



**We
Deliver.**

Responsibility...
Leadership.
Sustainability.
Safety.
Inclusion.



CenterPoint[®]
Energy

2019 **GRI Standards** Content Index

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GLOSSARY OF TERMS

- **AGA** – American Gas Association
- **API** – American Petroleum Institute
- **BBS** – Behavior-based safety program
- **CAIDI** – Customer Average Interruption Duration Index
- **CEHE** – CenterPoint Energy Houston Electric
- **CERC Corp.** – CenterPoint Energy Resources Corp.
- **CERC** – CERC Corp., together with its subsidiaries
- **CES** – CenterPoint Energy Services, Inc., a wholly-owned subsidiary of CERC Corp.
- **CFR** – Code of Federal Regulations
- **CNP Midstream** – CenterPoint Energy Midstream, Inc., a wholly-owned subsidiary of CenterPoint Energy
- **CO₂e** – Carbon dioxide equivalent
- **DBE** – Diverse Business Enterprises
- **DOT** – U.S. Department of Transportation
- **Dth** – Dekatherms
- **EEl** – Edison Electric Institute
- **Enable** – Enable Midstream Partners, LP
- **EPA** – Environmental Protection Agency Enterprises
- **EPRI** – Electric Power Research Institute Enterprises
- **ESG** – Environmental, Social, Governance
- **EUDG** – Energy Utility Diversity Group
- **FERC** – Federal Energy Regulatory Commission
- **GHG** – Greenhouse gases
- **GWh** – Gigawatt-hours
- **GRI** – Global Reporting Initiative
- **Houston Electric** – CenterPoint Energy Houston Electric, LLC and its subsidiaries
- **HVAC** – Heating, ventilation and air conditioning
- **IG** – Intelligent Grid
- **IUCN** – The International Union for Conservation of Nature’s Red List of Threatened Species
- **Indiana Electric** – Operations of SIGECO’s electric transmissions and distribution services, and includes its power generating and wholesale power operations
- **Indiana Gas** – Indiana Gas Company, Inc., a wholly-owned subsidiary of Vectren
- **Infrastructure Services** – Proves underground pipeline construction and repair services through Vectren’s wholly-owned subsidiaries Miller Pipeline, LLC and Minnesota Limited, LLC
- **IRP** – Integrated Resource Plan
- **kV** – Kilovolt
- **kWh** – kilowatt-hours
- **LED** – Light Emitting Diodes
- **MW** – Megawatt
- **MCF** – One thousand cubic feet
- **MMcf** – Million cubic feet
- **MSDC** – Minority Supplier Development Council
- **mTon** – Metric ton
- **MWh** – Megawatt-hours
- **NGD** – Natural gas distribution business
- **NGOs** – Non-Governmental Organizations
- **NPDES** – National Pollutant Discharge Elimination System
- **OSHA** – Occupation Safety Health administration
- **REP** – Retail Electric Provider
- **SAIDI** – System Average Interruption Duration Index
- **SAIFI** – System Average Interruption Frequency Index
- **SMS** – Safety Management System
- **SIGECO** – Southern Indiana Gas and Electric Company, a wholly-owned subsidiary of Vectren
- **SGA** – Southern Gas Association
- **UV** – Ultraviolet
- **Utility Holding** – Utility Holding, LLC, a wholly-owned subsidiary of CenterPoint Energy
- **Vectren** – Vectren Corporation, a wholly-owned subsidiary of CenterPoint Energy
- **VUSI** – Vectren Utility Services, Inc., a wholly-owned subsidiary of Vectren
- **WBENC** – Women’s Business Enterprise Council

ORGANIZATIONAL PROFILE



GRI 101: FOUNDATION 2016

This document is designed to provide information in accordance with the Global Reporting Initiative’s (GRI) Sustainability Reporting Standards core option.

See also CenterPoint Energy’s 2019 Corporate Responsibility Report, Sustainability Accounting Standards Boards (SASB) report, and 2019 Edison Electric Institute (EEI) / American Gas Association (AGA) Environment, Social and Governance Sustainability (ESG) Reporting Template.

Additional information can be found at:
www.centerpointenergy.com/en-us/corporate/about-us/corporate-responsibility

GRI 102: GENERAL DISCLOSURES 2016

102-1	Name of the organization
	CenterPoint Energy, Inc. (CenterPoint Energy) CenterPoint Energy operates solely in the United States.
102-2	Activities, brands, products, and services
	As of Dec. 31, 2019, CenterPoint Energy is a public utility holding company and owns interests in Enable Midstream Partners, LP (Enable). CenterPoint Energy’s operating subsidiaries own and operate electric transmission and distribution and electric generation and natural gas distribution facilities. The company also supplies natural gas to commercial and industrial customers and electric and natural gas utilities and provides underground pipeline construction and repair services, energy performance contracting and sustainable infrastructure services.

102-3 Location of headquarters: Report the location of the organization’s headquarters

1111 Louisiana Street, Houston, TX 77002 United States

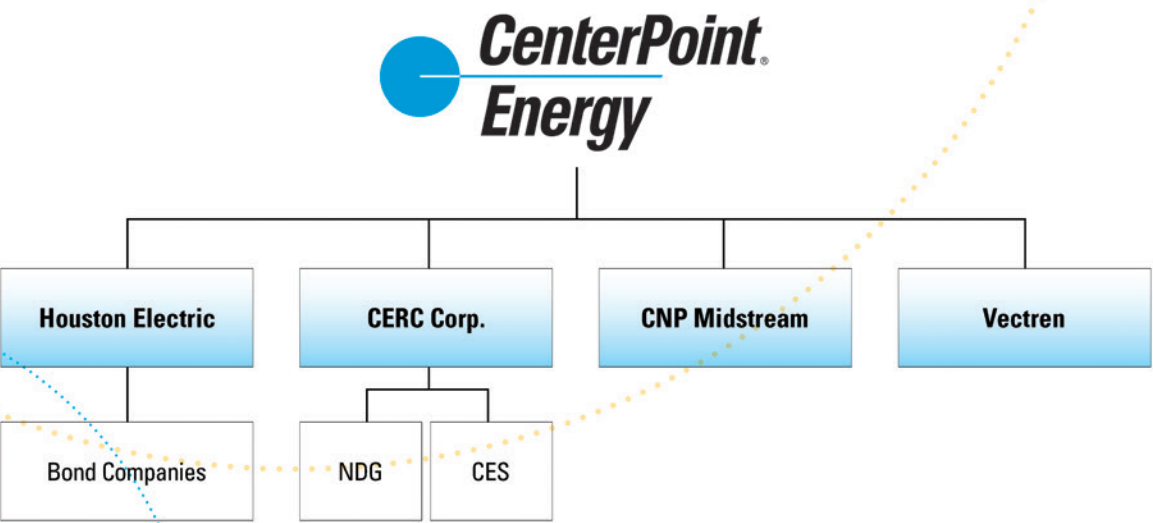
102-4 Location of operations: Report the number of countries where the organization operates

CenterPoint Energy operates solely in the United States.

102-5 Ownership and legal form: Report the nature of ownership and legal form

As of Dec. 31, 2019, CenterPoint Energy is a public utility holding company and owns interests in Enable. CenterPoint Energy’s operating subsidiaries own and operate electric transmission and distribution and electric generation and natural gas distribution facilities. The company also supplies natural gas to commercial and industrial customers and electric and natural gas utilities and provides underground pipeline construction and repair services, energy performance contracting and sustainable infrastructure services.

CenterPoint Energy’s simplified corporate structure as of Dec. 31, 2019, is shown below.

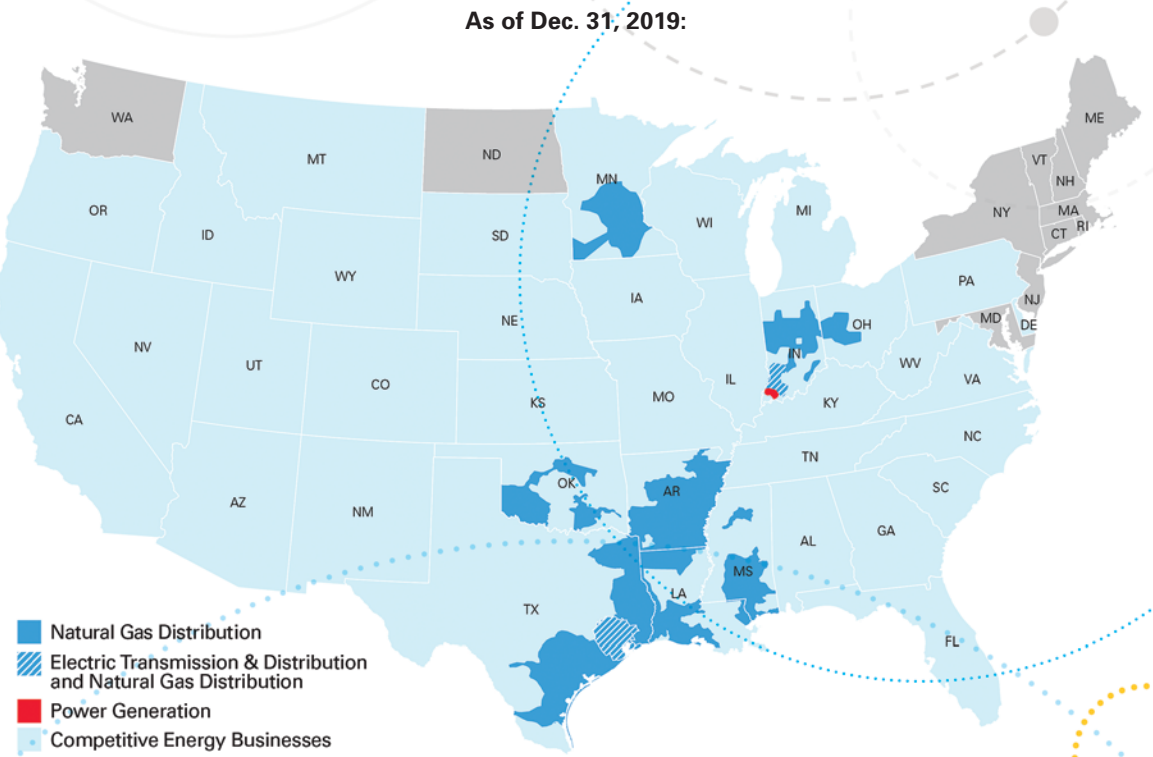


On Feb. 3, 2020, CenterPoint Energy, through a wholly-owned subsidiary, entered into a Securities Purchase Agreement to sell its infrastructure services business. The transaction closed on April 9, 2020.

Additionally, on Feb. 24, 2020, CenterPoint Energy, through its wholly-owned subsidiary CERC Corp., entered into an Equity Purchase Agreement to sell CenterPoint Energy Services, Inc., its competitive energy services business. The transaction closed on June 1, 2020.

102-6 Markets served

CenterPoint Energy operates solely in the United States.



Natural Gas Distribution

- Sell and deliver natural gas to 4.6 million homes and businesses in eight states: Arkansas, Indiana, Louisiana, Minnesota, Mississippi, Ohio, Oklahoma and Texas
- Invest in modernizing natural gas infrastructure and are committed to eliminate cast-iron pipe in all our territories

Electric Transmission & Distribution and Power Generation

- Maintain wires, poles and electric infrastructure serving more than 2.5 million metered customers in the greater Houston area and in southwestern Indiana
- Own and operate nearly 1,200 megawatts of electric generation capacity in Indiana

Competitive Energy Businesses

- Energy-related services, energy efficiency and sustainability solutions
- Own and operate intrastate natural gas pipeline systems

102-7

Scale of the organization: Report the scale of the organization

CenterPoint Energy proudly serves more than 7 million metered customers across eight states. Our core utility businesses, which represent more than \$15 billion of rate base, are comprised of electric and natural gas utility assets located in dynamic and high-growth service territories.

On Feb. 3, 2020, CenterPoint Energy, through a wholly-owned subsidiary, entered into a Securities Purchase Agreement to sell its infrastructure services business. The transaction closed April 9, 2020. Additionally, on Feb. 24, 2020, CenterPoint Energy, through its wholly-owned subsidiary CERC Corp., entered into an Equity Purchase Agreement to sell CenterPoint Energy Services, Inc., its competitive energy services business. The transaction closed on June 1, 2020.

Please see CenterPoint Energy’s 2019 Form 10-K for additional details.

102-8

Information on employees and other workers: Breakdown of employee type

Total Workforce by Gender and Territory (2019)*

State	Males	Females	Total
Arkansas	398	68	466
Indiana	1,073	424	1,497
Louisiana	213	89	302
Minnesota	912	300	1,212
Mississippi	108	18	126
Ohio	145	28	173
Oklahoma	108	19	127
Texas	4,091	1,352	5,443
Other	51	32	83
Total	7,099	2,330	9,429
*Exclusive of Energy Systems Group			

Employment Type	Males	Females	Total
Full-Time	7,091	2,322	9,413
Part-Time	8	8	16
Total	7,099	2,330	9,429

102-9

Supply chain: Describe the organization’s supply chain

Purchasing & Supplier Diversity

CenterPoint Energy’s Strategic Sourcing, Warehousing and Materials Management organizations maintain the supply chain processes for goods and services. Employees are expected to conduct fair and transparent purchasing and payment practices, which provide benefits, and supports internal controls for the company. The Strategic Sourcing & Logistics organization also oversees the company’s robust supplier diversity program.

CenterPoint Energy views its suppliers as strategic partners in the company’s success. CenterPoint Energy’s Ethics and Compliance Code expects those with whom the company does business to share the same values and principles that enable CenterPoint Energy to enjoy an excellent reputation within the communities it serves. We reinforce this expectation with our suppliers through our Ethics and Compliance Code of Conduct for Consultants, Contractors, Suppliers and Vendors. CenterPoint Energy’s Supply Chain partners with other 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.

In 2019, CenterPoint Energy contracted with more than 3,000 suppliers providing goods and services enterprise-wide. The estimated monetary value of payments was in excess of \$2.4 billion for nearly 19 sourceable categories.

Supplier Diversity

CenterPoint Energy recognizes the economic importance of Diverse Business Enterprises, such as minority-owned, women-owned, veteran-owned and all categories of small business concerns, to the community.

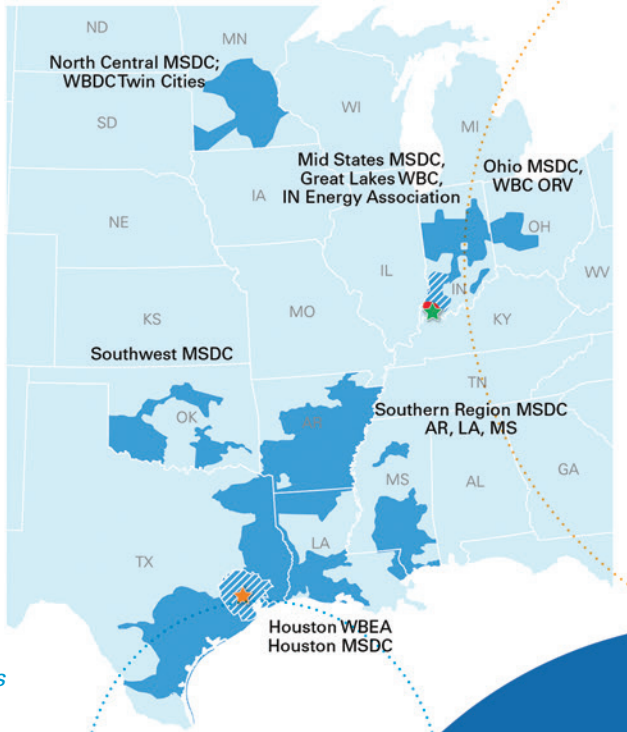
CenterPoint Energy is committed to developing strong working relationships with diverse suppliers and using innovative approaches designed to continually improve business opportunities by applying the following principles:

- Actively seek qualified diverse suppliers that can provide competitive and high-quality commodities and services for all applicable sourceable opportunities.
- Establish clear expectations and criteria requiring major suppliers to support the company’s supplier diversity spend goals.
- Seek opportunities to assist in the development and competitiveness of diverse suppliers through instruction, mentoring, capacity building and outreach activities.

In 2019, CenterPoint Energy spent in excess of \$270 million – or 11% of direct annual spend – with diverse business enterprises throughout its eight-state footprint. The company spent an additional \$18.5 million in purchased fuel with diverse businesses.

CenterPoint Energy’s expanded footprint allowed the company to maximize relationships with advocacy partners, participate in more than 20 outreach events and serve on regional boards and committees, including:

- Edison Electric Institute Supplier Diversity Committee
- Houston Minority Supplier Development Council
- Indiana Energy Association Supplier Diversity Development Committee
- Mid-States Minority Supplier Development Council
- Southern Gas Association Supplier Diversity Task Force



CenterPoint Energy’s enterprise-wide map shows supplier diversity regional advocacy partners.

CenterPoint Energy’s commitment to the inclusion of small and diverse firms in its competitive sourcing opportunities and the support of diverse businesses was recognized by advocacy stakeholders through the following 2019 awards:

- Our Mississippi Magazine/MS Honors – **Champion of Diversity**
- Women’s Business Enterprise Council’s (WBENC) Summit & Salute – **America’s Top Corporation of the Year**
- Subcontractors USA/Texas Journal – **Supplier Diversity Champion**
- Subcontractors USA/Texas Journal – **Outstanding Commitment to Diversity in Business**
- Houston Minority Supplier Development Council (MSDC) – **Rigel Award**
- Houston MSDC – **Middle Market Engagement**
- Mid-States MSDC – **Corporate Minority Business Enterprise (MBE) Spend Award**
- Women’s Business Enterprise Association (WBEA) Houston – **Outstanding Spend Award**



John Slanina, Vice President of Strategic Sourcing & Logistics (fourth from left), accepted CenterPoint Energy’s America’s Top Corporation award at the 2019 the WBENC 2019 Summit & Salute.

Additional Highlights

- CenterPoint Energy’s Supplier Diversity implemented the **Supplier Diversity Champions**, a volunteer role comprised of a diverse group of colleagues whose purpose is to strengthen and broaden the awareness and objectives of supplier diversity enterprise-wide.
- CenterPoint Energy’s Supplier Diversity representation on the **Energy Utility Diversity Group** (EUDG) in compliance with Minnesota Session Laws, 2019, First Special Session, Chapter 7, Article 11, Section 13 directed by the Minnesota Public Utilities Commission. The purpose was to convene a stakeholder group to examine the challenges and opportunities for Minnesota’s energy utilities to attract a diverse workforce with the skills needed to advance a 21st century industry and to increase **supplier diversity** of energy utilities.
- Executive participation as a judge in the **WBENC’s WelnnPitch Competition** and attendance at the **Ernst & Young Chief Purchasing Officer Summit** at the 2019 Summit & Salute held in Houston.

On Feb. 3, 2020, CenterPoint Energy, through a wholly-owned subsidiary, entered into a Securities Purchase Agreement to sell its infrastructure services business. The transaction closed on April 9, 2020. Additionally, on Feb. 24, 2020, CenterPoint Energy, through its wholly-owned subsidiary CERC Corp., entered into an Equity Purchase Agreement to sell CenterPoint Energy Services, Inc., its competitive energy services business. The transaction closed on June 1, 2020.

Please see CenterPoint Energy’s 2019 Form 10-K for additional details.

102-11	Precautionary principle or approach: Report whether and how the precautionary approach or principle is addressed by the organization
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Please see our 2019 Annual Report for an assessment on company risk.

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
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CenterPoint Energy is actively involved in environmental, social and governance (ESG) programs, guidelines and standards including:

CenterPoint Energy Carbon Policy
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

102-10

Significant changes to the organization and its supply chain

In April 2018, CenterPoint Energy and Vectren Corporation announced their plans to merge. The transaction was successfully completed on Feb. 1, 2019, creating a combined company – CenterPoint Energy – with a unified set of values, vision, strategy and culture.

102-13 Membership of associations

CenterPoint Energy has representation on various associations, councils and organizations involving and representing stakeholders of industry, professional and nonprofit importance. Company executives serve as board members for nearly 100 nonprofit organizations, professional groups, industry associations and other organizations. Annually, the company tracks all executive and employee board and committee engagements through an employee survey.

For key partners, the company recommends succession plans so that CenterPoint Energy remains engaged in communicating its operational plan, benchmarking best practices with peer companies, and advocating and influencing legislative and policy agendas. The company has executives that serve on boards and committees of industry associations, including the American Gas Association (AGA), Edison Electric Institute (EEl), Electric Power Research Institute (EPRI) and the Southern Gas Association (SGA). In addition, CenterPoint Energy has representation with organizations such as the Minnesota Safety Council and the Texas Natural Gas Vehicle Alliance. Executives also serve as board members of key nonprofit partner organizations, including the United Way, Habitat for Humanity and Junior Achievement.

Focus Area Roll-up	Number of Organizations Supported
Art/Culture	45
Community/Economic Development	99
Contingency	545
Education	5
Environment	55
Health and Human Services	78

STRATEGY

102-14 Statement from senior decision-maker

Dear Fellow Stakeholder,

A Message from Dave Lesar, President and Chief Executive Officer, and Angela Retherford, Vice President, Environmental and Corporate Responsibility

We Deliver... Responsibility

The unprecedented challenges we have all experienced in 2020 have brought many sustainability-related issues to the forefront. As we continue to respond to the COVID-19 pandemic, we remain committed to the safety and well-being of our employees, contractors, customers and communities.

CenterPoint Energy is also dedicated to advancing a diverse and inclusive work environment. Renewed attention to long-standing racial injustices and continued divisions within our country has increased our drive to foster a work environment that is inclusive, diverse, tolerant and respectful for all of our employees.

And, while financial and energy markets have experienced significant volatility, the need for affordable energy and our goals for meaningful carbon emission reductions remain top-of-mind for our customers and communities. We are proud to support the transition to a cleaner energy future.



Despite the challenges we are all facing, we are proud that we have continued to deliver on our commitments as a leading energy delivery company and reliably provide essential energy needs to our communities during these unprecedented times. And, we strive to do so in a safe, sustainable manner.

About this Report

Our Corporate Responsibility Report focuses on CenterPoint Energy's priorities to drive our long-term ESG performance. This is our first combined sustainability report since the CenterPoint Energy-Vectren merger in early 2019.

We are building on our ESG commitments, as reflected by the actions we have taken recently:

- Through our new carbon policy, our goal is to reduce operational emissions by 70% by 2035 and emissions attributable to natural gas usage in heating appliances and equipment within the residential and commercial sectors by 20-30% by 2040. These reduction goals are based on our 2005 emission levels. We will endeavor to achieve these targets and transition to a cleaner energy future by:
 - Offering customers affordable conservation and energy-efficiency programs
 - Continuing to develop alternative fuels programs
 - Working with suppliers to lower their methane emissions
 - Piloting and supporting research and development
- We responded immediately to COVID-19, successfully implementing our Pandemic Preparedness and Corporate Response Plans to maintain business continuity. 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. Moreover, we provide frequent communications and health and wellness resources to our employees to help protect themselves and their families. And finally, the CenterPoint Energy Foundation contributed \$1.5 million to nonprofit organizations, agencies and causes committed to supporting those who have been disproportionately impacted by COVID-19.

All of us, Always There.

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.

- We are focusing on sustainable, long-term actions that build on our diversity and inclusion vision and position, including:
 - A commitment 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.
 - The creation of a Diversity and Inclusion Council that provides governance and oversight on diversity and inclusion efforts, promotes company diversity efforts and drives companywide communication.
 - Recruiting strategies to create diverse employee applicant pools reflective of the communities we serve and implement best practices for diversity and inclusion throughout the selection process, including diverse interview panels for placements.
 - Leadership training to help build the awareness and skills needed to effectively lead and develop more inclusive, diverse teams.
 - Developing a strategy to leverage our Foundation's giving pillars of Community Vitality and Education to provide support for diversity and inclusion, as well as a focus on equality.
 - Delivering a new dedicated intranet site to provide up-to-date information for employees about our activities and initiatives in support of diversity and inclusion.

As always, we strive to make a positive difference in our communities through giving and employee volunteerism. We focus our community involvement primarily on community vitality, education and local initiatives. The CenterPoint Energy Foundation supports nonprofit organizations whose programs and services align with our core giving pillars. In 2019, our charitable contributions totaled more than \$12.9 million.

In the following pages you will find further information on the topics listed above, as well as additional key topics including: our dedicated workforce; our support of economic opportunities in the communities we serve; our continuing focus on cybersecurity, data privacy and innovation; and our commitment to environmental sustainability and biodiversity in the regions we serve.

We are greatly energized about the future of CenterPoint Energy and our expanded focus on ESG commitments. Thank you for your trust and confidence in our company.

 **Dave Lesar**
President and
Chief Executive Officer

 **Angila Retherford**
Vice President,
Environmental and Corporate Responsibility

Some Highlights of Our Sustainability Story Include:

- **Our company culture** – and how we do business every day – is focused on our values of safety, integrity, accountability, initiative and respect.
- **Our Board of Directors is engaged** to assess progress on our strategy, review key business risks and guide our corporate plans, including our ESG responsibilities.
- We support **the transition to a cleaner energy future** through our recently published carbon policy, which includes our carbon emissions reduction goals.
- Dedication to our communities is shown through **volunteerism and corporate contributions**, including \$1.5 million for our Foundation’s COVID-19 Relief Fund.
- We have a commitment to creating a **diverse and inclusive work environment** where equality and collaboration thrive.

ESG Highlights

- **In 2020, CenterPoint Energy 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. The reduction targets and goals are based on our 2005 emission levels.
- **In response to COVID-19**, we have taken deliberate measures to protect the health and safety of our employees, while continuing our ability to provide safe and reliable service. We are providing employees with frequent communications, mental health and wellness resources, tips on working remotely and virtual learning opportunities. The CenterPoint Energy Foundation contributed \$1.5 million to 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 are on an important journey to enhance our focus on diversity and inclusion across 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.
- **Always There** CenterPoint Energy and our employees are well-known for their community spirit, which we put into action with a \$350,000 donation to Hurricane Laura recovery and relief efforts. Throughout the natural disaster, CenterPoint Energy fulfilled its brand promise of being *Always There* for our customers and communities. Coming to the aid of other utilities by protecting the public’s safety and restoring service to communities in need is nothing new to CenterPoint Energy’s employees. In 2020, our linemen, contractors and support personnel helped restore power to our neighbors following Hurricane Isaias, Hurricane Laura and Hurricane Sally.
- **Eliminating Cast-iron Pipes** Prior to the merger with Vectren, CenterPoint Energy reached a significant milestone in 2018 by substantially completing the elimination of cast-iron pipes in our distribution system, improving safety, integrity and reliability. We expect to have all cast iron in our Indiana and Ohio service territories removed by 2023. CenterPoint Energy is also working to replace all unprotected steel mains by year-end 2032.
- **CenterPoint Energy’s 2019 energy-efficiency incentives resulted in approximately \$23 million in customer savings.** Partnering with customers to offer affordable conservation and energy-efficiency programs is a key element of achieving our carbon reduction goals.

2020 Strategy

Looking ahead, we are embarking on a new phase of our journey as a leading energy delivery company. We are executing on a utility-focused strategy that we believe will deliver growth and value creation.

To Support Our Strategy, We Expect To:

- Strengthen our utility assets, infrastructure and systems through our robust capital plan.
- Exercise disciplined cost management and continue to prudently manage our operations and maintenance expenses companywide.
- Build on our merger progress integrating CenterPoint Energy and Vectren and advance our efforts to combine business technology systems and related processes as one company.
- Execute our regulatory strategy to maximize value to customers and shareholders.
- Expand on our ESG commitments.

ETHICS & INTEGRITY

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

100% of active employees and board members received training on our Ethics and Compliance Code of Conduct.

- **Safety:** Our top priority is the safety of our employees, contractors, systems and the public. Regardless of business unit or work location, our Safety Forward approach supports a strong safety culture.
- **Integrity** is doing what is right for our customers, communities, shareholders, business partners and each other. We are committed to following our company’s policies, procedures and the law.
- **Accountability** means that we accept personal responsibility for our actions and decisions. When we say we’ll do something, we follow through and stay true to our word.
- **Initiative** means we are prepared to speak up, take bold and innovative action and address opportunities and problems as soon as they arise. We don’t wait for others to show us the way; we lead.
- **Respect** is how we treat our fellow employees, customers and neighbors. It’s as important as the results we achieve. We always strive to be courteous, considerate and show appreciation for diverse perspectives, experiences and backgrounds.

CenterPoint Energy’s Ethics and Compliance Code applies to all directors, officers and employees and builds on our strong company culture and tradition of doing business the right way, without exception. The code explains many rules that apply to our business, including: having a values-driven culture; being accountable for our actions; protecting company assets and information; avoiding conflicts of interest; treating customers and competitors with respect; creating a workplace that values employee contributions; complying with company policies, including anti-corruption; providing a safe and healthy work environment; being responsible corporate citizens; and leading with integrity.

CenterPoint Energy also has a Code of Conduct for the chief executive officer and senior financial officers, and an Ethics and Compliance Code of Conduct for Consultants, Contractors, Suppliers and Vendors, making clear to those specific groups our expectations of them as leaders and suppliers, respectively.



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

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

The Concerns Helpline is important to safeguarding the company's strong ethics and compliance culture. Employees, customers, contractors and vendors can reach the Helpline at 888-888-3155 or [online](#). Available 24-hours-a-day, seven-days-a-week, the helpline supports multiple languages and allows individuals to remain anonymous.



As noted within our Ethics and Compliance Code, and in support of maintaining a speak-up culture, CenterPoint Energy does not tolerate retaliation.

GOVERNANCE

102-18 Governance structure: Report the governance structure of the organization, including committees of the highest governance body

As of Dec. 31, 2019, CenterPoint Energy's governance structure was composed of a board of directors and committees of the board. CenterPoint Energy's board included six independent directors elected annually by shareholders, along with two non-independent directors. The board meets regularly to lead the company in fulfilling its mission and achieving its goals.

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

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

The Governance Committee of the Board of Directors of CenterPoint Energy fulfills the responsibilities for assessing the company's sustainability strategy and initiatives. CenterPoint Energy's senior management executes the company's ESG strategy, which includes the company's commitment to a clean energy future by working with partners, customers, employees and other stakeholders to reduce carbon emission across our operations and the supply chain.

102-19 Delegating authority

The ultimate oversight of environmental stewardship, sustainability and governance, including risk management, rests with the Board of Directors. The Governance Committee fulfills the responsibilities for assessing the company's sustainability strategy and initiatives. CenterPoint Energy's executive management executes the company's ESG strategies, which include the company's commitment to a clean energy future by working with partners, customers, employees and other stakeholders to reduce carbon emissions across our operations and the supply chain.

102-20 Executive-level responsibility for economic, environmental, and social topics

CenterPoint Energy has appointed a Vice President of Environmental and Corporate Responsibility with responsibility of oversight for ESG topics. This position reports to the Senior Vice President & General Counsel and also oversees the CenterPoint Energy ESG Council. The Vice President of Environmental and Corporate Responsibility provides regular reports to the Governance Committee of the Board.

102-22 Composition of the highest governance body and its committees: Report the composition of the highest governance body and its committees

The Board oversees the management of the company's business and affairs. The Board appoints committees to help carry out its duties. The Executive Chairman and the Chief Executive Officers do not serve on any standing committees. The following table includes the standing committees of the Board and their members as of the date of the 2020 Proxy Statement filing on March 13, 2020, as well as the number of meetings each standing committee held during 2019.

The name, primary job function and other commitments of Board members are summarized in the following tables:

Board Standing Committee Membership (As of March 13, 2020)

Director	Audit Committee	Compensation Committee	Finance Committee	Governance Committee	Age (Gender)	Term Start
Leslie D. Biddle	✓		✓		53 (F)	2018
Scott J. McLean	✓		✓		63 (M)	2013
Martin H. Nesbitt		✓		✓	57 (M)	2018
Theodore F. Pound		✓		Chair	65 (M)	2015
Susan O. Rheney	✓		Chair		60 (F)	2008
Phillip R. Smith	Chair, Financial Expert			✓	68 (M)	2014
Peter S. Wareing		Chair	✓		58 (M)	2005
Number of Meetings Held in 2019	6	4	5	4		

Board Commitments (As of March 13, 2020)

Director	
Leslie Biddle	Partner and the President of Serengeti Asset Management Other Commitments: Director of Empire State Realty Trust, Inc., Vice Chair of the Board of Trustees of Colby College
Scott J. McLean	President of Zions Bancorporation Other Commitments: Chairman of Amegy Bank of Texas, Southern Methodist University Board of Trustees and the United Way of Greater Houston Board
Martin H. Nesbitt	Co-Chief Executive Officer of The Vistria Group, LLC Other Commitments: Trustee of Chicago’s Museum of Contemporary Art, Chairman of the Barack Obama Foundation
Theodore F. Pound	Private Investor and Attorney
Susan O. Rheney	Private Investor and a Managing Director of Kerr-Rheney Group, LLC Other Commitments: Member of the Board of Trustees of American Councils for International Education, a Washington, D.C.-based Non-governmental Organization
Phillip R. Smith	President and Chief Executive Officer of Marathon-Sparta Holdings, Inc.
Peter S. Wareing	Co-founder and Partner in the Private Equity Firm Wareing, Athon & Company

Governance Committee of the board has oversight of ESG:
The Governance Committee of CenterPoint Energy’s Board of Directors receives regular reports from the Vice President of Environmental and Corporate Responsibility about the company’s sustainability initiatives and strategies relating to ESG matters impacting the company. The Governance Committee helps the Board of Directors carry out its responsibility for ultimate risk oversight by focusing on environmental and sustainability matters.

102-23 **Chair of the highest governance body: Report whether the Chair of the highest governance body is also an executive officer**

CenterPoint Energy’s Board of Directors is chaired by Milton Carroll, who is a non-independent director and serves as executive chairman.

102-24 **Nominating and selecting the highest governance body**

Director Nomination Process

In assessing the qualifications of candidates for nomination as director, in addition to qualifications set forth in our bylaws, the Governance Committee and the Board consider the following:

- The nominee’s personal and professional integrity, experience, reputation and skills;
- The nominee’s ability and willingness to devote the time and effort necessary to be an effective board member;
- The nominee’s commitment to act in the best interests of CenterPoint Energy and its shareholders;
- The requirements under the listing standards of the New York Stock Exchange for a majority of independent directors, as well as qualifications applicable to membership on Board committees under the listing standards and various regulations; and
- The Board’s desire that the directors possess a broad range of business experience, diversity, professional skills, geographic representation and other qualities it considers important in light of our business plan.

At least annually, the Governance Committee reviews the overall composition of the Board, including the skills represented by incumbent directors, and the need for Board refreshment or expansion. The Board evaluates the makeup of its membership in the context of the Board as a whole, with the objective of recommending a group that (i) can effectively work together using its diversity of experience, skills, perspectives and backgrounds to see that the company is well-managed with a focus of achieving the company’s long-term business strategy and (ii) represents the interests of the company and its shareholders. In seeking new director candidates, the Governance Committee and the Board consider the skills, expertise and qualities that will be required to effectively oversee management of the business and affairs of the company. The Governance Committee and the Board also consider the diversity of the Board in terms of the geographic, gender, age and ethnic makeup of its members. The Board believes that a diverse membership enhances its deliberations and promotes inclusiveness.

102-25 **Conflicts of interest: Report processes for the highest governance body to ensure conflicts of interest are avoided and managed**

CenterPoint Energy’s [Ethics and Compliance Code](#) provides that all directors, executive officers and other employees should avoid actual conflicts of interest, as well as the appearance of a conflict of interest. The company’s [Code of Ethics](#) for our Chief Executive Officer and Senior Financial Officers similarly obligates the employees covered by that Code of Ethics (our Chief Executive Officer, Chief Financial Officer, Chief Accounting Officer, Treasurer and Assistant Controller) to handle actual or apparent conflicts of interest between personal and professional relationships in an ethical manner, and to strive to identify and raise potential issues before they lead to problems.

Under the Ethics and Compliance Code, prior approval is required for any significant financial interest with suppliers, partners, subcontractors or competitors. Any questionable situation is required to be disclosed to the Legal department or an employee’s direct manager.

Pursuant to CenterPoint Energy’s Corporate Governance Guidelines, the Governance Committee Charter and our Related-Party Transaction Approval Policy, the Board has delegated to the Governance Committee the responsibility for reviewing and resolving any issues with respect to related-party transactions and conflicts of

interests involving executive officers or directors of the company or other related persons under the applicable rules of the Securities and Exchange Commission. The company's Corporate Governance Guidelines require that (i) each director shall promptly disclose to the Chairman of the Board of Directors and the Chairman of the Governance Committee any potential conflicts of interest he or she may have with respect to any matter involving the company and, if appropriate, recuse himself or herself from any discussions or decisions on any of these matters, and (ii) the Chairman shall promptly advise the Governance Committee of any potential conflicts of interest he or she may have with respect to any matter involving the company and, if appropriate, recuse himself or herself from any discussions or decisions on any of these matters.

102-26

Role of highest governance body in setting purpose, values, and strategy

The Governance Committee of CenterPoint Energy's Board of Directors receives regular reports from the Vice President of Environmental and Corporate Responsibility about the company's sustainability initiatives and strategies relating to ESG matters impacting the company. The Governance Committee helps the Board of Directors carry out its responsibility for ultimate risk oversight by focusing on environmental and sustainability matters.

102-28

Evaluating the highest governance body's performance

The Board of Directors conducts a self-assessment of its performance and effectiveness, as well as that of the four standing committees on an annual basis. The purpose of the self-assessment is to track progress from year to year and to identify ways to enhance the Board's and its Committees' effectiveness. The Board of Directors, as part of its self-assessment, evaluates management's preparation for Board and Committee meetings and the content presented at such meetings. As part of the assessment, each director completes a written questionnaire developed by the Governance Committee to provide feedback on the effectiveness of the Board and its Committees.

Additionally, each director completes an individual evaluation for each of the other directors. The collective ratings and comments of the directors are compiled and presented by the chairman of the Governance Committee, or by the executive chairman, to the Governance Committee and the full Board for discussion and action in connection with the director nomination process.

102-29–32

Economic, environmental, social topics oversight and management

The Governance Committee of the Board has primary responsibility for assessing the company's sustainability strategy and initiatives. Senior executive 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.

CenterPoint Energy recognizes that key ESG-related issues are integral to our performance. The Vice President of Environmental and Corporate Responsibility is responsible for ESG-related policy, strategy, reporting, including the management of climate-related risks. They provide regular reports on environmental compliance and sustainability and other related matters to the Governance Committee of the Board of Directors.

We established an ESG Council, which is led by the Vice President of Environmental and Corporate Responsibility, to identify, evaluate and recommend strategic directions and opportunities on an ongoing basis. The ESG Council works to promote ESG objectives aligned with our vision and long-term strategic plan to foster strong economic returns for our shareholders.

The ESG Council includes executives from across the corporate footprint in the following areas: community involvement; human resources; diversity & inclusion; corporate communications; investor relations; finance; supply chain; government affairs; regulatory affairs; engineering; environmental affairs; legal; electric power generation; electric transmission and distribution; and natural gas transmission and distribution.

Corporate Risk and ESG Risk Management

The ESG roles described above work together to constantly evaluate, monitor and adapt to change to prepare for risks in an environment of constantly evolving ESG priorities. CenterPoint Energy's Enterprise Risk Management (ERM) program is a comprehensive risk management framework designed to identify, report and manage all forms of relevant risk and opportunity, which is inclusive of ESG risks.

The Board of Directors is actively involved in the oversight of risks that could impact the company, and risk oversight is the ultimate responsibility of the full Board. Our Corporate Governance Guidelines specify that the Board has ultimate oversight responsibility for the company's ERM system.

Management is responsible for developing and implementing the company's ERM program. A Risk Oversight Committee, which is composed of senior executives from across the company, monitors and oversees compliance with the company's risk control policy. An officer of the company, who reports to the Chief Financial Officer, facilitates Risk Oversight Committee meetings and provides regular risk assessment and control oversight 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.

Details can be found in CenterPoint Energy's 2020 Proxy Statement under "[Board of Director Role in Risk Oversight](#)" on page 14.

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 18.

102-35

Remuneration policies

Details can be found in CenterPoint Energy's 2020 Proxy Statement. For the Board, see "[Compensation of Directors](#)" on page 18 and for executives, see "[Objective and Design of Executive Compensation Program](#)" on page 32, "[Elements of Compensation](#)" on page 35 and "[2020 Executive Compensation Program](#)" on page 40.

102-36 Process for determining remuneration

Details can be found in CenterPoint Energy’s 2020 Proxy Statement. For the Board, see “[Compensation of Directors](#)” on page 18 and for executives, see “[Objective and Design of Executive Compensation Program](#)” on page 32, “[Elements of Compensation](#)” on page 35 and “[2020 Executive Compensation Program](#)” on page 40.

102-37 Stakeholders’ involvement in remuneration

Details can be found in CenterPoint Energy’s 2020 Proxy Statement. For the Board, see “[Compensation of Directors](#)” on page 18 and for executives, see “[Objective and Design of Executive Compensation Program](#)” on page 32, “[Role of the Compensation Committee](#)” on page 32 and “[Role of Executive Officers](#)” on page 34.

102-38 Annual total compensation ratio

Details can be found in CenterPoint Energy’s 2020 Proxy Statement under “[Chief Executive Officer Pay Ratio](#)” on page 68.

STAKEHOLDER ENGAGEMENT

102-40 List of stakeholder groups

Stakeholder Groups and Key Topics of Concern (2019)

Stakeholder	Key Topics of Concern
Communities	Community Impact; Environmental Compliance; Environmental Stewardship; Community Engagement; Customer Health and Safety; Effluents and Waste
Customers	Emissions; Effluents and Waste; Environmental Compliance; Non-Discrimination; Anti-Corruption; Customer Health and Safety; Customer Satisfaction; Customer Privacy
Employees	Economic Performance; Environmental Compliance; Employee Hiring, Turnover, Benefits and Retention; Employee Health and Safety; Training and Education; Diversity and Equal Opportunity; Non-Discrimination; Customer Health and Safety; Customer Satisfaction
Government	Economic Performance; Indirect Economic Impacts; Energy Consumption and Conservation; Emissions; Compliance; Occupational Health and Safety; Diversity and Equal Opportunity; Public Policy; Customer Health and Safety; Customer Privacy
Investors	Economic Performance; Energy Consumption and Conservation; Carbon Reduction, Emissions; Environmental Compliance; Community Engagement; Customer Satisfaction
Non-Governmental Agencies	Indirect Economic Impacts; Energy Consumption and Conservation; Compliance; Customer Satisfaction; Customer Privacy
Suppliers	Economic Performance; Environmental Compliance; Employee Health and Safety

102-41 Collective bargaining agreements

As of Dec. 31, 2019, CenterPoint Energy had 37.12% of its employees subject to collective bargaining agreements.

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 stakeholders include individuals and groups who impact – or are impacted by – our company and business operations. They include customers, communities, employees, investors, suppliers and regulators. Feedback from these stakeholders helps to inform our business plans and strategies.

Stakeholder	Key Topics	How We Engage
Communities	<ul style="list-style-type: none">• Community impact• Community engagement• 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 <ul style="list-style-type: none">• Residential• Commercial• 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 to local clubs and agencies on energy efficiency and understanding billing)• 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 <ul style="list-style-type: none">• Current and prospective employees• Retirees• Labor unions	<ul style="list-style-type: none">• Economic performance• Environmental compliance• Employee recruitment, turnover, benefits and retention• Employee health and safety• 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 and knowledge transfer programs• Informal, ongoing meetings, such as floor meetings, location visits and conversations with leaders• Employee engagement surveys• Professional networking and affinity groups• Workforce recruiting program• 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">Regulatory agenciesElected officials	<ul style="list-style-type: none">Economic performanceIndirect economic impactsEnergy consumption and conservationEmissionsComplianceOccupational health and safetyDiversity and Equal OpportunityPublic policyCustomer health and safetyCustomer privacy	<ul style="list-style-type: none">Participate in the regulatory process with various federal, state and local governmental agencies on requirements and processesWorkshopsIndustry and trade associationsLegislative sessionsCollaboration on community investment projectsComments on proposed rulesRegulatory filings and hearingsState and federal government affairs staffCorporate lobbying efforts
Investors	<ul style="list-style-type: none">Economic performanceEnergy consumption and conservationCarbon reductionEmissionsEnvironmental complianceCommunity engagementCustomer satisfaction	<ul style="list-style-type: none">Quarterly earnings conference callsMeetings and presentationsIndustry conferencesPublic disclosuresAnnual meeting of shareholdersWebsiteGovernance outreachShareholder services online and by phoneAnnual ReportInvestor Relations staff
Non-Governmental Agencies	<ul style="list-style-type: none">Indirect economic impactsEnergy consumption and conservationComplianceCustomer satisfactionCustomer privacy	<ul style="list-style-type: none">Local-level consultations and meetingsWebsite and communicationsIndustry associationsCollaboration on community development projectsImpact assessmentsSustainability reportingAnnual reportingStakeholder discussions
Suppliers	<ul style="list-style-type: none">Economic impactsComplianceSupplier engagementCommunity investmentDiversity and Equal Opportunity	<ul style="list-style-type: none">Formal supplier diversity program and eventsSupplier Diversity Advisory Council mentoring and scholarship programSupplier Diversity Month - employees and vendorsParticipation in minority and women supplier development councilsRecognition breakfastEngagement with diverse business organizationsRequest for proposalsPeriodic meetings with suppliers to review Key Performance IndicatorsIndustry trade show participationFair dealingTimely paymentsCompetitive bidding processesSupplier Code of ConductEthics Helpline

102-44

Key topics and concerns raised

Please see response to Standard Disclosures indicator 102-47 for stakeholder material topics and concerns. CenterPoint Energy also communicates key topics and concerns to stakeholder groups through the Annual Report, 10-K, annual Corporate Responsibility Report, GRI report and other public disclosures.

REPORTING PRACTICES

102-45

Entities included in the consolidated financial statements

See “[Financial Statements and Supplementary Data](#)” on pages 102-204 of CenterPoint Energy’s Form 10-K for the year ended Dec. 31, 2019.

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

Material Topic	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	Providing the safety, security and privacy of all residential and commercial customers	Customers, Employees, Investors, Communities, Government, NGOs
Cybersecurity and Data Privacy	Keep customer, consumer, and employee information safe	Employees, Customers, Investors
Diversity and Inclusion	Providing equal-opportunity employment and maintaining a diverse workforce	Employees, Government
Economic Performance	Strengthen utility assets, exercise disciplined cost management and prudently manage operations and maintenance expenses companywide. Provide customer energy affordability.	Employees, Communities, Suppliers, Investors, Government
Effluents and Waste	Monitoring our effluents and wastes while keeping in 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 all local, state and federal environmental laws	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	Efforts to reduce emissions of greenhouse gases (GHG) and intensity	Customers, Investors, Government, NGOs

Indirect Economic Impacts	Build on merger progress integrating CenterPoint Energy and Vectren and advance efforts to integrate business technology systems and related processes as one company	Communities, Government, NGOs
Local Communities	Benefiting the communities in which we operate	Communities, Investors
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 on and off the clock	Employees, Suppliers, Government
Public Policy	Engaging with local, regional and federal leaders to maintain compliance	Government, NGOs
Training and Education	Maintaining a safe, educated and well-trained workforce	Employees, Investors

102-48

Restatements of information

There are no restatements of information in CenterPoint Energy’s report covering 2019.

102-49

Changes in reporting

In 2018, CenterPoint Energy and Vectren Corporation announced their plans to merge. The merger closed on Feb. 1, 2019, creating a combined company: CenterPoint Energy.

102-50

Reporting period

This report covers the combined company activities as of year-end 2019.

102-51

Date of the most recent report

Published in August 2019.

102-52

Reporting cycle

Annual.

102-53

Contact point for questions regarding this report

sustainability@centerpointenergy.com

102-54

Claims of reporting in accordance with the GRI Standards

This report has been prepared in accordance with the GRI Standards: Core option.

102-55

GRI content index

This report lists every GRI Standard disclosure in numerical order and includes smart links to other documents where appropriate. See the [Table of Contents](#) at the front of this report to navigate to specific sections and pages.

102-56

External assurance

CenterPoint Energy has sought external assurance for the following information contained within this report:

- Scope 1 GHG Emissions from Electric Utility Power Generation, which are third-party verified and registered with the United States Environmental Protection Agency’s (USEPA) Clean Air Markets Division.
- Responses referencing the CenterPoint Energy Exhibit 99.1 filed on Form 8-K on May 19, 2020 with the Securities and Exchange Commission (SEC), have been externally assured by Deloitte.

GRI 103: MANAGEMENT APPROACH 2016

103-1

Explanation of the material topic and its boundary

As of Dec. 31, 2019, CenterPoint Energy is a public utility holding company and owns interests in Enable. CenterPoint Energy’s operating subsidiaries own and operate electric transmission and distribution, electric generation and natural gas distribution facilities, and supply natural gas to commercial and industrial customers and electric and natural gas utilities. The company also provides underground pipeline construction and repair services, energy performance contracting and sustainable infrastructure services.

103-2

Management approach

CenterPoint Energy proudly serves more than 7 million metered customers across eight states. Our core utility businesses, which represent more than \$15 billion of rate base, are comprised of electric and natural gas utility assets located in dynamic and high-growth service territories. CenterPoint Energy’s compound annual rate base growth is projected to be 7.5% over the next five years. We believe we have the scale and geographic diversity for our premium utilities to earn close to their allowed return on equities. Additionally, annual customer growth is projected to be 2% for our electric utility business, and we are targeting greater than 1% growth for our natural gas utility business. These growth rates are above the national averages.

CenterPoint Energy manages its material topics to drive shareholder value and deliver strong results. The company plans to focus on its core utility businesses, which are projected to contribute nearly 90% of earnings over the next few years. For each of our material topics, we have internal policies, goals and strategies that drive improvement.

CenterPoint Energy’s Ethics and Compliance Code is publicly available in the [Governance](#) section of our website. Officers, Board members and utility bargaining and non-bargaining employees complete Ethics and Compliance training annually.

CenterPoint Energy’s carbon policy is available in the [Corporate Responsibility](#) section of our website. Our goal is to reduce operational emissions by 70% by 2035 and emissions attributable to natural gas usage in heating, appliance and equipment within the residential and commercial sectors by 20 to 30 percent by 2040. CenterPoint Energy recognizes the importance of balancing the benefits of available, affordable energy with environmental and social considerations, including climate change.

At the heart of our performance are CenterPoint Energy’s employees, who consistently demonstrate our values of safety, integrity, accountability, initiative and respect through their actions and commitments. We believe there is tremendous opportunity ahead for our company, and we are confident that our workforce will deliver as they have always done.

CenterPoint Energy is committed to creating an inclusive work environment where business results are achieved through the skills, abilities and talents of our diverse workforce. Individuals are respected for their contributions toward company objectives. The company fosters a culture in which mutual respect is the standard and where different backgrounds and viewpoints are considered competitive advantages, as well as an environment where all employees have opportunities for personal and professional development, and recognition that diversity and inclusion are key components of our business. See the [CenterPoint Energy Workforce Diversity Statement](#).

Many other policies, including health and safety, cybersecurity, environmental and biodiversity, are distributed internally. The company has a robust training program that covers policies relevant to each employee’s duties.

The company’s 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.

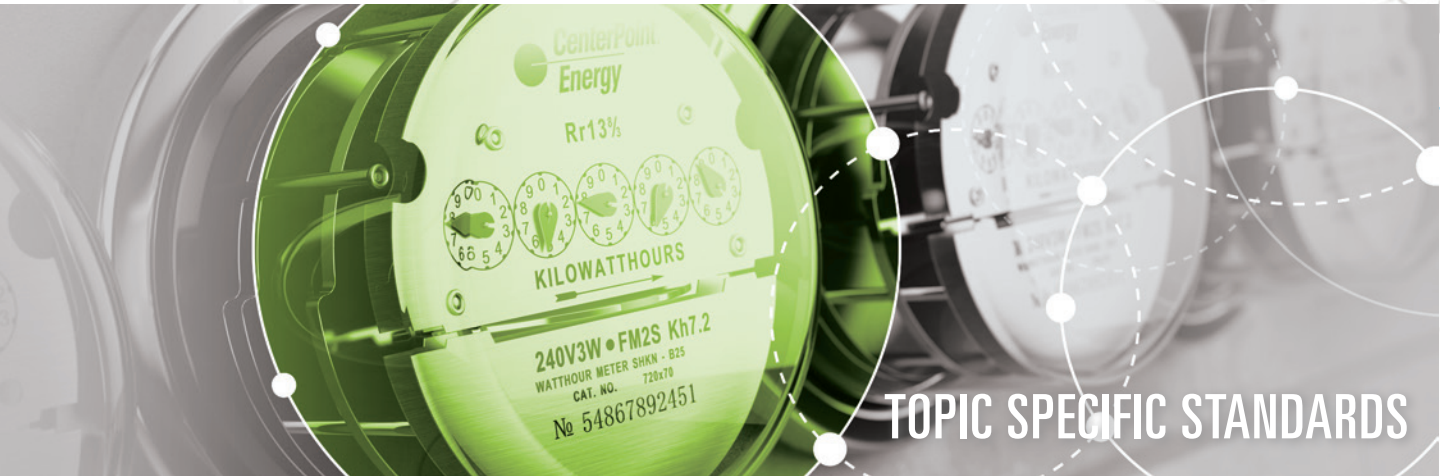
For more information on CenterPoint Energy’s policies and programs that address key impacts and material issues, see our [2019 Form 10-K filing](#), 2019 Corporate Responsibility Report, 2019 Edison Electric Institute (EII)/American Gas Association (AGA) Environment, Social and Governance Sustainability Reporting Template, and the Sustainability Accounting Standards Boards (SASB) report. Additional information can be found on the [Corporate Responsibility](#) section of our website.

103-3 Evaluation of the management approach

This report was developed with guidance from CenterPoint Energy’s ESG Council, which is led by the Vice President of Environmental and Corporate Responsibility. Formed in 2018 and composed of leadership from CenterPoint Energy’s businesses and functions, the council identifies, evaluates and recommends strategic directions and opportunities that promote ESG objectives that are aligned with our company’s vision and long-term strategic plan. Along with input from the ESG Council, 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.

Our key focus areas include:

- Biodiversity
- Cybersecurity and data privacy
- Diversity and inclusion
- Economic performance
- Energy efficiency
- Environmental impacts, including carbon reductions
- Ethics and compliance
- Safety and well-being of our customers, employees, contractors, systems and communities, including COVID-19



GRI 201: ECONOMIC PERFORMANCE 2016

201-1 Direct economic value generated and distributed

CenterPoint Energy, Inc. and Subsidiaries Statements of Consolidated Comprehensive Income

(In millions, except per share data)	2018	2019
Operating Revenues	6,277	7,564
Operating Expenses	5,409	6,493
Income from Continuing Operations	396	682
Income (loss) from discontinued operations [net of tax expense (benefit) of \$46, (\$9)]	(28)	109
Net Income	368	791
Income Available to Common Shareholders	333	674
Basic Earnings Per Common Share	0.74	1.34
Diluted Earnings Per Common Share	0.74	1.33
Assets Held for Sale	1,109	1,964
Total Assets	27,093	35,529
Liabilities Held for Sale	691	498
Total Liabilities	19,035	27,170
Total Shareholders’ Equity	8,058	8,359
Total Liabilities and Shareholders’ Equity	27,093	35,529
Net Cash from Operating Activities	2,136	1,638
Payments for Capital Expenditures, excluding AFUDC Equity	1,651	2,506

Payment of dividends on Common Stock	499	577
Interest paid, net of capitalized interest	363	436
Income taxes paid, net	89	155
Data from Exhibit 99.1 filed on Form 8-K on May 19, 2020 with the Securities and Exchange Commission (SEC)		

201-3

Defined benefit plan obligations and other retirement plans

Details can be found in CenterPoint Energy’s 2019 Form 10-K in “[Stock-Based Incentive Compensation Plans and Employee Benefit Plans](#)” on pages 146-158.

GRI 202: MARKET PRESENCE 2016

202-2

Percentage of the management hired from local communities

CenterPoint Energy’s sourcing strategy includes national and local partnerships creating diverse candidate pools in the communities we serve. We partner with numerous local and national organizations that enable CenterPoint Energy to source and attract a diverse applicant population.

On a national level, we partner with Disability Solutions, Hispanic Alliance for Career Development, LocalJobNetworks and FairyGodBoss. We also develop partnerships at the local level. Below are a few examples:

- **Houston:** Texas Diversity Council, S.A.F.E. Diversity Communities, Lone Star Veteran’s Association, Playsmint, SER Jobs for Progress, Workforce Solutions, U.S. Department of Veteran Affairs, Wounded Warrior Project, Houston Area Urban League
- **Minneapolis:** Minnesota Department of Employment and Economic Development, Minneapolis Urban League, Step-Up, Veterans Services, Vocational Rehabilitation, Veterans Affairs
- **Evansville:** Evansville Vet Center, Ivy Tech Community College, YWCA of Evansville, Evansville Arc, Vanderburgh County Veteran Services

GRI 203: INDIRECT ECONOMIC IMPACTS 2016

203-1

Infrastructure investments and services supported

Customers

From customer service representatives answering calls, to skilled technicians and line mechanics weathering extreme conditions, CenterPoint Energy employees work around the clock so that millions of customers have electricity and natural gas delivered safely and reliably to their homes and businesses.

Shareholders

CenterPoint Energy strives to deliver compelling shareholder value through high-quality earnings, 5-7% utility earnings per share compound annual growth and an 8-10% total shareholder return.

Communities

CenterPoint Energy’s longstanding commitment to our communities is demonstrated through exceptional volunteer work and charitable giving. For the past 150 years, we have developed a deep sense of duty to support the communities where we live and work.

Employees

CenterPoint Energy’s employees live our values of safety, integrity, accountability, initiative and respect every day. We are committed to an inclusive work environment where results are achieved through the diverse experiences, talents and perspectives of our workforce.

203-2

Significant indirect economic impacts

CenterPoint Energy’s approach to economic development is to be a force for growth and economic prosperity in the communities we serve. The company creates and retains jobs that facilitate growth, provide a stable community tax base and grow employment within our service area. The Economic Development team works to support and leverage local communities’ efforts to promote economic growth. We also strive to influence the decisions of current and prospective customers to expand, relocate and retain their businesses in CenterPoint Energy’s service area, therefore increasing regional economic prosperity.

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

CenterPoint Energy Ethics and Compliance Code contains the company’s anti-corruption policies and procedures. On an annual basis, officers, board members, and utility bargaining and non-bargaining employees complete Ethics and Compliance training. CenterPoint Energy’s intranet provides information related to our Code of Conduct and how to report issues or concerns, including anti-corruption. Issues and concerns may be reported by contacting a member of management, human resources, audit services, legal, security, or ethics and compliance department, and can also be reported anonymously by email, internet or the Concerns Helpline. Any deliberate failure to disclose violations may result in disciplinary action.

The company’s anti-corruption policies and procedures communicated to all governance body members, employees, contractors and business partners as part of annual Ethic and Compliance training.

GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

206-1

Legal actions for anti-competitive behavior, antitrust, and monopoly practices

During the reporting period, other than as reported in the Company’s SEC filings, 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

Below is a list of the materials/fuel used to produce electricity for CenterPoint Energy in 2019

Materials/Fuels	Units	2019
Coal	Tons	2,281,262
Natural Gas	MCF	874,475

GRI 302: ENERGY 2016

302-1 Energy consumption within the organization

	2019 (mTon CO _{2e})	2019 Consumption (MWh)
Indiana/Ohio Facilities	8,308	15,606

302-4 Reduction of energy consumption

- 2019 CenterPoint Energy Facility Improvements for Indiana and Ohio locations. CenterPoint Energy plans to report all regions in future years.
- Replaced existing lighting with LED lighting at Service Support Center (SSC) ~58,000 sq. ft.
 - Upgraded Johnson Controls Heating, ventilation, and air conditioning (HVAC) software for better control over HVAC systems.
 - Upgraded Wagner Air Handler 1 and Air Handler 2 control sensors.
 - Replaced HVAC Unit at Ellwood staging site.
 - Replaced Jeffersonville LP Pole Lights with LED.
 - Replaced various heaters and furnaces in field offices (Terre Haute, Marion, Noblesville, Greensburg, and Mt. Vernon).
 - Replaced pneumatic controllers on Variable Air Valve control box's (VAV box) giving greater control over HVAC in the Wagner building including temperature set points and system monitoring (remaining at Wagner).

Project	Light Removed	LED Light Installed	Quantity
SSC Bollard and Can Fixture	70W HID Ballast Lamp	35W LED Replacement Type B (Ballast Bypass)	16
SSC Office	50W T5 4' Fluorescent	25W T5 LED Replacement (Ballast Bypass)	948
SSC Parking Lot	400W HID Ballast Lamp	150W LED Replacement (Ballast Bypass)	16
SSC Parking Lot	400W HID Ballast Lamp	150W LED Replacement Type B (Ballast Bypass)	6
SSC Office	32W T8 Fluorescent 4'	14W T8 LED Tubes (Ballast Bypass)	651
SSC Hallways/Closets	26W CFL	9W Type B PL 2 Pin LED (Ballast Bypass)	282
SSC Exit & Emergency Light	3.6W Exit Signs	Die-Cast LED Exit & Emergency Combo 3W with 8.4V Rechargeable Ni-Cad Battery	23
SSC Misc.	17W T8 Fluorescent 2'	G13 9W T8 LED Type B Replacement	4
SSC Misc.	24W T8 Fluorescent 3'	G13 12W T8 LED Type B Replacement	8

302-5 Reductions in energy requirements of products and services

- 2019 Results:
- **Energy Savings:** 2,933,848 MCF/Dth and 260,265MWh
 - **Incentives:** Approximately \$23M
 - Incremental Annual Investment in Electric EE Programs (nominal dollars): **\$46,452,020**

CenterPoint Energy provides our customers with greater choice and control over their energy consumption. We encourage innovative products and services that give customers greater insight into how they use energy. We also promote the installation of energy-efficiency measures. CenterPoint Energy's electric business has more than 20 energy-efficiency programs that benefit 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.

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.

- 2019 Results:
- **11,669** ENERGY STAR homes incentivized
 - **13.99 MWs** of electricity load reduced
 - **28,956 MW hours** of electricity consumption reduced

GRI 303: WATER & EFFLUENTS 2018

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

The boundary of this disclosure is CenterPoint Energy’s electric utility operations in Indiana.

303-1 Interactions with water as a shared resource

Water is withdrawn from the Ohio River and groundwater sources to support power plant operations of the company in Indiana. The water withdrawn is utilized primarily as non-contact cooling water, ash transport water, process water in the scrubbers, floor and equipment drains and sanitary uses. 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 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 (NPDES) permits. If water impact is detected through the monitoring data or visual inspections, the facility works with interested 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 its overall compliance effort.

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

303-2 Management of water discharge-related impacts

Discharges occur through NPDES permitted outfalls that are subject to sampling and analysis. Treatment methods include metals precipitation, activated sludge, and disinfection with chlorine or UV light.

303-3 Water withdrawal

See the following table for information for water withdrawal by source. At A.B. Brown, water withdrawal is calculated using circulating water flows, outside temperature, percentage of evaporation loss, cooling tower cycles and generating hours. At F.B. Culley, water withdrawal is calculated using circulating temperature and flow data.

Water Withdrawal 2019	Surface Water*	Ground Water
A.B. Brown	1,903.1 million gal.	429.4 million gal.
F.B. Culley	60,055.26 million gal.	76.45 million gal.
Totals	61958.36 million gal.	505.85 million gal.

*Surface water includes water from wetlands, rivers, lakes and oceans.

303-4 Water discharge

Water Discharges 2019	Amount Discharged
A.B. Brown Planned Discharge	507.61 million gal.
A.B. Brown Unplanned Discharge	0 million gal.
F.B. Culley Planned Discharge	59,646 million gal.
F. B. Culley Unplanned Discharge	0 million gal.
Total	60,153.61 million gal.

Volumes derived from measuring and calculations are utilized for monthly NPDES permit reporting. Thermal discharges are included. The variance between plants is primarily attributable to the cooling towers at A.B. Brown, which has the ability to reuse ash pond water, and F.B. Culley’s lowered ash pond levels, which resulted in higher than normal discharges.

303-5 Water consumption

The boundary of this disclosure is CenterPoint Energy Indiana Electric Generation.

Water Consumption	2019
Total water consumption	8,744 Megaliters

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

Geographic Area
CenterPoint Energy’s Electric Transmission and Distribution service territories in Texas and Indiana. CenterPoint Energy plans to cover the entire company footprint in four years.

- Houston Electric Territory:**
- Brazoria National Wildlife Refuge
 - Trinity River National Wildlife Refuge
 - San Bernard National Wildlife Refuge
 - Justin Hurst Wildlife Management Area
 - Brazos Bend State Park
 - Sheldon Lake State Park
 - San Jacinto Battleground State Historic Site
 - Galveston Island State Park
 - Armand Bayou Nature Center
 - Virginia Point Peninsula Preserve
 - Katy Prairie Conservancy

- Indiana Electric Territory:**
- Harmonie State Park
 - Hovey Lake Fish & Wildlife Area
 - Twin Swamps Nature Preserve
 - Wabash Lowlands Wetland Conservation Area
 - Blue Grass Fish & Wildlife Area

304-2

Significant impacts of activities, products, and services on biodiversity

- **Construction or use of manufacturing plants, mines, and transport infrastructure.** CenterPoint Energy’s facilities and construction activities typically consist of narrow linear power lines, substations and service centers with relatively small footprints. The company occasionally constructs minimal access roads within its power deliver rights-of-way but does not construct transport projects. These facilities are carefully constructed at the minimum width necessary to avoid wetlands and are cautiously stabilized at stream crossings to prevent disruption of stream flow and erosion.
- **Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources).** CenterPoint Energy maintains a system of controls to contain potential contaminants within its facilities.
- **Introduction of invasive species, pests, and pathogens.** CenterPoint Energy’s Vegetation management activities often serve to suppress growth of invasive species, such as the Chinese tallow tree that has devastated large expanses of grassland prairie habitats in Texas where there is no active land management on private land.
- **Reduction of species.** CenterPoint Energy has avian protection measures incorporated into our power line and right-of-way management programs for nest management, bird protection and collision mitigation measures. The company collects data on bird fatalities and takes measures to reduce harmful avian interactions with energy deliver facilities. Bird fatalities are small in number relative to the extent of natural gas and electric facilities that CenterPoint Energy operates, and the majority of impacted birds are species that thrive in urban environments. We conduct pre-nesting surveys prior to clearing during new line construction projects and annually train vegetation management crews to survey for bird nests prior to conducting tree trimming on existing rights-of-way.
- **Habitat conversion.** CenterPoint Energy service territories are located in metropolitan areas with robust and expanding economies. The company constructs natural gas and electric facilities for reliable service to existing and new customers. Consequently, there is some conversion of natural areas to maintain utility rights-of-way. The company works to minimize its footprint and to manage its corridors in compliance with federal, state and local environmental regulations. We continue to explore ways to improve biodiversity in our footprint.
- **Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level).** CenterPoint Energy facilities do not significantly impact salinities in coastal areas and draw minimally from groundwater sources.

Significant direct and indirect positive and negative impacts with reference to the following:

- **Species affected.** Natural Gas and Electric Operations largely comprise narrow rights-of-way. While new construction could impact native habitats to a small degree, in many cases utility corridors serve as biodiversity habitats in otherwise highly developed areas, providing migration, wintering, foraging and breeding areas for birds, mammals, pollinators, reptiles and amphibians.
- **Extent of areas impacted.** CenterPoint Energy operates approximately 40,000 miles of overhead electric distribution and transmission lines in Texas and Indiana.
- **Duration of impacts.** The construction of natural gas and electric utility facilities includes a mix of temporary and permanent impacts. Where forests are cleared for utility corridors, the forest conversion is permanent. Otherwise, construction impacts are typically minimal. CenterPoint Energy takes measures to minimize long-term impacts, restoring open areas such as grassland prairies and emergent wetlands, and fostering natural regenerative capacity of landscapes.
- **Reversibility or irreversibility of the impacts.** Utility corridors are permanent, yet reversible where habitat conversion occurs. However, utility corridors often maintain pre-construction natural functions and values.

304-3

Habitats protected or restored

- **Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals.** CenterPoint Energy works diligently to minimize project footprints and ecological impacts. In 2019, we contributed \$600,000 to the Texas Parks & Wildlife Department’s Endangered Species Conservation Program to offset potential impacts to Navasota Ladies Tresses, an endangered species, from a transmission line construction project. We also carefully managed a plant population within existing rights-of-way.
- **CenterPoint Energy volunteers planted a half-hectare of intertidal marsh at Virginia Point Preserve, a state-recognized Texas Coastal Preserve area where the company operates multiple electric power lines.** CenterPoint Energy also works with Monarch Gateway, a conservation non-governmental organization dedicated to monarch butterfly conservation, to create seven hectares of monarch and pollinator habitat within a company transmission corridor. We initiated an effort to create 11 acres of pollinator habitat within a planned substation site and secured a wildlife management exemption to achieve significant tax savings for the conservation area.
- **Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures.** CenterPoint Energy is an active member of the conservation community. CenterPoint Energy employees serve on the boards and volunteer for a number of other habitat conservation organizations, including the Galveston Bay Estuary Program, Trees for Houston, the Gulf Coast Bird Observatory, Katy Prairie Conservancy and Houston Audubon Society.

Partner Organization	Nature of Partnership
Galveston Bay Foundation	Board service, financial contributions, volunteer conservation activities (Marsh Mania)
Native Prairies Association of Texas	Financial contributions, conservation project collaboration
Houston Audubon	Financial contribution, education and outreach. Participation in avian monitoring and data collection, including Christmas Bird Count
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, collaboration on wildlife rescue and rehabilitation
Texas Parks and Wildlife Foundation	Financial contributions, participation in avian monitoring and data collection

- **Status of each area based on its condition at the close of the reporting period.** All sites mentioned above are progressing toward achieving functional habitat status and contributing to the health and productivity of surrounding ecosystem.
- **Standards, methodologies, and assumptions used.** Habitat conservation and restoration activities are conducted using proven techniques, based on research and experience from employees and consultants.

304-4

International Union for Conservation Nature (IUCN) Red List species and national conversation list species with habitats in areas affected by operations

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

- No known IUCN red list species’ habitats in the category of “critically endangered” appear in CenterPoint Energy’s electric service territory.
- Three known IUCN red list species’ habitats in the category of “endangered” occur in CenterPoint Energy’s electric service territory.
- Three known IUCN red list species habitats in the category of “vulnerable” occur in CenterPoint Energy’s electric service territory.
- Five known IUCN red list species with habitats in the category of “near threatened” occur in CenterPoint Energy’s electric service territory.

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

GRI 305: EMISSIONS 2016

305-1

Direct (Scope 1) greenhouse gas (GHG) emissions

Scope 1 GHG Emissions Result from the Direct Operations of CenterPoint Energy Assets
Annual CO₂ Emissions (2017- 2019)

Source	2017 (Metric Tons CO ₂ e)	2018 (Metric Tons CO ₂ e)	2019 (Metric Tons CO ₂ e)
Electric Generation	4,757,971	5,467,178	5,255,628
Natural Gas LDC Operations	632,225	605,074	540,975
Electric Transmission and Distribution Equipment (SF6)	12,389	1,053	3,625
Fleet	51,263	76,872	68,171

*2017-2019 CenterPoint Energy natural gas LDC emissions totals include assets in Indiana and Ohio acquired by CenterPoint Energy in 2019
*2017-2019 Fleet emissions are specific to CenterPoint Energy Houston

- Electric generation GHG emissions data measurements are made via Certified Continuous Emission Monitors as required by federal rules. These GHG emission numbers are reported to United States Environmental Protection Agency’s (USEPA) Clean Air Market Division. Natural gas peaking generation turbine GHG emissions are calculated using the engineering calculation and air emission factor. All GHG from generation are reported under the USEPA mandatory GHG reporting rule.
- Natural gas local distribution company (LDC) operations GHG emissions are determined using emission factors and calculations as required by the USEPA mandatory GHG reporting rule.
- Electric Transmission Substation and Distribution Equipment greenhouse emissions in the form of SF6 are determined using emission factors and calculations as required by the USEPA mandatory GHG reporting rule.

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

Facility (e-GGRT ID#)	GHG Reporting Program, 40 CFR 98	2017 (mTon CO ₂ e)	2018 (mTon CO ₂ e)	2019 (mTon CO ₂ e)
Arkansas Arkla (526483)	Subpart W – Total GHG Emissions	86,345	85,472	84,898
Louisiana Arkla (526485)	Subpart W – Total GHG Emissions	30,501	23,531	15,531
Louisiana Entex (526496)	Subpart W – Total GHG Emissions	18,359	18,402	19,280
Minnesota Gas (526480)	Subpart W – Total GHG Emissions	75,336	72,969	71,782
Mississippi Entex (526498)	Subpart W – Total GHG Emissions	19,038	18,777	19,371
Oklahoma Arkla (526488)	Subpart W – Total GHG Emissions	18,955	19,249	18,606
Texas Arkla (526491)	Subpart W – Total GHG Emissions	2,492	2,639	1,608
Texas Entex (526494)	Subpart W – Total GHG Emissions	167,436	172,345	162,218
Indiana Gas Co (526064)	Subpart W – Total GHG Emissions	93,640	88,877	74,994
Southern Indiana Gas Co (525996)	Subpart W-Total GHG Emissions	32,651	30,477	24,784
Vectren Energy Delivery of Ohio (526066)	Subpart W-Total GHG Emissions	87,472	72,368	47,929
Total	Subpart W-Total GHG Emissions	632,225	605,074	540,975

305-3

Other indirect (Scope 3) GHG emissions

Scope 3 indirect emissions are GHG emissions reported to the USEPA based on the amount of natural gas supplied to end use customers.

Facility (e-GGRT ID#)	GHG Reporting Program, 40 CFR 98	2017 (mTon CO ₂ e)	2018 (mTon CO ₂ e)	2019 (mTon CO ₂ e)
Arkansas Arkla (526483)	Subpart NN – Net GHG Quantity	2,669,357	3,285,099	3,089,454
Louisiana Arkla (526485)	Subpart NN – Net GHG Quantity	594,214	713,980	717,642
Louisiana Entex (526496)	Subpart NN – Net GHG Quantity	347,276	399,872	390,403
Minnesota Gas (526480)	Subpart NN – Net GHG Quantity	7,282,013	7,282,013	8,108,917
Mississippi Entex (526498)	Subpart NN – Net GHG Quantity	755,207	883,367	859,293
Oklahoma Arkla (526488)	Subpart NN – Net GHG Quantity	463,698	579,643	594,159
Texas Arkla (526491)	Subpart NN – Net GHG Quantity	57,603	71,932	72,450
Texas Entex (526494)	Subpart NN – Net GHG Quantity	5,863,170	7,566,135	7,535,651
Indiana Gas Co (526064)	Subpart NN – Net GHG Quantity	4,577,746	5,388,223	4,999,754
Southern Indiana Gas Co (525996)	Subpart NN – Net GHG Quantity	725,574	1,196,342	895,572
Vectren Energy Delivery of Ohio (526066)	Subpart NN – Net GHG Quantity	2,240,477	2,558,373	2,457,051
Total	Subpart NN – Net GHG Quantity	25,576,336	30,466,911	29,720,350

305-5

Reduction of GHG emissions

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. Our focus on energy delivery differentiates us from other utilities that have a larger concentration on power generation.

Committed to a Clean Energy Future: Carbon Policy

In March 2020, CenterPoint Energy 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. The reduction targets and goals are based on our 2005 emission levels.

To achieve our reduction goals, CenterPoint Energy will focus on four areas:

- 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**.

Indiana Power Generation Portfolio – Integrated Resource Plan

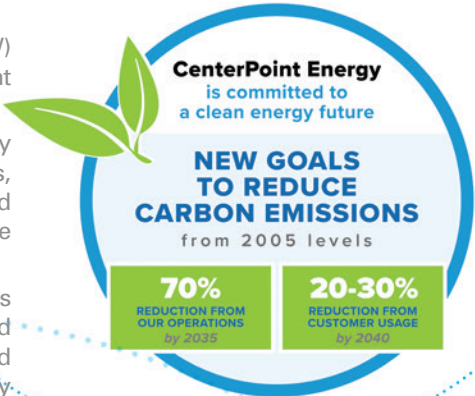
Preferred portfolio expected to save customers \$320 million over next 20 years, lowers carbon emissions by nearly 75%.

During our final Integrated Resource Plan (IRP) public stakeholder meeting, CenterPoint Energy presented a preferred portfolio to diversify its electric generation fleet in the coming years. The IRP provides for reliability and mitigates risk, while saving electric customers an estimated \$320 million over the 20-year planning period.

Nearly two-thirds of the energy included in the new IRP will be generated from renewable resources, reducing reliance on carbon fuels and lowering carbon emissions by nearly 75% from 2005 levels. The IRP would replace some older coal generation units with significant renewables, including a large percentage of universal solar.

Modeling conducted within the analysis points us to:

- Retiring or exiting agreements involving 730 megawatts (MW) of coal generation, thereby avoiding investments estimated at \$700 million to comply with strict environmental regulations.
- Adding 700-1,000 MW of solar (some connected to battery energy storage) and 300 MW of wind renewable resources, which would allow electric customers access to solar and wind-powered energy at significantly lower costs; and reduce carbon emissions by nearly 75%.
- Adding 460 MW of natural gas combustion turbines; this is approximately half the natural gas capacity of the combined cycle gas turbine proposed in the previous IRP and is designed to back up the renewable resources that supply the majority of customers' energy needs.



We will be pursuing a much larger percentage of renewable energy, as well as continuing to offer energy-efficiency programs to provide customers with options to use energy wisely.

Universal Solar Array

In 2019, CenterPoint Energy received approval from the Indiana Utility Regulatory Commission (IURC) to build a 50 MW universal solar array in eastern Spencer County as part of the company's long-term electric generation transition plan. The solar farm will be located near Troy, Ind., on approximately 300 acres, and will consist of about 150,000 solar panels. The approval marks a step in the company's carbon reduction plan goals.

SF6 Emissions

Sulfur hexafluoride (SF6), a greenhouse gas, 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 EPA's SF6 Emissions Reduction Partnership for Electric Power Systems. We have achieved SF6 emission reductions through a strong leak-detection strategy, a tracking procedure for natural gas inventory, employee training and SF6-containing equipment.

EPA Natural Gas STAR Program

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.

EPA Natural Gas STAR Methane Challenge Program

CenterPoint Energy is a founding member of the USEPA’s Natural Gas STAR Methane Challenge Program in which natural gas utilities work on an effort to reduce carbon emissions through voluntary commitments to reduce methane emissions. The companies that participate in the program represent 66% of the natural gas customers served in the United States.

CenterPoint Energy reached a significant milestone in 2018 by substantially completing the elimination of cast-iron pipes in its distribution system prior to its merger with Vectren Corporation. CenterPoint Energy expects to remove all cast-iron pipe in its Indiana and Ohio service territories by 2023. The company has committed to replacing unprotected steel and cast-iron mains and services at a rate of at least 5% annually. CenterPoint Energy is working to replace all unprotected steel mains by year-end 2032.

Through our proactive pipe replacement program and our participation as a founding partner in the EPA’s Natural Gas Methane Challenge Program, we expect to improve the safety, integrity and reliability of our system and reduce GHG emissions from our operations.



2019 Regional Pipe Replacement

	Arkansas	Oklahoma	Louisiana	Mississippi	Minnesota	Texas	Indiana	Southern Indiana	Ohio
Bare/Coated Unprotected Steel			No Bare/Coated Unprotected Steel	No Bare/Coated Unprotected Steel					
Miles of Pipe in system at beginning of year	74.3	37.0	—	—	196.4	8.6	321.8	139.1	458.7
Miles of Pipe at End of Year (DOT report)	61.2	15.5	—	—	173.4	0.2	311.3	138.0	418.2
Miles of Pipe Replaced	13.1	21.6	—	—	23.0	8.4	10.5	1.1	40.6
% Replaced	17.6	58.2	—	—	11.7	97.5	3.3	0.8	8.8
Cast Iron		All Cast Iron Removed in 2018	All Cast Iron Removed in 2016	All Cast Iron Removed in 2018	All Cast Iron Removed in 2017	All Cast Iron Removed in 2017	All Cast Iron Removed in 2017		
Miles of Pipe in system at beginning of year	—	—	—	—	—	—	41.7	68.9	43.9
Miles of Pipe at End of Year (DOT report)	—	—	—	—	—	—	33.9	63.3	36.3
Miles of Pipe Replaced	—	—	—	—	—	—	7.8	5.5	7.5
% Replaced	—	—	—	—	—	—	18.7	8.0	17.2

ZEVAC Air-Powered Tool Moves Gas and Eliminates Emissions

CenterPoint Energy is employing innovative, environmentally responsible technology called ZEVAC® (Zero Emission Vacuum and Compressor) to transfer natural gas between two pipelines, saving the company natural gas along the way. ZEVAC uses compressed air to suction the process vessel or pipeline segment and move gas into an adjacent pipeline without emitting methane into the atmosphere. This tool helps eliminate emissions, waste, noise and hazards, all of which benefit our employees and the community.

After piloting the technology in Minnesota on a limited scale, CenterPoint Energy purchased two ZEVAC units for broader use across its pipeline distribution system in the state. By regularly using the technology to reduce the need to vent or flare gas, CenterPoint Energy expects to achieve significant emission reductions in Minnesota.

ZEVAC Pilot Projects:

- **Burnsville:** During replacement of a 2.1-mile stretch of 24-inch steel pipe, ZEVAC units helped CenterPoint Energy avoid the vented release of gas representing about 61 metric tons of CO₂ equivalent.
- **Minneapolis:** About 5 miles of 20-inch steel pipe was isolated for replacement. By depressurizing the isolated pipe and transferring the gas into another pipe, ZEVAC units avoided the vented release of gas representing about 22.4 metric tons of CO₂ equivalent.
- **Coon Rapids:** During inspection of more than 3 miles of 24-inch-diameter pipe, ZEVAC units avoided the vented release of gas representing almost 67 metric tons of CO₂ equivalent.

Picarro Advanced Leak Detection

CenterPoint Energy has 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. Vehicles equipped with the Picarro technology efficiently survey CenterPoint Energy’s pipeline system at street level, enabling the company to quickly identify and respond to even the smallest leaks. It can also discriminate among pipeline natural gas, naturally occurring biogas and vehicle exhaust, reducing the chance of false positives.

305-7

Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions

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

Annual Electric Generation System Emissions (2017 – 2019)

	2017 (mTons)	2018 (mTons)	2019 (mTons)
Sulfur Oxide (SO _x)	5,043	5,480	4,643
Nitrogen Oxide (NO _x)	3,546	4,698	4,530
Particulate Matter (PM)*	216	239	274
Total	8,805	10,417	9,447
*Totals include CenterPoint Energy’s share (50 percent) of total Warrick Unit 4 emissions. PM does not include Warrick			
*Pre-2019 generation values in this report reflect Vectren power generation assets prior to their acquisition by CenterPoint Energy.			

- SO₂ emissions are down more than 90% since 1970. All units in the CenterPoint Energy system are equipped with scrubbers for SO₂ control.
- NO_x emissions are down 80% since 1970. All units in the CenterPoint Energy system are controlled for NO_x, with four of the five units using selective catalytic reduction technology for advanced NO_x control.
- All units in CenterPoint Energy’s system have advanced controls for particulate matter. Two units have state-of-the-art fabric filters that remove 99% of soot and dust.

GRI 306: EFFLUENTS & WASTE 2016

306-2

Waste by type and disposal method

- CenterPoint Energy continues to seek commercial opportunities to recycle and reuse its waste products wherever possible and has a robust recycling program in place across all business units.
- In the energy delivery business, natural gas distribution operations collects unused and expired natural gas pipeline for plastic recycling. In the 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. In addition, the F.B. Culley plant has recycled nearly 100 percent 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 charities.

CenterPoint Energy Houston Electric (2019)	
Hazardous Waste – Recycled	Tons
Diesel	0.578
Petroleum Distillates	0.9
Kerosene	0.42
Miscellaneous Substances	1.65
Ethylene Glycol	3.43
Paint Waste (Universal)	3.42
Waste Mercury (Universal)	0.00075
Lead Acid Batteries (Universal)	38.67
Lithium Ion Batteries (Universal)	0.32
Various Small Volume Hazardous Wastes	2.13

CenterPoint Energy Houston Electric (2019)	
Non-Hazardous Waste – Landfill	Tons
PCB Soil and Debris	567.43
CCA Weathered Poles	262.16
Clean Soil	51,957.50
Weathered Wood	2,534.21
Construction Debris/Plant Trash	8,571.15
Hydrovac Drilling Slurry	26.7
Weathered Poles	3,199.45
Mineral Oil Soil	609.24
Cable Duct Sludge	34.31
Storm Water Sediment	15.35
Vehicle Lift Rack Sump Waste	196.07
Class 1 Like Soil	748.76
Various Small Volume Non-Hazardous Wastes	3.84

CenterPoint Energy Houston Electric (2019)	
Non-Hazardous Waste – Recycled	Tons
Oil Filters	0.66
Oily Water	0.66
Grease	0.28
Used Oil	31.12
Fluorescent Lamps	1.2
High Intensity Discharge Lamps	4
Electronic Wastes	130
High Intensity Discharge Lamps	4
Electronic Wastes	130
Paper, Cardboard	2.47
Scrap Metal	6,558
Transformers	10,752 each
Transformer Oil	502,211 gallons

Indiana Electric Generating Power Plant Waste (2019) – Hazardous Waste		
EPA Disposal Method	Pounds	Tons
H141 - Storage, bulking, and/or transfer	3,530	1.8

Indiana Electric Generating Power Plant Waste (2019) – Non-Hazardous Waste		
EPA Disposal Method	Pounds	Tons
H132 - Landfill or Surface Impoundment	30,320	15.2
H061 - Fuel Blending prior to energy recovery	123,711.4	61.86

Recycling Total by Type of Waste (Indiana and Ohio) 2019		Pounds Recycled
Paper		542,442
Aluminum		37,831
Plastic		47,416
Cardboard		440,802
Fly Ash		328,312,000
Gypsum		359,990,000
Lamps		2,333
Batteries		2,702
Electronics		33,511
Scrap Metals		1,399,549
Transformers		418,903
Industrial Plastics		120,948
Wood Pallets and Reels		64,680
Tree Trimmings		840,000
Automotive Batteries		14,450
Tires		70,245

Natural Gas Operations: Arkansas, Indiana, Louisiana, Mississippi, Minnesota, Ohio, Oklahoma, and Texas (2019)		
Disposal Method	Hazardous Waste	Pounds
Recycling	H010 Metals recovery	298
	H039 Other recovery	345
	H061 Fuel blending	26,329
Disposal	H040 Incineration	8,927
	H100 Physical treatment	40
	H110 Stabilization	1,090
	H121 Neutralization	508
	H132 Landfill	163,727
	H141 Transfer/Storage	94,086

Natural Gas Operations: Arkansas, Indiana, Louisiana, Mississippi, Minnesota, Ohio, Oklahoma, and Texas (2019)		
Disposal Method	Non-Hazardous Waste	Pounds
Reuse	Reuse	200
Recycling	Metals recovery	2,639
	Other recovery	8,918
	Fuel recovery	11,930
Disposal	Fuel blending	56,346
	Incineration	7,757
	Physical treatment	267,498
	Stabilization	2,178
	Landfill	12,010,247
	Discharge to Sewer or POTW or NPDES	308,000
	Transfer/Storage	4,770

Natural Gas Operations: Arkansas, Indiana, Louisiana, Mississippi, Minnesota, Ohio, Oklahoma, and Texas (2019)		
Disposal Method	Universal Waste	Pounds
Recycling	Metals Recovery	3,204
	Other recovery	145,787
	Fuel blending	790

306-3

Significant spills

CenterPoint Energy did not have any significant spills in 2019.

306-4

Transport of hazardous waste

CenterPoint Energy generates hazardous waste but does not transport or treat them. Transportation is handled by transporters that are registered with the EPA and Department of Transportation.

GRI 307: ENVIRONMENTAL COMPLIANCE 2016

307-1

Non-compliance with environmental laws and regulations

During 2019, CenterPoint Energy did not receive any fines or enter into agreed orders for non-compliance with environmental laws and regulations. The company is committed to complying with environmental laws and regulations and works with regulatory agencies as part of its overall compliance effort.

CenterPoint Energy Electric Generation, CenterPoint Energy Gas; and CenterPoint Energy Houston Electric	
Total monetary value of fines in 2019	\$0.00
Total number of sanctions in 2019	7 violation notices

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

308-1

New suppliers that were screened using environmental criteria

CenterPoint Energy strives to reduce the consumption of new materials and the waste streams resulting from its extensive supply chain. Our robust reuse and recycle program for hazardous and non-hazardous waste has diverted more than a half million tons of waste from the landfill each year, reducing the need to purchase new materials and generating new revenue streams that help offset disposal costs. This program has been effective in reducing environmental impacts while utilizing materials already in our supply chain.

GRI 401: EMPLOYMENT 2016

401-1

New employee hires and employee turnover

2019 Employee turnover rate: 11.9% (Voluntary: 6.7%, Involuntary: 5.2%); Employee hire rate: **13.9%**

New Employee Hires by Gender (2019)

Gender	Employees
Male External Hires	412
Female External Hires	198
Total External Hires	610
– Total Female External Hires (% of total)	32.5%

New Employee Hires by Age Group (2019)

Age	Employees
Under 25	171
25-30	143
30-35	113
35-40	65
40-45	43
45-50	35
50-55	22
55-60	11
60-65	7
Total External Hires	610

New Employee Minority Hires (2019)

Minority Hires	Employees
Total Minority External Hires	303
– Total Minority External Hires (% of total)	49.7%

401-2

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

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. The 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. Benefits include medical, dental, vision, life, disability and accident coverage, as well as retirement and savings plans, paid time-off and career development opportunities.

GRI 402: LABOR MANAGEMENT RELATIONS 2016

402-1 Minimum notice periods regarding operational changes

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.

GRI 403: OCCUPATIONAL HEALTH & SAFETY 2018

403-1 Occupational health and 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. CenterPoint Energy’s SMS was implemented as a voluntarily program and modeled after API RPI 1173 guidelines for development of Pipeline Safety Management Systems and Occupational Safety and Health Administration (OSHA) guidance. This SMS model is a best practice within the industry and highly rated by peer benchmarking groups, such as the American Gas Association (AGA). CenterPoint Energy voluntarily extended SMS to include Electric Operations, where implementation is ongoing.

CenterPoint Energy’s SMS includes the following safety programs and activities: Workforce safety, OSHA compliance, United States Department of Transportation (DOT) compliance, audits and inspections, quality assurance, quality control, contractor monitoring (quality management programs), management of change, technical training and operator qualification, risk management, incident investigation and management, root cause analysis, corrective action, lessons learned, damage prevention and public safety.

The SMS is evaluated annually using a maturity assessment CenterPoint Energy participates in internal audits for each of the elements of the SMS as set forth through the company’s internal audit department. Lastly, we have participated in external assessments of our program and will continue to do so in the future.

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

Risk assessment and hazard mitigation are achieved through multiple processes administered by the Safety and Training organization: Job site and facility inspections, contractor audits, quality control testing, risk register monitoring, bow-tie exercises, job briefings, incident reporting and investigation, root cause analysis, hazard risk assessments, behavior-based observations, near-miss reporting, lessons-learned communications, among others. In addition, a comprehensive risk-based approach is used within CenterPoint Energy’s SMS for identification of work-related hazards.

Ongoing reviews of existing processes occur through the company’s commitment to innovation and continuous improvement. Formal effectiveness assessments are conducted as part of the company’s SMS. Structured continuous improvement events, workshops and projects encourage cross-functional collaboration across the organization, engage our workforce in safety enhancements and enhance focus on improvement opportunities. Job descriptions, training and talent assessments check that those who are carrying out these processes are qualified to do so and continue to seek improvement through the check and adjust events.

The results of the processes described above are reported through several executive governance and management committees to provide oversight of the processes, their results and the identified actions. The committees establish a venue to gather support for items identified to improve safety performance.

Work-related hazards are reported through supervision or through a digital portal that offers employees the ability to report anonymously, if they prefer. Our culture puts safety first. In the event that employees are worried about repercussions, they can report anonymously and know that the issue will be reviewed, addressed and communicated through our safety communications.

CenterPoint Energy affords “Stop Work Authority” to every employee. Should an employee feel a situation is not safe, they have the authority to stop work at any time until the situation has been addressed. Stop Work Authority is reinforced throughout our processes and procedures to deliver a consistent message companywide.

Our processes for investigating work-related incidents include: after-action review, timeline creation and root cause analysis, including the use of tools such as the fishbone diagram, TapRoot and 5-why analysis. All of these tools help us to thoroughly evaluate incidents and understand the hazards that lead to them, the consequences the controls are in place, and opportunities for improvement. Any action items that may result are documented and tracked to appropriately resolve the incident. Tracking of actions and evaluation of risks over time allow us to make a correlation between our efforts and the reduction of risk.

403-3 Occupational health services

At CenterPoint Energy, occupational health services are managed confidentially by the Safety department, in collaboration with the Human Resources and Insurance departments. The Medical Case Management (MCM) team partners with occupational medicine providers and insurance carriers across all service territories, as needed, to provide care needed for employees who experienced work-related injuries. MCM specialists are HIPAA-trained with a nurse on staff to help with monitoring worker restrictions and needed medical evaluations. The MCM team serves as a resource to Field Safety Specialists and local supervisors during incident investigations. They are engaged to support proper care during initial and follow up treatment. Their expertise is beneficial for a safe and seamless return to work process. The MCM team is vital in ensuring proper recording of injury incident information. Incident information is shared with incident investigation teams without names or employee details to maintain confidentiality. Incidents are reviewed at a high level in safety and staff meetings to communicate learning opportunities and trends. Incident reports are also sent across the organization to show safety incidents by area or region without employee-specific information.

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

CenterPoint Energy emphasizes a commitment to safety across all of our utility operations. Safety is one of our core values and reflects our dedication to providing a workplace where safety is considered everyone’s responsibility. We have a variety of safety programs to encourage employee participation. Our behavior-based safety (BBS) program allows employees to conduct safety observations to identify and correct unsafe behaviors and conditions while remaining anonymous, if they choose. This program provides valuable feedback and actionable information, and our employees are the driving force behind it. A major element of the BBS program are core teams comprised of employees with support from sponsoring managers and Employee Safety Leaders. The core teams use data from safety observations and incidents to create safety action plans that improve safety performance within their respective departments, offices, districts and regions. The core teams include union and non-union employees at all levels of the company. These teams also plan and host annual safety summits to raise safety awareness among coworkers.

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

A Union Safety Program established in 2016 focuses specifically on conducting peer safety observations and providing coaching to promote safe work practices for union members. Positions created as a part of this program include union safety representatives and union safety board members. Employees who serve in these roles are involved in incident investigations and provide corrective actions, including communication of important findings to help prevent incidents.

A Safety Culture Advisory Council has been implemented in our IN/OH operational region, comprised of senior leaders, safety personnel, union leadership and key members of operations. The council meets regularly to discuss safety strategy. This meeting is led jointly by company and union officials who together discuss safety concerns and opportunities for improvement. At the regional level, formal safety committees called guidance teams are spearheaded by operations personnel, supported by Safety and include bargaining unit and non-bargaining employees from local areas. These teams engage the grassroots workforce in safety improvement opportunities. This council approach is being evaluated for implementation in other areas within the company.

Topics covered in formal labor agreements related to safety include:

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

403-5

Worker training on occupational health and safety

CenterPoint Energy uses a blended approach to safety training to enhance the learning experience based on complexity of topic and training objectives. Need analysis is conducted when regulation or best practices require a change to safety policies and procedures to ensure the appropriate employees are properly trained on changes. Employee training courses are assigned and reported by position. Employees are enrolled in Computer-Based Training (CBT) and/or Instructor-Led Training (ILT) courses based on their level of hazard exposure.

Typically, corporate professionals receive CBTs and gas, electric, power generation and fleet shop employees receive a mix of CBT and ILT courses. For ILT courses, internal instructors from the Safety department are engaged for topics, such as Smith System training for drivers, with vendors being hired for equipment-specific training. All trainers are qualified for the topic(s) they deliver. CBTs are developed and implemented according to OSHA, DOT and other regulatory agencies requirements. Courses are offered during the workday and provided at no charge to employees. Employees are required to attend the courses associated with their position or job code and are paid for attendance. Training effectiveness is assessed by course evaluations and performance evaluations, where applicable. Safety training is incorporated into all facets of the company's Technical Training program.

403-6

Promotion of worker health

CenterPoint Energy provides employee communications, educational resources and health coaching in some areas to promote employee wellness. Gym discounts and other offers are regularly available to employees. Confidentiality is maintained by providing Health Insurance Portability

and Accountability Act (HIPAA) training to Human Resource employees and following HIPAA guidelines. In addition, CenterPoint Energy offers health insurance to all full-time employees for non-occupational medical and healthcare service needs. Options range from a high-deductible health plan to a preferred provider organization plan.

403-7

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

CenterPoint Energy employs a tiered approach to prevention and mitigation of occupational health and safety impacts related to business relationships. We review current and historical safety performance for contractors and vendors who perform work on our behalf against industry standards on safety performance. Our evaluation includes safety programs, training and compliance with applicable federal and state standards. After selections, we continue reviewing performance, and we institute probation for those who do not meet set standards for safety and health. A contractor onboarding process sets our expectations. We also host annual contractor safety summits and review meetings to discuss regulatory requirements, training and industry and performance trends. If a contractor or vendor has a serious incident, a meeting is scheduled to discuss their safety action plan. If a vendor or contractor fails to improve performance, they will be prohibited from continuing work on our behalf.

CenterPoint Energy prevents and mitigates health and safety impacts for our employees through appropriate skills training and education based on employee roles. Employees across the organization also receive safety training upon hire and refresher training as required and based on their position or job code. Additionally, two Industrial Hygiene professionals are employed to ensure proper ergonomic and hazard mitigation programs are in place. A third-party vendor provides an athletic trainer who assists with ergonomic assessments, hands-on training, educational resources and early mitigation of discomfort for personal or work-related medical issues. CenterPoint Energy also 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

CenterPoint Energy's SMS currently covers all employees and those contractor companies that perform pipeline or electrical system work for the company. As appropriate, contractors and their employees are invited to participate in SMS audits, risk mapping exercises and continuous improvement activities.

403-9

Work-related injuries

CenterPoint Energy calculates work-related injury rates per OSHA recordkeeping guidance based on 200,000 hours worked. The company currently calculates serious incidents according to Edison Electric Institute (EEI) guidance for reporting Serious Incidents and Fatalities (SIF) and is working to expand this methodology to include Potential Serious Incidents and Fatalities (PSIF) incidents. This work will help the company focus more on reducing risk that can lead to serious injuries through the implementation of EEI's work on SIF precursors and serious incident classification and learning model.

CenterPoint Energy is committed to strengthening employee and contractor engagement with SMS in response to several serious pipeline safety incidents that have occurred across the industry in recent years. Our SMS will engage all employees in risk identification and mitigation; increase learning and awareness through near miss reporting, incident reviews and internal peer reviews; and create opportunities to engage in continuous improvement activities.

2019 Safety Performance Overview

In 2018, both CenterPoint Energy and legacy Vectren achieved historically low metrics in Recordables, Days Away, Restricted or Transferred (DART), Preventable Vehicle Collisions (PVC) and continued advancements from 2016 and 2017.

For 2019, CenterPoint Energy ranks in the second quartile for DART rate and the first quartile for PVCI rate when compared to peers based on data from AGA and EEI. We continued to see engagement through an employee safety participation rate of 60.5% and an 18% increase in leadership safety participation.

Actions being taken:

- Safety manager collaboration with leadership at top incident locations on safety action plans to address improvement opportunities.
- Virtual safety meetings being held throughout operations and in our corporate functions.
- Ongoing leadership safety engagement webinars reiterate importance of employee interaction, even during the COVID-19 pandemic.
- New interactive safety reports provide update on short-term incentive (STI) metrics on a weekly, monthly and quarterly basis.
 - Provides leaders with the opportunity to understand their organization’s impact on safety results.
- Conversion from legacy SAP Environment, Health and Safety Management module for incident reporting to Riskconnect’s Health and Safety system.
 - Enables consistency in data management, improvement in reporting capability and supports regulatory and compliance activities from one data source.
- Established a structured employee safety on-boarding and development plan through the use of our learning and development platform to offer safety and technical training courses including those focused on driving, worker safety, safety culture and more.
- Risks associated with employee safety are being identified and addressed in regional risk registers through the formal SMS risk management processes.

For All CenterPoint Energy Employees:

- The number and rate of high-consequence work-related injuries (excluding fatalities) = **93 DART cases (Days Away, Restricted or Transferred) with 1.03 DART rate**
- The number and rate of recordable work-related injuries = **154 OSHA recordable cases with 1.70 OSHA rate**
- The main types of work-related injury = **Sprains or strains (See Incident Trend charts below)**
- The number of hours worked = **18,075,962**

2019 Safety Incident Trends for CenterPoint Energy Employees (from 2019 AGA Safety Survey)

Type of Injury/Illness	2019 Totals
Sprains or Strains	79
Fractures	12
Cuts, Lacerations, Punctures	24
Abrasions, Scrapes	1
Bruises, Contusions	7
Heat Burns	1
Chemical Burns or Irritations	2
Exposure to Extreme Temperatures	2
Hearing Loss	3

Amputations	1
Cumulative Trauma	0
Animal Bites/Stings	9
Skin Irritations	3
Other Injuries/Illnesses	10
Leading Other: Foreign Body in Eye, Multiple Type Injuries	

Body Part Affected	2019 Totals
Head	5
Face (Including Nose/Teeth)	5
Eye	5
Ear	4
Neck	7
Back	20
Arm	31
Hand	29
Leg (Including Knee/Hip)	28
Foot (Including Ankle/Toes)	7
Internal Injury	1
Lungs/Respiratory System	0
Abdomen/Stomach	3
Chest/Torso	4
Other	5
Leading Other: Multiple Body Parts	

General Description of Injury/Illness	2019 Totals
Slip, Trip (Excluding Falls)	19
Falls	13
Insect or Animal Bite/Sting	10
Vehicle Collision	12
Equipment Operation	0

Shoveling/Excavating	7
Lifting, Pushing or Pulling	21
Struck by Object or Against Object	16
Power Tool or Hand Tool Use	22
Fire, Explosion	2
Exposed to Harmful Substance	3
Electrical Contact	1
Repetitive Motion	3
Hearing Loss	3
Heat Exhaustion	1
Eye Injury	5
Other	16
Leading Other: Climbing and Stepping Out of Vehicles	

GRI 404: TRAINING & EDUCATION 2016

404-1 Average hours of training per year per employee

- 2019 Training – CNP University:
- Total online courses completed: 199,359
 - Total hours of online courses completed: 99,649*
 - College of Professional Development – Instructor/virtual Instructor-led training: Total participants 3,301
 - Total hours completed: 19,734.5
- *Each course averages approximately 30 minutes or 0.5 hours

Group	Male %	Female %	Racial Diversity %	US Utility Available Workforce	
				Female%	Racial Diversity %
Leadership Academy	66	34	26	22	19
Learning To Lead	56	44	39	33	28
Leadership Essentials	71	29	32	22	19

404-2 Programs for upgrading employee skills and transition assistance programs

CenterPoint Energy’s leadership talent pipeline is a critical contributor to our efforts to build a diverse workforce and inclusive work environment that is reflective of the available workforce. The company has been intentional about building awareness and understanding of the competitive advantages of a diverse leadership team and has placed a focus on diversity and inclusion in leadership development programs and talent reviews. In 2019, the gender and ethnicity representation in our three flagship leadership development programs (Leadership Academy – for high potential leaders; Learning To Lead – for high potential individual contributors, and Leadership Essentials – for those new to leadership) all exceeded the percentages of U.S. Utility Available Workforce for gender and ethnicity. The talent pipeline available in our leadership programs reflect more robust diversity by both race and gender.

404-3 Percentage of employees receiving regular performance and career development reviews

More than 98% of eligible employees received a performance evaluation in 2019.

GRI 405: DIVERSITY & EQUAL OPPORTUNITY 2016

405-1 Diversity of governance bodies and employees

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

Name, tenure, age, gender and Committee membership of Board members are summarized in the following table:

Board Standing Committee Membership (As of March 13, 2020)

Director	Audit Committee	Compensation Committee	Finance Committee	Governance Committee	Age (Gender)	Term Start
Leslie D. Biddle	✓		✓		53 (F)	2018
Scott J. McLean	✓		✓		63 (M)	2013
Martin H. Nesbitt		✓		✓	57 (M)	2018
Theodore F. Pound		✓		Chair	65 (M)	2015
Susan O. Rheney	✓		Chair		60 (F)	2008
Phillip R. Smith	Chair, Financial Expert			✓	68 (M)	2014
Peter S. Wareing		Chair	✓		58 (M)	2005
Number of Meetings Held in 2019	6	4	5	4		

Gender Analysis (2019)

Employment Category	Female (% of Total Females)	Male (% of Total Males)	Total (% of Total Headcount)
Senior Executive	3 (0.1%)	8 (0.1%)	11 (0.1%)
Vice President/Director	59 (2.5%)	148 (2.1%)	207 (2.2%)
Manager/Supervisor	231 (9.9%)	751 (10.6%)	982 (10.4%)
Professional	852 (36.6%)	1,593 (22.4%)	2,445 (25.9%)
Customer Services	592 (25.4%)	164 (2.3%)	756 (8.0%)
Office and Clerical	393 (16.9%)	94 (1.3%)	487 (5.2%)
Technician ¹ (Union)	77 (3.3%)	3,098 (43.6%)	3,175 (33.7%)
Technician ¹ (Non-Union)	123 (5.3%)	1,243 (17.5%)	1,366 (14.5%)
Total	2,330 (100.0%)	7,099 (100.0%)	9,429 (100%)
Technician ¹ – Technician, Craft, Operatives and Laborers			

Minority Analysis (2019)

Employment Category	Minority% by Employment Category
Senior Executive/Vice President/Director	17%
Manager/Supervisor/Professional	33%
Customer Services	61%
Office and Clerical	47%
Technician (Union)	31%
Technician (Non-Union)	35%

Minority Percentage of Total Employees (2019)

Employment Category	Minority (% of Minorities)	Non-Minority (% of Total Non-Minorities)	Total (% of Total Headcount)
Senior Executive	1 (0.0%)	10 (0.2%)	11 (0.1%)
Vice President/Director	36 (1.1%)	171 (2.8%)	207 (2.2%)
Manager/Supervisor	228 (6.9%)	754 (12.3%)	982 (10.4%)
Professional	911 (27.5%)	1,534 (25.1%)	2,445 (25.9%)
Customer Services	461 (13.9%)	295 (4.8%)	756 (8.0%)
Office and Clerical	230 (6.9%)	257 (4.2%)	487 (5.2%)

Technician ¹ (Union)	970 (29.3%)	2,205 (36.1%)	3,175 (33.7%)
Technician ¹ (Non-Union)	477 (14.4%)	889 (14.5%)	1,366 (14.5%)
Total	3,314 (100.0%)	6,115 (100.0%)	9,429 (100%)
Technician ¹ – Technician, Craft, Operatives and Laborers			

Females and Minority as Percentage of Workforce (2019)

Regular Headcount	2019
Regular Headcount - Female	2,330
Regular Headcount - Minority	3,314
% Female	24.7%
% Minority	35.1%

Race/Ethnicity as Percentage of Workforce (2019)

Race/Ethnicity	Total Headcount	% of Total Headcount
White/Caucasian	6,115	64.9%
Black/African American	1,590	16.9%
Hispanic/Latino	1,297	13.8%
Asian	303	3.2%
American Indian/Alaskan Native	30	0.3%
Native Hawaiian or Pacific Islander	4	0.0%
Two or More Races	90	1.0%
Total	9,429	100%

Age Analysis Percentage of Total Employees (2019)

Employment Category	% < 30	% 30 - 50	% > 50
Senior Executive/Vice President/Director	0	50%	50%
Manager/Supervisor/Professional	8%	52%	40%
Customer Services	17%	54%	29%
Office and Clerical	9%	39%	52%
Technician ¹ (Union)	18%	50%	32%
Technician ¹ (Non-Union)	13%	53%	34%
Technician ¹ – Technician, Craft, Operatives and Laborers			

Analysis Headcount of Total Employees (2019)

Employment Category	# < 30	# 30 - 50	# > 50	Total Headcount
Senior Executive	0	4	7	11
Vice President/Director	0	105	102	207
Manager/Supervisor	20	497	465	982
Professional	275	1,276	894	2,445
Customer Services	129	411	216	756
Office and Clerical	44	191	252	487
Technician ¹ (Union)	580	1,580	1,015	3,175
Technician ¹ (Non-Union)	182	726	458	1,366
Total	1,230	4,790	3,409	9,429
Technician ¹ – Technician, Craft, Operatives and Laborers				

GRI 412: : HUMAN RIGHTS ASSESSMENT 2016

412-1	Operations that have been subject to human rights reviews or impact assessments
CenterPoint Energy has officer participation on the Board of Houston Area Women’s Center, which addresses human trafficking as part of their services to our community; we contribute funding annually to support this organization’s vision and mission.	
412-2	Employee training on human rights policies or procedures
CenterPoint Energy employees receive training on CenterPoint Energy’s Ethics and Compliance Code of Conduct.	

GRI 413: LOCAL COMMUNITIES 2016

413-1	Operations with local community engagement, impact assessments, and development programs
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 touch, whether maintaining safety practices, serving as a catalyst to build thriving communities, or developing our current and future workforce.	
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.	

Our enterprise-wide community relations strategy focuses on three pillars: **community vitality, education and local initiatives**. Our Foundation offers grants to local nonprofit organizations that support core programs and services for those they serve. We also 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.

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

2019 Highlights:

- **133,254** hours of volunteer time donated by employees
- **607** nonprofit organizations supported by employees serving on their Board
- **708** employees served on the Board of a nonprofit organization
- **\$433,215** in employee donations matched through our corporate matching gift program
- **\$110,000** in volunteer grants given on behalf of employees and retirees who volunteered 40+ hours for the same nonprofit
- **\$10,000** donated to nonprofits selected by our Volunteers of the Year and United Way Leadership Giver drawing winners



GRI 415: PUBLIC POLICY 2016

415-1	Political contributions
<p>Political Engagement</p> <p>Because 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 achieving our vision.</p> <p>CenterPoint Energy and its employees participate in the public policy process in several ways, including:</p> <ul style="list-style-type: none">• Outreach to government officials to educate them on key issues related to the company’s business;• Employee participation in company and/or industry political action committees (PACs); and• Membership in trade associations that help advance the company’s business interests.	

The company has decision-making and oversight processes in place for our political activities and contributions to meet legal and ethical guidelines. Our **political engagement activities**, including contributions, employee PAC membership, trade association memberships and federal lobbying are disclosed annually.

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.

GRI 416: CUSTOMER HEALTH & SAFETY 2016

416-1 Assessment of the health and safety impacts of product and service categories

While there is no current mechanism to track the percentage of CenterPoint Energy products and services that are assessed for improvement, the company conducts assessments of our systems, assets and business processes for safety and reliability. We have annual targets for evaluating system components and addressing issues that may be found during those assessments. Where our services are concerned, we conduct customer surveys to obtain feedback on our performance levels. We have been recognized by JD Power as a leader in the utility industry in customer satisfaction. We also conduct enterprise and operational risk assessments and implement and track corrective actions to improve the safety of our workers, contractors and our system assets, which are validated through audits and quality control assessments. In addition, we conduct annual assessments of our compliance, training and safety-related programs for compliance with regulatory requirements to identify and implement improvements and to integrate best practices from lessons learned. This includes evaluating the various types of capital projects, maintenance activities and service activities performed by our employees or contractors.

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

In 2019, CenterPoint Energy did not receive fines or warnings from non-compliance incidents related to health and safety impacts of products and services in our eight jurisdictions. One investigation is pending from an incident that occurred in 2019, the outcome of which has not yet been determined.

All jurisdictions had probable violation letters related to non-compliance incidents associated with health and safety impacts of products and services in 2019, but all violations were dismissed based on corrective action plans or evidence provided to support the completion of corrective actions.

GRI 418: CUSTOMER PRIVACY 2016

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

While CenterPoint Energy is not aware of significant complaints concerning breaches of customer privacy and losses of customer data in 2019, the company had a minimal number of substantiated privacy incidents. These incidents did not individually or collectively have a material impact on the company or our customers.



ELECTRIC UTILITY SECTOR SUPPLEMENT

G4-EU1 Installed capacity

Capacity (2019)

MWh	
Installed Capacity	1,167
– Installed Capacity: Coal	1,000
– Installed Capacity: Natural Gas	160
– Installed Capacity: Landfill Gas	3
– Installed Capacity: Solar	4
Purchased Capacity	135
– Purchased Capacity: Coal	32
– Purchased Capacity: Wind	80
– Purchased Capacity: Contract	23

G4-EU2 Net energy output

Net Energy Output (2019)

Total MWh	
Coal	4,587,228
Natural Gas	21,863

Landfill Gas	10,724
Purchased Coal	134,472
Purchased Wind	219,433
Solar	7,473
Total Energy Output	4,981,193

G4-EU3Number of residential, industrial, and commercial customer accounts

Customer Accounts by Territory (2019)

	Residential	Commercial	Other	Total
Houston Electric	2,243,188	291,098	—	2,534,286
Indiana Electric Integrated	128,947	18,995	—	147,942

G4-EU4Length of above and underground transmission and distribution lines by regulatory regime

We calculate circuit lengths and transmission circuits in circuit-miles (not pole or line miles). Vectren’s electric system is in one regulatory regime (Indiana).

Houston Electric Owned and Operated Transmission and Distribution Primary Circuit-Miles (All Voltages – 2019)

Description	Circuit Miles/Overhead Lines	Circuit Miles/Underground Lines
Transmission Lines - 69 kV	259	2
Transmission Lines - 138 kV	2,215	24
Transmission Lines - 345 kV	1,337	—
Total Transmission Lines	3,811	26
Distribution Lines	29,303	25,935

Indiana Electric Owned and Operated Transmission and Distribution Primary Circuit-Miles (All Voltages – 2019)

Description	Circuit Miles – Indiana	Circuit Miles – Kentucky¹
Transmission Lines - 69 kV	548	—
Transmission Lines - 138 kV	408	9
Transmission Lines - 345 kV	48	15

Total Transmission Lines	1,004	24
Distribution Lines	Overhead Lines – 4,559	Underground Lines – 2,483
Kentucky¹ – These assets interconnect with Louisville Gas and Electric Company’s transmission system at Cloverport, KY and with Big Rivers Electric Cooperative at Sebree, KY.		

G4-EU10Planned capacity against projected electricity demand

Planned capacity and projected demand are addressed in the 2019/2020 Integrated Resource Plan (IRP), which was submitted to state regulatory agencies. The IRP can be viewed at www.vectren.com/irp.

G4-EU11Average generation efficiency of thermal plants

Fleet Efficiency (2019)

Efficiency	
Coal Fleet Annual Efficiency	11,065.57 BTU per kWh (30.83% Efficient)
Natural Gas Peaking Unit Fleet Efficiency	13,777.12 BTU per kWh (24.77% Efficient)

Federal Energy Regulatory Commission (FERC) Form 1 Heat Rates (2019)

	Fuel Burned	Avg. Fuel Heat Content	Ave. BTU per kWh of Next Generation
A.B. Brown Units 1 & 2: Coal	1,192,414 Tons	11,302 BTU/lb	11,107
A.B. Brown Units 1 & 2: Natural Gas	227,137 MCF	1,040 BTU/cf	—
A.B. Brown Unit 3: Natural Gas	100,674 MCF	1,042 BTU/cf	14,198
A.B. Brown Unit 3: Oil	1,438 Gallons	137,571 BTU/gal	—
A.B. Brown Unit 4: Natural Gas	188,962 MCF	1,038 BTU/cf	13,562
BAGS* 2: Natural Gas	0 MCF	—	—
F.B. Culley: Coal	665,247 Tons	11,290 BTU/lb	11,107
F.B. Culley: Natural Gas	285,912 MCF	1,041 BTU/cf	—
Northeast Turbines (1 & 2): Natural Gas	0 MCF	—	—
Warrick Unit 4: Coal	360,601 Tons	11,337 BTU/lb	10,859
Warrick Unit 4: Natural Gas	71,791 MCF	1,043 BTU/cf	—
Heat rates shown are annual operating heat rates and include start up shutdown and the effects of low load operation. Full load heat rates are better than the annual rates shown.			
*Broadway Avenue Generating Station			

G4-EU12	Transmission and distribution losses
Indiana and Ohio Transmission and distribution energy losses were 2.75 percent and 3.14 percent, respectively, as a percentage of total available energy for the twelve months ending Dec. 31, 2019.	
CenterPoint Energy Houston Electric Transmission energy losses were 1.58 percent, as a percentage of total available energy for the twelve months ending Dec. 31, 2019.	
Distribution energy losses primary customers were 1.27% and 3.838% for secondary customers, as a percentage of total available energy for the twelve months ending Dec. 31, 2019.	
G4-EU15	Employees eligible for retirement
As of December 31, 2019: <ul style="list-style-type: none">• 26% of employees were eligible for retirement (age 55 and 5 years of service)• 38% of employees will be eligible for retirement in five years (age 55 and 5 years of service)• 48% of employees will be eligible for retirement in 10 years (age 55 and 5 years of service)	
G4-EU28	Power outage frequency
In 2019, CenterPoint Energy Houston Electric recorded a System Average Interruption Frequency Index (SAIFI) of 1.7.	
In 2019, CenterPoint Energy Indiana Electric recorded a System Average Interruption Frequency Index (SAIFI) of 1.37.	
The SAIFI score is calculated by dividing the total number of customers interrupted by a power outage by the total number of customers served.	
G4-EU29	Average power outage duration
In 2019, CenterPoint Houston Electric recorded a System Average Interruption Duration Index (SAIDI) score of 227.61.	
In 2019, CenterPoint Energy Indiana Electric recorded a System Average Interruption Duration Index (SAIDI) score of 174.	
The SAIDI score is calculated by dividing the number of “customer-minutes” (the product of the total number of customers interrupted by a power outage and restoration time) by the total number of customers served.	



CAUTIONARY STATEMENT

This report includes forward looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These forward looking statements are based upon assumptions of management which are believed to be reasonable at the time made and are subject to significant risks and uncertainties. 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. Any statements in this report regarding future events and other statements that are not historical facts are forward looking statements that involve risks and uncertainties including other factors discussed in CenterPoint Energy’s Form 10-K for the fiscal year ended Dec. 31, 2019, CenterPoint Energy’s Form 10-Q for the quarters ended March 31, 2020 and June 30, 2020 and CenterPoint Energy’s other filings with the Securities and Exchange Commission. Each forward looking statement contained in this report speaks only as of Dec. 31, 2019, unless otherwise specified as accurate as of another date.





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