

*Committed to
Building a Clean
Energy Future*



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Some photos used in this website were taken before COVID-19 social distancing protocols were introduced.

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



CENTERPOINT ENERGY SUSTAINABILITY

CenterPoint Energy is committed to providing investors and other stakeholders with information about the company's environmental, social and governance (ESG) priorities and key issues, while also highlighting relevant data and examples. Our ESG reporting discusses our business, operations and strategies; how we engage with our stakeholders, approach environmental stewardship, support our communities, and provide a safe, inclusive workplace; and our plans to achieve our net-zero clean energy objectives.

We are also proud to introduce a new dedicated sustainability website, which will provide clear and transparent ESG reporting and set out measurable performance metrics that will enable stakeholders to monitor our progress toward meeting our ESG commitments.

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

LEADERSHIP MESSAGE

A Message from Dave Lesar, President and Chief Executive Officer

“

Dear Stakeholders,

In 2020 we embarked on a journey to execute on strategies to transform CenterPoint Energy into a leading utility company. Top performance requires an enterprisewide commitment to excellence and continuous improvement, and now we are taking a significant transformational step with the announcement of industry-leading goals for reducing carbon emissions attributable to our operations and customer usage that will be an important cornerstone of our ongoing environmental, social and governance (ESG) strategy. We are also proud to introduce a new dedicated website, which will provide a means for communicating our ESG reporting by setting out measurable performance metrics that will enable stakeholders to monitor our progress toward meeting our ESG commitments.



Dave Lesar
President and Chief Executive Officer

”

[READ FULL LEADERSHIP MESSAGE](#)

FEATURED POST



[CenterPoint Energy Foundation announces \\$1 million in environmental contributions](#)

Sep 23, 2021

ABOUT THIS REPORT

We are committed to providing investors and other stakeholders with transparent information about the company's 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.

[MORE DETAILS](#)

RECENT NEWS POSTS

[CenterPoint Energy](#)

[Foundation announces \\$1 million in environmental contributions](#)

Sep 23, 2021

[CenterPoint Energy](#)

[Foundation commits \\$50,000 to Hurricane Ida relief and recovery](#)

Sep 08, 2021

[CenterPoint Energy](#)

[implements independent board leadership and governance structure](#)

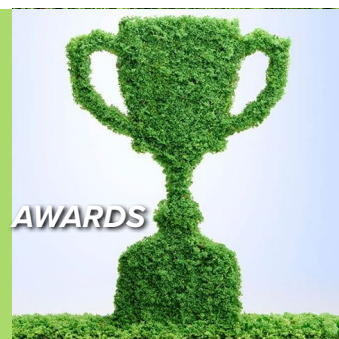
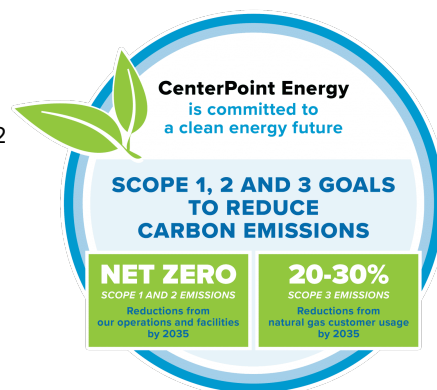
Jul 22, 2021

New Net Zero Goal

Actionable, Measurable, Transparent

CenterPoint Energy has committed to be the first combined electric and natural gas utility with electric generating assets to achieve Net Zero for its Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 2035. Fifteen years ahead of our peers. But we don't just want to achieve emission reductions faster. Our Net Zero commitment is based on **actionable** pathways taken on our operating systems (both electric and natural gas), within our footprint. We intend to achieve our Net Zero goals through **measurable** emission reductions and minimal reliance on carbon offsets. Further, we will report those emission reductions in a **transparent** manner.

[NET ZERO by 2035](#)





ABOUT CENTERPOINT ENERGY

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 Arkansas, Indiana, Louisiana, Minnesota, Mississippi, Ohio, Oklahoma and Texas.

As of Jun. 30, 2021, the company owned approximately \$36 billion in assets and also owned 53.7 percent of the common units representing limited partner interests in Enable Midstream Partners, LP, a publicly traded master limited partnership that owns, operates and develops strategically located natural gas and crude oil infrastructure assets.

With approximately 9,500 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 effort, while maintaining safety, affordability, reliability and quality of life.

Providing safe and reliable delivery of electricity and natural gas to our customers and value to our shareholders, stakeholders and communities.

[LEARN MORE](#)

COMMITTED TO DELIVERING A CLEAN ENERGY FUTURE

NET ZERO by
2035
NET-ZERO
EMISSIONS
BY 2035



**AFFORDABLE
CONSERVATION
AND ENERGY-
EFFICIENCY
PROGRAMS**



**RENEWABLES
AND
ALTERNATIVE
FUEL PROGRAMS**



**PILOT
PROGRAMS AND
INNOVATIVE
TECHNOLOGIES**



**SUSTAINABLE
INFRASTRUCTURE**

OUR OPERATIONS

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 Arkansas, Indiana, Louisiana, Minnesota, Mississippi, Ohio, Oklahoma and Texas.

Electric Transmission & Distribution and Power Generation

ELECTRIC TRANSMISSION & DISTRIBUTION

We own and maintain the wires, poles and associated electric infrastructure serving more than 2.7 million metered customers in the greater Houston area and in southwestern Indiana.

POWER GENERATION

We also own and operate nearly 1,100 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
2.7 MILLION
ELECTRIC
Metered Customers

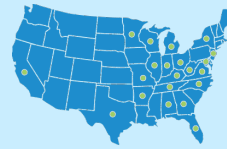
2
STATES



8 STATES

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

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**

[illegible]

CenterPoint Energy is committed to providing investors and other stakeholders with information about the company's environmental, social and governance (ESG) priorities and key issues, while also highlighting relevant data and examples. Our ESG reporting discusses our business, operations and strategies; how we engage with our stakeholders, approach environmental stewardship, support our communities, and provide a safe, inclusive workplace; and our plans to achieve our net-zero clean energy objectives.

ABOUT THIS REPORT

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.

***CenterPoint Energy is Committed
to Building a Clean Energy Future***

In response to stakeholder feedback, CenterPoint Energy has redesigned and reorganized our Corporate Sustainability Report into a new, 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 into our annual sustainability reporting activities.

CenterPoint Energy's ESG Council, which is led by the Vice President of Corporate Sustainability, 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. 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.

LEARN MORE

[STAKEHOLDER ENGAGEMENT](#)[GRI MATERIAL TOPICS](#)



CenterPoint Energy's customers are at the center of everything we do, and our company's top priorities are the health and safety of our employees.

RESPONDING TO COVID-19

CenterPoint Energy's customers are at the center of everything we do, and our company's top priorities are the health and safety of our employees. In response to COVID-19, we activated our Pandemic Preparedness Plan to manage the health and safety of our customers, employees and communities, while delivering safe, reliable energy and service to homes and businesses.

Our Corporate Response Plan Team, which is comprised of senior leaders across our businesses and functions, oversees our deliberate, measured response to the pandemic, including region- and position-specific plans. In response to COVID-19, we 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. We also initiated telework for many departments.

SUPPORTING OUR EMPLOYEES

In March 2020, we promptly:

- Activated our Pandemic Preparedness Plan,
- Scheduled COVID-19 Incident Command System sessions,
- Engaged our Corporate Response Plan Team,
- Stayed closely connected to updates from the World Health Organization and Centers for Disease Control, and
- Worked with all regulatory agencies, government entities and emergency management organizations.



Our Safety and Human Resources departments collaborated with leaders companywide to finalize our company's response at various escalation levels. Other focus areas included reviewing and updating departmental business continuity plans, coordinating with Facilities Management to increase cleaning in high-traffic areas, working with Supply Chain to secure materials, and continuing to work with leaders so there were no significant disruptions or impacts on our operations regarding critical personnel who manage our systems.

EQUIPPING OUR EMPLOYEES

Regular Communication

with employees about COVID-19 updates.



Providing employees with **Virtual Tools & Resources** to work effectively at home.

Converted non-critical in-person learning to **Virtual Learning**.



Virtual Volunteering with American Red Cross, United Way and Junior Achievement, among other organizations.

HELPING EMPLOYEES ADAPT

- To support physical and mental health and wellness, we shared 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.
- For employees who worked remotely during the pandemic, CNP University – CenterPoint Energy’s corporate university – launched new resources, including a Working Virtually course.
- Leaders and employee resource groups collaborated through virtual meetings, learning opportunities and networking events.

When conditions improved, a number of internal groups, including our Safety, Facilities Management and Corporate Security organizations, as well as our Corporate Response Plan Team, implemented a phased return-to-workplace approach for employees who were working remotely. A key step in this process was a series of workshops with our businesses and corporate functions to assess transition issues, risks and opportunities.

Offices gradually reopened using a measured approach with leadership direction, putting our workforce’s safety and well-being first. Leaders assessed situations with their team members as they developed plans for the transition that included staggered start times, alternating schedules or some team members continuing to work remotely.

CenterPoint Energy implemented additional measures to protect the safety and health of employees and contractors:

- Equipping employees with additional PPE;
- Directing field employees to attempt to resolve service issues without entering homes or businesses;
- Following social distancing guidelines and wearing PPE if entering customers’ homes, businesses and property to provide service;
- Implementing a telework approach for employees who could perform their job responsibilities remotely;
- Increasing cleaning and disinfecting frequency of facilities and vehicles;
- Leveraging technology to minimize face-to-face contact and meetings;
- Offering on-site vaccine clinics; and
- Emphasizing good hygiene, including washing and sanitizing hands.

CENTERPOINT ENERGY

**WE’VE GOT YOU
COVERED**

SUPPORTING WORKPLACE SAFETY



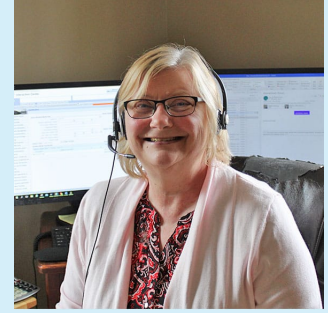
Johnetta Hardy, *Tele Sales and Service Representative – Houston*

HELPING OUR CUSTOMERS AND COMMUNITIES

CenterPoint Energy implemented comprehensive plans and processes to help provide safe, reliable energy delivery to electricity and natural gas customers.

- Our work crews responded to service calls, following social distancing guidelines to keep everyone safe.
- We suspended service disconnections to maintain uninterrupted energy service.
- We supported customers who needed payment assistance, arrangements or extensions during the pandemic.
- We shared energy use resources to support awareness of energy tips and programs to reduce usage.
- We maintained ongoing communication with our customers, as well as vendors and suppliers.

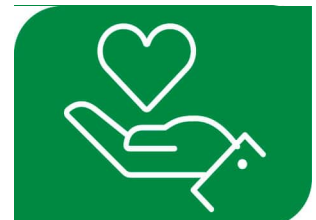
Our Contact Center agents have a critical role in supporting and providing a reassuring voice our electric, natural gas and Home Service Plus customers across our eight-state territory.



Julie Jackson, *Senior Customer Information Representative – Mankato*

COMMITTED TO THOSE WHO NEEDED HELP THE MOST:

- In 2020, the CenterPoint Energy Foundation contributed \$1.5 million to 193 nonprofit organizations, agencies and causes committed to supporting those who have been disproportionately impacted by COVID-19. This amount includes up to \$500,000 in matching gifts for employee contributions.
- We supported virtual community events, including a UNCF Virtual Walk/Run/Bike for Education and a virtual United Way campaign.
- We encouraged employees to explore virtual volunteer opportunities with our community partners.



\$1.5 Million
to **193**
NONPROFITS
including
\$500,000
in matching gifts for
employee contributions
in 2020.

CURRENTLY, parts of our pandemic plan remain in place to closely monitor COVID-19 and its variants. We remind employees to remain vigilant and keep safety top-of-mind, both at work and at home. We communicate how COVID-19 impacts our workforce and post regular dashboard updates. Consistent with our pandemic plan, for each confirmed case we immediately take all necessary steps and actions to protect our employees and contain the spread of the virus at the affected site.



AWARDS

Key ESG-related Awards and Recognition

One of Newsweek's Most Responsible Companies in the United States

In 2020 and 2021, 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 16th Annual Sustained Excellence Partner of the Year Award

For the 16th year in a row, CenterPoint Energy received [ENERGY STAR's Sustained Excellence Partner of the Year Award](#) for Energy Efficiency Program Delivery – longer than any other utility. Since 2001, our High Efficiency Homes program has incentivized over 75,000 above code homes and over 112,000 ENERGY STAR homes. Homeowners use less energy and save money each month.



First-place Tie for 2020-2021 American Customer Satisfaction Index

CenterPoint Energy tied with Atmos Energy and NextEra Energy for first place nationally in the 2020-2021 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.



Six Edison Electric Institute Response Awards

CenterPoint Energy received six Edison Electric Institute Response Awards for outstanding efforts to restore electric service following 2020 hurricanes Delta, Hannah, Isaias, Laura, Sally and Zeta. The awards recognize companies that faced difficult circumstances caused by extraordinary events and put forth an outstanding effort to restore service to the public. In 2020, 800 mutual assistance employees, contractors and support personnel helped restore power to customers in Florida, Louisiana, Mississippi, New York and Texas.



Edison Electric Institute Emergency Response Award

Presented to Edison Electric Institute member companies, Emergency Response Awards recognize recovery and assistance efforts of electric companies following service disruptions caused by extreme weather or other natural events. CenterPoint Energy supported restoration efforts following February's powerful nor'easter.

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.



2020-2021 Supplier Diversity Awards

- Women's Business Enterprise National Council's **Top Corporation of the Year** (National), honoring corporations that have demonstrated a sustained commitment to the inclusion of women-owned businesses in their supply chains.
- The *Houston Business Journal* honored CenterPoint Energy with the **2021 Outstanding Supplier Diversity Award** for successfully and consistently conducting business with minority-owned suppliers.
- Houston Minority Supplier Development Council's **President's Award**
- Houston Women's Business Enterprise **Alliance's Cutting Edge Award**
- *Minority Business News Texas* **Best of the Decade**

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.



National Association of Housing and Redevelopment Officials Award

CenterPoint Energy, in partnership with the Houston Housing Authority, received an award from the National Association of Housing and Redevelopment Officials (NAHRO) in the Community Revitalization and Project Design Category for its Agencies in Action heat pump installation program. Implemented at the Oxford Place Apartments in Houston, the program serves low-income eligible CenterPoint Energy customers and replaces old and inefficient heating, ventilation and air conditioning systems in multifamily properties, providing cost savings to the most vulnerable families in our communities.

Security Magazine's Security 500 Rankings



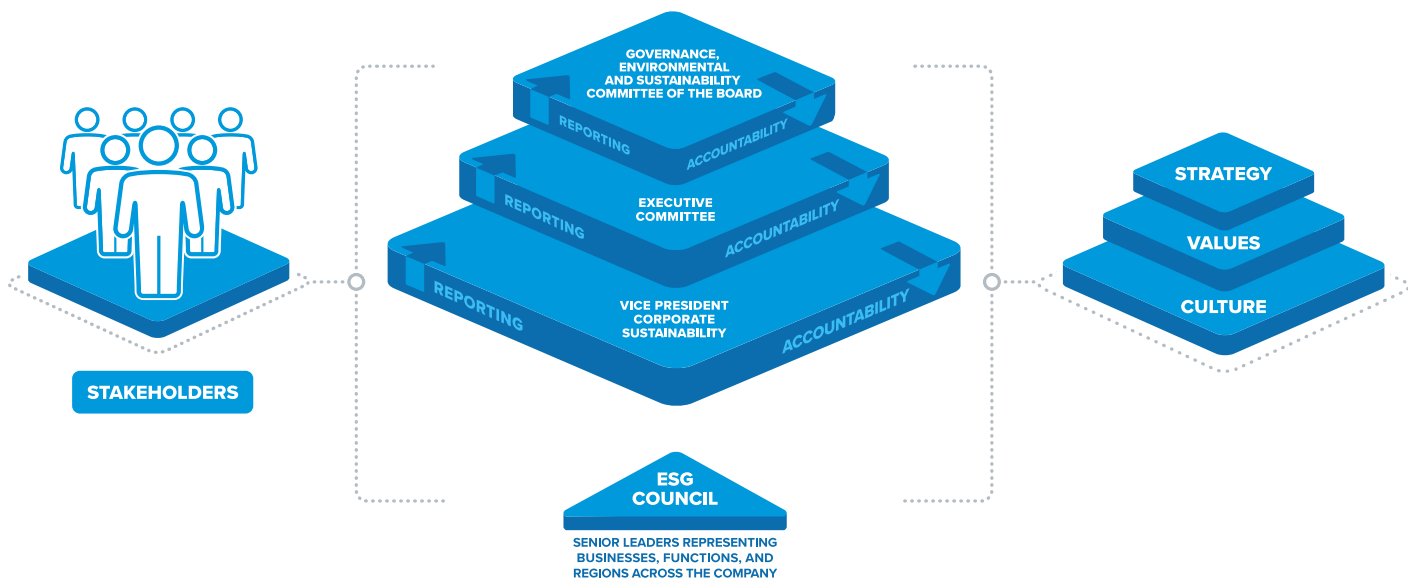
CenterPoint Energy was recognized in Security Magazine's Security 500 rankings for being one of the companies who took the lead in securing its business in 2020. Companies were ranked through various metrics to determine the forerunners in 20 sectors. CenterPoint Energy came in at number five for its corporate security program in the Utilities category.

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 Committee receives regular reports from the Vice President of Corporate Sustainability about the company's ESG and sustainability initiatives and strategies. The 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 Corporate Sustainability, who reports directly to the Senior Vice President & General Counsel, has responsibility for oversight of ESG topics and oversees the company's ESG Council.



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ETHICS AND VALUES

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

The [Ethics and Compliance Code](#) (the Code) serves as a roadmap that incorporates our values into the decisions we make every day.

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.

CenterPoint Energy's Code provides that all directors, executive 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 or directors of the company or other related individuals under the applicable disclosure rules of the Securities and Exchange Commission.

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 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.

CenterPoint Energy's [Code of Ethics for our Chief Executive Officer and Senior Financial Officers](#) obligates our Chief Executive Officer, Chief Financial Officer, Chief Accounting Officer, Treasurer and Assistant Controller to address actual or apparent conflicts of interest between personal and professional relationships in an ethical manner.

Our [Ethics and Compliance Code of Conduct for Consultants, Contractors, Suppliers and Vendors](#) describes expectations for our suppliers to embody CenterPoint Energy's values by promoting and maintaining a safe environment free from discrimination; complying with all applicable labor, employment and human rights laws; and upholding a zero-tolerance policy for workplace violence.

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.



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 INITIATIVE

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.



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 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 Code are available to all employees through CenterPoint Energy's Policy Center on our intranet site.

We promote diversity 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.

REPORTING OR RAISING CONCERNS

**concerns
Helpline**
888.888.3155



Employees are encouraged to talk with their supervisors openly about business ethics and compliance concerns and grievances, but confidential and anonymous resources are available via the Concerns Helpline.

Employees, customers, contractors and

vendors can reach the Helpline at 888-888-3155, online at <https://centerpointenergy.ethicspoint.com> or via [mobile](#).

[LEARN MORE](#)

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 2020.



EXAMPLES OF CONCERNS:

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

CONCERNS HELPLINE

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

Concerns may be reported to any direct supervisor or manager, the Concerns Helpline, the Ethics and Compliance department or any other member of management, such as Human Resources, Audit Services, Legal Department or Corporate Security.

Employees, customers, contractors and vendors can reach the Helpline at 888-888-3155, online at <https://centerpointenergy.ethicspoint.com> or via [mobile](#). 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 grievances 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. 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.

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

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



Kristie L. Colvin

*Senior Vice President &
Chief Accounting Officer*



Scott E. Doyle

*Executive Vice President, Natural
Gas*



Lynne Harkel-Rumford

*Senior Vice President &
Chief Human Resources Officer*



Monica Karuturi

*Senior Vice President &
General Counsel*



Gregory Knight

*Executive Vice President,
Customer Transformation &
Business Services*



Kenneth M. Mercado

*Executive Vice President, Electric
Utility*



Jason M. Ryan

*Senior 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

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.

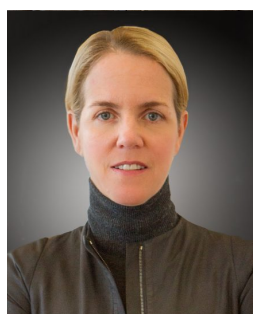
CENTERPOINT ENERGY BOARD OF DIRECTORS

As of Oct. 1, 2021



Martin H. Nesbitt

Independent Chairman of the Board



Leslie D. Biddle



**Wendy Montoya
Cloonan**



Earl M. Cummings



David J. Lesar



Raquelle W. Lewis



Theodore F. Pound



Phillip R. Smith

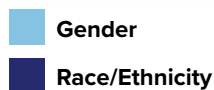


Barry T. Smitherman

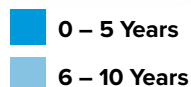
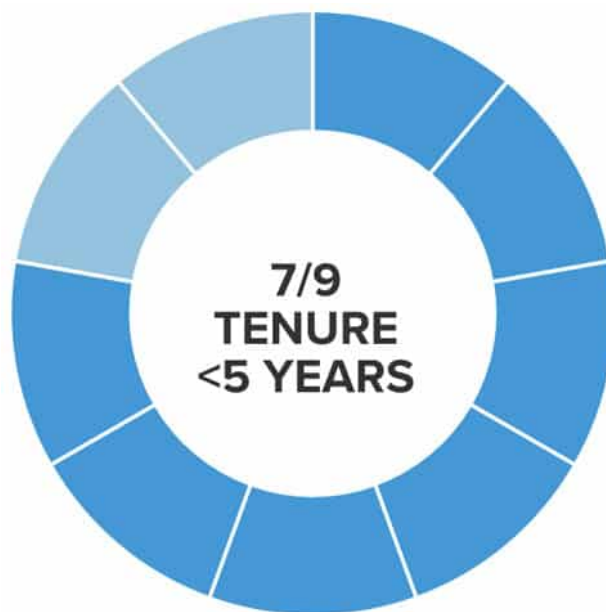
*As of 7/22/2021 Martin Nesbitt Serves as Executive Chairman

**Per Board Charter a Minimum of 4 meetings per year

BOARD DIVERSITY



BOARD TENURE



Board Tenure and Board Diversity Graph as of 10/01/21.

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
- 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.

[LEARN MORE](#)

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
Leslie D. Biddle	Member	–	Member
Wendy M. Cloonan	–	Member	Member
Earl M. Cummings	Member	Member	Governance, Environmental and Sustainability Chair
Raquelle W. Lewis	–	Member	Member
Theodore F. Pound	Member	Compensation Committee Chair	–
Phillip R. Smith	Audit Committee Chair	–	–
Barry T. Smitherman	Member	–	Member
Number of meetings held in 2020	5	7	5

As of Oct. 1, 2021

LEARN MORE

[ESG DATA CENTER: GOVERNANCE](#)



DAVE LESAR

President and Chief Executive Officer

LEADERSHIP MESSAGE

A Message from Dave Lesar, President and Chief Executive Officer

Dear Stakeholders,

In 2020 we embarked on a journey to execute on strategies to transform CenterPoint Energy into a leading utility company. Top performance requires an enterprisewide commitment to excellence and continuous improvement, and now we are taking a significant transformational step with the announcement of industry-leading goals for reducing carbon emissions attributable to our operations and customer usage that will be an important cornerstone of our ongoing Environmental, Social and Governance (ESG) strategy. We are also proud to introduce a new dedicated website, which will provide a means for communicating our ESG reporting by setting out measurable performance metrics that will enable stakeholders to monitor our progress toward meeting our ESG commitments.

New Net Zero Goal – Actionable, Measurable and Transparent

One of the hallmarks of a leading utility is its customer base. With our corporate headquarters located in Houston, the fourth largest – and growing – city in the United States, CenterPoint Energy provides both electricity and natural gas to the heart of the nation's energy industry. Our seven million customers across an eight-state footprint expect us to lead the transition to safe, clean and resilient energy, and we have challenged ourselves to be an industry leader in the transition to a Net Zero energy future.

To meet this challenge, CenterPoint Energy has committed to be the first combined electric and natural gas utility with generating assets to commit to achieve Net Zero for its Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 2035, fifteen years ahead of our average peer goals. Our Net Zero commitment is based on **actionable** pathways taken on our operating systems (both electric and natural gas), within our footprint. We intend to achieve our Net Zero goals through **measurable** emission reductions and minimal reliance on carbon offsets. Further, we will report those emission reductions in a **transparent** manner.

In addition to an industry-leading Net Zero goal, CenterPoint Energy intends to be a leader in enabling our customers to transition to a cleaner energy future by being the first utility to set a meaningful Scope 3 emission reduction goal across our multistate operating jurisdictions. Specifically, CenterPoint Energy is committed to helping our residential and commercial customers in our footprint reduce GHG emissions attributable to their use of natural gas by 20-30% by 2035.

We are confident in our belief that we can deliver on these new ESG commitments. CenterPoint Energy is well on the way to executing our generation transition plan in Indiana, and we have a very successful track record in delivering effective conservation and energy efficiency programs. We will continue to seek to expand these proven program offerings, coupled with new renewable natural gas opportunities and additional hydrogen and commercial-scale carbon capture and sequestration technology pilots. CenterPoint Energy also has a critical role to play in continuing to partner with the City of Houston to support the City's Climate Action and Resilient Now Partnership plans, including leveraging new resiliency measures recently authorized by the Texas Legislature.

Commitment to ESG Governance

Like all premier companies, sustainability is ingrained in everything we do at CenterPoint Energy and serves a fundamental role in our strategic planning and decision making. In recognition of the importance that ESG plays in utility performance, we are committed to a renewed corporate governance structure that aligns with our ESG strategy. This includes the recent implementation of a new independent leadership and governance structure following the substantial refreshment of the company's diverse Board of Directors, including appointing Martin Nesbitt to the newly created position of Independent Chair of the Board.

We have also worked to align management's incentive compensation and the CenterPoint Foundation giving strategy with Diversity and Inclusion goals and metrics. Most recently, we announced signature environmental contributions, including \$1 million in conservation grants to the Nature Conservancy and the Arbor Day Foundation. These investments will fund water pollution and mitigation, Texas Gulf restoration and environmental education for elementary school students. Additionally, we provided a \$1 million grant to the State of Indiana to fund programming for the state's first diversity officer and office for four years.

But just announcing our new industry leading carbon reduction commitments is not enough. Our stakeholders demand clear pathways and transparent ESG reporting that we believe our new dedicated ESG website will provide.

We are very excited to be sharing these new transformational steps with our stakeholders, and we thank you for the trust that you have placed in us.

A handwritten signature in black ink, appearing to read 'Dave Lesar', with a stylized, cursive script.

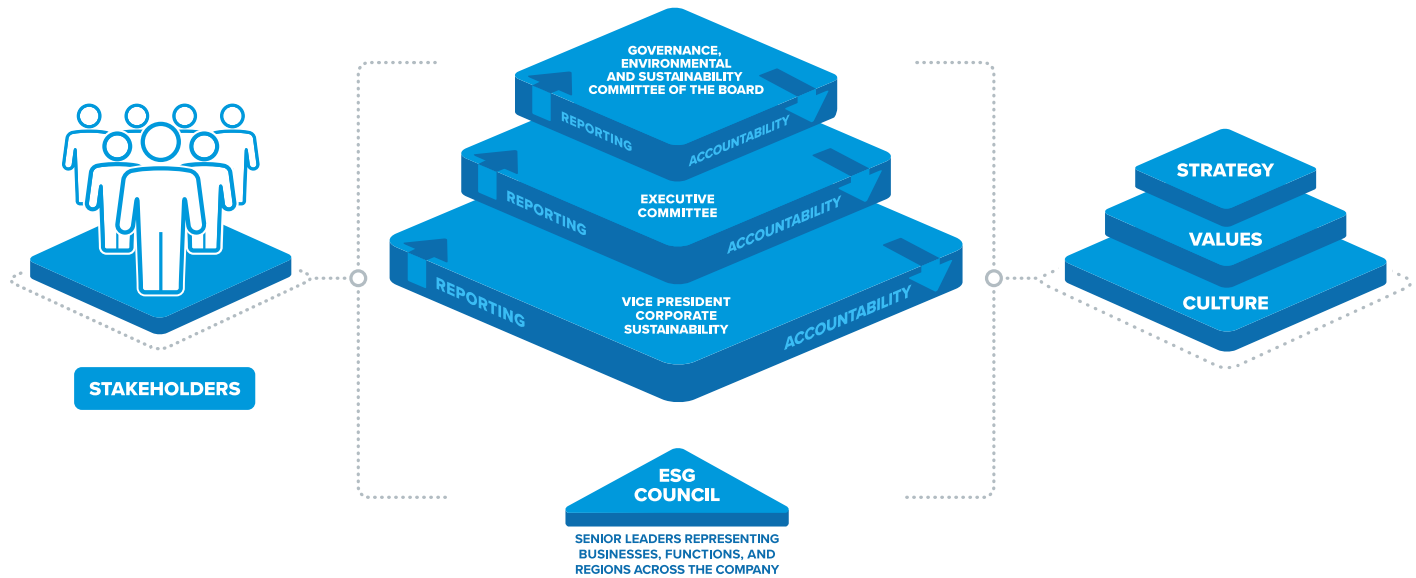
Dave Lesar
President and Chief Executive Officer, CenterPoint Energy

September 23, 2021

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

ESG STRATEGY AND OVERSIGHT

CenterPoint Energy is committed to integrating our sustainability practices and environmental, social and governance (ESG)–related activities into our company strategy, enterprise risk management program and stakeholder engagement on progress and performance.



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 **Senior Vice President & General Counsel** and **Vice President of Corporate Sustainability** engage with the Governance, Environmental and Sustainability Committee of the Board on ESG priorities, including risk management, provide executive leadership on ESG matters and monitor 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. The Governance, Environmental and Sustainability Committee provides regular updates to the Board on ESG strategy and initiatives.

NET ZERO BY
2035
NET-ZERO
EMISSIONS BY
2035

GOVERNANCE, ENVIRONMENTAL AND SUSTAINABILITY COMMITTEE

The Governance, Environmental and Sustainability Committee is responsible for assessing the company's environmental and sustainability strategy and initiatives, including those relating to climate change. Senior management executes the company's ESG strategy, which includes our commitment to a clean energy future by working with partners, customers, employees and other stakeholders to reduce carbon emissions across our operations and throughout the supply chain. Additionally, management periodically provides updates directly to the Board on the company's environmental and sustainability activities.

COMPENSATION COMMITTEE

The Compensation Committee assists the Board in discharging its oversight responsibility for the company's human capital management matters, including diversity 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 and inclusion initiatives.

ESG COUNCIL

CenterPoint Energy established an ESG Council to identify, evaluate and recommend strategic directions and opportunities that promote ESG objectives aligned with our strategy and goals.

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 Corporate Sustainability, who provides regular reports on environmental compliance, sustainability and other related matters to the Governance, Environmental and Sustainability Committee of the Board.

A percentage of certain executive compensation is tied to ESG performance, such as safety and diversity and inclusion. Employees at all levels of the company contribute to achieving these goals.

*Responsible Enterprise
Risk Management
Guided by Our Risk
Policy*

ENTERPRISE RISK MANAGEMENT

CenterPoint Energy's Corporate Governance Guidelines specify that the Board has ultimate oversight responsibility for the company's Enterprise Risk Management, while 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 key risks facing CenterPoint Energy. Our Senior Vice President and General Counsel facilitates Risk Oversight Committee meetings. The Risk Oversight Committee provides oversight of risk assessment and control for certain business activities. Members of executive management, in conjunction with the operational or functional management teams, also participate in ongoing risk assessments and risk-mitigation planning.

Quarterly or more often, if needed, 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.

Cybersecurity

Data Privacy

BOARD RISK REVIEWS INCLUDE THE FOLLOWING AREAS, AMONG OTHERS:



Safety, including COVID-19



Regulatory and legislative developments



Environmental, Social and Governance matters



Cybersecurity and data privacy



Business strategy and policy, including industry and economic developments



Human capital management and diversity and inclusion



Operations and system integrity



Annual budget, including capital investment plan



Litigation and other legal matters



Integration

BOARD COMMITTEES

The Board's 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, ethics and compliance and data privacy matters, financial reporting and internal controls systems
Compensation	Compensation policies and practices, and diversity and inclusion initiatives
Governance, Environmental and Sustainability	Corporate governance, including board structure, cybersecurity, environmental matters 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 [Form 10-K](#) (in particular, see Item 1A regarding Risk Factors) and additional information about Enterprise Risk Management oversight is available in our [2021 Proxy Statement](#).

LEARN MORE

[ETHICS AND COMPLIANCE](#)[ESG DATA CENTER](#)

**Continued
Commitment to
Cybersecurity**

CYBERSECURITY

In a time when our industry's infrastructure, technologies and information systems are under new threats and security risks from cyberattacks, a key focus for CenterPoint Energy is proactively protecting our digital systems and data through a comprehensive cybersecurity management program.

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



Cyber Security Operations Center



CYBERSECURITY
A W A R E N E S S

CenterPoint Energy's Cybersecurity Awareness Program

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



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

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

CenterPoint Energy's Phishing Education and Resistance Program for Employees

As part of CenterPoint Energy's Phishing Education and Resistance Program, which was launched in early 2020, simulated emails are sent to employees monthly to help sensitize them to social engineering attacks and help Information Technology address the risk presented by actual attacks. Phishing campaign results are included as a safety metric for CenterPoint Energy's short-term incentive program.

CenterPoint Energy's Phishing Education and Resistance Program for Contractors

Contractors are covered by a separate Phishing Contractor Compliance initiative, which is detailed in the company's Contractor Phishing Compliance Program Charter.

National Cybersecurity Awareness Month

CenterPoint Energy is a proud champion of National Cybersecurity Awareness Month, an effort to raise awareness about the importance of cybersecurity and encourage online safety. Throughout the month of October, we distribute various cybersecurity safety tips via email, posters and social media posts.

OVERSIGHT

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

The Information Security Team, under the Director of Corporate Cybersecurity, is responsible for running and maintaining the methodology, processes and architecture that support the company's Enterprise Systems Cybersecurity Plan.

Information Security's responsibilities include:

- Ensuring management is aware and knowledgeable of potential and identified risks and mitigations.
- Ensuring regulatory requirements are up to date and have been fulfilled.
- Performing Enterprise Systems Risk Assessments.
- Interpreting policies and standards as they relate to enterprise systems.
- Helping in the development, execution and implementation of remediation management.
- Remaining abreast of current cybersecurity trends and threats.



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 respects, encourages and demonstrates Data Privacy practices, safeguards data, and enables the trust of our customers, vendors and contractors, regulators, shareholders, the public and employees.

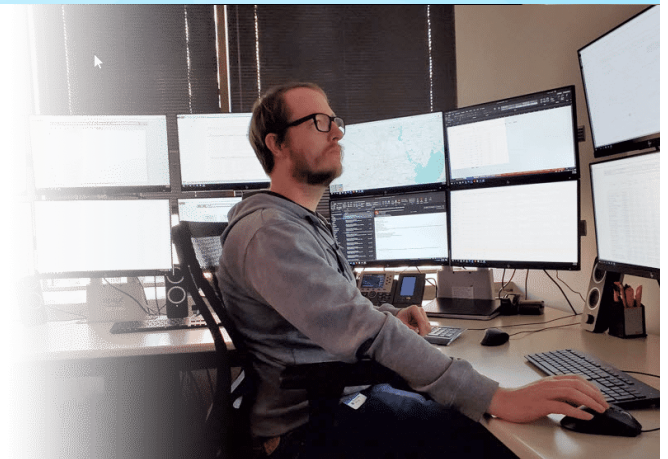
Just as we care for CenterPoint Energy's physical property, we protect the technology we use to do our job. The proper management of company property and assets allows us to effectively serve our customers.

***Proactively
Protecting
Customer,
Consumer and
Employee
Information***

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 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.



OVERSIGHT

The Audit Committee of the Board of Directors oversees Data Privacy for CenterPoint Energy. The full Board of Directors receives periodic updates regarding Data Privacy matters. As a part of our governance processes, updates are reviewed regularly. The company's Data Privacy strategy is the responsibility of the Board of Directors, President and Chief Executive Officer, and General Counsel.

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.

Engaging with stakeholders to build trust, strengthen relationships and make an impact in our service territory.

STAKEHOLDER ENGAGEMENT

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

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

GRI MATERIAL TOPICS

Stakeholder	Key Topics	How We Engage
Communities	<ul style="list-style-type: none"> • Community impact • Community engagement • Diversity and inclusion • Environmental compliance • Environmental stewardship • Customer health and safety • Effluents and waste • Advocacy • Economic Development 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Electricity and natural gas emissions • Effluents and waste • Environmental compliance • Non-discrimination • Anti-corruption • Customer health and safety • Customer satisfaction • Customer privacy 	<ul style="list-style-type: none"> • Community partnerships to revitalize lower-income neighborhoods • Low-income energy assistance • City and county council meeting presentations • 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 large business customer forums • Business and commercial account managers
Employees: Current and prospective employees, Retirees and labor unions	<ul style="list-style-type: none"> • Economic performance • Environmental compliance • Employee recruitment, turnover, benefits and retention • Employee health and safety • COVID-19 • Training and development • Diversity and inclusion • Non-discrimination • Employee engagement 	<ul style="list-style-type: none"> • Leadership meetings • Employee meetings, video-streams and webcasts • Training and skills development, including leadership development programs • Informal, ongoing meetings • Employee engagement surveys • Professional affinity and employee resource groups • Workforce recruiting programs • Ethics Helpline for grievances or concerns • Health and wellness programs and initiatives • Retiree communications • Labor and management joint engagement on key topics, such as safety
Government	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Regulatory participation with various federal, state and local governmental agencies on requirements and processes • Workshops • Industry and trade associations • Legislative sessions • Collaboration on community investment projects • Comments on proposed rules • Regulatory filings and hearings • State and federal government affairs staff • Corporate lobbying efforts
Investors	<ul style="list-style-type: none"> • ESG matters: Carbon emissions reduction, human capital management, diversity and inclusion, corporate governance practices • Executive compensation and succession planning • Economic performance • Energy consumption and conservation • Environmental compliance • Community engagement • Customer satisfaction 	<ul style="list-style-type: none"> • Quarterly earnings conference calls • Meetings, road shows and presentations • Analyst/industry conferences • Public disclosures • Annual meeting of shareholders • Website • Governance outreach • Shareholder services online and by phone • Annual Report • Investor Relations staff

Stakeholder	Key Topics	How We Engage
Non-Governmental Agencies	<ul style="list-style-type: none"> • Indirect economic impacts • Energy consumption and conservation • Compliance • Customer satisfaction • Customer privacy 	<ul style="list-style-type: none"> • Local-level consultations and meetings • Website and communications • Industry associations • Collaboration on community development projects • Impact assessments • Sustainability reporting • Annual reporting • Stakeholder discussions
Suppliers	<ul style="list-style-type: none"> • Economic impacts • Compliance • Supplier engagement • Community investment • Diversity and Equal Opportunity 	<ul style="list-style-type: none"> • Formal supplier diversity program and events • Supplier Diversity Advisory Council mentoring and scholarship program • Supplier Diversity Month – employees and vendors • Participation in minority and women supplier development councils • Recognition events • Engagement with diverse business organizations • Request for proposals • Periodic meetings with suppliers to review Key Performance Indicators • Industry trade show participation • Fair dealing • Timely payments • Competitive bidding processes • Supplier Code of Conduct • Ethics 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	Customers, Government
Customer Health and Safety	Focusing on the safety, security and privacy of all residential and commercial customers with a focus on COVID-19 safety	Customers, Employees, Investors, Communities, Government, NGOs
Cybersecurity and Data Privacy	Keeping customer, consumer and employee information safe and private	Employees, Customers, Investors
Diversity and Inclusion	Advancing diversity 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
Energy Efficiency	Providing energy-efficient solutions for our customers and maximizing energy efficiency in our operations	Investors, Government, Customers
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 (Overall)	Engaging in environmentally-friendly practices to create a more sustainable business and community	Communities, Government
Greenhouse Gases	Implementing efforts to reduce emissions of greenhouse gases (GHG) and intensity	Customers, Investors, Government, NGOs
Local Communities	Positively impacting the communities in which we operate	Communities, Investors
Net-zero goals	Implementing goals to achieve net-zero Scope 1 direct emissions by 2035 and 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
Occupational Health and Safety	Keeping employees healthy and safe, both on and off the clock	Employees, Suppliers, Government
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	Employees, Investors



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

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.

*Engaging with
Policymakers and
Trade Associations*

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.

LEARN MORE

[CenterPoint Energy's Political Engagement Policy](#)

[CenterPoint Energy's 2020 Federal Lobbying Disclosures](#)

APPROXIMATELY
9,541
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 during COVID-19.

We are committed to advancing diversity 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.

\$270 Million

Direct Annual Spend With Diverse Business Enterprises



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



more than
2.7 MILLION
ELECTRIC
Metered Customers

2
STATES



more than
4.7 MILLION
GAS
Metered Customers

8
STATES



We believe that diversity 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.

CenterPoint Energy is committed to providing investors and other stakeholders with information about the company's environmental, social and governance (ESG) priorities and key issues, while also highlighting relevant data and examples. Our ESG reporting discusses our business, operations and strategies; how we engage with our stakeholders, approach environmental stewardship, support our communities, and provide a safe, inclusive workplace; and our plans to achieve our net-zero clean energy objectives.

**All of Us,
Always There**

CenterPoint Energy joined more than 130 Houston-area companies that have committed to the Greater Houston Partnership's racial equity principles through [One Houston Together](#).

DIVERSITY & INCLUSION

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

CenterPoint Energy's responsibility is creating an environment that safely promotes a sense of belonging for everyone. Diversity and inclusion are core to who we are, what we do and how we do it. We believe that diversity and inclusion 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.

Diversity & Inclusion
Strategy

Workforce Diversity

Initiatives

Community Partnerships



OUR DIVERSITY & INCLUSION POSITIONING STATEMENT

At CenterPoint Energy, we are committed to advancing diversity 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 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 & Inclusion

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



EMPLOYEES

Creating an inclusive work environment where business results are achieved through the skills, abilities and talents of our diverse workforce.



COMMUNITY AND GIVING

Commitment to support the core giving areas that are reflective of our communities.



SUPPLIER DIVERSITY

Developing strong relationships with diverse suppliers to continually improve business opportunities.



TALENT ACQUISITION

Identifying, attracting, recruiting and retaining top talent.



CUSTOMER FOCUS

Recognizing the diversity of our clients and meeting the needs of the communities we serve.

OVERSIGHT

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

Our Board's Compensation Committee oversees the company's diversity 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.

***CenterPoint Energy
is on a quest.***

A quest to learn better.

To listen better.

To do better. Every day.

LEARN MORE

[EEO-1 SUMMARY](#)[WORKFORCE DIVERSITY STATISTICS](#)[DIVERSITY AWARDS](#)

CenterPoint Energy is committed to our diversity and inclusion journey.

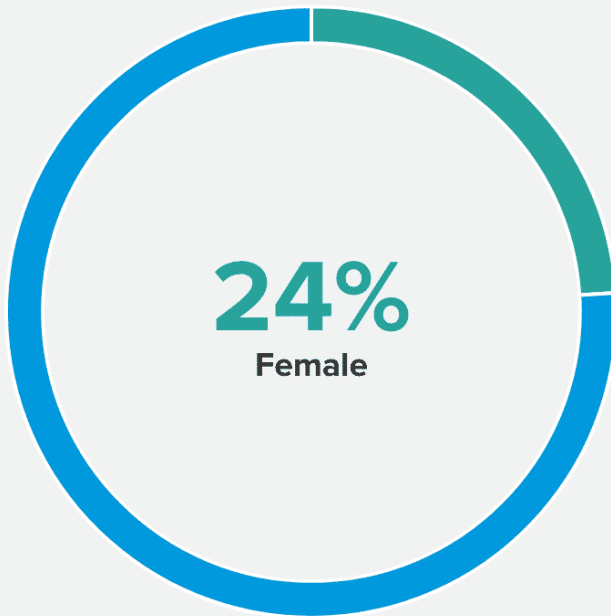
WORKFORCE DIVERSITY

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.

9,541
EMPLOYEES
companywide

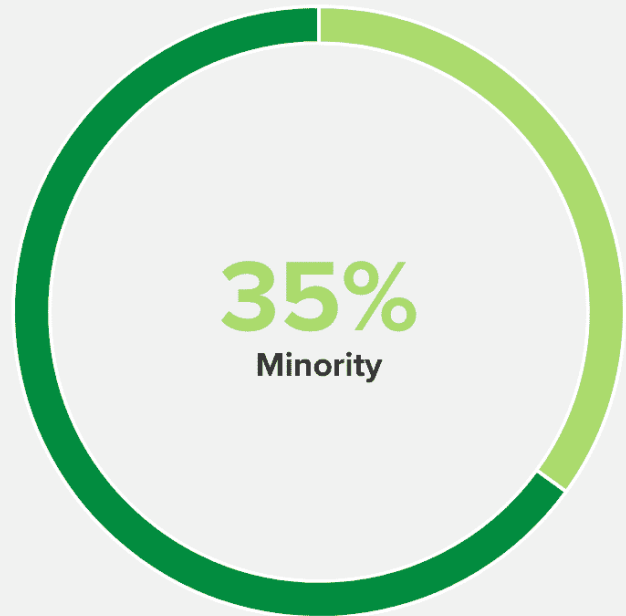
575 VETERANS
(as self-identified)

FEMALES AS PERCENTAGE OF WORKFORCE



24% Female – 2,294
76% Male

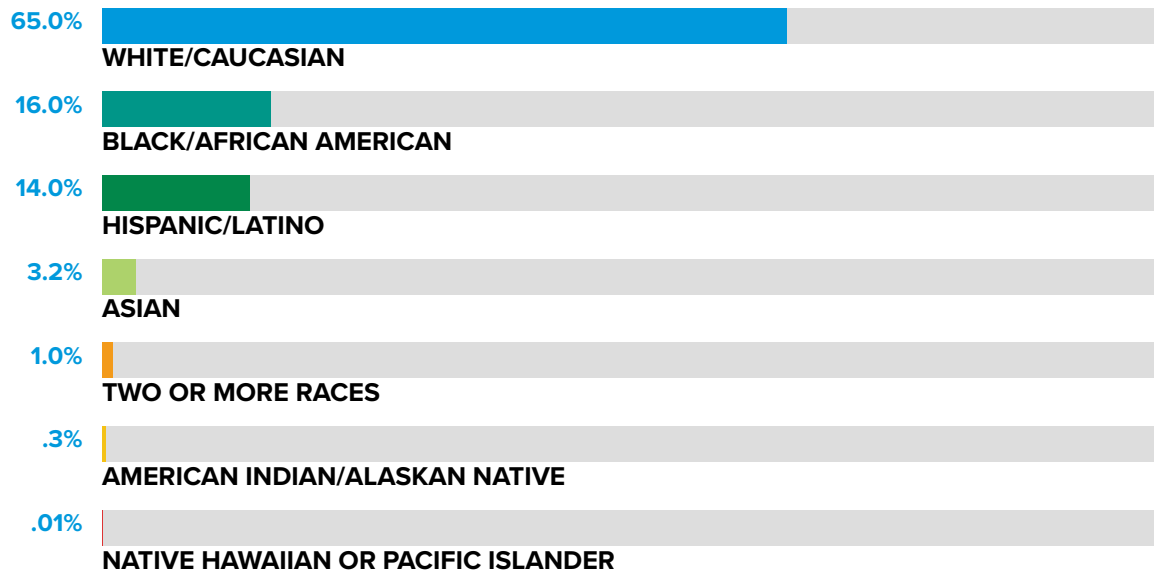
MINORITY AS PERCENTAGE OF WORKFORCE



35% Minority – 3,342
65% Non-Minority

WORKFORCE RACE/ETHNICITY

Race/Ethnicity as Percentage of Workforce (2020)
Total Employees 9,541



As of December 31, 2020

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

CENTERPOINT ENERGY CONTINUES TO OUTPACE DIVERSITY TRENDS IN THE UTILITY INDUSTRY

As of December 31, 2020



**Utility Industry
Nationwide Workforce**



**2020 CenterPoint
Energy New Hires**

**U.S. Equal Employment Opportunity Commission, Job Patterns for Minorities and Women in Private Industry (EEO-1), 2018*

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 among college campuses to create awareness of our offerings to engineering, finance and technical occupations.
- Our leadership development programs strive to create diverse 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.

A percentage of certain executive compensation is tied to ESG goals, diversity and inclusion. Employees at all levels of the company contribute to achieving these goals.

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

INITIATIVES

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

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

- CenterPoint Energy's 2020 **Diversity 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 Council announced the launch of **Employee Resource Groups (ERGs)** at CenterPoint Energy in early 2021.
- 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 and inclusion in [leadership development programs](#) and talent reviews.

In 2020,
31% of our
placements were
**FEMALE
EMPLOYEES**,
which is 6% more gender
diverse than the average
workforce of the energy
utility industry.

48% of our
placements were
candidates either
**RACIALLY or
ETHNICALLY
DIVERSE.**

Source: U.S. Equal Employment Opportunity Commission, Job Patterns for Minorities and Women in Private Industry (EEO-1)

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.

CenterPoint Energy Affinity Groups:

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



EMPLOYEE RESOURCE GROUPS

As a result of our 2020 Diversity and Inclusion employee survey, we are excited to announce the 2021 launch of ERGs at CenterPoint Energy. ERGs 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.

Our ERGs' goals and activities will be aligned with CenterPoint Energy's Diversity and Inclusion Vision and Positioning statement, as well as the Diversity and Inclusion Council's strategic goals. ERGs will be employee-led and operated with oversight by the D&I Council and will be open to all employees.

ERGs Launching in 2021:

- Black Employees Network (BEN)
- CNP Pride
- Cultural Niketan of India (CNI)
- Veterans
- Women in Leadership

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

We use diverse interview panels for candidate interviews to represent diversity when we interview prospective new hires for opportunities across our company.

COLLEGE RECRUITING PROGRAM

Our College Recruiting program partners with a wide array of student organizations at many of the schools throughout our footprint. These partnerships provide opportunities for us to engage with a diverse mix of students as they plan their professional careers. Internships, co-ops and entry-level job opportunities are offered throughout the company.



LEARN MORE

[EEO-1 SUMMARY](#)[WORKFORCE DIVERSITY STATISTICS](#)[DIVERSITY AWARDS](#)

At least 10% of the CenterPoint Energy Foundation's annual budget will support our Diversity and Inclusion giving strategy.

COMMUNITY PARTNERSHIPS

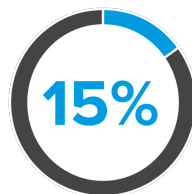
Through our ongoing commitment to diversity, inclusion and equity, the CenterPoint Energy Foundation will support our core giving areas of Education and Community Vitality, develop relationships with new and existing nonprofit partners, and work to ensure our partnerships have long-term impact.

2020 HIGHLIGHTS



More than

\$1.6 Million
CONTRIBUTED



**OF THE CNP
FOUNDATION'S
2020 BUDGET**

2020 COMMUNITY PARTNERSHIP HIGHLIGHTS



Education | **\$1,452,641**



Community Vitality |
\$133,500



Local Initiative | **\$28,500**

DIVERSITY & INCLUSION STRATEGIC GIVING PILLARS



EDUCATION

Promote exposure to diverse books and authors through volunteer reading programs and fund programs increasing literacy skills in minority students.

Fund STEM (science, technology, engineering, and mathematics) programs focused on minority students; expose students to diverse company STEM professionals.

Expand Career and Technical Education programs to increase the diversity of our talent pipeline.



COMMUNITY VITALITY

Deepen investment in racially diverse neighborhoods in areas of affordable housing and quality-of-place projects.

Explore additional ways to support the wellbeing of individuals in economically distressed areas across our service territory.



RELATIONSHIP BUILDING

Strengthen relationships with and investments in current no-profit partners with a focus on increasing minority leadership representation on their staff and board.

Ensure a portion of our funding supports nonprofit organizations that focus on underserved communities.



EVALUATION AND MEASUREMENT

Enhance focus on board and organizational diversity when evaluating funding requests.



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

LEARN MORE

[COMMUNITIES](#)[CENTERPOINT ENERGY FOUNDATION](#)

For as long as we've 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

Our companywide community relations strategy focuses on three pillars: community vitality, education and local initiatives. The CenterPoint Energy Foundation provides support to nonprofit organizations whose programs and services align with our core giving pillars. The CenterPoint Energy Foundation invests in initiatives that not only improve our stakeholders' lives today, but also build a strong foundation for tomorrow.

We believe community vitality, education and local initiatives are inextricably linked and critical to the sustainability of our communities.



We rely on our employees, elected officials, community and civic leaders, neighbors and others in these communities 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 these giving areas.

Employee volunteerism is also an important part of CenterPoint Energy's commitment to our communities and employee engagement strategy. Through building relationships with each other and the communities we serve, volunteer activities help employees develop career and leadership skills.

COMMUNITY RELATIONS STRATEGIC MINDSET



Fewer, **bigger** CONTRIBUTIONS

Impact CenterPoint Energy and the communities and stakeholders we serve



42,000
VOLUNTEER HOURS

Number of hours employees volunteered in 2020

97
LEADERS ON BOARDS

Number of company leaders serving on non-profit boards and committees

Total
2021 BUDGET
\$16M

FOUNDATION STRATEGY 2020 OVERALL GIVING

\$5,672,716
COMMUNITY VITALITY



Community Catalyst
Affordable Housing
Safety and Environment

\$2,470,750
EDUCATION



Quality Literacy Programs
STEM Programs
Workforce Development

\$651,250
LOCAL INITIATIVES



Local Collaborations

CenterPoint Energy has a strong history of supporting diverse organizations in the communities where we live and work. Through August 2021, \$3.3 million has been contributed to organizations across our service territories in alignment with our strategy.

STRATEGIC GIVING

Contributions through CenterPoint Energy Foundation will help drive sustainable change.

CenterPoint Energy continues to implement several enterprisewide initiatives to support meaningful and sustainable change in the areas of Diversity and Inclusion (D&I). One of these efforts is charitable giving through the CenterPoint Energy Foundation.

STRATEGIC GIVING PILLARS

Through our strategic giving pillars of Education and Community Vitality, we're working to enhance our relationships with our nonprofit partners in these areas, while also identifying new opportunities. Examples include our longstanding relationships with the UNCF and local school districts, as well as supporting safe and affordable housing through organizations like Rebuilding Together and Habitat for Humanity.

We continue to evaluate the impact of our contributions by tracking metrics around our diversity, inclusion and equity efforts. For example, we assess board and staff diversity of nonprofits, demographics of the individuals they serve, and overall dollar investment into minority-led and minority-serving organizations.

We ensure that a percentage of our annual Foundation budget is allocated to organizations led by or serving people of color.

EDUCATION

To strengthen our D&I investments in education, we work to promote literacy through our Read Across America involvement. Additionally, we continue to increase access to diverse books through our support of school libraries, partner with organizations funding Science, Technology, Engineering and Math (STEM) programs for minority students and continue to foster interaction between minority students and CenterPoint Energy's STEM professionals. Examples of our current work include career and technical education programs with several Houston-area school districts, as well as our support of Equal Opportunity Schools and Latinos for Education.

COMMUNITY VITALITY

In terms of Community Vitality, we continue to find ways to partner with diverse and under-resourced neighborhoods through affordable housing, quality-of-place projects and safety initiatives. We look to build on the kind of relationships we have with BakerRipley, which is improving the quality of life and workforce development in minority neighborhoods, and Memorial Community Development Corporation, an organization committed to building quality, safe housing.

DIVERSITY & INCLUSION 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

DIVERSITY & INCLUSION GIVING



More than
\$1.6 Million
CONTRIBUTED IN 2020



EDUCATION |
\$1,452,641



**COMMUNITY
VITALITY | \$133,500**



LOCAL INITIATIVE |
\$28,500

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

VOLUNTEERISM

We appreciate the work our employees and their family and friends, as well as our retirees do to invest in our communities. 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.

Employee volunteerism is also an important part of CenterPoint Energy's commitment to our communities and employee engagement strategy. Through building relationships with each other and the communities we serve, volunteer activities help employees develop career and leadership skills.

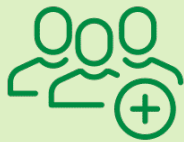
2020 VOLUNTEERISM



42,000 Hours
of volunteer time donated
by employees



463 Employees
served on the Board of a
nonprofit organization



**\$6,300 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.



**\$433,215 in
Employee
Donations**
matched through our
matching gift program

CenterPoint Energy matches, dollar for dollar, contributions employees make to the charitable organization of their choice through Easy Match, a program we introduced in 2019.



VOLUNTEERING VIRTUALLY

Due to COVID-19, many in-person volunteer activities have been cancelled or postponed, but that did not stop our volunteers' support of our communities. Throughout 2020 and 2021, our employees have engaged in virtual volunteer opportunities with our community partners.

- 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.
- Employees across our company participated in the virtual 2021 Virtual Read Across America Day to share the joy of reading with children and celebrate Read Across America Day.
- Houston-area employees raised funds for the 2020 National UNCF Virtual Walk for Education to help high school students further their education upon graduation and the 2020 Komen Race for the Cure to support the fight against breast cancer.

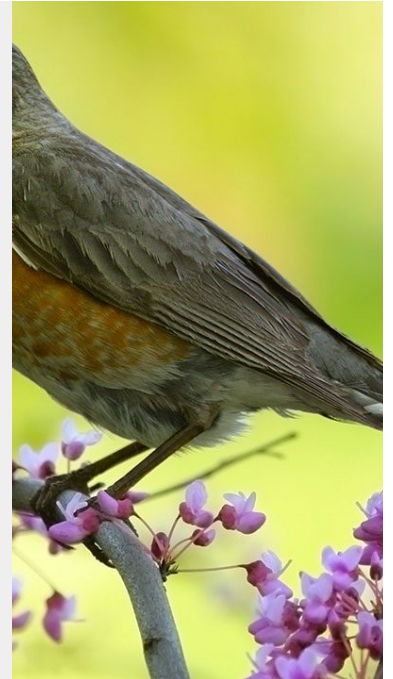


RESPONDING TO HURRICANE LAURA

In the midst of a natural disaster, our employees reinforced CenterPoint Energy's reputation for helping those in need. Our Community Relations team partnered with relief organizations, including the American Red Cross, Salvation Army and United Way, on food distribution in Lake Charles and a supply drive in Houston to support our neighbors in need.

ENGAGING WITH CONSERVATION

Our leadership members and employees serve on Boards of key nonprofit conservation organizations, including the Galveston Bay Foundation and Gulf Coast Bird Observatory. Our employees also volunteer for other habitat conservation organizations, including the Galveston Bay Estuary Program, Trees for Houston, Gulf Coast Bird Observatory, Katy Prairie Conservancy and Houston Audubon Society, all of which are heavily engaged in habitat conservation projects.



LEADING THE WAY

In the midst of a natural disaster, our employees reinforced CenterPoint Energy's reputation for helping those in need. Our Community Relations team partnered with relief organizations, including the American Red Cross, Salvation Army and United Way, on food distribution in Lake Charles and a supply drive in Houston to support our neighbors in need.



***An Engaged
and Inspired
Workforce***

**575 Self-identified
Veterans as of
year-end 2020**

A Veteran-friendly Employer

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 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 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](#).

Training and
Development

Employee Benefits

Labor Relations



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 subsidiary 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 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 top 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. 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.

Employee surveys help us gain deeper insights into employee engagement levels and specific topic areas from previous surveys. In 2020, all employees were invited to participate in CenterPoint Energy's Diversity and Inclusion Survey to assist in continuing to develop the company's diversity and inclusion strategy and initiatives. The anonymous responses received helped the Diversity and Inclusion Council and team members to better understand successes, challenges and opportunities. Employees shared their 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 recently 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.



We are committed to building the skills and competencies of our employees to help maximize their potential and contribute to successfully implementing our business strategy.

Despite COVID-19, CenterPoint Energy was pleased to continue its 2020 internship program, providing virtual real-world experience, training and mentoring to 61 interns.

TRAINING AND DEVELOPMENT

Our 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 offer employees opportunities to increase their skills and maximize their potential, both professionally and technically, through leadership development programs, technical skills training, and professional development training and resources.

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. In addition to technical skills, professional development is a key component of our learning and development strategy. Resources that help support employees' professional development skills include web-based courses, live instructor led training and on-demand resources. Topic areas include business and financial acumen, project management, business writing and communication skills.

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.

2020 TRAINING

CNP University

- Total online courses completed: 373,039
- Total hours of online courses completed: 186,519*

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

- Total participants: 2,110
- Total hours completed: 6,601

*Each course averages approximately 30 minutes or 0.5 hours

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. More than 99% of eligible employees received a performance evaluation in 2020.



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 meet the future needs of the business, our leadership development strategy strives to create great leaders 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 – A program tailored for high-potential individual contributors.
- 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 2020, the talent pipeline available in our leadership programs reflected a diverse representation across ethnicity/race and gender.

Leadership Development Program	Male	Female	Racial Diversity
Leadership Academy	66%	34%	29%
Learning To Lead	76%	24%	33%
Leadership Essentials	59%	41%	34%



TALENT REVIEW AND SUCCESSION PLANNING

We take a strategic approach to attracting, retaining and developing our workforce. Our strategy combines talent review and succession planning with internal talent development as essential elements of overall workforce planning.

We conduct annual talent review and succession planning with all levels of leadership to ensure business continuity and identify the future leaders of our company. We invest in employee development throughout the year to align performance to business needs, drive development planning and contribute to career progression. Development programs are available to our employees at all phases of their career, including technical and leadership pathways. Processes and progress are reviewed annually to ensure continuous improvement in all we do.



WORKFORCE DEVELOPMENT PROGRAMS

- In 2020, CenterPoint Energy began a partnership 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 launched the **Energy Safe Skills** program, geared toward Indiana students studying in fields such as construction, maintenance and related areas. The program helps teach future job site workers how to be safe and protect the communities where they will work. Training materials for instructors are available at no cost and cover characteristics of natural gas, natural gas leak recognition and response, and the importance of 811 and safe digging best practices.

LEARN MORE

[WORKFORCE DIVERSITY STATISTICS](#)[WORKFORCE DIVERSITY](#)

*As a responsible employer,
CenterPoint Energy is
committed to providing health
and wellness initiatives to our
employees.*

EMPLOYEE BENEFITS

Our company 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.

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, disability and accident coverage, as well as retirement and savings 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.

- 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.
- 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 EMPLOYEES THROUGH COVID-19

Our priorities of our employees' health and well-being took on new meaning in the face of COVID-19. We were prepared to respond to a pandemic impacting our service territory, collaborating with other groups and departments to confirm our readiness for what could be ahead. In March 2020, we promptly activated our Pandemic Preparedness Plan, scheduled COVID-19 Incident Command System sessions and engaged our Corporate Response Plan Team, while staying closely connected to updates from the World Health Organization and Centers for Disease Control.

Communications and Human Resources personnel partnered to communicate COVID-19's impacts to our workforce and posted daily dashboard updates. Consistent with our pandemic plan, for each confirmed case we immediately took all necessary steps and actions to protect our employees and contain the spread of the virus at the affected site.

A phased return-to-workplace approach was developed for employees who were working remotely. A key step in this process was a series of workshops with our businesses and corporate functions to assess transition issues, risks and opportunities. Offices gradually reopened using a deliberate, measured approach with leadership direction, putting our workforce's safety and well-being first.

Employees were provided with resources, including a return-to-workplace playbook with measures, processes and protocols; a return-to-workplace video showing facility enhancements; an employee self-screening checklist to follow daily; and a guide for leaders.



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

- Equipping employees with additional personal protective equipment (PPE);
- Directing field employees to attempt to resolve service issues without entering homes or businesses;
- Following social distancing guidelines and wearing PPE if entering customers' homes, businesses and property to provide service;
- Implementing a telework approach for employees who could perform their job responsibilities remotely;
- Increasing cleaning and disinfecting frequency of facilities and vehicles;
- Leveraging technology to minimize face-to-face contact and meetings; and
- Emphasizing good hygiene, including washing and sanitizing hands.

Supporting Wellness and Mental Health During COVID-19

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 vaccines. As vaccines became available, onsite COVID-19 clinics were offered at several company locations.

***Advancing Collaborative
Relationships with Our
Union-Represented
Employees***

LABOR RELATIONS

Approximately 35 percent of CenterPoint Energy's employees are represented by labor unions. 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.

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 collaborative on union issues, such as talent acquisition, training, safety, and diversity 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 committee meet quarterly to discuss current safety initiatives, develop safety strategy and cover lessons learned. The meetings are led jointly by company and union officials. This committee approach is being evaluated for implementation in other areas of the company.

Topics covered in formal labor agreements related to safety include:

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



LEARN MORE

DATA CENTER – WORKFORCE

***Our Customer
Experience department
delivers on
CenterPoint Energy's
brand promise of being
Always There to
support our customers.***

OUR CUSTOMERS

As a customer-focused energy delivery company, CenterPoint Energy's performance is driven by our unwavering commitment to safely and reliably deliver electricity and natural gas to our customers.

Our Customer Experience department takes pride in the ability to consistently provide reliable, value-added service to customers. We are regularly recognized as being one of the nation's customer service leaders within our industry. Our innovative, customer-centric solutions leverage both state-of-the-art technology and our employees and contractors who embody our values.

We strive to make CenterPoint Energy easy to do business with by providing the information our customers want, when and how they want it. We continually endeavor to support our customers' needs and exceed expectations. 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.

As consumer expectations increase and technology evolves, so do the wants and needs of our customers. Mobile devices, such as smartphones and tablets, are also increasing consumers' ability to control and make real-time decisions about services they need and value. It becomes imperative that CenterPoint Energy provides our customers with the innovative, personalized experiences they want while we continue to broaden our understanding of their expectations.

CustomerOne is an example of how we are investing in technology to support system reliability and resiliency, as well as enhance monitoring and control. We are also working with our customers to employ technologies to meet energy efficiency and renewable resource goals, demand management objectives, and service and voltage reliability specifications.



- Power Alert Service alerts notify you, friends and family of an outage at your home or business, its restoration progress and when the electricity comes back on.
- 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.

"Our goal is to provide an exceptional customer experience through focused technology investments centered around customers' preferences for interaction and information," said 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.
- Implementing additional measures, 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.

Taking extra precautions when necessary, our employees are essential in providing energy to residential, commercial and industrial customers.

CONTACT CENTER'S COMMITMENT TO SERVICE DURING COVID-19

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 eight-state service territory.

LEARN MORE

HELPING CUSTOMERS ACHIEVE NET ZERO

***Meeting the
Evolving Needs
of Our Customers***

LARGE CUSTOMERS

Our 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 classes. Our Customer Transformation and Business Services organization aims to accomplish these goals.

Customer Transformation and Business Services encompasses CenterPoint Energy's Customer Service and Experience, Gas and Electric Energy Efficiency and Business Development, Information Technology, Marketing, and Procurement and Logistics departments, as well as Home Service Plus and Energy Systems Group. This team will continue to connect customer expectations with business goals through issue resolution and opportunity management.

CenterPoint Energy's Customer Advisory Council Meeting Focuses on Houston Resiliency

CenterPoint Energy's first Customer Advisory Council meeting was held in July 2021. With nearly 100% attendance and strong engagement, the event demonstrated that our customers and community members are interested in our company's role in a more resilient Houston. The Customer Advisory Council's feedback guides how we can help support customers' expectations regarding resiliency and a clean energy future. We will use this insight to help guide our methodology and resiliency investments in Houston.

The Customer Advisory Council, a select group of 17 influential large customers, business and community leaders, listened to a panel discussion, which was moderated by Elizabeth Brock, Vice President, Energy Solutions and Business Services. Attendees participated in a facilitated question and answer session focused on resiliency.



“This first meeting was truly a success,” said Gregg Knight, Executive Vice President, Customer Transformation and Business Services. “We will continue to use the Customer Advisory Council’s input to help us better understand our customers’ expectations and guide how we can help provide support. We intend to utilize their insights and expertise to help improve energy resiliency and reliability in Houston.”

The next meeting in the three-part Customer Advisory Council series will focus on beneficial electrification.

Next Steps

- **Collaborate and plan together** to prepare for future events.
- Instill confidence that all communities are treated **equitably**.
- Continue to promote energy reliability and resilience so companies choose to locate in Houston.
- Maintain key **partnerships and stakeholder alignments** throughout the city, county and state.
- Continue to plan for all types of emergencies, beyond hurricanes.

LEARN MORE

Helping Customers Achieve Net Zero

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

SAFETY

“From COVID-19 to severe weather, we are facing 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. 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 safety responsibilities into their daily work activities. Employees are also accountable for reporting incidents, injuries and unsafe practices or conditions so they can be promptly addressed.
- **Continuous Improvement:** We strive to continuously improve our safety performance and culture, 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.
- **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.

Safety Forward

Public Safety

Workplace Safety

2020 SAFETY PERFORMANCE

Employee Days Away Restricted or Transferred (DART) Rate, Excluding Fatalities	1
Occupational Safety and Health Administration (OSHA) Recordable Work-related Injuries	112
Total Recordable Incident Rate (TRIR)	1.24
Number of Hours Worked	17,995,590



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 named executive officer awards under the short-term incentive plan if certain operational goals, such as safety and customer service, are not met.

RESPONDING TO COVID-19

CenterPoint Energy's customers are at the center of everything we do, and our company's top priorities are the health and safety of our employees. 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.



[LEARN MORE](#)

LEARN MORE

[DATA CENTER SAFETY](#)

*Committed to the
Safety of Our
Customers and
Communities*

PUBLIC SAFETY

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

CenterPoint Energy's commitment to safety involves educating and engaging employees, contractors, customers and communities on safety practices. Regular communication with the public is focused on includes education about staying away from power lines, how trees and vegetation affect electric safety, 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 partner with communities on a shared commitment to safety. Matching grants up to \$2,500 are available for eligible safety and emergency response equipment. To date, CenterPoint Energy has funded 1,163 city projects and awarded \$2.3 million in grants to local fire departments, police departments, ambulance services and 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.

**2020
COMMUNITY
SAFETY
GRANTS**

\$256,934
in Funds Awarded

125
Grants Awarded

Entities in
6 STATES
Received Grants



Impacting Lives by Providing Smoke and Carbon Monoxide Detectors to Economically Disadvantaged Houston Families

For 14 years, CenterPoint Energy has partnered with the Houston Fire Department to support the Get Alarmed Houston program, which installs smoke detectors in homes that desperately need fire safety equipment. 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.



EXTREME WEATHER PREPAREDNESS

CenterPoint Energy's enterprisewide safety programs provide a consistent approach to safety for all employees. 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, cases of water, ready-to-eat meals, flashlights and hurricane tracking charts.



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.
- Regional employees educate the public on natural gas safety and the importance of calling 811 at outreach events, such as the annual Swinging Bridge Festival in Byram, Miss., and the annual Tomato Festival in Crystal Springs, Miss. Through these events, we reach residents and encourage them to share information with their families and friends.



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.



CenterPoint Energy is committed to sustaining a culture of safety excellence.

WORKPLACE SAFETY

CenterPoint Energy's *Safety Forward* approach supports a strong safety culture across all of our operations and reflects our dedication to providing a workplace where safety is considered everyone's responsibility.

CenterPoint Energy's enterprisewide safety programs provide a consistent approach to safety for all employees, implement best practices to prevent workplace injuries and illnesses, and increase awareness of hazards and preventive measures. Safe work practices are documented to support compliance with Occupational Safety and Health Administration (OSHA) and other regulations.

*If an employee feels a situation is not safe, he or she has the **authority to stop work** at any time until the situation has been addressed.*



SAFETY MANAGEMENT SYSTEM

CenterPoint Energy's Occupational Health and Safety Management System (SMS) applies to employees who operate our natural gas and electric systems, support our corporate functions and are part of our subsidiary operations. Our SMS was implemented as a voluntary program and modeled after American Petroleum Institute's API RP 1173 guidelines for the development of Pipeline Safety Management Systems, as well as OSHA guidance. This model is a best practice within the industry and highly rated by peer benchmarking groups, such as the American Gas Association. CenterPoint Energy has voluntarily extended its SMS to include Electric Operations, where implementation is ongoing.

SMS SAFETY PROGRAMS AND ACTIVITIES

- Workforce safety
- OSHA compliance
- United States Department of Transportation compliance
- Audits and inspections
- Quality assurance and control
- Contractor monitoring and quality management programs
- Change management
- Technical training and operator qualification
- Risk management
- Incident investigation and management
- Root cause analysis
- Corrective action
- Lessons learned
- Damage prevention
- Public safety

EMPLOYEE SAFETY PARTICIPATION

Our behavior-based safety program allows employees to conduct safety observations with the ability to remain anonymous. Our employees are the driving force for identifying and correcting unsafe behaviors and conditions. Core teams composed of employees with support from managers and employee safety leaders use safety observation and incident data to create safety performance action plans.

Departments are encouraged to start safety committees to discuss improvement opportunities and communicate safety information through meetings. Monthly safety meeting kits cover topics specific to the time of year, relevant issues or current safety performance.

HEALTH AND SAFETY TRAINING AND PROTOCOLS

CenterPoint Energy prevents and mitigates health and safety impacts for employees through appropriate skills training and education based on roles. Employees across the organization receive safety training upon hire and refresher training as needed. Enrollments for computer-based training and instructor-led courses are made based on the level of hazard exposure.

- Through our learning and development platform, an employee **safety onboarding and development plan** provides safety and technical training courses focused on employee safety and driving.
- During COVID-19, ongoing leadership engagement with employees regarding safety continues to be important.

- A third-party vendor provides a trainer who assists with **ergonomic assessments**, hands-on training, educational resources and early mitigation of discomfort for personal or work-related medical issues.
- 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.
- To promote **employee wellness**, CenterPoint Energy provides employee communications, educational resources and general health coaching in some areas.
- In 2021, the first **Enterprise Safety Forum** was held virtually to engage employees on safety importance.



SERIOUS INJURY AND FATALITY PREVENTION MODEL

To help drive positive change, we partner with other peer utilities to collaborate on effective methods that result in improved safety performance. We work with the Edison Electric Institute to identify ways to reduce serious injuries and fatalities and continue to focus on addressing this industry challenge.

CenterPoint Energy's new READY model will become an integral part of the way we plan and perform operations work each day. The model strives to improve safety performance and enable employees to go home safely to their family and friends.

Recognize • Evaluate • Anticipate • Define • Yes



CONTRACTOR SAFETY

CenterPoint Energy's enterprisewide safety programs provide a consistent approach to safety for all employees, implementing best practices to prevent workplace injuries and illnesses. CenterPoint Energy has a defined and documented contractor management process, including required training on safety policies, evaluating contractor safety performance and communicating contractor SMS requirements. Our Quality Management Program department plays a key role in auditing contractors for regulatory compliance and adherence to company requirements.

Contractors who perform field operations work on behalf of CenterPoint Energy participate in the annual Contractor Safety Summit, where leaders discuss how to implement risk-reducing measures to promote a culture of safety. With the ultimate goal of improving the overall performance of our workforce, systems and assets, the 2020 virtual summit was designed to facilitate learning and drive continuous improvement.



LEARN MORE

[DATA CENTER SAFETY](#)

[LABOR RELATIONS AND UNION SAFETY PROGRAM](#)

[RESPONDING TO COVID-19](#)

SUPPLY CHAIN

CenterPoint Energy's Procurement, Materials and Logistics organization partners with business units to develop strategic relationships that provide the best value to the company. Sourcing decisions are based on the total cost of ownership, which includes quantitative and qualitative considerations. This collaborative, comprehensive approach supports the goal that supplier agreements look beyond the price paid and are reflections of CenterPoint Energy's core values and our commitment to diversity and inclusion.

[Our Code of Conduct for Consultants, Contractors, Suppliers](#) and Vendors explains our expectations for our service providers.

Employees are expected to conduct fair and transparent purchasing and payment practices and support internal controls for the company. Periodically, we conduct vendor risk assessments to evaluate various risk criteria for vendors.

Securing a Sustainable Supply Chain and Fostering Supplier Diversity.

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.



2020 SPEND PROFILE

- Contracted with **2,500+** suppliers
- Goods and services valued at **\$2.9 billion+**
- **9% direct** annual spending with diverse business enterprises

NET ZERO
2035
NET-ZERO
EMISSIONS BY
2035

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

MANAGING SUPPLY DURING COVID-19

At the onset of COVID-19, the Procurement, Materials and Logistics organization pursued non-traditional avenues for obtaining Personal Protective Equipment for our employees. Due to high demand, access through regular suppliers was limited. For example, a district director connected the group to Texas Tail Distillery in Galveston. Within hours of reaching out, the distillery was filling hand sanitizer and cleaning solution bottles for CenterPoint Energy, providing us with more than 700 gallons.



SUPPLIER DIVERSITY

CenterPoint Energy recognizes the economic importance of diverse suppliers, such as minority-owned, women-owned, veteran-owned and HUBZone (Historically Underutilized Business Zone) small businesses. We are committed to providing opportunities to small and diverse vendors to deliver goods and services as part of our sourcing process.

Our Supplier Diversity activities are guided by our internal Supplier Diversity policy.

We seek opportunities to 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 various diversity tradeshows, including the annual Houston Minority Business Council Expo, the annual Women's Business Enterprise Alliance Expo, the annual City of Houston Government Expo, Small Business Administration Expos and the Edison Electric Institute Diversity Expo
- Sponsorship of networking events and educational workshops for diverse and prime suppliers
- Scholarships to diverse suppliers through local diversity business councils and Edison Electric Institute
- Supplier mentoring
- Active second-tier business initiatives

CenterPoint Energy partners with numerous national, regional and local supplier diversity advocacy organizations:

- Edison Electric Institute Business Diversity Committee
- National Minority Supplier Development Council
- National Association of Women Business Owners
- Women's Business Enterprise Alliance
- Women's Business Enterprise National Council
- Indiana Energy Association Supplier Diversity Development
- Mid-States Minority Supplier Development Council
- Ohio Minority Supplier Development Council
- Southern Gas Association Supplier Diversity Task Force
- Women's Business Council Southwest
- Houston Minority Supplier Development Council
- Great Lakes Women's Business Council





2020 Supplier Diversity Awards

- Women's Business Enterprise National Council's **Top Corporation of the Year** (National), honoring corporations that have demonstrated a sustained commitment to the inclusion of women-owned businesses in their supply chains.
- Houston Minority Supplier Development Council's **President's Award**
- Houston Women's Business Enterprise **Alliance's Cutting Edge Award**
- *Minority Business News Texas* **Best of the Decade**

LEARN MORE

[ESG DATA CENTER – SUPPLIER DIVERSITY](#)

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

[CLEAN ENERGY FUTURE](#)

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

NET ZERO BY 2035

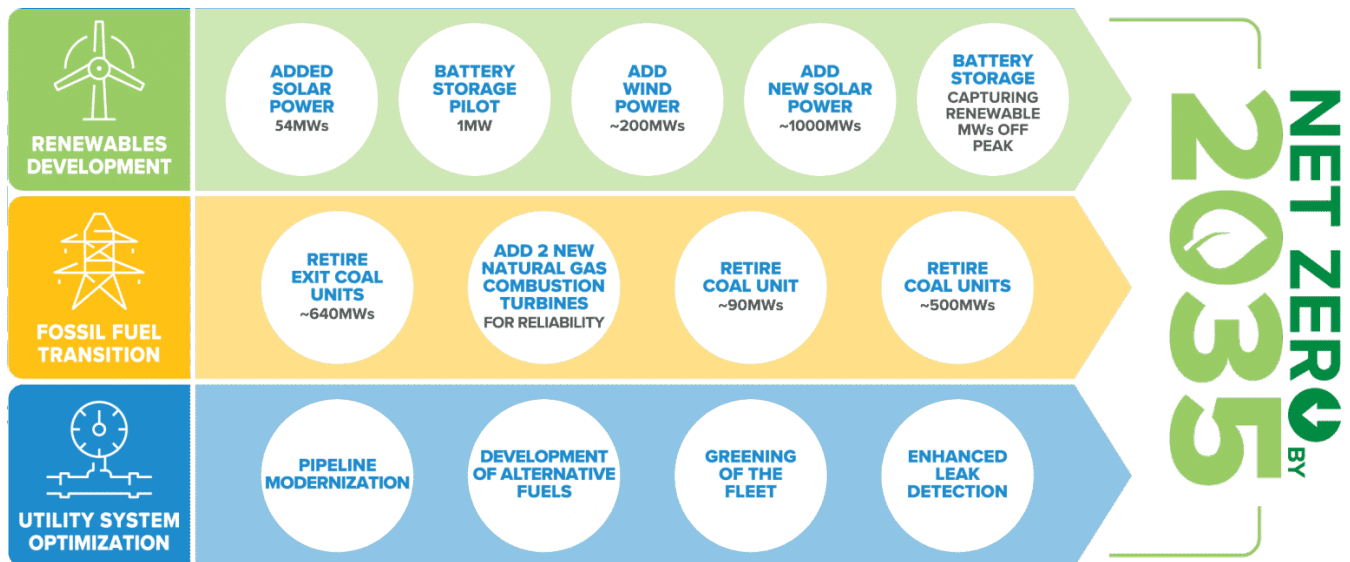
CenterPoint Energy has committed to be the first combined electric and natural gas utility with electric generating assets to achieve Net Zero for its Scope 1 and Scope 2 greenhouse gas emissions by 2035, fifteen years ahead of our peers' average goals.

But we don't just want to achieve emission reductions faster. Our Net Zero goals are based on actionable decarbonization pathways taken on our operating systems – both electric and natural gas – within our footprint. We intend to achieve our Net Zero goals through active measures to reduce emissions and minimal reliance on carbon offsets. And we will report those emission reductions in a transparent and timely manner using standard disclosure frameworks.

In addition to our industry-leading Net Zero goal, CenterPoint Energy intends to be a leader in enabling our customers to transition to a cleaner energy future by **being the first utility to set a meaningful 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 use of natural gas 20-30% by 2035.

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

ACCELERATE TO NET ZERO BY 2035



PATHWAYS TO NET ZERO

CenterPoint Energy is a leading energy partner dedicated to ensuring equitable access to safe, clean, and resilient energy, while continuing to reduce carbon emissions and transition our customers and communities to a clean energy future. We are executing on an ESG strategy we believe will deliver even more growth and value creation. To support our strategy, we've set our sights on a target aligned with the Paris Agreement and commit to Net Zero (Scopes 1 & 2) by 2035.

Looking ahead, we are embarking on a new phase of our journey and are positioned to advance clean energy transition by interconnecting renewable developments, batteries and behind-the-meter solutions and providing a reliable, safe and modern grid that serves as a resilient platform for energy delivery. The company is committed to the continued development of alternative fuels programs, including renewable natural gas, that would provide customers new energy choices. The company currently has 54 MW of solar that is operational, along with 1 MW battery storage.

CenterPoint Energy has announced plans in Indiana to retire 730 MW of coal-fired generation in favor of 700-1,000 MWs of solar generation and 300 MW of wind. The retirement of the majority of our coal-fired power generation units and the planned investment of \$ 1.3B dollars by 2025 will reduce our carbon emissions by over 80% across our Electric footprint. The addition of two natural gas combustion turbines in Indiana for reliability will maintain our commitment to a clean energy future while preserving the local economic value created by our facilities and providing our customers an affordable option for delivering abundant, safe and reliable energy.

CenterPoint Energy is building a Smart Energy Future, with a durable energy grid prepared to embrace new technologies and renewables, including universal solar, battery storage, and wind. We are continuing to invest in enhanced leak detection and repair and in the modernization of our natural gas infrastructure and are committed to eliminating remaining legacy cast-iron pipe in all our service territories.

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. CenterPoint Energy is committed to sustainability and, 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.

We are integrating our industry leading Environmental, Social, and Governance (ESG) commitments into CenterPoint Energy's 10-year strategic plan.

Our first step is to eliminate carbon emissions from our own operations. We are committed to environmental sustainability and reducing carbon emissions, as well as leveraging opportunities to build on our efforts by participating in the growth of renewable energy in Indiana, Minnesota and Texas.

To achieve our Net Zero 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.

The actions we are taking today and the plans we are making for tomorrow are responsible, equitable and ambitious.

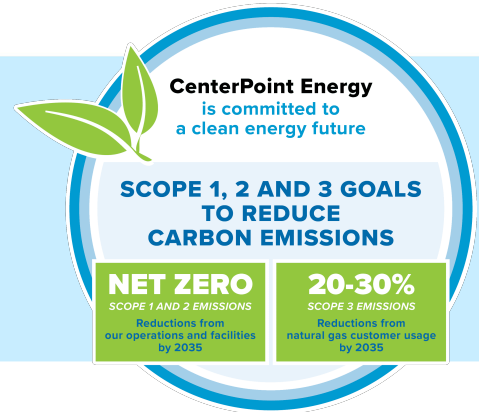
LEARN MORE

CLEAN ENERGY FUTURE

Net Zero Disclaimer: While we believe that we have a clear path toward 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: emission levels, service territory size and capacity needs remaining in line with company expectations (inclusive of changes related to the sale of our natural gas businesses in Arkansas and Oklahoma); regulatory approval of our generation transition plan; impacts of future environmental regulations or legislation; impacts of future carbon pricing regulation or legislation; price and availability 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; our ability to implement our modernization plans for our pipelines and facilities; retirement dates of our coal facilities by 2035; 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 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.

CLEAN ENERGY FUTURE

CenterPoint Energy is 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 clean 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, we are committed to leading the way to a clean energy future. We intend to achieve our Net Zero goals through measurable emission reductions as we decarbonize our assets. We will work with partners, customers, employees and other stakeholders across our service territory to achieve our goals.

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 to meet our carbon emission reduction goals.

We look forward to adopting new, innovative technologies to our carbon emissions-reduction activities, while maintaining energy affordability and reliability to improve our stakeholders' quality of life.

"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 clean energy future."

Angila Retherford, Vice President of 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 clean 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.

LEARN MORE

[Natural Gas Innovation Act](#)[Minnesota Clean Energy](#)[Midwest Clean Energy](#)[Texas Clean Energy](#)

Our Integrated Resource Plan (IRP) is a 20-year forecast that outlines how we will serve our Indiana customers in a safe, reliable and economic manner.



GENERATION TRANSITION

CenterPoint Energy's long-term transition plan seeks to decarbonize the way we generate power and deliver on our commitment to provide reliable, cost-effective and safe energy for our 145,000 customers in southwest Indiana.

CenterPoint Energy's IRP 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 new plan will be generated from renewable resources, reducing reliance on fossil fuels.

The IRP will retire coal generation units and replace them with a significant investment in renewables, including a large percentage of universal solar. It considers a broad range of conditions and variables to determine a preferred energy mix, which allows CenterPoint Energy to meet future electric energy demand safely and reliably.

Natural gas combustion turbines to complement expanded renewables portfolio

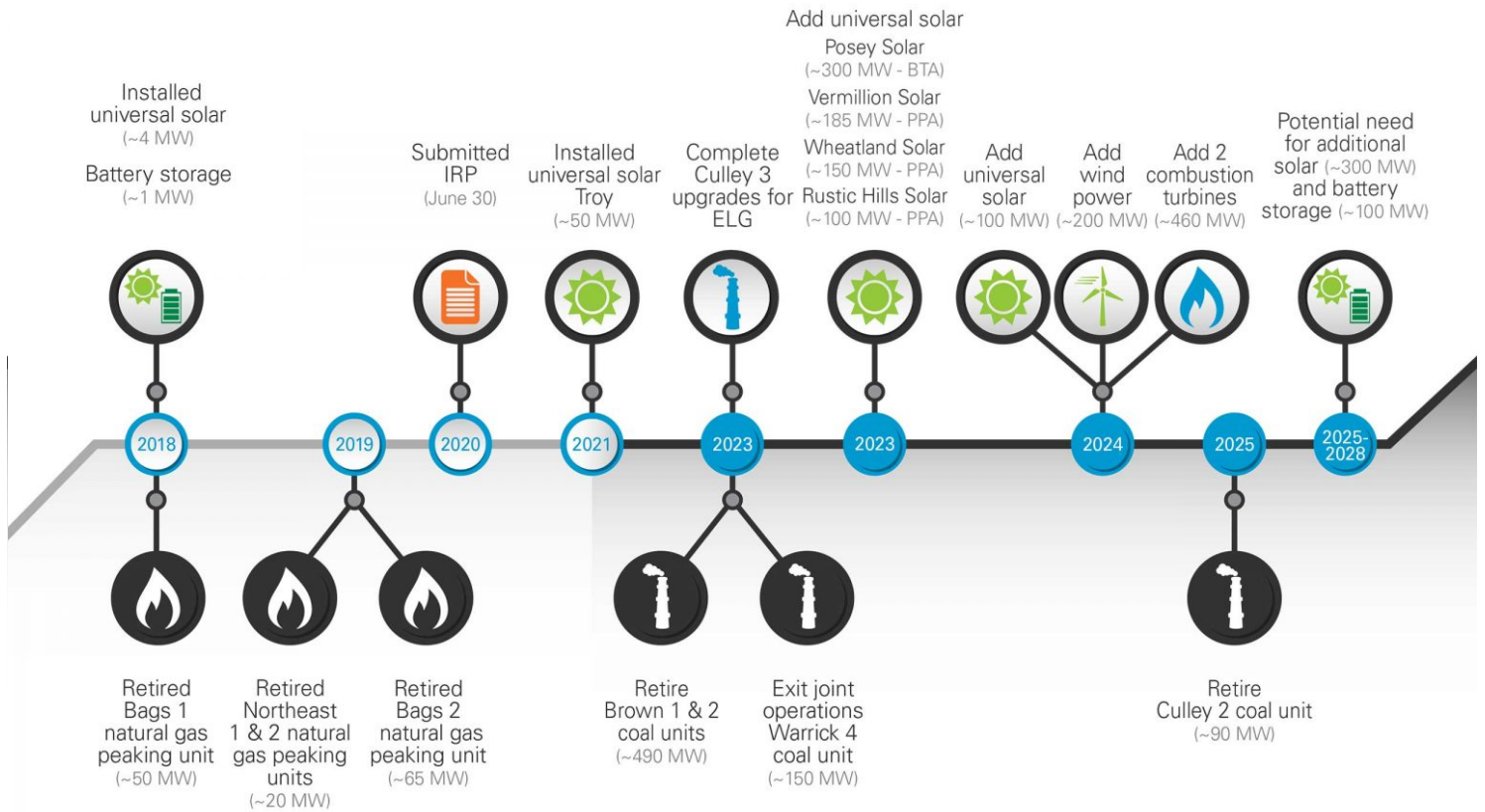
CenterPoint Energy has filed an application with the Indiana Utility Regulatory Commission (IURC) requesting approval to construct two natural gas combustion turbines to replace portions of its existing coal-fired generation fleet.

The construction of the natural gas generation turbines is the next step in CenterPoint Energy's long-term plan to deliver on the commitment to introduce significant renewables and natural gas into our energy generation portfolio. The retirement of our smaller, inefficient coal units and adding the natural gas combustion turbines will continue to reduce our emissions and maintain our focus on the environment while providing our customers cost-effective, safe and reliable energy.

Construction of the turbines will begin following receipt of approval by the IURC, anticipated in the second half of 2022. The turbines are targeted to be operational in 2024.

[LEARN MORE](#)





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

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

JUST TRANSITION

As CenterPoint Energy begins its preparation 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, and remain a well-compensated, agile workforce.

***Growth and 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, and
- 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, and
- Advance digital solutions for operational resiliency.

***A Clean Energy Future
Will Require Workers
Who Can:***

- CenterPoint Energy established an ESG Council to identify, evaluate and recommend strategic directions and
- 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. The company is also partnering with the **Center for Energy Workforce Development**, which is 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.



FLEET ELECTRIFICATION

We have a goal to replace 100% of our current electric operations light-duty fleet vehicles, such as cars, vans and sport utility vehicles, with electric vehicles (EV) in Houston and Evansville by 2030.

We plan to replace 50% of current electric operations light-duty fleet vehicles by 2025 and complete the replacement by 2030. In addition, 5% of electric operations heavy-duty vehicles are expected to be replaced with EVs by 2025 and 10% by 2030.

In our Natural Gas business, we plan to electrify one-third of our fleet 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.
- We are supporting **METRO's electrification of 20 buses** as a beginning to their **bus electrification program**.
- We are developing a master energy plan for **METRO** to reach their goal of **zero emissions by 2030**.

Approximately 2 million tons of CO2 emissions are avoided annually by electrifying vehicles across our Houston territory, according to [Greenhouse Gas Emissions from a Typical Passenger Vehicle | US EPA](#).

MEETING LONGER-TERM HOUSTON EV OPPORTUNITIES

City of Houston EV Car projection:



~ 400k

vehicles by 2030



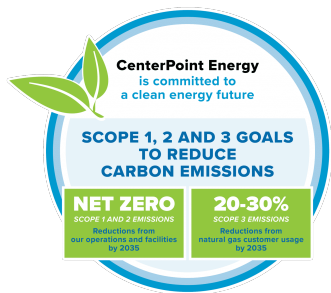
~ 125k

Equivalent demand of a new home

Potential upside: >200k EVs from Bipartisan Infrastructure plan 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 CAT Program also 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.



REDUCING GREENHOUSE GAS EMISSIONS

CenterPoint Energy is a leading energy partner with an ongoing commitment to ensuring access to affordable, reliable and sustainable energy, while leveraging innovative technology to continue reducing emissions. In 2020, we announced new carbon policy goals to reduce our operational emissions by 70% by 2035 and emissions attributable to natural gas usage within the residential and commercial sectors by 20-30% by 2040. Today, our ambitions go further and faster. CenterPoint Energy has announced a bold goal to be the first combined electric and natural gas utility with electric generating assets to achieve Net Zero by 2035. Additionally, we have advanced our goal to reduce emissions from natural gas end use by 20-30% from 2040 to 2035.



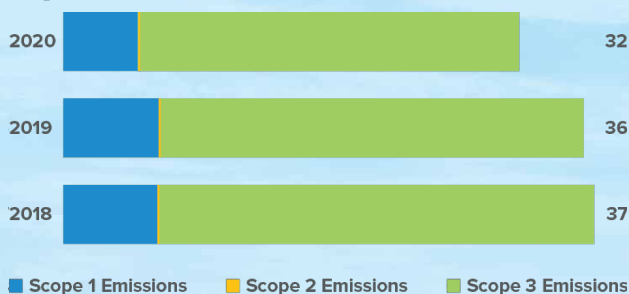
To achieve a clean energy future and reduce greenhouse (GHG) emissions, CenterPoint Energy is:

- 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.
- Investing in Methane Reduction Technologies
 - We are employing innovative, environmentally responsible technology called ZEVAC® (Zero Emission Vacuum and Compressor) to transfer natural gas between two pipelines, saving natural gas along the way.
 - We have the world's 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.

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

GREENHOUSE GAS EMISSIONS

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



[See Detailed Emissions Data](#)

[Carbon Policy](#)

2020 GHG Emissions by Scope and Source

Scope 1
16.4%

88.5%
ELECTRIC
GENERATION
10%
NATURAL
GAS
OPERATIONS¹
1%
FLEET
VEHICLES
0.5%
SF6
EMISSIONS²

Scope 2
0.2%

76%
FACILITY
ELECTRICITY
USE
24%
POWER
LINE
LOSSES³

Scope 3
83.4%

100%
NATURAL
GAS
SUPPLIED
TO
END USE
CUSTOMERS⁴

1. Natural Gas Local Distribution Company (LDC) operations Subpart W GHG emissions are determined using emissions factors and calculations as required by the USEPA mandatory GHG report rule.
2. Electric Transmission Substation and Distribution Equipment Greenhouse Gas Emissions in the form of SF6 are determined using emission factors and calculations as required by the USEPA mandatory GHG reporting rule.
3. Does not include line loss attributable to CenterPoint Energy's Houston Electric transmission and distribution assets.
4. Subpart NN Indirect Emissions are GHG Emissions Reported to the USEPA Based on the Amount of Natural Gas Supplied to end use Customers.

CLIMATE MODELING FOR 2° AND 1.5° SCENARIOS

The actions being taken today as part of our electric generation transition plan are expected to meet both the short-and long-term targets set by the Intergovernmental Panel on Climate Change (IPCC) to limit global temperature increases to 2° Celsius by 2100, as well as the alternative short-term target aimed at limiting global warming to 1.5° Celsius. We will continue to assess steps to achieve the IPCC's target of limiting global warming to 1.5° Celsius.

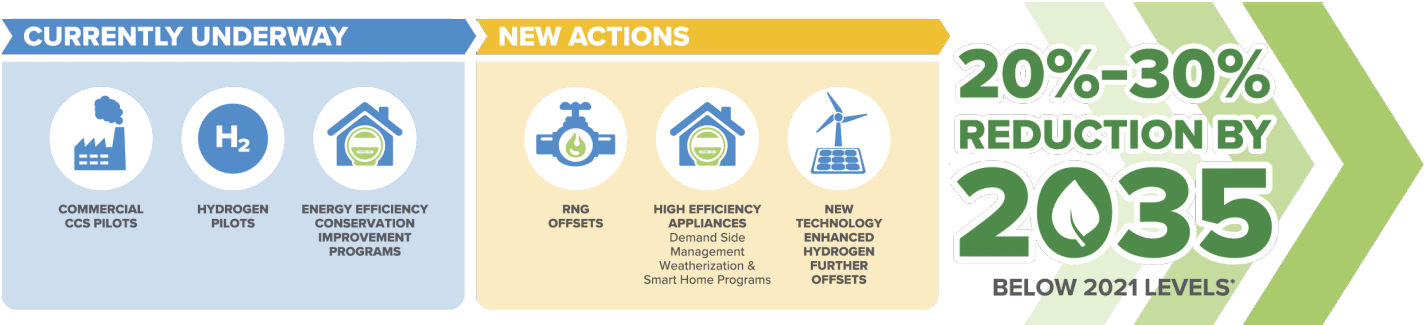
MITIGATING SF6 EMISSIONS

Sulfur hexafluoride (SF6), a greenhouse gas (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 reduction efforts through our participation in the U.S. Environmental Protection Agency (EPA) SF6 Emissions Reduction Partnership for Electric Power Systems. We have lowered our rate through a strong leak detection strategy, a tracking procedure for natural gas inventory, employee training and SF6-containing equipment.

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.

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

Emissions Source	2018 (metric tons CO2e)	2019 (metric tons CO2e)	2020 (metric tons CO2e)
Electric Generation	5,961,697	6,071,283	4,620,963
Electric Transmission and Distribution Equipment (SF6)	1,053	3,625	24,633
Natural Gas LDC Operations	605,074	540,975	533,572
Fleet	76,872	68,171	58,105

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

CARBON REDUCTION TECHNOLOGIES

CenterPoint Energy is investing in research and development of low-carbon technologies, such as [carbon capture technology](#) and [renewable natural gas \(RNG\)](#) to drive a cleaner natural gas system and reduce 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 clean energy resources and technologies, including RNG, green hydrogen and carbon capture, to benefit our customers.

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

We're actively pursuing multiple options for adding RNG to our gas supply portfolio in the near future.



TAPPING MINNESOTA-MADE RNG

To promote the beneficial use of made-in-Minnesota RNG and supply the increasing demand for this clean energy resource, CenterPoint Energy is opening its Minnesota pipeline system to natural gas created from organic materials, such as agricultural manure, wastewater and commercial food waste.

Benefits of RNG:

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

[LEARN MORE](#)



At the 2021 Minnesota State Fair, we showcased some of the emerging clean energy resources and technologies that we're exploring for our customers, including new opportunities that will be aided by the recently passed Natural Gas Innovation Act.

Piloting End-Use Carbon Capture Technology

In Minnesota, our support for research and development technologies that capture CO₂ emissions from natural gas combustion has resulted in the pilot of a device that, through a chemical process, converts the emissions into a nontoxic carbonate ash, which can be reused in products such as soap, glass and fertilizer. This innovative end-use carbon capture technology can help our commercial customers increase heating efficiency, lower energy costs and reduce the environmental impact of their energy use.

CenterPoint Energy is piloting this technology for potential future Conservation Improvement Program 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. Participants can choose to keep the equipment after the one-year pilot.

[LEARN MORE](#)

Diversifying our energy portfolio with renewables will reduce emissions and increase choices for our customers.



RENEWABLES

We are building a Smart Energy Future, with a durable energy grid prepared to embrace new technologies and renewables, including universal solar, battery storage and wind.

As our older electric assets continue to age, and new and even more efficient technologies emerge, we have a plan for ensuring a reliable, reasonably priced and well-balanced energy mix for southwestern Indiana.

We are pursuing a Smart Energy Future influenced by customers. 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 reductions, all while responsibly managing costs.

We have announced plans to retire 730 megawatts (MW) of coal-fired generation plans in Indiana in favor of 700-1,000 MW of solar generation and 300 MW of wind, and we have significant plans to invest \$ 1.3 billion by 2025.

We have 54 MW of operational universal solar projects, including 50 MW in Troy, Ind., 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 2024, 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 Indiana Utility Regulatory Commission to enter into two power purchase agreements (PPAs) for an additional 335 MWs of solar energy as part of the next component in the company's long-term electric generation transition plan.

DIRECT RENEWABLE INVESTMENTS

Expanding Our Renewable Portfolio in Indiana

- Supporting our Net Zero transition
- 1.1 gigawatts (GW) of renewable generation by 2025
- Addressing our remaining coal facility in our 2022 Integrated Resource Plan

SUPPORTING RENEWABLE INVESTMENTS

Connecting Renewable Generation in the Houston area

- \$765 million of investments over 10 years
- 10 utility-scale solar projects are under development
- Evaluating incremental projects: 20 renewable and 19 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 clean 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 is constructing a 1 MW renewable hydrogen demonstration project in Minneapolis that will separate hydrogen from water using electrolysis powered by renewable electricity. This green hydrogen project is expected to be online by the end of 2021.

[LEARN MORE](#)

*Driving Sustainability and
Equitable Economic Growth
to Support Our Customers*



HELPING CUSTOMERS ACHIEVE THEIR NET ZERO GOALS

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 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 to increase our consumers' choices of alternative transportation fuels, expand electric vehicle (EV) charging infrastructure, and add access to public and alternative transportation to reduce emissions from private transportation modes like cars and trucks.

- CenterPoint Energy is a proud sponsor of 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.
- We are collaborating with the City of Evansville, Ind., 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. The plan's actions will reduce GHG emissions, strengthen economic development, improve air quality and reduce waste.

2021 We have active clean 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.



RESILIENT NOW PARTNERSHIP WITH THE CITY OF HOUSTON AND METRO

CenterPoint Energy and the City of Houston are aligned on plans to develop cleaner, more affordable and reliable energy infrastructure.

The City of Houston's Resilient Now framework is a roadmap of established goals, including grid resiliency and modernization, economic development, complete communities 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. For example, 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.

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

LEARN MORE

[LARGE CUSTOMERS](#)[OUR CUSTOMERS](#)

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. We also promote the installation of energy-efficiency measures.

2020 Investments in Energy-efficiency Incentives: Approximately \$47,863,203

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

Our more than 20 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 energy-efficiency program, CenterPoint Energy worked with the Goose Creek Independent School District in the Houston area to incentivize a district wide LED lighting retrofit installed at their administration building, maintenance facility and 16 schools. The project yielded 932.71 kilowatts (kW) and 3,042,005 kilowatt hours (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.*

Modernizing Healthcare Facilities

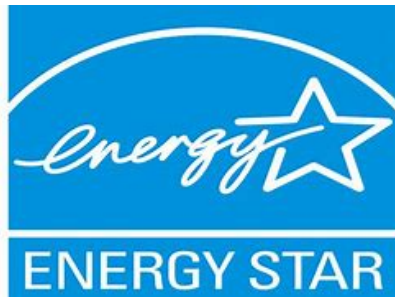
Our Healthcare Energy Efficiency (HEEP) Program is offered at no cost and provides technical support and cash incentives to commercial healthcare facilities including hospitals, clinics, assisted living and nursing care, medical laboratories and medical office buildings. Eligible facilities may receive 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 will receive a total incentive of approximately \$700,000.

*Value calculated using <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

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 Arkansas, Indiana, Minnesota, Mississippi, Ohio and Oklahoma to choose energy-efficient equipment, as well as our energy-saving programs.

PILOTING END-USE CARBON CAPTURE TECHNOLOGY

In Minnesota, our support for research and development technologies that capture CO₂ emissions from natural gas has resulted in the pilot of a device that, through a chemical process, converts the emissions into a nontoxic carbonate ash, which can be reused in products such as soap, glass and fertilizer. 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.

CenterPoint Energy is piloting this carbon 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.

Clean O₂ 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.

LEARN MORE

Customers & Energy Efficiency

***Meeting the evolving needs
of our customers and
communities with safe, clean
and resilient energy***

JUST TRANSITION

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

While 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 (EV) 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 fewer fugitive emissions of methane.
- Transitioning to a clean 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 will withstand more extreme precipitation and flooding.
- Underground Transmission and Distribution will withstand more severe weather events.
- Leasing emergency backup generation capacity and battery storage improves our system's resilience.

The construction of the two natural gas combustion turbines is the next step in CenterPoint Energy's long-term plan to deliver on the commitment to introduce significant levels of renewables and natural gas into our portfolio, as outlined in our 2020 Integrated Resource Plan. 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 commitment to a clean energy future, providing our customers an affordable option for delivering abundant, safe and reliable energy.

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

ELECTRIC GRID RESILIENCY

Our long-term strategy for decarbonization and hardening the grid provides employment and economic opportunities across our service territories.

INVESTING IN OUR ELECTRIC BUSINESS: 2021-2030 CAPITAL FORECAST

We are planning on significant capital investments of more than \$23 billion throughout the decade. 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

Clean Energy Investment and Enablement to Integrate our Net Zero Transition and Prepare for Accelerated Electric Vehicle 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 for quicker outage resolution
- Leading advancements in digital solutions for operational resiliency



- Executing on new tools enabled by recent legislation
- Leasing 500 megawatt (MW) of emergency backup generation capacity and approximately 25 MW of battery storage

HOUSTON ELECTRIC

- Serves more than 2.6 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 2022 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 2024
- Addressing our remaining coal facility in our 2022 Integrated Resource Plan

LEARN MORE

GENERATION TRANSITION

*Investing in our
Resilient, Reliable
and Sustainable
Natural Gas Business*

SUSTAINABLE NATURAL GAS PIPELINE INFRASTRUCTURE

Modernizing our delivery infrastructure makes energy distribution cleaner and more reliable.

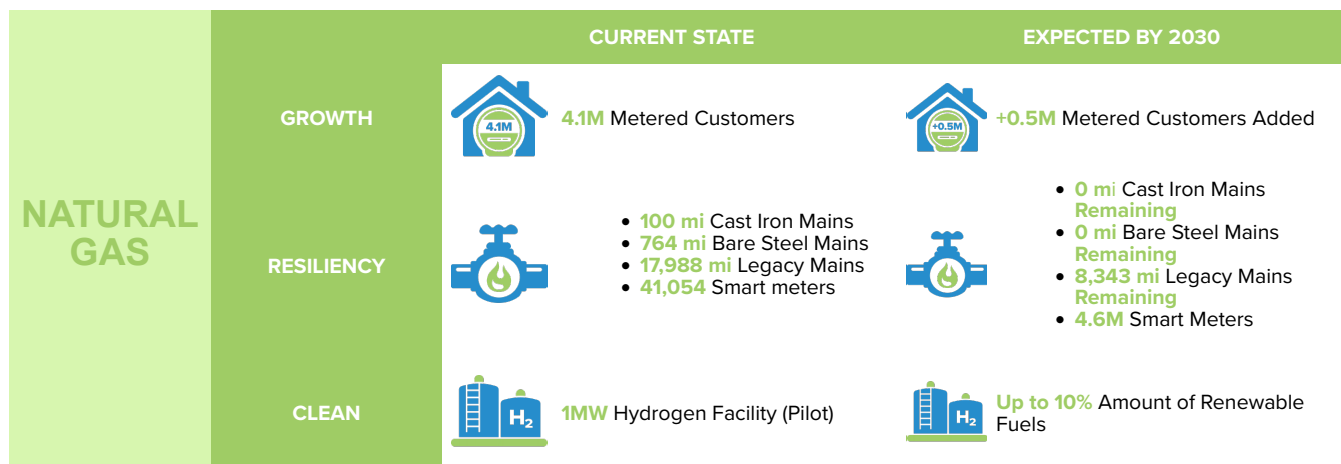
Our modernized gas system includes replacing thousands of miles of main, introducing renewable fuels and replacing smart meters with the most advanced safety features.

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

\$16B+ INVESTMENT DRIVING SAFETY, RESILIENCY AND GROWTH...

As of June 30, 2021



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 clean 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.

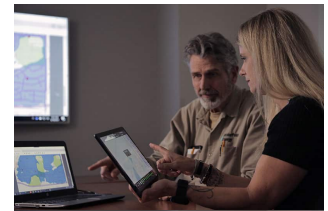
Intelis meter safety features and efficiencies:

- 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

In 2019, CenterPoint Energy completed the first propane air peak shaving facility in Texas. The facility, known as the Bluebonnet Point Reserve, is located on the north side of Houston and is used to supplement gas supply to CenterPoint Energy's 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 CenterPoint Energy customers.



ENVIRONMENT

Guided by CenterPoint Energy's [Environmental Policy](#) and led by the company's Vice President of Corporate Sustainability, environmental stewardship is an integral part 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, biodiversity and land use, waste and recycling, and water management.

NET ZERO BY
2035

NET-ZERO
EMISSIONS BY
2035

NET ZERO BY 2035

By 2035, we expect our operations will produce less carbon-related emissions than we remove or eliminate from the environment.

We have established the following goals:

- Achieve Net Zero carbon emissions directly attributable to our operations and facilities by 2035 as part of our new ESG strategy and alignment with the Paris Agreement.
- Launch a broad corporate initiative to achieve a net reduction of carbon emissions attributed to residential and commercial customer usage 20-30% from 2021 levels by 2035 through, among other things:
 - Partnering with customers to offer affordable conservation and energy-efficiency programs;
 - Continued partnerships with its customers to offer effective and affordable conservation and energy-efficiency programs,
 - Continued development of alternative fuels programs, such as renewable natural gas, that would provide customers new energy choices, and
 - Piloting and supporting research and development of new and innovative low-carbon technologies, including, but not limited to, carbon capture.

[Learn more about our Net-Zero Goals](#)

[Carbon Policy](#)

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. CenterPoint Energy has invested more than \$500 million since 2001 in emissions control equipment to capture these pollutants and directly improve local air quality.



SCRUBBED FOR EMISSIONS

Our entire electric generation fleet is:



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.



CenterPoint Energy is committed to providing investors and other stakeholders with information about the company's environmental, social and governance (ESG) priorities and key issues, while also highlighting relevant data and examples. Our ESG reporting discusses our business, operations and strategies; how we engage with our stakeholders, approach environmental stewardship, support our communities, and provide a safe, inclusive workplace; and our plans to achieve our net-zero clean energy objectives.

Our Environmental Affairs organization oversees the administration of corporate environmental compliance programs.

ENVIRONMENTAL COMPLIANCE

The Environmental Affairs departmental activities include regulatory interpretation, permitting, report submittal, protocol development and general corporate environmental compliance.

CenterPoint Energy is committed to complying with environmental laws and regulations and working with regulatory agencies as part of our overall 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, biodiversity and land use, waste and recycling, and water management.

Environmental Affairs partners with operational business units to provide environmental training and updates in a variety of ways, including targeted employee training initiatives across our service territory and project collaboration.

OVERSIGHT

Our Vice President of Corporate Sustainability is responsible for environmental, social and governance (ESG) policy, strategy and reporting – including the management of climate-related risks – and provides regular reports on environmental compliance, sustainability and other related matters to the Governance, Environmental and Sustainability Committee of the Board.

IMPROVING LOCAL AIR QUALITY

By 2035, we expect our operations will produce less carbon-related Nitrogen oxide (NO_x), sulfur dioxide (SO₂), mercury (Hg) and particulate matter (PM) that 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.

- Our entire electric generation fleet is 100% scrubbed for sulfur dioxide and 90% controlled for nitrogen oxide. We are working to reduce mercury emissions to meet reduction requirements.
- 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.

LEARN MORE

NET ZERO BY 2030

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



Our business minimizes its impact on areas of biological or cultural sensitivity during the construction or operation of these facilities and rights-of-way.

BIODIVERSITY AND LAND USE

CenterPoint Energy's biodiversity 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.

Vegetation Management

Pollinator Initiatives

Biodiversity GRI Disclosures

CenterPoint Energy has developed a robust avian protection program, taking great care to prevent harm to birds.

We develop and implement appropriate avian protection management guidelines, such as conducting avian risk assessments that include mitigation measures, employing avian-friendly infrastructure design and upgrades, and providing alternate nesting structures.

Our interdepartmental avian protection team 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. Our Environmental Operations Manager coordinates the avian protection team and avian activities.





2021 GREAT TEXAS BIRDING CLASSIC

- Hosted by Texas Parks and Wildlife Department, the state's wildlife and habitat management agency.
- Each year, CenterPoint Energy sponsors the classic and employee teams participate.
- Senior leadership from SCENIC GALVESTON, Inc., a local coastal conservation organization, and other agencies serve on CenterPoint Energy's team.
- Winning teams help direct conservation funds raised through the event.

CENTERPOINT ENERGY MAKES A DIFFERENCE

Voluntary Partnerships and Contributions

Galveston Bay Foundation	Board service, financial contributions, Marsh Mania volunteer conservation activities
Native Prairies Association of Texas	Financial contributions, conservation project collaboration
Houston Audubon	Financial contribution, education, and outreach
The Nature Conservancy of Texas	Financial contributions, collaboration on conservation management of native grassland prairie within CenterPoint Energy's rights-of-way
Gulf Coast Bird Observatory	Board service, financial contributions, volunteer conservation activities
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 contribution and participation in avian monitoring and data collection

Clearing rights-of-way for public safety purposes

VEGETATION MANAGEMENT

Our Vegetation Management group works proactively to assess the need for tree trimming near power lines, prepares work maps, negotiates contracts with tree-trimming contractors, inspects their work, and reviews the invoices to ensure accuracy.

This 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, along with vegetation management activities near bird nests.



GOATS AID CENTERPOINT ENERGY RESTORATION PROJECT

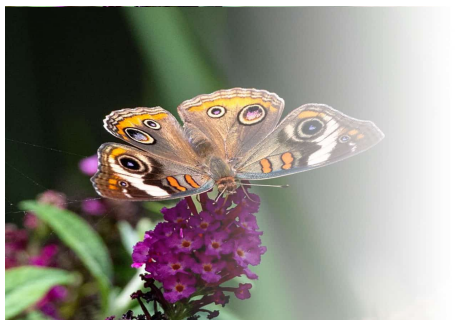
Since 2001, CenterPoint Energy has been working on a long-term prairie restoration project at the Dakota Station Peak Shaving facility, located along the Minnesota River Valley in Burnsville, Minn. On much of this property, non-native invasive plants, such as buckthorn and other shrubs, trees and weeds, 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.



***Supporting Pollinator Habitats
and Planting Milkweed***



POLLINATOR INITIATIVES

PROJECT ORANGE AND BLACK

A growing focus among electric utilities, pipeline companies and other large landowners is implementing land management practices that are friendlier to pollinator species, including the monarch butterfly species, which is 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. Plant and seed source limitations for native milkweed varieties are a challenge in many areas, including the Texas Gulf Coast. Local nurseries only offer only exotic varieties, and land managers and conservationists strongly prefer native plants to support long-term ecosystem health and monarch conservation.

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 is developing techniques to propagate three local varieties of milkweed.

Through Project Orange and Black, the partners have distributed 7,000 seedlings for planting at local sanctuaries, refuges, conservation lands and residences. The project has been successful in harvesting seeds from local roadsides, rights-of-way and refuges and growing seedlings for easy transplant.

Since 2019, CenterPoint Energy has been distributing 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.

In 2021, CenterPoint Energy's Vegetation Management personnel and Trees for Houston hosted a native plant giveaway for the public at an Earth Day celebration held at Evelyn's Park Conservancy. Our Senior Forester distributed 500 native tree seedlings and a number of milkweed plants cultivated as part of Project Orange and Black. The milkweed giveaway provided an outstanding educational opportunity to help community members understand the link between milkweed and the plight of the monarch butterfly.

CenterPoint Energy and Trees for Houston contribute greatly to enhancing the urban environment by creating habitat for pollinators and birds, as well as providing the air quality and carbon capture benefits that native plant cultivation provides.

WASTE AND RECYCLING

CenterPoint Energy continues 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's waste is derived primarily from maintenance and replacement of electric transmission and natural gas infrastructure, as well as from our offices. We manage all operational controls, policies and procedures as part of our commitment to compliance. In addition, we maintain a robust environmental audit program on all solid waste disposal vendors.

All hazardous and regulated waste is tracked for proper management. 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.



- 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.
- Construction routing for new natural gas or electric transmission lines is planned to avoid or minimize disturbance of environmentally sensitive areas. CenterPoint Energy has engaged in these partnerships with an understanding that a focus on recycling and conservation during the planning and design phase of a project can yield significant savings by limiting the long-term environment impact.
- 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.

INVESTMENT RECOVERY

Investment Recovery is our customer-oriented service group dedicated to obtaining maximum value for the disposition of surplus assets and scrap material. The group promotes a recycling program that identifies ways to reuse company assets or recycle them in a responsible manner.

WATER MANAGEMENT

Using Water Resources Mindfully and Responsibly

We understand that water is a fundamental, shared resource. CenterPoint Energy employs industry best practices for conserving and managing our water supply. We continually evaluate and monitor our systems and processes so that 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, and we are committed to using water in a responsible manner and minimizing impact on local water supplies.



For CenterPoint Energy's electric utility operations in Indiana, water is withdrawn from the Ohio River and groundwater sources to support power plant operations of the company in a water-rich region in Indiana. The water withdrawn is used primarily as non-contact cooling water and potable use, while recirculated water is used for ash transport and process water in the scrubbers. Water is discharged following any treatment that is necessary to meet regulatory requirements and minimize impact. Most contact storm water is routed through the plants and receives treatment prior to 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 takes place to remove copper from the circulating water blowdown that is sent for discharge. Discharge water is monitored regularly, as required by National Pollutant Discharge Elimination System permits. If water impact is detected through the monitoring data or visual inspections, the facility works with appropriate parties and facility representatives to determine the cause and implement appropriate corrective and preventive measures as expeditiously as possible. CenterPoint Energy is committed to complying with environmental laws and regulations and works with regulatory agencies as part of our overall compliance efforts.

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 coal-fired generation retiring and the addition of solar, our water withdrawal and consumption is expected to decrease.

Water	2018	2019	2020
Water Withdrawal			
Total Water Withdrawal (Millions of Gallons/Year)	86,966	62,464	51,814
Water Withdrawal by Source Breakdown			
Surface Water Withdrawal (Millions of Gallons/Year)	86,420	61,958	51,363
Groundwater (Millions of Gallons/Year)	546	506	451
Water Discharge (Non-consumptive)			
Total Water Discharge (Millions of Gallons/Year)	84,575	60,154	48,074
Water Withdrawal Consumption			
Total Water Consumption (Millions of Gallons/Year)	2,391	2,311	3,740
Water Withdrawals – Consumptive and Non-consumptive Rate			
Consumptive Rate (Millions of Gallons/Net MWh)	0.000451	0.000499	0.000934
Non-consumptive Rate (Millions of Gallons/Net MWh)	0.016	0.013	0.012

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
Installed Capacity MW	1,252	1,167	1,167
Installed Capacity: Coal	1,000	1,000	1,000
Installed Capacity: Natural Gas	245	160	160
Installed Capacity: Landfill Gas	3	3	3
Installed Capacity: Solar	4	4	54 ¹

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

Purchased Capacity	112	135	112
Purchased Capacity: Coal	32	32	32
Purchased Capacity: Wind	80	80	80
Purchased Capacity: Contract	–	23	–
Net Generation Output MWh	2018	2019	2020
Coal	5,238,660	4,587,228	3,960,929
Natural Gas	42,624	21,863	24,432
Landfill Gas	10,863	10,724	9,685
Purchased Coal	148,653	134,472	116,405
Purchased Wind	204,162	219,433	201,655
Solar	350	7,473	7,542 ²
Total Energy Output	5,645,312	4,981,193	4,320,647

² - Includes MWh's produced by Troy Solar during trial operation.

Materials/Fuels Used to Produced Electricity

Coal (Tons)	–	2,281,262	1,939,369
Natural Gas (Mcf)	–	874,745	914,762

Emissions



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

Scope 2 Emissions CO2e Metric Tons	2018	2019	2020
CNP Purchased Electricity Metric Tons	–	–	44,370
Power Line Losses Metric Tons	–	–	14,200**
Total Scope 2 Emissions CO2e Metric Tons	–	–	58,570

Total Scope 3 Emissions CO2e Metric Tons	2018	2019	2020
	30,466,911	29,720,350	26,661,266

Air Quality – Annual Electric Generation Systems Emissions	2018	2019	2020
Sulfur Oxide (SO2) Metric Tons	5,480	4,643	3,912
Nitrogen Oxide (Nox) Metric Tons	4,698	4,530	4,233
Particulate Matter (PM) Metric Tons	239	274	210
Lead Metric Tons	0.386	0.350	0.0389
Mercury Metric Tons	0.0154	0.014	0.0105

* 2018-2019 Electric Generation emissions have been revised to account for correct percentage of Warrick 4 emissions

** 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
Facility (e-GGRT ID #)	GHG Reporting Program 40 CFR 98			
Arkansas Arkla (526483)	Subpart W – Total GHG Emissions	85,472	84,898	84,578
Louisiana Arkla (526485)	Subpart W – Total GHG Emissions	23,531	15,531	15,555
Louisiana Entex (526496)	Subpart W – Total GHG Emissions	18,402	19,280	18,992
Minnesota Gas (526480)	Subpart W – Total GHG Emissions	72,969	71,782	69,272
Mississippi Entex (526498)	Subpart W – Total GHG Emissions	18,777	19,371	19,458
Oklahoma Arkla (526488)	Subpart W – Total GHG Emissions	19,249	18,606	19,058
Texas Arkla (526491)	Subpart W – Total GHG Emissions	2,639	1,608	1,614
Texas Entex (526494)	Subpart W – Total GHG Emissions	172,345	162,218	162,434
Indiana Gas Co. (526064)	Subpart W – Total GHG Emissions	88,877	74,994	73,664

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
Southern Indiana Gas Co. (525996)	Subpart W – Total GHG Emissions	30,477	24,784	24,105
Vectren Energy Delivery of Ohio (526066)	Subpart W – Total GHG Emissions	72,368	47,929	44,843
Total	Subpart W – Total GHG Emissions	605,074	540,975	533,572

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
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
Louisiana Arkla (526485)	Subpart NN – Net GHG Quantity	713,980	717,642	628,005
Louisiana Entex (526496)	Subpart NN – Net GHG Quantity	399,872	390,403	371,995
Minnesota Gas (526480)	Subpart NN – Net GHG Quantity	7,282,013	8,108,917	6,885,669
Mississippi Entex (526498)	Subpart NN – Net GHG Quantity	883,367	859,293	812,936
Oklahoma Arkla (526488)	Subpart NN – Net GHG Quantity	579,643	594,159	516,454
Texas Arkla (526491)	Subpart NN – Net GHG Quantity	71,932	72,450	69,125
Texas Entex (526494)	Subpart NN – Net GHG Quantity	7,566,135	7,535,651	6,546,423
Indiana Gas Co. (526064)	Subpart NN – Net GHG Quantity	5,388,223	4,999,754	5,034,520
Southern Indiana Gas Co. (525996)	Subpart NN – Net GHG Quantity	1,196,342	895,572	629,909
Vectren Energy Delivery of Ohio (526066)	Subpart NN – Net GHG Quantity	2,558,373	2,457,051	2,294,849
Total	Subpart NN – Net GHG Quantity	30,466,911	29,720,350	26,661,266

Sustainable Infrastructure



Sustainable Infrastructure	2019	2020
Electric Grid Overview		
Transmission Line – Texas Gulf Coast (miles)	3,837	3,831
Transmission Line – Indiana (miles)	1,028	1,032
Transmission Lines – Total (miles)	4,865	4,863
Distribution Lines – Texas Gulf Coast (miles)	55,238	56,045
Distribution Lines – Indiana (miles)	7,042	7,085
Distribution Lines – Total (miles)	62,280	63,130
Electric Reliability		
Texas Gulf Coast		
System Average Interruption Duration Index (SAIDI) (minutes)	227.61	226.43
System Average Interruption Frequency Index (SAIFI) (number of interruptions)	1.7	1.78
Customer Average Interruption Duration Index (CAIDI) (minutes)	128.79	127.46
Indiana Electric		
System Average Interruption Duration Index (SAIDI) (minutes)	174	121.9
System Average Interruption Frequency Index (SAIFI) (number of interruptions)	1.37	1
Customer Average Interruption Duration index (CAIDI) (minutes)	127	121.4
Natural Gas Pipeline Overview		
Natural Gas Distribution Linear Miles	98,000	99,000
Natural Gas Transmission Linear Miles	1,528	1,517
Natural Gas Distribution Pipeline Replacement		
Bare/Coated Unprotected Steel		
Miles of Pipe in System at Beginning of Year	1,236	1,118
Miles of Pipe at End of Year (DOT report)	1,118	972
Miles of Pipe Replaced	118	146
Percentage Replaced	9%	13%
Percentage of Unprotected Steel	1.14%	0.99%
Cast Iron		
Miles of Pipe in System at Beginning of Year	154	133
Miles of Pipe at End of Year (DOT report)	133	114
Miles of Pipe Replaced	21	19
Percentage Replaced	13.64%	14.20%
Percentage of Cast-iron Distribution Pipeline	0.14%	0.12%

2020 Reduction of Energy Consumption – CenterPoint Energy Facility Improvements

- Replaced Existing Lighting with LED Lighting at Various Service Centers and Office Buildings
- Replaced Various Heaters and Furnaces in Field Offices
- Boiler Replacement with New High Efficiency Boilers
- Replaced Four 20-ton Air Handlers with Higher Efficiency Units (VFD fans)

Water



Water	2018	2019	2020
Water Withdrawal			
Total Water Withdrawal (Millions of Gallons/Year)	86,966	62,464	51,814
Water Withdrawal by Source Breakdown			
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Waste



Waste	2019	2020
Coal Combustion Products		
Coal Combustion Residuals Generated (Metric Tons)	344,129	430,000
Percent of Coal Combustion Residuals Recycled	91%	84%
Hazardous Waste Metric Tons Total	138	396

Community Impact



Community Impact	2019	2020
2020 Charitable Giving by Area of Focus		
Number of Organization Supported – Education	—	191
Number of Organization Supported – Community Vitality	—	245
Number of Organizations Supported – Local Initiatives	—	107
Total Community Investments		\$12,727,606
Employee Matching Gift Program	\$433,215	\$512,500
Employee and Retiree Volunteer Grants	\$110,000	\$41,800
Community Safety Grants	\$169,366	\$256,934
Number of Safety Grants Awarded	86	129
Total COVID-19 Relief Funds	—	\$1,250,000
Total Diversity & Inclusion Giving	—	\$1,614,641
D&I Education	—	\$1,452,641
D&I Community Vitality	—	\$133,500
D&I Local Initiatives	—	\$28,500
2019 Charitable Giving by Area of Focus		
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	—
Total Volunteer Hours Donated by Employees	133,254	42,000
Number of Company Leaders on Boards	—	97
Number of Employees on Boards	708	463

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
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Customers & Energy Efficiency

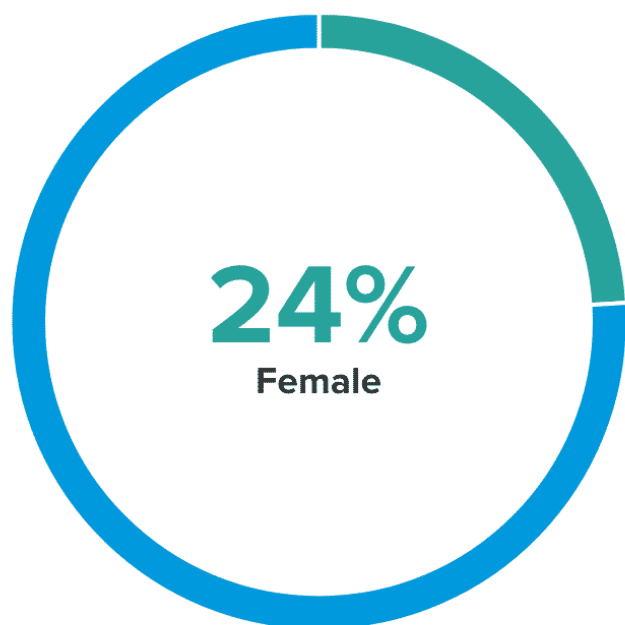


Customers & Energy Efficiency	2019	2020
Customers – Electric (metered)		
Residential	2,372,135	2,433,474
Commercial/Industrial	310,093	315,642
Total	2,682,228	2,749,116
Customers – Natural Gas		
Residential	4,252,361	4,328,607
Commercial	339,749	349,725
Total	4,592,110	4,678,332
Customer Energy Efficiency Programs and Smart Meters		
Percent of Total Electric Customers with Smart Meters	99%	99%
Total Investment in Energy Efficiency Incentives: Approximate	\$23,000,000	\$47,863,203
Incremental Annual Investment in Electric Energy Efficiency Programs (nominal dollars)	\$46,452,020	\$46,364,706
Annual Demand Savings (MCF/Dth)	2,933,848	6,776,046
Annual Demand Savings (MWh)	260,265	244,794
Numbers of Residential Customers – Energy Star Incentivized	11,669	12,800

Diversity & Inclusion

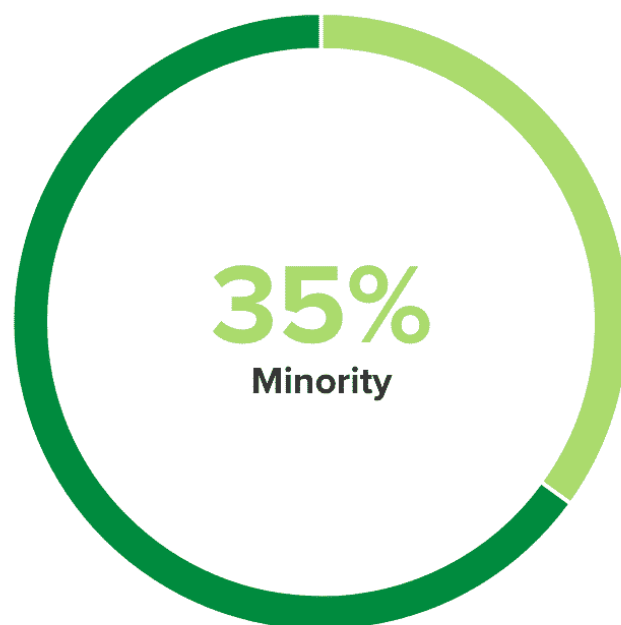
Workforce Diversity	2019	2020
Total Number of Female Employees	2,330	2,294
Total Percent of Female Employees	25%	24%
Number of Female Senior Executives/Vice Presidents/Directors	62	64
Number of Female Managers/Supervisors	231	216
Total Percent of Female External Hires	33%	31%
Total Number of Minority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

FEMALES AS PERCENTAGE OF WORKFORCE



■ 24% Female – 2,294
■ 76% Male

MINORITY AS PERCENTAGE OF WORKFORCE



■ 35% Minority – 3,342
■ 65% Non-Minority

Supplier Diversity	2019	2020
Total Supplier Spend (billions)	\$1.2 B	2.9 B
Diverse Supplier Spend	\$270 M	\$250 M
Percent Spend with Direct Tier 1 Diverse Suppliers	11%	9%

Workforce

EEO-1 Summary

Workforce	2019	2020
Total Number of Employees	9,429	9,541

2020 Responses include Energy Systems Group

Number of Full-time Employees	9,413	9,487
Number of Part-time Employees	16	54
Total Percent of Collective Bargaining Employees	37%	36%
Total Number of Senior Executives	11	16
Total Number of Vice Presidents/Directors	207	200
Total Number of Managers/Supervisors	982	998
Total Number of Professionals	2,445	2,465
Total Number of Customer Service Employees	756	700
Total Number of Office and Clerical Employees	487	531
Total Number of Technicians* (Union)	3,175	3,191
Total Number of Technicians* (Non-Union)	1,366	1,440

Technicians* – Technician, Craft, Operatives and Laborers

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

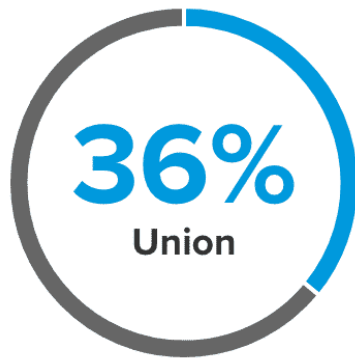
New Employee Hires

Employee Hire Rate	14%	8%
Male External Hires	412	522
Female External Hires	198	238
Total External Hires	610	760
Total Percent of Female External Hires	33%	31%

New Employee Hires by Age Group	Count	Count
Under 25	171	186
25-30	143	194
31-35	113	118
36-40	65	85
41-45	43	58
46-50	35	48
51-55	22	38
56-60	11	19
61-65	7	12

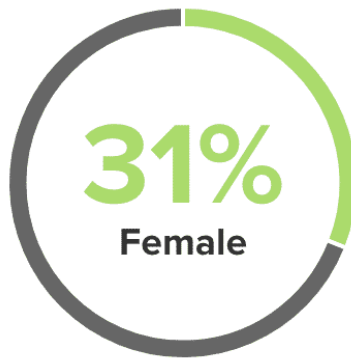
Workforce	2019		2020
66-70	0		2
New Employee Minority Hires			
Total Minority External Hires	303		351
Percent of Total Minority External Hires	50%		46%
Employee Turnover Rate	12%		9%
Voluntary	7%		6%
Involuntary	5%		3%
Employee Training			
CNP University			
Total Online Courses Completed	199,359		373,039
Total Hours of Online Courses Completed	99,649		186,519
Each course averages approximately 30 minutes or 0.5 hours			
College of Professional Development – Instructor/virtual Instructor-led training: Total Participants	3301		2110
Total Hours Completed	19,734		6,601
Technical Training Apprentices (Includes Gas and Electric Apprentices)	–		830
2020 Learning and Organizational Development Programs	Male	Female	Racial Diversity
Leadership Academy	66%	34%	29%
Leadership Essentials Completions	76%	24%	33%
Learning to Lead	59%	41%	34%
Employees Eligible for Retirement	Male	Female	
Percentage Eligible for Retirement (55+ Years and 5 Years of Service)	26%	26%	
Percentage Eligible for Retirement in 5 Years (55+ Years and 5 Years of Service)	38%	38%	
Percentage Eligible for Retirement in 10 Years (55+ Years and 5 Years of Service)	48%	48%	
Workforce Demographics			
Number of Employees <30	1,230	1,177	
Number of Employees 30-50	4,790	4,747	
Number of Employees >50	3,409	3,617	

CENTERPOINT WORKFORCE (2020)



36% Union – 3,443
64% Non-Union – 6,098

NEW EMPLOYEE HIRES BY GENDER (2020)



31% Female Hires – 238
69% Male Hires – 522

NEW EMPLOYEE MINORITY HIRES (2020)

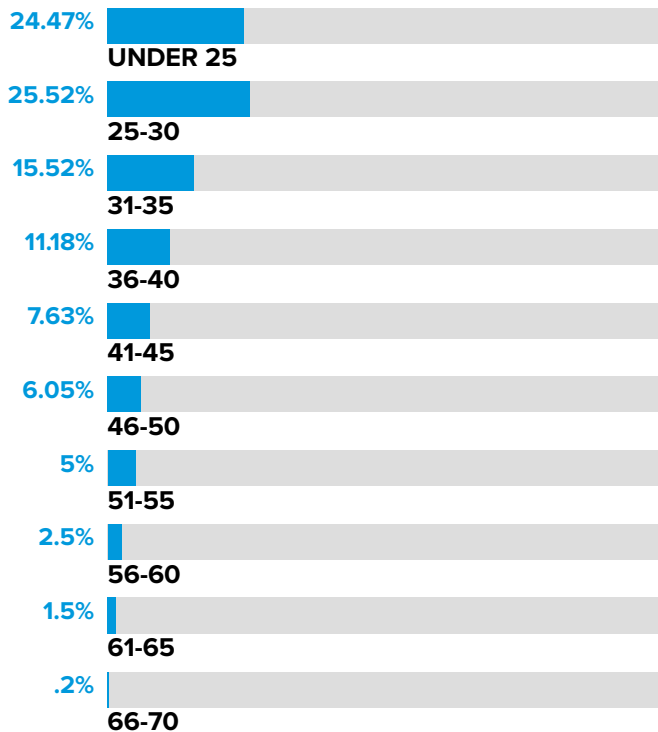


46% Minority – 351
54% Non-Minority – 409

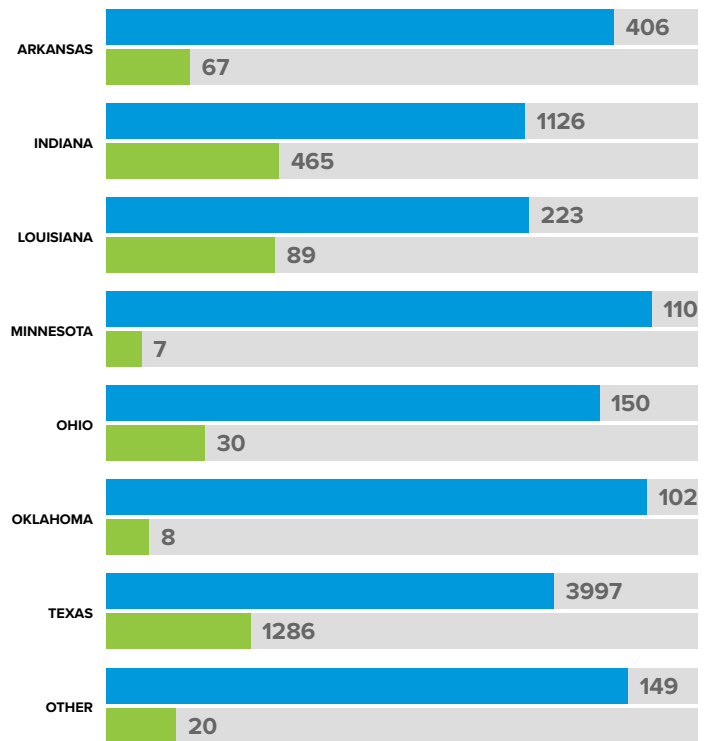
Out of 760 Total External Hires

2020 Response includes Energy Systems Group

NEW EMPLOYEE HIRES BY AGE GROUP (2020)



TOTAL WORKFORCE BY GENDER AND TERRITORY (2020)



■ Male ■ Female

EEO-1 Summary Form

SECTION D - EMPLOYMENT DATA		MALE		FEMALE		MALE					FEMALE					Total	
		HISP	HISP	WHITE	BLACK	NHOPI	ASIAN	NAT AM	2+RACE	WHITE	BLACK	NHOPI	ASIAN	NAT AM	2+RACE	A - N	
JOB CATEGORIES		(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	0	
EXEC/SENIOR MGRS	(1.1)	0	0	35	4	0	0	0	0	13	2	0	1	0	0	55	
FIRST/MID-LEVEL MGRS	(1.2)	51	23	760	101	0	28	5	3	185	48	0	21	0	0	1,225	

EEO-1 Summary Form																
PROFESSIONALS	(2)	187	98	1,096	175	1	127	4	8	417	178	0	80	3	6	2,380
TECHNICIANS	(3)	49	15	185	50	1	4	0	5	54	55	0	2	1	2	423
SALES WORKERS	(4)	1	0	5	1	0	0	0	0	1	0	0	0	0	0	8
ADMIN SUPPORT	(5)	55	182	106	74	0	10	0	7	448	341	1	12	1	25	1,262
CRAFT WORKERS	(6)	412	2	1,949	360	1	32	13	23	23	6	0	0	0	0	2,821
OPERATIVES	(7)	239	3	875	167	0	5	8	16	38	5	0	0	0	0	1,356
LABORERS & HELPERS	(8)	0	0	7	0	0	0	0	0	1	1	0	0	0	0	9
SERVICE WORKERS	(9)	0	0	2	1	0	0	0	0	0	0	0	0	0	0	3
TOTAL	(10)	994	323	5,020	933	3	206	30	62	1,180	636	1	116	5	33	9,542

Safety

+

Safety	2019	2020
Employee DART Rate (Excluding Fatalities)	1.03	1
OSHA Recordable Work-related Injuries	154	112
Lost Time Case Rate	0.62	0.66
Total Recordable Incident Rate (TRIR)	1.7	1.24
Number of Hours Worked	18,075,962	17,995,590

Direct Economic Value Generated



CENTERPOINT ENERGY, INC. AND SUBSIDIARIES STATEMENTS OF CONSOLIDATED COMPREHENSIVE INCOME

Direct Economic Value Generated (In millions, Except per Share Data)	2018	2019	2020
Operating Revenues	6,277	7,564	7,418
Operating Expenses	5,409	6,493	6,379
Income (loss) from Continuing Operations	396	682	(591)
Income (loss) from Discontinued Operations (net of tax expense (benefit) of (\$9), \$46 and \$21, respectively)	(28)	109	(182)
Net Income (Loss)	368	791	(773)
Income (Loss) Available to Common Shareholders)	333	791	(949)
Basic Earnings (Loss) Per Common Share	0.74	1.34	(1.79)
Diluted Earnings (Loss) Per Common Share	0.74	1.33	(1.79)
Assests Held for Sale	1,109	1,964	0
Total Assets	27,093	35,529	33,471
Liabilities Held for Sale	691	498	0
Total Liabilities	19,035	27,170	25,123
Total Shareholders' Equity	8,058	8,359	8,348
Total Liabilities and Shareholders' Equity	27,093	35,528	33,471
Net Cash from Operating Activities	2,136	2,506	2,596
Payments for Capital Expenditures, Excluding AFUDC Equity	1,651	2,506	2,596
Payment of Dividends on Common Stock	499	577	392
Interest Paid, Net of Capitalized Interest	363	436	471
Income Taxes Paid, Net	89	155	143

The 2018 balance sheet amounts from Exhibit 99.1 filed on Form 8-K on May 19, 2020 with the Securities and Exchange Commission (SEC). The 2019 and 2020 balance sheet amounts can be found in the 2020 Form 10-K.

Governance



Governance	2018	2019	2020
Board Meeting Held – Audit Committee	6	6	5
Board Meeting Held – Compensation Committee	4	4	7
Board Meeting Held – Finance Committee	7	5	7
Board Meeting Held – Governance Committee	4	4	5
Total Number on the Board of Directors	10	9	10
Number of Independent Directors	8	7	8
Independent Chairman	No	No	No
Independent CEO	No	No	No
Director Gender			
Male	8	7	8
Female	2	2	2
Director Age			
40s	–	–	–
50s	4	3	3
60s	6	6	7
Director Tenure			
0-5 Years	7	6	5
6-10 Years	1	2	3
> 10 Years	2	1	2

Policy & 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 & 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.

- Physical Security Policy (Includes employees, contractors, and facilities)
- Anti-Harassment and Non-Discrimination Policy
- Data Classification and Control Policy
- Workplace Violence Policy
- Avian Protection Plan Policy Statement

CenterPoint Energy is committed to providing investors and other stakeholders with information about the company's environmental, social and governance (ESG) priorities and key issues, while also highlighting relevant data and examples. Our ESG reporting discusses our business, operations and strategies; how we engage with our stakeholders, approach environmental stewardship, support our communities, and provide a safe, inclusive workplace; and our plans to achieve our net-zero clean energy objectives.

ESG REPORTS

CENTERPOINT ENERGY 2020 GRI CONTENT INDEX

CenterPoint Energy's 2020 Global Reporting Initiative (GRI) Index has been prepared in accordance with the GRI Standards Core Option and reflects data for the 2020 performance year. Our responses are based on the current GRI Standards. Our reporting includes additional disclosures through the GRI Electric Utility Sector Supplement, providing industry-specific information.

CENTERPOINT ENERGY 2021 SASB REPORT

These tables mark CenterPoint Energy's second year of annual mapping our disclosures to the Sustainability Accounting Standards Board (SASB) for the Infrastructure Sectors of Electric Utilities & Power Generators and Gas Utilities & Distributors. Our response reflects year-end 2020 performance for topics that we have identified as key issues.

CENTERPOINT ENERGY 2021 EEI/AGA ESG SUSTAINABILITY TEMPLATE VERSION 3- QUANTITATIVE INFORMATION

As a member of the American Gas Association (AGA) and Edison Electric Institute (EEI), CenterPoint Energy participates in voluntary disclosures led by these organizations to promote consistency and transparency in ESG reporting. This is the first industry-focused and investor-driven ESG reporting framework designed to make ESG metrics and information more accessible and comparable to investors and comparable across the electric and natural gas sectors

2020 EEO-1 FORM SUMMARY

2020 CENTERPOINT ENERGY FORM 10-K

2021 CENTERPOINT ENERGY PROXY STATEMENT

For CenterPoint Energy's most recent disclosures and current data, visit www.sustainability.centerpointenergy.com.

ESG REPORT ARCHIVE

Corporate Responsibility Reports

- [2020 CenterPoint Energy Corporate Responsibility Report](#)
- [2018 CenterPoint Energy Corporate Responsibility Report](#)
- [2017 CenterPoint Energy Corporate Responsibility Report](#)
- [2016 CenterPoint Energy Corporate Responsibility Report](#)

GRI Standards Content Index

- [2019 CenterPoint Energy GRI Standards Content Index](#)
- [2018 CenterPoint Energy GRI Standards Content Index](#)
- [2017 CenterPoint Energy GRI Standards Content Index](#)

Sustainability Accounting Standards Board (SASB) Reports

- [2020 Sustainability Accounting Standards Board \(SASB\) Response Table](#)

EEI/AGA Reports

- [2020 EEI/AGA ESG Sustainability Template Version 2 – Quantitative Information](#)
- [2019 EEI/AGA ESG Sustainability Template Version 1](#)
- [2018 EEI ESG Sustainability Template Version 1](#)
- [2017 EEI/AGA ESG Sustainability Template Version 1](#)

CENTERPOINT ENERGY 2020 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 2020 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 CenterPoint Energy is operated solely in the United States.
102-2 Activities, brands, products, and services	https://sustainability.centerpointenergy.com/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 Ownership and legal form Report the nature of ownership and legal form	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	2020 Form 10-K
102-6 Markets served	CenterPoint Energy operates solely in the United States. https://sustainability.centerpointenergy.com/about-centerpoint-energy/
102-7 Scale of the organization Report the scale of the organization	https://sustainability.centerpointenergy.com/about-centerpoint-energy/
102-8 Information on employees and other workers Breakdown of employee type	https://sustainability.centerpointenergy.com/social-impact/diversity-and-inclusion/workforce-diversity/ EE0-1 Report
102-9 Supply chain Describe the organization's supply chain	Purchasing & Supplier Diversity https://sustainability.centerpointenergy.com/social-impact/supply-chain/
102-11 Precautionary Principle or approach-Report whether and how the precautionary approach or principle is addressed by the organization	https://sustainability.centerpointenergy.com/about-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.	https://sustainability.centerpointenergy.com/esg-data-center/#community-impact
102-13 Membership of associations	https://sustainability.centerpointenergy.com/social-impact/communities/
102-14 Statement from senior decision-maker	Ethics and Integrity https://sustainability.centerpointenergy.com/governance/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	https://sustainability.centerpointenergy.com/governance/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	https://sustainability.centerpointenergy.com/governance/ethics-and-values/
102-18 Governance structure Report the governance structure of the organization, including committees of the highest governance body	https://sustainability.centerpointenergy.com/governance/
102-19 Delegating authority	https://sustainability.centerpointenergy.com/governance/esg-strategy-and-oversight/
102-20 Executive-level responsibility for economic, environmental, and social topics	https://sustainability.centerpointenergy.com/governance/esg-strategy-and-oversight/
102-22 Composition of the highest governance body and its committees	https://sustainability.centerpointenergy.com/esg-data-center/#governance
102-23 Chair of the highest governance body Report whether the Chair of the highest governance body is also an executive officer	https://sustainability.centerpointenergy.com/esg-data-center/#governance
102-24 Nominating and selecting the highest governance body	https://sustainability.centerpointenergy.com/governance/
102-25 Conflicts of interest-Report processes for the highest governance body to ensure conflicts of interest are avoided and managed	https://sustainability.centerpointenergy.com/governance/
102-26 Role of highest governance body in setting purpose, values, and strategy	https://sustainability.centerpointenergy.com/governance/esg-strategy-and-oversight/
102-28 Evaluating the highest governance body's performance	https://sustainability.centerpointenergy.com/governance/
102-29-32 Economic, environmental, social topics oversight & management	https://sustainability.centerpointenergy.com/governance/esg-strategy-and-oversight/
102-33 Communicating critical concerns	Details can be found in CenterPoint Energy's 2020 Proxy Statement. For the Board, see Shareholder Engagement and Communication with Directors Board Organization and Committees on page 19-22 .

GRI 102: General Disclosures 2016

102-35 Remuneration policies	Details can be found in CenterPoint Energy's 2021 Proxy Statement. For the Board, see Compensation of Directors on page 23 and for executives, see Objective and Design of Executive Compensation Program on page 38 , and 2020 Executive Compensation Program on page 40 .
102-36 Process for determining remuneration	Details can be found on page 18 in CenterPoint Energy's 2021 Proxy Statement. For the Board, see Compensation of Directors on page 23 and for executives, see Objective and Design of Executive Compensation Program on page 38 , and 2020 Executive Compensation Program on page 40 .
102-37 Stakeholders' involvement in remuneration	Details can be found in CenterPoint Energy's 2021 Proxy Statement. For the Board, see Compensation of Directors on page 23 and for executives, see Objective and Design of Executive Compensation Program on page 38 , Role of the Compensation Committee on page 29 and Role of Executive Officers on page 34 .
102-38 Annual total compensation ratio	Details can be found in CenterPoint Energy's 2021 Proxy Statement under Chief Executive Officer Pay Ratio on page 77 .
102-39 Percentage increase in annual total compensation ratio	Details can be found in CenterPoint Energy's 2021 Proxy Statement under Chief Executive Officer Pay Ratio on page 77 .
102-40 List of stakeholder groups	Stakeholder Groups and Key Topics of Concern (2020) https://sustainability.centerpointenergy.com/governance/stakeholder-engagement/
102-41 Collective bargaining agreements	https://sustainability.centerpointenergy.com/esg-data-center/#workforce
102-42 Identifying and selecting stakeholders	To CenterPoint Energy, a stakeholder is 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. https://sustainability.centerpointenergy.com/governance/stakeholder-engagement/
102-44 Key topics and concerns raised	https://sustainability.centerpointenergy.com/governance/stakeholder-engagement/gri-material-topics/
102-45 Entities included in the consolidated financial statements	See "Financial Statements and Supplementary Data" on pages 182-183 of 2020 Form 10-K for year-end Dec. 31, 2020.
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	https://sustainability.centerpointenergy.com/governance/stakeholder-engagement/gri-material-topics/
102-48 Restatements of information	There are no restatements of information in CenterPoint Energy's report covering 2020.
102-49 Changes in reporting	
102-50 Reporting period	This report covers the combined company activities as of year-end 2020.
102-51 Date of most recent report	September 23, 2020
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.
102-56 External assurance	CenterPoint Energy has sought external assurance for the following information contained within this report: <ul style="list-style-type: none"> • 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 2020 Annual Report and Form 10-K filing, which have both been externally assured by Deloitte.
103-1 103-2 Management Approach 103-3	2020 Form 10-K https://sustainability.centerpointenergy.com/governance/leadership-message/ https://sustainability.centerpointenergy.com/governance/ https://sustainability.centerpointenergy.com/governance/ethics-and-values/

GRI 201: Economic Performance 2016

201-1 Direct economic value generated and distributed

<https://sustainability.centerpointenergy.com/esg-data-center/#direct-economic-value-generated>

201-3 Defined benefit plan obligations and other retirement plans

Details can be found in [CenterPoint Energy's 2020 Form 10-K](#) in "Stock-Based Incentive Compensation Plans and Employee Benefit Plans" on **page 138-148**

GRI 202: Market Presence 2016

202-2 Percentage management hired from local communities

<https://sustainability.centerpointenergy.com/social-impact/diversity-and-inclusion/initiatives/>

GRI 203: Indirect Economic Impacts 2016

203-1 Infrastructure Investments and Services Supported

<https://sustainability.centerpointenergy.com/about-centerpoint-energy/>

203-2 Significant indirect economic impacts

<https://sustainability.centerpointenergy.com/net-zero/clean-energy-future/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

<https://sustainability.centerpointenergy.com/governance/ethics-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

<https://sustainability.centerpointenergy.com/esg-data-center/#energy>

GRI 302: Energy

302-1 Energy consumption within the organization

<https://sustainability.centerpointenergy.com/esg-data-center/#emissions>

302-4 Reduction of energy consumption

<https://sustainability.centerpointenergy.com/esg-data-center/#sustainable-infrastructure>

302-5 Reductions in energy requirements of products and services

<https://sustainability.centerpointenergy.com/net-zero/helping-customers-achieve-net-zero/energy-efficiency/>

GRI 303: Water and Effluents 2018

<https://sustainability.centerpointenergy.com/environment/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

<https://sustainability.centerpointenergy.com/environment/water-management/>

303-2 Management of water discharge-related impacts

<https://sustainability.centerpointenergy.com/environment/water-management/>

303-3 Water withdrawal

<https://sustainability.centerpointenergy.com/environment/water-management/>
<https://sustainability.centerpointenergy.com/esg-data-center/#water>

303-4 Water discharge

<https://sustainability.centerpointenergy.com/environment/water-management/>
<https://sustainability.centerpointenergy.com/esg-data-center/#water>

303-5 Water consumption

<https://sustainability.centerpointenergy.com/environment/water-management/>
<https://sustainability.centerpointenergy.com/esg-data-center/#water>

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

<https://sustainability.centerpointenergy.com/environment/biodiversity/>

304-3 Habitats protected or restored

<https://sustainability.centerpointenergy.com/environment/biodiversity/>

GRI 304: Biodiversity 2016

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

<https://sustainability.centerpointenergy.com/net-zero/greenhouse-gas-emissions/>
<https://sustainability.centerpointenergy.com/esg-data-center/#emissions>

305-3 Other indirect (Scope 3)

<https://sustainability.centerpointenergy.com/esg-data-center/#emissions>

305-5 Reduction of GHG emissions

<https://sustainability.centerpointenergy.com/net-zero/greenhouse-gas-emissions/>

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

<https://sustainability.centerpointenergy.com/esg-data-center/#emissions>

GRI 306: Effluents and Waste 2016

306-2 Waste by type and disposal method

<https://sustainability.centerpointenergy.com/environment/waste-and-recycling/>

306-3 Significant spills

CenterPoint Energy did not have any significant spills in 2020.

306-4 Transport of hazardous waste

CenterPoint Energy generates hazardous waste but does not transport or treat them.

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

<https://sustainability.centerpointenergy.com/environment/waste-and-recycling/>

GRI 401: Employment 2016

401-1 New employee hires and employee turnover

<https://sustainability.centerpointenergy.com/esg-data-center/#workforce>

401-2 Benefits provided to full time employees that are not provided to temporary or part time employees

<https://sustainability.centerpointenergy.com/social-impact/our-people/employee-benefits/>

401-3 Parental Leave

<https://sustainability.centerpointenergy.com/social-impact/our-people/employee-benefits/>

GRI 402: Labor Management Relations 2016

402-1 Minimum notice periods regarding operational changes

<https://sustainability.centerpointenergy.com/social-impact/our-people/labor-relations/>

GRI 403: Occupational Health and Safety

403-1 Occupational health and safety management system

<https://sustainability.centerpointenergy.com/social-impact/safety/workplace-safety/>

403-2 Hazard identification, risk assessment, and incident investigation

<https://sustainability.centerpointenergy.com/social-impact/safety/workplace-safety/>

403-3 Occupational health services

<https://sustainability.centerpointenergy.com/social-impact/safety/workplace-safety/>

403-4 Worker participation, consultation, and communication on occupational health and safety

<https://sustainability.centerpointenergy.com/social-impact/safety/workplace-safety/>

403-5 Worker training on occupational health and safety

<https://sustainability.centerpointenergy.com/social-impact/safety/workplace-safety/>

403-6 Promotion of worker health

<https://sustainability.centerpointenergy.com/social-impact/safety/workplace-safety/>

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

<https://sustainability.centerpointenergy.com/social-impact/safety/workplace-safety/> has a public safety program and awareness campaign for sharing information with customers and engaging them in hazard mitigation.

403-8 Workers covered by an occupational health and safety management system

<https://sustainability.centerpointenergy.com/social-impact/safety/workplace-safety/>

403-9 Work-related injuries

<https://sustainability.centerpointenergy.com/esg-data-center/#safety>

GRI 404: Training and Education 2016

404-1 Average hours of training per year per employee

<https://sustainability.centerpointenergy.com/esg-data-center/#workforce>

GRI 401: Employment 2016

- | | | |
|--------------|---|---|
| 404-2 | Programs for upgrading employee skills and transition assistance programs | https://sustainability.centerpointenergy.com/social-impact/our-people/training-and-development/ |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | https://sustainability.centerpointenergy.com/esg-data-center/#workforce |

GRI 405: Diversity and Equal Opportunity

- | | | |
|--------------|---|--|
| 405-1 | Diversity of governance bodies and employees | https://sustainability.centerpointenergy.com/esg-data-center/#governance
https://sustainability.centerpointenergy.com/esg-data-center/#workforce |
|--------------|---|--|

GRI 412: Human Rights Assessment 2016

- | | | |
|--------------|---|---|
| 412-1 | Operations that have been subject to human rights reviews or impact assessments | https://sustainability.centerpointenergy.com/governance/ethics-and-values/ |
| 412-2 | Employee training on human rights policies or procedures | https://sustainability.centerpointenergy.com/governance/ethics-and-values/ |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | https://sustainability.centerpointenergy.com/social-impact/communities/ |

GRI 415: Public Policy 2016

- | | | |
|--------------|--------------------------------|---|
| 415-1 | Political contributions | https://sustainability.centerpointenergy.com/governance/political-engagement/ |
|--------------|--------------------------------|---|

Electric Utility Sector Supplement

- | | | |
|----------------|---|---|
| G4-EU1 | Installed Capacity | https://sustainability.centerpointenergy.com/esg-data-center/#energy |
| G4-EU2 | Net Energy Output | https://sustainability.centerpointenergy.com/esg-data-center/#energy |
| G4-EU3 | Number of residential, Industrial, and Commercial Customer Accounts | https://sustainability.centerpointenergy.com/esg-data-center/#customers-energy-efficiency |
| G4-EU4 | Length of above and Underground Transmission and Distribution Lines by Regulatory Regime | https://sustainability.centerpointenergy.com/esg-data-center/#sustainable-infrastructure |
| G4-EU15 | Employees Eligible for Retirement | https://sustainability.centerpointenergy.com/esg-data-center/#workforce |
| G4-EU28 | Power Outage Frequency | https://sustainability.centerpointenergy.com/esg-data-center/#sustainable-infrastructure |
| G4-EU29 | Average Power Outage Duration | https://sustainability.centerpointenergy.com/esg-data-center/#sustainable-infrastructure |



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

CenterPoint Energy 2020 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 2020 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 2020 Sustainability Accounting Standards Board (SASB) Mapping Table

ELECTRIC UTILITIES & POWER GENERATORS

Topic	SASB Code	Accounting Metric	CNP 2020 Response (as of December 31, 2020)
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1	(1) Global Scope 1 emissions (mtons CO ₂ e)	5,237,273
	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 CO ₂ e)	4,620,963
	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) NO _x	4,233 metric tons
	IF-EU-120a.1	(2) SO ₂	3,912 metric tons
	IF-EU-120a.1	(3) Particulate matter	210 metric tons
	IF-EU-120a.1	(4) Lead	0.0389 metric tons
	IF-EU-120a.1	(5) Mercury	0.0105 metric tons
Water Management	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed	(1) 196,137,364 cubic meters withdrawn (2) 14,156,115 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	See Water Management
Coal Ash Management	IF-EU-150a.1	Amount of coal combustion residuals generated, percentage recycled	430,000 metric tons, 84% 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	See CenterPoint Energy 2020 Form 10-K
Workforce Health and Safety	IF-EU-320a.1	Total recordable incident rate (TRIR)	1.24
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	0.43%
	IF-EU-420a.2	Percentage of electric load served by smart grid technology	99%

	IF-EU-420a.3	Customer electricity savings from efficiency measures	244,794 MWh
Nuclear Safety & Emergency Management	IF-EU-540a.1	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column	N/A
	IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness	N/A
Grid Resiliency	IF-EU-550a.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 - SADI 226.4, SAIFI 1.78, CAIDI 127.46 CenterPoint Energy Indiana - SAIDI 121.9, SAIFI 1.00, CAIDI 121.4
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 2020 of 98,646 GWh, including 32,630 GWh for residential customers.
	IF-EU-000.C	Length of transmission and distribution lines	4,863 transmission miles, 63,130 distribution miles
	IF-EU-000.D	Total electricity generated and percentage in regulated markets	4,002,688 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	See CenterPoint Energy 2020 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)	21%
	IF-GU-420a.2	Customer gas savings from efficiency measures by market	3,121,848 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) 3 reportable pipeline incidents (2) 0 CAOs per 2020 PHMSA Reporting (3) 0 NPOVs per 2020 PHMSA Reporting
	IF-GU-540a.2	Percentage of distribution pipeline that is (1) cast and/or wrought iron and (2) unprotected steel	(1) 0.12% cast iron (2) 0.99% unprotected steel
	IF-GU-540a.3	Percentage of gas transmission pipelines inspected	19% of gas transmission pipeline were inspected in 2020
	IF-GU-540a.4	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions	See Safety See GHG Emissions
Activity Metrics	IF-GU-000.A	Number of: (1) residential, (2 & 3) commercial and industrial customers served	(1) 4,328,607 residential customers (2 & 3) 349,725 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) 237 Bcf throughput to residential customers (2 & 3) 439 Bcf throughput to commercial and industrial customers
	IF-GU-000.C	Length of gas (1) transmission and (2) distribution pipelines	(1) 1,517 miles transmission pipeline (2) 99,000 miles distribution pipeline

EEI/AGA ESG REPORTS



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: 9/23/21

Edison Electric INSTITUTE

Ref. No.	Refer to the 'EEI Definitions' tab for more information on each metric	2018	2019	2020	Comments, Links, Additional Information, and Notes
Portfolio					
1	Owned Nameplate Generation Capacity at end of year (MW)	1,252	1,167	1,167	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	
1.2	Natural Gas	245	160	160	
1.3	Nuclear				
1.4	Petroleum				
1.5	Total Renewable Energy Resources				
1.5.1	Biomass/Biogas	3	3	3	
1.5.2	Geothermal				
1.5.3	Hydroelectric				
1.5.4	Solar	4	4	54	50 MW Troy Solar included. Trial Operation began in December 2020 with commercial operation in April 2021.
1.5.5	Wind				
1.6	Other				
2	Net Generation for the data year (MWh)	5,292,437	4,627,288	4,002,488	
2.1	Coal	5,238,600	4,587,228	3,960,929	
2.2	Natural Gas	42,624	21,863	24,432	
2.3	Nuclear				
2.4	Petroleum				
2.5	Total Renewable Energy Resources				
2.5.1	Biomass/Biogas	10,863	10,724	9,685	
2.5.2	Geothermal				
2.5.3	Hydroelectric				
2.5.4	Solar	350	7,473	7542	Includes MWh's produced by Troy Solar during trial operation.

Ref. No.	Refer to the 'EEI Definitions' tab for more information on each metric	2018	2019	2020	Comments, Links, Additional Information, and Notes
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	Payments for Capital Expenditures, Excluding AFUDC Equity
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	162,400	260,265	244,794	
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	\$31,133,805	\$46,252,020	\$46,364,706	
4	Retail Electric Customer Count (at end of year)	2,485,370	2,682,228	2,749,116	Reflect Total Numbers of Metered Customers.
4.1	Commercial	285,093	310,093	315,642	
4.2	Industrial	2,052			
4.3	Residential	2,198,225	2,372,135	2,433,374	
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	The CO2e 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	
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	SF6 Emissions is reported for CenterPoint 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	
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	0.00089	0.00098	0.00106	
6.3	Sulfur Dioxide (SO2)				
6.3.1	Total SO2 Emissions (MT)	5,480	4,643	3,912	
6.3.2	Total SO2 Emissions Intensity (MT/Net MWh)	0.00103	0.00100	0.00097	
6.4	Mercury (Hg)				
6.4.1	Total Hg Emissions (kg)	15.4	13.5	10.5	
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	0.000003	0.000003	0.000003	
Resources					

Ref. No.	Refer to the 'EEI Definitions' tab for more information on each metric	2018	2019	2020	Comments, Links, Additional Information, and Notes
7	Human Resources				
7.1	Total Number of Employees	7,977	9,429	9,541	2018 represent CenterPoint Energy prior to acquiring Vectren.
7.2	Percentage of Women in Total Workforce	—	25	24	
7.3	Percentage of Minorities in Total Workforce	—	35	35	
7.4	Total Number on Board of Directors/Trustees	10	9	10	Total Number on Board of Directors for 2018-2020 is for Year End as of December 31, 2018, 2019, 2020.
7.5	Percentage of Women on Board of Directors/Trustees	20%	29%	20%	
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	
7.7.2	Lost-time Case Rate	0.50	0.62	0.66	
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	0.75	*1.03	*1	*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	
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	53,301.00	60,154	48,074.00	
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	0.000636	0.000499	0.000934	
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	0.010	0.013	0.012	
9	Waste Products				
9.1	Amount of Hazardous Waste Manifested for Disposal (metric tons)	4,628	138	396	
9.2	Percent of Coal Combustion Products Beneficially Used	81%	91%	84%	



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: 9/23/21

Ref. No.	Refer to the "Definitions" column for more information on each metric.	2018	2019	2020	Notes
Natural Gas Distribution					
1	METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS				2018 mains in service represents CenterPoint Energy prior to acquiring the natural gas assets of Vectren in Indiana and Ohio. 2019, 2020 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	
1.2	Distribution Mains in Service				
1.2.1	Plastic (miles)	43,625	57,107	58,187	

Ref. No.	Refer to the "Definitions" column for more information on each metric.	2018	2019	2020	Notes
1.2.2	Cathodically Protected Steel - Bare & Coated (miles)	31,544	39,369	39,191	
1.2.3	Unprotected Steel - Bare & Coated (miles)	316	1,118	972	
1.2.4	Cast Iron / Wrought Iron - without upgrades (miles)	6	134	114	
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	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	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 2023.
2	Distribution CO2e Fugitive Emissions				
2.1	CO2e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	604,348	542,100	533,572	
2.2	CH4 Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	24,174	21,684	21,317	
2.2.1	CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	1,259	1,129	1,110	
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	
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	
2.4	Fugitive Methane Emissions Rate (Percent MMscf of Methane Emissions per MMscf of Methane Throughput)	0.19%	0.16%	0.18%	Fugitive Emissions numbers for 2018-2020 include the CenterPoint Energy natural gas emissions from local distribution companies plus the historical emissions for the assets acquired from Vectren in 2019.

CENTERPOINT ENERGY CAUTIONARY STATEMENT

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

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

We have based our forward-looking statements on our management's beliefs and assumptions based on information currently available to our management at the time the statements are made. 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 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, 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) the performance of Enable Midstream Partners, LP (Enable), the amount of cash distributions CenterPoint Energy receives from Enable, Enable's ability to redeem the Enable Series A Preferred Units in certain circumstances and the value of CenterPoint Energy's interest in Enable, and factors that may have a material impact on such performance, cash distributions and value, including factors such as: (A) competitive conditions in the midstream industry, and actions taken by Enable's customers and competitors, including drilling, production and capital spending decisions of third parties and the extent and timing of the entry of additional competition in the markets served by Enable; (B) the timing and extent of changes in the supply of natural gas and associated commodity prices, particularly prices of natural gas and natural gas liquids (NGLs), the competitive effects of the available pipeline capacity in the regions served by Enable, and the effects of geographic and seasonal commodity price differentials, including the effects of these circumstances on re-contracting available capacity on Enable's interstate pipelines and its commodity risk management activities; (C) economic effects of the actions of certain oil-exporting countries and the Organization of Petroleum Exporting Countries, which have in the past resulted in a substantial decrease in oil and natural gas prices and the combined impact of these events and COVID-19 on commodity prices; (D) the demand for crude oil, natural gas, NGLs and transportation and storage services; (E) environmental and other governmental regulations, including the availability of drilling permits and the regulation of hydraulic fracturing; (F) recording of goodwill, long-lived asset or other than temporary impairment charges by or related to Enable; (G) the timing of payments from Enable's customers under existing contracts, including minimum volume commitment payments; (H) changes in tax status; and (I) access to debt and equity capital; (2) the integration of the businesses acquired in the merger with Vectren Corporation (Vectren) with CenterPoint Energy, including the integration of technology systems, the outcome of shareholder litigation filed against Vectren that could reduce the benefits of the merger, the ability to realize additional benefits and commercial opportunities from the merger, including the development of new opportunities and the performance of projects undertaken by Energy Systems Group, a subsidiary of CenterPoint Energy, 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; (3) the recording of impairment charges; (4) industrial, commercial and residential growth in CenterPoint Energy's service territories and changes in market demand, including the demand for CenterPoint Energy's non-utility products and services and effects of energy efficiency measures and demographic patterns; (5) timely and appropriate rate actions that allow recovery of costs and a reasonable return on investment, including the timing and amount of natural gas purchase costs associated with the February 2021 winter storm event recovered; (6) future economic conditions in regional and national markets and their effect on sales, prices and costs; (7) 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; (8) CenterPoint Energy's or Enable's business strategies and strategic initiatives, restructurings, joint ventures and acquisitions or dispositions of assets or businesses, including the announced sale of our Natural Gas businesses in Arkansas and Oklahoma, which we cannot assure will be completed or will have the anticipated benefits to us, and the merger of Enable with Energy Transfer, which we cannot assure will be completed or will have the anticipated benefits to us or Enable; (9) the outcome of litigation, including litigation related to the February 2021 winter storm event; (10) 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; (11) the COVID-19 pandemic and its effect on CenterPoint Energy's and Enable's operations, business and financial condition, the industries and communities they serve, U.S. and world financial markets and supply chains, potential regulatory actions and changes in customer and stakeholder behaviors relating thereto; (12) volatility and historical substantial declines in the markets for oil and natural gas as a result of the actions of certain crude oil exporting countries and the Organization of Petroleum Exporting Countries and reduced worldwide consumption due to the COVID-19 pandemic; (13) state and federal legislative and regulatory actions or developments affecting various aspects of CenterPoint Energy's businesses (including the businesses of Enable), 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; (14) direct or indirect effects on CenterPoint Energy's or Enable's facilities, resources, operations and financial condition resulting from terrorism, cyber attacks or intrusions, data security breaches or other attempts to disrupt their businesses or the businesses of third parties, or other catastrophic events such as fires, ice, earthquakes, explosions, leaks, floods, droughts, hurricanes, tornadoes and other severe weather events, pandemic health events or other occurrences; (15) tax legislation, including the effects of the Coronavirus Aid, Relief, and Economic Security (CARES) Act and the comprehensive tax reform legislation informally referred to as the Tax Cuts and Jobs Act (which includes but is not limited to any potential changes to tax rates, tax credits and/or interest deductibility), as well as any changes in tax laws under the Biden administration 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; (16) CenterPoint Energy's ability to mitigate weather impacts through normalization or rate mechanisms, and the effectiveness of such mechanisms; (17) actions by credit rating agencies, including any potential downgrades to credit ratings; (18) 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; (19) 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 (CCR) that could impact the continued operations, cost recovery of generation plant costs and related assets, and CenterPoint Energy's carbon emission reduction targets; (20) the impact of unplanned facility outages or other closures; (21) 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; (22) CenterPoint Energy's ability to successfully construct and operate electric generating facilities, including complying with applicable environmental standards and the implementation of a well-balanced energy and resource mix, as appropriate; (23) the sufficiency of CenterPoint Energy's insurance coverage, including availability, cost, coverage and terms and ability to recover claims; (24) the investment performance of CenterPoint Energy's pension and postretirement benefit plans; (25) changes in interest rates and their impact on costs of borrowing and the valuation of CenterPoint Energy's pension benefit obligation; (26) commercial bank and financial market conditions, 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; (27) changes in rates of inflation; (28) inability of various counterparties to meet their obligations to CenterPoint Energy; (29) non-payment for CenterPoint Energy's services due to financial distress of its customers; (30) the extent and effectiveness of CenterPoint Energy's and Enable's risk management and hedging activities, including but not limited to, financial and weather hedges; (31) 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; (32) acquisition and merger activities involving CenterPoint Energy or its competitors, including the ability to successfully complete merger, acquisition and divestiture plans; (33) CenterPoint Energy's or Enable's ability to recruit, effectively transition and retain management and key employees and maintain good labor relations; (34) changes in technology, particularly with respect to efficient battery storage or the emergence or growth of new, developing or alternative sources of generation; (35) the impact of alternate energy sources on the demand for natural gas; (36) the timing and outcome of any audits, disputes and other proceedings related to taxes; (37) the effective tax rates; (38) political and economic developments, including energy and environmental policies under the Biden administration; (39) the transition to a replacement for the LIBOR benchmark interest rate; (40) the effect of changes in and application of accounting standards and pronouncements; (41) CenterPoint Energy's ability to execute operations and maintenance management initiatives, targets and goals; and (42) other factors discussed in CenterPoint Energy's Annual Report on Form 10-K for the fiscal year ended December 31, 2020, CenterPoint Energy's Quarterly Report on Form 10-Q for the quarters ended March 31, 2021 and June 30, 2021, and other reports CenterPoint Energy or its subsidiaries may file from time to time with the Securities and Exchange Commission.

This report contains time-sensitive information that is accurate as of September 23, 2021. 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 toward 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: emission levels, service territory size and capacity needs remaining in line with company expectations (inclusive of changes related to the sale of our natural gas businesses in Arkansas and Oklahoma); regulatory approval of our generation transition plan; impacts of future environmental regulations or legislation; impacts of future carbon pricing regulation or legislation; price and availability 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; our ability to implement our modernization plans for our pipelines and facilities; retirement dates of our coal facilities by 2035; 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 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.