



# 2024 SUSTAINABILITY AND ESG PERFORMANCE METRICS



# SAFETY METRICS FOR SASB, GRI AND UNGC

INDICATOR	UNITS	PERFORMANCE DATA				SUSTAINABILITY DISCLOSURE	REMARKS
		2024	2023	2022	2021		
<b>Clearway Energy, Inc. Safety Metrics</b>							
Worker Hours	hours	155,069	157,549	155,128	162,815	SASB IF-EU-320a.1, GRI 403-9	
OSHA Recordable Injuries	number	0	2	0	0	SASB IF-EU-320a.1, GRI 403-9	
OSHA Total Recordable Injury Rate (TRIR)	rate	0.00	1.27	0.00	0.00	SASB IF-EU-320a.1, GRI 403-9	
Fatalities	number	0	0	0	0	SASB IF-EU-320a.1, GRI 403-9	
Lost Time Injuries (LTI)	number	0	0	0	0	SASB IF-EU-320a.1, GRI 403-9	
Lost Time Injury Rate (LTIR)	rate	0.00	0.00	0.00	0.00	SASB IF-EU-320a.1, GRI 403-9	
Days Away/Restricted Duty or Transfer (DART) Injuries	number	0	1	0	0	SASB IF-EU-320a.1, GRI 403-9	
DART Rate	rate	0.00	0.00	0.00	0.00	SASB IF-EU-320a.1, GRI 403-9	
First Aid Incidents	rate	2	3	2	2	SASB IF-EU-320a.1, GRI 403-9	
<b>Clearway Energy Group Safety Metrics</b>							
Worker Hours	hours	1,806,230	1,560,984	1,446,576	1,330,512	SASB IF-EU-320a.1, GRI 403-9	
OSHA Recordable Injuries	number	9	8	11	3	SASB IF-EU-320a.1, GRI 403-9, UNGC L9	
OSHA Total Recordable Injury Rate (TRIR)	rate	1.00	1.02	1.52	0.45	SASB IF-EU-320a.1, GRI 403-9, UNGC L10	
Fatalities	number	0	0	0	0	SASB IF-EU-320a.1, GRI 403-9	
Lost Time Injuries (LTI)	number	0	2	3	1	SASB IF-EU-320a.1, GRI 403-9	
Lost Time Injury Rate (LTIR)	rate	0.00	0.26	0.41	0.15	SASB IF-EU-320a.1, GRI 403-9, UNGC L10	
Days Away/Restricted Duty or Transfer (DART) Injuries	number	1	3	4	2	SASB IF-EU-320a.1, GRI 403-9	
DART Rate	rate	0.11	0.38	0.55	0.30	SASB IF-EU-320a.1, GRI 403-9	
First Aid Incidents	number	53	28	22	17	SASB IF-EU-320a.1, GRI 403-9	

# ENVIRONMENTAL METRICS FOR SASB, GRI AND UNGC

INDICATOR	UNITS	PERFORMANCE DATA				SUSTAINABILITY DISCLOSURE	REMARKS
		2024	2023	2022	2021		
<b>Flexible Generation Assets</b>							
Total Scope 1 - tCO2e	metric tonnes CO2e	461,040	539,457	650,000	620,000	SASB IF-EU-110a.1, UNGC E6	
Total Scope 2 - tCO2e	metric tonnes CO2e	4,558	5,381	10,000	10,000	SASB IF-EU-110a.2, UNGC E6	
<b>Renewable Assets</b>							
Total Scope 1 - tCO2e	metric tonnes CO2e	2,796	3,332	2,424	Not Collected	GRI 305-1, UNGC E6	
Total Scope 2 - tCO2e	metric tonnes CO2e	9,818	10,275	8,611	Not Collected	GRI 305-1, UNGC E6	
Indirect energy consumption: Electricity use at offices and buildings	MWh	24,949	23,751	19,906	11,717	UNGC E4 and E6	
Fuel consumption	gallons	31,628	283,017	272,810	244,450	UNGC E4 and E6	
Total energy consumed	MWh	24,949	23,751	19,906	11,717	GRI 302-1	
Total water use	gallons	2,205,818	2,665,054	1,343,145	734,190	GRI 303-5, UNGC E13	Tracked at 92% of renewable sites in 2024, 89% in 2023, 84% in 2022, and 74% in 2021
Total waste generated	pounds	4,213,000	1,351,404	336,422	596,200	GRI 306-3, UNGC E19	Tracked at 92% of renewable sites in 2024, 89% in 2023, 84% in 2022, and 74% in 2021
Federally designated hazardous waste	pounds	0	0	0	0	GR 306-4, UNGC E20	
Waste diverted to recycling sites	pounds	3,933,600	1,096,943	312,400	292,600	GRI 306-3, UNGC E19	
Used oil filters and oil-contaminated materials recycled	pounds	402,600	79,976	49,110	116,076	UNGC E19	
Used industrial oils recycled	gallons	9,011	8,670	5,888	13,918	UNGC E19	
Waste disposed to permitted landfill	pounds	279,400	254,461	253,000	303,600	UNGC E19	

# CLEARWAY ENTERPRISE SOCIAL METRICS FOR GRI AND UNGC

INDICATOR	UNITS	PERFORMANCE DATA				SUSTAINABILITY DISCLOSURE	REMARKS
		2024	2023	2022	2021		
<b>Community Impact</b>							
Direct economic value generated and distributed: Property taxes	USD	\$68,188,401	\$51,771,005	\$59,000,000	\$45,200,000	GRI 203-2	
Direct economic value generated and distributed: Landowner payments	USD	\$22,696,837	\$13,400,000	\$16,000,000	\$13,000,000	GRI 203-2	
Company's annual financial contributions to community and charitable organizations	USD	\$1,552,979	\$525,000	\$760,000	\$643,000	GRI 203-2	Includes employee donation matching program
Contributions to Clearway's PAC	USD	\$122,680	\$118,000	\$200,000	\$40,000	GRI 415-1	
<b>Human Resources and DEI</b>							
Female employees by region: East	number	55	55	49	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Female employees by region: Gulf Coast	number	41	36	40	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Female employees by region: Midwest	number	15	19	16	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Female employees by region: Rocky Mountain	number	25	19	17	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Female employees by region: West	number	121	121	108	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Female employees by region: Entire Country	number	257	250	230	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Male employees by region: East	number	107	99	89	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Male employees by region: Gulf Coast	number	122	126	111	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Male employees by region: Midwest	number	64	63	60	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Male employees by region: Rocky Mountain	number	47	48	37	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Male employees by region: West	number	294	276	251	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use
Male employees by region: Entire Country	number	634	612	548	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use



# CLEARWAY ENTERPRISE SOCIAL METRICS FOR GRI AND UNGC

INDICATOR	UNITS	PERFORMANCE DATA				SUSTAINABILITY DISCLOSURE	REMARKS
		2024	2023	2022	2021		
New hires	number	163	64	221	203	GRI 401-1	
Employee turnover	%	15.5%	12.7%	16.0%	16.9%	GRI 401-1	
Parental leave: Number of male FTEs employees entitled to benefit	number	805	706	780	521	GRI 401-3	
Parental leave: Number of female FTEs employees entitled to benefit	number	322	279	238	181	GRI 401-3	
Parental leave: Number of male FTEs employees who used benefit	number	42	47	31	32	GRI 401-3	
Parental leave: Number of female FTEs employees who used benefit	number	13	9	6	12	GRI 401-3	
Parental leave: Number of FTE that returned to work and are still employed 12 months after return	%	86	84%	85%	100%	GRI 401-3	48 of 56 employees (86%) returned to work and are still employed 12 months after their return.
Employees receiving regular performance and career development reviews	%	100%	100%	100%	100%	GRI 404-3	
Individuals who identify as women	%	29%	29%	30%	25.8%	GRI 405-1	
Individuals who identify as men	%	71%	71%	70%	74%	GRI 405-1	
People of color	%	34%	34%	33%	31.9%	GRI 405-1	
Employees under 30 years old	%	19.5%	20.3%	24%	Not Reported	GRI 405-1	In 2021, Clearway did not report on this GRI indicator.
Employees between 30-50 years old	%	63.6%	63.2%	61%	Not Reported	GRI 405-1	In 2021, Clearway did not report on this GRI indicator.
Employees over 50 years old	%	16.9%	16.5%	15.0%	Not Reported	GRI 405-1	In 2021, Clearway did not report on this GRI indicator.
Board of Directors: Female	%	9%	8%	9%	8%	GRI 405-1, UNGC G11	
Board of Directors: People of color	%	9%	8%	9%	8%	GRI 405-1, UNGC G12	
Board of Directors over 50 years old	%	67%	67%	64%	75%	GRI 405-1, UNGC G13	
Board of Directors between 30-50 years old	%	33%	33%	36%	25%	GRI 405-1, UNGC G14	
Office-based employees: People of color	%	34%	37%	31%	30.4%	GRI 405-1	
Office-based employees: Women	%	42%	40%	41%	39.8%	GRI 405-1	

# CLEARWAY ENTERPRISE SOCIAL METRICS FOR GRI AND UNGC

INDICATOR	UNITS	PERFORMANCE DATA				SUSTAINABILITY DISCLOSURE	REMARKS
		2024	2023	2022	2021		
Office-based employees: Men	%	58%	60%	59%	60.2%	GRI 405-1	
Site-based employees: Women	%	14%	15%	10%	7.9%	GRI 405-1	
Site-based employees: People of color	%	39%	38%	38%	33.9%	GRI 405-1	
Managerial position: Women	%	32%	28%	27%	27.9%	GRI 405-1, UNGC L7	Managerial position refers to manager and above
Managerial position: Men	%	68%	72%	73%	72.1%	GRI 405-1	Managerial position refers to manager and above
Managerial position position: People of color	%	26%	25%	23%	23.5%	GRI 405-1	Managerial position refers to manager and above
C-Suite position: Women	%	40%	40%	30%	34.8%	GRI 405-1, UNGC L7	
C-Suite position: Men	%	60%	60%	70%	65.2%	GRI 405-1	
C-Suite position: People of color	%	0%	0%	23%	26.1%	GRI 405-1	
Incidents of discrimination and corrective actions taken	number	0	0	0	0	GRI 406-1	
Incidents of violating rights of Indigenous Peoples	number	0	0	0	0	GRI 411-1	
Executive remuneration linked to the company's ESG goals	yes/no	Yes	Yes	Yes	Yes	UNGC G10	
Annual employee acknowledgment of Code of Conduct	yes/no	Yes	Yes	Yes	Yes	UNGC AC3	Employees acknowledge Clearway's Code of Conduct and Employee Handbook annually.
<b>Supplier Sustainability &amp; Procurement</b>							
Proportion of spending on local suppliers	%	10%	10%	5.9%	Not collected	GRI 204-1	In 2021, Clearway did not report on this GRI indicator.
New suppliers screened using environmental criteria	%	100%	100%	100%	Not collected	GRI 308-1	In 2021, Clearway did not report on this GRI indicator.
New suppliers screened using social criteria	%	100%	100%	100%	100%	GRI 414-1	

Please note as of 2024, Clearway has elected to use the term "managerial position" in place of "senior management position" in the metrics table. The 2023 diversity metrics for managerial position have been updated to reflect this change.