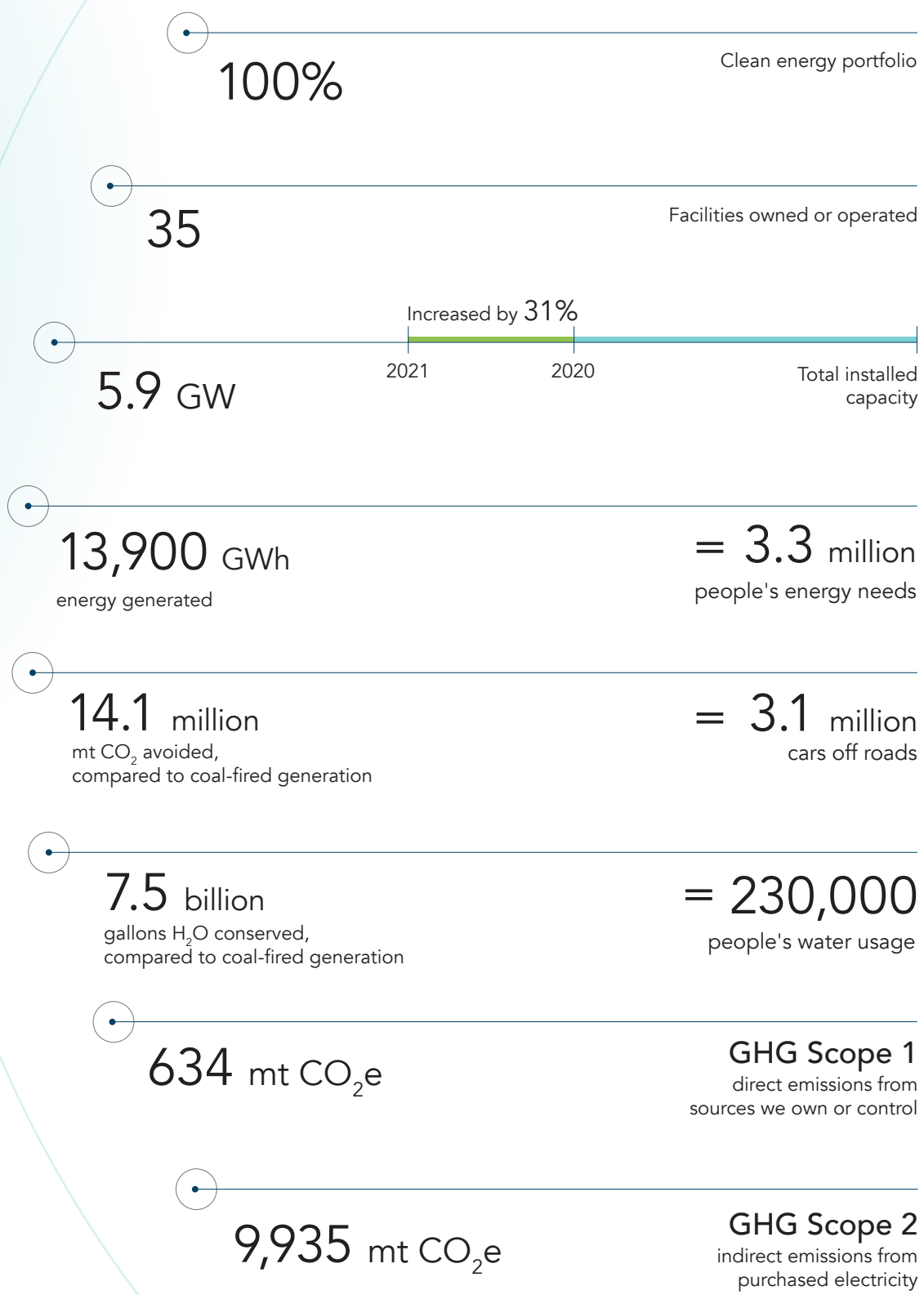


Sustainability At-a-Glance

Generate Sustainable Energy



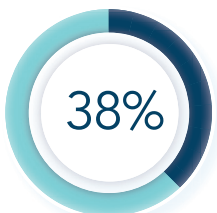
Support Our Communities



Promote Diversity, Equity, and Inclusion



Racial & ethnic diversity in U.S. workforce



Female employees



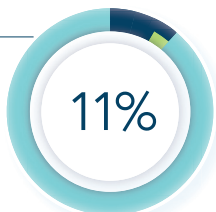
Increased by 2%

Management roles held by women



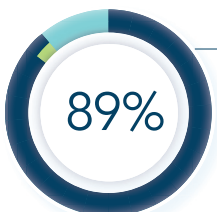
Increased by 8%

Senior management roles held by women



Increased by 2%

Employee turnover

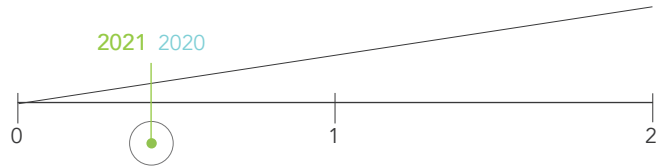


Increased by 2%

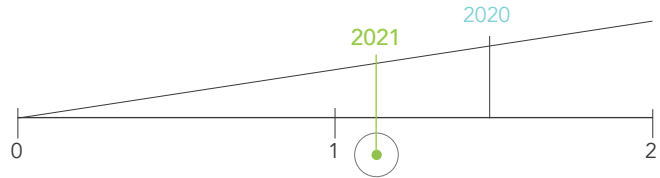
Employee retention rate

Increased in 2021

Reinforce Our Culture of Safety



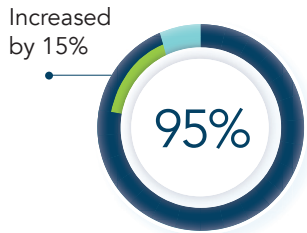
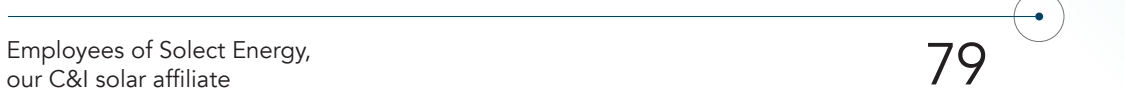
0.21 Employees TRIR



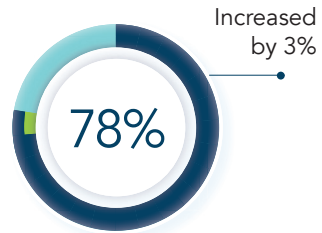
1.16 Employees + Contractors TRIR

Driving toward zero injuries and a Total Recordable Incident Rate (TRIR) of 0.0.

Engage and Empower Our Teams



Employee survey response rate



Employee survey satisfaction score