY PERFORMANCE

Employee Days Away Restricted or Transferred (DART) Rate, Excluding Fatalities	1.15
Occupational Safety and Health Administration (OSHA) Recordable Work-related Injuries	136
Total Recordable Incident Rate (TRIR)	1.5
Number of Hours Worked	17,605,557

SAFETY AND CUSTOMER SERVICE PERFORMANCE AND ACCOUNTABILITY

Because we are committed to the safety and well-being of our employees, contractors, customers and communities, our short-term incentive plan metrics measure the effectiveness of our safety protocols and leadership on safety initiatives, as well as communicate the importance of safe operations to all participants. The Compensation Committee of our Board of Directors has the authority to adjust downward our Executive Committee's awards under the short-term incentive plan if certain operational goals, such as safety and customer service, are not met.

RESPONDING TO COVID-19

Our company's top core value is safety. For this reason, the health and safety of our employees, and our customers are at the center of everything we do. In response to COVID-19, we activated our Pandemic Preparedness Plan to support the health and safety of our customers, employees and communities, while delivering safe, reliable energy and service to homes and businesses.

PUBLIC SAFETY

Committed to the Safety of Our Customers and Communities

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 communication with customers and the public includes 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 and community programs.

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.

2021 COMMUNITY SAFETY GRANTS

$233,035
in Funds Awarded

106
Grants Awarded

EMERGENCY RESPONDER SAFETY AWARENESS SESSIONS

In spring of 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. In 2021, the free event was COVID-19 safe with attendees driving through to pick up weather preparedness information, water, ready-to-eat meals, flashlights and hurricane tracking charts. 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 the number-one 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.

ASSET SAFETY

CenterPoint Energy plans to install 3 million Intelis natural gas ultrasonic smart meters for its natural gas distribution system. These innovative meters enhance safety with 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.

SUPPLY CHAINSUPPLIER DIVERSITY

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 look beyond the price paid and are reflections of our core values and commitment to diversity, equity and inclusion.

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 environmental, social and governance (ESG) evaluation criteria. Our Code of Conduct for Consultants, Contractors, Suppliers and Vendors explains our expectations for service providers.

Securing a Sustainable Supply Chain

NET ZERO BY 2035

NET-ZERO EMISSIONS BY 2035

CenterPoint Energy's ESG strategy includes our Net Zero goals and carbon reduction policy, which reflect our commitment to collaborating with suppliers to lower their methane emissions.

CenterPoint Energy's Procurement, Materials and Logistics organization maintains the supply chain processes for goods and services and oversees our robust supplier diversity program. Our Procurement Policy aligns with our corporate strategy and takes a risk-based approach on controls while driving increased value to the company.

SUPPLIER DIVERSITY

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.

Fostering Supplier Diversity

The Compensation Committee assists the Board in discharging its oversight responsibility for the company's human capital management matters, as well as the supplier diversity program.

Effective 2022, our short-term incentive plan design for our Executive Committee members includes a supplier diversity metric focused on increasing the percentage of diverse supplier spend relative to the prior year.

2021 SUPPLIER DIVERSITY SPEND PROFILE

- Total Supply Chain Sourceable Spend: **$3.6 billion**
- Total Diverse Supplier Spend: **$406 million**
- Percent Spend with Diverse Suppliers: **11.2%**

CenterPoint Energy recognizes the economic importance of diverse suppliers, such as minority-owned, women-owned, veteran-owned, HUBZone certified and all categories of small businesses. We are committed to developing strong working relationships with diverse suppliers and using innovative approaches designed to continually improve business opportunities.

WE ASSIST IN THE DEVELOPMENT AND COMPETITIVENESS OF DIVERSE BUSINESS ENTERPRISES THROUGH:

- Participation in local, state and national minority and women-owned business councils
- Sponsorship of diversity tradeshows, networking events and educational workshops for diverse and prime suppliers
- Scholarships to diverse suppliers through funding to local diversity business councils and Edison Electric Institute
- Supplier mentoring
- Active second-tier business initiatives

CenterPoint Energy partners with national, regional and local supplier diversity advocacy organizations, including but not limited to:

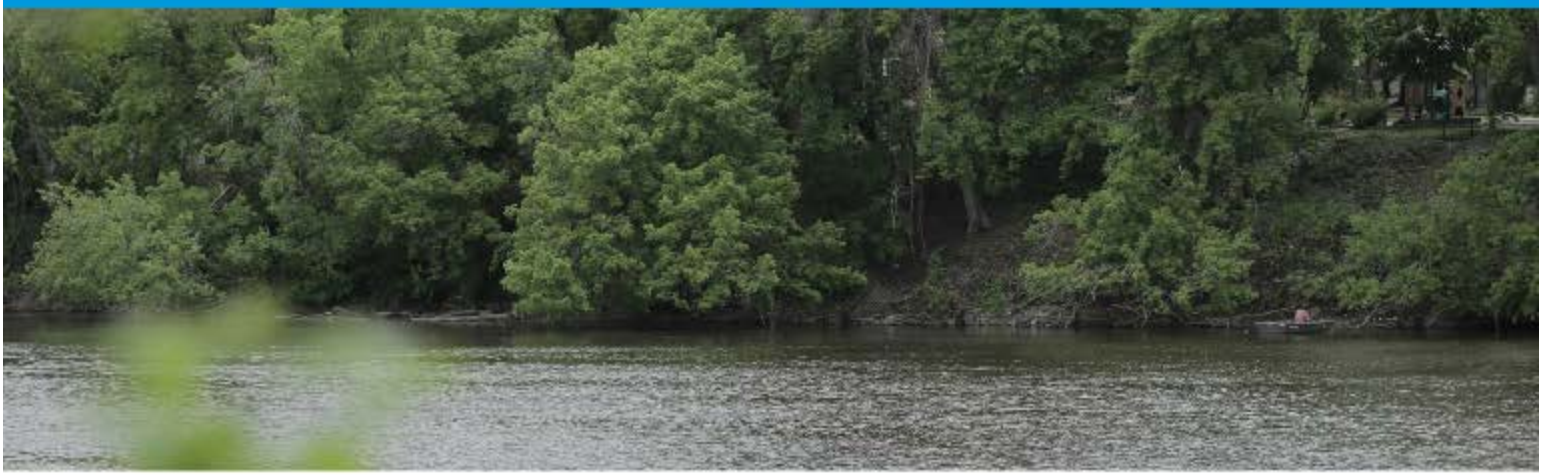
- Edison Electric Institute Business Diversity Committee
- Golden Triangle Minority Business Council
- Greater Houston Business Procurement Forum
- Great Lakes Women's Business Council
- Houston Minority Supplier Development Council
- Indiana Energy Association Supplier Diversity Development Committee
- 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

WBEA
Women's Business Enterprise Alliance

Recent Awards and Recognition

- Subcontractors USA – 2021 Supplier Diversity Champion Award
- *Houston Business Journal's* 2021 Outstanding Supplier Diversity Award
- Houston Minority Supplier Development Council 2021 Award
  - Middle Market Engagement Award Prime Supplier Engagement Award
- Women's Business Enterprise Alliance 2021 Awards
  - Cutting Edge Award for Outstanding Utilization of Women Business Enterprises
  - Cutting Edge Award for Outstanding Expenditures with Women Business Enterprises
  - Cutting Edge Award for Advocate of the Year

NET ZERO BY 2035 AND SCOPE 3 GOALS



Committed to Industry-leading Net Zero Carbon Emissions Goals by 2035

NET ZERO BY 2035 AND SCOPE 3 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 Scope 2 greenhouse gas emissions** (GHG) by 2035, fifteen years ahead of certain of our peers' average goals. This overall Net Zero by 2035 goal is a companywide goal across our electric, natural gas, and power generation businesses for both Scope 1 and 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 is committed 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.** This Scope 3 goal is comparable to emission reductions for both our Scope 1 and 2 Net Zero goals.

Guided by our carbon policy, we intend to achieve our Net Zero goals through active measures to reduce emissions and minimal reliance on carbon offsets. We will report these emission reductions in a transparent and timely manner using standard disclosure frameworks.

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

- Partnering with customers to offer affordable conservation and energy-efficiency programs;
- Continuing to develop alternative fuel programs;
- Collaborating with our suppliers to lower their methane emissions; and
- Piloting and supporting innovation.

NET ZERO BY 2035
NET-ZERO EMISSIONS BY 2035

2021 GREENHOUSE GAS EMISSIONS

Scope 1, 2, and 3 GHG Emissions (million metric tons of CO_2 equivalent)

2021 GHG Emissions by Scope and Source

Scope 1	Scope 2	Scope 3
20.2%	**0.1%**	**79.7%**
90.4% ELECTRIC GENERATION[1]	**81%** FACILITY ELECTRICITY USE	**100%** NATURAL GAS SUPPLIED TO END USE CUSTOMERS[5]
7.4% NATURAL GAS OPERATIONS[2]	**19%** POWER LINE LOSSES[4]	
0.8% FLEET VEHICLES		
1.4% SF6 EMISSIONS[3]		

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.*
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 Scopes 1 and 2 emissions by 2035 is aligned with the Paris Agreement.

The actions we are taking today as part of our electric generation transition plan are expected to meet 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 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

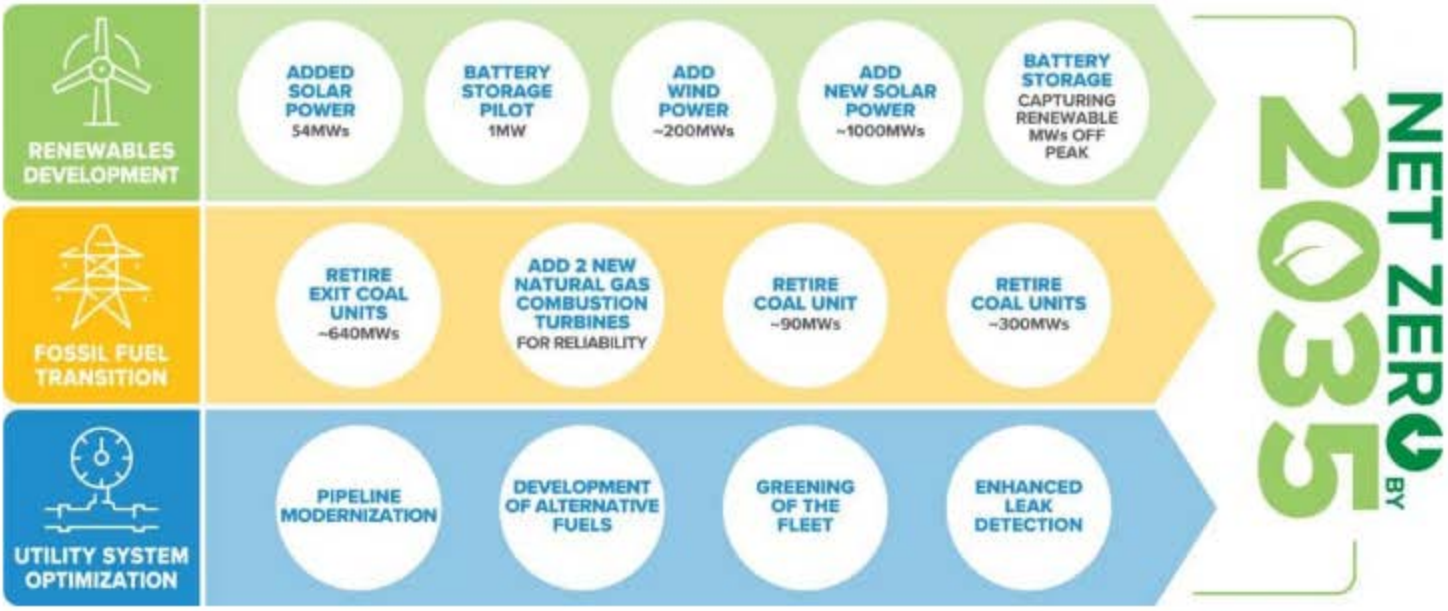
The EPA Natural Gas STAR Program provides a framework for partner companies with U.S. oil and natural gas operations to implement methane reducing technologies and practices, as well as to document their voluntary emission reduction activities. CenterPoint Energy joined the program in 1997 and submits its reports annually.

To achieve a cleaner energy future and reduce greenhouse (GHG) emissions, CenterPoint Energy is:

- Enacting our long-term electric generation transition plan.
- Investing in research and development projects, infrastructure modernization and renewables, like solar and wind energy.
- Offering effective and affordable energy conservation and energy efficiency programs.
- Providing more consumer choices for alternative transportation fuels and expanding electric vehicle infrastructure in Indiana and Texas.
- Partnering with our natural gas suppliers to take meaningful steps to lower methane emissions across the natural gas value chain.
- Piloting a green hydrogen production facility in Minneapolis to study the effects of blending hydrogen with our natural gas system.
- Investing in methane reduction technologies:
  - Employing 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.
    - In 2021, Texas Gas Operations employed ZEVAC equipment for first time in the state to minimize methane release and natural gas flaring for a project near Fresno.
- Operating 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.
- Based on our 2021 performance, we anticipate an approximately 33% reduction in methane emissions by 2035 resulting from our pipeline modernization efforts.

NET ZERO BY 2035
NET-ZERO EMISSIONS BY 2035

ACCELERATE TO NET ZERO BY 2035



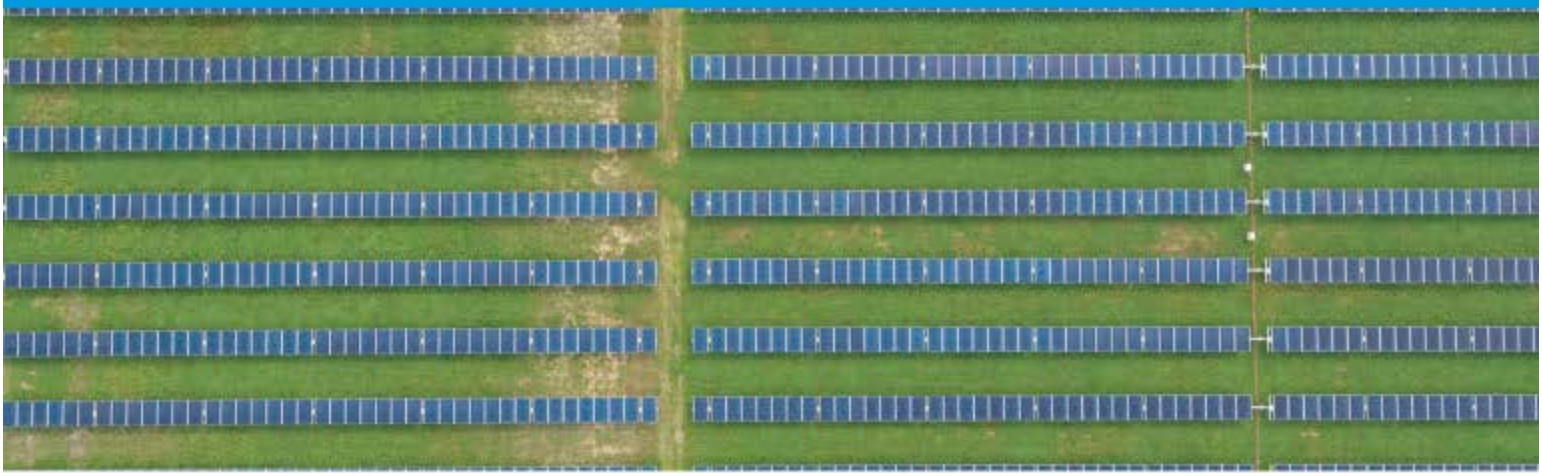
SCOPE 3 CUSTOMER END USE GOAL BY 2035

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

SCOPE 1 GHG EMISSIONS FROM THE DIRECT OPERATIONS OF CENTERPOINT ENERGY ASSETS

Scope 1 GHG Emissions Result From the Direct Operations of CenterPoint Energy Assets	2018	2019	2020	2021
Electric Generation CO2e Metric Tons	5,961,697	6,071,283	4,620,963	6,370,671
SF6 CO2e Metric Tons	1,053	3,625	24,633	101,320
Natural Gas Operations CO2e Metric Tons	605,074	540,975	533,572	519,190
Fleet CO2e Metric Tons	76,872	68,171	58,105	57,600
Total Scope 1 Emissions CO2e Metric Tons	6,644,696	6,684,054	5,237,273	7,048,781

CLEANER ENERGY FUTURE



CLEANER ENERGY FUTURE

CenterPoint Energy strives to be a leading energy partner with an ongoing commitment to ensuring access to affordable, reliable, sustainable energy, while leveraging innovative technology to continue reducing emissions.

Transitioning our communities to a cleaner energy future across our operations and energy supply chain while prioritizing safety, the integrity of our system and continued reliable service.

As a trusted energy partner for our communities and customers, CenterPoint Energy is committed to a cleaner energy future.

We intend to achieve our Net Zero goals through measurable emission reductions as we decarbonize our assets. To achieve our goals, we will work with partners, customers, employees and other stakeholders across our service territory.

To reduce carbon emissions, CenterPoint Energy continues to invest in infrastructure modernization, as well as research and development of new and innovative low-carbon technologies, including carbon capture. At the same time, we remain committed to support the communities where we operate with our climate action goals, focusing on driving lower emissions across the natural gas value chain in order to support our continued role in the transition of the nation's coal-fired power generation fleet.

"By investing in new projects that lead to good-paying, green 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

NATURAL GAS INNOVATION ACT

Minnesota has long been a state that embraces innovation in energy policy and environmental protection. With a current goal of 25% renewable energy, close to half of the state's electricity already comes from renewable sources such as wind, solar and hydroelectricity.

Building on this tradition, the Natural Gas Innovation Act, introduced by CenterPoint Energy, establishes a regulatory framework that will enable Minnesota's investor-owned natural gas utilities to provide customers with access to renewable energy resources and innovative technologies – reducing the state's greenhouse gas (GHG) emissions and advancing the state's cleaner energy future. Additional benefits include diversifying the state's energy sources, promoting technological innovation, improving waste management and supporting rural economic development. This landmark law defines key terms and clarifies the legislative intent that natural gas utilities can assist the state in meeting its existing renewable energy and GHG reduction goals.

GENERATION TRANSITION

Indiana Electric: Transitioning to a Cleaner Energy Future to Benefit Customers

GENERATION TRANSITION

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

CenterPoint Energy's long-term generation portfolio transition plan is designed to meet growing demand to provide cleaner energy for our region while maintaining the reliability our customers deserve and have come to expect. Our Integrated Resource Plan provides for reliability and mitigates risk, while expecting to save electric customers an estimated $320 million over the 20-year planning period. Nearly two-thirds of the energy included in the plan is expected to be generated from renewable resources, reducing reliance on fossil fuels.

TRANSITION PLAN GOALS BY 2025:

- 700 -1,000 megawatts (MWs) of **Solar Renewable** Projects
- 300 MWs of **Wind Renewable** Projects
- 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 safe and reliable energy.

The estimated $323 million turbine facility would be constructed at the current site of A.B. Brown power plant in Posey County, Indiana, and is expected to provide a combined output of 460 MW, sized appropriately to support the anticipated electric generation needed upon the proposed retirement of A.B. Brown units 1 and 2 in late 2023. Construction of the turbines will begin following receipt of approval by the Indiana Utility Regulatory Commission (IURC), anticipated in the second half of 2022. The turbines are targeted to be operational in 2025.

CenterPoint Energy added 50 MW of universal solar in Troy, Indiana, which is now in service and joins its two 2 MW solar projects in Vanderburgh County.

HIGHLIGHTS

June 2022 — CenterPoint Energy receives approval for the construction of natural gas generation from the IURC

- CenterPoint Energy intends to construct two natural gas combustion turbines to replace portions of its existing coal-fired generation fleet. The approval is a key step in the company's long-term electric generation transition plan.

October 2021 — CenterPoint Energy receives approval for 400 MW of renewable energy serving southwestern Indiana

- Approval was received from the IURC to acquire a 300 MW solar array (the project was subsequently reduced to 200 MW), as well as to enter into a power purchase agreement (PPA) for an additional 100 MWs of solar energy.

August 2021 — CenterPoint Energy seeks approval for 335 MWs of renewable energy serving southwest Indiana

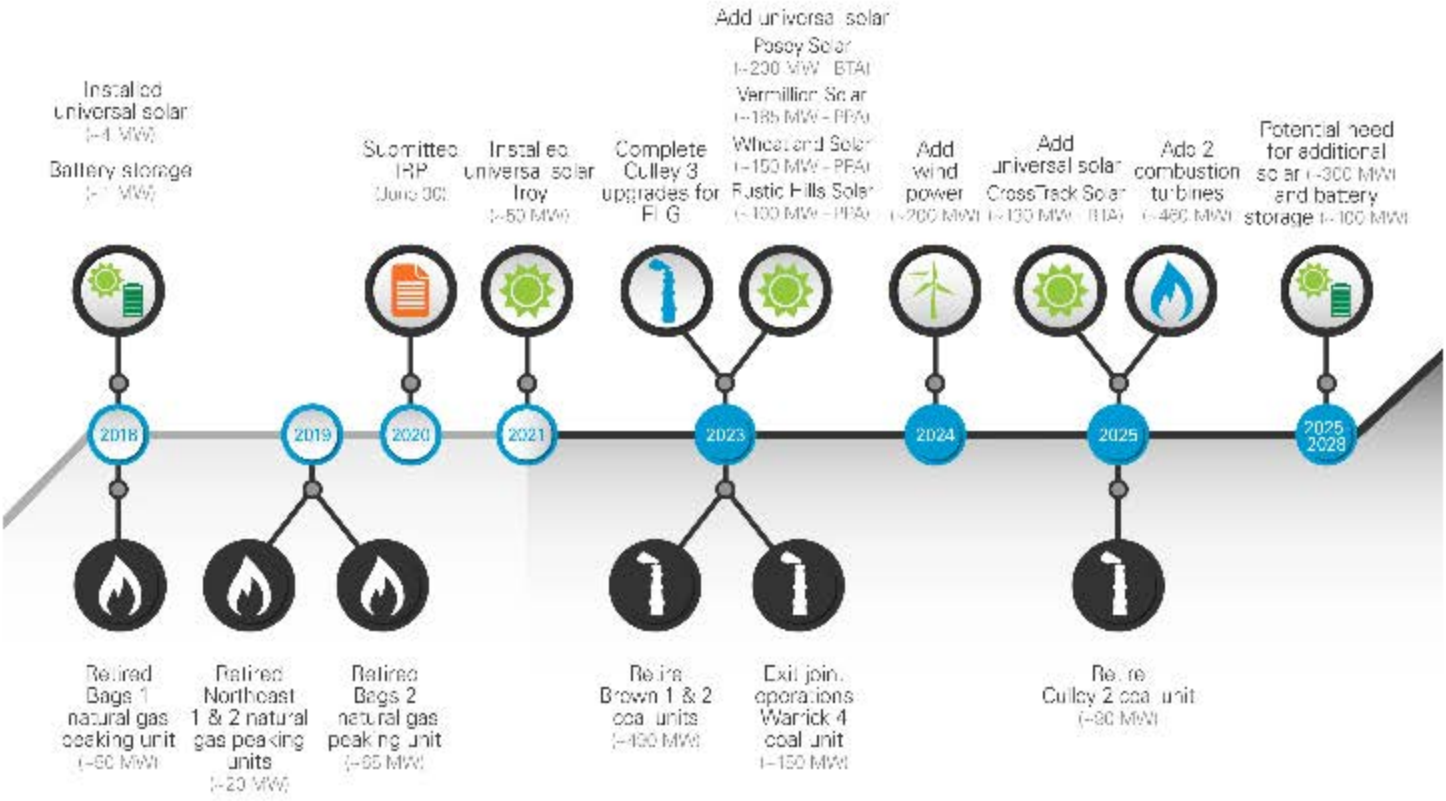
- The total 335 MWs from these developments is expected to supply enough power to meet the needs of more than 70,000 homes or 12,000 commercial customers per year.

June 2021 — CenterPoint Energy proposes natural gas combustion turbines to complement expanded renewables portfolio

- This component seeks to significantly change the way the company generates power and delivers on its commitment to provide a cost-effective, well-balanced energy mix for 150,000 customers.

February 2021 — CenterPoint Energy seeks approval for 400 MWs of renewable energy serving southwest Indiana

- The facility is expected to generate enough power to meet the needs of more than 50,000 households per year and help large customers achieve their individual sustainability goals.



Bags = Broadway Avenue Gas Turbines
BTA = Build Transfer Agreement/Utility Ownership
ELG = Effluent Limitations Guidelines
MW = Megawatt
PPA = Power Purchase Agreement
RFP = Request for Proposal

Our 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, 2022, and in other reports we filed with SEC.

JUST TRANSITION

Employees Transition to Work Focused on Growth, Infrastructure, Resilience and a Cleaner Energy Future

JUST TRANSITION

As CenterPoint Energy begins preparation on its plan to retire our coal-fired power plants and transition our generation fleet to renewable resources in the years to come, new opportunities for affected workers will emerge. Existing skills will be in demand in new places, while new skills will be in demand companywide. Employees will be provided with opportunities, including the training needed to perform new jobs safely.

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

- Expand our overhead transmission lines – about 400 miles of new transmission lines will be needed by 2030.
- Upgrade our transmission capacity – about 600 miles of upgraded transmission capacity will be needed by 2030.
- Upgrade more than 2,200 miles of distribution lines.
- Upgrade 210 substations by 2030.
- Construct 32 new substations by 2030.
- Install more than 2,000 miles of new overhead distribution lines and more than 6,000 miles of 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' safety 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.

Meeting the Evolving Needs of Our Customers and Communities with Safe, Resilient and Cleaner Energy

As CenterPoint Energy transitions from fossil-based systems of energy production to more safe, resilient and 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.

CenterPoint Energy has a dedicated capital improvement budget for modernizing our operations and a digital transformation that will bring improved customer experiences companywide. 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.

Our commitment to minimize negative local social and economic impacts remains strong, and we will continue to financially support our core giving areas that are responsive to our communities' needs.

Our customers and communities will see enhanced safety:

- Smart metering enables us to automate shutoffs, which will enhance the safety of our customers and their 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 and avoids 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 repair means a faster response to fugitive emissions of methane.
- Transitioning to a cleaner energy future means 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 customers and communities will be more resilient:

- Smart metering enables us to perform data analytics to achieve more precise outage identification and quicker resolution.
- Digital solutions result in operational resiliency and reduce service disruption.
- Upgraded substations can withstand more 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 abundant, safe and reliable energy.

CENTERPOINT ENERGY'S FLEET ELECTRIFICATION GOALS:

CENTERPOINT ENERGY'S FLEET ELECTRIFICATION GOALS:

100% of Sedans by 2030

100% of SUVs by 2030

Fleet electrification is an important part of CenterPoint Energy's cleaner energy transition. Our corporate fleet goals include electrifying 100% of sedans and SUVs by 2030.

CenterPoint Energy is a trusted partner in eMobility, powering more than 200 million miles of EV driving every year.

ELECTRIC VEHICLES IN HOUSTON

- CenterPoint Energy co-founded **EVolve Houston** in 2019 **and invested $1 million** to 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.
- Through EVolve Houston, fleet assessments have been completed for CenterPoint Energy, the City of Houston, Harris County and three Independent School Districts.
- EVolve Houston aligned with the White House to set an ambitious target and roadmap to achieve 50% of electric EV sale shares in the United States (and Houston) by 2030.

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

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 electrifications, 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

A low-carbon economy requires us to embrace scientific, engineering and institutional innovation.

CARBON REDUCTION TECHNOLOGIES

CenterPoint Energy is committed to evaluating innovative solutions to advance a clean energy future and lower the carbon intensity of the energy we deliver to our customers.

In mid-2022, we successfully launched our **green hydrogen pilot project** in Minnesota. We are using renewable electricity to safely split hydrogen from water, and the hydrogen is then blended at low concentrations with the natural gas in a small area of our local distribution system. Because there are 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. CenterPoint Energy is one of the first natural gas utilities in the United States to produce and add green hydrogen to its distribution system.

The **Natural Gas Innovation Act** was a landmark energy law proposed by CenterPoint Energy that passed the Minnesota Legislature in 2021. The act creates a new regulatory process that supports cost-effective utility investments in innovative resources and technologies to reduce emissions from natural gas use. We expect to submit our first innovation plan in 2022 for review and approval by the Minnesota Public Utilities Commission.

NET ZERO BY 2035

NET-ZERO EMISSIONS BY 2035

RENEWABLES

CenterPoint Energy is engaging in innovative technology to meet energy demands.

RENEWABLES

We are committed to continued reliability through a balanced and flexible energy mix and helping to create a cleaner environment driven by increased renewables and significant carbon reduction.

As our older electric assets continue to age, and new and even more efficient technologies emerge, CenterPoint Energy has a plan for ensuring a reliable, reasonably priced and well-balanced energy mix for southwestern Indiana. Renewables represent the next component of our Smart Energy Future Plan in Indiana.

CenterPoint Energy received approval from the Indiana Utility Regulatory Commission (IURC) to acquire a 300 MW solar array – downsized to 200 megawatts (MW) in 2022 due to supply chain issues in the energy industry, the rising costs of commodities and community feedback – as well as to enter into a power purchase agreement (PPA) for an additional 100 MWs of solar energy. The construction of the solar array and the additional energy obtained through the PPA aligns with our strategy and continues the addition of universal solar to our generation fleet.

POSEY COUNTY SELECTED FOR SOLAR ARRAY BUILD

Following all required approvals, the 191 MW utility-owned project will be built in Posey County, Indiana, on approximately 1,700 acres and will consist of more than 730,000 solar panels. The facility is expected to be fully operational in 2023 and is expected to generate enough power to meet the needs of more than 50,000 households per year and helping large customers achieve their individual sustainability goals. Construction of the solar project will begin upon the receipt of necessary authorization and permits from the IURC.

The initial construction phase will require establishing a sub-station to interconnect with CenterPoint Energy's power grid. During the proposed construction timeline, the project is expected to provide approximately 250 full-time jobs. Additionally, $47.8 million will be contributed to Posey County during construction, as well as $1.2 million in property taxes per year during the solar array's operation.

PURCHASING ADDITIONAL GENERATING CAPACITY

CenterPoint Energy received approval to purchase to enter into a PPA for an additional 100 MWs of solar energy from Clenera, which is developing a solar project in southwest Indiana, under a 25-year contract. Construction on this solar array will begin upon receipt of necessary authorization and permits. Scheduled to be in service by 2023, CenterPoint Energy will contract 100 MW of the total 200 MW array, which is expected to generate enough power to meet the needs of more than 18,500 homes per year.

We have 54 MW of operational universal solar projects, including 50 MW in Troy, Indiana, and two 2 MW solar projects in Vanderburgh County, which also include 1 MW of battery storage. More solar projects are planned to be online by 2025, with an added 300 MW of wind expected to come online by 2025.

In August 2021, CenterPoint Energy announced that our Indiana-based electric and natural gas business filed a request for approval from

the IURC to enter into two PPAs for an additional 335 MWs of solar energy as part of the next component in our long-term electric generation transition plan.

DIRECT RENEWABLE INVESTMENTS

Expanding Our Renewable Portfolio in Indiana

- Supporting our Net Zero transition
- 1.1 gigawatts of renewable generation by 2025
- Addressing our remaining coal facility in our next Integrated Resource Plan

SUPPORTING RENEWABLE INVESTMENTS

Connecting Renewable Generation in the Houston area

- $750 million of investments over 10 years
- 10 utility-scale solar projects are under development
- Evaluating incremental renewable and storage projects in 2022 and 2023

CenterPoint Energy is exploring the potential of renewable hydrogen as a zero-carbon energy resource for use in our local gas distribution systems.

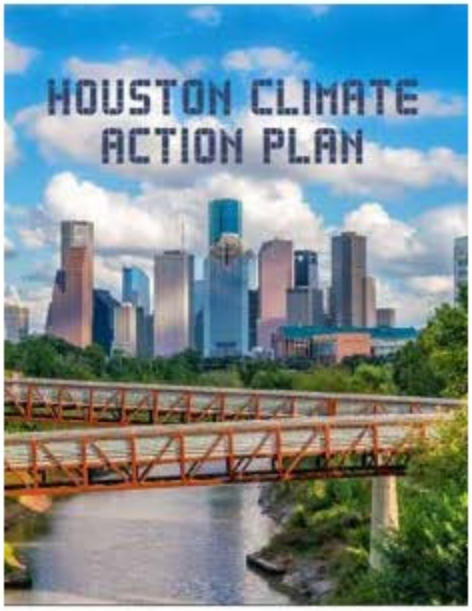
Because there are no greenhouse gas emissions from either its production or use, renewable hydrogen is gaining increased attention as a cleaner energy resource for a wide range of possible uses, including as an important zero-carbon alternative or supplement to conventional natural gas.

Initiating a Renewable Hydrogen Pilot

CenterPoint Energy constructed a 1 MW renewable hydrogen demonstration project in Minneapolis that separates hydrogen from water using electrolysis powered by renewable electricity. This green hydrogen project went online in 2022.

HELPING CUSTOMERS ACHIEVE THEIR NET ZERO GOALS

Driving Sustainability and Equitable Economic Growth to Support Our Customers



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.

Partnerships are essential to our collective success, and customers are at the heart of our commitment. We work closely with stakeholders across our service territories in support of 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 been an active partner in 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 and have active cleaner energy and innovation partnerships with EVolve, Greentown Labs and the City of Houston.

- In 2019, CenterPoint Energy co-founded 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.
- CenterPoint Energy also co-founded Greentown Labs Houston, a new energy technology incubator to support economic development and secure Houston's position as a global center for energy innovation, entrepreneurship and collaboration.

CenterPoint Energy and the City of Houston recently launched Resilient Now, a first-of-its-kind collaborative framework to develop a regional master energy plan to enhance local power resilience. We will work jointly to develop with individual communities across the greater Houston area to optimize infrastructure investments and advance energy solutions to address weather-related challenges. The collaborative plan will also create the blueprint for a sustainable future through increased electric transportation and more renewable energy, such as solar and wind.

Resilient Now will guide strategic plans and investments around power resilience over the next 10 years. CenterPoint Energy is working jointly with the City of Houston's leadership team, including the Airport System, Public Works, the Office of Emergency Management and METRO. Learn more

In support of 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 ensure 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.

City of Houston Energy Master Plan Focus Areas:

- Investment grade audits for end-to-end solutions
- Energy efficiency program offerings
- System optimization
- EV infrastructure growth modeling
- Mechanical and fleet management workforce development
- Microgrid applications
- Sustainability planning

ENERGY EFFICIENCY

Partnering with customers to offer affordable conservation and energy efficiency programs is a key element of achieving our Net Zero goals.

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 installation of energy efficiency measures.

2021 Investments in Energy Efficiency Incentives: $69,685,274

20+ Electric Energy Efficiency Programs and Services for Business and Residential Customers

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.

Addressing School Energy Costs

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

Through our 2021 SCORE program, CenterPoint Energy worked with the Goose Creek Independent School District in the Houston area to incentivize a districtwide LED lighting retrofit installed at their administration building, maintenance facility and 16 schools. The project yielded 932.71 kilowatts (kW) and 3,042,005 kWh in demand and energy savings. In addition, the project reduced 2,151 metric tons of carbon dioxide, which is the equivalent of eliminating 465 passenger vehicles and 242,493 gallons of gasoline as calculated using https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator.

Modernizing Healthcare Facilities

Our 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. Eligible facilities may receive free technical assistance, including energy savings assessments and calculations, as well as benchmarking.

HCA Houston Healthcare completed LED retrofit projects at 10 different hospitals in the greater Houston area that yielded a total of approximately 150 kW and 9,150,000 kWh in demand and energy savings. HCA Women's Hospital of Texas completed construction of a new medical office building that will yield approximately 71 kW and 342,815 kWh. The 10 HCA lighting retrofit projects and the new Women's Hospital building received an incentive of approximately $700,000.

CenterPoint Energy awarded the Humble Independent School District $188,000 in incentives for participating in our **2021 Commercial Load Management Program,** which is available to non-residential Houston Electric distribution customers and aims to reduce summer peak demands to establish cost savings for participants. This voluntary program supports the Electric Reliability Council of Texas and the Texas power grid during peak periods in summer months.

PROMOTING HIGH-EFFICIENCY HOMES

CenterPoint Energy's 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 homebuilders who commit to construct energy-efficient homes in our electric service territory.

Since joining the program in 2001, we have:

- Incentivized the construction of more than **3,600** ENERGY STAR-certified homes, for a total exceeding **112,000** homes
- Saved more than **420,000** megawatt hours of energy

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.

PILOTING END-USE CARBON CAPTURE TECHNOLOGY

In Minnesota, we are testing end-use carbon capture technology to help our commercial customers increase efficiency, lower energy costs and reduce the environmental impact of their energy use. We are piloting this technology for potential future CIP rebates. Pilot participants, including schools, hotels, assisted living and nursing homes, warehouses, multifamily housing and a water treatment facility, receive equipment and installation at no cost and can choose to keep the equipment after the pilot. Learn more

CleanO$_2$ Carbon Capture Technology Customer Benefits:

- $600 to $1,000 per year in energy savings
- $2,000 to $2,500 per year in profit sharing
- Free preventative maintenance

Supporting our communities while helping our customers save money and maximize efficiency, both now and in the future

HELPING COMMUNITIES REBUILD

ReCenterPoint Energy launched a program to help Minneapolis-area businesses and property owners recovering and rebuilding from property damage that occurred during the civil unrest in 2020. The Rebuild program offers our customers triple the standard rebate amount for the purchase and installation of qualifying natural gas equipment, such as high-efficiency heating systems, water heaters and food service equipment. For customers who need extra help identifying energy efficiency opportunities, we are also offering no-cost energy analysis and advisory services.

DELIVERING ENERGY EFFICIENCY TO OUR COMMUNITIES

- The City of Houston's **Resilient Now** framework is a roadmap of established goals, including grid resiliency and modernization, economic development, a complete communities initiative and an EV infrastructure plan. CenterPoint Energy is developing the City's first Energy Master Plan and a coordinated infrastructure plan focused on resiliency across all Houston communities. The City and CenterPoint Energy are developing solutions to enhance weatherization through energy efficiency programs for many vulnerable communities, including mobile backup generation that can be installed across Houston and deployed in case of a prolonged outage.
- CenterPoint Energy launched a program to help Minneapolis-area businesses and property owners recovering and rebuilding from property damage that occurred during the civil unrest in 2020-2021. The **Rebuild program** offers our customers triple the standard rebate amount for the purchase and installation of qualifying natural gas equipment, such as high-efficiency heating systems, water heaters and food service equipment.
- The CenterPoint Energy Foundation provided a $50,000 grant to **Rebuilding Together Dayton** for the Seasonal Safe @ Home-Heat the Town initiative. Heat the Town is a partnership with local HVAC technicians and plumbers who perform furnace checks and tune-ups to ensure elderly homeowners' furnaces are clean and safe, thus allowing homeowners to remain warm in the winter months.

ENERGY STAR honored CenterPoint Energy's long-term dedication to energy efficiency and a greener future for the 18th consecutive year. **The 2022 ENERGY STAR Partner of the Year-Sustained Excellence Award** recognizes our High-Efficiency Homes program that offers incentives to residential home builders in our Houston electric service area for constructing above-code homes that bring energy savings and comfort to the homeowners. In 2021, this program alone reduced nearly 37,000,000 of kilowatt hours (kWh).

ENERGY ACCESS & AFFORDABILITY

CenterPoint Energy is committed to providing access to affordable, reliable, cleaner energy

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 safer, cleaner and more resilient 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.

CenterPoint Energy Foundation invests $2.8 million in the City of Houston's Complete Communities initiative to advance equity, vitality and resiliency to underserved communities

- *$1 million grant in Acres Home to support workforce development*
- *$600,000 grant in Sunnyside to revitalize and enhance safety at neighborhood park*
- *$1.2 million grant to Complete Communities Home Repair Program to support disaster preparedness for residents*

An additional 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 nonprofit providers repair homes of low-income residents that have moderate damage and deferred maintenance issues that left unaddressed would disqualify the properties for weatherization services.

At the state level, our Texas legislature reacted quickly to enact a number of laws that enhance and support grid resiliency, including mobile backup generation that can be installed across Houston. In the case of a prolonged outage, CenterPoint Energy would deploy and execute the mobile backup generation to benefit vulnerable communities of Houstonians with limited means of alternative solutions.

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.

ELECTRIC GRID RESILIENCYELECTRIC GRID

A modernized, reliable, resilient and secure grid is critical to achieving a cleaner energy future.

ELECTRIC GRID RESILIENCY

As of December 31, 2021, our Electric business has more than 2.8 million metered customers in the greater Houston area and southwestern Indiana, as well as 1,300 megawatts (MWs) of electric generation capacity in Indiana. We plan to focus nearly half of our planned more than $23 billion of electric capital on system growth and improvements, including major investments in our transmission and distribution systems.

Execution of our strategy in our Electric business includes strengthening our infrastructure and preparing for extreme weather events. Working with regulators and other stakeholders, we have taken steps to harden our transmission system, weatherize and inspect facilities covered by new Texas requirements, and leverage enhanced system load rotation automation technology that we anticipate will allow customers to have more regular and predictable outage intervals should a load shed event occur.

CenterPoint Energy has entered into a contract for temporary emergency mobile generation for use in certain widespread power outages, as allowed by new Texas legislation, and processed more than 100 critical load applications related to the natural gas industry since the winter storm in February 2021.

ELECTRIC GRID

We are working on cleaner energy investments in Indiana and Texas. With significant coal power plant retirements planned over the next several years, we believe we have a path to successful execution of our renewable investments in Indiana, including our expectation to energize approximately 1,000 MWs by 2025.

OUR ELECTRIC BUSINESS INVESTMENT STRATEGY INCLUDES:

Approximately $11 Billion
System growth and improvement supported by 2%+ annual customer growth

Approximately $8 Billion
System resiliency to modernize, harden and upgrade our existing system

Approximately $3+ Billion
Cleaner energy investment and enablement to integrate our Net Zero transition and prepare for accelerated EV adoption

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 recent legislation

HOUSTON ELECTRIC

- Serves more than 2.8 million electric metered customers
- Owns and operates more than 4,000 miles of transmission line
- Owns and operates more than 55,000 miles of distribution line

In Houston, known as the energy capital of the world, CenterPoint Energy continues to extend the benefits of our transformative smart grid to improve safety, operational efficiency, reliability, environmental performance and the customer experience. Since 2009, CenterPoint Energy has deployed advanced meters to virtually all of our customers and enabled real-time grid monitoring and control.

INDIANA ELECTRIC

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

DECARBONIZATION

As we transition our generation profile, we are diversifying our energy portfolio with renewables to reduce emissions and increase choices for our customers. In Indiana, we will have one remaining coal plant, which will be addressed in our next Integrated Resource Plan. In the interim, we strive to minimize the environmental impact of coal in the community. By recycling fly ash to minimize waste impacts, approximately 90% of the fly ash material generated from our coal facilities is used as a feedstock by a local cement kiln as a replacement for virgin materials.

Expanding Our Renewable Portfolio in Indiana

- Supporting our Net Zero transition
- 1.1 gigawatts of renewable generation by 2025
- Addressing our remaining coal facility in our next Integrated Resource Plan

SUSTAINABLE NATURAL GAS PIPELINE INFRASTRUCTURE

Investing in our Resilient, Reliable and Sustainable Natural Gas Business

SUSTAINABLE NATURAL GAS PIPELINE INFRASTRUCTURE

We are committed to investing in a more modern and resilient network for enhanced safety and environmental performance.

As of December 31, 2021, our Natural Gas business served approximately 4.7 million customers in an eight-state service territory who continue to choose natural gas as their preferred energy source.

CenterPoint Energy is focused on responsibly reducing methane emissions related to our natural gas operations by a significant amount to help achieve our Scope 1 Net Zero goal. Additionally, we are 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 US 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

Execution of our strategy in our Natural Gas business will be driven by a more than $16 billion natural gas capital plan, the majority of which is focused on modernizing our distribution system by replacing legacy steel, cast-iron and vintage plastic systems, as well as extending new infrastructure to serve the growing populations in our jurisdictions. Our customer base is expected to grow more than 1% per year through 2030.

In 2021, our natural gas utility performed in the top quartile of Operations and Maintenance costs per customer among our peers, and we continue to be a top five natural gas utility in number of customers and top three in miles of main pipelines.

We anticipate an approximately 33% reduction in methane emissions by 2035 resulting from our pipeline modernization efforts. In Minnesota, we secured passage of our bipartisan **Natural Gas Innovation Act** in 2021, allowing us to invest in new cleaner energy resources and technologies, including renewable natural gas, green hydrogen and carbon capture, to reduce emissions.

CenterPoint Energy plans to install 3 million **Intelis natural gas ultrasonic smart meters** for our natural gas distribution system. These innovative meters enhance safety with an internal shutoff valve that automatically activates if excessive gas flow or high temperatures are detected. The automatic shutoff feature also helps protect the environment by reducing methane and carbon dioxide emissions.

Eliminating Cast-iron and Bare Steel Pipe

CenterPoint Energy is in the middle of a plan to replace nearly 2,000 miles of aging pipeline with modern plastic pipeline across our Indiana and Ohio service territory. The plan includes extensive testing and maintenance, infrastructure improvements and metering enhancements. We expect to have all remaining cast-iron pipe in our Indiana and Ohio service territories removed by 2024. Bare steel pipe will be removed by 2025.

DRIVING A CLEANER NATURAL GAS SYSTEM AND REDUCING CARBON INTENSITY

- The Natural Gas Innovation Act, a landmark new energy law proposed by CenterPoint Energy, has passed the Minnesota Legislature. The act establishes a new state regulatory policy that creates additional opportunities for a natural gas utility to invest in innovative cleaner energy resources and technologies, including renewable natural gas (RNG), green hydrogen and carbon capture, to benefit our customers.
- Our green hydrogen pilot project in Minnesota that will go online in 2021 will produce renewable hydrogen for blending with our local natural gas supply. The renewable hydrogen will be added in small concentrations to limited, low-pressure sections of our distribution pipeline system.
- 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

CenterPoint Energy was the first in the nation to deploy state-of-the-art residential gas meters for customer billing.

In 2020, CenterPoint Energy's Natural Gas Operations began deploying the first residential Itron Intelis meters for customer billing in the nation. These innovative meters enhance safety with an internal shutoff valve that automatically activates if excessive gas flow or high temperatures are detected. The automatic shutoff feature also helps protect the environment by reducing methane and carbon dioxide emissions. The Intelis meter is lighter and smaller than existing meters, which enables more efficient shipping, storage and installation.

The deployment of Intelis meters is part of a project that will help CenterPoint Energy's future meter shutoff capability through integration with separate methane detection devices. The project will also leverage more of the existing features of Intelis meters as they are integrated into CenterPoint Energy's electric Advanced Metering System.

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

In 2019, CenterPoint Energy completed the first propane air peak shaving facility in Texas.

ENHANCING NATURAL GAS RELIABILITY DURING PEAK DEMAND

CenterPoint Energy completed the first propane air peak shaving facility in Texas in 2019. The facility, known as the Bluebonnet Point Reserve, is located in Houston and is used to supplement gas supply to our natural gas distribution system, enhancing reliability for customers during periods of peak demand. The peak shaving facility works by storing liquid propane in 60,000-gallon underground steel tanks. When additional supply is needed to meet peak demand, liquid propane is vaporized, blended with compressed air and injected into our natural gas distribution system at a ratio that is compatible with natural gas appliances, providing a seamless experience for our customers. By November 2022, four more propane peak shaving facilities will be completed, located in strategic locations throughout Houston to further enhance our gas reliability for our customers.

ENVIRONMENT

ENVIRONMENT

Guided by CenterPoint Energy's Environmental Policy, environmental stewardship and biodiversity are integral parts of our overall corporate sustainability and environmental, social and governance (ESG) 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.

NET ZERO BY 2035

NET ZERO EMISSIONS BY 2035

NET ZERO BY 2035

By 2035, our 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:

- Achieve Net Zero Scope 1 and 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 are:

- Partnering with customers to offer affordable conservation and energy efficiency programs
  - Continuing partnerships with customers to offer effective and affordable conservation and energy efficiency programs
  - Continuing to develop alternative fuels programs, such as renewable natural gas, to provide customers new energy choices
  - Piloting and supporting research and development of new and innovative low-carbon technologies, including carbon capture

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 quarterly reports from the Vice President of Environmental and Corporate Sustainability about the company's environmental and sustainability activities and risks, including risks related to climate change.

AIR QUALITY

Nitrogen oxide (NOx), 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. Learn More»

SCRUBBED FOR EMISSIONS

Our entire electric generation fleet is:

100% scrubbed for **SULFUR DIOXIDE**

90% controlled for **NITROGEN OXIDE**

REDUCING MERCURY emissions to meet reduction requirements.

CAPTURING PARTICULATE MATTER

ALL 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**.

CONTROLLING MERCURY AND SULFUR TRIOXIDE

Enhancements to our system to comply with the **MERCURY AND AIR TOXICS STANDARDS (MATS)** began in 2014 with a focus on reducing sulfur trioxide and mercury emissions, as well as mercury reductions in wastewater.

BIODIVERSITY AND LAND USE

CenterPoint Energy's biodiversity, conservation and land use initiatives include habitat restoration projects, endangered species conservation activities, and native wildlife rescue and release efforts. Our Environmental department oversees the corporate environmental compliance programs. Learn More»

Grants To The Nature Conservancy And The Arbor Day Foundation Reinforce Our Commitment To Net Zero

In June 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.

ENVIRONMENTAL COMPLIANCE

The Environmental department's activities include regulatory interpretation, permitting, report submittal, protocol development and general corporate environmental compliance.

ENVIRONMENTAL COMPLIANCE

The Environmental department partners with operational business units to provide environmental training and updates through targeted employee training initiatives across our service territory and project collaboration.

CenterPoint Energy is committed to complying with environmental laws and regulations and working with regulatory agencies as part of our environmental compliance activities. Environmental regulations are continually changing and require continuous review to determine applicability to our facilities. 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.

IMPROVING LOCAL AIR QUALITY

By 2035, we expect that our operations will remove or eliminate more carbon-related emissions – including nitrogen oxide (NOx), sulfur dioxide (SO2), mercury (Hg) and particulate matter (PM) – from the environment than we produce.

- Our entire electric generation fleet is 100% scrubbed for sulfur dioxide and 90% controlled for nitrogen oxide.
- All 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.
- Enhancements to our system to comply with the Mercury and Air Toxics Standards (MATS) began in 2014 with a focus on reducing sulfur trioxide and mercury emissions, as well as mercury reductions in wastewater.

ENIVIRONMENTAL COMPLIANCE INSPECTIONS

An Environmental Specialist conducts thorough 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 environmental departments perform and document visual inspections on varying frequencies, depending on permit or regulation requirements. The inspections include observing operations that could generate fugitive dust; checks of the ash pond dams and landfills for signs of erosion or structural concerns; inspection of stormwater channels and material storage areas and containers; monitoring erosion control measures; and reviewing the operating conditions of continuous emissions monitoring system equipment.

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.

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.

BIODIVERSITY & LAND USE

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:

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

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.

Led by our Environmental Operations Manager, our interdepartmental avian protection team works to identify and address avian concerns in a comprehensive, coordinated and effective manner. The team comprises managers and professionals representing businesses and functions across the company.

Avian training is delivered regularly to management and staff of relevant departments, including Operations, Electric Line Construction, and Vegetation Management staff and contractors. When COVID-19 restrictions limited in-person avian training, our Environmental and Learning and Organizational Development departments collaborated to develop online training for Houston and Indiana electric territories. Environmental training was also provided to line construction contractors prior to construction of the 51-mile Bailey to Jones Creek transmission project, providing guidance on compliance with Clean Water Act and stormwater permits, avoiding significant impacts to wildlife, spill prevention and waste material management.

SUPPORTING AVIAN COMMUNITY ASSOCIATIONS

- Galveston Bay Foundation: Board service, financial contributions and volunteerism
- Native Prairies Association of Texas: Financial contributions and conservation project collaboration
- Houston Audubon: Financial contributions, education and outreach
- The Nature Conservancy of Texas: Financial contributions and collaboration on conservation
- Gulf Coast Bird Observatory: Board service, financial contributions and volunteerism
- Armand Bayou Nature Center: Financial contributions
- Wildlife Center of Texas Financial contributions and collaboration on wildlife rescue and rehabilitation
- Texas Parks and Wildlife Foundation: Financial contributions and participation in avian monitoring and data collection

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.

POLLINATOR INITIATIVES

Supporting Pollinator Habitats

POLLINATOR INITIATIVES

CenterPoint Energy is continuing and expanding practices that support diverse and healthy plant communities that contribute to stabilizing pollinator populations.

Our leadership established an internal stakeholder group to evaluate and experiment with land management approaches that support native biomass, which maximizes nature's ability to regenerate, while also reducing fossil fuel consumption and consequently greenhouse gas emissions. The group is testing a demonstration project in an effort to expand innovative practices.

PROJECT ORANGE AND BLACK

A growing focus among electric utilities, pipeline companies and large landowners is implementing land management practices that are friendlier to pollinator species, including monarch butterflies, which are experiencing a dramatic decline. Natural resource agencies, conservation nonprofit organizations and private citizens are working to create pollinator habitats and plant milkweed to support monarch reproduction along migration routes.

Project Orange and Black is a partnership between the United States Department of Agriculture Natural Resource Conservation Service, U.S. Fish and Wildlife Service, Texas Parks and Wildlife, CenterPoint Energy and NRG Energy that develops techniques to propagate three local varieties of milkweed. Through this project, more than 7,000 seedlings have been distributed for planting at local sanctuaries, refuges, conservation lands and residences. The project has been successful in harvesting seeds from local roadsides, rights-of-way, refuges and growing seedlings for easy transplant. Learn More»

As part of our ongoing environmental stewardship activities, CenterPoint Energy is planting a green future with sustainable pollinator gardens. We contribute to enhancing the urban environment by creating much needed habitats for pollinators and birds.

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VEGETATION MANAGEMENT

VEGETATION MANAGEMENT

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

The Vegetation Management group clears rights-of-way for public safety purposes, including mowing, tree trimming and ground clearing, which allows for emergency response access, corrosion protection, routine maintenance access, third-party damage prevention and vegetation management activities near bird nests. Vegetation Management assesses needs for tree trimming near power lines, prepares work maps and manages tree-trimming contractors.

CenterPoint Energy's Vegetation Management personnel and Trees for Houston hosted a native plant giveaway for the public at a 2021 Earth Day celebration. At this educational opportunity for the community, our Senior Forester distributed 500 native tree seedlings and a number of milkweed plants cultivated as part of Project Orange and Black. CenterPoint Energy also distributes milkweed seedlings to residential customers as part of its Right Tree Right Place program, which provides height-appropriate shrubs and plants to customers to replace trees that have been removed for proper electric distribution line clearance.

Supporting Public Safety, Reliability and Efficiency

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, Minn. 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 an untraditional resource in the fight against invasive plants and shrubs... goats.

Goat Dispatch, a company located in Faribault, Minn., 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.

GRI: 304-1 – BIODIVERSITY GRI DISCLOSURESGRI: 304-4 – BIODIVERSITY GRI DISCLOSURES

Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas

GRI: 304-1 – BIODIVERSITY GRI DISCLOSURES

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

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

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

IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations

GRI: 304-4 – BIODIVERSITY GRI DISCLOSURES

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" occur in CenterPoint Energy's electric service territory.
- Three known IUCN red list species habitats in the category of "vulnerable" occur in CenterPoint Energy's electric service territory.
- Five known IUCN red list species with habitats in the category of "near threatened" occur in CenterPoint Energy's electric service territory.

A large number of IUCN "least concern" species occur within CenterPoint Energy's electric service territory. Notable among these are the bald eagle (*Haliaeetus leucocephalus*) and brown pelican (*Pelecanus occidentalis*), which have been delisted in recent years due to remarkable recoveries from near-extinction and benefits from CenterPoint Energy's extensive avian protection efforts.

WASTE & RECYCLING

Protecting Our Resources

WASTE & RECYCLING

Guided by our internal Waste Management Policy, CenterPoint Energy is committed to the principles of waste minimization and pollution prevention.

When wastes are generated, CenterPoint Energy operates in compliance with applicable regulations to ensure safe handling and proper disposal. Training and support is provided to ensure that personnel are aware of their responsibilities under the applicable environmental regulations.

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

Hazardous waste and key non-hazardous waste volumes are tracked and reported through quarterly key performance indicators. To reduce the amount of hazardous waste generated, we continuously strive to find suitable nonhazardous alternatives to solvents and other products that are needed to conduct our operations. The Environmental Department developed an Environmental Inspection and Audit Guide that provides detailed guidance on the auditing and approval of waste and recycling vendors. We conduct environmental audits on hazardous and non-hazardous special waste and recycling vendors prior to entering a contract and at least every three to five years thereafter.

WASTE AND RECYCLING HIGHLIGHTS

- In our power supply business, the generation facilities have recycled nearly 90% of the fly ash generated since 2009 for use by a cement kiln as a replacement for virgin materials. Our F.B. Culley plant has recycled nearly 100% of the synthetic gypsum it has produced since 1996.
- Additional waste streams diverted from the landfill include paper, aluminum, plastic, cardboards, 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.
- 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 business units.

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

Waste	2019	2020	2021
Coal Combustion Products			
Coal Combustion Residuals Generated (Metric Tons)	344,129	437,372*	612,940
Percent of Coal Combustion Residuals Recycled	91%	84%	72%
Fly Ash (Metric Tons)	–	–	121,463
Gypsum (Metric Tons)	–	–	237,609
Bottom Ash (Metric Tons)	–	–	6,792
Excavated Ponded Material (Metric Tons)	–	–	77,956
*2020 CCR totals are inclusive of filtercake per revised 2020 EPA CCR Regulations			
Hazardous Waste			
Total Hazardous Waste (Metric Tons)	138	396	85
Non Hazardous Waste			
Total Non Hazardous Waste (Metric Tons)	–	–	115,088
Universal Waste			
Total Universal Waste (Metric Tons)	–	–	15
Recycled Scrap Metal Waste			
Total Recycled Scrap Metal (Metric Tons)	–	–	6,384
Batteries Recycled			
Total Batteries Recycled (Metric Tons)	–	–	64
Electronic Waste Recycled			
Total Electronic Waste Recycled (Metric Tons)	–	–	152
Recycled Used Oil			
Total Recycled Used Oil (Metric Tons)	–	–	2,183

WATER MANAGEMENT

WATER MANAGEMENT

Using Water Resources Responsibly

We employ 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.

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

Guided by our internal Water Management Policy and in line with our commitment to 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,
- Continuously 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 where practicable,
- Reducing effluent concentrations in our water discharges by employing new technologies,
- Decreasing water use for power generation by 70% by 2035 by replacing 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,
- Investigating and correcting water quality incidents related to our operations in an expeditious manner,
- Providing access to safe water, sanitation and hygiene for our employees, and
- Supporting community projects focused on ensuring 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 the 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 is expected to decrease. In 2023, we plan to retire the A.B. Brown facility, which will reduce our water consumption by approximately 2,000 million gallons annually.

Water	2018	2019	2020	2021
Water Withdrawal				
Total Water Withdrawal (Millions of Gallons/Year)	86,966	62,464	51,814	89,645
Total Water Withdrawn (Cubic Meters)				339,342,482
Water Withdrawal by Source Breakdown				
Surface Water Withdrawal (Millions of Gallons/Year)	86,420	61,958	51,363	89,121
Groundwater (Millions of Gallons/Year)	546	506	451	524
Water Discharge (Non-consumptive)				
Total Water Discharge (Millions of Gallons/Year)	84,575	60,154	48,074	86,957
Water Withdrawal Consumption				
Total Water Consumption (Millions of Gallons/Year)	2,391	2,311	3,740	2,688
Total Water Consumed (Cubic Meters)				10,173,938
Water Withdrawals – Consumptive and Non-consumptive Rate				
Consumptive Rate (Millions of Gallons/Net MWh)	0.000451	0.000499	0.000934	0.000433
Non-consumptive Rate (Millions of Gallons/Net MWh)	0.016	0.013	0.012	0.014

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

CenterPoint Energy 2021 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 second 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 2021 performance for topics that we have identified as key issues.

As we continue to assess our ESG 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 CenterPoint Energy Report Archives, which are located in our ESG Data Center.

CenterPoint Energy 2021 Sustainability Accounting Standards Board (SASB) Mapping Table

ELECTRIC UTILITIES & POWER GENERATORS

Topic	SASB Code	Accounting Metric	CNP 2021 Response (as of December 31, 2021)
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1	(1) Global Scope 1 emissions (mtons CO2e)	7,048,781
	IF-EU-110a.1	(2) Percentage covered under emissions-limiting regulations	0%
	IF-EU-110a.1	(3) Percentage covered under emissions-reporting regulations	100%
	IF-EU-110a.2	Greenhouse gas emissions associated with power deliveries (mtons CO2e)	6,370,671
	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	CenterPoint Energy Net Zero
	IF-EU-110a.4	(1) Number of customers served in markets subject to renewable portfolio standards, (2) percentage fulfillment of RPS target	(1) Zero (2) N/A
Air Quality	IF-EU-120a.1	(1) NOx	4,377 metric tons
	IF-EU-120a.1	(2) SO2	5,162 metric tons
	IF-EU-120a.1	(3) Particulate matter	337 metric tons
	IF-EU-120a.1	(4) Lead	0.8623 metric tons
	IF-EU-120a.1	(5) Mercury	0.01 metric tons
Water Management	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed	(1) 339,342,482 cubic meters withdrawn (2) 10,173,938 cubic meters 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	Amount of coal combustion residuals (CCR) generated, percentage recycled	612,940 metric tons, 72% 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 2021 Form 10-K
Workforce Health and Safety	IF-EU-320a.1	Total recordable incident rate (TRIR)	1.5
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	0.40%
	IF-EU-420a.2	Percentage of electric load served by smart grid technology	99%
	IF-EU-420a.3	Customer electricity savings from efficiency measures	275,155 MWh
Nuclear Safety & Emergency	IF-EU-540a.1	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column	N/A

Emergency Management	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 2,365.55, SAIFI 4.67, CAIDI 506.62 CenterPoint Energy Indiana - SAIDI 78.6, SAIFI 0.87, CAIDI 89.9
Activity Metrics	IF-EU-000.A	Number of: (1) residential, (2) commercial, and (3) industrial customers served	Residential - 2,433,474 Commercial - 315,642
	IF-EU-000.B	Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, (5) wholesale customers	Total Throughput in 2021 of 103,000 GWh, including 32,067 GWh for residential customers.
	IF-EU-000.C	Length of transmission and distribution lines	5,009 transmission miles, 64,086 distribution miles
	IF-EU-000.D	Total electricity generated and percentage in regulated markets	5,872,724 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 2021 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)	17%
	IF-GU-420a.2	Customer gas savings from efficiency measures by market	2,911,698 MCF
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) 4 reportable pipeline incidents (2) 1 CAOs per 2021 PHMSA Reporting (3) 1 NPOVs per 2021 PHMSA Reporting *exclusive of Arkansas & Oklahoma
	IF-GU-540a.2	Percentage of distribution pipeline that is (1) cast and/or wrought iron and (2) unprotected steel	(1) 0.08% cast iron (2) 0.86% unprotected steel
	IF-GU-540a.3	Percentage of gas transmission pipelines inspected	30% of gas transmission pipeline were inspected in 2021
	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 & 2) commercial and industrial customers served	(1) 4,372,428 residential customers (2 & 3) 354,604 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) 241 Bcf throughput to residential customers (2 & 3) 428 Bcf throughput to commercial and industrial customers
	IF-GU-000.C	Length of gas (1) transmission and (2) distribution pipelines	(1) 1,446 miles transmission pipeline (2) 99,507 miles distribution pipeline

CENTERPOINT ENERGY GRI CONTENT INDEX

GRI 101: Foundation 2016

This GRI Content Index is designed to provide information in accordance with the GRI Standards Core Option and reflects data for the 2021 performance year. CenterPoint Energy discloses additional information through the GRI Electric Utility Sector Supplement, providing industry-specific information. Additional information can be found in About this Report.

GRI 102: General Disclosures 2016		
102-1	Name of the Organization	CenterPoint Energy
102-2	Activities, Brands, Products, and Services	About CenterPoint Energy
102-3	Location of Headquarters Report the Location of the Organization's Headquarters	1111 Louisiana Street, Houston, TX 77002 United States
102-4	Location of Operations Report the Number of Countries Where the Organization Operates	CenterPoint Energy Operates Solely in the United States. 100% of Taxes are Paid in the United States.
102-5	Ownership and Legal Form Report the Nature of Ownership and Legal Form	2021 Form 10-K
102-6	Markets Served	CenterPoint Energy Operates Solely in the United States. About CenterPoint Energy
102-7	Scale of the Organization Report the Scale of the Organization	About CenterPoint Energy
102-8	Information on Employees and Other Workers Breakdown of Employee Type	Workforce Diversity EE0-1 Report
102-9	Supply Chain Describe the Organization's Supply Chain	**Purchasing and Supplier Diversity** Supply Chain
102-11	Precautionary Principle or Approach-Report Whether and How the Precautionary Approach or Principle is Addressed by the Organization	CenterPoint Energy Cautionary Statement
102-12	External initiatives - List Externally Developed Economic, Environmental, and Social Charters, Principles, or Other Initiatives to which the Organization Subscribes or which it Endorses.	Community Impact
102-13	Membership of Associations	Social Impact – Communities
102-14	Statement from Senior Decision-Maker	**Ethics and Integrity** Leadership Message
102-16	Values, Principles, Standards, and Norms of Behavior Describe the Organization's Values, Principles, Standards, and Norms of Behavior such as Codes of Conduct and Codes of Ethics	Ethics and Values
102-17	Mechanisms for Advice and Concerns about Ethics Report the Internal and External Mechanisms for Seeking Advice on Ethical and Lawful Behavior, and Matters Related to Organizational Integrity, such as Helplines or Advice Lines	Ethics and Values - Concerns Helpline
102-18	Governance Structure Report the Governance Structure of the Organization, including Committees of the Highest Governance Body	Governance
102-19	Delegating Authority	Strategy and Oversight
102-20	Executive-level Responsibility for Economic, Environmental, and Social Topics	Strategy and Oversight

102-22	Composition of the Highest Governance Body and its Committees	Governance
102-23	Chair of the Highest Governance Body Report whether the Chair of the Highest Governance Body is also an Executive Officer	Governance
102-24	Nominating and Selecting the Highest Governance Body	Governance
102-25	Conflicts of Interest-Report Processes for the Highest Governance Body to Ensure Conflicts of Interest are Avoided and Managed	Governance
102-26	Role of Highest Governance Body in Setting Purpose, Values, and Strategy	Strategy and Oversight
102-28	Evaluating the Highest Governance Body's Performance	Governance
102-29-32	Economic, Environmental, Social Topics Oversight & Management	Strategy and Oversight
102-33	Communicating Critical Concerns	Details can be found in CenterPoint Energy's 2022 Proxy Statement. For the Board, see Shareholder Engagement and Communication with Directors on pages 22-23.
102-35	Remuneration Policies	Details can be found in CenterPoint Energy's 2022 Proxy Statement. For the Board, see "Director Compensation Table" on page 25 and for executives, see "Design of Executive Compensation Program" on page 36, and "2021 Executive Compensation Program" on page 39.
102-36	Process for Determining Remuneration	Details can be found on page 18 in CenterPoint Energy's 2022 Proxy Statement. For the Board, see Compensation of Directors on page 23 and for executives, see Design of Executive Compensation Program on page 36, and 2021 Executive Compensation Program on page 39.
102-37	Stakeholders' Involvement in Remuneration	Details can be found in CenterPoint Energy's 2022 Proxy Statement. For the Board, see "Compensation of Directors" on page 23-35 and for executives, see "Executive Compensation Program Overview" on page 35, "Role of the Compensation Committee" on page 46 and "Role of Executive Officers" on page 34.
102-38	Annual Total Compensation Ratio	Details can be found in CenterPoint Energy's 2022 Proxy Statement under Chief Executive Officer Pay Ratio on page 70.
102-39	Percentage Increase in Annual Total Compensation Ratio	Details can be found in CenterPoint Energy's 2022 Proxy Statement under Chief Executive Officer Pay Ratio on page 70.
102-40	List of Stakeholder Groups	Stakeholder Groups and Key Topics of Concern (2022) Stakeholder Engagement
102-41	Collective Bargaining Agreements	Workforce
102-42	Identifying and Selecting Stakeholders	To CenterPoint Energy, a stakeholder as any person or group impacted by or impacting company operations. Please see response to Standard Disclosures indication 102-40 for a list of identified stakeholder groups.
102-43	Approach to Stakeholder Engagement	CenterPoint Energy's major stakeholders include individuals and groups who impact – or are impacted by – our company and business operations. They include customers, communities, employees, investors, suppliers and regulators. Feedback from these stakeholders helps to inform our business plans and strategies. Stakeholder Engagement
102-44	Key Topics and Concerns Raised	Stakeholder Engagement – GRI Material Topics
102-45	Entities Included in the Consolidated Financial Statements	See Financial Statements and Supplemental Data on pages 78-89 of CenterPoint Energy's 2021 Form 10-K for year-end Dec. 31, 2021.
102-46	Defining Report Content and Topic Boundaries	CenterPoint Energy conducted a materiality survey in accordance with GRI guidelines to determine which aspects were most important to our stakeholder groups.
102-47	List of Material Topics	Stakeholder Engagement – GRI Material Topics
102-48	Restatements of Information	There are no restatements of information in CenterPoint Energy's report covering 2021.
102-49	Changes in Reporting	No Significant Changes
102-50	Reporting Period	This report covers the combined company activities as of year-end 2021.
102-51	Date of Most Recent Report	July 27, 2022
102-52	Reporting Cycle	Annual
102-53	Contact Point for Questions Regarding the Report	Sustainability@centerpointenergy.com
102-54	Claims of Reporting in Accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI Content Index	This report lists every GRI Standard disclosure in numerical order and includes smart links to other documents where appropriate. See the Table of Contents at the front of this report to navigate to specific sections and pages.
102-56	External Assurance	CenterPoint Energy has sought external assurance for the following information contained within this report: • 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. • Responses referencing the CenterPoint Energy 2021 Annual Report and Form 10-K filing, which have both been externally assured by Deloitte.

103-1 103-2 103-3	Management Approach	2021 Form 10-K Leadership Message Governance Ethics and Values

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 2021 Form 10-K in Pension and Benefits page 61
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 303: Water and Effluents 2018		
		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
305-5	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		
306-2	Waste by Type and Disposal Method	Waste and Recycling
306-3	Significant Spills	CenterPoint Energy did not have any significant spills in 2021.
306-4	Transport of Hazardous Waste	CenterPoint Energy generates hazardous waste but does not transport or treat it.

GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with Environmental Laws and Regulations	CenterPoint Energy did not receive any fines or enter into agreed orders for non-compliance with environmental laws and regulations. The company makes a concerted effort to comply with all environmental laws and regulations and works with regulatory agencies as part of its overall compliance effort.
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
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
GRI 412: Human Rights Assessment 2016		
412-1	Operations that have been Subject to Human Rights Reviews or Impact Assessments	Human Rights
412-2	Employee Training on Human Rights Policies or Procedures	Human Rights
413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Communities
GRI 415: Public Policy 2016		
415-1	Political Contributions	Political Engagement

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

EEI/AGA ESG REPORTS

EEI/AGA ESG REPORTS

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:	7/27/2022

Ref. No.	Refer to the 'EEI Definitions' Tab for More Information on Each Metric	2018	2019	2020	2021	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	Based on CenterPoint Energy Installed Capacity 2018 generation values in this report reflect Vectren power generation assets prior to their acquisition by CenterPoint Energy.
1.1	Coal	1,000	1,000	1,000	1,000	
1.2	Natural Gas	245	160	160	160	
1.3	Nuclear	–	–	–	–	
1.4	Petroleum	–	–	–	–	
1.5	Total Renewable Energy Resources	–	–	–	–	
1.5.1	Biomass/Biogas	3	3	3	3	
1.5.2	Geothermal	–	–	–	–	
1.5.3	Hydroelectric	–	–	–	–	
1.5.4	Solar	4	4	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	
2.1	Coal	5,238,600	4,587,228	3,960,929	5,713,128	
2.2	Natural Gas	42,624	21,863	24,432	46,064	
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	
2.5.2		Geothermal	–	–	–	–	
2.5.3		Hydroelectric	–	–	–	–	
2.5.4		Solar	350	7,473	7542	103,248	
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	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	
3.3		Incremental Annual Investment in Electric EE Programs (Nominal Dollars)	$31,133,805	$46,252,020	$46,364,706	$41,852,771	
4	Retail Electric Customer Count (At End of Year)		2,485,370	2,682,228	2,749,116	2,811,320	Reflect Total Numbers of Metered Customers.
4.1		Commercial	285,093	310,093	315,642	321,027	
4.2		Industrial	2,052	–	–	–	
4.3		Residential	2,198,225	2,372,135	2,433,374	2,490,293	
Emissions							
5	GHG Emissions: Carbon Dioxide (CO2) and Carbon Dioxide Equivalent (CO2e)		–	–	–	–	
	Note: The alternatives available below are intended to provide flexibility in reporting GHG emissions, and should be used to the extent appropriate for each company.						
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	The C02e Emissions for 2018, 2019 reflect adjustment to WP4 Percent owned.
5.1.2.2		Total Owned Generation CO2e Emissions Intensity (MT/Net MWh)	1.12	1.31	1.15	1.08	
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	SF6 Emissions is reported for Center Point Energy Houston Electric territory, Indiana territory is below regulatory reporting limit.
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	
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	0.00089	0.00098	0.00106	0.00075	
6.3	Sulfur Dioxide (SO_2)	–	–	–	–	
6.3.1	Total SO2 Emissions (MT)	5,480	4,643	3,912	5,162	
6.3.2	Total SO2 Emissions Intensity (MT/Net MWh)	0.00103	0.00100	0.00097	0.00088	
6.4	Mercury (Hg)	–	–	–	–	
6.4.1	Total Hg Emissions (kg)	15.4	13.5	10.5	10.0	
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	0.000003	0.000003	0.000003	0.000002	
Resources						
7	Human Resources	–	–	–	–	
7.1	Total Number of Employees	7,977	9,429	9,541	9,418	2018 represent CenterPoint Energy prior to acquiring Vectren.
7.2	Percentage of Women in Total Workforce	–	25%	24%	23%	
7.3	Percentage of Minorities in Total Workforce	–	35%	35%	36%	
7.4	Total Number on Board of Directors/Trustees	10	9	10	9	Total Number on Board of Directors for 2018-2021 is for Year End as of December 31, 2018, 2019, 2020, 2021.
7.5	Percentage of Women on Board of Directors/Trustees	20%	29%	20%	33%	
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	
7.7.2	Lost-Time Case Rate	0.50	0.62	0.66	0.77	
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	0.75	*1.03	*1	*1.15	*Excludes Fatalities
8	Fresh Water Resources used in Thermal Power Generation Activities	–	–	–	–	
8.1	Water Withdrawals - Consumptive (Millions of Gallons)	3,366.00	2,311	3,740	2,688	
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	53,301.00	60,154	48,074.00	86,957	
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	0.000636	0.000499	0.000934	0.000433	

8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	0.010	0.013	0.012	0.014	
9	Waste Products	–	–	–	–	
9.1	Amount of Hazardous Waste Manifested for Disposal (Metric Tons)	4,628	138	396	85	
9.2	Percent of Coal Combustion Products Beneficially Used	81%	91%	84%	72%	

AGA REPORT

Parent Company:	CenterPoint Energy
Operating Company(s):	CenterPoint Energy
Business Type(s):	Gas Distribution
State(s) of Operation:	Texas, Minnesota, Arkansas, Louisiana, Mississippi, Oklahoma, Indiana, and Ohio
Regulatory Environment:	Regulated
Report Date:	7/27/2022

Ref. No.	Refer to the "Definitions" column for more information on each metric.	2018	2019	2020	2021	Notes
Natural Gas Distribution						
1	METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS	–	–	–	–	2018 mains in service represent CenterPoint Energy prior to acquiring the natural gas assets of Vectren in Indiana and Ohio. 2019, 2020, 2021 is CenterPoint Energy's combined company mains in service including the added Indiana and Ohio territory.
1.1	Number of Gas Distribution Customers	3,506,310	4,600,000	4,678,332	4,727,030	
1.2	Distribution Mains in Service	–	–	–	–	
1.2.1	Plastic (Miles)	43,625	57,107	58,187	59,969	
1.2.2	Cathodically Protected Steel - Bare & Coated (Miles)	31,544	39,369	39,191	38,600	
1.2.3	Unprotected Steel - Bare & Coated (Miles)	316	1,118	972	858	
1.2.4	Cast Iron / Wrought Iron - Without Upgrades (Miles)	6	134	114	80	
1.3	Plan/Commitment to Replace / Upgrade Remaining Miles of Distribution Mains (# Years to Complete)	–	–	–	–	As part of our efforts to reduce methane emissions, CenterPoint Energy's natural gas operations business joined the EPA Natural Gas Methane Challenge Program as a founding partner in 2016. Partner companies have committed to replacing or rehabilitating cast iron and unprotected steel natural gas distribution mains.
1.3.1	Unprotected Steel (Bare & Coated) (# Years to Complete)	63	118	146	146	We reached a significant milestone in 2018 by substantially completing the elimination of cast iron pipes in CenterPoint Energy's distribution system prior to our 2019 merger with Vectren Corporation. We replaced cast iron pipes with polyethylene and steel pipes that were coated with epoxy to resist corrosion and

						breaking.
1.3.2	Cast Iron / Wrought Iron (# Years to Complete)	70	21	19	19	We are committed to eliminate cast-iron pipe in all our territories. Cast-iron pipe only remains in our Indiana and Ohio territories with all of cast iron removal expected to complete in 2024.
2	Distribution CO2e Fugitive Emissions	–	–	–	–	
2.1	CO2e Fugitive Methane Emissions from Gas Distribution Operations (Metric Tons)	604,348	542,100	533,572	519,190	
2.2	CH4 Fugitive Methane Emissions from Gas Distribution Operations (Metric Tons)	24,174	21,684	21,317	20,743	
2.2.1	CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	1,259	1,129	1,110	1,080	
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	
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	
2.4	Fugitive Methane Emissions Rate (Percent MMscf of Methane Emissions per MMscf of Methane Throughput)	0.19%	0.16%	0.18%	0.17%	Fugitive Emissions numbers for 2018-2021 include the CenterPoint Energy natural gas emissions from local distribution companies plus the historical emissions for the assets acquired from Vectren in 2019.

ENVIRONMENTAL, SOCIAL & GOVERNANCE DATA

ENVIRONMENTAL, SOCIAL & GOVERNANCE DATA

CenterPoint Energy's Environmental, Social and Governance (ESG) Data Center reflects our commitment to transparency by regularly reporting our ESG 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 ESG performance is also 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.

Energy

Energy	2018	2019	2020	2021
Installed Capacity MW				
Total Installed Capacity	1,252	1,167	1,167	1,217
Installed Capacity: Coal	1,000	1,000	1,000	1,000
Installed Capacity: Natural Gas	245	160	160	160
Installed Capacity: Landfill Gas	3	3	3	3
Installed Capacity: Solar	4	4	54[1]	54
1 - 50 MW Troy Solar included. Trial operation began in December 2020 with commercial operation in April 2021.				
Total Purchased Capacity	112	135	112	112
Purchased Capacity: Coal	32	32	32	32
Purchased Capacity: Wind	80	80	80	80
Purchased Capacity: Contract	–	23	–	–
Net Generation Output MWh	2018	2019	2020	2021
Coal	5,238,660	4,587,228	3,960,929	5,713,128
Natural Gas	42,624	21,863	24,432	46,064
Landfill Gas	10,863	10,724	9,685	10,284
Purchased Coal	148,653	134,472	116,405	134,484
Purchased Wind	204,162	219,433	201,655	206,605
Solar	350	7,473	7,542[2]	103,248
Total Energy Output				
2 - Includes MWh's produced by Troy Solar during trial operation.				
Materials/Fuels Used to Produce Electricity	2018	2019	2020	2021
Coal (Tons)	–	2,281,262	1,939,369	2,731,901
Natural Gas (Mcf)	–	874,745	914,762	1,507,437

Emissions

Scope 1 GHG Emissions Result From the Direct Operations of CenterPoint Energy Assets	2018	2019	2020	2021
Electric Generation CO2e Metric Tons	5,961,697	6,071,283	4,620,963	6,370,671
SF6 CO2e Metric Tons	1,053	3,625	24,633	101,320
Natural Gas Operations CO2e Metric Tons	605,074	540,975	533,572	519,190
Fleet CO2e Metric Tons	76,872	68,171	58,105	57,600
Total Scope 1 Emissions CO2e Metric Tons	6,644,696	6,684,054	5,237,273	7,048,781

Scope 2 Emissions CO2e Metric Tons	2018	2019	2020	2021
CNP Purchased Electricity Metric Tons	–	–	44,370	37,841
Power Line Losses Metric Tons	–	–	**14,200	**9,092
Total Scope 2 Emissions CO2e Metric Tons	–	–	58,570	46,933

Total Scope 3 Emissions CO2e Metric Tons	2018	2019	2020	2021
(Scope 3 indirect emissions are GHG emissions reported to the US EPA based on the amount of natural gas supplied to end-use customers)	30,466,911	29,720,350	26,661,266	27,878,995

Air Quality – Annual Electric Generation Systems Emissions	2018	2019	2020	2021
Sulfur Oxide (SO_x) Metric Tons	5,480	4,643	3,912	5,162
Nitrogen Oxide (NO_x) Metric Tons	4,698	4,530	4,233	4,377
Particulate Matter (PM) Metric Tons	239	274	210	337
Lead Metric Tons	0.386	0.350	0.0389	0.8623
Mercury Metric Tons	0.0154	0.014	0.0105	0.0100

** Does not include line loss attributable to CenterPoint Energy's Houston Electric Transmission and Distribution Assets.

CO2e Summary - Scope 1 GHG Emissions Detail by Operating Company for CenterPoint Energy Natural Gas Operations		2018 Metric Ton CO2e	2019 Metric Ton CO2e	2020 Metric Ton CO2e	2021 Metric Ton CO2e
Facility (e-GGRT ID #)	GHG Reporting Program 40 CFR 98				
Arkansas Arkla (526483)	Subpart W – Total GHG Emissions	85,472	84,898	84,578	81,795
Louisiana Arkla (526485)	Subpart W – Total GHG Emissions	23,531	15,531	15,555	15,915
Louisiana Entex (526496)	Subpart W – Total GHG Emissions	18,402	19,280	18,992	14,071
Minnesota Gas (526480)	Subpart W – Total GHG Emissions	72,969	71,782	69,272	67,438
Mississippi Entex (526498)	Subpart W – Total GHG Emissions	18,777	19,371	19,458	19,724
Oklahoma Arkla (526488)	Subpart W – Total GHG Emissions	19,249	18,606	19,058	14,019
Texas Arkla (526491)	Subpart W – Total GHG Emissions	2,639	1,608	1,614	1,638
Texas Entex (526494)	Subpart W – Total GHG Emissions	172,345	162,218	162,434	166,452
Indiana Gas Co. (526064)	Subpart W – Total GHG Emissions	88,877	74,994	73,664	73,890
Southern Indiana Gas Co. (525996)	Subpart W – Total GHG Emissions	30,477	24,784	24,105	22,495
Vectren Energy Delivery of Ohio (526066)	Subpart W – Total GHG Emissions	72,368	47,929	44,843	41,754
Total	Subpart W – Total GHG Emissions	605,074	540,975	533,572	519,190

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		2018 Metric Ton CO2e	2019 Metric Ton CO2e	2020 Metric Ton CO2e	2021 Metric Ton CO2e
Facility (e-GGRT ID #)	GHG Reporting Program 40 CFR 98				
Arkansas Arkla (526483)	Subpart NN – Net GHG Quantity	3,285,099	3,089,454	2,871,381	3,048,751
Louisiana Arkla (526485)	Subpart NN – Net GHG Quantity	713,980	717,642	628,005	586,278
Louisiana Entex (526496)	Subpart NN – Net GHG Quantity	399,872	390,403	371,995	433,766
Minnesota Gas (526480)	Subpart NN – Net GHG Quantity	7,282,013	8,108,917	6,885,669	7,599,164

Mississippi Entex (526498)	Subpart NN – Net GHG Quantity	883,367	859,293	812,936	888,074
Oklahoma Arkla (526488)	Subpart NN – Net GHG Quantity	579,643	594,159	516,454	562,841
Texas Arkla (526491)	Subpart NN – Net GHG Quantity	71,932	72,450	69,125	75,895
Texas Entex (526494)	Subpart NN – Net GHG Quantity	7,566,135	7,535,651	6,546,423	7,024,942
Indiana Gas Co. (526064)	Subpart NN – Net GHG Quantity	5,388,223	4,999,754	5,034,520	4,581,645
Southern Indiana Gas Co. (525996)	Subpart NN – Net GHG Quantity	1,196,342	895,572	629,909	760,492
Vectren Energy Delivery of Ohio (526066)	Subpart NN – Net GHG Quantity	2,558,373	2,457,051	2,294,849	2,317,148
Total	Subpart NN – Net GHG Quantity	30,466,911	29,720,350	26,661,266	27,878,995

Sustainable Infrastructure

Sustainable Infrastructure	2019	2020	2021
Electric Grid Overview			
Transmission Lines – Texas Gulf Coast (miles)	3,837	3,831	3,947
Transmission Lines – Indiana (miles)	1,028	1,032	1,062
Transmission Lines – Total (miles)	4,865	4,863	5,009
Distribution Lines – Texas Gulf Coast (miles)	55,238	56,045	56,926
Distribution Lines – Indiana (miles)	7,042	7,085	7,160
Distribution Lines – Total (miles)	62,280	63,130	64,086
ELECTRIC RELIABILITY			
Houston Electric			
System Average Interruption Duration Index (SAIDI) (minutes)	227.61	226.43	2,365.55*
System Average Interruption Frequency Index (SAIFI) (number of interruptions)	1.77	1.78	4.67*
Customer Average Interruption Duration Index (CAIDI) (minutes)	128.79	127.46	506.62*
*2021 Winter Storm Uri severe disruption			
Indiana Electric			
System Average Interruption Duration Index (SAIDI) (minutes)	174	121.9	78.6
System Average Interruption Frequency Index (SAIFI) (number of interruptions)	1.37	1	0.87
Customer Average Interruption Duration index (CAIDI) (minutes)	127	121.4	89.9
Natural Gas Pipeline Overview			
Natural Gas Distribution Linear Miles	98,000	99,000	99,507
Natural Gas Transmission Linear Miles	1,528	1,517	1,446
NATURAL GAS DISTRIBUTION PIPELINE REPLACEMENT			
Bare/Coated Unprotected Steel			
Miles of Pipe in System at Beginning of Year	1,236	1,118	972
Miles of Pipe at End of Year (DOT Report)	1,118	972	858
Miles of Pipe Replaced	118	146	114
Percentage Replaced	9%	13%	11.7%
Percentage of Unprotected Steel	1.14%	0.99%	0.86%
Cast Iron			
Miles of Pipe in System at Beginning of Year	154	133	114
Miles of Pipe at End of Year (DOT Report)	133	114	80.1
Miles of Pipe Replaced	21	19	33.9
Percentage Replaced	13.64%	14.20%	29.90%
Percentage of Cast-iron Distribution Pipeline	0.14%	0.12%	0.08%

2021 Reduction of Energy Consumption – CenterPoint Energy Facility Improvements

Replaced existing lighting with LED lighting at various service centers and office buildings
New service centers and facilities designed and built to utilize LED light fixtures
Installation of new energy efficient HVAC units at service centers
Installation of Building Automation Systems at service centers that did not have the systems

Water

Water	2018	2019	2020	2021
Water Withdrawal				
Total Water Withdrawal (Millions of Gallons/Year)	86,966	62,464	51,814	89,645
Total Water Withdrawn (Cubic Meters)				339,342,482
Water Withdrawal by Source Breakdown				
Surface Water Withdrawal (Millions of Gallons/Year)	86,420	61,958	51,363	89,121
Groundwater (Millions of Gallons/Year)	546	506	451	524
Water Discharge (Non-consumptive)				
Total Water Discharge (Millions of Gallons/Year)	84,575	60,154	48,074	86,957
Water Withdrawal Consumption				
Total Water Consumption (Millions of Gallons/Year)	2,391	2,311	3,740	2,688
Total Water Consumed (Cubic Meters)				10,173,938
Water Withdrawals – Consumptive and Non-consumptive Rate				
Consumptive Rate (Millions of Gallons/Net MWh)	0.000451	0.000499	0.000934	0.000433
Non-consumptive Rate (Millions of Gallons/Net MWh)	0.016	0.013	0.012	0.014

Waste

Waste	2019	2020	2021
Coal Combustion Products			
Coal Combustion Residuals Generated (Metric Tons)	344,129	437,372*	612,940
Percent of Coal Combustion Residuals Recycled	91%	84%	72%
Fly Ash (Metric Tons)	–	–	121,463
Gypsum (Metric Tons)	–	–	237,609
Bottom Ash (Metric Tons)	–	–	6,792
Excavated Ponded Material (Metric Tons)	–	–	77,956
*2020 CCR totals are inclusive of filtercake per revised 2020 EPA CCR Regulations			
Hazardous Waste			
Total Hazardous Waste (Metric Tons)	138	396	85
Non Hazardous Waste			
Total Non Hazardous Waste (Metric Tons)	–	–	115,088
Universal Waste			
Total Universal Waste (Metric Tons)	–	–	15
Recycled Scrap Metal Waste			
Total Recycled Scrap Metal (Metric Tons)	–	–	6,384
Batteries Recycled			
Total Batteries Recycled (Metric Tons)	–	–	64
Electronic Waste Recycled			
Total Electronic Waste Recycled (Metric Tons)	–	–	152
Recycled Used Oil			
Total Recycled Used Oil (Metric Tons)	–	–	2,183

Community Impact

Community Impact	2019	2020	2021
CenterPoint Energy Foundation			
Charitable Giving by Area of Focus			
Number of Organization Supported: Education	–	191	240
Number of Organization Supported: Community Vitality	–	245	180
Number of Organizations Supported: Local Initiatives	–	107	54
Total Community Investments	–	$12,727,606	$18,606,153
	2019	2020	2021
Employee Matching Gift Program	$433,215	$512,500	$541,556
Employee and Retiree Volunteer Grants	$110,000	$41,800	$51,400
COVID-19 Fund Relief	–	$1,250,000	–
Education Grants			
Number of Books Distributed	–	–	100,370
Number of Hours of One-on-One Literacy Tutoring	–	–	8,539
Number of Students Engaged in STEM Activities or Events	–	–	55,288
Number of STEM Devices Distributed (Includes Computers and Tablets)	–	–	1,670
Number of STEM Kits Distributed	–	–	1,341
Community Vitality Grants			
Number of Affordable Housing Units: Rental and Single/Multi-Family Units	–	–	1,476
Number of People Received Financial Education	–	–	5,505
Number of Trees Planted	–	–	1,193
Number of People that Received Environmental Education	–	–	13,632
Diversity, Equity & Inclusion Giving Total	–	$1,614,641	$7,449,019
DE&I Education	–	$1,452,641	$2,382,019
DE&I Community Vitality	–	$133,500	$5,054,500
DE&I Local Initiatives	–	$28,500	$12,500
Safety Grants are Awarded by CenterPoint Energy for Amounts up to $2,500 for Eligible Safety and Emergency Response Equipment	2019	2020	2021
Community Safety Grants	$169,366	$256,934	233,035
Number Safety Grants Awarded	86	129	106
	2019	2020	2021
Total Volunteer Hours Donated by Employees	133,254	42,000	65,035
Number of Company Leaders on Boards	–	97	68
Charitable Giving by Area of Focus: 2019	2019	2020	2021
Number of Organization Supported: Art/Culture	45	–	–
Number of Organizations Supported: Community/Economic Development	99	–	–
Number of Organizations Supported: Contingency	545	–	–
Number of Organizations Supported: Education	5	–	–
Number of Organizations Supported: Environment	55	–	–
Number of Organizations Supported: Health and Human Services	78	–	–

MEMBERSHIP/INVOLVEMENT IN ASSOCIATIONS ENGAGED IN CLIMATE CHANGE

Edison Electric Institute and American Gas Association ESG Template
Environmental Protection Agency Natural Gas Star and Methane Challenge Program
Environmental Protection Agency
Texas Commission of Environmental Quality
Gulf Coast Carbon Initiative
g21 Initiative – Minnesota Decarbonizing Natural Gas End Uses Stakeholder Group
Minnesota Regional Indicators Initiative
Minnesota Energy Utility Diversity Group
Minneapolis Clean Energy Partnership
North Central Minority Supplier Development Council – CenterPoint Energy is a Corporate Sponsor
Minnesota Public Utility Commission Cyber Security Summit
City of Evansville Climate Action Plan

- Lafayette Chamber of Commerce Green Committee
- Midwest Governor's Association Mid-Grid
- Greater Houston Partnership Sustainability Committee
- Greater Houston Partnership Energy 2.0 Committee
- Houston-Galveston Area Council – Transportation & Air Quality Committee
- Houston Clean Cities Coalition
- Evolve Houston – CenterPoint Energy is a Corporate Sponsor
- Houston Climate Action Plan – CenterPoint Energy is a Corporate Sponsor
- Houston Region Zero Emission Truck Collaborative
- Air Alliance Houston – CenterPoint Energy is a Corporate Sponsor
- City of Houston Resilient Now

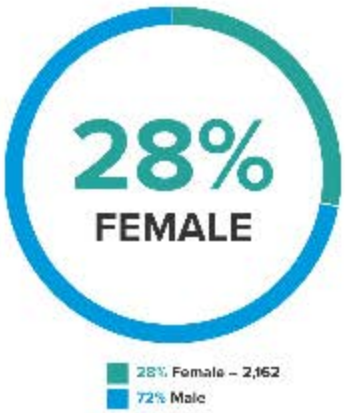
Customers & Energy Efficiency

Customers & Energy Efficiency	2019	2020	2021
Customers – Electric (metered)			
Residential	2,372,135	2,433,474	2,490,293
Commercial/Industrial	310,093	315,642	321,027
Total	2,682,228	2,749,116	2,811,320
Customers – Natural Gas			
Residential	4,252,361	4,328,607	4,372,428
Commercial	339,749	349,725	354,602
Total	4,592,110	4,678,332	4,727,030
CUSTOMER ENERGY EFFICIENCY PROGRAMS AND SMART METERS			
Smart Meters			
Percent of Total Electric Customers with Smart Meters	99%	99%	99%
Total Investment in Energy Efficiency Incentives	$23,000,000	$47,863,203	$69,685,274
Incremental Annual Investment in Energy Efficiency Programs - Electric and Gas (Nominal Dollars)	$46,452,020*	$46,364,706*	$99,255,146
* Energy Efficiency Electric Programs			
Total Annual Demand Savings (MCF/Dth)	2,933,848	6,776,046	2,911,698
Total Annual Demand Savings (MWh)	260,265	244,794	275,155

Diversity Equity & Inclusion

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

FEMALES AS PERCENTAGE OF WORKFORCE



MINORITY AS PERCENTAGE OF WORKFORCE

Supplier Diversity	2019	2020	2021
Total Supplier Spend (Billions)	$1.2B	$2.9B	$ 3.5B
Diverse Supplier Spend	$270M	$278M	$406M
Percent Spend with Direct Tier 1 Diverse Suppliers	11%	9%	11%

Workforce

EEO-1 Summary

Workforce	2019	2020	2021
Total Number of Employees	9,429	9,541	9,418
* 2020 and 2021 Responses include Energy Systems Group			
Number of Full-time Employees	9,413	9,487	9,374
Number of Part-time Employees	16	54	44
Total Percent of Collective Bargaining Employees	37%	36%	37%
Total Number of Senior Executives	11	16	15
Total Number of Vice Presidents/Directors	207	200	208
Total Number of Managers/Supervisors	982	998	1,043
Total Number of Professionals	2,445	2,465	2,328
Total Number of Customer Service Employees	756	700	683
Total Number of Office and Clerical Employees	487	531	430
Total Number of Technicians* (Union)	3,175	3,191	3,262
Total Number of Technicians* (Non-Union)	1,366	1,440	1,449
Technicians* – Technician, Craft, Operatives and Laborers			
Total Number of Interns Hired	66	61	105
Total Number of Veteran Employees	1000+	575	630
Total Percent of Employees Receiving Regular Performance and Career Reviews	98%	99.87%	100%
New Employee Hires			
Employee Hire Rate	14%	8%	12%
Male External Hires	412	522	830
Female External Hires	198	238	317
Total External Hires	610	760	1,147
Total Percent of Female External Hires	33%	31%	28%
New Employee Hires by Age Group	Count	Count	Count
Under 25	171	186	291
25-30	143	194	297
31-35	113	118	210
36-40	65	85	127
41-45	43	58	85
46-50	35	48	62
51-55	22	38	36
56-60	11	19	26
61-65	7	12	11
66-70	0	2	2
New Employee Minority Hires			
Total Minority External Hires	303	351	522
Percent of Total Minority External Hires	50%	46%	46%
Employee Turnover Rate	12%	9%	13%
Voluntary	7%	6%	11%
Involuntary	5%	3%	2%
Employee Training			
CNP University			
Total Online Courses Completed	199,359	373,039	298,984
Total Hours of Online Courses Completed	99,649*	186,519*	149,492*
* 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
Total Hours Completed	19,734	6,601	8,051

2021 Learning and Development Programs	2021 Male	2021 Female	2021 Racial Diversity
Leadership Academy	60%	40%%	35%
Learning to Lead	57.50%	42.50%	57.50%
Leadership Essentials	67%	33%	38%

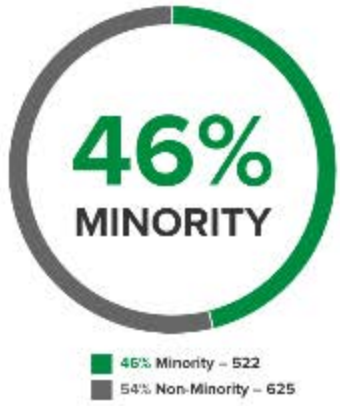
Employees Eligible for Retirement	2019	2020	2021
Percentage Eligible for Retirement (55+ Years and 5 Years of Service)	26%	26%	23%
Percentage Eligible for Retirement in 5 Years (55+ Years and 5 Years of Service)	38%	38%	36%
Percentage Eligible for Retirement in 10 Years (55+ Years and 5 Years of Service)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

Workforce Demographics	2019	2020	2021
Number of Employees <30	1,230	1,177	1,276
Number of Employees 30-50	4,790	4,747	4,998
Number of Employees >50	3,409	3,617	3,144

CENTERPOINT WORKFORCE (2021)

NEW EMPLOYEE HIRES BY GENDER (2021)

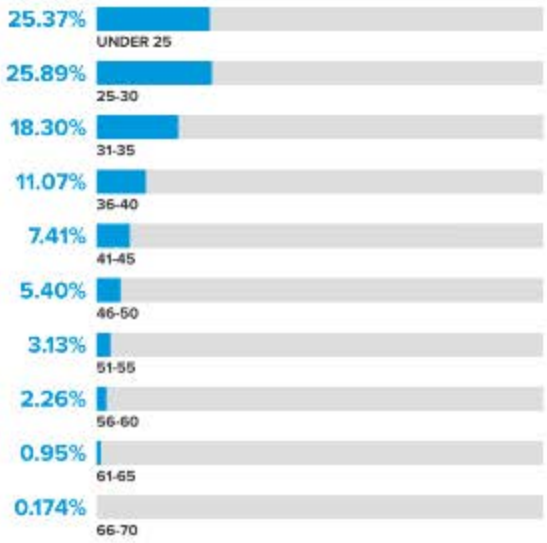
NEW EMPLOYEE MINORITY HIRES (2021)



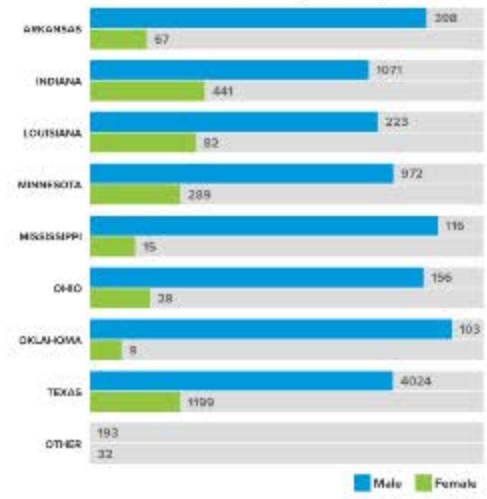
Out of 1,147 Total External Hires

2021 Response includes Energy Systems Group

NEW EMPLOYEE HIRES BY AGE GROUP (2021)



TOTAL WORKFORCE BY GENDER & TERRITORY (2021)



EEO-1 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

Safety

Safety	2019	2020	2021
Employee DART Rate (Excluding Fatalities)	1.03	1.00	1.15
OSHA Recordable Work-related Injuries	154	112	132
Lost Time Case Rate	0.62	0.66	0.77
Total Recordable Incident Rate (TRIR)	1.70	1.24	1.50
Number of Hours Worked	18,075,962	17,995,590	17,605,557

Economic

Economic	2018	2019	2020	2021
Summary of Consolidated Financial Information				
(In Millions, Except per Share Data)				
Total Revenue	6,277	7,564	7,418	8,352
Total Assets	27,093	35,529	33,471	37,679
Total Annual Capital Expenditures/Investments (Nominal Dollars)	(1,651)	(2,506)	(2,596)	(3,164)
Expenditures for Long-lived Assets (Capex)	(1,720)	(2,587)	(2,536)	(3,339)
Taxes Paid	2018	2019	2020	2021
Income Tax Payments (Refunds), Net	89	155	143	(46)
State	9	14	45	15
Federal	80	141	98	(61)
Earnings Performance	2018	2019	2020	2021
Diluted Earnings (Loss) per Common Share (GAAP)	0.74	1.33	(1.79)	2.28
Diluted Earnings (Loss) per Common Share (Non-GAAP)	1.60	1.79	1.40	1.64
Cash Dividends Paid per Common Share	0.84	0.86	0.74	0.65
Cash Dividends Declared per Common Share	1.12	0.86	0.90	0.66

Governance

2022 BOD data as of the 4/22/2022 Annual Meeting of Shareholders

Governance	2018	2019	2020	2021	2022
Board Meetings Held - Audit Committee	6	6	5	8	—
Board Meetings Held - Compensation Committee	4	4	7	4	—
Board Meetings Held - Governance, Environmental and Sustainability Committee	4	4	5	6	—
* As of 9/29/2021, the Governance Committee was renamed to Governance, Environmental and Sustainability Committee					
Total Number on the Board of Directors	10	9	10	9	9
Number of Independent Directors	8	7	8	8	8
Independent Chairman	No	No	No	Yes	Yes
** Mr. Nesbitt was appointed Independent Chair effective July 20, 2021. Prior to his appointment, the company had an Executive Chairman.					
Independent CEO	No	No	No	No	No
Director Gender					
Men	8	7	8	6	7
Women	2	2	2	3	2
Director Age					
40s	—	—	—	1	1
50s	4	3	3	4	4
>60 Years	6	6	7	4	4
Director Tenure					
0-5 Years	7	6	5	7	7
6-10 Years	1	2	3	2	2
>10 Years	2	1	2	0	0

Board Diversity Graph as of April 22, 2022

Policies & Procedures

PUBLICLY AVAILABLE POLICIES AND DISCLOSURES

CenterPoint Energy Ethics and Compliance Code
Code of Ethics for Chief Executive Officer and Senior Financial Officers
Supplier Code of Conduct
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

INTERNAL POLICIES

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
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)

- 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 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 and the City of Houston's Master Energy Plan and Resilient Now), business opportunities, future financial performance and results of operations, renewable energy growth objectives and any other statement that is not historical facts 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, joint ventures and acquisitions or dispositions of assets or businesses, including the completed sale of its Natural Gas businesses in Arkansas and Oklahoma, the exit from midstream and the internal restructuring of certain subsidiaries, 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 demand for our non-utility products and services and 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 most recent Integrated Resource Plan; (4) CenterPoint Energy's ability to successfully construct, operate, repair and maintain electric generating facilities, natural gas facilities, mobile generation 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 recovered natural gas costs in some jurisdictions associated with the February 2021 winter storm event and those related to Houston Electric's mobile generation; (7) future economic conditions in regional and national markets and their effect on sales, prices and costs; (8) weather variations and other natural phenomena, including the impact of severe weather events on operations and capital, such as impacts from the February 2021 winter storm event; (9) increases in commodity prices; (10) 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; (11) changes in rates of inflation; (12) 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; (13) non-payment for our services due to financial distress of our customers and the ability of retail electric providers (REPs), including REP affiliates of NRG Energy, Inc. and Vistra Energy Corp., to satisfy their obligations to CenterPoint Energy and Houston Electric, including the negative impact on such ability related to COVID-19 and the February 2021 winter storm event; (14) the COVID-19 pandemic and its continuing effect on CenterPoint Energy's industries and communities it serves, U.S. and world financial markets and supply chains, and changes in customer and stakeholder behaviors relating thereto; (15) 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; (16) direct or indirect effects on CenterPoint Energy's facilities, resources, operations and financial condition resulting from terrorism, cyber attacks or intrusions, including as a result of global conflict such as the conflict in Ukraine, 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; (17) the effective tax rate, including as a result of tax legislation, including the effects of the Coronavirus Aid, Relief, and Economic Security (CARES) Act, 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; (18) CenterPoint Energy's ability to mitigate weather impacts through normalization or rate mechanisms, and the effectiveness of such mechanisms; (19) actions by credit rating agencies, including any potential downgrades to credit ratings; (20) 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 cost overruns that cannot be recouped in rates; (21) 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 the operations, cost recovery of generation plant costs and related assets, and CenterPoint Energy's net zero and carbon emissions reduction goals; (22) the impact of unplanned facility outages or other closures; (23) the sufficiency of CenterPoint Energy's insurance coverage, including availability, cost, coverage and terms and ability to recover claims; (24) 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; (25) 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 discount rates; (26) changes in interest rates and their impact on costs of borrowing and the valuation of CenterPoint Energy's pension benefit obligation; (27) commercial bank and financial market conditions, CenterPoint Energy's access to capital, the cost of such capital, and the results of CenterPoint Energy's financing and refinancing efforts, including availability of funds in the debt capital markets; (28) inability of various counterparties to meet their obligations to CenterPoint Energy; (29) the extent and effectiveness of CenterPoint Energy's risk management activities; (30) timely and appropriate regulatory actions, which include actions allowing securitization, for any future hurricanes or other severe weather events, or natural disasters or other recovery of costs, including stranded coal generation asset costs; (31) acquisition and merger activities involving CenterPoint Energy or its competitors, including the ability to successfully complete merger, acquisition and divestiture plans; (32) CenterPoint Energy's ability to recruit, effectively transition and retain management and key employees and maintain good labor relations; (33) 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; (34) the impact of climate change and alternate energy sources on the demand for natural gas and electricity generated or transmitted by us; (35) the timing and outcome of any audits, disputes and other proceedings related to taxes; (36) the recording of impairment charges; (37) political and economic developments, including energy and environmental policies under the current administration; (38) the transition to a replacement for the LIBOR benchmark interest rate; (39) 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 goals; (40) the outcome of litigation, including litigation related to the February 2021 winter storm event; (41) the development of new opportunities and the performance of projects undertaken by Energy Systems Group, which are subject to, among other factors, the level of success in bidding contracts and cancellation and/or reductions in the scope of projects by customers, and obligations related to warranties, guarantees and other contractual and legal obligations; (42) the effect of changes in and application of accounting standards and pronouncements; and (43) other factors discussed in CenterPoint Energy's Annual Report on Form 10-K for the fiscal year ended December 31, 2021, its Quarterly Reports on Form 10-Q for the quarters ended March 31, 2022 and June 30, 2022, 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 August 12, 2022. 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: While we believe that we have a clear path towards achieving our net zero emissions (Scope 1 and Scope 2) by 2035 goals, our analysis and path forward required us 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, our actual results and ability to achieve net zero emissions by 2035 could differ materially from our expectations. Certain of the assumptions that could impact our ability to meet our 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 Energy'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. In addition, because Texas is in an unregulated market, our 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. Our Scope 3 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. Please also review the section entitled "CenterPoint Energy Cautionary Statement" included on this website.