



## **Avangrid GRI Report**

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**2024**

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## GRI 2: General Disclosures 2021

### 1. The organization and its reporting practices

#### ■ 2-1 Organizational details

- Avangrid, Inc.
- [2024 Corporate Responsibility Report](#), Business Highlights from 2024, pages 6-13
- [Avangrid Company Profile](#)

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

- Avangrid, Inc. (a member of the Iberdrola Group)
- [2024 Corporate Responsibility Report](#): Business Highlights from 2024, pages 6-13
- [Avangrid Company Profile](#)

#### ■ 2-3 Reporting period, frequency and contact point

- Reporting period: Calendar Year 2024 (January 1, 2024 - December 31, 2024)
- Reporting cycle is annual
- Contact: [sustainability@avangrid.com](mailto: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 2024, keeping the ability to compare the group's key figures with those of prior years.

#### ■ 2-5 External assurance

- Avangrid's 2024 Greenhouse Gas (GHG) emissions data received limited assurance by an independent third party. See [2024 Corporate Responsibility Report](#), page 124
- Iberdrola annually engages an independent third party to audit its [Consolidated Statement of Non-Financial Information and Sustainability Reporting 2024](#).

### 2. Activities and workers

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

- [2024 Corporate Responsibility Report](#):
  - Selected 2024 Operational Data, page 7
  - Our Commitment to Positive Community Impacts, pages 28-46
- Avangrid Press Release: [Iberdrola completes merger with Avangrid](#)
- 2-6-d: [2024 Corporate Responsibility Report](#): Business Highlights from 2024, "We completed our merger with Iberdrola", page 6
  - [2024 Proxy Statement](#), Summary Term Sheet Relating to the Merger, pages 7-19

#### ■ 2-7 Employees

- 2024 Corporate Responsibility Report: Key Performance Indicators, Employment, page 120
- [Consolidated Non-Financial Information Statement \(NFIS\) and the Sustainability Reporting 2024](#), pages 219-220

Employees						
	2024		2023		2022	
	#	%	#	%	#	%
<b>Total</b>	8,269	100.0	7,999	100.0 %	7,579	100.0 %

Employees by type of employment and contract				
Type of employment (#)				
	2024	2023	2022	
Full-time	8259	7,987	7,569	
Part-time	10	12	10	
<b>Total</b>	<b>8,269</b>	<b>7,999</b>	<b>7,579</b>	
Type of contract (#)				
	2024	2023	2022	
Permanent	8,222	7,989	7,570	
Temporary	47	10	9	
<b>Total</b>	<b>8,269</b>	<b>7,999</b>	<b>7,579</b>	

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

Sub-contracted personnel (#)			
	2024	2023	2022
<b>Total</b>	<b>8,029</b>	<b>6,254</b>	<b>6,334</b>

### 3. Governance

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

- [Iberdrola, S.A. Board of Directors](#) (website)
- [Iberdrola, S.A. Board of Directors](#) (pdf)
- [Annual Corporate Governance Report 2024](#), page 60
- [2024 Corporate Responsibility Report](#), Strong Corporate Governance, page 49

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

- [Iberdrola's Regulations of the Board of Directors](#): TITLE V. Appointment and Cessation of Office of Directors, pages 12-16
- [Board of Directors Composition and Member Selection Policy](#) (pdf)
- [Board of Directors Composition and Member Selection Policy](#) (website)
- [Annual Corporate Governance Report 2024](#), pages 63-66 & 74-76

- **2-11 Chair of the highest governance body**
  - [Iberdrola's Regulations of the Board of Directors](#): TITLE VI. Positions and Committees, pages 16-17
  - [Ignacio S. Galán, Chair](#) (pdf)
- **2-12 Role of highest governance body in overseeing management of impacts**
  - [Iberdrola's Regulations of the Sustainable Development Committee](#): TITLE II. Powers, pages 4-6
- **2-13 Delegation of responsibility for managing impacts**
  - [Consolidated Statement of Non-Financial Information and Sustainability Reporting 2024](#), Disclosure Requirement [S4-4]: Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end- users, and effectiveness of those actions, pages 310-315
  - [2024 Corporate Responsibility Report](#), “Offering a 24/7 independent helpline for concerns”, page 51
  - [Compliance Program – Avangrid](#), Helpline on website
- **2-14 Role of the highest governance body in sustainability reporting**
  - [Powers of the Sustainable Development Committee](#)
  - [Iberdrola's Regulations of the Sustainable Development Committee](#): TITLE II. Powers, pages 4-6
- **2-15 Conflicts of interest**
  - [Iberdrola's Annual Corporate Governance Report 2024](#), 7. Related-Party and Intragroup Transactions, pages 124-125
  - [Iberdrola's Regulations of the Board of Directors](#), Article 44. Conflicts of Interest, pages 36-38
- **2-16 Communication of critical concerns**
  - [Consolidated Statement of Non-Financial Information and Sustainability Reporting 2024](#): Disclosure Requirement [SI-3], Process to remediate negative impacts and channels for own workers to raise concerns, pages 208-210
- **2-17 Collective knowledge of the highest governance body**
  - [Iberdrola's Annual Corporate Governance Report 2024](#),
    - 6. Management and Leadership Structure, pages 60-71
    - 6.1.5 Training, pages 79-81
- **2-18 Evaluation of the performance of the highest governance body**
  - [Board of Directors' work and their evaluation](#) (website)
  - [Iberdrola's Annual Corporate Governance Report 2024](#), 6.1.8 Evaluation, pages 114-118
- **2-19 Remuneration policies**
  - [Iberdrola's Remuneration Committee](#), (website)
  - [Regulations of the Remuneration Committee](#) (policy)

- [Powers of the Remuneration Committee](#) (pdf)
  - [Iberdrola's Regulations of the Board of Directors](#): Article 33, pages 28-29
  - [Director Remuneration Policy](#), 4.2.1 Remuneration mix, pages 8-14
- **2-20 Process to determine remuneration**
    - [Director Remuneration Policy](#), 3. Principles of the Policy and remuneration practices, pages 3-8
    - [Annual Report on Remuneration of Directors and Officers 2024](#), pages 9-10
- **2-21 Annual total compensation ratio**
    - [Consolidated Non-Financial Information Statement \(NFIS\) and the Sustainability Reporting 2024](#), Annual total compensation ratio, pages 232-233

#### 4. Strategy, policies and practices

- **2-22 Statement on sustainable development strategy**
  - [2024 Corporate Responsibility Report](#),
    - A Letter from Avangrid CEO Pedro Azagra,
    - Business Highlights from 2024, pages 9-13
    - Sustainability Goals Scorecard, page 15
- **2-23 Policy commitments**
  - [Avangrid Governance & Sustainability System](#), pages 78-139
  - [2024 Corporate Responsibility Report](#),
    - Our Commitment to Resiliency and Conservation, page 17
    - A Positive Impact on Customers, page 34
    - A Thriving Workplace Community page 42
    - Corporate Security and Resilience, page 52
  - [Corporate Governance System - Avangrid](#) (website)
- **2-24 Embedding policy commitments**
  - [Reporting & Scorecards](#) (website)
  - [Code of Business Conduct and Ethics](#), 3-4
  - [2024 Corporate Responsibility Report](#), Ethics, Compliance and Governance pages 48-52
  - [Avangrid Governance & Sustainability System](#), pages 78-139
- **2-25 Processes to remediate negative impacts**
  - [Avangrid Compliance Program](#) (website)
  - [Avangrid Supplier Code of Business Conduct](#) pages 4-5
  - [Avangrid EthicsPoint Helpline](#) (website)
- **2-26 Mechanisms for seeking advice and raising concerns**
  - [Avangrid Compliance Program](#) (website)
  - [2024 Corporate Responsibility Report](#): A Positive Impact on Suppliers, pages 45-46
  - [Avangrid EthicsPoint Helpline](#) (website)
  - [Avangrid Code of Business Conduct and Ethics](#) pages 37 - 39
  - [Avangrid Supplier Code of Business Conduct](#), page 9
  - [Compliance Program – Avangrid](#), Helpline on website

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

- [Avangrid Code of Business Conduct and Ethics](#) pages 33 - 36
- [Governance and Sustainability System](#) (website)
- [2024 Corporate Responsibility Report](#). Dedicated Compliance Unit, pages 50-52
- Avangrid's total fines from the 2023 & 2024 instances listed below pertain to the Networks business:

Fines for instances of non-compliance with laws and regulations			
	2024	2023	2022
<b>Total fines (USD)</b>	<b>\$386,200</b>	<b>\$1,095,200</b>	<b>\$3,753,690</b>
<b>Total fines (#)</b>	<b>39</b>	<b>32</b>	<b>35</b>

■ **2-28 Membership associations**

- [Avangrid Public Advocacy](#) (website)
- [Stakeholders - Avangrid](#) (website)
- [Avangrid Governance & Sustainability System](#): Stakeholder Engagement Policy, pages 83-85
- 2024 Analysis – Material trade & industry associations (see Appendix)
- 2024 List of Associations (see Appendix)

## 5. Stakeholder engagement

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

- [Stakeholders - Avangrid](#) (website)
- [2024 Corporate Responsibility Report](#): A Positive Impact on Communities, page 35-40
- [Avangrid Governance & Sustainability System](#): Stakeholder Engagement Policy, pages 83-85

■ **2-30 Collective bargaining agreements**

Personnel covered by a collective bargaining agreement			
	2024	2023	2022
<b>Number of Employees (#)</b>	3,737	3,667	3,486
<b>Percent (%)</b>	45.1%	45.8%	46.0%

## GRI 3: Material Topics 2021

### GRI 3: Material Topics 2021

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

- [2024 Corporate Responsibility Report](#), Table of Contents (See “About this Report”)
- [Iberdrola’s “Consolidated Non-Financial Information Statement \(NFIS\) and the Sustainability Reporting 2024”](#), page 306 – 307

#### ■ 3-2 List of material topics

- [2024 Corporate Responsibility Report](#), Table of Contents (See “About this Report”)
- [Iberdrola’s “Consolidated Non-Financial Information Statement \(NFIS\) and the Sustainability Reporting 2024”](#), page 306 – 307

#### ■ 3-3 Management of material topics

- [2024 Corporate Responsibility Report](#),
  - Table of Contents (See “About this Report”)
  - Delivering Affordable, Safe and Reliable Energy to Meet Growing Demand, page 6
  - Sustainability Goals Scorecard, page 15
  - KPIs, pages 117-121

## Economic Disclosures

### GRI 201: Economic Performance 2016

#### ■ 201-1 Direct economic value generated and distributed

- [2024 Corporate Responsibility Report](#),
  - Avangrid’s Energy Transition Financing Framework, pages 54-63
  - Avangrid 2024 Impacts, page 4

#### ■ 201-2 Financial implications and other risks / opportunities due to climate change

##### [2024 Corporate Responsibility Report](#),

- Our Action on Resiliency, pages 18-21
- Managing Severe Weather-Related Risks and Leveraging New Opportunities, pages 22-23

#### ■ 201-3 Defined benefit plan obligations and other retirement plans

- [2024 Corporate Responsibility Report](#), Benefits: A Total Health Approach to Well -Being, page 43
- [Avangrid Health & Wellbeing](#) (website)

- **201-4 Financial assistance received from government**
  - Press Release: [Avangrid Subsidiary Awarded \\$31.8M Federal Grant to Deploy Cutting Edge Grid Technology](#)

## 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 (\$)			
	2024	2023	2022
Lowest entry level wage	\$36,000	\$36,000	\$35,120
Local minimum wage	\$32,635	\$31,200	\$29,640
Entry-level wage vs. legal minimum wage (%)			
Ratio	2024	2023	2022
	110.0%	115.0%	118.0%

## GRI 203: Indirect Economic Impacts 2016

- **203-1 Infrastructure investments and services supported**
  - [2024 Corporate Responsibility Report](#),
    - Avangrid 2024 Impacts, page 4
    - Delivering Affordable, Safe, Reliable Energy to Meet Growing Demand, page 6-7
    - Sustainability Goals Scorecard, Network investments in weather-related reliability and resilience, page 15
    - Investing in Reliability and Resiliency, page 71, 84, 95,
- **203-2 Significant indirect economic impacts**
  - [2024 Corporate Responsibility Report](#),
    - EMPOWERING Rural Communities, page 37
    - A Financing Framework to Power American's Energy Future, page 54
    - Bolstering Local Economic Development, page 112
    - Avangrid 2024 Impacts, page 4

## GRI 204: Procurement Practices 2016

- **204-1 Proportion of spending on local suppliers**  
Suppliers registered in the United States are considered to be local based on the Tax ID assigned to the supplier.
  - [2024 Corporate Responsibility Report](#),
    - A Positive Impact on Suppliers, pages 45-46
    - KPI's: Purchase from local suppliers, page 120



Procurement or contracting of materials, equipment, works and services from local suppliers			
	2024	2023	2022
Total (%)	95.9%	93.5%	93.7%

## 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
- [Avangrid Supplier Code of Business Conduct](#), pages 4-6
- [2024 Corporate Responsibility Report](#),
  - A Positive Impact on Suppliers, page 45
  - Advancing Equal Opportunities for Suppliers, page 46
  - Ethics, Compliance and Governance, pages 48-52

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

- [Avangrid Supplier Code of Business Conduct](#), pages 4-6

Employee training on anti-corruption						
	Employees Trained					
	2024		2023		2022	
	#	%	#	%	#	%
Leadership	381	99 %	341	97%	352	100%
Qualified technicians	3,430	99 %	3,251	99%	3,149	100%
Professionals and support staff	4,356	99 %	4,480	100%	4,323	100%
<b>Total</b>	<b>8,167</b>	<b>99 %</b>	<b>8,072</b>	<b>100%</b>	<b>7,824</b>	<b>100%</b>

\*Note: The variance in total percentage is due to rolling hiring cycles versus the training offerings.

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

Confirmed incidents of corruption and actions taken			
	2024	2023	2022
Number of confirmed corruption cases	0	0	0
Number of Cases - reprimands or dismissals	0	0	0
Contracts terminated due to corruption or bribery	0	0	0

## GRI 206: Anti-competitive Behavior 2016

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

- [Avangrid Ethics & Compliance](#) (website)
- [Avangrid's Anti-Corruption Policy](#)
- [Avangrid Supplier Code of Business Conduct](#), page 5
- [Avangrid Code of Business Conduct and Ethics](#), page 34

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices: Zero (0) cases were recorded in 2024.

## GRI 207: Tax 2019

### ■ 207-1 Approach to tax

- [Corporate Tax Policy](#)

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

- [Corporate Tax Policy](#)

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

- [Corporate Tax Policy](#)

### ■ 207-4 Country-by-country reporting

Not applicable

## Environmental Disclosures

## 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.

Materials used by weight or volume			
	2024	2023	2022
Natural gas (Nm3)	824,190,793	682,245,378	534,927,061
Diesel (m3)	1,176	3,522	2,037

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

Avangrid does not capture the data to calculate the percentage of recycled products and their packaging materials for each product category. See the Avangrid Supplier Terms and Conditions: [Contracting terms - Iberdrola](#)

■ **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: [Contracting terms - Iberdrola](#)

## GRI 302: Energy 2016

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

Energy consumption within the organization (GJ)			
	2024	2023	2022
Total internal energy consumption	17,628,880	15,922,660	11,548,994
Total purchased energy	329,181	341,577	494,808
Fuel consumption - natural gas	31,457,162	26,284,804	19,328,626

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

The largest energy consumption of energy outside of the organization is consumption associated with our supply chain. Information is included in the scope 3 inventory. See Greenhouse Gas Emissions Reporting ([Greenhouse Gas Report](#)).

■ **302-3 Energy intensity**

Energy intensity			
	2024	2023	2022
<b>Fossil fuel consumption (toe/GWh)</b>			
<b>Total</b>	<b>182.62</b>	<b>184.79</b>	<b>175.91</b>
<b>Internal energy usage intensity (GJ/GWh)</b>			
<b>Total</b>	<b>0.71</b>	<b>0.68</b>	<b>0.45</b>
<b>Cogeneration (GJ/MWh)</b>			
<b>Total</b>	<b>3.85</b>	<b>4.15</b>	<b>0.42</b>
<b>Generation technologies (% energy production)</b>			
<b>Renewables</b>			
<i>Wind</i>	77.85	81.83	86.66
<i>Hydroelectric</i>	0.85	1.05	0.83
<i>Photovoltaic solar and others</i>	5.46	3.59	1.39
<b>Nuclear</b>	n/a	n/a	n/a

<b>Combined Cycle</b>	n/a	n/a	n/a
<b>Cogeneration</b>	15.67	13.53	11.12
<b>Coal</b>	n/a	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	2024	2023	2022
Renewables	Annual primary energy savings through the production of renewable energy	72,902,539	70,497,482	72,909,303
Cogeneration	Annual savings through the supply of steam	152,251	159,736	194,591
<b>Total</b>		<b>73,054,790</b>	<b>70,657,218</b>	<b>73,103,894</b>

Reduction of energy consumption associated with increases in efficiency (energy saved, GJ)				
Areas	Types of Energy	2024	2023	2022
Efficiency in the distribution network	Savings due to efficiency in the network grids	0	0	8,388
Efficiency in generation	Savings due to efficiency improvement at plants	0	0	0
Efficiency in buildings	Savings due to efficiency in buildings	0	0	1.80

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

Reductions in energy requirements of products and services (GJ)			
	2024	2023	2022
Audits and energy plans	907	760	1,135
Gas maintenance service	0	0	0
Other savings and efficiency activities	1,689	1,805	19,223
Green energy supplied	60,426,293	55,275,088	0
<b>Total</b>	<b>60,428,888</b>	<b>55,277,653</b>	<b>20,357</b>

## GRI 303: Water and Effluents 2018

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

- [2024 Corporate Responsibility Report](#),
  - Sustainability Goals Scorecard, Recycled water in thermal gas generation, page 15
  - Protecting drinking water at Kennebunk Plains, page 89
  - Resiliency on Congress Street, page 96
  - KPIs: Water, page 118

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

[Policy on Management and Protection of Nature](#), page 2

### ■ 303-3 Water withdrawal

Withdrawal - Use of water in thermal generation (ML)			
Withdrawal	2024	2023	2022
Total withdrawal	4,225	3,419	3,285
Total withdrawal from offices	118	99	184
Withdrawal process and auxiliary services	4,105	14	13
Withdrawal for cooling	1	3,306	3,089

\*Note: Klamath cogeneration facility corrected the categorization of the water consumed for the purpose of cooling to no longer be reported to this variable. This subtraction from this variable category is the reason for the value decrease from 2023 to 2024.

### ■ 303-4 Water discharge

Discharge - Use of water in thermal generation (ML)			
Discharge	2024	2023	2022
Evaporation of water used for cooling	2,123	2,050	1,853
Discharge into receptor environment	1,797	1,371	1,234

### ■ 303-5 Water consumption

Water use (ML)			
	2024	2023	2022
Total water consumption	2,428	2,048	1,938
Total water consumption - Areas with water stress	0	14	0
Water use in hydroelectric generation (ML)			
	2024	2023	2022
Net water volume	7,123,437	7,387,655	49,080
Change of water storage	0	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 areas (PA) or in high biodiversity-value (HBV) areas			
	2024	2023	2022
Onshore wind farms			
Surface area inside PA or HBV (ha)	107.62	107.62	32
Number of facilities in PA and HBV (units)	2		
Adjacent Facilities (units)	14		
Type of Protection	Key Biodiversity Areas		
Power lines			
Area occupied by transmission & distribution power lines in PA and HBV (ha)	2588	2302	962
Number of facilities in PA and HBV (units) - transmission and distribution	0		
Adjacent Facilities	n/a	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			
Number of facilities in PA and HBV (units) - transmission only	22	17	2
Adjacent Facilities	n/a	n/a	n/a
Type of Protection	USDA National Forest, Wildlife Area, Key Biodiversity Areas		
Transformer centers			
Number of facilities in PA and HBV (units) - distribution only	7685	9079	
Adjacent Facilities	n/a	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		

- **304-2 Significant impacts of activities, products and services on biodiversity**  
[2024 Corporate Responsibility Report](#), Our Action on Biodiversity, pages 24-26
- **304-3 Habitats protected or restored**  
[2024 Corporate Responsibility Report](#), Our Action on Biodiversity, pages 24-26
- **304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations**

IUCN Red List Classification			
	2024	2023	2022
Critically endangered (CR)	10	2	2
Endangered (EN)	33	13	15
Vulnerable (VU)	74	10	12
Near Threatened (NT)	70	11	12
Least concern (LC)	1610	36	40

\*Note: In 2024, the source methodology changed, and the IUCN Red List species list was used for global comparability.

## GRI 305: Emissions 2016

- **305-1 Direct (Scope 1) GHG emissions**

CO2 emissions from power generation (t CO2 eq)				
	2024	2023	2022	2021
Thermal generating plants	N/A	N/A	N/A	N/A
Cogeneration	1,518,998	1,245,098	1,012,134	1,267,066
Other emissions	36,375	47,188	38,212	39,712
<b>Total</b>	<b>1,555,373</b>	<b>1,292,286</b>	<b>1,050,346</b>	<b>1,306,778</b>

Other CO2 emissions (t CO2 eq)					
	2024	2023	2022	2021	Source of Emission Factors
CH4 and N2O emissions from combustion (Non-renewable generating plants)	1,557	1,138	1,021	1,287	EPA
CH4 Fugitive Emissions (Gas storage and transport)	217,890	222,897	237,626	222,281	IPCC-AR5
SF6 Fugitive Emissions	8,529	22,697	32,137	20,802	IPCC-AR5

(Electricity distribution)					
Emissions in buildings (Fuel consumption)	53,267	58,920	5,132	5,846	DEFRA
Emissions from mobile combustion (Fleet)	42,388	38,560	49,202	33,311	DEFRA
Other emissions (Gas storage, coolant gases)	N/A	N/A	N/A	—	EPA
<b>Total</b>	<b>323,631</b>	<b>344,212</b>	<b>325,118</b>	<b>283,527</b>	

Total Scope 1 emissions (t CO2 eq)				
	2024	2023	2022	2021
<b>Total</b>	<b>1,879,004</b>	<b>1,636,499</b>	<b>1,375,464</b>	<b>1,590,305</b>

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

Scope 2 emissions (t CO2 eq)			
	2024	2023	2022
Emissions associated with network losses	299,083	149,064	175,674
Emissions associated with consumption of electric energy during shutdowns and pumping	5,284	4,653	28,149
Emissions associated with the electricity consumption in buildings	28,856	32,029	21,616
<b>Total</b>	<b>333,224</b>	<b>185,746</b>	<b>225,440</b>

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

Scope 3 emissions (t CO2 eq)				
	2024	2023	2022	2021
Emissions associated with the generation of energy for third parties	0	0	0	0
Emissions from employee business travel	13,518	4,980	3,087	2,689
Emissions associated with the use of gas products	6,563,646	7,114,159	7,565,280	7,247,591
Emissions associated with the supply chain	1,101,902	932,179	775,952	1,100,820



Emissions associated with employee commutes to/from the workplace	14,943	8,139	12,667	992
Emissions associated with the energy purchased from third parties for sale to end customers*	169,237	601,478	2,012,357	4,129,811
Upstream (WTT) emissions from fuel acquired and consumed	1,453,169	229,644	177,242	230,474
<b>Total</b>	<b>9,316,414</b>	<b>8,890,579</b>	<b>10,546,585</b>	<b>12,712,377</b>

#### ■ 305-4 GHG emissions intensity

CO2 emissions rate from power generation (gCO2KWh)			
	2024	2023	2022
Evolution of the intensity of CO2 emissions - Specific emissions Global mix	63	55	46

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

Initiatives for reducing emissions				
Area	Actions and initiatives	Savings (t CO2e)		
		2024	2023	2022
<b>Renewables</b>	Primary energy savings through the production of renewable energy	7,775,076	7,769,867	7,465,947
<b>Cogeneration</b>	Savings through the supply of heat energy steam (within the Group)	15,791	17,154	20,063
<b>Network Efficiency</b>	Savings from distribution network efficiency	N/A	0	524
<b>Commercial</b>	Energy savings and efficiency through green products and services (Spain, United States and Brazil)	2,451,125	3,673,337	4,494,604
<b>Total</b>		<b>10,241,992</b>	<b>11,460,358</b>	<b>11,981,138</b>

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

Initiatives for reducing emissions				
Area	Actions and initiatives	Savings (t CO2e)		
		2024	2023	2022
<b>Renewables</b>	Primary energy savings through the production of renewable energy	7,775,076	7,769,867	7,465,947
<b>Cogeneration</b>	Savings through the supply of heat energy steam (within the Group)	15,791	17,154	20,063
<b>Network Efficiency</b>	Savings from distribution network efficiency	N/A	0	524
<b>Commercial</b>	Energy savings and efficiency through green products and services (Spain, United States and Brazil)	2,451,125	3,673,337	4,494,604
<b>Total</b>		<b>10,241,992</b>	<b>11,460,358</b>	<b>11,981,138</b>

■ **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)				
	2024	2023	2022	2021
Generating plants	N/A	N/A	N/A	N/A
Cogeneration plants	63	72	68	134
<b>Total</b>	<b>63</b>	<b>72</b>	<b>68</b>	<b>134</b>

Intensity of NOx emissions (kg/MWh)				
	2024	2023	2022	2021
<b>Specific emission from the global mix</b>	0.003	0.003	0.000	0.001

SOx emissions (mt)				
	2024	2023	2022	2021
Generating plants	N/A	N/A	N/A	N/A
Cogeneration plants	8	6	5	6
<b>Total</b>	<b>8</b>	<b>6</b>	<b>5</b>	<b>6</b>
Intensity of SOx emissions (kg/MWh)				
	2024	2023	2022	2021

Specific emission from the global mix	0.0003	0.0003	0.0000	0.0000
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Emissions of particulates (mt)				
	2024	2023	2022	2021
Generating plants	N/A	N/A	N/A	N/A
Cogeneration plants	26.64	23.86	16.56	21.00
<b>Total</b>	<b>26.64</b>	<b>23.86</b>	<b>16.56</b>	<b>21.00</b>

Intensity of particulate emissions (kg/MWh)				
	2024	2023	2022	2021
Specific emission from the global mix	0.0011	0.0010	0.0001	0.0001

## GRI 306: Waste 2020

### ■ 306-1 Waste generation and significant waste-related impacts

[2024 Corporate Responsibility Report](#),

- Our Action on Responsible Materials Management, page 24
- KPIs: Waste, page 118

### ■ 306-2 Management of significant waste-related impacts

[2024 Corporate Responsibility Report](#), [2024 Corporate Responsibility Report](#)

- Our Action on Responsible Materials Management, page 24
- KPIs: Waste, page 118

### ■ 306-3 Waste generated

Total waste by type (t)			
	2024	2023	2022
<b>Hazardous waste</b>			
Electrical/electronic waste	94	121	74
Construction waste	6,243	14	4
Urban solid waste	5	1	1
Thermal-process waste	0	0	n/a
Liquid oils and fuels	807	8	n/a
Batteries	71	14	23
Other waste	165	455	2,275
<b>Total</b>	<b>7,385</b>	<b>614</b>	<b>2,405</b>
<b>Non-hazardous waste</b>			
Electrical/electronic waste		n/a	n/a
Construction waste	75,547.94	2.77	125.82
Urban solid waste	1,908.32	5,804.04	1,190.45
Thermal-process waste	84.42	3.26	28.04

Liquid oils and fuels	n/a	n/a	n/a
Batteries	3.33	5.54	22.89
Other waste	986.65	101,945.48	175,413.74
<b>Total</b>	<b>79,882</b>	<b>107,761</b>	<b>176,781</b>

■ **306-4 Waste diverted from disposal**

Total waste diverted from disposal, by recovery operation (t)			
	2024	2023	2022
<b>Hazardous waste</b>			
Reuse	548.65	177.46	82.62
Recycling	635.84	22.86	33.29
Other valuation operations	0.08	0.02	7.75
<b>Total</b>	<b>1,184.57*</b>	<b>200.34</b>	<b>123.66</b>
<b>Non-hazardous waste</b>			
Reuse	3,692.33	25,194.25	23,326.31
Recycling	19,391.72	3,206.59	33,245.47
Other valuation operations	10.33	290.75	77.67
<b>Total</b>	<b>23,094.38</b>	<b>28,691.59</b>	<b>56,649.44</b>

Total waste diverted from disposal (t)			
	2024	2023	2022
<b>Hazardous waste</b>			
Electrical/electronic waste	21.58	118.27	63.70
Construction waste	n/a	n/a	n/a
Urban solid waste	4.61	1.07	0.74
Thermal-process waste	n/a	n/a	n/a
Liquid oils and fuels	716.42	0.15	26.47
Batteries	70.91	15.56	22.90
Other waste	88.37	65.30	9.84
<b>Total</b>	<b>901.90*</b>	<b>200.34</b>	<b>123.66</b>
<b>Non-hazardous waste</b>			
Electrical/electronic waste	n/a	n/a	n/a
Construction waste	21,188.54	2.77	125.82
Urban solid waste	525.58	1,105.76	1,141.88
Thermal-process waste	20.53	0.49	n/a
Liquid oils and fuels	n/a	n/a	n/a
Batteries	3.25	5.54	22.89
Other waste	29.85	27,577.03	55,358.85
<b>Total</b>	<b>21,767.74</b>	<b>28,691.59</b>	<b>56,649.44</b>

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

Waste directed to disposal, by disposal operation (t)			
	2024	2023	2022
<b>Hazardous waste</b>			
Incineration (with energy recovery)	0	5	4
Incineration (without energy recovery)	32	96	16
Transfer to landfill	5,986	312	2,077
Other disposal operations	182	0.2	184
<b>Total</b>	<b>6,200*</b>	<b>414</b>	<b>2,281</b>
<b>Non-hazardous waste</b>			
Incineration (with energy recovery)	0	437	0
Incineration (without energy recovery)	6	33	6
Transfer to landfill	55,889	68,856	72,407
Other disposal operations	892	9,743	47,718
<b>Total</b>	<b>56,788</b>	<b>79,069</b>	<b>120,132</b>

Waste directed to disposal, by composition (t)			
	2024	2023	2022
<b>Hazardous waste</b>			
Electrical/electronic waste	73	2	10
Construction waste	5,960	14	4
Urban solid waste	0	0.02	1
Thermal-process waste	0	0.00	
Liquid oils and fuels	91	8	2
Batteries	n/a	n/a	n/a
Other waste	77	390	2,265
<b>Total</b>	<b>6,200*</b>	<b>414</b>	<b>2,281</b>
<b>Non-hazardous waste</b>			
Electrical/electronic waste	n/a	n/a	n/a
Construction waste	54,359	0	0
Urban solid waste	1,383	4,698	49
Thermal-process waste	64	3	28
Liquid oils and fuels	n/a	n/a	n/a
Batteries	n/a	n/a	n/a
Other waste	957	74,368	120,055
<b>Total</b>	<b>56,763</b>	<b>79,069</b>	<b>120,132</b>

\*Note: Variations in waste totals from 2023-2024 are due to an internal reclassification process that properly aligned U.S. Federal/State waste codes and European waste codes, however these figures should not be compared to values reported to the EPA due to fundamental differences in classification systems.

## **GRI 308: Supplier Environmental Assessment 2016**

- **308-1 New suppliers that were screened using environmental criteria**  
[2024 Corporate Responsibility Report](#), A Positive Impact on Suppliers,  
page 45-46
- **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 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.
- [Consolidated Non-Financial Information Statement \(NFIS\) and the Sustainability Reporting 2024](#), page 221

New employee hires			
	2024	2023	2022
New employee hires	934	1,083	1,243
% New hires of employees	11.5%	13.9%	16.7%

\*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

Persons leaving the company			
	2024	2023	2022
Total	664	663	1,013
% Turnover	8.2%	8.5%	13.6%

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

- [2024 Corporate Responsibility Report](#), Benefits: A Total Health Approach to Well-Being, page 43
- [Avangrid Health & Wellbeing](#) (website)

■ **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.

- [Consolidated Non-Financial Information Statement \(NFIS\) and the Sustainability Reporting 2024](#), page 231

Parental Leave & Return to Work			
	2024	2023	2022
Employees that were entitled to parental leave (#)	8,269	7,999	7,579
Employees entitled to parental leave (%)	100	100	100
Employees taking parental leave (#)	261	52	70
Employees who returned to work after parental leave ended (#)	187	240	262
Employees who returned to work after parental leave ended and who were still employed after 12 months (#)	217	300	202

## 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

- [Avangrid Health & Safety](#) (website)
- [Governance and Sustainability System](#): Environmental, Health & Safety Policy, pages 98-100
- [2024 Corporate Responsibility Report](#),
  - Health and Safety: Creating a No-Harm Culture, page 44
  - Our Commitment to Positive Impacts on People, page 29
  - KPIs: Health & Safety, page 121

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

- [Avangrid Health & Safety](#) (website)
- [Governance and Sustainability System](#): Environmental, Health & Safety Policy, pages 98-100
- [2024 Corporate Responsibility Report](#),
  - Health and Safety: Creating a No-Harm Culture, page 44
  - Our Commitment to Positive Impacts on People, page 29
  - KPIs: Health & Safety, page 121

### ■ 403-3 Occupational health services

- [Avangrid Health & Safety](#) (website)
- [Governance and Sustainability System](#): Environmental, Health & Safety Policy, page 98-100
- [2024 Corporate Responsibility Report](#),
  - Health and Safety: Creating a No-Harm Culture, page 44
  - Our Commitment to Positive Impacts on People, page 29
  - KPIs: Health & Safety, page 121

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

- [Avangrid Health & Safety](#) (website)
- [Governance and Sustainability System](#): Environmental, Health & Safety Policy, page 98-100
- [2024 Corporate Responsibility Report](#),
  - Health and Safety: Creating a No-Harm Culture, page 44
  - Our Commitment to Positive Impacts on People, page 29
  - KPIs: Health & Safety, page 121

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

- [Avangrid Health & Safety](#) (website)
- [Governance and Sustainability System](#): Environmental, Health & Safety Policy, page 98 - 100
- [2024 Corporate Responsibility Report](#),
  - Health and Safety: Creating a No-Harm Culture, page 44
  - Our Commitment to Positive Impacts on People, page 29
  - KPIs: Health & Safety, page 121

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

- [Avangrid Health & Safety](#) (website)
- [Comprehensive Health and Wellbeing Support](#) (website)
- [2024 Corporate Responsibility Report](#),
  - Our Commitment to Positive Impacts on People, page 29
  - Benefits: A Total Health Approach to Well-Being, page 43
  - Health and Safety: Creating a No-Harm Culture, page 44

■ **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)			
	2024	2023	2022
<b>Employees covered by occupational health and safety management system</b>			
Number (#)	8,269	7,840	7,427
Percent (%)	98%	98%	98%
<b>Employees covered by an occupational health and safety management system subject to internal audit</b>			
Number (#)	8,269	7,840	7,427
Percent (%)	98%	98%	98%
<b>Employees covered by an occupational health and safety management system subject to third-party audit or certification</b>			
Number (#)	8,269	7,840	7,427
Percent (%)	98%	98%	98%

■ **403-9 Work-related injuries**

Accidents: Rate			
<b>Own personnel</b>			
	2024	2023	2022
Fatal	0	0	0
With leave	53	47	56
With major consequences	15	2	15
Without leave	582	557	524

Outsourcing staff			
	2024	2023	2022
Fatal	1	0	1
With leave	9	6	9
With major consequences	3	1	0
Without leave	306	122	105

Accidents: Frequency & severity index by gender			
	2024	2023	2022
<b>Severity index</b>			
Own personnel - total	0.27	0.12	0.27
<b>Frequency index</b>			
Own personnel - total	3.25	2.85	3.57
Outsourcing staff - total	0.66	0.56	0.84

Absenteeism			
Days lost			
	2024	2023	2022
Own personnel total	4,320	2,004	4,210
Outsourcing staff total	1,076	316	28

Hours lost			
	2024	2023	2022
<b>Own personnel</b>	<b>267,158</b>	<b>258,087</b>	<b>317,204</b>
Accident and occupational disease	24,664	11,008	23,952
Common disease and covid	242,494	247,079	293,252

■ **403-10 Work-related ill health**

Occupational Diseases			
	2024	2023	2022
<b>Among Own Personnel</b>			
Deaths (#)	0	0	0
Occupational illnesses (#)	2	1	0
<b>Among Subcontracted Personnel</b>			
Deaths (#)	0	0	0
Occupational illnesses (#)	2	n/a	n/a

## GRI 404: Training and Education

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

In 2024, 442,678 hours of training were completed by personnel (an increase from 364,071 in 2023). Below table reflects the average hours of training - by professional category and gender.

- [Consolidated Non-Financial Information Statement \(NFIS\) and the Sustainability Reporting 2024](#), page 226

Training by professional category and gender			
Average hours of training by average personnel			
	2024	2023	2022
Leadership	28	17	16
Qualified technicians	23	22	21
Professionals and support staff	81	66	59
<b>Total</b>	<b>55</b>	<b>46</b>	<b>43</b>

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

- [Training & Development - Avangrid](#) (website)
- [2024 Corporate Responsibility Report](#)
  - Sustainability Goals Scorecard, Employee training and Cybersecurity training, page 15
  - A Community-Focused Energy Future, Workforce, page 32
  - A Positive Impact on Employees, Health & Safety: Creating a No-Harm Culture, page 44
  - Dedicated Compliance Unit, Engaging employees through training and awareness, page 51
  - Committed to Our Customers, Impacts At A Glance, page 93
  - KPIs, Employment, page 120

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**
  - [Consolidated Non-Financial Information Statement \(NFIS\) and the Sustainability Reporting 2024](#), page 225

Employees with Performance Reviews (%)			
	2024	2023	2022
Leadership	94%	88%	88%
Qualified technicians	86%	81%	78%
Trade professionals and support staff	12%	13%	13%
<b>Total</b>	<b>47%</b>	<b>44%</b>	<b>43%</b>

## GRI 405: Diversity and Equal Opportunity

- **405-1 Diversity of governance bodies and employees**
  - [Consolidated Non-Financial Information Statement \(NFIS\) and the Sustainability Reporting 2024](#), pages 19, 235

Total Workforce   Age (#)			
	2024	2023	2022
Up to 30 years old	1,504	1,398	1,231
Between 31 and 50 years old	4,226	4,038	3,819
More than 51 years old	2,539	2,563	2,529
<b>Total</b>	<b>8,269</b>	<b>7,999</b>	<b>7,579</b>

## GRI 406: Non-discrimination

### ■ 406-1 Incidents of discrimination and corrective actions taken

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

Incidents of discrimination and corrective actions taken			
	2024	2023	2022
Total Incidents of Discrimination (#)	25	40	19
Incidents with applied corrective measures (#)	6	22	2

## 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			
	2024	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.	€4,293,200,633	€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	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)
- [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)
- [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				
		2024*	2023	2022
Own Security Personnel	Total (#)	0	52	45
	Trained in human rights (#)	0	37	45
	Trained in human rights (%)	0%	71%	100%
Outsourced Security Personnel	Total (#)	70	72	55
	Trained in human rights (#)	70	72	55
	Trained in human rights (%)	100%	100%	100%

\*Note: Variance from 2023 to 2024 is due to a review in training requirements. After a detailed review of the US Department of State directive, Avangrid Corporate Security and Resilience department determined the annual training requirement does not pertain to employees of Avangrid. However, initial training will still be required for all newly hired Corporate Security and Resilience personnel."

## GRI 411: Rights of Indigenous Peoples

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

Incidents detected related to indigenous rights		
2024	2023	2022
0	0	0
Incidents related to the violation of rights of employees from indigenous communities		
2024	2023	2022
0	0	0

## GRI 413: Local Communities

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

[2024 Corporate Responsibility Report.](#)

- 2024 Highlights: Networks, pages 8-10
- 2024 Highlights: Power, page 11
- 2024 Highlights: Finance and Innovation, pages 12-13
- A Positive Impact on Communities, pages 35-40
- Caring for People and Our Natural Resources, pages 75-77, 87-89, 98-100, 105, 113-114
- Supporting Customers and Communities, page 103
- Bolstering Local Economic Development, page 112

## GRI 414: Supplier Social Assessment

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

- [2024 Corporate Responsibility Report](#),
  - Sustainability Goals Scorecard, page 15
  - A Positive Impact on Suppliers, page 45

## GRI 415: Public Policy

### ■ 415-1 Political contributions

Contribution to political parties		
2024	2023	2022
\$879,500	\$521,000	\$589,000

See appendix for description of strategy

## 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

Incidents stemming from non-compliance with regulations or voluntary codes regarding health and safety (No.)			
	2024	2023	2022
Resulting in a fine	39	66	67
Resulting in a warning	1	1	1
Relating to voluntary codes	0	0	0



## 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 (#)			
	2024	2023	2022
Resulting in a fine	0	1	1
Resulting in a warning	0	0	0
Relating to voluntary codes	0	0	0
<b>Total incidents</b>	<b>0</b>	<b>1</b>	<b>1</b>

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

Incidents of non-compliance concerning marketing, advertising, promotion and sponsorship (#)			
	2024	2023	2022
Resulting in a fine	0	0	0
Resulting in a warning	0	0	0
Relating to voluntary codes	0	0	0
<b>Total incidents</b>	<b>0</b>	<b>0</b>	<b>0</b>

## GRI 418: Customer Privacy

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

Incidents Relating to Privacy (#)			
	2024	2023	2022
From regulatory entities	0	0	0
From other sources, validated	1	1	1
Leaks, theft or loss of data	0	0	0

## APPENDIX

### ■ 2-28 Membership associations

Participation in the communities in which Avangrid has a presence is an essential facet of its activities. Two objectives of Avangrid's public activities are engagement with the communities in which the company operates and accurately and transparently conveying its position to the various Stakeholders.

At Avangrid, we participate in industry-related discussions with trade groups, associations and other stakeholder groups. Participation in these discussions is governed by federal and state laws and our own internal policies and protocols. Our engagement in these activities aligns with our policies, purpose and values, and in particular, our commitment to providing affordable, reliable and resilient power.

#### • List of Associations & Alliances 2024

In 2024, Avangrid participated in more than 210 associations and alliances.

#### List of Associations & Alliances 2024<sup>1</sup>

1	Adirondack North County Association
2	Alliance for Clean Energy New York Inc.
3	American Clean Power Association
4	American Council for an Energy-Efficient Economy
5	American Council of Renewable Energy
6	American Gas Association
7	Arizona Competitive Power Alliance
8	Associated Industries of Massachusetts
9	Association of Energy Services Professionals
10	Association of Oregon Counties
11	Bangor Region Chamber of Commerce
12	Bath-Brunswick Regional Chamber of Commerce
13	Belfast Area Chamber of Commerce
14	Berkshire Regional Planning Commission
15	Bethel Area Chamber of Commerce
16	Biddeford - Saco Chamber of Commerce
17	Black Business Council of Southern Connecticut
18	Black Economic Council of Massachusetts
19	Boothbay Harbor Region Chamber of Commerce
20	Bridgeport Economic Development Corporation
21	Bridgeport Regional Business Council
22	Browning the Green Space
23	Buffalo Niagara Partnership
24	Business Council of New York State Inc

<sup>1</sup> Associations & alliances: include membership associations and international and national advocacy institutions that Avangrid paid fees in 2024, as chambers of commerce, coalitions, forums, committees, research alliances, councils, and networking group. Overall, they are classified as 501(c)(6) Business Leagues, 501(c)(3) Public Charity, 501(c)(4) Civic Leagues and Social Welfare Organizations, 501(c)(3) Private Non-Operating Foundation, among others.

25	Business Forward Inc
26	Business Network for Maryland Offshore Wind, Inc
27	California Community Choice Association
28	Cape Cod Chamber of Commerce
29	Capital Region Chamber of Commerce
30	Cayuga Chamber of Commerce
31	CDP North America
32	CEATI International
33	Center for Economic Growth
34	Center Stage
35	Cheektowaga Chamber of Commerce
36	Clean Energy Buyers Association
37	Clean Grid Alliance
38	Clean Grid Association
39	ClimateWork Maine
40	Coastal States Steward ship Foundation
41	Commerce Chenango
42	Connecticut Association of Municipal Development Commissions
43	Connecticut Business & Industry Association
44	Connecticut Council of Small Towns
45	Connecticut Heating & Cooling Contractors Association
46	Connecticut Main Street Center
47	Connecticut Power & Energy
48	Connecticut River Valley Chamber of Commerce
49	Connecticut Sustainable Business Council
50	Consortium for Energy Efficiency
51	Consumer Energy Alliance
52	Cortland County Chamber of Commerce
53	DesignLights Consortium
54	Dutchess County Regional Chamber of Commerce
55	Economic Development Council of Maine
56	Economic Development Council of Western Massachusetts
57	Edison Electric Institute
58	Electric Power Research Institute
59	Electric Reliability Council of Texas
60	Elizabeth City Area Chamber of Commerce
61	Energize Connecticut Community Partnership
62	Energy Services Group
63	Energy Systems Integration Group
64	Environmental Business Council of New England Inc
65	Environmental Energy Alliance of New York
66	Environmental Markets Association, Inc
67	Fairfield Chamber of Commerce
68	Financial Accounting Standards Board
69	Franklin County Chamber of Commerce
70	Future 500

71	Global Business Alliance
72	Greater Binghamton Education Outreach Program
73	Greater Boston Chamber of Commerce
74	Greater Bridgton Chamber of Commerce
75	Greater Freeport Chamber of Commerce
76	Greater Hyannis Chamber of Commerce
77	Greater Manchester Chamber of Commerce
78	Greater Rochester Chamber of Commerce
79	Greater Rochester Visitors Association Inc
80	Greater Valley Chamber of Commerce
81	Greenwich Chamber of Commerce
82	Gulf States Renewable Energy Industries Association
83	Hamden Regional Chamber of Commerce
84	Hampton Roads Chamber of Commerce
85	Hampton Roads Economic Development Alliance
86	Health Enhancement Research Organization
87	Herkimer County Chamber of Commerce
88	Hispanic Chamber of Commerce of Greater Bridgeport Inc
89	Independent Energy Producers Association, Inc
90	Industrial Asset Management Council
91	Industrial Energy Consumer Group
92	Industrial Training Services
93	International Association of Security Awareness Professionals LTD
94	International Economic Development Council
95	Interwest Energy Alliance
96	Ithaca Area Economic Development
97	Jay, Livermore, Livemore Falls Chamber of Commerce
98	Kennebec Valley Chamber of Commerce
99	Kennebec Valley Tourism Council
100	Kennenbunk, Kennenbunkport and Arundel Chamber of Commerce
101	Klamath County Chamber of Commerce
102	Lancaster Area Chamber of Commerce
103	Lewiston Auburn Metropolitan Chamber of Commerce
104	Maine & Company
105	Maine Better Transportation Association
106	Maine Black Chamber of Commerce
107	Maine Development Foundation
108	Maine Forest Products Council
109	Maine International Trade Center
110	Maine Real Estate & Development Association
111	Maine State Chamber of Commerce
112	ManufactureCT
113	Massachusetts Business Roundtable
114	Massachusetts Taxpayers Foundation
115	Mechanicville Stillwater Chamber of Commerce
116	Metro Hartford Alliance

117	Midcontinent Independent System Operator, Inc
118	Middlesex County Chamber of Commerce
119	Mid-Maine Chamber of Commerce
120	Milford Chamber of Commerce
121	Moosehead Lake Region Chamber of Commerce
122	National Gay & Lesbian Chamber of Commerce
123	National Minority Supplier Development Council
124	National Veteran Business Development Council
125	New Mexico Chamber of Commerce
126	New York Geothermal Energy Organization Inc
127	New York State Economic Development Council
128	New York State Emergency Management Association Inc
129	North American Energy Markets Association
130	North American Energy Standards Board
131	North American Transmission Forum
132	North Carolina Sustainable Energy Association
133	North Shore Chamber of Commerce
134	Northeast Clean Energy Council Inc
135	Northeast Energy & Commerce Association Inc
136	Northeast Energy Efficiency Partnership Inc
137	Northeast Gas Association
138	Northeast Pennsylvania Manufacturers & Employers Association
139	Northeast Sustainable Energy Association
140	Northwest & Intermountain Power Producers Coalition
141	Northwest Public Power Association
142	Northwood Area Chamber of Commerce
143	Ogunquit Chamber Of Commerce
144	Ohio Chamber of Commerce
145	Old Orchard Beach Chamber of Commerce
146	Orange Chamber of Commerce
147	Oregon Business and Industry Association
148	Oxford Hills Chamber of Commerce
149	Partnership for Economic Development in Sullivan County Inc
150	Paulding Chamber of Commerce
151	Peak Load Management Alliance
152	Penobscot Bay Regional Chamber of Commerce
153	Perquimans County Chamber of Commerce
154	Pipeline and Hazardous Materials Safety Administration
155	Plattsburgh-North Country Chamber of Commerce
156	Portland Regional Chamber
157	Public Company Accounting Oversight Board
158	Rangeley Lakes Region Chamber of Commerce
159	RENEW Northeast
160	Renewable Energy Wildlife Institute
161	Renewable Northwest
162	Responsible Offshore Science Alliance

163	River Valley Chamber of Commerce
164	Rochester Area Community Foundation
165	Rochester Downtown Development Corporation
166	Rochester Hispanic Business Association
167	Rochester Rotary Charitable Trust Inc
168	Rochester Technology and Manufacturing Association
169	Rugby Chamber of Commerce
170	Salem Chamber of Commerce and Civics Inc
171	Sanford/Springvale Chamber of Commerce Inc
172	Saratoga County Chamber of Commerce
173	Saratoga Economic Development Corporation
174	Schuylkill Chamber of Commerce
175	SCOPED
176	Sebago Lakes Region Chamber of Commerce
177	Sebasticook Valley Chamber of Commerce
178	Seneca County Chamber of Commerce
179	Shoreline Chamber of Commerce
180	Skowhegan Area Chamber of Commerce
181	Society of Gaslighting
182	Southeastern Wind Coalition
183	Southern Berkshire Chamber of Commerce
184	Southern Piscataquis Chamber of Commerce
185	Sullivan County Chamber of Commerce
186	Sustainable Energy & Environment Coalition
187	Tennessee Solar Energy Industries Association
188	The Advanced Power Alliance
189	The Greater New Haven Chamber of Commerce
190	The Greater York Chamber of Commerce
191	The Institute of Electrical and Electronics Engineers Incorporated
192	The MGP Consortium
193	The New England Council
194	The Salem Partnership
195	Three Rivers Development Corporation
196	Tier Energy Network
197	Tioga County Chamber of Commerce
198	Tompkins County Chamber of Commerce
199	Tri-State Generation & Transmission Association Inc
200	Utility Economic Development Association
201	Van Wert Area Chamber of Commerce
202	Wells Chamber of Commerce
203	West Hartford Chamber of Commerce
204	Western Power Pool
205	Western Power Trading Forum
206	West-Wide Governance Pathways Initiative
207	Winthrop Lakes Region Chamber of Commerce
208	Women's Business Enterprise National Council

209	Working Group for Investment in Reliable and Economic Electric Systems
210	Wyoming County Chamber of Commerce
211	Yarmouth Maine Chamber of Commerce

- **Material trade & industry associations - alignment with Avangrid strategy**

Avangrid discloses its trade and industry association memberships and how these organizations align with our company's emission and resiliency strategy for associations where the fees, relevance and impact are significant. The determination of significance is based on an assessment of the relevant facts and circumstances but generally organizations to which we contribute more than \$500,000 annually are disclosed. In 2024, three organizations met these criteria – **Edison Electric Institute (EEI), American Clear Power Association (ACP), and Northeast Gas Association (NGA)**. The evaluation takes into consideration publicly available information. Overall, Avangrid's engagement with these industry and trade associations is aligned with the emissions and resiliency strategy of the company, however, our engagement is not restricted to these strategies. Avangrid may not agree with every position taken by every trade association with which we participate, however, once a relevant and structural policy position misalignment and its origin have been identified, Avangrid will reinforce the engagement of its group representatives in the area where the misalignment has emerged.

### Edison Electric Institute - EEI

Edison Electric Institute (EEI) is a leading association representing investor-owned electric companies across the United States. EEI advocates for policies and initiatives that drive innovation, sustainability, and reliability within the electric power sector. EEI's policy priorities are available throughout their website.

In addition to that, EEI voluntarily produces an annual Lobbying, Advocacy, and Other Expenditures report that outlines their funding and activities and is responsive to the information needs of their member companies and their regulators.

### 2024 Avangrid Highlights

- EEI awarded Emergency Response Awards to Avangrid subsidiaries recognizing Avangrid crews' exemplary storm restoration performance.

### American Clean Power Association

The American Clean Power Association (ACP) is the leading voice of today's multi-tech clean energy industry, representing energy storage, wind, utility-scale solar, clean hydrogen, and transmission companies. ACP is committed to meeting America's energy and national security goals and building our economy with fast-growing, low-cost, and reliable domestic power.

Public information about the positioning of the association and its contribution to the main policy making processes is available through their website.

## 2024 Avangrid Highlights

- Avangrid participates in some of ACP's Cleanpower Conference panels, as well as committees and forums, advocating for power projects development and improved commercial frameworks to support industry growth.
- In 2024, Avangrid's Vice President of Federal Government Affairs participated as a Member of the Board of Directors.

## Northeast Gas Association

The Northeast Gas Association (NGA) represents natural gas distribution companies, transmission companies, liquefied natural gas importers, storage companies, and associate member companies. These companies provide natural gas to over 13 million customers in 11 states. NGA is committed to supporting its members as they continue to make our industry safe, reliable, and environmentally sustainable.

In 2024, NGA published a formal statement on their role supporting members' reduction emissions & resiliency goals.

## 2024 Avangrid Highlights

- Avangrid engaged in the 2024 Regional Market Trends Forum, where executives participated in panels discussing infrastructure challenges and meeting the need of reliable and affordable energy.
- In 2024, Avangrid's Vice President and Chief Security Officer and Vice President, Operations New York State Electric & Gas (NYSEG) and Rochester Gas & Electric (RG&E) participated as a member of the NGA Board of Directors.

## ■ 415-1 Political contributions

Avangrid and its subsidiaries consider engaging with policymakers to be an important, necessary and appropriate part of doing business. The Company tracks a significant number of proposed laws, rules, regulations and policies annually and engages at the federal, state, and local levels of government to ensure that the perspectives of the Company and its stakeholders, including customers and employees, are represented before policymakers.

The Company also supports candidate and issue campaigns. It does so consistent with the myriads of federal and state, and local laws governing such activity.

Pursuant to its internal Political Education and Contributions Protocol, in 2024, Avangrid contributed \$879,500 to political campaigns. Avangrid did not provide any in-kind contributions to political campaigns.

According to the Avangrid Anti-Corruption Policy, under no circumstances shall Avangrid funds be used to make political contributions that constitute illegal corruption or bribery, or to political parties or candidates in countries other than the U.S., even if such contributions are permitted by the laws of the respective country.



Avangrid conducts industry-leading compliance and ethics due diligence on third parties, including for proposed political activities and contributions to prevent corruption and bribery. Proposed activities and contributions are then referred to an oversight committee of Avangrid executive leaders for approval to ensure these activities are aligned with Avangrid's publicly stated policies and purpose.

Politically related endorsements and contributions made by the company must be authorized by our oversight committee following consultation with Compliance, Legal and Government Affairs teams. Politically related contributions and membership requests are also flagged in our vendor payment systems to ensure review prior to payment.

The Company's Code of Business Conduct and Ethics includes guidance on employees participating in political and civic activities.