

 Clearway Energy

 Clearway



2025 Sustainability Performance Metrics

1. Safety Metrics: Flexible Generation Assets and Renewable Assets

Indicator	Units	Performance Data					Sustainability Disclosure(s)	Remarks
		2025	2024	2023	2022	2021		
Flexible Generation - Metrics for GRI, SASB and UNGC								
Worker Hours	hours	160,803	155,069	157,549	155,128	162,815	SASB IF-EU-320a.1, GRI 403-9	
OSHA Recordable Injuries	number	0	0	2	0	0	SASB IF-EU-320a.1, GRI 403-9	
OSHA Total Recordable Injury Rate (TRIR)	rate	0.00	0.00	1.27	0.00	0.00	SASB IF-EU-320a.1, GRI 403-9	
Fatalities	number	0	0	0	0	0	SASB IF-EU-320a.1, GRI 403-9	
Lost Time Injuries (LTI)	number	0	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	0.00	SASB IF-EU-320a.1, GRI 403-9	
Days Away/Restricted Duty or Transfer (DART) Injuries	number	0	0	1	0	0	SASB IF-EU-320a.1, GRI 403-9	
DART Rate	rate	0.00	0.00	0.00	0.00	0.00	SASB IF-EU-320a.1, GRI 403-9	
First Aid Incidents	rate	1	2	3	2	2	SASB IF-EU-320a.1, GRI 403-9	
Renewables - Metrics for GRI, SASB and UNGC								
Worker Hours	hours	1,986,455	1,806,230	1,560,984	1,446,576	1,330,512	SASB IF-EU-320a.1, GRI 403-9	
OSHA Recordable Injuries	number	8	9	8	11	3	SASB IF-EU-320a.1, GRI 403-9, UNGC L9	
OSHA Total Recordable Injury Rate (TRIR)	rate	0.80	1.00	1.02	1.52	0.45	SASB IF-EU-320a.1, GRI 403-9, UNGC L10	
Fatalities	number	0	0	0	0	0	SASB IF-EU-320a.1, GRI 403-9	
Lost Time Injuries (LTI)	number	1	0	2	3	1	SASB IF-EU-320a.1, GRI 403-9	
Lost Time Injury Rate (LTIR)	rate	0.10	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	1	3	4	2	SASB IF-EU-320a.1, GRI 403-9	
DART Rate	rate	0.10	0.11	0.38	0.55	0.30	SASB IF-EU-320a.1, GRI 403-9	
First Aid Incidents	number	36	53	28	22	17	SASB IF-EU-320a.1, GRI 403-9	

2. Environmental Metrics: Flexible Generation Assets and Renewable Assets

Indicator	Units	Performance Data					Sustainability Disclosure(s)	Remarks
		2025	2024	2023	2022	2021		
Flexible Generation - Metrics for GRI, SASB, and UNGC								
Total Scope 1 - tCO ₂ e	metric tonnes CO ₂ e	185,038.27	461,040	539,457	650,000	620,000	CARB SB 253, SB 261, GRI 305-1, UNGC E6	
Total Scope 2 - tCO ₂ e	metric tonnes CO ₂ e	4,145	4,558	5,381	10,000	10,000	CARB SB 253, SB 261, GRI 305-1, UNGC E6	
Renewables - Metrics for GRI, SASB, and UNGC								
Total Scope 1 - tCO ₂ e	metric tonnes CO ₂ e	246.57	2,796	3,332	2,424	Not Collected	CARB SB-253, SB-261, GRI 305-1, UNGC E6	
Total Scope 2 - tCO ₂ e (location-based)	metric tonnes CO ₂ e	10,630	9,818	10,275	8,611	Not Collected	CARB SB-253, SB-261, GRI 305-1, UNGC E6	
Total Scope 2 - tCO ₂ e (market-based)	metric tonnes CO ₂ e	10,630	9,818	10,275	8,611	Not Collected	CARB SB-253, SB-261, GRI 305-1, UNGC E6	
Percentage of clean energy generated	%	98%	95%	93%	92%	91%	GRI 305-1, UNGC E6	
GHG emissions avoidance	mTCo ₂	9,658,181.55	9,126,843.41	8,045,073.85	8,771,742.42	10,000,000	GRI 305-1, UNGC E6	In 2021, avoided GHG emissions were calculated using gross assets, whereas beginning in 2022, the methodology shifted to using net generation.
Number of homes powered from carbon-free electricity (tied to GHG emissions avoided)	number	2 million	2 million	2 million	1.7 million	1.7 million		
Indirect energy consumption: Electricity use at offices and buildings	MWh	34,799	24,949	23,751	19,906	11,717	CARB SB-253, SB-261, UNGC E4 and E6	
Fuel consumption at sites	gallons	28,701	31,628	283,017	272,810	244,450	UNGC E4 and E6	
Total energy consumed	MWh	35,832	24,949	23,751	19,906	11,717	GRI 302-1	
Total water use	gallons	3,044,342	2,205,818	2,665,054	1,343,145	734,190	GRI 303-5, UNGC E13	87% of renewable fleet reported in 2025, 91% in 2024, 89% in 2023, 84% in 2022, and 74% in 2021.
Total waste generated	pounds	5,203,392	4,213,000	1,351,404	336,422	596,200	GRI 306-3, UNGC E19	87% of renewable fleet reported in 2025, 91% in 2024, 89% in 2023, 84% in 2022, and 74% in 2021.
Federally designated hazardous waste (RCRA)	pounds	0	0	0	0	0	GRI 306-4, UNGC E20	
Waste diverted to recycling sites	pounds	4,309,438	3,933,600	1,096,943	312,400	292,600	GRI 306-3, UNGC E19	
Used oil filters and oil-contaminated materials recycled	pounds	80,862	402,600	79,976	49,110	116,076	UNGC E19	
Used industrial oils recycled	gallons	11,230	9,011	8,670	5,888	13,918	UNGC E19	
Waste disposed to permitted landfill	pounds	893,133	279,400	254,461	253,000	303,600	UNGC E19	

3. Clearway Enterprise: Social Metrics

Indicator	Units	Performance Data					Sustainability Disclosure(s)	Remarks
		2025	2024	2023	2022	2021		
Community Engagement and Impact - Metrics for GRI and UNGC								
Direct economic value generated and distributed: Property taxes	USD	\$68,433,286	\$68,188,401	\$51,771,005	\$59,000,000	\$45,200,000	GRI 203-2	
Direct economic value generated and distributed: Landowner payments	USD	\$32,477,826	\$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	\$1,385,367	\$1,552,979	\$525,000	\$760,000	\$643,000	GRI 203-2	Includes employee donation matching program.
Political contributions to Clearway's PAC	USD	\$110,799	\$122,680	\$118,000	\$200,000	\$40,000	GRI 415-1	
Construction jobs created	number	1,700 jobs in four states	1,900+ jobs in four states	2,170 jobs in six states	1,700 jobs in four states	2,600 jobs in eight states	GRI 203-2	
Human Resources and Inclusion - Metrics for GRI and UNGC								
Female employees by region: East	number	52	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	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	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	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	131	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	264	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	110	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	117	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	58	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	64	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	274	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	623	634	612	548	Not Reported	GRI 2-7	Not reported in 2021 because GRI disclosure 2-7 was not yet in use.
New hires (number of FTEs)	number	137	163	64	221	203	GRI 401-1	
Employee turnover	%	14%	15.5%	12.7%	16%	16.9%	GRI 401-1	

3. Clearway Enterprise: Social Metrics (continued)

Indicator	Units	Performance Data					Sustainability Disclosure(s)	Remarks
		2025	2024	2023	2022	2021		
Parental leave: Number of FTE male employees entitled to benefit	number	706	805	706	780	521	GRI 401-3	
Parental leave: Number of FTE female employees entitled to benefit	number	284	322	279	238	181	GRI 401-3	
Parental leave: Number of FTE male employees who used benefit	number	45	42	47	31	32	GRI 401-3	
Parental leave: Number of FTE female employees who used benefit	number	12	13	9	6	12	GRI 401-3	
Parental leave: Percentage of FTE that returned to work and were still employed 12 months after return	%	87%	86%	84%	85%	100%	GRI 401-3	
Employees receiving regular performance and career development reviews	%	100%	100%	100%	100%	100%	GRI 404-3	
Individuals who identify as women	%	30%	28.9%	29%	30%	25.8%	GRI 405-1	
Individuals who identify as men	%	70%	71%	71%	70%	74%	GRI 405-1	
People of color	%	31.8%	34%	34%	33%	31.9%	GRI 405-1	
Employees under 30 years old	%	19%	19.5%	20.3%	24%	Not Reported	GRI 405-1	In 2021, this GRI indicator was not reported.
Employees between 30-50 years old	%	65%	63.6%	63.2%	61%	Not Reported	GRI 405-1	In 2021, this GRI indicator was not reported.
Employees over 50 years old	%	17%	16.9%	16.5%	15%	Not Reported	GRI 405-1	In 2021, this GRI indicator was not reported.
Board of Directors: Female	%	9%	8%	8%	9%	8%	GRI 405-1, UNGC G11	
Board of Directors: People of color	%	9%	8%	8%	9%	8%	GRI 405-1, UNGC G12	
Board of Directors: Over the age of 50	%	55%	67%	67%	64%	75%	GRI 405-1, UNGC G13	
Board of Directors: Between 30-50 years old	%	45%	33%	33%	36%	25%	GRI 405-1, UNGC G14	
Office-based employees: People of color	%	29.8%	34%	37%	31%	30.4%	GRI 405-1	
Office-based employees: Women	%	41%	42%	40%	41%	39.8%	GRI 405-1	
Office-based employees: Men	%	59%	58%	60%	59%	60.2%	GRI 405-1	
Site-based employees: Women	%	9%	14%	15%	10%	7.9%	GRI 405-1	
Site-based employees: People of color	%	35.2%	39%	38%	38%	33.9%	GRI 405-1	

3. Clearway Enterprise: Social Metrics (continued)

Indicator	Units	Performance Data					Sustainability Disclosure(s)	Remarks
		2025	2024	2023	2022	2021		
Managerial position: Women (manager and above)	%	34%	32%	31%	27%	27.9%	GRI 405-1, UNGC L7	
Managerial position: Men (manager and above)	%	66%	68%	69%	73%	72.1%	GRI 405-1, UNGC L7	
Managerial position: People of color (manager and above)	%	24%	26%	25%	23%	23.5%	GRI 405-1, UNGC L7	
Executive Officers (VP and above, excluding BoD): Women	%	27%	24%	25%	30%	35%	GRI 405-1, UNGC L7	
Executive Officers (VP and above, excluding BoD): Men	%	73%	76%	75%	70%	65%	GRI 405-1	
Executive Officers (VP and above, excluding BoD): People of color	%	4%	16%	26%	23%	10%	GRI 405-1	
C-Suite position (excluding BoD): Women	%	33%	40%	40%	30%	34.8%	GRI 405-1, UNGC L7	
C-Suite position (excluding BoD): Men	%	67%	60%	60%	70%	65.2%	GRI 405-1	
C-Suite position (excluding BoD): People of color	%	0%	0%	0%	23%	26.1%	GRI 405-1	
Incidents of discrimination and corrective actions taken	number	0	0	0	0	0	GRI 406-1	
Incidents of violating rights of Indigenous peoples	number	0	0	0	0	0	GRI 411-1	
Executive remuneration linked to the company's sustainability goals	yes/no	Yes	Yes	Yes	Yes	Yes	UNGC G10	
Annual employee acknowledgment of Code of Conduct	yes/no	Yes	Yes	Yes	Yes	Yes	UNGC AC3	Code of Conduct and Employee Handbook are acknowledged annually.

4. Clearway Enterprise: Governance Metrics

Indicator	Units	Performance Data					Sustainability Disclosure(s)	Remarks
		2025	2024	2023	2022	2021		
Supplier Sustainability & Procurement - Metrics for GRI and UNGC								
New suppliers screened using social criteria	%	100%	100%	100%	100%	100%	GRI 414-1	
New suppliers screened using environmental criteria	%	100%	100%	100%	100%	Not Collected	GRI 308-1	Data for indicator 308-1 was not collected in 2021.
Proportion of spending on local suppliers (%)	%	8%	10%	10%	5.9%	Not Collected	GRI 204-1	Data for indicator 204-1 was not collected in 2021.
Is executive remuneration linked to the sustainability performance/goals of the company?	yes/no	Yes	Yes	Yes	Not Collected	Not Collected	GRI 2-10, UNGC G10	Data was not collected in 2021 or 2022.