



Avangrid GRI Report

2023



GRI 2: General Disclosures 2021

1. The organization and its reporting practices

■ 2-1 Organizational details

- Avangrid, Inc.
- [2023 Sustainability Report](#): Business Highlights, pages 9 - 10
- [2023 Form 10K](#), page 7

■ 2-2 Entities included in the organization's sustainability reporting

- Avangrid, Inc. (a member of the Iberdrola Group)
- [2023 Sustainability Report](#): Business Highlights, pages 9

■ 2-3 Reporting period, frequency and contact point

- Reporting period: Calendar Year 2023 (January 1, 2023 - December 31, 2023)
- Reporting cycle is annual
- Contact: sustainability@avangrid.com

■ 2-4 Restatements of information

- Avangrid does not have a restatement of information. There were no changes deemed significant in the scope, coverage or methods of valuation used in financial year 2023, keeping the ability to compare the group's key figures with those of prior years.

■ 2-5 External assurance

- Avangrid's 2023 Greenhouse Gas (GHG) emissions data received limited assurance by an independent third party. See [2023 Sustainability Report](#), page 90 - 92.
- Iberdrola annually engages an independent third party to audit its *Consolidated Statement of Non-Financial Information – Sustainability Report*.

2. Activities and workers

■ 2-6 Activities, value chain and other business relationships

- [2023 Form 10K](#), pages 7 - 12
- [2023 Sustainability Report](#):
 - Selected 2023 Operational Data, page 10
 - Advancing Equity and Sustainability Among Our Suppliers, pages 59 - 60

■ 2-7 Employees

Employees				
	2023		2022	
	#	%	#	%
Total	7,999	100.0%	7,579	100.0%
Men	5,768	72.1%	5,489	72.4%
Women	2,221	27.8%	2,084	27.5%
Other	10	0.1%	6	0.1%

[2023 Sustainability Report](#): Demographic Breakdowns of Our Workforce, page 45

Employees by type of employment and contract			
Type of employment (#)			
		2023	2022
Men	Full-time	5,767	5,487
	Part-time	1	2
Women	Full-time	2,210	2,076
	Part-time	11	8
Other	Full-time	10	6
	Part-time	0	0
Total		7,999	7,579
Type of contract (#)			
		2023	2022
Men	Permanent	5,759	5,481
	Temporary	9	8
Women	Permanent	2,220	2,083
	Temporary	1	1
Other	Permanent	10	6
	Temporary	0	0
Total		7,999	7,579

■ **2-8 Workers who are not employees**

Sub-contracted personnel (#)		
	2023	2022
Total	6,254	6,334

3. Governance

■ **2-9 Governance structure and composition**

2023 Annual Proxy Statement: Directors, pages 9 - 21

■ **2-10 Nomination and selection of the highest governance body**

2023 Annual Proxy Statement: Director Nomination Process & Qualifications, pages 10 - 11

■ **2-11 Chair of the highest governance body**

2023 Annual Proxy Statement: Chairman of the Board, page 12; 25

■ **2-12 Role of highest governance body in overseeing management of impacts**

2023 Annual Proxy Statement: Corporate Governance, pages 30 - 40

■ **2-13 Delegation of responsibility for managing impacts**

2023 Annual Proxy Statement: Corporate Governance, pages 25 - 40

■ **2-14 Role of the highest governance body in sustainability reporting**

- 2023 Sustainability Report
 - Governance and Sustainability, pages 63 - 64
 - Board of Director's Sustainability Oversight, page 65
- 2023 Annual Proxy Statement: Governance and Sustainability System, page 23

- **2-15 Conflicts of interest**
 - [Avangrid Governance and Sustainability System](#) (website)
 - [2023 Annual Proxy Statement](#), pages 22- 40
- **2-16 Communication of critical concerns**
[2023 Annual Proxy Statement](#), page 31
- **2-17 Collective knowledge of the highest governance body**
[2023 Sustainability Report](#), pages 63 - 65
- **2-18 Evaluation of the performance of the highest governance body**
[2023 Annual Proxy Statement](#), page 29
- **2-19 Remuneration policies**
[2023 Annual Proxy Statement](#), page 26
- **2-20 Process to determine remuneration**
[2023 Annual Proxy Statement](#), pages 41 - 78
- **2-21 Annual total compensation ratio**
[2023 Annual Proxy Statement](#), page 20

4. Strategy, policies and practices

- **2-22 Statement on sustainable development strategy**
 - [2023 Form 10K](#), pages 7, 17, 22
 - [2023 Sustainability Report](#):
 - A Letter from Avangrid CEO Pedro Azagra, pages 2 - 3
 - Sustainability Strategy and Highlights, page 4
- **2-23 Policy commitments**
 - [2023 Sustainability Report](#): Summary of 2023 Policy Commitments, page 27
 - [Environment and Climate Action](#) (website). Includes: Sustainable Development Policy; Sustainability Policy; Environmental Policy; Climate Action Policy; Biodiversity Policy.
 - [Governance and Sustainability System](#) (website)
- **2-24 Embedding policy commitments**
 - [Sustainability Reporting & Scorecards](#) (website)
 - [2023 Sustainability Report](#): Governance System Incorporating SDG's, page 66
- **2-25 Processes to remediate negative impacts**
 - [Avangrid Compliance Program](#) (website)
 - [Avangrid Supplier Code of Ethics](#), pages 3-5; 7
 - [Avangrid Ethicspoint Helpline](#) (website)
- **2-26 Mechanisms for seeking advice and raising concerns**
 - [Avangrid Compliance Program](#) (website)
 - [2023 Sustainability Report](#): Business Integrity and Our Sustainability Strategy, p. 67 - 68
 - [Avangrid Ethicspoint Helpline](#) (website)
 - [Avangrid Code of Business Conduct and Ethics](#), pages 38 - 40
 - [Avangrid Supplier Code of Ethics](#), page 9

■ **2-27 Compliance with laws and regulations**

- [Avangrid Code of Business Conduct and Ethics](#), pages 34 - 37
- [Governance and Sustainability System](#) (website)
- The 2023 instances listed are all related to the Networks business:

Fines for instances of non-compliance with laws and regulations		
	2023	2022
Total fines (USD)	\$1,095,200	\$3,753,690
Total fines (#)	32	35

■ **2-28 Membership associations**

- [Avangrid Public Advocacy](#) (website)
- [Avangrid Stakeholders](#) (website)

5. Stakeholder engagement

■ **2-29 Approach to stakeholder engagement**

- [Avangrid Stakeholders](#) (website)
- [2023 Sustainability Report](#) - Public Advocacy, page 70

■ **2-30 Collective bargaining agreements**

Personnel covered by a collective bargaining agreement		
	2023	2022
Number of Employees (#)	3,667	3,486
Percent (%)	45.8	46.0

GRI 3: Material Topics 2021

■ **3-1 Process to determine material topics**

Avangrid is a member of the Iberdrola Group and to date, we have adopted the results of Iberdrola's Materiality Assessment as relevant to drive the focus of our sustainability KPIs and priorities.

- [2023 Sustainability Report](#), Table of Contents (See "About this Report")
- Iberdrola's "Statement of Non-Financial Information - Sustainability Report Fiscal Year 2023", page 306 - 307

■ **3-2 List of material topics**

- [2023 Sustainability Report](#), Table of Contents: About this Report
- Iberdrola's "Statement of Non-Financial Information - Sustainability Report Fiscal Year 2023", page 307.

■ **3-3 Management of material topics**

- [Sustainability Approach](#) (website)
- [Avangrid 2023 Sustainability Report](#)
 - Table of Contents
 - Sustainability Strategy and Highlights, page 4
 - Sustainability Goals Scorecard, page 6
 - Key Performance Indicators (KPIs), page 82 - 85

Economic Disclosures

GRI 3: Material Topics 2021

- **3-3 Management of material topics**
 - [Governance and Sustainability System](#) (website)
 - [2023 Sustainability Report](#):
 - Sustainability Strategy and Highlights, page 4
 - Business Focus on a Clean Energy Future, pages 8 - 15
 - Key Performance Indicators, pages 82 - 85

GRI 201: Economic Performance 2016

- **201-1 Direct economic value generated and distributed**
 - [2023 Form 10K](#): Item 8 Financial Statements, pages 78 - 163
 - [2023 Sustainability Report](#): Green Financing, pages 73 - 81
- **201-2 Financial implications and other risks / opportunities due to climate change**
[2023 Sustainability Report](#): Ongoing Commitment to Climate Action, pages 16 - 24
- **201-3 Defined benefit plan obligations and other retirement plans**
 - [2023 Form 10K](#), page 96; 146 - 147
 - [2023 Sustainability Report](#): Comprehensive Employee Benefits, page 48
- **201-4 Financial assistance received from government**
[2023 Form 10K](#), pages 95 & 150

GRI 202: Market Presence 2016

- **202-1 Ratios of standard entry level wage by gender vs. local minimum wage**
 Avangrid is committed to paying a living wage to its employees.

Entry-level wage vs. legal minimum wage (\$)		
	2023	2022
Lowest entry level wage	\$36,000	\$35,120
Local minimum wage	\$31,200	\$29,640
Entry-level wage vs. legal minimum wage (%)		
	2023	2022
Ratio	115.0	118.0

GRI 203: Indirect Economic Impacts 2016

- **203-1 Infrastructure investments and services supported**
 - [2023 Sustainability Report](#):
 - Climate Strategy with a Customer Focus, page 18
 - Value Chain Engagement and Low-Carbon Initiatives, page 19

- A Just Transition to a Green and Equitable Economy, pages 41 - 43
- Sustainability Report Alignment with TCFD, page 89

■ **203-2 Significant indirect economic impacts**

- [2023 Sustainability Report](#):
 - Value Chain Engagement and Low-Carbon Initiatives, page 19
 - A Just Transition to a Green and Equitable Economy, pages 41 - 43

GRI 204: Procurement Practices 2016

■ **204-1 Proportion of spending on local suppliers**

Procurement or contracting of materials, equipment, works and services from local suppliers		
	2023	2022
Total (%)	93.5	93.7

- Suppliers registered in the United States are considered to be local based on the Tax ID assigned to the supplier.
- [2023 Sustainability Report](#): Advancing Sustainability Among Our Suppliers, p. 59 - 60; 84

GRI 205: Anti-corruption 2016

■ **205-1 Operations assessed for risks related to corruption**

- [Avangrid Anti-Corruption Policy](#)
- [Governance and Sustainability System](#) (website)
- [Avangrid Code of Business Conduct and Ethics](#), pages 12 - 14
- [2023 Sustainability Report](#):
 - Ethical Leadership in Governance and Compliance, pages 61 - 62; 67 - 68
 - Advancing Equity and Sustainability among our Suppliers, pages 59 - 60

■ **205-2 Communication and training about anti-corruption policies and procedures**

Employee training on anti-corruption				
	2023		2022	
	#	%	#	%
Leadership	341	97.2	352	100.0
Qualified technicians	3,251	98.9	3,149	100.0
Professionals and support staff	4,480	100.0	4,323	100.0
Total	8,072	100	7,824	100

[Avangrid Supplier Code of Ethics](#), page 4

■ **205-3 Confirmed incidents of corruption and actions taken**

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.

GRI 206: Anti-competitive Behavior 2016

■ 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

- [Avangrid Code of Business Conduct and Ethics](#) (website)
- [Avangrid Anti-Corruption Policy](#) (revised October 2023)

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices: Zero (0) cases were recorded in 2023.

GRI 207: Tax 2019

■ 207-1 Approach to tax

- Governance & Sustainability System: [Corporate Tax Policy](#), page 146

■ 207-2 Tax governance, control, and risk management

- [Avangrid's Corporate Governance](#) (website)
- Governance & Sustainability System: [Corporate Tax Policy](#), page 146

■ 207-3 Stakeholder engagement and management of concerns related to tax

- Governance & Sustainability System: [Corporate Tax Policy](#), page 146

■ 207-4 Country-by-country reporting

Not applicable

Environmental Disclosures

GRI 3: Material Topics 2021

■ 3-3 Management of material topics

- [2023 Sustainability Report](#):
 - Sustainability Strategy and Highlights, page 4
 - Progress Toward Sustainability Goals, page 5
 - Sustainability Goals Scorecard, page 6
 - A Comprehensive Approach to Protecting the Environment, pages 25 - 36
 - Our Ongoing Commitment to Climate Action, pages 16 - 24
 - Key Performance Indicators, pages 83 - 84

GRI 301: Materials 2016

■ 301-1 Materials used by weight or volume

The consumption of fuel from non-renewable sources for generation over the last three years is shown below.

See table on next page

Materials used by weight or volume		
	2023	2022
Natural gas (Nm3)	682,245,378	534,927,061
Diesel (m3)	3,522	2,037
Fuel use (%)		
	2023	2022
Natural gas	5	4
Diesel	11	n/a

■ **301-2 Recycled input materials used**

Avangrid does not capture the data to calculate the percentage of reclaimed products and their packaging materials for each product category. See the Avangrid Supplier Terms and Conditions: <https://www.iberdrola.com/suppliers/tenders/contracting-terms>.

■ **301-3 Reclaimed products and their packaging materials**

Avangrid does not capture the data to calculate the percentage of reclaimed products and their packaging materials for each product category. See the Avangrid Supplier Terms and Conditions: <https://www.iberdrola.com/suppliers/tenders/contracting-terms>.

GRI 302: Energy 2016

■ **302-1 Energy consumption within the organization**

Energy consumption within the organization (GJ)		
	2023	2022
Total internal energy consumption	15,922,660	11,548,994
Total purchased energy	341,577	494,808
Fuel consumption - natural gas	26,284,804	19,328,626

■ **302-2 Energy consumption outside of the organization**

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. Information is included in the scope 3 inventory.

■ 302-3 Energy intensity

Energy intensity		
	2023	2022
Fossil fuel consumption (toe/GWh)		
Total	184.79	175.91
Internal energy usage intensity (GJ/GWh)		
Total	0.68	0.45
Cogeneration (GJ/MWh)		
Total	4.15	0.42
Generation technologies (% energy production)		
Renewables		
<i>Earth Wind</i>	81.83	86.66
<i>Hydroelectric</i>	1.05	0.83
<i>Photovoltaic solar and others</i>	3.59	1.39
Nuclear	n/a	n/a
Combined Cycle	n/a	n/a
Cogeneration	13.53	11.12
Coal	n/a	n/a

■ **302-4 Reduction of energy consumption**

Reduction of energy consumption through the generation of renewable energy and steam (energy saved, GJ)			
Areas	Types of Energy	2023	2022
Renewables	Annual primary energy savings through the production of renewable energy	70,497,482	72,909,303
Cogeneration	Annual savings through the supply of steam	159,736	194,591
Total		70,657,218	73,103,894
Reduction of energy consumption associated with increases in efficiency (energy saved, GJ)			
Areas	Types of Energy	2023	2022
Efficiency in the distribution network	Savings due to efficiency in the network grids	0	8,388
Efficiency in generation	Savings due to efficiency improvement at plants	0	0
Efficiency in buildings	Savings due to efficiency in buildings	0	1.80
Total		0	8,390

■ **302-5 Reductions in energy requirements of products and services**

Reductions in energy requirements of products and services		
	2023	2022
Audits and energy plans	760	1,135
Gas maintenance service	0	0
Other savings and efficiency activities	1,805	19,223
Green energy supplied	55,275,088	0
Total	55,277,653	20,357

GRI 303: Water and Effluents 2018

■ **303-1 Interactions with water as a shared resource**

- [2023 Sustainability Report](#):
 - Recycled water in thermal gas generation Goal (page 6)
 - Water Conservation Across Our Operations, page 36
 - KPIs: Water, page 84

■ **303-2 Management of water discharge-related impacts**

[Environment and Climate Action](#) - Environmental Policy, page 27

■ **303-3 Water withdrawal**

Withdrawal - Use of water in thermal generation 2023 (ML)		
	2023	2022
Total withdrawal	3,419	3,285
Total withdrawal from offices	99	184
Withdrawal process and auxiliary services	14	13
Withdrawal for cooling	3,306	3,089

■ **303-4 Water discharge**

Discharge - Use of water in thermal generation 2023 (ML)		
	2023	2022
Evaporation of water used for cooling	2,050	1,853
Discharge into receptor environment	1,371	1,234

■ **303-5 Water consumption**

Water use (ML)		
	2023	2022
Total water consumption	2,048	1,938
Total water consumption - Areas with water stress	14	0
Water use in hydroelectric generation (ML)		
	2023	2022
Net water volume	7,387,655	49,080
Change of water storage	0	0

GRI 304: Biodiversity 2016

- **304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas**

Facilities within or adjacent to protected spaces (PS) or in high biodiversity-value (HBV) areas		
	2023	2022
Onshore wind farms (ha)		
Surface area inside PS or HBV	107.62	32
Surface area inside PS	0	0
Adjacent Facilities (units)	0	0
Type of Protection	Key Biodiversity Areas	
Power lines (km)		
Surface area inside PS or HBV	1,805	481
Surface area inside PS	497	481
Adjacent Facilities (units)	n/a	n/a
Type of Protection	Marine Protected Area, National Wildlife Refuge, Wildlife Sanctuary, State Conservation Area, Bird Sanctuary, Nature Preserve, Forest Preserve, National Park Service Wilderness, US Department of Agriculture (USDA) National Forest, National Scenic Trail, Wildlife Area and Key Biodiversity Areas	
Substations (units)		
Surface area inside PS or HBV	15	0
Surface area inside PS	2	2
Adjacent Facilities (units)	n/a	n/a
Type of Protection	USDA National Forest, Wildlife Area, Key Biodiversity Areas	
Transformer centers (units)		
Surface area inside PS or HBV	7,577	n/a
Surface area inside PS	1,502	n/a
Adjacent Facilities (units)	n/a	n/a
Type of Protection	National Wildlife Refuge, State Park, Sanctuary, Marine Protected Area, Nature Preserve, Bird Sanctuary, Wildlife Sanctuary, Conservation Area, Forest Preserve, National Scenic Trail, USDA National Forest, Key Biodiversity Areas	

For 304-1, we had enhanced reporting in 2023.

- **304-2 Significant impacts of activities, products and services on biodiversity**
[2023 Sustainability Report](#) - Protecting and Enhancing Biodiversity, p. 31 - 34
- **304-3 Habitats protected or restored**
[2023 Sustainability Report](#) - Protecting and Enhancing Biodiversity, p. 31 - 34
- **304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations**
See table on next page

IUCN Red List Classification		
	2023	2022
Critically endangered (CR)	2	2
Endangered (EN)	13	15
Vulnerable (VU)	10	12
Near Threatened (NT)	11	12
Least concern (LC)	36	40

GRI 305: Emissions 2016

■ 305-1 Direct (Scope 1) GHG emissions

CO2 emissions from power generation (t CO2 eq)		
	2023	2022
Thermal generating plants	N/A	N/A
Cogeneration	1,245,098	1,012,134
Other emissions	47,188	38,212
Total	1,292,286	1,050,346

Other CO2 emissions (t CO2 eq)			
	2023	2022	Source of Emission Factors
CH4 and N2O emissions from combustion (Non-renewable generating plants)	1,138	1,021	EPA
CH4 Fugitive Emissions (Gas storage and transport)	222,897	237,626	IPCC-AR5
SF6 Fugitive Emissions (Electricity distribution)	22,697	32,137	IPCC-AR5
Emissions in buildings (Fuel consumption)	58,920	5,132	DEFRA
Emissions from mobile combustion (Fleet)	38,560	49,202	DEFRA
Other emissions (Gas storage, coolant gases)	n/a	n/a	EPA
Total	344,212	325,118	

Total Scope 1 emissions (t CO2 eq)		
	2023	2022
Total	1,636,499	1,375,464

■ **305-2 Energy indirect (Scope 2) GHG emissions**

Scope 2 emissions (t CO2 eq)		
	2023	2022
Emissions associated with network losses	149,064	175,674
Emissions associated with consumption of electric energy during shutdowns and pumping	4,653	28,149
Emissions associated with the electricity consumption in buildings	32,029	21,616
Total	185,746	225,440

■ **305-3 Other indirect (Scope 3) GHG emissions**

Scope 3 emissions (t CO2 eq)		
	2023	2022
Emissions associated with the generation of energy for third parties	0	0
Emissions from employee business travel	4,980	3,087
Emissions associated with the use of gas products	7,114,159	7,565,280
Emissions associated with the supply chain	932,179	775,952
Emissions associated with employee commutes to/from the workplace	8,139	12,667
Emissions associated with the energy purchased from third parties for sale to end customers*	601,478	2,012,357
Upstream (WTT) emissions from fuel acquired and consumed	229,644	177,242
Total	8,890,579	10,546,585

*Note: Variance year over year includes:

2021 results include CMP electricity sold which should be excluded as the entity is in a deregulated market.
2022 results include total renewable energy from a PPA. The PPA is no longer in existence.

■ **305-4 GHG emissions intensity**

CO2 emissions rate from power generation		
	2023	2022
Evolution of the intensity of CO2 emissions - Specific emissions Global mix	55	46

■ **305-5 Reduction of GHG emissions**

Initiatives for reducing emissions			
Area	Actions and initiatives	Savings (t CO2e)	
		2023	2022
Renewables	Primary energy savings through the production of renewable energy	7,769,867	7,465,947
Cogeneration	Savings through the supply of heat energy steam (within the Group)	17,154	20,063
Network Efficiency	Savings from distribution network efficiency	0	524
Commercial	Energy savings and efficiency through green products and services (Spain, United States and Brazil)	3,673,337	4,494,604
Total		11,460,358	11,981,138

■ **305-6 Emissions of ozone-depleting substances (ODS)**

Omitted - Not a material topic for Avangrid.

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

NOx emissions (mt)		
	2023	2022
Generating plants	n/a	n/a
Cogeneration plants	72	68

Intensity of NOx emissions (kg/MWh)		
	2023	2022
Specific emission from the global mix	0.003	0.0004

SOx emissions (mt)		
	2023	2022
Generating plants	n/a	n/a
Cogeneration plants	6	5

Intensity of SOx emissions (kg/MWh)		
	2023	2022
Specific emission from the global mix	0.0003	0.0000

Emissions of particulates (mt)		
	2023	2022
Generating plants	n/a	n/a
Cogeneration plants	23.86	16.56

Intensity of particulate emissions (kg/MWh)		
	2023	2022
Specific emission from the global mix	0.001	0.000

GRI 306: Waste 2020

- **306-1 Waste generation and significant waste-related impacts**
[2023 Sustainability Report](#)
 - Reducing waste and water usage across our operations, page 36
 - KPIs: Waste, page 84
- **306-2 Management of significant waste-related impacts**
[2023 Sustainability Report](#)
 - Reducing waste and water usage across our operations, page 36
 - KPIs: Waste, page 84

■ 306-3 Waste generated

Total waste by type (t)		
	2023	2022
Hazardous waste		
Electrical/electronic waste	120.57	73.86
Construction waste	13.60	3.51
Urban solid waste	1.09	1.33
Thermal-process waste	0.00	n/a
Liquid oils and fuels	8.21	n/a
Batteries	15.56	22.90
Other waste	454.95	2,275.08
Total	614	2,405
Non-hazardous waste		
Electrical/electronic waste	n/a	n/a
Construction waste	2.77	125.82
Urban solid waste	5,804.04	1,190.45
Thermal-process waste	3.26	28.04
Liquid oils and fuels	n/a	n/a
Batteries	5.54	22.89
Other waste	101,945.48	175,413.74
Total	107,761	176,781

■ 306-4 Waste diverted from disposal

Total waste diverted from disposal, by recovery operation (t)		
	2023	2022
Hazardous waste		
Reuse	177.46	82.62
Recycling	22.86	33.29
Other valuation operations	0.02	7.75
Total	200.34	123.66
Non-hazardous waste		
Reuse	25,194.25	23,326.31
Recycling	3,206.59	33,245.47
Other valuation operations	290.75	77.67
Total	28,691.59	56,649.44
Total waste diverted from disposal (t)		
	2023	2022
Hazardous waste		
Electrical/electronic waste	118.27	63.70
Construction waste	n/a	n/a
Urban solid waste	1.07	0.74
Thermal-process waste	n/a	n/a
Liquid oils and fuels	0.15	26.47
Batteries	15.56	22.90
Other waste	65.30	9.84
Total	200.34	123.66
Non-hazardous waste		
Electrical/electronic waste	n/a	n/a
Construction waste	2.77	125.82
Urban solid waste	1,105.76	1,141.88
Thermal-process waste	0.49	n/a
Liquid oils and fuels	n/a	n/a
Batteries	5.54	22.89
Other waste	27,577.03	55,358.85
Total	28,691.59	56,649.44

■ **306-5 Waste directed to disposal**

Waste directed to disposal, by disposal operation (t)		
	2023	2022
Hazardous waste		
Incineration (with energy recovery)	5	4
Incineration (without energy recovery)	96	16
Transfer to landfill	312	2,077
Other disposal operations	0.2	184
Total	414	2,281
Non-hazardous waste		
Incineration (with energy recovery)	437	0
Incineration (without energy recovery)	33	6
Transfer to landfill	68,856	72,407
Other disposal operations	9,743	47,718
Total	79,069	120,132
Waste directed to disposal, by composition (t)		
	2023	2022
Hazardous waste		
Electrical/electronic waste	2	10
Construction waste	14	4
Urban solid waste	0.02	1
Thermal-process waste	0.00	
Liquid oils and fuels	8	2
Batteries	n/a	n/a
Other waste	390	2,265
Total	414	2,281
Non-hazardous waste		
Electrical/electronic waste	n/a	n/a
Construction waste	0	0
Urban solid waste	4,698	49
Thermal-process waste	3	28
Liquid oils and fuels	n/a	n/a
Batteries	n/a	n/a
Other waste	74,368	120,055
Total	79,069	120,132

GRI 308: Supplier Environmental Assessment 2016

- **308-1 New suppliers that were screened using environmental criteria**
[2023 Sustainability Report](#): Advancing Equity and Sustainability Among Our Suppliers, page 59 - 60
- **308-2 Negative environmental impacts in the supply chain & actions taken**
 No supplier with a significant negative environmental impact has been detected.

Social Disclosures

GRI 3: Material Topics 2021

■ 3-3 Management of material topics

- [2023 Sustainability Report](#):
 - Sustainability Strategy and Highlights, page 4
 - Progress Toward Sustainability Goals, page 5
 - Sustainability Goals Scorecard, page 6
 - Creating Positive Social Impacts, pages 37 -60
 - Key Performance Indicators, pages 84 - 85

GRI 401: Employment 2016

■ 401-1 New employee hires and employee turnover

The total number of new employee hires in 2023 was 1,083* - compared to 1,243 in 2022. The total employees leaving the Company in 2023 was 663 - compared to 1,013 in 2022. The turnover rate in 2023 was 8.5%.

- [2023 10-K](#) Human Capital Management, page 23.

New employee hires			
		2023	2022
Men	By age group (#)	712	817
	Up to 30 years old	343	310
	Between 31 and 50 years old	302	390
	More than 51 years old	67	117
	By age group (%)	12.34	14.88
	Up to 30 years old	32.06	32.80
	Between 31 and 50 years old	10.21	13.86
	More than 51 years old	3.85	6.76
Women	By age group (#)	368	419
	Up to 30 years old	147	163
	Between 31 and 50 years old	177	202
	More than 51 years old	44	54
	By age group (%)	16.57	20.11
	Up to 30 years old	45.23	57.19
	Between 31 and 50 years old	16.50	20.16
	More than 51 years old	5.35	6.78
Other	By age group (#)	3	7
	Up to 30 years old	2	2
	Between 31 and 50 years old	1	5
	More than 51 years old	0	0

Persons leaving the company			
		2023	2022
Men	By age group (#)	430	660
	Up to 30 years old	82	99
	Between 31 and 50 years old	172	200
	More than 51 years old	176	361
	By age group (%)	7.45	12.02
	Up to 30 years old	7.66	10.48
	Between 31 and 50 years old	5.81	7.11
	More than 51 years old	10.12	20.85
Women	By age group (#)	233	352
	Up to 30 years old	58	62
	Between 31 and 50 years old	106	133
	More than 51 years old	69	157
	By age group (%)	10.49	16.89
	Up to 30 years old	17.85	21.75
	Between 31 and 50 years old	9.88	13.27
	More than 51 years old	8.38	19.70
Other	By age group (#)	0	1
	By age group (%)	0.00	16.67

*Note: Increase in new hires during 2023 is a result of retirement pension plans in 2022 which caused an unanticipated number of employees to retire in the 4th quarter of 2022.

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

[2023 Sustainability Report](#): Comprehensive Employee Benefits, page 48

■ **401-3 Parental Leave**

Avangrid offers 8 weeks of fully paid parental Leave for eligible employees welcoming a new child through birth, surrogacy, adoption or foster care placement.

Parental Leave & Return to Work		
	2023	2022
Men		
Employees that were entitled to parental leave (#)	5,768	5,489
Employees entitled to parental leave (%)	100	100
Employees who returned to work after parental leave ended (#)	188	192
Employees who returned to work after parental leave ended and who were still employed after 12 months (#)	226	192

Parental Leave & Return to Work, continued		
	2023	2022
Women		
Employees that were entitled to parental leave (#)	2,221	2,084
Employees entitled to parental leave (%)	100	100
Employees taking parental leave (#)	52	70
Employees who returned to work after parental leave ended (#)	52	70
Employees who returned to work after parental leave ended and who were still employed after 12 months (#)	74	10
Other		
Employees that were entitled to parental leave (#)	10	6
Employees entitled to parental leave (%)	100	100
Employees taking parental leave (#)	0	0
Employees who returned to work after parental leave ended (#)	0	0
Employees who returned to work after parental leave ended and who were still employed after 12 months (#)	0	0

GRI 402: Labor/Management Relations

■ 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.

GRI 403: Occupational Health and Safety 2018

■ 403-1 Occupational health and safety management system

[2023 Sustainability Report](#)

- Employees: Environmental, Health and Safety, pages 50 - 51
- KPIs: Health & Safety, page 85

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

[2023 Sustainability Report](#)

- Employees: Integrated Environmental, Health and Safety System, page 51
- Prioritizing Employees, page 44

■ 403-3 Occupational health services

[2023 Sustainability Report](#): Environmental, Health and Safety, pages 50 - 51

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

[2023 Sustainability Report](#)

- Environmental, Health and Safety, pages 50 - 51
- KPIs: Employment; Health & Safety, page 85

■ **403-5 Worker training on occupational health and safety**

[2023 Sustainability Report](#)

- Employees: Environmental, Health and Safety, pages 50 - 51
- KPIs: Health & Safety, page 85

■ **403-6 Promotion of worker health**

[2023 Sustainability Report](#): Prioritizing our Employees, pages 44 - 50

The minimum number of days of PTO / Vacation / Sick that Avangrid offers its exempt employees is 11.

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

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.

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

Coverage of the health and safety management system (own personnel)		
	2023	2022
Employees covered by occupational health and safety management system		
Number (#)	7,840	7,427
Percent (%)	98	98
Employees covered by an occupational health and safety management system subject to internal audit		
Number (#)	7,840	7,427
Percent (%)	98	98
Employees covered by an occupational health and safety management system subject to third-party audit or certification		
Number (#)	7,840	7,427
Percent (%)	98	98

■ **403-9 Work-related injuries**

Accidents: Number & Type by gender		
<u>Own personnel</u>		
	2023	2022
Men		
Fatal	0	0
With leave	38	49
With major consequences	1	13
Without leave	510	471
Women		
Fatal	0	0
With leave	9	7
With major consequences	1	2
Without leave	47	53
Other		
Fatal	0	0
With leave	0	0
With major consequences	0	0
Without leave	0	0
<u>Outsourcing staff</u>		
	2023	2022
Men		
Fatal	0	1
With leave	5	9
With major consequences	1	0
Without leave	110	91
Women		
Fatal	0	0
With leave	1	0
With major consequences	0	0
Without leave	12	14
Other		
Fatal	0	0
With leave	n/a	0
With major consequences	0	0
Without leave	0	0

Accidents: Frequency & severity index by gender		
	2023	2022
Severity index		
Own personnel - total	0.12	0.27
Men	0.11	0.31
Women	0.14	0.16
Other	0.00	0.00
Frequency index		
Own personnel - total	2.85	3.57
Men	3.20	4.30
Women	1.97	1.63
Other	0.00	0.00

Absenteeism		
Days lost		
	2023	2022
Own personnel	2,004	4,210
Men	1,362	3,505
Women	642	705
Other	0	0
Outsourcing staff	316	28
Hours lost		
	2023	2022
Own personnel	258,087	317,204
Accident and occupational disease	11,008	23,952
Common disease and covid	247,079	293,252

■ 403-10 Work-related ill health

Occupational Diseases		
	2023	2022
Among Own Personnel		
Deaths (#)	0	0
Occupational illnesses (#)	1	0
Occupational disease (ratio)	0	0
Among Subcontracted Personnel		
Deaths (#)	0	0
Occupational illnesses (#)	n/a	n/a
Occupational disease (ratio)	0	0

GRI 404: Training and Education

■ 404-1 Average hours of training per year per employee

In 2023, 364,071 hours of training were completed by personnel (an increase from 319,290 hours of training in 2022). Below table reflects the average hours of training - by professional category and gender.

Training by professional category and gender			
Average hours of training by average personnel			
		2023	2022
Men	Leadership	16	16
	Qualified technicians	24	22
	Professionals and support staff	67	62
	Total	49.4	45.8
Women	Leadership	17	17
	Qualified technicians	18	20
	Professionals and support staff	62	50
	Total	38.0	33.6
Other	Leadership	252	0
	Qualified technicians	22	32
	Professionals and support staff	51	302
	Total	40.8	146.6

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

[2023 Sustainability Report](#)

- Building Equity and Opportunity Across Our Workforce, page 43
- Employees: Building Inclusion Through Our Business Resource Groups, p 46
- Employees: Professional Development, page 50

Where contractually required, Avangrid may provide outplacement services to displaced employees, through a third-party provider.

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

See next page.

Employees with Performance Reviews (%)			
		2023	2022
Men	Leadership	87.8	86.9
	Qualified technicians	81.0	78.1
	Trade professionals and support staff	12.0	11.2
	Total	40.9	38.9
Women	Leadership	87.5	91.2
	Qualified technicians	80.1	78.1
	Trade professionals and support staff	18.5	19.1
	Total	53.5	52.0
Other	Leadership	100.0	0.0
	Qualified technicians	40.0	0.0
	Trade professionals and support staff	0.0	0.0
	Total	30.0	0.0
All	Leadership	87.8	88.2
	Qualified technicians	80.7	78.0
	Trade professionals and support staff	13.4	13.0
	Total	44.4	42.5

GRI 405: Diversity and Equal Opportunity

■ 405-1 Diversity of governance bodies and employees

Total Workforce Age (#)			
		2023	2022
Men	Up to 30 years old	1,070	945
	Between 31 and 50 years old	2,959	2,813
	More than 51 years old	1,739	1,731
	Total	5,768	5,489
Women	Up to 30 years old	325	285
	Between 31 and 50 years old	1,073	1,002
	More than 51 years old	823	797
	Total	2,221	2,084
Other	Up to 30 years old	3	1
	Between 31 and 50 years old	6	4
	More than 51 years old	1	1
	Total	10	6

Total Workforce Region, Race and Ethnicity (%)						
	ALL	CT	MA	ME	NY	OR
% of Employees in State		24.4%	3.9%	16.4%	42.0%	4.7%
American Indian or Alaska Native	0.5%	0.2%	—%	0.5%	0.5%	1.1%
Asian	3.4%	5.4%	3.9%	1.5%	2.2%	9.1%
Black or African American	5.8%	13.1%	2.3%	1.0%	4.8%	3.2%
Hispanic or Latino	8.5%	16.3%	7.4%	1.8%	5.4%	8.8%
Hawaiian Native or other Pacific Islander	0.1%	0.1%	0.0%	0.0%	0.1%	0.8%
Two or more races	2.0%	1.8%	2.3%	1.8%	2.0%	2.7%
White	78.1%	61.4%	81.0%	91.6%	83.9%	72.4%
Did not provide	1.6%	1.7%	3.2%	1.8%	1.1%	1.9%
Senior Leadership Region, Race and Ethnicity (%)						
	ALL	CT	MA	ME	NY	OR
% of Senior Leaders in State		31.3%	7.7%	16.2%	17.3%	14.5%
American Indian or Alaska Native	—%	—%	—%	—%	—%	—%
Asian	3.1%	3.6%	—%	1.8%	—%	3.9%
Black or African American	2.3%	3.6%	—%	—%	4.9%	2.0%
Hispanic or Latino	11.6%	20.9%	11.1%	7.0%	9.8%	5.9%
Hawaiian Native or other Pacific Islander	0.6%	0.9%	—%	—%	—%	2.0%
Two or more races	2.6%	0.9%	3.7%	5.3%	1.6%	2.0%
White	77.0%	68.2%	77.8%	82.5%	78.7%	82.4%
Did not provide	2.8%	1.8%	7.4%	3.5%	4.9%	2.0%

GRI 406: Non-discrimination

■ 406-1 Incidents of discrimination and corrective actions taken

Total Incidents of Discrimination (#)	
2023	2022
40	19

All employees are required to complete mandatory annual Workplace and Sexual Harassment Training.

GRI 407: Freedom of Association and Collective Bargaining

■ 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		
	2023	2022
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.	€3,773,339	€857,551
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	0

GRI 408: Child Labor

■ 408-1 Operations and suppliers at significant risk for incidents of child labor

- [Avangrid Compliance Program](#) (website)
- [Avangrid Human Rights Policy](#) (all)
- [2023 Sustainability Report](#):
 - Suppliers & Our Commitment to Responsible Sourcing, page 60
 - Business Integrity, page 67 - 68
- [Avangrid Supplier Code of Ethics](#) (all)

GRI 409: Forced or Compulsory Labor

■ 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

- [Avangrid Compliance Program](#) (website)
- [Avangrid Human Rights Policy](#) (all)
- [2023 Sustainability Report](#): Business Integrity, page 67 - 68
- [Avangrid Supplier Code of Ethics](#) (all)

GRI 410: Security Practices

■ 410-1 Security personnel trained in human rights policies or procedures

Security personnel trained in human rights			
		2023	2022
Own Security Personnel	Total (#)	52	45
	Trained in human rights (#)	37	45
	Trained in human rights (%)	71%	100%
Outsourced Security Personnel	Total (#)	72	55
	Trained in human rights (#)	72	55
	Trained in human rights (%)	100%	100%

GRI 411: Rights of Indigenous Peoples

■ 411-1 Incidents of violations involving rights of indigenous peoples

Incidents detected related to indigenous rights	
2023	2022
0	0
Incidents related to the violation of rights of employees from indigenous communities	
2023	2022
0	0

GRI 413: Local Communities

■ 413-1 Operations with local community engagement, impact assessments, and development programs

[2023 Sustainability Report](#)

- Partnering with Communities to Create Long-Term, Positive Impact, p. 52 - 56
- A Just Transition to a Green and Equitable Economy, pages 41 - 43
- 2023 Networks, page 12
- 2023 Renewables, page 13

GRI 414: Supplier Social Assessment

■ 414-1 New suppliers that were screened using social criteria

[2023 Sustainability Report](#)

- Advancing Equity and Sustainability Among Our Suppliers, pages 59 - 60
- Progress Toward Sustainability Goals, page 5
- Sustainability Goals Scorecard, page 6

GRI 415: Public Policy

■ 415-1 Political contributions

Contribution to political parties (state level)	
2023	2022
\$521,000	\$589,000

GRI 416: Customer Health and Safety

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

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.

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

There were 67 incidents leading to fines in 2023, due primarily to alleged violations of federal safety regulations for facilities.

Incidents stemming from non-compliance with regulations or voluntary codes regarding health and safety (No.)		
	2023	2022
Resulting in a fine	66	67
Resulting in a warning	1	1
Relating to voluntary codes	0	0
Total incidents	67	68

GRI 417: Marketing and Labeling

■ 417-1 Requirements for product and service information and labeling

Avangrid understands that it is critical for the success of our company to have ongoing relationships with the customers and communities that we serve. As part of this ongoing partnership, we are committed to following all Federal, State and Local legal / regulatory rules relating to the protection of customer rights and the establishment of fair and transparent markets.

■ 417-2 Incidents of non-compliance concerning product and service information and labeling

Incidents of non-compliance concerning product and service information and labeling (#)		
	2023	2022
Resulting in a fine	1	1
Resulting in a warning	0	0
Relating to voluntary codes	0	0
Total incidents	1	1

■ **417-3 Incidents of non-compliance concerning marketing communications**

Incidents of non-compliance concerning marketing, advertising, promotion and sponsorship (#)		
	2023	2022
Resulting in a fine	0	0
Resulting in a warning	0	0
Relating to voluntary codes	0	0
Total incidents	0	0

GRI 418: Customer Privacy

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

Incidents Relating to Privacy (#)		
	2023	2022
From regulatory entities	0	0
From other sources, validated	1	1
Leaks, theft or loss of data	0	0