



Avangrid GRI Report

For the year-ended December 31, 2022



Jun-23

ABOUT THIS REPORT:				
Indicator	New Code	Description	Response / Reference to Information	
GRI 102: General Disclosures				
Organizational Profile			2022	
102-1	102-1		Name of the organization	Avangrid, Inc.
102-2	102-2	2-6-b-i	Activities, brands, products and services	<p>Avangrid aspires to be the leading sustainable energy company in the United States. A commitment to sustainability is firmly entrenched in the values and principles that guide Avangrid, with environmental, social, governance and financial sustainability key priorities driving our business strategy. Avangrid has approximately \$41 billion in assets and operations in 24 states concentrated in our two primary lines of business - Avangrid Networks and Avangrid Renewables. Avangrid Networks owns eight electric and natural gas utilities, serving approximately 3.3 million customers in New York and New England. Avangrid Renewables owns and operates 9.2 gigawatts of electricity capacity, primarily through wind and solar power, with a presence in 22 states across the United States. Avangrid supports the achievement of the Sustainable Development Goals approved by the member states of the United Nations, was named among the World's Most Ethical companies in 2022 for the fourth consecutive year by the Ethisphere Institute and is listed as a Forbes Best-In-State Employers 2022 and recognized by Just Capital as one of the 2022 Just 100, an annual ranking of the most just U.S. public companies for the third time. Avangrid employs approximately 7,600 people. Iberdrola S.A., or Iberdrola, a corporation (sociedad anónima) organized under the laws of the Kingdom of Spain, a worldwide leader in the energy industry, directly owns 81.6% of the outstanding shares of Avangrid common stock.</p> <p>Our direct, wholly-owned subsidiaries include Avangrid Networks, Inc., or Networks, and Avangrid Renewables Holdings, Inc., or ARHI. ARHI in turn holds subsidiaries including Avangrid Renewables, LLC, or Renewables. Networks owns and operates our regulated utility businesses through its subsidiaries, including electric transmission and distribution and natural gas distribution, transportation and sales. Renewables operates a portfolio of renewable energy generation facilities primarily using onshore wind power and also solar, biomass and thermal power.</p> <p>Please see page 7 of Avangrid Form 10K - 2022</p>
102-3	102-3		Location of headquarters	<p>The principal offices of Avangrid and Networks are located in Orange, Connecticut; Portland, Maine; and Rochester, New York, while Renewables' headquarters are located in Portland, Oregon and Boston, Massachusetts. In addition, Avangrid and its subsidiaries have various administrative offices located throughout the United States.</p> <p>Please see page 41 of Avangrid Form 10K - 2022</p>
102-4	102-4	2-1	Location of operations	<p>All operations are in the United States. A presence in 22 states.</p> <p>Please see page 14 of the 2022 Avangrid Sustainability Report.</p>
102-5	102-5		Ownership and legal form	<p>Avangrid, Inc. (Avangrid, we or the Company) is an energy services holding company engaged in the regulated energy transmission and distribution business through its principal subsidiary Avangrid Networks, Inc. (Networks), and in the renewable energy generation business through its principal subsidiary, Avangrid Renewables Holding, Inc. (ARHI). ARHI in turn holds subsidiaries including Avangrid Renewables, LLC (Renewables), Iberdrola, S.A. (Iberdrola), a corporation organized under the laws of the Kingdom of Spain, owns 81.6% of the outstanding common stock of Avangrid. The remaining outstanding shares are owned by various shareholders with approximately 18.4% of Avangrid's outstanding shares publicly-traded on the New York Stock Exchange (NYSE).</p> <p>Please see page 96 of Avangrid Form 10K - 2022</p>
102-6	102-6		Markets served	<p>Our direct, wholly-owned subsidiaries include Avangrid Networks, Inc., or Networks, and Avangrid Renewables Holdings, Inc., or ARHI. ARHI in turn holds subsidiaries including Avangrid Renewables, LLC, or Renewables. Networks owns and operates our regulated utility businesses through its subsidiaries, including electric transmission and distribution and natural gas distribution, transportation and sales. Renewables operates a portfolio of renewable energy generation facilities primarily using onshore wind power and also solar, biomass and thermal power.</p> <p>Please see page 7 of the Avangrid 2022 - 10K Form</p>
102-7	102-7	2-6-b-I 2-7-a	Scale of organization	<p>See the following: 2022 Business Overview sections and Key Performance Indicators of Avangrid 2022 Sustainability Report; Security Ownership of Certain Beneficial Owners and Management of 2022 Avangrid Notice of Annual Meeting and Proxy Statement, pages 88 - 89; Avangrid's financial statements for the year ended December 31, 2022 available in the Avangrid Form 10-K for 2021.</p>
102-8	102-8 (a)	2-7-b	Information on Employees	At the end of 2022, Avangrid had 7,579 employees See page 81 of Avangrid 2022 Sustainability Report.
	102-8 (b)			At the end of 2022, Avangrid had 27.5% female employees. See page 81 of Avangrid 2022 Sustainability Report.

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102-8 (c)		Information on Employees	At the end of 2022, Avangrid had 99.9% of its employees work full-time a See page 81 of Avangrid 2022 Sustainability Report.
102-8 (d)			At the end of 2022, Avangrid had 46% of its employees represented by a union. See page 81 of Avangrid 2022 Sustainability Report.
102-9	102-9	2-6-b-ii Supply chain	<p>In 2022, AVANGRID purchased approximately \$3.4 billion of good and services, with 94% from US suppliers. (See page 80 of the AVANGRID 2022 Sustainability Report.)</p> <p>Avangrid has the responsibility and the ability to motivate our suppliers to improve their environmental, ethical and social performance through actions that promote excellence in their management of sustainability. Our suppliers are an essential part of our business, and we set high expectations for them to understand and adhere to our sustainability policies and standards. We assess our suppliers against our ESG criteria (43 factors total) and use these assessments to arrive at each supplier's ESG score. The evaluation of a supplier measures the supplier's performance in highly significant attributes: identification of objectives linked to the Sustainable Development Goals (SDGs), management of climate change risk, circular economy strategy, human rights due diligence, compliance, good governance and business ethics, etc.</p> <p>In 2022, we set a goal to have at least 58.5% of our suppliers meet our sustainability standards, and we exceeded that goal by achieving 67% compliance. We also work to help our suppliers meet our sustainability expectations, by providing suppliers who do not meet our sustainability thresholds or who need assistance in understanding the requirements including providing recommendations to make ESG improvements.</p> <p>Avangrid sees suppliers as both essential business partners and community members. As we work to create more significant equity across our communities, we are engaging in efforts to support greater diversity among our suppliers. By 2025, our goal is to spend at least \$300 million with diverse suppliers. To set our suppliers up for success, we invited certain small and medium-sized businesses to attend the Training Program: Sustainable Suppliers. This program, developed by the United Nations Global Compact (the largest international business sustainability initiative), trains small and medium-sized businesses that supply larger companies about the specifics of business sustainability. This is critical for any supplier who wants to do business with Avangrid as our Supplier Code of Ethics requires our suppliers to engage in comprehensive sustainable and ethical practices. Through this training, diverse and smaller businesses can learn how they can implement practices that will make them more sustainable while growing their partnership with Avangrid. We are taking steps to reach our Supplier Diversity Goals by raising awareness internally about the importance of supplier diversity through training sessions and other outreach. We are also implementing changes to our purchasing processes with a focus on increasing participation from diverse suppliers.</p> <p>Please see pages 20 of the Avangrid 2022 Sustainability Report and page 180 of the Iberdrola Statement of Non-Financial Information Sustainability Report 2022.</p>
102-10	102-10	2-6-d (A) Significant changes to the organization and its supply chain	<p>To further reinforce our commitment to protect human rights and prevent corruption across our supply chain, we updated our Supplier Code of Ethics in 2022 to provide additional guidance in this area, including:</p> <ul style="list-style-type: none"> • Adding a new section on fair competition, collusion and antitrust. • Alerting suppliers to comply with Avangrid's internal gift and hospitality guidelines, and how they can contact our Compliance Organization for guidance. • Ensuring that the Avangrid Chief Compliance Officer has the sole authority to interpret our Supplier Code of Ethics, including any amendment or waiver. <p>In addition, our Compliance Division has refined Avangrid's third-party due diligence processes to undertake regular compliance database screening that includes reviewing for potential human rights violations.</p> <p>Please see page 71 of the Avangrid 2022 Sustainability Report</p>

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102-11	102-11		Precautionary Principle or approach	<p>In the normal course of its business, Avangrid is exposed to a variety of risks, including political and regulatory risks, climate-related risks, credit and investment risks, and cybersecurity and other operational risks. In connection with the board's oversight function, the board oversees management's identification, assessment, and mitigation of risks related to our company, business, and people and Avangrid's policies and procedures for managing risk.</p> <p>The Board of Directors of Avangrid, Inc. ("Avangrid" or the "Company") oversees the management of Avangrid and its business with a view to enhance the long-term value of Avangrid. Avangrid is a member of the group of companies controlled by Iberdrola, S.A. The Board of Directors of Avangrid (the "Board of Directors") has adopted this General Risk Control and Management Policy (the "Policy") to assist in exercising its responsibilities to Avangrid and its shareholders. This Policy is subject to periodic review and modification by the Board of Directors from time to time. This Policy and the Company's Certificate of Incorporation, By-Laws, Corporate Governance Guidelines and other policies pertaining to corporate governance and regulatory compliance, risk, sustainable development, and social responsibility (collectively, the "Governance and Sustainability System") form the framework of governance of Avangrid and its subsidiaries (collectively, the "Avangrid Group"). Avangrid's Governance and Sustainability System is inspired by and based on a commitment to ethical principles, transparency and leadership in the application of best practices in good governance and is designed to be a working structure for principled actions, effective decision-making and appropriate monitoring of both compliance and performance.</p> <p>71% of Avangrid board members have risk management experience.</p> <p>Potential key risks are gathered and reported through quarterly key risk maps reporting process. The Avangrid Group maintains an accessible risk portal where risks can be identified or updated 24/7. An immediate notification is sent to the Risk department. On a quarterly basis, reports are developed and reviewed with management.</p> <p>The Risk Management practices are continuously updated based on input from industry leaders and peers and with discussions with the various risk management committees and group risk committees. Enhancements are made annually to the corporate and businesses risk policies, frameworks and guidelines.</p> <p>Avangrid manages and reports on Avangrid risks and impacts in consideration of the precautionary principle. Please see Risk Management Oversight on the section Business and Market Risk Factors, page 37 of Avangrid Form 10-K for 2022</p> <p>Also see page 68 of the Avangrid 2022 Sustainability Report, Avangrid's website, and page 31 of the 2022 Avangrid Proxy Statement.</p>

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102-12	102-12		External initiatives	<p>Avangrid efforts in 2022 to lead the way toward a clean energy future and create positive change in the communities we serve include:</p> <ul style="list-style-type: none"> • Expanding the generation of clean, renewable power while continuously upgrading our network to help ensure the safe, reliable and affordable delivery of clean energy to our customers. • Acting as stewards of the natural environment by protecting and enhancing ecosystems as we grow our network and renewable energy operations. • Creating impactful jobs for people to participate and contribute to a clean energy future. Today, approximately 70,000 jobs rely on our activities and investments in the U.S., which contribute an estimated \$10 billion to U.S. GDP.* • Working in partnership with our communities to advance equity through education, affordable housing, workforce development, an inclusive work environment and more. <p>As an anchor institution in our communities, we want to have the biggest positive social impact possible. To bring this commitment to life, we've created and are initiating a social impact strategy focused on addressing immediate needs and the long-term well-being of our employees, customers and communities – all while helping to create a healthier and more sustainable planet. In 2022, we established the role of Director of Corporate Citizenship to ensure that we coordinate and implement our strategy across the business.</p> <p>At Avangrid, we work to build a strong ethics-driven, continuous improvement culture that builds on our purpose and values within our company and in the communities we serve.</p> <p>The company has subscribed to or endorsed external initiatives aligned with sustainable development. Avangrid supports or subscribes to the following:</p> <ul style="list-style-type: none"> • Avangrid is fully aligned with the Sustainable Development Goals (SDGs), including them in its business strategy and its Sustainable Management Policy • Paradigm for Parity CEO • Action for Diversity & Inclusion • Disability: IN • UN Energy Global Compact • American Clean Power Association initiative 'Energy Transition for All' • Department of Energy's Better Climate Challenge • United Nations Sustainable Ocean Principles <p>Please see pages 3, 10, and 45 of the 2022 Avangrid Sustainability Report.</p>
102-13	102-13	2-28	Membership of associations	<p>Throughout the year Avangrid built strategic partnerships and research and development collaborations with several top universities, technology providers, public organizations and startups to advance innovation.</p> <p>AVANGRID continues to invest in strategic partnerships with organizations working to advance diversity in the workplace.</p> <p>We also collaborate with nonprofit organizations and government agencies to further protect and enhance biodiversity across our operations and in our communities.</p> <p>See Avangrid 2022 Sustainability Report pages 10, 22, and 40.</p> <p>See tabs labeled 102-13 in this worksheet for list of associations Avangrid has representation at.</p>
Strategy				
102-14	102-14		Statement from senior decision-maker	See a message from our CEO on pages 4-5 of Avangrid 2022 Sustainability Report, as well see letter from our Vice President, Sustainability on page 6 of Avangrid 2022 Sustainability Report.

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102-15	102-15		Key impacts, risks, and opportunities	<p>At Avangrid, we support and actively work toward the 17 Sustainable Development Goals (SDGs) approved by the member states of the United Nations. In alignment with our goal to be recognized as a leading clean energy company, and in keeping with our efforts to advance access to clean energy, much of our focus is on SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action). However, as a company with a deep commitment to social responsibility, we also contribute (either directly or indirectly) to the achievement of all 17 SDGs, and we have embedded these goals into our sustainability policy and strategy. This means that in addition to our efforts to create affordable, clean energy, we work to make positive social actions that support the creation of sustainable communities through investments in development, innovation and research. See Avangrid 2022 Sustainability Report page 72.</p> <p>The Company regularly conducts risk assessments of its business operations. These assessments help the Company identify key areas of risk, and with Internal Assurance ensure that internal controls have been implemented and focus resources in a risk-based manner.</p> <p>Avangrid uses an Integral Risk Control and Management System to track its Risk Registry as well as Risk Limits and Indicators. From a financial point of view, the system considers a 4-level classification of economic impact (for a 3-year horizon): Very High > \$100 M, High \$50 M - \$100 M, Medium \$10 M - \$50 M and Low < \$10 M. The system also considers, in line with Enterprise Risk Management (ERM) and best practices, probability to occur and levels of reputational impact (High, Medium and Low) for each identified risk.</p>

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Governance and Integrity				
102-16	102-16		Values, principles, standards, and norms of behavior	<p>Avangrid's Compliance Division, which is led by our Chief Compliance Officer (CCO), is responsible for a corporate compliance program intended to ensure we comply with an extensive array of legal and ethical requirements. The Compliance Division collaborates across the organization, working to make sure we both comply with the law and align with our own ESG+F strategies while meeting or exceeding our commitments to the highest ethical behavior.</p> <p>We also expect our vendors to act ethically, and we have supplemented our Code with a Supplier Code of Ethics that we include in our vendor contracts. The Supplier Code of Ethics establishes the expectation that our vendors comply with the law and with key ethical principles including anti-corruption, human rights including protections against forced/slave and child labor and human trafficking, fair remuneration, health and safety and expectations around non-retaliation measures if they are to conduct business with Avangrid. The Supplier Code cannot be waived or amended without authorization from the Chief Compliance Officer</p> <p>Avangrid was honored to be included (for the fifth year in a row) in the list of the World's Most Ethical Companies by the Ethisphere Institute, a global leader in defining ethical standards for business practices.</p> <p>See Avangrid 2022 Sustainability Report, pages 68 - 70. Also review the Corporate Governance System starting on page 22 of AVANGRID 2023 Notice of Annual Meeting and Proxy Statement. See the Corporate Governance section of www.avangrid.com for detailed information about AVANGRID's values, principles, standards and norms of behavior and access to the governance rules, corporate policies and compliance policies that comprise our Corporate Governance System.</p>
102-17	102-17		Mechanisms for advice and concerns about ethics	<p>The Avangrid Code of Business Conduct and Ethics (the "Code") is the basis for our Compliance Program, as are the criteria for an effective compliance program established under Chapter 8 of the U.S. Federal Sentencing Guidelines for Corporations. The Code is applicable to all directors, officers and employees across our entire company. It details our core ethical values, establishes standards of conduct and includes guidance designed to help employees at all levels of our organization make appropriate, informed decisions when faced with questions and issues of an ethical nature. To ensure that the Code remains current with any ethical challenges our employees may face, it is reviewed and updated annually.</p> <p>To put these expectations into practice, Avangrid has a 24/7 independent reporting Helpline to help employees, consultants, contractors, suppliers and the public seek guidance on ethics and compliance-related matters and report any situations that may require investigation. Avangrid's Compliance Division is tasked with addressing any issues and concerns raised through the Helpline or brought to its attention through any other form of communication.</p> <p>See pages 68 - 69 of the 2022 Avangrid Sustainability Report. See also the Compliance Program section of www.avangrid.com for detailed information about AVANGRID's Compliance and Ethics Program and the Code of Business Conduct and Ethics starting on page 31 of AVANGRID 2023 Notice of Annual Meeting and Proxy Statement for additional information.</p>
102-18	102-18		Governance structure	<p>As a leading sustainable energy company, we continue to evolve our governance structure and actions in ways that inform and advance our sustainability system. For over two years, the Avangrid ESG Committee has helped drive our sustainability commitments forward. This internal management committee is tasked with coordinating our ESG commitments across the organization while providing leadership on sustainable development strategies, policies, programs, practices and initiatives to inform and advance these commitments. The committee includes representatives from Legal, General Services, Risk, Internal Audit, Investor Relations, Environmental Health and Safety, Avangrid Foundation, Compliance and the networks and renewables businesses.</p> <p>Our 14-member Board of Directors is instrumental in directing our successful path toward achieving our ESG+F goals, and our Board composition reflects our commitments. During 2022 our Board was comprised of:</p> <ul style="list-style-type: none"> • 57% independent board members. • 71% of board members who self-identify as women and/or racially/ethnically diverse. • Four-year average tenure for board members. • 71% of board members who have risk management experience. • 57% of board members who have financial experience. • 50% of board members who have ESG experience. <p>See pages 65-68 of the Avangrid 2022 Sustainability Report. Further Corporate Governance details can be found on pages 23 of the Avangrid 2023 Notice of Annual Meeting and Proxy Statement.</p>

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102-19	102-19		Delegating authority	<p>Our Chief Executive Officer is responsible for sustainability and citizenship. Strategy is developed by the CEO's office and approved by the CEO. Throughout the year the Board discusses with management the overall, long term strategy and goals of the Avangrid Group. These strategic discussions include Avangrid's strategies and goals with respect to economic, environmental and social impacts. Economic, environmental and social topics are also included in performance goals established for each business unit by the Board and CEO.</p> <p>Sustainability is firmly entrenched in the values and principles that guide our board of directors, and respect for people, safety, communities and the environment are key priorities driving our business success. Avangrid has incorporated the Sustainable Development Goals (SDGs) approved by the member states of the United Nations into the company's strategy and governance system. In line with this principle, Avangrid focuses its efforts on affordable, clean energy while nurturing sustainable communities through investments in research, development and innovation. This is aligned with the company's continued stewardship for action on climate. Avangrid is fully committed to contributing to the social and economic development of communities in which it operates and the protection of the environment through its sustainable energy business model.</p> <p>Avangrid has adopted a management approach to sustainability that engages all levels of the company from the board of directors to our employees and embeds a commitment to sustainable development and sustainability in all aspects of our business.</p> <p>The board of directors of Avangrid sets the company's sustainable development strategy and oversees sustainability issues and Avangrid's commitment to contribute to the achievement of the Sustainable Development Goals (SDGs) approved by the member states of the United States. The Compensation, Nominating and Corporate Governance Committee is responsible for overseeing environmental, social and governance risk management and Avangrid's non-financial sustainability reporting. Chief Executive Officer evaluates the risks of direct or indirect economic losses resulting from external events, including the risk related to climate change. The CRO is responsible for preparing the information and for reporting to the Audit and Compliance Committee and the Board of Directors. Management Team: Accountable for implementing specific elements of company's sustainable development strategy and integrating sustainability and the Sustainable Development Goals (SDGs) approved by the member states of the United Nations into their respective areas.</p> <p>In 2020, the Avangrid Environmental, Social and Governance Committee was established as a management committee to support Avangrid's ESG and sustainable development strategies, policies, programs, practices and initiatives. This committee is comprised of corporate and operating senior leaders and is responsible for reviewing and monitoring Avangrid's sustainability and climate change-related activities, performance and disclosures.</p> <p>To help progress Avangrid's overarching ambition to be the leading sustainable energy company in the U.S., in 2021 we also formally created a sustainability function led by our new Chief Sustainability Officer, who reports to the CEO. This team provides oversight of our sustainability strategy with a focus on accelerating the company's commitment to delivering sustainable value through our ESG+F strategic platform.</p> <p>Employees: Implement departmental initiatives and identify local sustainability opportunities.</p>
102-20	102-20		Executive-level responsibility for economic, environmental, and social topics	<p>The Board of Directors sets the company's sustainable development strategy and oversees sustainability, social, environmental and health & safety issues and Avangrid's commitment to contribute to the achievement of the Sustainable Development Goals (SDGs) approved by the member states of the United States and receives reports on such matters at each regular meeting.</p> <p>Please see Avangrid website at https://www.Avangrid.com/wps/portal/Avangrid/corporategovernance/BoardofDirectors for further details.</p>
102-21	102-21		Consulting stakeholders on economic, environmental and social topics	<p>Avangrid proactively engages with shareholders and other stakeholders throughout the year to learn their perspectives on significant issues, including company performance and strategy, corporate governance, executive compensation, and environmental, social, and governance topics. This engagement helps us better understand the issues that matter most to our shareholders and address them effectively. We take feedback and insights from our engagement with shareholders and other stakeholders into consideration as we review and evolve our practices and disclosures, and further share them with our board as appropriate.</p>

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102-22	102-22		Composition of highest governance body and its committees	<p>The structure and composition of the board and its committees are intended to leverage the diverse experience of the board members and promote effective oversight.</p> <p>The Board of Directors is currently made up of fourteen (14) directors, eight (8) of which are independent directors.</p> <p>Key statistics of the Avangrid Board are: 71% self-identify as female and/or diverse 57% independent 61 is the average age 5.3 years is the average tenure</p> <p>The board has established five standing committees—an audit committee, compensation and nominating committee, governance and sustainability committee, executive committee, and unaffiliated committee. The board also has established an ad hoc special committee.</p> <p>The audit committee assists the board with oversight and monitoring of Avangrid's financial statements and other financial information provided by Avangrid to its shareholders and others.</p> <p>The compensation and nominating committee is responsible for reviewing and approving executive officer compensation and executive incentive compensation plans and equity-based plans; administering the company's executive incentive compensation plans and equity-based plans; reviewing, and recommending to the board for approval, director compensation; periodically reviewing the chief executive officer succession plan; determining the qualifications, qualities, skills, and other expertise required to be a director; and reviewing and making recommendations to the board regarding the selection and approval of the nominees for director.</p> <p>The governance and sustainability committee is responsible for overseeing the company's corporate governance policies and procedures, ESG risk management and non-financial sustainability reporting, the company's compliance and ethics program, the company's Governance and Sustainability System, and the board and committee annual self-evaluation process.</p> <p>The board has established an executive committee, which may exercise all the powers of the board when the full board is not in session, to the extent permitted by applicable law.</p> <p>The unaffiliated committee is responsible for reviewing and approving all transactions entered into between the company and Iberdrola, S.A., or its affiliates, and ensuring that such transactions are entered into on an arms' length basis.</p> <p>The ad hoc special committee is responsible for, among other things, carrying out the responsibilities delegated by the board relating to oversight of New England Clean Energy Connect (NECEC) transmission line project.</p> <p>See section Corporate Governance pages 22 - 41 of Avangrid 2023 Notice of Annual Meeting and Proxy Statement for additional information about the composition of our Board of Directors and its committees.</p>

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102-23	102-23		Chair of the highest governance body	<p>The Avangrid Governance and Sustainability System allows the flexibility to separate or consolidate the positions of chairman of the board and chief executive officer. The board believes its current leadership structure, which separates the roles of chairman and chief executive officer, best serves the objectives of the board's oversight of management, the board's ability to carry out its roles and responsibilities on behalf of Avangrid's employees, customers, shareholders and other key stakeholders, and Avangrid's overall corporate governance. The board also believes that the separation of the roles of chairman and chief executive officer allows the chief executive officer to focus more of his time and energy on operating and managing the company and leverages the chairman's experience in the energy industry. See page 23 of Avangrid 2023 Notice of Annual Meeting and Proxy Statement</p> <p>The Chairman shall chair the meetings of the Board of Directors, determine the agenda for each meeting, encourage participation and deliberation at each meeting, and ensure the proper operation of the Board of Directors and have such other duties as shall be determined by the Board of Directors. The Chairman shall also chair the Annual Shareholders' Meeting and ensure the proper operation of such meeting. In addition, the Chairman shall propose to the Board of Directors for approval the determination and modification of Avangrid's organizational structure, the appointment and removal of senior officers, and any compensation or indemnification to which they may be entitled with the assistance of the Compensation and Nominating Committee. The Chairman, with the assistance of the Compensation and Nominating Committee, will propose to the Board of Directors for approval the compensation for senior officers as well as the basic terms of their employment subject to the requirements of the rules of the NYSE and in accordance with the terms of these Guidelines.</p> <p>If the Chief Executive Officer also serves as the Chairman, the Board of Directors shall appoint a Lead Independent Director. The Lead Independent Director shall have the power to chair meetings of the Board of Directors in the absence of the Chairman or Vice-Chairman, if any; to ask the Chairman to call a special meeting thereof; to participate with the Chairman in the planning of the annual schedule of meetings and in the preparation of the agenda for each meeting, including requesting the inclusion of matters on the agenda; to coordinate, meet with, and reflect the concerns of the non-executive directors and to lead the evaluation of the Chairman. The Lead Independent Director may also communicate with shareholders when so directed to do so by the Board of Directors.</p> <p>See page 8 of the Avangrid's Corporate Governance Guidelines on Avangrid's website.</p>
102-24	102-24		Nominating and selecting the highest governance body	<p>In order to maintain a board with an appropriate mix of experience and qualifications, the compensation and nominating committee routinely assesses the composition of the board. While the compensation and nominating committee has not established minimum qualifications, it aims to strike a balance between the knowledge and understanding of the business that comes from longer-term service on the board with the fresh ideas and perspective that can come from adding new members and also considers the expertise and cognitive diversity that is needed as our business changes and expands, as well as the importance of diversity of age, gender, race, ethnicity, culture, thought, geography, and nationality on the board. The compensation and nominating committee may engage an external search firm or a third party from time to time to assist it in identifying and evaluating director-nominee candidates, in addition to current members of the board standing for reelection.</p> <p>Our criteria for directors are discussed in our corporate governance guidelines and compensation and nominating committee charter, copies of which are available on our website at www.Avangrid.com. Consistent with these guidelines, the compensation and nominating committee ensures that the nominees are qualified with relevant expertise, competence, experience, and training. Each nominee must also have the time and commitment to meet their respective responsibilities as a member of the board of directors.</p> <p>The compensation and nominating committee will consider persons recommended by shareholders for election to the board. The compensation and nominating committee will review the qualifications and experience of each recommended candidate using the same criteria for candidates proposed by board members and communicate its decision to the candidate or the person who made the recommendation.</p> <p>See the Director Nomination Process section of Avangrid's 2023 Notice of Annual Meeting and Proxy Statement</p>

Indicator		New Code	Description	Response / Reference to Information
102-25	102-25		Conflicts of interest	<p>Each director has an obligation to report any conflict of interest and to refrain from participating in deliberations relating thereto, to submit any transactions with companies in the Avangrid Group for prior approval, and to inform Avangrid of any fact or event that may be relevant to their activities as a director. It also includes a prohibition against using corporate assets (including Confidential Information) in order to obtain any financial benefit and against taking advantage of business opportunities for their own benefit or for the benefit of related parties. Finally, directors must submit their resignation to the Board of Directors in cases of incompatibility, lack of competence, supervening prohibition against performing the duties of a director, and other instances established in the Governance and Sustainability System.</p> <p>Directors must also observe the rules of conduct established by the regulations, rules and laws governing the U.S. securities market. In addition, directors must conform their behavior as directors to the ethical principles and obligations inherent to the culture and the corporate vision of the Avangrid Group set forth in the Code of Business Conduct and Ethics.</p> <p>Directors must also observe any other rules that, acting under its powers of self-organization, the Board of Directors may approve at any time with the goal of improving the performance of their duties.</p> <p>See page 7 of the Avangrid's Corporate Governance Guidelines on the Avangrid website. Also see section Corporate Governance pages 22 - 41 of AVANGRID 2023 Notice of Annual Meeting and Proxy Statement for additional information about the composition of our Board of Directors and its committees.</p>
102-26	102-26		Role of highest governance body in setting purpose, values and strategy	<p>Avangrid is a member of the Iberdrola group of companies, of which Iberdrola, S.A. is the controlling member. Reflecting the purpose and values of the Iberdrola group, the Iberdrola governance and sustainability system articulates the rules and principles governing the organization, operation, and conduct of the Iberdrola group. Premised on a decentralized structure, Iberdrola, S.A. is responsible for the organization and strategic coordination of the Iberdrola group with the management of each Iberdrola group company vested in such company's board of directors. The Iberdrola governance and sustainability system provides a special framework of strengthened autonomy for members of the Iberdrola group that are listed on a national stock exchange that empowers such companies to further develop their own governance and sustainability system. Avangrid's Governance and Sustainability System reflects, is consistent with, and further develops the main principles and policies that constitute the governance and sustainability system of Iberdrola, subject to certain exceptions, additions, and modifications required for publicly listed companies in the United States.</p> <p>The Board of Directors sets the company's sustainable development strategy and oversees sustainability, social, environmental and health & safety issues and Avangrid's commitment to contribute to the achievement of the Sustainable Development Goals (SDGs) approved by the member states of the United States and receives reports on such matters at each regular meeting.</p> <p>See the Board of Directors section of the Avangrid website. Also see Avangrid's Corporate Governance Guidelines available in the Corporate Governance section of www.Avangrid.com</p>
102-27	102-27		Collective knowledge of highest governance body	<p>The compensation and nominating committee and the board believe that each director nominee brings to the board their own unique background and range of expertise, knowledge, and experience, including as a result of their valued service on the board and its committees, that provide the board as a whole with an appropriate and diverse mix of qualifications, skills, and attributes necessary for the board to fulfill its oversight responsibility to our shareholders.</p> <p>Also see the Directors Qualification and Experience matrix on page 11 of Avangrid's 2023 Notice of Annual Meeting and Proxy Statement</p>

Indicator		New Code	Description	Response / Reference to Information
102-28	102-28		Evaluating the highest governance body's performance	<p>The board utilizes a comprehensive, multi-part process for its ongoing self-assessment to ensure that the board and its committees are working effectively together and its processes reflect best practices. The board also uses the results of this self-assessment process to assist it when reviewing its composition. While the formal self-assessment and independent corporate governance review is conducted on an annual basis, directors share perspectives, feedback, and suggestions continuously throughout the year. The governance and sustainability committee designs and establishes the overall assessment framework.</p> <ol style="list-style-type: none"> 1. The board conducts an annual self-assessment to review the effectiveness of the board and its committees. 2. Each of the audit and compliance committee and compensation, nominating and corporate governance committee also perform an annual self-assessment. 3. Annually, Avangrid engages PwC to conduct an independent assessment of its corporate governance practices and the corporate governance practices of its principal subsidiaries and to recommend improvements to the operations of the board and its committees. 4. The results of the board and committee self-assessments are compiled and presented to the board along with the results of the independent corporate governance assessment. 5. Items identified in the board and committee self-assessments and/or the independent corporate governance assessment requiring follow-up are monitored on an ongoing basis by the board and by Avangrid management.. <p>See Annual Board Assessment, page 29 of Avangrid 2023 Notice of Annual Meeting and Proxy Statement</p>
102-29	102-29		Identifying and managing economic, environmental, and social impacts	<p>As part of the Governance oversight, Avangrid's Chief Risk Officer (CRO) oversees the risk management function. The CRO coordinates with the business to identify, assess and report the risks, including those due to climate change such as extreme weather events, flooding and other natural disasters. Recognizing the critical role that the Avangrid Board of Directors plays in oversight of the strategies and risks of climate change, the Board established a new Governance and Sustainability Committee that receives regular reports on our climate action strategy.</p> <p>Avangrid developed a tool to assess key climate risks for all our renewable operating assets, assets under construction and assets in the development process. This tool allows the business to identify climate risks at a county level, empowering us to make strategic decisions to both avoid and adapt to risks caused by climate change.</p> <p>See pages 27 -28 of Avangrid's 2022 Sustainability Report.</p>
102-30	102-30		Effectiveness of risk management processes	<p>In the normal course of its business, Avangrid is exposed to a variety of risks, including political and regulatory risks, climate-related risks, credit and investment risks, and cybersecurity and other operational risks. In connection with the board's oversight function, the board oversees management's identification, assessment, and mitigation of risks related to our company, business, and people and Avangrid's policies and procedures for managing risk.</p> <p>A summary of the allocation of general risk oversight functions among management, the board of directors and its committees is shown on page 30 of Avangrid 2023 Notice of Annual Meeting and Proxy Statement and pages 26-41 in Avangrid Form 10-k for 2022 for additional information about our risk management process.</p>
102-31	102-31		Review of economic, environmental, and social topics	<p>As one of the nation's cleanest utilities, we have a long history of sustainable business practices built around our robust environmental, social and governance goals. We also recognize that to make a lasting impact, we must consistently deliver strong and sustainable financial returns, which is why we've included F (for Financial) in our ESG+F framework. We work diligently to ensure that our environmental, social and governance commitments also contribute to our financial success.</p> <p>In September 2022, we announced new and expanded ESG+F goals to reflect the breadth of our commitment to sustainability. We added eight new goals that include commitments to implement new emission-reducing technologies, improve employee safety, strengthen cybersecurity, and maintain our best-in-class compliance and governance practices. Our most aggressive new commitment is to speed up our targets to reach carbon neutrality in both our Scopes 1 and 2 emissions by 2030 – five years faster than our prior commitment, which focused solely on our Scope 1 emissions.</p> <p>Our industry-leading ESG+F commitments reflect our vision of the best path forward to create positive environmental and social change within a strong governance framework. As these challenges are always evolving, we will continue to review, change and expand our ESG+F goals to work as effectively as possible.</p> <p>See page 8 of the 2022 Avangrid Sustainability Report.</p>

Indicator		New Code	Description	Response / Reference to Information
102-32	102-32		Highest governance body's role in sustainability reporting	<p>The Avangrid Board of Directors has formed a Governance and Sustainability Committee that is responsible for overseeing Avangrid's governance and sustainability system, compliance with legal and regulatory requirements, environmental, social and governance activities and initiatives, and non-financial sustainability reporting.</p> <p>Please see Avangrid website - GOVERNANCE AND SUSTAINABILITY COMMITTEE</p>
102-33	102-33		Communicating critical concerns	<p>Any shareholder or interested party who wishes to communicate or request a meeting with members of the board or with only non-management directors or any specified individual director may do so by writing to Avangrid's corporate secretary. Senior Vice President—General Counsel and Corporate Secretary Avangrid, Inc. 180 Marsh Hill Road Orange, Connecticut 06477</p> <p>All communications will be reviewed by our legal services division who will, in consultation with our chairman of the board, determine whether the subject matter of the communication deals with the functions of the board or committees thereof or that our legal services division, in consultation with our chairman of the board, otherwise determine should be brought to the attention of the non-management directors, the full board, or one or more of its committees, as well as whether any response to the communication is appropriate. Any such response will be made only in accordance with applicable law and regulations relating to the disclosure of information.</p> <p>See page 31 of the Avangrid 2023 Notice of Annual Meeting and Proxy Statement</p>
102-35	102-35		Remuneration policies	<p>The Avangrid Board of Directors has formed a Compensation and Nominating Committee that is responsible for overseeing executive compensation and the director nomination process. The Compensation and Nominating Committee Charter sets forth the committee's purpose and responsibilities.</p> <p>In furtherance of its purposes, below are a few of the Committee's responsibilities delegated to it by the Board of Directors or required by applicable laws, rules or regulations:</p> <ol style="list-style-type: none"> 1. To review and approve annually the corporate goals and objectives applicable to the compensation of the Company's Chief Executive Officer ("CEO"), evaluate at least annually the CEO's performance in light of those goals and objectives, and determine and approve the CEO's compensation level based on this evaluation. 2. To review and approve the compensation of all other executive officers 3. To review and approve (and when appropriate, recommend to the Board for approval) executive incentive compensation plans and equity-based plans, and where appropriate or required, recommend for approval by the shareholders of the Company, which includes the ability to adopt, amend and terminate such plans. 4. To review and discuss with management the Company's Compensation Discussion and Analysis ("CD&A") and the related executive compensation information, recommend that the CD&A and related executive compensation information to be included in the Company's annual report on Form 10-K and proxy statement, and produce the compensation committee report on executive officer compensation required to be included in the Company's proxy statement or annual report on Form 10-K. <p>For a full list of responsibilities see the Avangrid website - COMPENSATION AND NOMINATING COMMITTEE CHARTER.</p>
102-36	102-36		Process for determining remuneration.	<p>The compensation and nominating committee reviews and recommends to the board the compensation of Avangrid's executive officers and acts as the administering committee for Avangrid's equity compensation plans. Each year, the compensation and nominating committee conducts an evaluation of Avangrid's executive compensation program to determine if any changes would be appropriate. In making this analysis, the compensation and nominating committee may consult with its independent compensation consultant and management, as described below; however, the compensation and nominating committee uses its own judgment in making recommendations to the board, which then makes the final decisions regarding the compensation paid to our executive officers. To the extent the board and compensation and nominating committee deem appropriate, executive compensation matters relating to or governed by Section 162(m) of the Code or Rule 16b-3 of the Exchange Act are delegated to a subcommittee of the compensation and nominating committee comprised entirely of two or more directors who qualify as "outside directors" within the meaning of Section 162(m) of the Code and "non-employee directors" within the meaning of Rule 16b-3 of the Exchange Act.</p> <p>See pages 41 through 78 of the Avangrid 2023 Notice of Annual Meeting and Proxy Statement for additional details.</p>

Indicator		New Code	Description	Response / Reference to Information
102-37	102-37		Stakeholders' involvement in remuneration	<p>We proactively engage with shareholders and other stakeholders throughout the year to learn their perspectives on significant issues, including company performance and strategy, corporate governance, executive compensation, climate action, and other important ESG+F topics. This engagement helps us better understand the issues that matter most to our shareholders and address them effectively. We take feedback and insights from our engagement with shareholders and other stakeholders into consideration as we review and evolve our practices and disclosures, and further share them with our board as appropriate. In 2022, we reached out to shareholders to discuss the structure of the Avangrid Governance and Sustainability System, executive compensation, the skills of our directors, and our sustainability achievements. The board carefully considers shareholder feedback.</p> <p>See page 31 of the Avangrid 2023 Notice of Annual Meeting and Proxy Statement</p>
102-38	102-38	2-21	Annual total compensation ratio	<p>We believe our executive compensation program must be internally consistent and equitable and be designed to attract, retain, and motivate the most qualified professionals, in order to enable us to attain our strategic objectives.</p> <p>The 2022 annual total compensation ratio was 11.14%</p> <p>See CEO Pay Ratio. Page xx of Avangrid 2023 Notice of Annual Meeting and Proxy Statement.</p>
102-39	102-39	2-21	Percentage increase in annual total compensation ratio	<p>The highest paid employee at Avangrid is the CEO.</p> <p>There was a change in CEO during 2022.</p>
102-40	102-40		List of stakeholders	<p>We engage communities, customers, suppliers, employees and shareholders in the governance of our company, demonstrating leadership and transparency in our actions. The stakeholders are grouped into the following categories:</p> <ul style="list-style-type: none"> a) Workforce b) Shareholders and the financial community c) Regulatory entities d) Customers e) Suppliers f) The media g) Society at large h) The environment <p>Please see the 2022 Avangrid Sustainability Report for further details regarding stakeholder engagement.</p>
102-41	102-41 (a)	2-30	% of employees covered by collective bargaining agreements	<p>At the end of 2022, Avangrid had 7,579 employees in which 46% are represented by one of the 11 collective agreements.</p> <p>Please see page 81 of Avangrid 2022 Sustainability Report.</p>
	102-41 (b)			<p>At the end of 2022, 46% of the Avangrid employees were represented by a collective agreement</p> <p>Please see page 81 of Avangrid 2022 Sustainability Report.</p>
	102-41 (c)			<p>At the end of 2022, Avangrid union employees were represented by one of the 11 collective agreements</p> <p>Please see page 81 of Avangrid 2022 Sustainability Report.</p>
102-42	102-42		Identifying and selecting stakeholders	<p>Avangrid follows the procedure defined by Iberdrola Group for categorizing stakeholders and identifying high-priority stakeholders. Iberdrola Board of Directors approved eight stakeholder categories, as indicated in the Stakeholder Engagement Policy. (See indicator 102-40) Each stakeholder segment is divided into subcategories and a priority is assigned according to influence and impact criteria. We use an internal tool for segmenting, prioritizing, defining levels of engagement, reviewing channels, identifying relevant issues, risks and opportunities.</p>

Indicator	New Code	Description	Response / Reference to Information
102-43	102-43	Approach to stakeholder engagement	<p>AVANGRID seeks to create value in a sustainable manner, with a long-term vision that achieves a better future for employees, customers, shareholders and other stakeholders. The company's objective is to build relations of confidence with the various Stakeholders, as well as to deepen their participation, engagement and sense of belonging to AVANGRID.</p> <p>AVANGRID follows a Global Stakeholder Relations Model based on the AA1000 Stakeholder Engagement Standard (AA1000SES) 2015 standard (AA1000SES 2015), the AA1000 Accountability Principles 2018 (AA1000AP 2018) standard, and in its four principles of inclusiveness, responsiveness and impact. Among other objectives, this model seeks to systematize stakeholder relations, creates a corporate culture with respect to the significance of dialogue with the stakeholders for more sustainable performance by the company, and drives continuous improvement.</p> <p>Top local managers receive training through: a) The Stakeholder Engagement Unit, which provide training thru technical presentations specially addressed to local managers b) The implementation of the model following a down-top approach, allowing local managers systematize their relationships, compare their engagement with other facilities, share best practices... c) The Stakeholder Engagement Report, a repository of information available to all professionals. d) The Iberdrola Stakeholder's Hub, an indirect source of information for local managers. e) The Ambassador Network which help local managers to implement the Iberdrola Group Stakeholder Model.</p> <p>Both plant managers (in the case of power plants) and regional managers (renewable sites) are responsible for stakeholder engagement. This is one of their most important duties and is assessed accordingly in their annual performance reviews.</p> <p>Engaging with and listening to our stakeholders – those we serve and those whose lives we affect across our entire footprint – is essential to building strong, lasting relationships with our communities. In 2022, we exemplified this commitment by conducting in-depth interviews, focus groups and listening tours with our customers to better understand how they interact with our family of companies and how to better meet their needs. This included candid conversations between customers, other key stakeholders and our leadership teams to obtain their feedback and enable us to continually improve our service. During our ongoing Customer Listening Councils across our utilities in Maine, New York, Connecticut and Massachusetts, customers and other key stakeholders engage directly with our leadership, providing feedback that will help us continue to improve our business in ways that best serve our customers' changing needs.</p> <p>Our stakeholders, along with our investors and the communities we serve, expect that we will be thorough and transparent when we share our progress against our ESG+F commitments, goals, achievements and challenges. Therefore, in addition to this Sustainability Report, we disclose and share our ESG work across several different platforms and reporting structures, including:</p> <ul style="list-style-type: none"> • The Global Reporting Index (GRI) • The Sustainability Accounting Standard Board (SASB) • The Edison Electric Institute (EEI) • The American Gas Association (AGA) <p>We make these reports available in the Sustainability section of our website – Avangrid.com/sustainability. We view effective stakeholder engagement as an essential component of our community engagement work and will continue to identify and implement the most effective ways to move this work forward.</p>
102-44	102-44	Key topics raised through stakeholder engagement	<p>We proactively engage with shareholders and other stakeholders throughout the year to learn their perspectives on significant issues, including company performance and strategy, corporate governance, executive compensation, climate action, and other important ESG+F topics. This engagement helps us better understand the issues that matter most to our shareholders and address them effectively. We take feedback and insights from our engagement with shareholders and other stakeholders into consideration as we review and evolve our practices and disclosures, and further share them with our board as appropriate. In 2022, we reached out to shareholders to discuss the structure of the Avangrid Governance and Sustainability System, executive compensation, the skills of our directors, and our sustainability achievements. The board carefully considers shareholder feedback.</p> <p>Please see Shareholder Engagement on page 31 of our 2023 Notice of Annual Meeting and Proxy Statement</p>

Indicator		New Code	Description	Response / Reference to Information
Reporting Practice				
102-45	102-45		Entities included in the consolidated financial statements	<p>Avangrid has approximately \$41 billion in assets and operations in 24 states concentrated in our two primary lines of business - Avangrid Networks and Avangrid Renewables. Avangrid Networks owns eight electric and natural gas utilities, serving approximately 3.3 million customers in New York and New England. Avangrid Renewables owns and operates 9.5 gigawatts of electricity capacity, primarily through wind and solar power, with a presence in 22 states across the United States.</p> <p>Our direct, wholly-owned subsidiaries include Avangrid Networks, Inc., or Networks, and Avangrid Renewables Holdings, Inc., or ARHI. ARHI in turn holds subsidiaries including Avangrid Renewables, LLC, or Renewables</p> <p>Through Networks, we own electric distribution, transmission and generation companies and natural gas distribution, transportation and sales companies in New York, Maine, Connecticut and Massachusetts. They are Berkshire Gas (MA), Central Maine Power (ME), New York State Electric & Gas (NY), Rochester Gas & Electric (NY), Southern Connecticut Gas (CT), Connecticut Natural Gas (CT), Maine Natural Gas (ME), United Illuminating (CT)</p> <p>See page 79 of the 2022 Avangrid Sustainability Report</p>
102-46	102-46		Defining report content and topic Boundaries	<p>We publicly disclose information about our business across a number of topics including our environmental, social, and governance efforts across the company including our commitments, programs, and progress on our ESG+F goals. This includes our annual sustainability report, Global Reporting Initiative (GRI) report, EEI and AGA ESG/sustainability report, Sustainability Accounting Standard Board (SASB) report, and UN Energy Compact report, each of which is available in the Sustainability section of www.Avangrid.com.</p> <p>Iberdrola directly identifies material aspects for its Stakeholders and for the company itself, by preparing its own materiality study, with the advice of an independent outside firm, based on inhouse and outside sources. Iberdrola has evolved in the methodology of this study this year, taking into account the recommendations of the GRI standards and considering the contents of the latest draft standards published by EFRAG. This methodological evolution maintains the dual materiality approach applied in the past, and thus considers both the impacts that the company might have on the economy, the environment and people, including human rights, and the (positive and negative) impacts that a material issue might have on Iberdrola.</p>
102-47	102-47		List all material topics	<p>The Materiality study prepared by Iberdrola Group covering all the countries where the Group is present, including Avangrid in the United States, concluded that the material issues continue to be those identified in previous years, namely the following 18 issues:</p> <p>Environmental - biodiversity, smart grids and quality of supply, climate change, circular economy, energy transition, innovation - digitalization - and cybersecurity, and water availability and management.</p> <p>Governance - ethics and integrity, transparency and public policies</p> <p>Social - customer satisfaction and adequacy of service, local communities and human rights, human capital recruitment, development and retention, occupational safety and health, vulnerable customers, responsible supply chain, and diversity</p> <p>Financial - economic and financial performance, and socially responsible investment and sustainable finance</p>
102-48	102-48		Restatement of information	Avangrid does not have a restatement of information
102-49	102-49		Changes in reporting	There were no changes deemed significant in the scope, coverage or methods of valuation used in the report in financial year 2022, keeping the ability to compare the group's key figures with those of prior years
102-50	102-50		Reporting period	The reporting period is for calendar year 2022
102-51	102-51		Date of previous report	2022 Avangrid Sustainability Report, issued in April 2023, focused on calendar year 2022
102-52	102-52		Reporting cycle	We report on an annual basis.
102-53	102-53		Contact point for questions	corporatecommunications@Avangrid.com
102-54	102-54		Claims for reporting in accordance with GRI Standards	Avangrid continues to evolve its approach to non-financial reporting. We have prepared this GRI reference table to help readers more readily locate relevant information across Avangrid's non-financial reports and it's web-based resources.
102-55	102-55		GRI Content Index	Used GRI Reporting Initiative Index
102-56	102-56		Current practice for external assurance for the report	The report has been reviewed by our Internal Audit team. Avangrid has not sought external assurance of our sustainability report. However, all GRI indicators are also reported to the Iberdrola Sustainability report that has been assured by an External Independent Assurance, performed by KPMG. This assurance covers the full Sustainability Report, and therefore, the full environmental and social information included in the Report. Also, in this Assurance is included the revision of the approach and activities of IBERDROLA's Stakeholder Engagement.

Indicator	New Code	Description	Response / Reference to Information
Material Topics			
GRI 103: Management Approach			
103-1	103-1	Explanation of material topics and their boundaries	<p>Avangrid's response to each of the material topics identified can be found on the following sections in the 2022 Sustainability Report:</p> <ul style="list-style-type: none"> - The Business Case for a Clean Energy Future - Taking Action to Address Climate Change - Protecting and Enhancing the Natural Environment - Contributing to Positive Social Change - Ethics, Compliance, and Corporate Governance - Financial Stewardship
103-2	103-2	The management approach and its components	Also refer to the narrative of the sections of the 2022 sustainability report identified in indicator 103-1

Indicator		New Code	Description	Response / Reference to Information
Category: Economic Performance				2022
103-2	103-2		Management Approach	<p>As a leading sustainable energy company at the forefront of the U.S. transition to clean energy, investments in our two primary businesses – networks and renewables – serve as the foundation for our growth strategy. In 2022, our Networks and Renewables businesses invested \$3.7 billion to build a cleaner, connected and more resilient energy system, as part of a total planned capital spend of more than \$20 billion across Avangrid Renewables and Avangrid Networks from 2021 to 2025. These investments are central to our efforts to achieve a clean energy future while also creating consistent earnings growth and stable dividend payments for our shareholders.</p> <p>For additional information please see "Financial Stewardship" section in the 2022 Avangrid Sustainability Report page 75.</p>
201-1	201-1		Direct economic value generated and distributed	<p>In the 2022 Avangrid Sustainability Report we look back at our efforts in 2022 to lead the way toward a clean energy future and create positive change in the communities we serve. These efforts include:</p> <ul style="list-style-type: none"> • Expanding the generation of clean, renewable power while continuously upgrading our network to help ensure the safe, reliable and affordable delivery of clean energy to our customers. • Acting as stewards of the natural environment by protecting and enhancing ecosystems as we grow our network and renewable energy operations. • Creating impactful jobs for people to participate and contribute to a clean energy future. Today, approximately 70,000 jobs rely on our activities and investments in the U.S., which contribute an estimated \$10 billion to U.S. GDP. • Working in partnership with our communities to advance equity through education, affordable housing, workforce development, an inclusive work environment and more. <p>Also please see Avangrid Form 10-k for 2022 including Avangrid's financial statements for the year ended December 31, 2022. Please also see "Investing in a Clean Energy Future For All" section on page 3 of Avangrid 2022 Sustainability Report.</p>

Indicator	New Code	Description	Response / Reference to Information
201-2	201-2	Financial implications and other risks and opportunities due to climate change	<p>At Avangrid, we play a critical role in the fight against climate change as we work to create a more sustainable and equitable clean energy future. We are taking both mitigative and adaptive measures to address the threat of climate change. This means implementing strategies and systems to monitor and address the chronic and extreme risks that climate change can cause. These efforts include assessing climate risks as part of our investment analysis, building in resiliencies in the design of our projects and implementing solutions such as smarter grids and a more resilient infrastructure. Our efforts to assess and mitigate against climate risk help us support our customers and protect our communities from increasingly severe weather events while providing reliable and safe energy.</p> <p>To combat the risks associated with climate change and to raise awareness of the benefits of contributing to a carbon neutral and sustainable future, our climate strategy is aligned with the framework established by the Task Force on Climate Related Financial Disclosures (TCFD). Alignment with the TCFD helps ensure we have properly established the appropriate governance, and have assessed and managed our climate risks and opportunities with the appropriate oversight and transparency.</p> <p>To further our commitments to address climate change, decisions to move forward with new investments must incorporate an analysis of risks related to climate change along with plans (and a budget) to mitigate these risks. To help inform how and where we invest to address climate change, we monitor for emerging risks, including those that may impact our supply chain and our network and renewables operations.</p> <p>Our comprehensive risk management strategy recognizes the acute and chronic impacts that may result from climate change. These can present physical risks to our communities and energy systems and financial risk across our operations. Because of this, we prioritize our efforts to plan for – and protect against – the increasingly severe impacts of climate change.</p> <p>We regularly analyze the risks and opportunities for Avangrid arising from climate change and disseminate information regarding Avangrid's actions contributing to the fight against climate change.</p> <p>For further information please see the "Implementation Strategies to Prevent and Reduce Climate Impacts" section of the 2022 Avangrid Sustainability Report.</p>
201-3	201-3	Defined benefit plan obligations and other retirement plans	<p>Avangrid provides defined benefit pension plans and other post-retirement benefits administered by subsidiaries for a significant number of employees, former employees and retirees. Financial market disruptions and significant declines in the market values of the investments held to meet those obligations, discount rate assumptions, participant demographics and increasing longevity, and changes in laws and regulations may require us to make significant contributions to the plans.</p> <p>Avangrid accounts for the benefits in accordance with the accounting rules for retirement benefits. In accounting for our pension and other post-retirement benefit plans, or the Avangrid plans, we make assumptions regarding the valuation of benefit obligations and the performance of plan assets. The primary assumptions include the discount rate, the expected long-term return on plan assets, health care cost trend rates, mortality assumptions, demographic assumptions and other factors.</p> <p>See pages 41 and 80 of the Avangrid Form 10-K for 2022.</p>

Indicator		New Code	Description	Response / Reference to Information
201-4	201-4		Financial assistance received from government	<p>Avangrid unregulated subsidiaries record government grants related to depreciable assets within deferred income and subsequently amortize them to earnings as an offset to depreciation and amortization expense over the useful life of the related asset. The regulated subsidiaries record government grants as a reduction to the related utility plant to be recovered through rate base, in accordance with the prescribed FERC accounting.</p> <p>In accounting for government grants related to operating and maintenance costs, we recognize amounts receivable as an offset to expenses in our consolidated statements of income in the period in which we incur the expenses.</p> <p>Within deferred income, we classify grants we received under Section 1603 of the American Recovery and Reinvestment Act of 2009, where the United States Department of Treasury (DOT) provides eligible parties the option of claiming grants for specified energy property in lieu of tax credits, which we claimed for the majority of our qualifying properties. Deferred income has been recorded for the grant amounts and is amortized as an offset against depreciation expense using the straight-line method over the estimated useful life of the associated property to which the grants apply. We recognize a net deferred tax asset for the book to tax basis differences related to the property for income tax purposes within the nontaxable grant revenue deferred income tax liabilities.</p> <p>Please see pages 103 and 161 of the Avangrid Form 10-K for 2022.</p>
Market Presence				
202-1	202-1 (a)		Entry-level wage compared to legal minimum wage (%)	The lowest entry level wage at Avangrid in 2022 was \$35,120 USD annually.
	202-1 (b)			Local minimum wage for 2022 was \$29,640 annually
	202-1 (c)			Based on the lowest entry level wage, the ratio of standard entry level wage compared to local minimum wage was 118.00 in 2022
Indirect Economic Impacts				

Indicator		New Code	Description	Response / Reference to Information
203-1	203-1		Infrastructure investments and services supported	<p>Avangrid knows that a purposeful and continual shift toward renewables and beneficial electrification is essential to reducing carbon emissions and the impacts of climate change. Because of this, we are investing in several solutions to increase both the generation of and access to clean, renewable energy. We also recognize that as a provider of energy from natural gas, we must invest in improvements to existing gas infrastructure to advance decarbonization while also helping our customers adopt more efficient technologies. These investments include:</p> <ul style="list-style-type: none"> • Gas Pipeline Replacement: We are accelerating the replacement of leak-prone pipes to reduce fugitive carbon emissions. • Gas Emission Reduction: To reduce emissions across our network we are investing in advanced leak detection technologies, including using satellites to assist in the early detection of methane emissions. We're also analyzing new technologies and techniques to capture gas that would typically be released into the atmosphere. • Renewable Natural Gas (RNG): We are procuring RNG from dairy farms in New York and analyzing opportunities to expand our footprint at additional farms, wastewater treatment facilities and landfills. These locations produce biogas as a result of decomposing organic matter. The biogas is captured, cleaned and introduced into our existing natural gas pipeline network. • Green Hydrogen and Natural Gas: In our Bridgeport, Connecticut, facilities, we are studying ways to blend hydrogen with natural gas as a steppingstone toward the green hydrogen economy. • Beneficial Electrification: We are helping our customers reduce their greenhouse gas emissions by increasing access to EV charging stations and through our Electric Heat Roadmap, where we facilitate the adoption of electric heat pumps and other electric heat technologies as a cleaner, less emissions-intensive option for heating. <p>Please see page 33 for the Avangrid 2022 Sustainability Report.</p>

Indicator		New Code	Description	Response / Reference to Information
203-2	203-2		Significant indirect economic impacts	<p>In the 2022 Avangrid Sustainability Report, we look back at the efforts in 2022 to lead the way toward a clean energy future and create positive change in the communities we serve. These efforts include:</p> <ul style="list-style-type: none"> • Expanding the generation of clean, renewable power while continuously upgrading our network to help ensure the safe, reliable and affordable delivery of clean energy to our customers. • Acting as stewards of the natural environment by protecting and enhancing ecosystems as we grow our network and renewable energy operations. • Creating impactful jobs for people to participate and contribute to a clean energy future. Today, approximately 70,000 jobs rely on our activities and investments in the U.S., which contribute an estimated \$10 billion to U.S. GDP. • Working in partnership with our communities to advance equity through education, affordable housing, workforce development, an inclusive work environment and more. <p>We are bringing these commitments to life with projects like Vineyard Wind 1, the first offshore, large-scale wind power facility in the U.S. As we build Vineyard Wind 1, we're delivering local economic benefits and workforce opportunities through collaboration with community organizations and universities. We're also partnering with researchers from local universities to ensure that, as we build this first-of-its-kind facility in the country, we protect the biodiversity of the surrounding marine environment.</p> <p>We're proud of the recognition we've received for our efforts such as inclusion on JUST Capital's Top 100 Workforce Mobility and Equity ranking and membership in the Bloomberg Gender-Equality Index, we see this as validation of our commitment to be both a profitable company and a force for creating a more equitable and sustainable energy future.</p> <p>Also please see the 2022 Avangrid Sustainability Report to review further details relating to our environmental objectives, our social impact efforts, our governance commitments and our financial outcomes – and how, by working toward our goals and objectives, we are also creating positive economic impacts for our investors and our communities.</p>
Procurement Practices				
204-1	204-1		Proportion of spending on local suppliers	<p>In 2022 93.7% of total purchases were from local U.S. suppliers.</p> <p>Please see page 80 of Avangrid 2021 Sustainability Report. Also please see the Suppliers section of www.Avangrid.com for information about Avangrid's supplier selection process and Supplier Code of Ethics.</p>
Anti-corruption				

Indicator		New Code	Description	Response / Reference to Information
205-1	205-1		Operations assessed for risks related to corruption	<p>Avangrid is committed to conducting its business with honesty, integrity, and in accordance with all applicable anticorruption laws, including the U.S. Foreign Corrupt Practices Act of 1977 (the "FCPA"). The purpose of the Avangrid Anti-Corruption Policy is to demonstrate and support Avangrid's stance against illegal corruption. Thus, this Policy sets forth principles, standards and rules intended to ensure that the Avangrid Group, their respective officers, directors, employees, agents, and third parties doing business with the Avangrid Group or acting on its behalf, understand and comply with the FCPA and other applicable anti-corruption laws and contributes to the achievement of goal sixteen (Peace, Justice and Strong Institutions) of the Sustainable Development Goals (SDGs) approved by the member states of the United Nations. This Policy should be read together with Avangrid's Code of Business Conduct and Ethics, Corporate Governance Guidelines, Crime Prevention Policy, and Regulations of the Compliance Division.</p> <p>Avangrid also expects its vendors to act ethically, and have supplemented our Code with a Supplier Code of Ethics that we include in our vendor contracts. The Supplier Code of Ethics establishes the expectation that our vendors comply with the law and with key ethical principles including anti-corruption.</p> <p>For further details please see the Avangrid website to view the Anti-Corruption Policy and also view the "Empowering Our Compliance Organization to Ensure Best Ethical Practices" section of the 2022 Avangrid Sustainability Report.</p>
205-2	205-2		Communication and training about anti-corruption policies and procedures	<p>Employees</p> <p>Avangrid provides their employees with regular training and education to ensure compliance and ethical conduct. This includes training to advance our commitment to create an inclusive and diverse work environment and to help ensure understanding of the importance of ethics and compliance in our complex regulatory environment. Each year approximately 100% of our employees complete annual training on ethics and compliance.</p> <p>Suppliers</p> <p>The Avangrid supplier code reads: As our supplier, you and your affiliated entities are required to conduct business activities in compliance with all applicable laws, rules and regulations. Avangrid maintains a zero tolerance approach to any type of bribery, fraud or corrupt practice. Consequently, as our suppliers, we require you not to engage in corruption, extortion, embezzlement or bribery to obtain an unfair or improper advantage or influence. You are required to abide with all applicable anti-corruption laws, rules and regulations. This includes the Foreign Corrupt Practices Act (FCPA) and applicable international anti-corruption conventions and not engaging in activities that would violate, or cause Avangrid to violate, applicable international trade and export laws including regulations of the Office of Foreign Assets Control of the United States Department of Treasury.</p> <p>2022 Total number of hours for Training On Corruption: 11,344</p>
205-3	205-3		Confirmed incidents of corruption and actions taken	<p>Avangrid did not have any confirmed cases of corruption & bribery during the past four fiscal years and we are not currently involved in any ongoing corruption & bribery cases.</p> <p>Avangrid anti-corruption and bribery policy is publicly available at the Avangrid website.</p>
ANTI-COMPETITIVE BEHAVIOR				
206-1	206-1		Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No case was recorded in 2022.
TAX				

Indicator		New Code	Description	Response / Reference to Information
207-1	207-1		Approach to tax	<p>Avangrid is committed to the application of good tax practices and compliance with applicable tax laws and regulations and seeks the coordination of the tax practices followed by the companies of the Avangrid Group within the framework of its Corporate Governance System.</p> <p>For more information review Avangrid's Tax Policy located within Avangrid website - www.Avangrid.com</p>
207-2	207-2		Tax governance, control, and risk management	<p>The Audit and Compliance Committee of the Board of Directors (the "Committee") is responsible for ensuring compliance with this Policy, which may be delegated in the sole discretion of the Committee. The Avangrid Group shall adopt control mechanisms necessary to ensure compliance with tax laws and regulations and with the principles set forth above, as part of an appropriate business management, and management shall ensure that the Avangrid Group has the appropriate resources for such purposes. The head of the tax division of the Avangrid Group shall report to the Committee on an annual basis regarding the Avangrid Group's compliance with this policy. Additionally, the Committee will report to the audit and risk supervision committee of the board of directors of Iberdrola, S.A. on compliance with this Policy in accordance with the Corporate Tax Policy of Iberdrola, S.A.</p> <p>For more information review Avangrid's Tax Policy located within Avangrid website - www.Avangrid.com</p>
207-3	207-3		Stakeholder engagement and management of concerns related to tax	<p>As part of the Iberdrola group, Avangrid is included in Iberdrola's Iberdrola's Corporate Tax Policy that sets out the group's tax strategy, based on ensuring compliance with applicable tax regulations, excellence and the commitment to applying good tax practices, within the framework of the group's corporate and governance structure. The Corporate Tax Policy is publicly available on the group's corporate website.</p> <p>Aware of the importance that tax information represents for all Stakeholders, and as part of its commitment to transparency and best practices, Iberdrola voluntarily prepares the annual "Report on Tax Transparency of the Iberdrola group." The report sets out all significant issues from a tax standpoint, together with an analysis of the group's tax contribution at the global level, and complements the information provided herein. This report is publicly released and available on the group's corporate website.</p>
207-4	207-4		Country-by-country reporting	Not applicable to Avangrid

Indicator		New Code	Description	Response / Reference to Information
Category: Environmental				2022
Energy				
103-2	103-2		Management Approach	<p>In 2022, Avangrid made significant achievements across our operations – from advances in customer service, to our overall business and financial performance – all with a focus on creating a clean energy future.</p> <p>Avangrid's overall success is dependent on our ability to help create a clean energy future for all. We're accomplishing this by investing in our network infrastructure, by increasing our generation of renewable energy and by innovating across all our operations to create positive outcomes for our customers, our communities, the natural environment and our shareholders. This approach is central to our ESG+F framework.</p> <p>Please see pages 13 through 18 of the 2022 Avangrid Sustainability Report for additional details relating to Avangrid's management approach to Energy.</p>
301-1	301-1 (a)		Use of raw materials	2022 Use of raw materials
	301-1 (b)			Consumption of basic materials - Diesel : 2037 (m3)
	301-1 (c)			Consumption of basic materials - Natural gas: 534,927,061 (Nm3)
301-2	301-2		Recycled input materials used	<p>Distribution of fuel consumption - Natural gas: 4.12%</p> <p>Avangrid does not capture the data to calculate the percentage of recycled input materials used.</p> <p>The Avangrid Supplier Terms and Conditions does include the following clause, "As far as possible, the Supplier must supply products or materials with ecologically-sound labeling, and must reuse and recycle waste resulting from the products or materials supplied."</p> <p>Please see the Avangrid website www.Avangrid.com/documents/Suppliers/ContractingTerms</p>
301-3	301-3		Reclaimed products and their packaging materials	<p>Avangrid does not capture the data to calculate the percentage of reclaimed products and their packaging materials for each product category.</p> <p>The Avangrid Supplier Terms and Conditions does include the following clause, "The Supplier undertakes to fulfill as many duties as fall to it by application of current environmental legislation, notwithstanding any modifications which may take place in the future concerning this area. In particular, the Supplier must comply with environmental legislation concerning packaging, labeling and return of packaging of products, and transport of hazardous substances and preparations.."</p> <p>Please see the Avangrid website www.Avangrid.com/documents/Suppliers/ContractingTerms</p>
302-1	302-1 (a)		Energy consumption within the organization	Total internal energy consumption: 11,548,994 GJ
	302-1 (b)			Total Purchased Energy: 494,808 GJ
	302-1 (c)			Fuel Consumption - Natural Gas: 19,328,625 GJ
302-2	302-2		Energy consumption outside of the organization	<p>The most significant consumption of energy outside of the organization is consumption associated with the transport of fuel by motorway, with trips to/from work by group employees, and with business travel (planes and motorways). This information is included in the scope 3 of greenhouse gas emissions inventory.</p>
302-3	302-3 (a)		Energy intensity	Fossil fuel consumption (tep/GWh) in 2022: 175.91
	302-3 (b)			Intensity of internal energy consumption (GJ/GWh) in 2022: 0.45
	302-3 (c)			Energy Intensity - Cogeneration: 0.42 (GJ/MWh)

Indicator	New Code	Description	Response / Reference to Information
302-3 (d)		Energy intensity	Generation technologies (% energy production) in 2022 Wind (86.66%)
302-3 (e)			Generation technologies (% energy production) in 2022 Hydro (0.83%)
302-3 (f)			Generation technologies (% energy production) in 2022 Solar and other renew (1.38%)
302-3 (g)			Generation technologies (% energy production) in 2022 Cogeneration (11.11%)
302-4	302-4 (a)	Reduction of energy consumption	2022 Reduction of energy consumption: Renewables: Annual primary energy savings through the production of renewable energy (GJ): 72,909,303
	302-4 (b)		2022 Reduction of energy consumption: Cogeneration: Annual savings through the supply of steam (GJ): 194,591
	302-4 (c)		2022 Reduction of energy consumption: Reduction of energy consumption associated with improved efficiency (GJ): 8,390
	302-4 (d)		2022 Reduction of energy consumption: Reduction of energy consumption associated with improved efficiency - Distribution - Savings due to network efficiency (GJ): 8,388

Indicator	New Code	Description	Response / Reference to Information
302-5	302-5	Reductions in energy requirements of products and services	Total energy savings of green products and services: 20,357 GJ
Water and Effluents			
303-1	303-1	Interactions with water as a shared resource	<p>Avangrid has a focus on the sustainable use of resources, protecting biodiversity and reducing our environmental footprint associated with waste generation and water usage.</p> <p>We recognize that water is an irreplaceable and precious resource, and we're fortunate as we do not use large volumes of water for most of the power we generate. Still, when we do need to use water, we work to minimize the associated environmental risks. For example, we need water to cool steam operations at our Klamath Falls, Oregon, cogeneration facility. To minimize the impact of this process, we partner with a local municipal treatment plant, using recycled municipal wastewater for cooling (about two-thirds of this evaporates during the cooling process).</p> <p>See pages 38 and 43 of the 2022 Avangrid Sustainability Report</p>
303-2	303-2	Management of water discharge-related impacts	<p>Recognizing the critical role that the Avangrid Board of Directors plays in oversight of the strategies and risks of climate change, the Board established a new Governance and Sustainability Committee that receives regular reports on our climate action strategy.</p> <p>For each of these threats, we identify the principal physical impacts they can cause, such as infrastructure damage, reduced power or limited availability of water. We also work to identify the approach we'll take to manage the impacts of these threats.</p> <p>The Avangrid Environmental Policy includes the following principles as they relate to water:</p> <ol style="list-style-type: none"> 1) use natural resources (i.e., land, energy sources, water and raw materials) responsibly and sustainably. Whenever possible, the Avangrid Group will use renewable resources and actively promote and encourage responsible and sustainable use of natural resources by Avangrid stakeholders 2) make rational and sustainable use of water, managing the risks relating to water scarcity, improving water quality through reducing discharges and managing effluents, and ensuring that water used is returned to the environment in the desired condition <p>No incidents of non-compliance relating to permits, standards and regulations on water quantity or quality were declared in 2022.</p>
303-3	303-3	Water withdrawal	<p>For 2022:</p> <p>Water withdrawn = 113 m3/GWh</p> <p>Water withdrawal for Klamath power generation= 3,085,137 m3</p> <p>Treated wastewater = 99.63%</p> <p>See page 80 of Avangrid 2022 Sustainability Report</p>
303-5	303-5	Water consumption	<p>Avangrid recognizes that water is an irreplaceable and precious resource, and we're fortunate as we do not use large volumes of water for most of the power we generate. Still, when we do need to use water, we work to minimize the associated environmental risks. For example, we need water to cool steam operations at our Klamath Falls, Oregon, cogeneration facility. To minimize the impact of this process, we partner with a local municipal treatment plant, using recycled municipal wastewater for cooling (about two-thirds of this evaporates during the cooling process).</p> <p>2022 Total Water Consumed = 1938.35 ML</p> <p>See page 43 of the 2022 Avangrid Sustainability Report</p>

Indicator	New Code	Description	Response / Reference to Information
Biodiversity			
103-2	103-2	Management Approach	<p>We recognize that loss of biodiversity and the degradation of ecosystems are rapidly taking place in the world, creating significant environmental, economic and social risks. As a renewable energy leader, we have a responsibility to protect biodiversity as we create a clean energy future.</p> <p>Iberdrola has developed a Biodiversity Plan with the goal of achieving a net positive impact on the ecosystems where it operates by 2030. This Biodiversity Plan was presented at the World Biodiversity Summit in Canada in 2022. Our efforts at AVANGRID regarding carbon neutrality and the protection and enhancement of biodiversity are informed by Iberdrola's commitments, as illustrated throughout the 2022 Avangrid Sustainability Report.</p> <p>Avangrid Biodiversity Policy is designed to ensure we preserve ecosystems and biological diversity as we work to create a more sustainable energy model. Before we begin any major project, we assess its potential environmental impact. This assessment includes evaluating if sensitive species, native habitats, wetlands or other natural resources are in the project's area or its vicinity. Once we have the project-specific understanding, our team works collaboratively to determine the best path forward to avoid or minimize potential impacts.</p> <p>We also consider biodiversity when we plan to decommission a site. For example, depending on the site, we would plan reclamation procedures which could include restoring soil, restoring the site to its original natural contours and revegetating any disturbed areas with native plant seed mixes or agricultural crops, as appropriate, based on the use of surrounding lands and the needs of the landowners.</p> <p>Within Avangrid's governance and Sustainability System, the Board of Directors has approved a Biodiversity Policy. AVANGRID has a biodiversity commitment which includes the following elements:</p> <ul style="list-style-type: none"> ✓ Commitment required of own operations and supply chain to avoid operational activities in close proximity to World Heritage areas and IUCN Category I-IV protected areas ✓ Application of mitigation hierarchy (avoid, minimize, restore & offset) when operating in areas in close proximity to critical biodiversity ✓ Work with external partners to fulfill the commitment <p>The CEO, who is a member of Avangrid board is responsible for Sustainability including biodiversity. The Governance and Sustainability Committee is responsible for overseeing environmental, social and governance issues. The CEOs of Networks and Renewables are responsible for the oversight of the biodiversity objectives and issues within their business areas.</p> <p>We measure our impact on biodiversity at project level through ecological assessments carried out before, during and after the construction and monitoring programs during operation. At corporate level: by our Corporate Environmental Footprint. We measure the progress our commitment through monitoring of the application of the mitigation hierarchy in new facilities. We are working on continual improvement running some pilots on methodologies that can provide further assessments on BES (Natural Capital Protocol) and>NNL/NPI (Instituto LIFE Methodology).</p>

Indicator	New Code	Description	Response / Reference to Information
304-1	304-1 (a)	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>Only one of Avangrid's 64 onshore renewable energy facilities (2%) is located within protected areas with high biodiversity. This is the Deerfield Wind Project, which occupies approximately 32 hectares within the Green Mountain National Forest in Bennington County, Vermont. Deerfield was the first wind project to be permitted and constructed on National Forest land. The lead permitting agency is the National Forest Service.</p> <p>Iberdrola has developed a Biodiversity Plan with the goal of achieving a net positive impact on the ecosystems where it operates by 2030. This Biodiversity Plan was presented at the World Biodiversity Summit in Canada in 2022. Our efforts at Avangrid regarding carbon neutrality and the protection and enhancement of biodiversity are informed by Iberdrola's commitments, as illustrated throughout this report.</p> <p>Avangrid partners with researchers from local universities to ensure that, as we build, we protect the biodiversity of the surrounding marine environment.</p> <p>Length of power lines in EP and AVB = 481 km</p> <p>In energy distribution and transmission, Avangrid has only 2 substations located within protected areas with high biodiversity. These areas include the State of New York Adirondack Park and Forest Preserve, the State of New York Catskill Park and Forest Preserve, the Letchwork Park, the Champlain - Adirondack UN Biosphere Reserve, and the Connecticut West Rock State Park</p> <p>Surface in EP or terrestrial wind avb = 32 hectares</p> <p>See page 40 of the Iberdrola Biodiversity Report 2022.</p>
	304-1 (b)		Length of power lines in EP and AVB = 481 km
	304-1 (c)		Number of Substations in EP and AVB = 2
	304-1 (d)		Surface in EP or terrestrial wind avb = 32 hectares
304-2	304-2	Significant impacts of activities, products, and services on biodiversity	<p>Iberdrola has been working since 2012 on the development of tools that make it possible to identify, quantify and assess the impacts and dependencies of its activities on natural capital. Identifying those impacts and dependencies is an iterative process. Below are some of the sources of information used:</p> <ul style="list-style-type: none"> • Matrix of impacts and dependencies of natural capital resources and ecosystem services at the technology level. • Matrix of materiality of activities with respect to the drivers of biodiversity loss. • Pilot projects for the valuation of natural capital at Iberdrola facilities. • Pilot projects to calculate the net impact of activities on ecosystems and species. • Iberdrola's Corporate Environmental Footprint that provides the environmental impacts with a life cycle perspective for each technology. • Environmental impact assessments in new projects. • Surveillance, monitoring and reassessment of impact programmes. • Evaluation of environmental aspects in environmental management systems <p>Avangrid considers the holistic environmental impact of all our projects, and design and implement projects in ways that minimize and mitigate these environmental impacts. This means creating a systems framework where we can tackle global challenges like climate change while minimizing environmental impact including biodiversity loss, waste and pollution.</p> <p>See pages 46 - 51 of the Iberdrola Biodiversity Report 2022.</p>

Indicator		New Code	Description	Response / Reference to Information
304-3	304-3		Habitats protected or restored	<p>Knowledge of the species that live in the areas of influence of the facilities is essential to prevent having a negative effect on them, especially if they are protected. Iberdrola closely monitors the IUCN Red List¹⁷ and national and regional lists to avoid negatively affecting threatened species with habitats in the areas where it operates. The company implements species monitoring programmes and research projects at many of its facilities to learn more about their behavior patterns and incorporate this knowledge into its operations</p> <p>Examples of our commitment to protect biodiversity can be seen across our network, onshore and offshore operations. Quite often, a power outage is caused when an animal or vegetation (such as a tree) contacts network equipment. We work to prevent such outages while protecting biodiversity. For example, to protect wildlife we install animal guards, which are barriers that prevent animals from contacting the network equipment. These guards help to significantly reduce outages and wildlife injuries and fatalities. In 2022 alone, we installed nearly 11,000 animal guards across our network. The most common cause of a power outage happens when a tree contacts power lines. To minimize interruptions to electrical service, we prune trees and vegetation near our power lines (using pruning standards endorsed by the Tree Care Industry Association) that could otherwise lead to an outage. Since trees are essential to biodiversity and a healthy environment, we have a tree care program designed to improve reliability while keeping trees healthy and preserving as much of their natural beauty as possible. We also educate the public on the kinds of trees, shrubs and other vegetation that can be planted safely near power lines (considering factors like whether a tree's height, when it reaches maturity, may contact our equipment).</p> <p>In addition to protecting biodiversity while minimizing power outages, we also protect biodiversity that may otherwise be impacted by work across all our operations. For example, we recognize that while renewable power is a more sustainable resource, we still need to protect biodiversity near our renewable energy facilities, on land and in marine environments. Our Biodiversity Policy establishes a framework for minimizing environmental impacts. This includes adjusting construction schedules to avoid impacting endangered species, creating new wetlands and buffering construction to help protect and restore biodiversity near our facilities and selecting alternative routes or project designs to protect biodiversity.</p> <p>We also collaborate with nonprofit organizations and government agencies to further protect and enhance biodiversity across our operations and in our communities.</p> <p>See page 39-40 of the 2022 Avangrid Sustainability Report</p> <p>Also see pages 42 - 45 of the Iberdrola Biodiversity Report 2022</p>
304-4	304-4 (a)		IUCN Red List species and national conservation list species with habitats in areas affected by operations	Avangrid 2022 number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk are:
	304-4 (b)			Endangered = 15
	304-4 (c)			Critically Endangered = 2
	304-4 (d)			Least Concern = 40
	304-4 (e)			Near Threatened = 12
				Vulnerable = 12

Indicator	New Code	Description	Response / Reference to Information
Emissions			
103-2	103-2	Management Approach	<p>Climate change is a serious threat and one of the most significant challenges of the 21st century. Scientific evidence shows that greenhouse gas emissions have accelerated global warming and that action to address climate change must occur. Avangrid is committed to the fight against climate change. This commitment is aligned with the Paris Agreement as well as goal seven (Affordable and Clean Energy) and goal thirteen (Climate Action) of the Sustainable Development Goals approved by the member states of the United Nations. Avangrid seeks to contribute actively and decisively to a low carbon and sustainable future, delivering clean, low emission energy, minimizing the environmental impact of our activities and supporting and promoting actions that address climate change. Such efforts must be compatible with social and economic growth. The Avangrid Climate Action Policy sets the framework for Avangrid's actions to fight climate change.</p> <p>For further details to Avangrid's management approach to emissions see Avangrid Climate Action Policy on its website at www.Avangrid.com</p>
305-1	305-1 (a)	Direct (Scope 1) GHG emissions	<p>2022 Total = 1,375,464 t CO₂eq</p> <p>Please see page 79 of the Avangrid 2022 Sustainability Report and also please see the Iberdrola Group 2022 GHG Report available on Avangrid website. (There are some differences in the data between the IBE GHG report and IBE Sustainability Report due to differences in the standards used. Specifically, the difference is due to the fact that in the GHG verification under the ISO 14064-2018 standard, IPCC AR5 must be used, while in the calculations of emissions in the IBE Sustainability report, IPCC AR4 was used.)</p>
	305-1 (b)		<p>Emissions from electric power generation facilities: carbon dioxide (CO₂) emissions produced from the combustion of fossil fuels = 1,050,346 t CO₂eq</p> <p>Please see page 79 of the Avangrid 2022 Sustainability Report</p>
	305-1 (c)		<p>Combustion emissions are the emissions from electric power generation facilities (nitrous oxide N₂O and methane CH₄ emissions) produced by combustion of fossil fuels = 1,021 t CO₂eq</p>
	305-1 (d)		<p>Emissions in buildings: emissions from facilities (heating, generators, ...) that provide services to company buildings (consumption of fuels, diesel, natural gas and LPG) = 5,132 t CO₂eq</p>
	305-1 (e)		<p>Fugitive emissions from methane (CH₄) leaks from gas storage and transportation facilities. Emissions from sulfur hexafluoride (SF₆) leaks in electrical transformation and regulation equipment in which said gas acts as a dielectric. Emissions from refrigerant gases (CFCs) from air conditioning equipment = 269,763 t CO₂eq</p>
	305-1 (f)		<p>Emissions from gas storage facilities and emissions from plant waste from logging and pruning = 0</p>
	305-1 (g)		<p>Emissions from mobile combustion: emissions associated with the road transport of employees with fleet vehicles (owned or managed by the company) = 49,202 t CO₂eq</p>
305-2	305-2 (a)	Energy indirect (Scope 2) GHG emissions	<p>Scope 2: Indirect GHG emissions are those that come from electricity, heat or steam generation of external origin consumed by the organization. These emissions are:</p> <p>2022 Total = 225,440 t CO₂eq</p> <p>Please see page 79 of the Avangrid 2022 Sustainability Report and also please see the Iberdrola Group 2021 GHG Report available on Avangrid website. (There are some differences in the data between the IBE GHG report and IBE Sustainability Report due to differences in the standards used. Specifically, the difference is due to the fact that in the GHG verification under the ISO 14064-2018 standard, IPCC AR5 must be used, while in the calculations of emissions in the IBE Sustainability report, IPCC AR4 was used.)</p>
	305-2 (b)		<p>Emissions associated with the consumption of electrical energy in shutdown of thermal, renewable and nuclear power plants and pumping in hydroelectric plants.</p> <p>28,149 t CO₂eq</p>

Indicator	New Code	Description	Response / Reference to Information
305-2 (c)			Emissions derived from the consumption of electrical energy in buildings, offices and facilities. The calculation is made with the Market based methodology (the energy accounted for will be the total supplied, discounting the energy with certification of origin). 21,616 t CO ₂ eq
305-2 (d)			Emissions associated with losses from the distribution network or transportation in its own network, which results from discounting its own net generation from the total distribution. The country sub holdings with several distribution businesses do not count the emissions as the sum of the partial ones, but rather carry out a general calculation. 175,674 t CO ₂ eq
305-3	305-3 (a)	Other indirect (Scope 3) GHG emissions	2022Total = 10,546,585 t CO ₂ eq Please see page 79 of the Avangrid 2021 Sustainability Report and also please see the Iberdrola Group 2021 GHG Report available on Avangrid website. (There are some differences in the data between the IBE GHG report and IBE Sustainability Report due to differences in the standards used. Specifically, the difference is due to the fact that in the GHG verification under the ISO 14064-2018 standard, IPCC AR5 must be used, while in the calculations of emissions in the IBE Sustainability report, IPCC AR4 was used.)
	305-3 (b)		Emissions derived from employee travel for work purposes. 3,087 t CO ₂ eq
	305-3 (c)		Emissions derived from electrical energy purchased from third parties for sale to the end customer when this is not accounted for in scope 1 or 2. The emissions calculated are those from the generation of the purchased energy. 2,012,357 t CO ₂ eq
	305-3 (d)		Emissions associated with the supply chain. 775,952 t CO ₂ eq
	305-3 (e)		Commuting emissions are the emissions derived from the movement of employees from home to work. 12,667t CO ₂ eq
	305-3 (f)		Emissions associated with the use of gas products 7,565,280 t CO ₂ eq
	305-3 (g)		Upstream emissions: WTT (Well To Tank) of fuels purchased and consumed Emissions from electrical energy generation facilities: fuel consumption of production for third parties, including CO ₂ , CH ₄ and N ₂ O 177,242 t CO ₂ eq
305-4		GHG emissions intensity	Evolution of the intensity of CO ₂ emissions - Specific emissions Global mix 2022 = 46.13 kg CO ₂ /MWh Please see page 79 of Avangrid 2021 Sustainability Report. It covers direct CO ₂ emissions from generation facilities. (There are some differences in the data between the IBE GHG report and IBE Sustainability Report due to differences in the standards used. Specifically, the difference is due to the fact that in the GHG verification under the ISO 14064-2018 standard, IPCC AR5 must be used, while in the calculations of emissions in the IBE Sustainability report, IPCC AR4 was used.)
305-5	305-5 (a)	Initiatives for reducing emissions	2022 Total = Reduction of GHG emissions - Total 11,981,138 tCO ₂ e
	305-5 (b)		Reduction of GHG emissions - Renewables - Savings in primary energy due to renewable energy production 7,465,947t CO ₂ e
	305-5 (c)		Reduction of GHG emissions - Cogeneration - Savings from the supply of thermal energy (steam) in the Group 20,063 t CO ₂ e

Indicator		New Code	Description	Response / Reference to Information
	305-5 (d)			Reduction of GHG emissions - Commercial - Energy savings and efficiency due to green products and services 4,494,604 t CO2e
	305-5 (e)			Reduction of GHG emissions - Network efficiency - Savings due to efficiency in distribution networks 524 t CO2e
305-6	305-6		Emissions of ozone-depleting substances (ODS)	Not Material topic for Avangrid.
305-7	305-7 (a)		Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	NOX: 68 mt See page 79 of Avangrid 2022 Sustainability Report
	305-7 (b)			SOX: 5 mt See page 79 of Avangrid 2022 Sustainability Report
	305-7 9c)			Particulate: 16.56 mt See page 79 of Avangrid 2022 Sustainability Report
Effluents and Waste				
103-2	103-2		Management Approach	Avangrid is committed to sustainable development and respect for the environment and these important values guide our strategy and actions. Developing a sustainable energy model supported by lower emissions, greater energy efficiency and preservation of the environment is essential for sustainable development. Avangrid supports goal six (Clean Water and Sanitation), goal seven (Affordable and Clean Energy), goal twelve (Responsible Consumption and Production), goal thirteen (Climate Action), goal fourteen (Life below Water), goal fifteen (Life on Land), and goal sixteen (Peace, Justice and Strong Institutions) of the Sustainable Development Goals approved by the member states of the United Nations. Avangrid, as a leading energy company, recognizes the importance of environmental protection and the company's responsibility to take action to protect the environment. Its Environmental Policy includes the following principles relating to the management approach for effluents and waste: 1) improve the circularity of its business activities and those of its suppliers, through the sustainable use of natural resources, the implementation of life cycle analysis, the eco-design of its infrastructures, the application of the waste hierarchy, as well as the optimization of waste management and the use of recycled materials 2) manage hazardous and non-hazardous waste responsibly For additional details relating to Avangrid management approach to effluents and waste, see the Environmental Policy on the Avangrid website at www.Avangrid.com
303-3	303-3		Water withdrawal	2022: Water withdrawn = 113 m3/GWh Water withdrawal for Klamath power generation = 3,085,137 m3 Treated wastewater = 99.6 % See page 80 of Avangrid 2022 Sustainability Report
303-4	303-4		Water discharge	In the event that a discharge occurs at the Company's facilities having negative effects on the surrounding environment, the Company provides the information required and cooperates with the competent bodies until resolution of the incident. The reasons for the discharge is subsequently analyzed, and the appropriate measures are taken in order to minimize the probability of re-occurrence. 2022 = 1,347,103 m3 See page 80 of Avangrid 2022 Sustainability Report

Indicator		New Code	Description	Response / Reference to Information
306-1	306-1		Waste generation and significant waste-related impacts	<p>During 2022, Avangrid ensured that the processes by which our waste is collected and transported reflect our environmental commitments. We collaborated with our two major solid waste vendors who manage our network facilities to divert over 965 U.S. tons of solid waste from landfill disposal through recycling. In addition, a portion of the remaining waste is incinerated at a waste-to-energy facility. Highlights of our efforts include:</p> <ul style="list-style-type: none"> • 82,540 lbs. of clean wood recycled • 107,820 lbs. of single stream wastes recycled • 812,569 lbs. of solid waste used for fuel at a waste-to-energy facility • 1,765 metric ton reduction of greenhouse gas using a state-of-the-art landfill that turns gas into electricity <p>See page 43 of the Avangrid 2022 Sustainability Report</p>
306-2	306-2		Management of significant waste-related impacts	<p>Avangrid implemented a company mobile device recycling program at the beginning of October 2022. In collaboration with the vendor e-Cycle, Inc., we are donating the proceeds to the Arbor Day Foundation to plant trees. In this short period, we have recycled 715 devices with the result of 1,494 pounds of greenhouse gas emissions and 641 trees planted.</p> <p>See page 43 of the 2022 Avangrid Sustainability Report</p>
306-3	306-3 (a)	2-27		<p>2022 Hazardous Waste: 2,405 mt</p> <p>See page 80 of the 2022 Avangrid Sustainability Report</p>
	306-3 (b)			<p>2022 Non-Hazardous Waste: 176,781 mt</p> <p>See page 80 of the 2022 Avangrid Sustainability Report</p>
306-4	306-4 (a)		Waste diverted from disposal	Residues not intended for elimination - Hazardous waste - Total 124 mt
	306-4 (b)			Residues not intended for elimination - Non-hazardous waste - Total 56,649 mt
	306-4 (c)			Total waste not intended for disposal by type - Hazardous residues - Rest of waste 9.84 mt
	306-4 (d)			Total waste not intended for disposal by type - Hazardous waste - batteries and batteries 22.90 mt
	306-4 (e)			Total waste not intended for disposal by type - Hazardous waste - Electronic electrical residues 63.70 mt
	306-4 (f)			Total waste not intended for disposal by type - Hazardous waste - liquid oils and fuels 26.47 mt
	306-4 (g)			Total waste not intended for disposal by type - Hazardous waste - Urban solid residues 0.73 mt
	306-4 (h)			Total waste not intended for disposal by type - Non-hazardous waste - batteries and batteries 22.89 mt
	306-4 (i)			Total waste not intended for disposal by type - Non-hazardous waste - construction residues 125.82 mt
	306-4 (j)			Total waste not intended for disposal by type - Non-hazardous waste - rest of waste 55,359 mt
	306-4 (k)			Total waste not intended for disposal by type - Non-hazardous waste - Urban solid residues 1,142 mt

Indicator	New Code	Description	Response / Reference to Information
306-5 (a)		Waste directed to disposal	2022 = Hazardous waste: 2,281 mt
306-5 (b)			2022 Non-Hazardous waste: 120,132 mt

Indicator	New Code	Description	Response / Reference to Information
Environmental Compliance			
103-2		Management Approach	<p>Avangrid activities should always demonstrate the company's respect for the environment. This includes complying with or exceeding standards established in applicable environmental laws and regulations. This priority is supported by policies and procedures adopted by the company. Consequently, we should act to minimize the impact of our activities on the environment by engaging in sound environmental practices and supporting environmental stewardship. Areas of focus include reducing waste and pollution, conserving natural resources, promoting energy savings and sponsoring research and development.</p> <p>The company has a number of related policies including policies for Climate Change, Biodiversity, Environmental and Sustainability. These can be found at Avangrid.com.</p> <p>There are numerous ways in which Avangrid demonstrate our support for protecting the environment:</p> <ul style="list-style-type: none"> • Compliance with applicable environmental laws and regulations. • Providing adequate resources to meet environmental commitments and obligations. • Working with environmental regulatory agencies to resolve issues. • Continuously improving our environmental performance and corporate social responsibility initiatives. • Compliance with environmental permits and licenses. • Hiring reputable and certified services for environmentally sensitive activities, such as disposal of hazardous materials. • Accurately maintaining and preserving records required by environmental laws and regulations.
307-1		Non-compliance with environmental laws and regulations	<p>To achieve Avangrid's goals on environmental protection, Avangrid's first principle within our Environmental policy is to comply with applicable environmental laws, regulations and standards, attempt to anticipate compliance with new environmental requirements and implement industry best practices on environmental protection.</p> <p>In 2022 Avangrid was assessed \$141,940 for 4 environmental fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations.</p> <p>Please see Avangrid's Environmental Policy available on www.Avangrid.com</p>
Supplier Environmental Assessment			
103-2		Management Approach	<p>Just as we hold our own employees accountable, Avangrid expect our suppliers, to embrace the same commitment to integrity and to conduct their business in compliance with all laws, rules and regulations. While as a supplier, they are legally separate from Avangrid, their business practices and actions can impact and reflect on our company and reputation. To help suppliers understand the expectations for our business relationship with them, a Supplier Code of Ethics (the code) has been established to provide guidance on what is expected from suppliers.</p> <p>For further details, see the Supplier Code of Ethics on Avangrid's website at www.Avangrid.com</p>

Indicator	New Code	Description	Response / Reference to Information
308-1		New suppliers that were screened using environmental criteria	<p>Avangrid suppliers are an essential part of our business, and we set high expectations for them to understand and adhere to our sustainability policies and standards. All major suppliers of general goods and equipment (both new and existing) and fuel are assessed in accordance with environmental and sustainability criteria.</p> <p>We assess our suppliers against our ESG criteria (43 factors total) and use these assessments to arrive at each supplier's ESG score. We also work to help our suppliers meet our sustainability expectations, providing those who need assistance with additional resources, including recommendations to make improvements. In 2022, we set a goal to have at least 58.5% of our suppliers meet our sustainability standards, and we exceeded that goal by achieving 67% compliance. In 2023, our new sustainability goal will measure the percentage of total awards given to sustainable suppliers. To achieve this, we will continue to assist and support our suppliers.</p> <p>For further details see page 63 of the 2022 Avangrid Sustainability Report.</p>
308-2		Negative environmental impacts in the supply chain and actions taken	No supplier with a significant negative environmental impact has been detected. Furthermore, Iberdrola Group does not have major suppliers located in areas with water stress.

Indicator	New Code	Description	Response / Reference to Information
Category: Social			
Employment			
103-2	103-2	Management Approach	<p>2022</p> <p>At Avangrid, our employees are powering the lives of millions today, while fueling a better tomorrow. We attract and retain some of the best people around through our competitive health and wellbeing programs, vibrant employee communities, and opportunities to learn and grow. The "Total Health" of our employee community is vitally important to us, and to bring that priority to life, we invest in programs that enable personal and professional development; help colleagues build connections with one another; and meet our employees' unique needs and the needs of their families throughout all stages of life.</p> <p>Please refer to People and Talent of our website www.Avangrid.com/wps/portal/Avangrid/peopleandtalent</p>
401-1	401-1 (a)	New employee hires and employee turnover	2022
	401-1 (a.1)		Total number of new employee hires = 1,243
	401-1 (a.2)		Men - New Hires
	401-1 (a.3)		Up to 30 years old = 310
	401-1 (a.4)		Men - New Hires
	401-1 (a.5)		Between 31-50 years old = 390
	401-1 (a.6)		Men - New Hires
	401-1 (a.7)		Over 50 years old = 117
	401-1 (a.8)		Women - New Hires
	401-1 (a.9)		Up to 30 years old = 163
	401-1 (b)		Women - New Hires
	401-1 (b.1)		Between 31-50 years old = 202
	401-1 (b.2)		Women - New Hires
	401-1 (b.3)		Over 50 years old = 54
	401-1 (b.4)		Other - New Hires
	401-1 (b.5)		Up to 30 years old = 2
	401-1 (b.6)		Other - New Hires
	401-1 (b.7)		Between 31-50 years old = 5
	401-1 (b.8)		Other - New Hires
	401-1 (b.9)		Over 50 years old = 0
	401-1 (b.1)		2022
	401-1 (b.2)		Total number of employees leaving the Company = 1,012
	401-1 (b.3)		Leavers - Men
	401-1 (b.4)		Up to 30 years old = 99
	401-1 (b.5)		Leavers - Men
	401-1 (b.6)		Between 31-50 years old = 200
	401-1 (b.7)		Leavers - Men
	401-1 (b.8)		Over 50 years old = 361
	401-1 (b.9)		Leavers - Women
	401-1 (b.1)		Up to 30 years old = 62
	401-1 (b.2)		Leavers - Women
	401-1 (b.3)		Between 31-50 years old = 133
	401-1 (b.4)		Leavers - Women
	401-1 (b.5)		Over 50 years old = 157
	401-1 (b.6)		Leavers - Other
	401-1 (b.7)		Up to 30 years old = 0
	401-1 (b.8)		Leavers - Other
	401-1 (b.9)		Between 31-50 years old = 0
	401-1 (b.1)		Leavers - Other
	401-1 (b.2)		Over 50 years old = 0

Indicator		New Code	Description	Response / Reference to Information
401-2	401-2		Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Avangrid offers a comprehensive Total Health package to eligible employees including:</p> <ul style="list-style-type: none"> •Comprehensive, high-quality medical, dental, vision, life, and disability plans •Generous 401(k) match and Paid Time Off programs •Paid Parental Leave for those welcoming a new child through birth, surrogacy, adoption, or foster care placement •Student Loan Repayment •Fertility and family-forming care and coverage •Education and tuition reimbursement assistance programs •Subsidized back-up care for children, elder family members, and those with special needs •Programs that support local non-profits by offering a cash match for employee donations, as well as direct donations recognizing employee volunteer hours •A variety of value-added options that allow employees to make choices that meet their individual needs, including telemedicine, claims navigation, mental health and financial wellness and education programs, legal assistance, and pet insurance <p>Employee eligibility will vary depending on the applicable plan document's terms and conditions and any applicable collective bargaining agreement. The information above does not replace, amend, or supplement any applicable collective bargaining agreement or any applicable plan documents. The terms expressed in any applicable collective bargaining agreement or plan document will control.</p> <p>Please refer to People and Talent of our website www.Avangrid.com/wps/portal/Avangrid/peopleandtalent</p>
401-3	401-3 (a)		Parental leave	Avangrid does provide parental medical leave to care for a newborn child, adoption of a child or placement of a foster child.
				Employees entitled to maternity / paternity leave: Men 5,489 Women 2,084
	401-3 (b)			Number of employees who have enjoyed the right to maternity / paternity leave: Men 0, Women 69
	401-3 (c)			Number of employees who have returned to work after parental leave: Men 192, Women 70
	401-3 (d)			Number of employees who have returned to work after terminating parental leave and who were still employed 12 months after returning to work: Men 192, Women 10
Labor/Management Relations				
103-2	103-2		Management Approach	<p>At Avangrid, we strive to build, sustain, and empower a diverse workforce with a rich mix of differences. To us, this means creating inclusive workplaces where every employee feels valued and where there are equitable opportunities for everyone to grow and develop. Living the values of Diversity, Equity, and Inclusion is critical to our success and as such we have prioritized initiatives in three key areas:</p> <p>Increasing diverse representation, especially in leadership positions. Promoting equitable opportunities to grow and develop. Establishing pathways for community and connection with others.</p> <p>Approximately 46.0% of Avangrid employees are represented by a collective bargaining agreement and we generally enjoy strong working relationships with all our labor unions. There are no union contracts that are scheduled to expire in 2023. There is mutual respect and collaboration when discussing the variety of issues we face on an ongoing basis, and the respective parties share the goal of supporting the business while helping to ensure a positive customer experience.</p>
402-1	402-1		Minimum notice periods regarding operational changes	In the United States, notice requirements are governed both by collective bargaining agreements and labor laws. When organizational change or significant events occur that may impact union employees, union leaders are routinely provided with advance notice. The minimum notice period depends on the change to be implemented, but is generally four weeks.
Occupational Health/Safety				

Indicator		New Code	Description	Response / Reference to Information
103-2	103-2		Management Approach	<p>In 2022 Avangrid expanded new goals focused on the health and safety of our workforce by targeting a 40% reduction in our accident rate by 2030.</p> <p>We are committed to providing our employees with a safe and healthy workplace, and we continuously embed a safety-first culture across the company. Doing so builds employee confidence, motivation and productivity while encouraging an environment where innovation can flourish. To bring this commitment to life, we provide our employees with ongoing safety training and awareness programs; we use Environmental, Health & Safety (EH&S) Excellence Awards to highlight proactive and exemplary safety behavior; and all Avangrid leaders have a portion of their variable compensation tied directly to health and safety goals.</p> <p>For further details view Avangrid's 2022 Sustainability Report - page 52.</p>
403-1	403-1		Occupational health and safety management system	<p>Avangrid has implemented a Health and Safety Management System (HSMS) and an Environmental Management System (EMS) at various levels of its organization. Our Management System align with the external validation structure. A 3rd Management System is in development for our Offshore business. This sector is a business that is still emerging, for which reason the projects are still currently under development. Both the On Land Renewables and Networks business areas have implemented ISO 45001 compliant HSMS and portions of the Networks have implemented ISO 14001 compliant EMS. The implementation of these management systems is not a legal requirement for either business. 98% of our employees are under the ISO 14001 certification.</p> <p>Avangrid is on a journey to integrate our EH&S Management System across our entire operation to further ensure the well-being of our employees. Avangrid is already certified by the International Organization for Standardization (ISO) to the ISO 45001 Health & Safety standard across all lines of business (ISO 45001 is one of the most rigorous workplace safety standards in the world). We are also actively working toward enterprise-wide certification of ISO 14001 (ISO's comprehensive environmental standard). By the end of 2024, we will have a fully integrated EH&S Management System that will incorporate these standards.</p>
403-2	403-2		Hazard identification, risk assessment and incident investigation	<p>Avangrid is dedicated to the proactive identification and mitigation of hazards in the work environment. This is accomplished through the use of various risk assessment tools throughout the various operating areas. Tools used to identify hazards and assess risk include Job Briefings, Job Hazard Assessments, and site safety assessments and inspections. Employees are trained in Hazard Identification annually and throughout their professional development. Job briefings, Job Hazard Assessments, Work Permits (where applicable) and Risk Reduction Plans are audited as part of the internal compliance audit program, the internal HSMS audit program, and through our annual external ISO audits. Additionally, Management, Supervision and EHS regularly assess the implementation of these tools. Opportunities identified through Risk Reduction Plans, Job Hazard Assessments or other hazard identification tools are communicated throughout the organization for implementation. Additionally, items identified through audits and spot checks are used to create action plans or best practice communications which are shared throughout the organization.</p> <p>Workers are encouraged to report workplace hazards through their chain of command, or directly to EHS. Company policy, specifically the workplace code of ethics, prohibits discrimination or reprisal against any worker for reporting work related hazards. Additionally, if workers feel that they would like to anomalously report an issue or concern there are avenues such as the employee ethics hotline for such reporting. Reported through informal and formal channels including OneHS application that is reviewed and actions by Leadership daily.</p> <p>All workers are empowered with "Stop Work Authority" meaning that workers have the right to speak up and stop a job or to remove themselves from the job if they feel the situation is unsafe. In practice it is covered in New Employee Orientation, safety handbook, and pre-job brief. Additionally, as stated above it is against the business code of ethics which specifically prohibits reprisals against an employee for reporting a hazard, this includes for the implementation of stop work.</p> <p>Work-related incidents are investigated in accordance with the Organizations incident management policy. This includes tracking of all work-related incidents in the online EHS system of record and a formal investigative process focusing on the identification of direct cause and contributing factors. The method of investigation is determined by the severity or potential severity of the incident or near miss.</p> <p>In 2022, Avangrid received the WELL Health-Safety International Well Building Institute Rating across 17 of our workplaces. More than 80% of employees now work in WELL Health-Safety rated workplaces. This evidence-based, third-party-verified rating focuses on operational policies, maintenance protocols, stakeholder engagement and emergency plans.</p>

Indicator		New Code	Description	Response / Reference to Information
403-3	403-3		Occupational health services	In addition to the measures that have been implemented to identify and mitigate hazards specific to the work environment, there are other programs in place to identify hazards to the organization as well as to the worker. Specific programs include regular legal review to assess new and changing legal risks and create plans to mitigate and reduce these risks. The results of this review are communicated to the organization through regularly scheduled meetings including senior leadership, employees, and their representatives. As with other programs the quality of this program is assessed through regular internal and external audits.
403-4			Worker participation, consultation, and communication on occupational health and safety	<p>100% of Avangrid staff is represented in health and safety committees.</p> <p>Worker consultation occurs both informally and formally. Formal consultation is conducted through an established series of skilled worker panels, where workers nominated by their peers are consulted on the development of the management system, and through the strategic safety board where leadership and senior workers representatives are consulted. Avangrid has built a Learning & Improving Culture and encourages employees to participate through formal and informal channels.</p> <p>Worker skilled safety panels and the strategic safety board meet monthly. These panels provide the formal structure when updating or revising the procedures to further develop the HSMS. Plan Do Check Act</p>
403-5			Worker training on occupational health and safety	<p>Avangrid workers receive both Technical and Safety training through a mixture of in person hands on training, classroom instruction, and online training. Workers are prohibited from conducting work until they demonstrate the proficiency and knowledge necessary to safely do so. Technical training includes training on hazards, risks and controls associated with each job function. The health and safety of our employees is a top priority across all our operations every day. The steps we take to protect our employees' health and safety require engaging them in ongoing education and training opportunities. To accomplish this, we have established a comprehensive – and mandatory – Environmental, Health & Safety (EH&S) training. The types of EH&S training each employee takes are determined by their job description, and the requirements differ between office employees and field employees. In 2022, 97% of Avangrid employees across our corporate, network and renewables businesses completed their EH&S training.</p> <p>Avangrid implemented daily huddles for field staff with a focus on slip/trip/fall hazards, defensive driving and daily stretches, all of which contribute to the health and well-being of our people. In 2023, we plan to expand our Early Intervention Program, launch a new program that will help reduce ergonomic safety hazards and launch a Safety Leadership Program to increase hazard identification and prevention.</p>
403-6			Promotion of worker health	<p>Avangrid offers a comprehensive benefits package including medical, dental, and vision coverage to full-time and part-time employees if working 20 hours or more. Benefits include:</p> <ul style="list-style-type: none"> • Health Care: Health Insurance, Dental Insurance, Vision Care Insurance, Flexible Spending Accounts • Retirement Programs: 401(k) Qualified Retirement Plan • Income Protection Programs: Short-Term Disability Insurance, Long-Term Disability Insurance, Life Insurance • Paid Time Off: Vacation, Holidays • Paid Parental Leave • Other Policies, Programs and Resources: Employee Assistance Program <p>Another key component of our health and safety culture is the emphasis we place on employee well-being. Healthier employees are at a lower risk of injury from industrial exposure and perform work more safely and with a lower rate of absenteeism. In 2022, we continued to place a strong emphasis on well-being programming, including support for employee mental health (such as access to extensive resources like mental health webinars), mental health training for people managers and digital emotional health programs that use cognitive behavior therapy and more.</p>
403-7			Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Avangrid takes a systems-based approach to mitigation of occupational safety and health impacts. This approach is focused upon finding and prioritizing opportunities to build robust systems that not only put measures in place to reduce the probability that an impact will occur, but which also mitigate the potential consequences in the event of an impact or failure. The general idea is to focus on development of systems which utilize various types of controls to create layers providing protection to prevent incidents and mitigate impacts in the event of an incident.</p> <p>In 2022, the injuries and fatalities to the public involving company assets, including legal judgments, settlements and pending legal cases of diseases were: 12 injuries and 1 fatality</p>
403-8	403-8 (a)		Workers covered by an occupational health and safety management system	Number of employees covered by the occupational health and safety management system = 7427
	403-8 (b)			Percent of employees covered by the occupational health and safety management system = 98%

Indicator		New Code	Description	Response / Reference to Information
403-9	403-9 (a.1)		Work-related injuries	Number of accidents - Own Employees Men - Fatal = 0
	403-9 (a.2)			Number of accidents - Own Employees Men - With leave = 49
	403-9 (a.3)			Number of accidents - Own Employees Men - With high consequences = 13
	403-9 (a.4)			Number of accidents - Own Employees Men - Without leave = 471
	403-9 (a.5)			Number of accidents - Own Employees Women - Fatal = 0
	403-9 (a.6)			Number of accidents - Own Employees Women - With leave = 7
	403-9 (a.7)			Number of accidents - Own Employees Women - With high consequences = 2
	403-9 (a.8)			Number of accidents - Own Employees Women - Without leave = 53
	403-9 (b.1)			Frequency Index - Own Staff - Total = 3.57
	403-9 (b.2)			Frequency Index - Own Staff - Men = 4.30
	403-9 (b.3)			Frequency Index - Own Staff - Women = 1.63
	403-9 (c.1)			Severity Index - Own Staff - Total = 0.27
	403-9 (c.2)			Severity Index - Own Staff - Men = 0.31
	403-9 (c.3)			Severity Index - Own Staff - Women = 0.16
	403-9 (d.1)			Absenteeism - Hours Lost - Own Staff - Total = 4,210
	403-9 (d.2)			Absenteeism - Hours Lost- Own Staff - Men = 3,505
	403-9 (d.3)			Absenteeism - Hours Lost - Own Staff - Women = 705
	403-9 (e.1)			Number of accidents - Outsourcing Staff Men - Fatal = 1
	403-9 (e.2)			Number of accidents - Outsourcing Staff Men - With leave = 9
	403-9 (e.3)			Number of accidents - Outsourcing Staff Men - With high consequences = 0
	403-9 (e.4)			Number of accidents - Outsourcing Staff Men - Without leave = 91
	403-9 (e.5)			Number of accidents - Outsourcing Staff Women - Fatal = 0
	403-9 (e.6)			Number of accidents - Outsourcing Staff Women - With leave = 0
	403-9 (e.7)			Number of accidents - Outsourcing Staff Women - With high consequences = 0
	403-9 (e.8)			Number of accidents - Outsourcing Staff Women - Without leave = 14
	403-9 (f)			Frequency Index - Outsourcing Staff- Total = 0.84
	403-9 (g)			Absenteeism - Days Lost - Outsourcing Staff - Total = 28
403-10	403-10 (a)		Work-related ill health	Occupational diseases - Occupational disease ratio (ODR) (contracted personnel) = 0
	403-10 (b)			Occupational diseases - Occupational disease ratio (ODR) (own personnel) = 0
	403-10 (c)			Occupational Diseases in Contract Personnel - Deaths = 0
	403-10 (d)			Occupational diseases in own personnel - Deaths = 0
	403-10 (e)			Occupational illnesses in own personnel - Number of occupational illnesses = 0
Training and Education				

Indicator		New Code	Description	Response / Reference to Information
103-2			Management Approach	<p>Avangrid is committed to a model of learning that combines experience, relationships and training. A key factor for performance at work, adapting to change and professional development. We acknowledge that people learn in a variety of ways and we advocate the "70/20/10 Model of Learning" which indicates that:</p> <p>70% of learning takes place on the job (experience). 20% of learning comes from other people (relationships). 10% of learning comes from a formal training situation (education).</p> <p>At Avangrid, we work to build a strong ethics-driven, continuous improvement culture that builds on our purpose and values within our company and in the communities we serve. Our focus on this work includes advancing our training goals for all employees in areas like leadership, safety, and unconscious bias, as well as cybersecurity.</p>
404-1	404-1 (a.1)		Average hours of training per year per employee	Average Hours of Training - Men Leadership = 16
	404-1 (a.2)			Average Hours of Training - Women Leadership = 17
	404-1 (a.3)			Average Hours of Training - Other Leadership = 0
	404-1 (b.1)			Average Hours of Training - Men Professional & Support Staff = 62
	404-1 (b.2)			Average Hours of Training - Women Professional & Support Staff = 50
	404-1 (b.3)			Average Hours of Training - Other Professional & Support Staff = 302
	404-1 (c.1)			Average Hours of Training - Men Qualified Technicians = 22
	404-1 (c.2)			Average Hours of Training - Women Qualified Technicians = 20
	404-1 (c.3)			Average Hours of Training - Other Qualified Technicians = 32

Indicator		New Code	Description	Response / Reference to Information
404-2			Programs for upgrading employee skills and transition assistance programs	<p>During 2022, Avangrid prioritized building community to promote an inclusive culture, driving equitable opportunities to grow and build and sustain a diverse talent pipeline. As a result of these priorities, the following initiatives were launched: Partnership with community colleagues and technical high schools to start exploring training programs (Eli Whitney in New Haven and Platt, Milford); Business Resource Groups (BRG); led volunteer initiatives throughout regional office culminating during volunteer week; Diversity Week focused on promoting BRGs to entire organization as well as provide educational workshop to BRG leaders and Executive Sponsors. Engaged with the senior leadership team to discuss diversity awareness and inclusive leadership practice. Established recruitment partnerships to deliver diversity pipeline expansion to increase gender and POC representation. Leadership accountability metrics for overall hiring and early career and for DEI Engagement (proof of supplier diversity training, diverse community outreach, active involvement in mentorship with diverse employees, leadership within BRGs).</p> <p>In 2022 Avangrid continued with training of recruiters and required LinkedIn training for hiring managers to enforce local policies. Avangrid continues to use its careers page and leverage partnerships with LinkedIn and Indeed to advertise its positions. Talent Acquisition leveraged several programs to reach goals, such as Ripple Match, to help meet DE&I goals for early career programs; we leveraged outside agencies to help with hard to fill and high-volume roles. Talent Acquisition uses the Hiring Manager Certificate program and annual training requirements to meet our various compliance needs. Currently, we use time to fill, sourcing sites effectiveness, and different source model goals for our recruiters. We have created other metrics for these models. We communicate these goals using our annual performance plans and reoccurring meeting to communicate any changes or areas we see falling short. Monthly one on one sessions are conducted with the recruiter and manager. Talent Acquisition and Avangrid continue to improve our process by looking for the most effective tolls to help use with outreach metrics, DE&I, and data consolidation.</p> <p>In 2022, Avangrid continued expansion upon our LinkedIn Learning offerings in the US by maintaining current learning paths to enhance development programs and initiatives (such as the Engineering Development Program and Unconscious Bias Training) as well as assist in furthering the integration of our Behavioral Model throughout the organization, by enhancing development paths for each level of the behaviors company wide. Avangrid took several actions to enhance its leadership development programs as well, including the partnership of leadership content and facilitation with external vendor DDI, continuation of the Avangrid mentoring program to all non-union employees; continuation of the Purpose-Driven Leaders program in partnership with Yale University; continuation of the Leadership Essentials program for new people leaders; launch of How to Have Difficult Conversations within the Manager Performance Assessments as related to known bias and expansion of resources to help people leaders manage teams effectively in a remote/hybrid environment.</p> <p>Where contractually required, Avangrid may provide outplacement services to displaced employees, through a third-party provider.</p>
404-3	404-3 (a.1)		Percentage of employees receiving regular performance and career development reviews	Percentage Leadership employees receiving regular performance and career development reviews = 88.20%
	404-3 (a.2)			Percentage Leadership Men employees receiving regular performance and career development reviews = 86.92%
	404-3 (a.3)			Percentage Leadership Women employees receiving regular performance and career development reviews = 91.18%
	404-3 (b.1)			Percentage Professional and Support employees receiving regular performance and career development reviews = 12.97%
	404-3 (b.2)			Percentage Professional and Support Men employees receiving regular performance and career development reviews = 11.18%
	404-3 (b.3)			Percentage Professional and Support Women employees receiving regular performance and career development reviews = 19.13%
	404-3 (c.1)			Percentage Qualified Technician employees receiving regular performance and career development reviews = 78.03%
	404-3 (c.2)			Percentage Qualified Technician Men employees receiving regular performance and career development reviews = 78.12%
	404-3 (c.3)			Percentage Qualified Technician Women employees receiving regular performance and career development reviews = 78.09%
	404-3 (d.1)			Percentage of Employees receiving a regular performance and career development review = 42.47%
	404-3 (d.2)			Percentage of Men Employees receiving a regular performance and career development review = 38.91%
	404-3 (d.3)			Percentage of Women Employees receiving a regular performance and career development review = 51.97%

Indicator	New Code	Description	Response / Reference to Information
Diversity and Equal Opportunity			
103-2		Management Approach	<p>Avangrid is bringing corporate citizenship commitments to the communities we serve by creating opportunities for our employees to grow and thrive, to make meaningful change in their own communities and to build a workplace committed to diversity, equity and inclusion.</p> <p>We strive to build, sustain and empower a diverse workforce with a rich mix of differences. To us, this means creating inclusive workplaces where every employee feels valued and where there are equitable opportunities for everyone to grow and develop. Diversity, equity and inclusion are critical to our future success and as such we have prioritized DE&I initiatives in three areas:</p> <ul style="list-style-type: none"> • Increasing diverse representation, especially in leadership positions. • Promoting equitable opportunities to grow and develop. • Establishing pathways for community and connection with others. <p>Please see Equal Opportunity Policy on AVANGRID website www.AVANGRID.com/wps/portal/AVANGRID/corporategovernance, and Diversity and Integration section of the website www.AVANGRID.com/wps/portal/AVANGRID/peopleandtalent/whyAVANGRID/diversityintegration, and Equality Plan section of the website www.AVANGRID.com/wps/portal/AVANGRID/peopleandtalent/whyAVANGRID/equalityplan</p> <p>Also please see page 51 "Diversity, Equity and Inclusion" of the 2022 AVANGRID Sustainability Report.</p>
		Specific activities regarding equality	In 2022, we continued to provide employees with unconscious bias training, which we began to offer as a key component of our DE&I strategy in 2021. As of December 31, 2022, 87% of Avangrid employees completed Unconscious Bias training during the past 24 months.
405-1	405-1 (a)	Diversity of governance bodies and employees	BOARD OF DIRECTORS: See Avangrid.com for the most up-to-date information on the composition of our board.
	405-1 (b.1)		Workforce by gender and age - Men Up to 30 years old = 945
	405-1 (b.2)		Workforce by gender and age - Women Up to 30 years old = 285
	405-1 (b.3)		Workforce by gender and age - Other Up to 30 years old = 1
	405-1 (b.4)		Workforce by gender and age - Men 31-50 years old = 2,813
	405-1 (b.5)		Workforce by gender and age - Women 31-50 years old = 1,002
	405-1 (b.6)		Workforce by gender and age - Other 31-50 years old = 4
	405-1 (b.7)		Workforce by gender and age - Men Over 50 years old = 1,731
	405-1 (b.8)		Workforce by gender and age - Women Over 50 years old = 797
	405-1 (b.9)		Workforce by gender and age - Other Over 50 years old = 1

Indicator	New Code	Description	Response / Reference to Information
Non-discrimination			
103-2		Management Approach	<p>Avangrid believes the workplace should be respectful and free from all manifestations of discrimination. Avangrid maintains policies to promote an equitable workplace and protect employees from harassment, discrimination, and retaliation. All of our employees are responsible for supporting a workplace free from harassment or discrimination, and contributing to the equitable treatment of the people in our organization and the communities we serve.</p> <p>There are 3 HR policies which relate to non-discrimination and anti-harassment: 1) EEO Policy 2) Sexual Harassment Prevention Policy 3) Anti-Harassment & Discrimination Free Work Environment Policy. There are also 17 Corporate policy, several of which relate to non-discrimination and anti-harassment.</p> <p>Please see Diversity and Integration section of the Avangrid website www.Avangrid.com/wps/portal/Avangrid/peopleandtalent/whyAvangrid/diversityintegration</p> <p>Please see Equality Plan section of the website www.Avangrid.com/wps/portal/Avangrid/peopleandtalent/whyAvangrid/equalityplan</p>
406-1	406-1	Incidents of discrimination and corrective actions taken	Total number of cases of discrimination open over the period object of this report = 19
Freedom of Association and Collective Bargaining			
103-2		Management Approach	<p>Respect for human rights is fundamental across our company – within our own operations, in the communities in which we serve and operate, and to our goal of helping to create a more just and sustainable world. To bring this commitment to life, we strictly adhere to a set of guidelines that require that we respect and abide by internationally recognized principles for protecting human rights and that we treat all people with dignity and with respect. To adhere to our commitment, we've established mechanisms to identify, prevent and mitigate adverse effects on human rights – from protecting the rights of ethnic minorities and indigenous peoples, to our employees' right to associate and engage in collective bargaining.</p> <p>Please see Diversity and Integration section of the Avangrid website www.Avangrid.com/wps/portal/Avangrid/peopleandtalent/whyAvangrid/diversityintegration</p> <p>Please see Equality Plan section of the website www.Avangrid.com/wps/portal/Avangrid/peopleandtalent/whyAvangrid/equalityplan</p> <p>Please see Suppliers Code of Ethics on the website www.AVANGRID.com/wps/portal/AVANGRID/corporategovernance/CorporateGovernanceSystem/CompliancePolicies Also please see page 71 "Human Rights and Supplier Code of Conduct" of the 2022 AVANGRID Sustainability Report.</p>
407-1	407-1 (a)	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Volume of purchases to suppliers in which the rights of workers to exercise their right of free association and collective negotiation may be breached or for which there is significant risk by country = 857,551 €
	407-1 (b)		Number of incidents recorded amongst suppliers in which the rights of workers to exercise their right of free association and collective negotiation have been breached = 0
Child Labor			
103-2		Management Approach	<p>Avangrid has a long standing commitment to human rights and is guided by principles in the Universal Declaration of Human Rights, the International Labor Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the Sustainable Development Goals (SDGs) approved by the member states of the United Nations. We are expected to comply with applicable laws related to freedom of association, collective bargaining, child labor and forced labor, slavery and human trafficking.</p> <p>Please see Human Rights Policy on the website www.Avangrid.com/wps/portal/Avangrid/corporategovernance/CorporateGovernanceSystem/CorporatePolicies Please see Suppliers Code of Ethics on the website www.Avangrid.com/wps/portal/Avangrid/corporategovernance/CorporateGovernanceSystem/CompliancePolicies</p>
408-1	408-1 (a)	Operations and suppliers at significant risk for incidents of child labor	Volume of purchases from suppliers with a significant risk of presenting cases of child labor by country = 0
	408-1 (b)		Volume of purchases from suppliers with a significant risk of presenting cases of young workers exposed to hazardous labor by country = 0
	408-1 (c)		Number of incidents recorded amongst suppliers of cases of child labor = 0
	408-1 (d)		Number of incidents recorded amongst suppliers of cases of young workers exposed to hazardous labor = 0

Indicator		New Code	Description	Response / Reference to Information

Indicator	New Code	Description	Response / Reference to Information
Forced or Compulsory Labor			
103-2		Management Approach	<p>The company has a long standing commitment to human rights and is guided by principles in the Universal Declaration of Human Rights, the International Labor Organization's ("ILO") Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the Sustainable Development Goals (SDGs) approved by the member states of the United Nations. We are expected to comply with applicable laws related to freedom of association, collective bargaining, child labor and forced labor, slavery and human trafficking.</p> <p>Please see Human Rights Policy on the website www.Avangrid.com/wps/portal/Avangrid/corporategovernance/CorporateGovernanceSystem/CorporatePolicies Please see Suppliers Code of Ethics on the website www.Avangrid.com/wps/portal/Avangrid/corporategovernance/CorporateGovernanceSystem/CompliancePolicies</p>
409-1	409-1 (a)	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Volume of purchases from suppliers with a significant risk of presenting cases of forced or mandatory labor by country = 857,551 €
	409-1 (b)		Number of incidents recorded amongst suppliers of cases of forced or mandatory labor = 0
Security Practices			
103-2		Management Approach	<p>The Corporate Security Policy seeks to protect Avangrid Group people, assets, and information while at the same time ensuring that security related actions fully conform to applicable laws and regulations and respect human rights. This Policy contributes to the achievement of goal sixteen (Peace, Justice and Strong Institutions) of the Sustainable Development Goals (SDGs) adopted by the member states of the United Nations. To achieve these goals, the Avangrid Group shall:</p> <ul style="list-style-type: none"> a) Comply with all applicable laws and regulations regarding physical, cyber, and information security and Avangrid's Governance and Sustainability System; b) Ensure security personnel are qualified and properly trained in the relevant areas, including, without limitation, privacy, human rights, and the Avangrid Governance and Sustainability System; c) Develop a preventive strategy and implement security programs that seek to protect critical infrastructure and maintain essential services provided by the Avangrid Group and minimize security risks, including, without limitation, operational-, reputational-, financial-, privacy-, and compliance-related risks; d) Actively engage internal and external stakeholders to mitigate identified security risks; e) Optimize resources by prioritizing critical security services while complying with all legal and/or regulatory mandates; f) Implement best practices in "threat and incident detection" and "response readiness" to mitigate risk; g) Drive innovation and deployment of technology-related solutions in security and compliance to achieve a best-in-class security programs; and h) Contribute to the promotion of a culture of security throughout the Avangrid Group through effective communication and training programs <p>Please see Human Rights Policy and Corporate Security Policy on the website www.Avangrid.com/wps/portal/Avangrid/corporategovernance/CorporateGovernanceSystem/CorporatePolicies</p>
410-1	410-1 (a)	Security personnel trained in human rights policies or procedures	410-1 (a) Own security personnel = 45
	410-1 (b)		410-1 (b) Own security personnel with human rights training = 45
	410-1 (c)		410-1 (c) Outsourced security personnel = 55
	410-1 (d)		410-1 (d) Outsourced security personnel with human rights training = 55

Indicator	New Code	Description	Response / Reference to Information
Rights of Indigenous Peoples			
103-2		Management Approach	<p>Respect for human rights is fundamental across our company – within our own operations, in the communities in which we serve and operate, and to our goal of helping to create a more just and sustainable world.</p> <p>To bring this commitment to life, we strictly adhere to a set of guidelines that require that we respect and abide by internationally recognized principles for protecting human rights and that we treat all people with dignity and with respect. To adhere to our commitment, we've established mechanisms to identify, prevent and mitigate adverse effects on human rights – from protecting the rights of ethnic minorities and indigenous peoples, to our employees' right to associate and engage in collective bargaining.</p> <p>Our human rights policies and practices are consistent with applicable international standards, including the following:</p> <ul style="list-style-type: none"> • The United Nations Global Compact and Guiding Principles on Business and Human Rights (UNGP). • The Social Policy of the International Labor Organization and the United Nations' Sustainable Development Goals. • The Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, which sets out norms of responsible social behavior by multinational firms <p>For further details see the 2022 Avangrid Sustainability Report page 71 and the Human Rights Policy on the Avangrid website.</p>
411-1	411-1 (a)	Incidents of violations involving rights of indigenous peoples	Number of incidents detected related to indigenous rights = 0
	411-1 (b)		Incidents related to the violation of rights of employees from indigenous communities = 0
Human Rights Assessment			
103-2		Management Approach	<p>Respect for human rights is fundamental across our company – within our own operations, in the communities in which we serve and operate, and to our goal of helping to create a more just and sustainable world.</p> <p>To bring this commitment to life, we strictly adhere to a set of guidelines that require that we respect and abide by internationally recognized principles for protecting human rights and that we treat all people with dignity and with respect. To adhere to our commitment, we've established mechanisms to identify, prevent and mitigate adverse effects on human rights – from protecting the rights of ethnic minorities and indigenous peoples, to our employees' right to associate and engage in collective bargaining.</p> <p>Our human rights policies and practices are consistent with applicable international standards, including the following:</p> <ul style="list-style-type: none"> • The United Nations Global Compact and Guiding Principles on Business and Human Rights (UNGP). • The Social Policy of the International Labor Organization and the United Nations' Sustainable Development Goals. • The Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, which sets out norms of responsible social behavior by multinational firms <p>For further details see the 2022 Avangrid Sustainability Report page 71 and the Human Rights Policy on the Avangrid website.</p>
412-1	412-1 (a)	Operations that have been subject to human rights reviews or impact assessments	Number of OFFICES in countries at risk of human rights violations = 30
	412-1 (b)		Number of PRODUCTION CENTERS in countries at risk of human rights violations = 22
412-2	412-2	Employee training on human rights policies or procedures	Training of employees in human rights= 122,994 hours
412-3	412-3 (a)	Significant investment agreements and contracts that include human rights clauses or	Number of significant investment agreements = 2
	412-3 (b)		Number of significant investment agreements with human rights clauses = 2

Indicator	New Code	Description	Response / Reference to Information
Local Communities			
103-2		Management Approach	<p>At Avangrid we believe companies can – and should – make positive impacts in the communities they serve, including and beyond the services they provide. For us, this includes philanthropic giving through the Avangrid Foundation, corporate donations, employee giving and volunteerism. We also work to understand the needs of our communities through stakeholder engagement, and we seek to create equitable economic development in our communities, for example by increasing our supplier diversity while working to create a clean energy future.</p> <p>Since 2001 Avangrid, through the Avangrid Foundation, has invested \$36 million in our communities, and today it is the centerpiece of our philanthropic work. In 2022, the Foundation provided \$4.1 million to support meaningful action across these four pillars. This includes more than \$1.6 million to support training and research programs and initiatives, approximately \$794,000 in support of efforts to protect biodiversity and address climate change, \$160,000 in support of art and culture, and nearly \$1.5 million directed to organizations and initiatives addressing social action and critical social issues.</p> <p>In addition to the Foundation giving, our companies provided a combined \$1.2 million in corporate donations, and our employees gave nearly \$253,000 to support our communities and causes. Throughout the year, the Foundation, our companies and our employees combine their giving power to support numerous organizations doing critical work across these four key pillars.</p> <p>So many of the positive social impacts we help create are driven by our employees. In 2021, we launched Energized for Good, an initiative that elevates the opportunity for Avangrid employees to volunteer and give back. This program creates volunteer options through partnerships established by the Avangrid Foundation and helps our employees maximize the impact of their volunteer work by providing a \$15 donation for every hour an employee volunteers with an eligible nonprofit organization (up to 100 hours each year per employee).</p> <p>This online platform is proving to be effective. In 2022, our employees volunteered for a total of 10,464 hours, well above the goal we set of 7,000 hours, during 143 company organized events serving 243 nonprofit organizations. Their efforts also generated \$132,535 donated to these organizations through Energized for Good. Longer term, our goal is to reach 35,000 employee volunteer hours per year by 2025. To get there, we've taken steps to incorporate volunteerism into our organizational culture – for example, we share volunteer opportunities during regular team meetings and new employee orientations.</p> <p>For further details see the 2022 Avangrid Sustainability Report pages 58 - 60.</p>
413-1		Operations with local community engagement, impact assessments, and development programs	<p>For Avangrid Networks: Consultation with communities is done as needed throughout the life of a construction project and multiple consultation processes occurred in 2022. Local development programs or strategies are developed as needed for Projects based upon size and impact. In 2022, full Environmental impact assessments were completed for UI Siting Projects of Fairfield to Congress, Ansomia to Derby, and Milvon to W. River - Transmission Projects. No new Article VII Project were filed with NY PSC in 2022. An Environmental impact analysis is conducted for every project. Projects before the NY PSC and CT Siting Counsel are probably the most comparable to a full EIA or EIS, although not specifically termed as such.</p> <p>For Avangrid Renewables (Wind Onshore): Public meetings and deliberations; submission of studies on social, economic, and environmental impacts were completed in 2022. For example: 1) The Osagrove Flats Virtual Public Information Meeting was held; and 2) An ordinance was submitted in LaSalle County of Illinois requesting the approval of Petition #22-01-SU filed by owner Heartland Wind, LLC a wholly-owned subsidiary of Avangrid Renewables, LLC who was requesting for the approval of a Special Use on multiple tracts of property to place and operate up to 43 wind turbines, with a maximum of 5 turbines per tract as well as any roads, transformers, power lines, communication lines, interconnection lines, and other ancillary facilities or structures. All parcels of which special uses sought are zoned Agricultural (A-1) District, pursuant to Section 7.1-4 RR of the LaSalle County Zoning Ordinance with certain conditions as set forth herein. It was approved.</p> <p>For Avangrid Renewables (Solar): The facilities listed are developments for which permits had been issued: Osagrove Solar, Frog Town Solar, St Croix Solar, Empire Solar, Wild Grains Solar, and Obed Meadow Solar. Direct meetings with local governments were held to inform and obtain permission to site. In addition, the company has created STEM-focused educational scholarship opportunities with the local school district for the St Croix project.</p>
413-2		Operations with significant actual and potential negative impacts on local communities	In 2022, there were no significant negative impacts (real or potential) from the Company's facilities identified for local communities.

Indicator	New Code	Description	Response / Reference to Information
Supplier Social Assessment			
103-2		Management Approach	<p>Avangrid is committed to excellence and competitiveness among its suppliers, whom the company sees as its strategic business partners. Objectivity and transparency are of primary importance. Our purchases, which totaled nearly \$3.4 billion in 2022, promote economic growth and stability for thousands of local companies. Looking to the future, we are targeting to spend at least \$300 million annually with diverse suppliers by 2025.</p> <p>Avangrid's commitments to our communities, our people and the environment make us one of the most sustainable, socially responsible energy companies in the country. Studies show that working with diverse suppliers stimulates fresh ideas, brings us closer to our local communities and drives increasingly innovative and creative services to Avangrid.</p> <p>For more information review regarding Avangrid'S management approach to Suppliers see the 2022 Sustainability Report and the Supplier section of the Avangrid website.</p>
414-1		New suppliers that were screened using social criteria	<p>Our suppliers are an essential part of our business, and we set high expectations for them to understand and adhere to our sustainability policies and standards. All major suppliers of general goods and equipment and of fuel are assessed under this management approach and considering their material risks in relation to human rights and negative social impacts.</p> <p>We assess our suppliers against our ESG criteria (43 factors total) and use these assessments to arrive at each supplier's ESG score. We also work to help our suppliers meet our sustainability expectations, providing those who need assistance with additional resources, including recommendations to make improvements. In 2022, we set a goal to have at least 58.5% of our suppliers meet our sustainability standards, and we exceeded that goal by achieving 67% compliance. In 2023, our new sustainability goal will measure the percentage of total awards given to sustainable suppliers. To achieve this, we will continue to assist and support our suppliers.</p> <p>To date, our Supplier Sustainability program has helped several of our suppliers identify and implement changes that have led to improvements in their internal policies and across their operations. These improvements include measures to improve environmental practices, develop and implement a code of ethics, and more.</p> <p>For more information review the Supplier section of the Avangrid website.</p>
414-2		Negative social impacts in the supply chain and actions taken	No suppliers have been detected with a material negative social impact, or incidents reported through the channels established for such purpose.
Public Policy			
103-2		Management Approach	Please see the Code of Business Conduct and Ethics on the website www.Avangrid.com/wps/portal/Avangrid/corporategovernance/CorporateGovernanceSystem/CompliancePolicies
415-1	415-1 (a)	Political Contributions	Federal level - cash contributions = \$0
	415-1 (b)		Federal level - contributions in kind = \$0
	415-1 (c)		State level - cash contributions = \$589,000 See tab labeled 415-1 for list of contributions
	415-1 (d)		State level - contributions in kind = \$0
Customer Health and Safety			
103-2		Management Approach	<p>Avangrid has formal policies and procedures around health and safety in order to establish accountability. We also support a healthy and safe workplace by encouraging a culture of shared responsibility, starting with a firm commitment from the executive team and extending out to bargaining units, management, contractors and each individual employee.</p> <p>Please see the Environmental, Health & Safety Policy on the Avangrid website.</p>
416-1		Assessment of the health and safety impacts of product and service categories	<p>Avangrid's utilities provide gas and electric services to customers. The impacts on health and safety of all categories of major products and services are assessed. Additionally, Avangrid meets the legal and regulatory obligations (including those pertaining to Customer Service) for each State in which it operates.</p> <p>An audit was conducted in November of 2022 for networks business unit by AEGIS. No major findings reported.</p>
416-2	416-2 (a)	Incidents of non-compliance concerning the health and safety impacts of products and services	The number of incidents that have given rise to the fines quantified in Health/Safety = 68
	416-2 (b)		The number of incidents involving breaches of regulations related to customer health and safety resulting in non-monetary penalties = 1
Marketing and Labeling			

Indicator		New Code	Description	Response / Reference to Information
103-2			Management Approach	Avangrid understands it is critical for the success of our company is to have ongoing relationships with the customers and communities that we serve. As part of this ongoing partnership, we commit to following all Federal, State and local legal and regulatory rules relating to the protection of customer rights and the establishment of fair and transparent markets.
417-1			Requirements for product and service information and labeling	At the Avangrid Network Companies, each electric utility is required to inform the customers via their monthly bill the number of KWH used, the charge per KWH, the name of their supplier of electricity and usage history. This information is shown in graphs and labels in formats established by the Maine Public Utilities Commission (MPUC), State of New York Public Service Commission (PSC), and the Public Utilities Regulatory Authority (PURA). Customers can take a closer look at products and services by reviewing their bill statement and Avangrid Networks and its subsidiaries do not voluntarily apply any regulations, procedures or external codes.
417-2	417-2 (a)		Incidents of non-compliance concerning product	Incident of Non-Compliance concerning Customer Information = 1
	417-2 (b)		and service information and labeling	Incident of Non-Compliance concerning Customer Information (non-monetary incidents) = 0
417-3	417-3 (a)		Incidents of non-compliance concerning	Incident of Non-Compliance concerning Marketing = 0
	417-3 (b)		marketing communications	Incident of Non-Compliance concerning Marketing (non-monetary incidents) = 0
Customer Privacy				
103-2			Management Approach	Avangrid's Corporate Security Office maintains its pursuit of a "best in class" security program, including cybersecurity. The issue of cybersecurity has become even more critical in an increasingly digital world. Avangrid's Corporate Security Office continued its work in 2022, positioning Avangrid to navigate and contend with a risk landscape that has been elevated by factors like the war in Ukraine, global supply chain disruptions, and physical acts of sabotage against the grid. Cyber hygiene best practices remain a critical element to Avangrid's cybersecurity posture, so Corporate Security continues to prioritize fostering a culture of security throughout the organization. The Training and Awareness program provides the recognition and education needed to minimize employee practices that could expose the company to cyber and physical security risks. Training and awareness is provided through our annual mandatory trainings, in-person meetings and webinars, various internal communication channels and regular phishing simulations. This training led to measurable results, including a reduction in monthly phishing click rates by more than 50% compared to 2021, a 62% increase in company-wide third-party supplier risk trainings (here, we provided 21 trainings for over 800 users) and a 91% average training completion rate among our employees. Based on our success in 2022, we have expanded our goals for 2023, with a focus on optimizing cybersecurity training for employees. Along with cybersecurity training for our employees and contractors, we expanded training to include targeted and specialized training, including cybersecurity training for our Board of Directors. This helps support our position ensuring best practices in corporate governance. Please see Corporate Security Policy and Personal Data Privacy Policy on the website www.Avangrid.com/wps/portal/Avangrid/corporategovernance/CorporateGovernanceSystem/CorporatePolicies
418-1	418-1 (a.1)		Substantiated complaints concerning breaches	418-1 (a.1) - Communications on customer privacy from regulatory entities = 0
	418-1 (a.2)		of customer privacy and losses of customer data	418-1 (a.2) - Communications on customer privacy from other sources, validated = 1
	418-1 (b)			418-1 (b) - Leaks, theft or loss of data = 0
Socioeconomic Compliance				
103-2			Management Approach	At Avangrid the foundation of corporate ethics and compliance is a commitment to maintaining the accuracy and completeness of our documents and records, particularly financial records. Employees are required to maintain books, invoices, records and accounts that accurately and fairly reflect the company's transactions. Employees are prohibited from intentionally distorting or disguising the true nature of any transaction, particularly related to the company's accounting. If employees discover deficiencies or weaknesses in the company's internal controls related to financial reporting or any fraud involving management or other employees, they must report this information to the company's Compliance Division. See Code of business Conduct and Ethics on the website www.Avangrid.com/wps/portal/Avangrid/corporategovernance/CorporateGovernanceSystem/CompliancePolicies
419-1	419-1 (a)	2-27	Non-compliance with laws and regulations in the social and economic area	At Avangrid, 35 fines totaling \$3,753,691 were imposed and paid during the financial year, which \$3,300,000 imposed was for the Networks Business

Association Name
Putnam County Economic Development Council
Tompkins County Area Development Corp
NY State Economic Development Council
Rochester Hispanic Business Assn.
MOOSEHEAD LAKE REGION CHAMBER OF
MAINE FOREST PRODUCTS COUNCIL
KENNEBEC VALLEY TOURISM COUNCIL
WINTHROP LAKES REGION CHAMBER OF
Fairfield Chamber of Commerce
BETHEL AREA CHAMBER OF COMMERCE
OGUNQUIT CHAMBER OF COMMERCE
MAINE BETTER TRANSPORTATION
BOOTHBAY HARBOR REGION CHAMBER OF
THE GREATER YORK CHAMBER
BIDDEFORD-SACO CHAMBER OF
SEBASTICOOK VALLEY
SANFORD/SPRINGVALE CHAMBER
Cortland County Chamber of Commerce
Yates County Chamber of Commerce
RIVER VALLEY CHAMBER OF COMMERCE
Connecticut Main Street Center Inc.
Shoreline Chamber of Commerce
Hornell Area Chamber of Commerce
DAMARISCOTTA REGION CHAMBER OF
KENNEBUNK KENNEBUNKPORT & ARUNDEL
FRANKLIN COUNTY CHAMBER OF COMMERCE
Cheektowaga Chamber of Commerce
MAINE REAL ESTATE & DEVELOPMENT
Canandaigua Chamber of Commerce
Downtown Milford Business District
Tioga County Chamber of Commerce
Rensselaer County Regional Chamber of Commerce
GREATER BRIDGTON LAKES
OXFORD HILLS CHAMBER OF
OLD ORCHARD BEACH CHAMBER
UEDA
Niagara USA Chamber
SEBAGO LAKES REGION CHAMBER
SOUTHERN PISCATAQUIS CHAMBER OF COM
Columbia County Chamber of Commerce
Seneca County Chamber of Commerce
Connecticut Council of Small Towns (COST)
Greater Manchester Chamber of Commerce
SOUTHERN MIDCOAST MAINE CHAMBER
PENOBSCOT BAY REGIONAL CHAMBER
Cayuga County Chamber of Commerce
North County Chamber of Commerce
Capital Region Chamber of Commerce
Greenwich Chamber
RANGELEY LAKES REGION CHAMBER OF
SOUTHERN MIDCOAST MAINE CHAMBER
SOUTHERN PISCATAQUIS CHAMBER OF COM
Saratoga County Chamber of Commerce
MID-MAINE CHAMBER OF

Association Name

Connecticut River Valley Chamber of Commerce
BELFAST AREA CHAMBER OF COMMERCE
Sherman Kids Zone
ManufactureCT
Milford Chamber of Commerce
CEDAS
Rochester Rotary Charities
Ostego County Chamber of Commerce
Hamden Regional Chamber of Commerce
Visit Rochester
North Carolina Sustainable Energy Association
Geneva Area Chamber of Commerce
Wyoming County Chamber & Tourism
West Hartford Chamber of Commerce
PORTLAND REGIONAL CHAMBER
Connecticut Power & Energy Society
Orange Economic Development Corporation
MAINE ECONOMIC RESEARCH INSTITUTE
YARMOUTH MAINE CHAMBER OF COMMERCE
Public Affairs Council
Greater Valley Chamber of Commerce
Middlesex Chamber of Commerce
Boston College for Corporate Citizenship
MAINE DEVELOPMENT FOUNDATION
GREATER FREEPORT CHAMBER OF
GREATER NEW ENGLAND MINORITY
KENNEBEC VALLEY CHAMBER
LEWISTON AUBURN METROPOLITAN
CCH Inc
Saratoga Economic Development corp
ASSOCIATED IND OF MASSACHUSETTS INC
MGP CONSORTIUM INC
Greater Binghamton Chamber of Commerce
Northeast Gas Association
CDP NORTH AMERICA INC
Buffalo-Niagara Partnership
WOMEN'S BUSINESS ENTERPRISE
Three Rivers Development Corp
CLIMATEWORK MAINE
Pacific Ocean Energy Trust
New England Council Inc
MGP CONSORTIUM INC
ENVIRONMENTAL LEAGUE OF Massachusetts
UNITED STATES SPAIN COUNCIL
Business Network for Offshore Wind
Business Council of NY State (RGE)
ENVIRONMENTAL ENERGY ALLIANCE OF
CENTER FOR ENERGY WORKFORCE
NATIONAL MINORITY SUPPLIER
FINANCIAL ACCOUNTING STANDARDS
MetroHartford Alliance
Connecticut Sustainable Council
THE NEW ENGLAND COUNCIL INC

Association Name

Business Council of NY State (NYSEG)
ALLIANCE FOR CLEAN ENERGY NEW YORK, INC.
Regional Wildlife Science Collaborative for Offshore Wind (formerly RWSE)
Greater Rochester Chamber of Commerce
GREATER BOSTON CHAMBER OF COMM
DYNAMO ENERGY HUB
BUSINESS FORWARD INC
MAINE STATE CHAMBER OF COMMERCE
MAREC Action
ORGANIZATION FOR INTERNATIONAL
Clean Grid Alliance
RENEW Northeast, Inc.
Bridgeport Regional Business Council
FUTURE 500
CBIA
Renewable Northwest
The Advanced Power Alliance
GARTNER INC
Greater New Haven Chamber of Commerce
MAINE & COMPANY
NEW ENGLAND UTILITY CYBERSECURITY
Interwest Energy Alliance
S&P GLOBAL MARKET INTELLIGENCE INC
PUBLIC COMPANY ACCOUNTING OVERSIGHT
Independent Energy Producers Association, Inc.
American Council on Renewable Energy
AdvanceCT
EDISON ELECTRIC INSTITUTE
American Clean Power

2022 Connecticut Memberships/Chambers	
Vendor Name	
CBIA	
Connecticut Power & Energy Society	
Greater New Haven Chamber of Commerce	
Greater Valley Chamber of Commerce	
Hamden Regional Chamber of Commerce	
Connecticut Main Street Center Inc.	
Boston College for Corporate Citizenship	
Connecticut River Valley Chamber of Commerce	
UEDA	
Milford Chamber of Commerce	
Orange Economic Development Corporation	
West Hartford Chamber of Commerce	
Bridgeport Regional Business Council	
Advance CT	
Manufacture CT	
Fairfield Chamber of Commerce	
Metro Hartford Alliance	
Greater Manchester Chamber of Commerce	
Downtown Milford Business District	
Connecticut Sustainable Council	
CEDAS	
Shoreline Chamber of Commerce	
Middlesex Chamber of Commerce	
Public Affairs Council	
Connecticut Council of Small Towns (COST)	
Greenwich Chamber	

New York State Associations	
Vendor Name	
Greater Binghamton Chamber of Commerce	
Buffalo-Niagara Partnership	
Visit Rochester	
Rochester Hispanic Business Assn.	
Saratoga Economic Development Corp	
Three Rivers Development Corp	
Putnam County Economic Development Council	
Tompkins County Area Development Corp	
NY State Economic Development Council	
Business Council of NY State (NYSEG)	
Business Council of NY State (RGE)	
Tioga County Chamber of Commerce	
Seneca County Chamber of Commerce	
Cortland County Chamber of Commerce	
Cayuga County Chamber of Commerce	
Geneva Area Chamber of Commerce	
Yates County Chamber of Commerce	
Ostego County Chamber of Commerce	
North County Chamber of Commerce	
Columbia County Chamber of Commerce	
Capital Region Chamber of Commerce	
Rensselaer County Regional Chamber of Commerce	
Saratoga County Chamber of Commerce	

Hornell Area Chamber of Commerce
Cheektowaga Chamber of Commerce
Wyoming County Chamber & Tourism
Niagara USA Chamber
Rochester Rotary Charities
Canandaigua Chamber of Commerce
Greater Rochester Chamber of Commerce

Maine Associations
Vendor Name
MAINE & COMPANY
MAINE STATE CHAMBER OF COMMERCE
CLIMATEWORK MAINE
LEWISTON AUBURN METROPOLITAN
KENNEBEC VALLEY CHAMBER
MAINE DEVELOPMENT FOUNDATION
GREATER FREEPORT CHAMBER OF
MAINE ECONOMIC RESEARCH INSTITUTE
YARMOUTH MAINE CHAMBER OF COMMERCE
PORTLAND REGIONAL CHAMBER
BELFAST AREA CHAMBER OF COMMERCE
MID-MAINE CHAMBER OF
SOUTHERN PISCATAQUIS CHAMBER OF COM
RANGELEY LAKES REGION CHAMBER OF
SOUTHERN MIDCOAST MAINE CHAMBER
PENOBSCOT BAY REGIONAL CHAMBER
SOUTHERN MIDCOAST MAINE CHAMBER
SEBAGO LAKES REGION CHAMBER
SOUTHERN PISCATAQUIS CHAMBER OF COM
OLD ORCHARD BEACH CHAMBER
GREATER BRIDGTON LAKES
OXFORD HILLS CHAMBER OF
OGUNQUIT CHAMBER OF COMMERCE
MAINE REAL ESTATE & DEVELOPMENT
KENNEBUNK KENNEBUNKPORT & ARUNDEL
FRANKLIN COUNTY CHAMBER OF COMMERCE
DAMARISCOTTA REGION CHAMBER OF
RIVER VALLEY CHAMBER OF COMMERCE
BIDDEFORD-SACO CHAMBER OF
SEBASTICOOK VALLEY
SANFORD/SPRINGVALE CHAMBER
THE GREATER YORK CHAMBER
BOOTHBAY HARBOR REGION CHAMBER OF
MAINE BETTER TRANSPORTATION
BETHEL AREA CHAMBER OF COMMERCE
WINTHROP LAKES REGION CHAMBER OF
KENNEBEC VALLEY TOURISM COUNCIL
MAINE FOREST PRODUCTS COUNCIL
MOOSEHEAD LAKE REGION CHAMBER OF

Massachusetts Associations
Vendor Name
Northeast Gas Association

Association (Provided by Onshore & Offshore)
Independent Energy Producers Association, Inc.
Renewable Northwest
Interwest Energy Alliance
The Advanced Power Alliance
Clean Grid Alliance
Sherman Kids Zone
RENEW Northeast, Inc.
ALLIANCE FOR CLEAN ENERGY NEW YORK, INC.
MAREC Action
American Council on Renewable Energy
American Clean Power
Business Network for Offshore Wind
Regional Wildlife Science Collaborative for Offshore Wind (formerly RWSE)
North Carolina Sustainable Energy Association
Pacific Ocean Energy Trust