

SUMMARY OF  
2024

ESG

HIGHLIGHTS



# MESSAGE FROM OUR CEO

## Dear Stakeholders,

Powering the world's biggest economy and ensuring our nation continues to grow and prosper requires abundant, affordable, reliable electricity. In 2024, Clearway's fleet of wind, solar, energy storage, and flexible natural gas assets delivered all those things. It produced 17 million megawatt hours of zero- or low-carbon electricity – enough to supply the equivalent of more than 2 million homes across 26 states.

We believe Clearway is setting the gold standard for what it means to be a leading all-of-the-above energy company in the United States. The made-in-America electricity we produce helps businesses be competitive. It makes energy costs manageable for families. And, through our construction and operations activities, the work of delivering this clean electricity also provides substantial economic benefits – to landowners, small and large businesses, and communities throughout the country.

In 2024, we achieved notable successes in our environmental, social, and governance (ESG) performance. Importantly, 95% of the electricity we generated had zero emissions,<sup>1</sup> and 84% of our revenues came from activities that didn't produce greenhouse gases. There are few, if any, companies of our size in the electric power generation industry that can boast of a fleet that is as clean and reliable as ours.

Also in 2024, we further expanded our support for the communities that host our operations, reaching a new record of more than \$1.5 million in donations, sponsorships, and support for nonprofit organizations from Clearway and its employees. We're proud of what this investment represents in aggregate but are even prouder of what it has enabled for individuals and communities.

In this report, you'll read about land Clearway donated for a new emergency service center in West Virginia, funding we provided for fire departments and support for school drives, senior centers, food banks, community festivals, and a whole host of other contributions we made – not to mention countless hours of volunteering from team members in communities across the country.

Amidst all this activity, we reached an important goal a year ahead of schedule: 100% of our renewable energy sites larger than 50 MW in size now have community engagement plans and participate in our Adopt-a-School program. In Riverside County, California, Eagle Mountain Elementary School students are enjoying a new playground and funding for other projects, and they and local community members joined us at the Victory Pass and Arica solar and storage project ribbon cutting.

Finally, our Clearway LEADS supplier diversity policy continued to drive positive change. Implemented in 2022, it promotes purchasing from Local, Environmentally Aware, Diverse, and Small businesses – and in 2024 we raised the bar to reach 2.46% of our total expenditures going to LEADS businesses. Our LEADS program helps people of all walks of life get ahead, reduces the environmental impacts within our supply chain, and is expanding industry across the American heartland.

These accomplishments and so many others speak to the commitment and dedication our staff bring to running our company in accordance with our deeply held values. To that point, I'm pleased to report that last year Newsweek declared us one of America's Most Responsible Companies.

All in all, over 2024 the Clearway team demonstrated resourcefulness, adaptability and resiliency while achieving our best safety performance ever – the measure of success we look to above all others. We're proud to be delivering clean, affordable, reliable electricity so our nation's economy can flourish. We look forward to continuing to do this for years to come – with deeply rooted values, and growing scale.

Thank you for your interest in our ESG report and our ongoing efforts to be a leader in sustainability.

## Craig Cornelius

CEO, Clearway Energy Group  
CEO, Clearway Energy, Inc.



<sup>1</sup> Note: Our ESG reporting uses generation figures based on net capacity owned, whereas Clearway Energy, Inc.'s 10-K uses generation figures based on gross capacity owned.





**350 clean energy  
assets in operation  
across 26 states**



**>30 GW  
of renewable energy  
under development**



**Power purchase agreements with  
100+ customers**

**16.2**

**Million MWh**  
of carbon-free electricity  
generated<sup>i</sup>



Enough clean energy  
to power **2 million**  
American homes<sup>ii</sup>



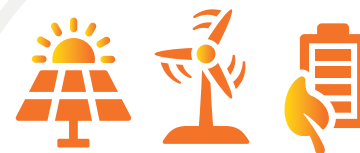
**~9.1 million**  
metric tonnes of CO<sub>2</sub>  
avoided for our customers<sup>ii</sup>



**95%** clean energy  
generated<sup>ii</sup>

<sup>i</sup> Based on our net owned capacity of 6.5 GW. The net MWh figure in this report includes generation from projects owned by both Clearway Energy Group LLC and Clearway Energy, Inc. (CWEN), and differs from the figure presented in CWEN filings and earning materials as the figures in this report were calculated using an equity control approach that includes the company's equity method investments and estimated MWh related to economic curtailment.

<sup>ii</sup> Estimates based on 12 months of net generated electricity; figures are approximate and are not used in our formal emission inventories. Calculated using the CO<sub>2</sub> emission rates from the US EPA Avoided Generation Tool (AVERT) except for Hawaii which uses the eGRID CO<sub>2</sub> emission rates.



**11.8 GW  
Operating Portfolio\***  
**~9.1 GW** Renewables  
**2.8 GW** Flexible Assets

\* Gross assets refers to the 11.8 GW in operation, which includes both our renewable energy fleet (9.1 GW) and flexible assets (2.8 GW).



**9.1 GW  
Ownership Portfolio\***  
**6.5 GW** Renewables  
**2.6 GW** Flexible Assets

\* Net assets refers to the 9.1 GW we own, which includes both our renewable energy fleet (6.5 GW) and flexible assets (2.6 GW).

## In 2024, we...



...had our **best safety performance** ever.



...brought **1,568 MW** of **clean power** online.



...employed more than **1,000 people** in clean energy jobs in **35 states** and created another **1,900+ construction** jobs in four states.



...contributed **\$68 million in property taxes** and **\$22.7 million in landowner payments** to the communities that host our projects, in addition to more than **\$1.5 million in charitable donations**.



...conducted a company-wide survey of our employees' perception of our ESG efforts and received **strong, positive responses**.



...were recognized by Newsweek as one of **America's Most Responsible Companies**, in addition to being named a finalist for the prestigious 2024 S&P Global Platts Global Energy Awards in the Corporate Impact - Portfolio category and receiving two awards for our Daggett Solar + Storage project.





# SUSTAINABILITY & ESG PERFORMANCE METRICS

## SAFETY METRICS FOR SASB, GRI AND UNGC

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

## ENVIRONMENTAL METRICS FOR SASB, GRI AND UNGC

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

## CLEARWAY ENTERPRISE SOCIAL METRICS FOR GRI AND UNGC

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



## CLEARWAY ENTERPRISE SOCIAL METRICS FOR GRI AND UNGC

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

## CLEARWAY ENTERPRISE SOCIAL METRICS FOR GRI AND UNGC

INDICATOR	UNITS	PERFORMANCE DATA				SUSTAINABILITY DISCLOSURE	REMARKS
		2024	2023	2022	2021		
Office-based employees: Men	%	58%	60%	59%	60.2%	GRI 405-1	
Site-based employees: Women	%	14%	15%	10%	7.9%	GRI 405-1	
Site-based employees: People of color	%	39%	38%	38%	33.9%	GRI 405-1	
Managerial position: Women	%	32%	31%	27%	27.9%	GRI 405-1, UNGC L7	Managerial position refers to manager and above
Managerial position: Men	%	68%	69%	73%	72.1%	GRI 405-1	Managerial position refers to manager and above
Managerial position: People of color	%	26%	25%	23%	23.5%	GRI 405-1	Managerial position refers to manager and above
C-Suite position: Women	%	40%	40%	30%	34.8%	GRI 405-1, UNGC L7	
C-Suite position: Men	%	60%	60%	70%	65.2%	GRI 405-1	
C-Suite position: People of color	%	0%	0%	23%	26.1%	GRI 405-1	
Incidents of discrimination and corrective actions taken	number	0	0	0	0	GRI 406-1	
Incidents of violating rights of Indigenous Peoples	number	0	0	0	0	GRI 411-1	
Executive remuneration linked to the company's ESG goals	yes/no	Yes	Yes	Yes	Yes	UNGC G10	
Annual employee acknowledgment of Code of Conduct	yes/no	Yes	Yes	Yes	Yes	UNGC AC3	Employees acknowledge Clearway's Code of Conduct and Employee Handbook annually.
<b>Supplier Sustainability &amp; Procurement</b>							
Proportion of spending on local suppliers	%	10%	10%	5.9%	Not collected	GRI 204-1	In 2021, Clearway did not report on this GRI indicator.
New suppliers screened using environmental criteria	%	100%	100%	100%	Not collected	GRI 308-1	In 2021, Clearway did not report on this GRI indicator.
New suppliers screened using social criteria	%	100%	100%	100%	100%	GRI 414-1	

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



# 2024 ESG GOAL DASHBOARD & ESG GOAL HIGHLIGHTS

## ESG GOALS DASHBOARD

### ENVIRONMENT

#### EMISSIONS



By 2035, **95%** of the electricity we generate will be carbon-free, and by 2050, Clearway will achieve net-zero Scope 1 and 2 GHG emissions.



2035 GOAL



2050 GOAL

### ENVIRONMENT

#### PORTFOLIO



By 2030, Clearway will own **10 GW** of renewable assets.



### GOVERNANCE

#### EXECUTIVE LEADERSHIP



The boards of Clearway Energy Group LLC and Clearway Energy, Inc. are committed to active oversight of our ESG-related matters, including reviewing the status and performance of our ESG initiatives at least semi-annually.



### SOCIAL



#### SUPPLY CHAIN

In 2024, we will direct a minimum of **5%** of our expenditures to local, environmentally aware, diverse, and small businesses.



### SOCIAL



#### DEI

In 2024, we will increase diverse representation at the manager level and above.



### SOCIAL



#### COMMUNITY

By 2025, **100%** of our renewable energy sites that are more than 50 MW in size will have community engagement plans and participate in our Adopt-a-School program.



## 2024 ESG GOAL HIGHLIGHTS



In 2024, we generated **16.2 million MWh** of clean power, achieving our 2035 goal of generating **95% carbon-free electricity** several years ahead of schedule.

The implementation of our Clearway LEADS supplier diversity policy as a contractual requirement for projects contracted in 2023 and starting construction in 2024 has enabled us to begin gathering **ESG-related information** for our direct suppliers and **setting goals** for sustainability in our supply chain.



We achieved **100% participation** among qualifying sites in our Adopt-a-School program and community engagement plans.

We substantially increased the percentage of underrepresented demographic identities in our employee base- **38% of our new hires** were diverse.





## COMPANY AWARDS AND RECOGNITION



Our Daggett Solar + Storage complex in San Bernardino County, California was recognized for **“Energy Transition in Decarbonization Excellence”** at Reuters’ 2024 Global Energy Transition event, and named by POWER as a top renewable energy plant.

## NEWSWEEK’S Most Responsible Companies 2024

Clearway made Newsweek’s list of America’s Most Responsible Companies again in 2024, marking the third year we’ve achieved this ranking.



## FINALIST

### 2024 S&P Global Platts Global Energy Awards

We were honored to be named a finalist for the prestigious 2024 S&P Global Platts Global Energy Awards in the Corporate Impact - Portfolio category. This award recognizes our site teams in West Virginia, Pennsylvania, and Maryland for their commitment to local communities, including through Clearway’s Adopt-a-School program.



## ABOUT THIS REPORT

This report describes the environmental, social, and governance aspects of the activities of Clearway Energy Group LLC and our public affiliate Clearway Energy, Inc. (collectively, “Clearway”) for fiscal year 2024 (January 1 – December 31, 2024) and does not differ materially from our 2023 report. Topics related to Clearway’s portfolio are primarily focused on the renewable energy assets we own and operate. Where specified, selected information pertains solely to either Clearway Energy Group LLC or to Clearway Energy, Inc.

This is our sixth annual report, and while it references GRI disclosures, it is not in accordance with the GRI reporting standards. We are also reporting on selected SASB disclosures independent of the ISSB framework, as well as our alignment with the ten principles of the United Nations Global Compact. We have no restatements to disclose, and no external assurance has been sought specifically for this report.

Additional resources related to our ESG reporting may be found at [www.clearwayenergygroup.com/sustainability](http://www.clearwayenergygroup.com/sustainability). In keeping with our commitment to communicate openly with our stakeholders, we welcome your feedback. Please send your comments to:

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# FORWARD LOOKING STATEMENTS

## SAFE HARBOR

Clearway Energy Group LLC's and Clearway Energy, Inc.'s (collectively, "Clearway") 2024 ESG report contains forward-looking statements regarding the intentions, beliefs, expectations, or predictions for the future held by the companies' management. Such forward-looking statements are subject to certain risks, uncertainties, and assumptions, and typically can be identified by the use of words such as "will," "expect," "estimate," "anticipate," "forecast," "plan," "believe" and similar terms. Although Clearway believes that the expectations of its management are reasonable, it can give no assurance that these expectations will prove to have been correct, and actual results may vary materially. Clearway undertakes no obligation to update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.







 Clearway Energy

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