

2022 GRI Index



The Global Reporting Initiative (GRI) is an international independent standards organization that helps businesses understand and communicate their impacts on Sustainability-related issues. The Puget Sound Energy^[1] (PSE) GRI Index provides our relevant disclosures in reference to the GRI Standards. For more information on PSE's Sustainability initiatives, please visit our [Sustainability Report](#).

GRI 2: General Disclosures

Disclosure	Location/Response
The organization and its reporting practices	
2-1: Organizational details	Puget Energy 10K
2-2: Entities included in the organization's sustainability reporting	PSE Reporting Year 2022 Sustainability Report: About this report
2-3: Reporting period, frequency, and contact point	PSE Reporting Year 2022 Sustainability Report: About this report Puget Energy 10K The PSE Reporting Year 2022 Sustainability Report was published in March 2024.
2-4: Restatements of information	None.
2-5: External assurance	The PSE Reporting Year 2022 Sustainability Report was not externally assured.
Activities and workers	
2-6: Activities, value chain and other business relationships	Puget Energy 10K
2-7: Employees	PSE Reporting Year 2022 Sustainability Report: Company profile and business operations PSE Reporting Year 2022 Sustainability Report: Data appendix Puget Energy 10K
2-8: Workers who are not employees	PSE Reporting Year 2022 Sustainability Report: Social > Safety and health
Governance	
2-9: Governance structure and composition	PSE Reporting Year 2022 Sustainability Report: Governance > Leadership Corporate Governance Guidelines PSE Reporting Year 2022 Sustainability Report: Data appendix
2-10: Nomination and selection of the highest governance body	Corporate Governance Guidelines
2-11: Chair of the highest governance body	Board of Directors webpage PSE Reporting Year 2022 Sustainability Report: Governance > Leadership

[1] PSE is the primary operating entity of Puget Energy, and the content of sustainability-related documents, including this Index, apply equally to Puget Energy and PSE.

Disclosure	Location/Response
Governance	
2-12: Role of the highest governance body in overseeing the management of impacts	PSE Reporting Year 2022 Sustainability Report: Governance > Leadership
2-13: Delegation of responsibility for managing impacts	PSE Reporting Year 2022 Sustainability Report: Governance > Leadership
2-14: Role of the highest governance body in sustainability reporting	The Sustainability Executive Committee, chaired by our Chief Sustainability Officer, reviewed and approved PSE's Reporting Year 2022 Sustainability Report.
2-15: Conflicts of interest	Corporate Governance Guidelines
2-16: Communication of critical concerns	PSE Reporting Year 2022 Sustainability Report: Governance > Our ethics
2-17: Collective knowledge of the highest governance body	PSE Reporting Year 2022 Sustainability Report: Governance > Leadership Board of Directors webpage
2-18: Evaluation of the performance of the highest governance body	Corporate Governance Guidelines
2-19: Remuneration policies	PSE Reporting Year 2022 Sustainability Report: Governance > Leadership Corporate Governance Guidelines Puget Energy 10K
2-20: Process to determine remuneration	Puget Energy 10K Corporate Governance Guidelines
2-21: Annual total compensation ratio	Puget Energy 10K
Strategy, policies and practices	
2-22: Statement on sustainable development strategy	PSE Reporting Year 2022 Sustainability Report: Message from the President and CEO
2-23: Policy Commitments	PSE Reporting Year 2022 Sustainability Report: Governance > Our ethics Our ethics webpage Code of Conduct
2-24: Embedding policy commitments	PSE Reporting Year 2022 Sustainability Report: Governance > Our ethics Our ethics webpage Code of Conduct
2-25: Processes to remediate negative impacts	PSE Reporting Year 2022 Sustainability Report: Environmental > Environmental compliance PSE Reporting Year 2022 Sustainability Report: Social > Our communities PSE Reporting Year 2022 Sustainability Report: Company profile and business operations > Resource planning Community engagement webpage Annual WUTC Remediation Report Puget Energy 10K
2-26: Mechanisms for seeking advice and raising concerns	PSE Reporting Year 2022 Sustainability Report: Governance > Our ethics Our ethics webpage Code of Conduct

Disclosure	Location/Response
Strategy, policies and practices	
2-27: Compliance with laws and regulations	PSE SASB Index
2-28: Membership associations	PSE Reporting Year 2022 Sustainability Report: Environmental > PSE's plan to go Beyond Net Zero Carbon PSE Reporting Year 2022 Sustainability Report: Social > Our commitment to diversity, equity and inclusion PSE Reporting Year 2022 Sustainability Report: Governance > Political engagement and advocacy
Stakeholder engagement	
2-29: Approach to stakeholder engagement	PSE Reporting Year 2022 Sustainability Report: Environmental > Environmental compliance PSE Reporting Year 2022 Sustainability Report: Social > Our communities PSE Reporting Year 2022 Sustainability Report: Company profile and business operations > Resource planning Community engagement webpage
2-30: Collective bargaining agreements	PSE Reporting Year 2022 Sustainability Report: Social > Our employees Puget Energy 10K

Topic-Specific Disclosures

Disclosure	Location/Response
Economic performance	
201-1: Direct economic value generated and distributed	Puget Energy 10K
201-2: Financial implications and other risks and opportunities due to climate change	PSE TCFD Report: Strategy PSE Reporting Year 2022 Sustainability Report: Environmental > PSE's plan to go Beyond Net Zero Carbon Pathway to Beyond Net Zero Carbon whitepaper Puget Energy 10K
201-3: Defined benefit plan obligations and other retirement plans	Puget Energy 10K
Indirect economic impacts	
203-1: Infrastructure investments and services supported	PSE Reporting Year 2022 Sustainability Report: Social
203-2: Significant indirect economic impacts	PSE Reporting Year 2022 Sustainability Report: Social
Anti-corruption	
205-2: Communication and training about anti-corruption policies and procedures	PSE Reporting Year 2022 Sustainability Report: Governance > Our ethics

Disclosure	Location/Response
Tax	
207-4: Country-by-country reporting	Puget Energy 10K
Energy	
302-1: Energy consumption within the organization	PSE Reporting Year 2022 Sustainability Report: Environmental > PSE's plan to go Beyond Net Zero Carbon PSE Reporting Year 2022 Sustainability Report: Data appendix
302-4: Reduction of energy consumption	PSE Reporting Year 2022 Sustainability Report: Social > Our customers
Water	
303-1: Interactions with water as a shared resource	PSE Reporting Year 2022 Sustainability Report: Environmental > Environmental compliance > Water supply and discharge PSE SASB Index
303-3: Water withdrawal	PSE SASB Index PSE Reporting Year 2022 Sustainability Report: Data appendix EEI Voluntary Sustainability Reporting Template
303-4: Water discharge	PSE Reporting Year 2022 Sustainability Report: Data appendix
303-5: Water consumption	PSE SASB Index PSE Reporting Year 2022 Sustainability Report: Data appendix EEI Voluntary Sustainability Reporting Template
Biodiversity	
304-1: Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	PSE reviewed the World Database of Key Biodiversity Areas (KBAs) and confirmed that none of PSE's generation facilities are located in any of the KBAs identified in Washington. PSE has electricity transmission/distribution and/or gas distribution assets near three KBAs; ^[2] however, we do not have reason to believe that any of these assets negatively affect these biodiversity-sensitive areas.
304-2: Significant impacts of activities, products and services on biodiversity	PSE Reporting Year 2022 Sustainability Report: Environmental > Biodiversity and habitat protection Wildlife and habitat protection webpage Fish protection webpage Bird protection webpage
304-3: Habitats protected or restored	PSE Reporting Year 2022 Sustainability Report: Environmental > Biodiversity and habitat protection

[2] The three KBAs are associated with specific chimney structures within the Vaux's Swift Chimney Corridor.

Disclosure	Location/Response
Emissions	
305-1: Direct (Scope 1) GHG emissions	PSE Reporting Year 2022 Sustainability Report: Environmental > PSE's plan to go Beyond Net Zero Carbon PSE SASB Index PSE Reporting Year 2022 Sustainability Report: Data appendix GHG Inventory EEI Voluntary Sustainability Reporting Template
305-2: Energy indirect (Scope 2) GHG emissions	PSE Reporting Year 2022 Sustainability Report: Environmental > PSE's plan to go Beyond Net Zero Carbon PSE Reporting Year 2022 Sustainability Report: Data appendix GHG Inventory
305-3: Other indirect (Scope 3) GHG emissions	PSE Reporting Year 2022 Sustainability Report: Environmental > PSE's plan to go Beyond Net Zero Carbon PSE Reporting Year 2022 Sustainability Report: Data appendix GHG Inventory EEI Voluntary Sustainability Reporting Template
305-4: GHG emissions intensity	GHG Inventory PSE Reporting Year 2022 Sustainability Report: Data appendix EEI Voluntary Sustainability Reporting Template
305-7: Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	PSE Reporting Year 2022 Sustainability Report: Environmental > PSE's plan to go Beyond Net Zero Carbon PSE SASB Index PSE Reporting Year 2022 Sustainability Report: Data appendix EEI Voluntary Sustainability Reporting Template
Waste	
306-1: Waste generation and significant waste-related impacts	PSE Reporting Year 2022 Sustainability Report: Environmental > Environmental compliance > Waste management
306-2: Management of significant waste-related impacts	PSE Reporting Year 2022 Sustainability Report: Environmental > Environmental compliance > Waste management PSE SASB Index
306-3: Waste generated	PSE Reporting Year 2022 Sustainability Report: Environmental > Environmental compliance > Waste management PSE SASB Index PSE Reporting Year 2022 Sustainability Report: Data appendix EEI Voluntary Sustainability Reporting Template
306-4: Waste diverted from disposal	PSE SASB Index

Disclosure	Location/Response
Employment	
401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	PSE Reporting Year 2022 Sustainability Report: Social > Our employees Why work for us webpage Puget Energy 10K
Occupational health and safety	
403-1: Occupational health and safety management system	PSE Reporting Year 2022 Sustainability Report: Social > Safety and health
403-2: Hazard identification, risk assessment and incident investigation	PSE Reporting Year 2022 Sustainability Report: Social > Safety and health
403-3: Occupational health services	PSE Reporting Year 2022 Sustainability Report: Social > Safety and health
403-4 Worker participation, consultation, and communication on occupational health and safety	PSE Reporting Year 2022 Sustainability Report: Social > Safety and health
403-5: Worker training on occupational health and safety	PSE Reporting Year 2022 Sustainability Report: Social > Safety and health
403-6: Promotion of worker health	PSE Reporting Year 2022 Sustainability Report: Social > Our employees Why work for us webpage Puget Energy 10K
403-7: Prevention and mitigation of occupation health and safety impacts directly linked by business relationships	PSE Reporting Year 2022 Sustainability Report: Social > Safety and health
403-8: Workers covered by an occupational health and safety management system	PSE Reporting Year 2022 Sustainability Report: Social > Safety and health
403-9: Work-related injuries	PSE Reporting Year 2022 Sustainability Report: Social > Safety and health PSE SASB Index PSE Reporting Year 2022 Sustainability Report: Data appendix EEI and AGA Voluntary Sustainability Reporting Templates
Training and education	
404-1: Average hours of training per year per employee	PSE Reporting Year 2022 Sustainability Report: Data appendix
404-2: Programs for upgrading employee skills and transition assistance programs	PSE Reporting Year 2022 Sustainability Report: Social > Our employees Puget Energy 10K
404-3: Percentage of employees receiving regular performance and career development reviews	PSE Reporting Year 2022 Sustainability Report: Social > Our employees
Diversity and equal opportunity	
405-1: Diversity of governance bodies and employees	PSE Reporting Year 2022 Sustainability Report: Social > Our commitment to diversity, equity and inclusion PSE Reporting Year 2022 Sustainability Report: Data appendix EEI Voluntary Sustainability Reporting Template
Public policy	
415-1: Political contributions	PSE Reporting Year 2022 Sustainability Report: Data appendix