










Sustainability Goals Scorecard

Environmental	Metrics	2022 Actuals	2023 Actuals	2025 Plan	2030 Plan	SDG Alignment
Carbon neutral for scopes 1 and 2 (reduction from 2020) ¹	Scopes 1 and 2 carbon neutral by 2030	10%	1%	Carbon Neutrality Implementation Strategy aligned with SBTi ² milestones ³		
Emissions-free installed capacity	GW	8.7	8.8	9.5	12.5	
	% growth from 2015	49%	51%	65%	114%	
Storage capacity	Installed storage (MWh)	0	0	0	1,050	
Network EV charging points	Installed chargers (ks)	0.53 ⁴	1.65	3	15	
Vehicle fleet to alternative energy vehicles by 2030, including 100% of light duty fleet	% alternative fuel fleet	6%	11%	30%	60%	
Renewable electricity in corporate buildings	% electricity consumption	5%	44%	80%	100%	
Network investments in climate mitigation and adaptation	\$M - cumulative	-	\$185	\$750	\$4,000	
Recycled water in thermal gas generation	% recycled water	-	97%	>95%	>95%	
Social	Metrics	2022 Actuals	2023 Actuals	2025 Goal	2030 Goal	SDG Alignment
Women in executive positions	% women in executive positions	35%	35%	40%	40%	
Women in senior leader positions (Paradigm for Parity)	% women in senior positions	30%	27%	40%	50%	
Third-party pay equity analysis performed and actioned annually	Third-party pay equity analysis	✓	✓	✓	✓	
Accident rate (employees)	TRIR	2.64	2.11	1.85	1.61	
Employees under ISO 45001 certification	% employees	98%	98%	98%	98%	
Employee training	Hours per employee/year	42.5	46	>40	>40	
Cybersecurity training	# hours (ks)	29.2	37.7	28.6	29.3	
Corporate volunteering	# hours	10,464	23,308	35,000	45,000	
Purchases from diverse suppliers	\$M in diverse suppliers	\$195	\$284	\$300	\$400	
Sustainable purchasing awards	% suppliers	-	≥80%	≥82%	≥85%	
Governance and Financial	Metrics	2022 Actuals	2023 Actuals	2025 Goal	2030 Goal	SDG Alignment
Maintain governance and sustainability system with best governance practices	Third-party independent assessment	✓	✓	✓	✓	
Maintain an effective compliance program utilizing industry best practices	U.S. best practices – third-party verification	✓	✓	✓	✓	
Sustainable finance	% total financing	55%	62%	67%	80%	

¹ 2020 base year emissions were recalculated and adjusted due to unreported emissions which were identified in the 2023 AENOR third-party verification.

² SBTi (Science Based Targets initiative).

³ Avangrid undertakes its best efforts to achieve this commitment. The company therefore reserves the ability to adjust its planning to successfully perform in significant material aspects, such as the company value, quality of supply, social/labor conditions, and a fair transition.

⁴ The cumulative 2022 total is .77 installed chargers (ks).

Environmental Goals

Environmental Goal	Metrics	2023 Actuals	2025 Goal	2030 Goal	Actions Underway to Meet Goals
Carbon neutral for scopes 1 and 2 (reduction from 2020) ¹	Scopes 1 and 2 carbon neutral by 2030	1%	Carbon Neutrality Implementation Strategy aligned with SBTi² milestones³		<ul style="list-style-type: none"> Continued renewable capacity growth renewable capacity growth. Invested more than \$203 million in Leak-Prone Main Gas Pipeline replacement to reduce fugitive emissions (scope 1) in 2023. Strategic commitment to implementing renewable electricity in corporate buildings. Continued to advance reduction in our fleet, facilities and within network emissions to support scope 1 and 2 emissions reduction.
Emissions-free installed capacity	GW	8.8	9.5	12.5	<ul style="list-style-type: none"> 1.8 GW of renewable projects under construction. ~26 GW of pipeline to support future growth.
	% growth from 2015	51%	65%	114%	
Storage capacity	Installed storage (MWh)	0	0	1,050	<ul style="list-style-type: none"> Renewable pipeline: Bundled solar and battery projects (planned). Battery implementation programs in Networks to support growth in Connecticut and New York (ongoing).
Network EV charging points	Installed chargers (ks)	1.65	3	15	<ul style="list-style-type: none"> Added 877 new charging points in 2023, exceeding goal of 500. Increased EV website traffic by 800% with EV awareness campaign. Launched managed charging programs at NYSEG and RG&E. Continue to develop Load Management Technology & Commercial Managed Charging Programs to further advance strategy.
Vehicle fleet to alternative energy vehicles by 2030, including 100% of light-duty vehicles	% alternative fuel fleet	11%	30%	60%	<ul style="list-style-type: none"> Light-duty alternative fuel fleet, including forklifts, represents 11.4% of the total fleet. All Avangrid alternative fuel fleet is 11.2% (2023). Reviewed and revised Green Fleet Strategy in 2023.
Renewable electricity in corporate buildings	% electricity consumption	44%	80%	100%	<ul style="list-style-type: none"> Continue to develop solar plans for buildings, car ports and parking lot. 100% green energy for the sites in CT and MA. Aim to contract 100% renewable energy for NY and ME.
Network investments in climate mitigation and adaptation	\$M - cumulative	\$185	\$750	\$4,000	<ul style="list-style-type: none"> \$2 billion CLCPA transmission project planned. Continued investment in network automation and resilience to support customer reliability during increased extreme weather events. Climate vulnerability and resiliency studies complete for New York and underway for Connecticut and Maine.
Recycled water in thermal gas generation	% recycled water	97%	>95%	>95%	<ul style="list-style-type: none"> Klamath power plant is the only facility that uses water in its cooling system, and nearly 100% of this water is either waste or recycled water. The remaining water from the process is recycled back to the waste water facility.

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Social Goals

Social Goal	Metrics	2023 Actuals	2025 Goal	2030 Goal	Actions Underway to Meet Goals
Women in executive positions	% women in executive positions	35%	40%	40%	Maintain executive level ongoing activities including: <ul style="list-style-type: none"> Recruiters present diverse slate of candidates. Increased mentorship opportunities.
Women in senior leader positions (Paradigm for Parity)	% women in senior positions	27%	40%	50%	<ul style="list-style-type: none"> Interview panels with at least one woman. Provide various development experiences in support of gender equity.
Third-party pay equity analysis performed and actioned annually	Third-party pay equity analysis	✓	✓	✓	<ul style="list-style-type: none"> Annual assessment with continuing implementation of recommended actions (ongoing).
Accident rate (employees)	TRIR	2.11	1.85	1.61	<ul style="list-style-type: none"> Continued focus on preventative actions to reduce TRIs. Implementation of High Energy Assessments (HECA), focused on risk identification and prevention. Continued monthly leadership review of organizational safety performance.
Employees under ISO 45001 certification	% employees	98%	98%	98%	<ul style="list-style-type: none"> Successful completion of internal and external audits across renewables and networks to maintain certifications. Extensive work to prepare the organization for implementation of our Integrated Environmental, Health and Safety Management System (ISO 14001 and ISO 45001 Certifications).
Employee training	Hours per employee/year	46	>40	>40	<ul style="list-style-type: none"> Increased instructor-led leadership training. Continue advancing instructor-led leadership courses (across various levels of leaders).
Cybersecurity training	# hours (ks)	37.7	28.6	29.3	<ul style="list-style-type: none"> Conducted more than 200 company-wide training and awareness sessions. Conducted Cybersecurity Awareness Month (CSAM) and Infrastructure Protection Awareness Month campaigns, including drafting over 150 awareness communications and materials. Continue to evaluate and expand our training and awareness program. Enhance phishing reporting and metrics.
Corporate volunteering	# hours	23,308	35,000	45,000	<ul style="list-style-type: none"> International Volunteer Week resulting in 5,504 hours of volunteer time. Strategic push to increase company-organized volunteer activities. Continue to integrate volunteering into business operations (team meetings, new hire training, etc.). Continue to improve communication and engagement with field-based employees.
Purchases from diverse suppliers	\$M in diverse suppliers	\$284	\$300	\$400	<ul style="list-style-type: none"> Hosted first Supplier Diversity Summit. Began a partnership with the Rochester Procurement Equity Project – a pilot project designed to leverage the impact of corporate and institutional procurement dollars within Rochester's communities of color. Continue to build on the foundation to grow diverse Supplier Procurement Strategy. Assessing process to capture Tier 2 indirect spend.
Sustainable purchasing awards	% suppliers	≥80%	≥82%	≥85%	<ul style="list-style-type: none"> Exceeded 2023 commitment of 77%. Continued awareness and support in Sustainability compliance. Increased audit to validate ESG actions.