

# 2023 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<sup>1</sup> (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
<b>The Organization and Its Reporting Practices</b>	
2-1: Organizational details	<a href="#">Puget Energy 10-K</a>
2-2: Entities included in the organization's sustainability reporting	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : About this report
2-3: Reporting period, frequency, and contact point	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : About this report <a href="#">Puget Energy 10-K</a> The PSE Reporting Year 2023 Sustainability Report was published in September 2024. For questions about the report or reported information, please contact <a href="mailto:jay.bower@pse.com">jay.bower@pse.com</a> .
2-4: Restatements of information	None
2-5: External assurance	The PSE Reporting Year 2023 Sustainability Report was not externally assured.
<b>Activities and Workers</b>	
2-6: Activities, value chain and other business relationships	<a href="#">Puget Energy 10-K</a>
2-7: Employees	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Company profile and business operations PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">Puget Energy 10-K</a>
2-8: Workers who are not employees	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Safety and health
<b>Governance</b>	
2-9: Governance structure and composition	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Leadership <a href="#">Corporate Governance Guidelines</a>
2-10: Nomination and selection of the highest governance body	<a href="#">Corporate Governance Guidelines</a>
2-11: Chair of the highest governance body	<a href="#">Board of Directors</a> webpage PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Leadership
2-12: Role of the highest governance body in overseeing the management of impacts	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Leadership

<sup>1</sup> 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
2-13: Delegation of responsibility for managing impacts	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : 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 2023 Sustainability Report.
2-15: Conflicts of interest	<a href="#">Corporate Governance Guidelines</a>
2-16: Communication of critical concerns	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Our ethics
2-17: Collective knowledge of the highest governance body	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Leadership <a href="#">Board of Directors</a> webpage
2-18: Evaluation of the performance of the highest governance body	<a href="#">Corporate Governance Guidelines</a>
2-19: Remuneration policies	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Leadership <a href="#">Corporate Governance Guidelines</a> <a href="#">Puget Energy 10-K</a>
2-20: Process to determine remuneration	<a href="#">Puget Energy 10-K</a> <a href="#">Corporate Governance Guidelines</a>
2-21: Annual total compensation ratio	<a href="#">Puget Energy 10-K</a>
<b>Strategy, Policies and Practices</b>	
2-22: Statement on sustainable development strategy	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Message from the President and CEO
2-23: Policy Commitments	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Our ethics <a href="#">Our ethics</a> webpage <a href="#">Code of Conduct</a> <a href="#">Corporate Governance Guidelines</a>
2-24: Embedding policy commitments	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Our ethics <a href="#">Our ethics</a> webpage <a href="#">Code of Conduct</a>
2-25: Processes to remediate negative impacts	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > Environmental compliance  PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Our communities  PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Company profile and business operations > Resource planning  <a href="#">Community engagement</a> webpage <a href="#">Puget Energy 10-K</a> <a href="#">WUTC Consumer Complaints</a> webpage
2-26: Mechanisms for seeking advice and raising concerns	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Our ethics <a href="#">Our ethics</a> webpage <a href="#">Code of Conduct</a>

Disclosure	Location/Response
2-27: Compliance with laws and regulations	<a href="#">PSE SASB Index</a> PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > Water supply and discharge
2-28: Membership associations	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > PSE's aim to go Beyond Net Zero Carbon PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Our commitment to diversity, equity and inclusion PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Political engagement and advocacy
<b>Stakeholder Engagement</b>	
2-29: Approach to stakeholder engagement	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > Environmental compliance PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Our communities PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Company profile and business operations > Resource planning <a href="#">Community engagement</a> webpage
2-30: Collective bargaining agreements	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Our employees

## TOPIC-SPECIFIC DISCLOSURES

Disclosure	Location/Response
<b>Economic Performance</b>	
201-1: Direct economic value generated and distributed	<a href="#">Puget Energy 10-K</a>
201-2: Financial implications and other risks and opportunities due to climate change	<a href="#">PSE TCFD Report: Strategy</a> PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > PSE's aim to go Beyond Net Zero Carbon <a href="#">Pathway to Beyond Net Zero Carbon whitepaper</a> <a href="#">Puget Energy 10-K</a>
201-3: Defined benefit plan obligations and other retirement plans	<a href="#">Puget Energy 10-K</a>
<b>Indirect Economic Impacts</b>	
203-1: Infrastructure investments and services supported	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social
203-2: Significant indirect economic impacts	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social
<b>Anti-Corruption</b>	
205-2: Communication and training about anti-corruption policies and procedures	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Governance > Our ethics
<b>Tax</b>	
207-4: Country-by-country reporting	<a href="#">Puget Energy 10-K</a>

Disclosure	Location/Response
<b>Energy</b>	
302-1: Energy consumption within the organization	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > PSE's aim to go Beyond Net Zero Carbon PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix
302-2: Energy consumption outside of the organization	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > PSE's aim to go Beyond Net Zero Carbon PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix
302-3: Energy intensity	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix
302-4: Reduction of energy consumption	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Our customers
<b>Water</b>	
303-1: Interactions with water as a shared resource	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > Environmental compliance > Water supply and discharge <a href="#">PSE SASB Index</a>
303-2: Management of water discharge related impacts	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > Environmental compliance > Water supply and discharge <a href="#">PSE SASB Index</a>
303-3: Water withdrawal	<a href="#">PSE SASB Index</a> PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">Electric Operations Sustainability Metrics</a>
303-4: Water discharge	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix
303-5: Water consumption	<a href="#">PSE SASB Index</a> PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">Electric Operations Sustainability Metrics</a>
<b>Biodiversity</b>	
304-1: Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Wildlife and habitat protection</a> webpage <a href="#">Fish protection</a> webpage <a href="#">Bird protection</a> webpage
304-2: Significant impacts of activities, products and services on biodiversity	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > Biodiversity and habitat protection <a href="#">Wildlife and habitat protection</a> webpage <a href="#">Fish protection</a> webpage <a href="#">Bird protection</a> webpage
304-3: Habitats protected or restored	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > Biodiversity and habitat protection

Disclosure	Location/Response
<b>Emissions</b>	
305-1: Direct (Scope 1) GHG emissions	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > PSE's aim to go Beyond Net Zero Carbon <a href="#">PSE SASB Index</a> PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">GHG Inventory</a> <a href="#">Electric Operations Sustainability Metrics</a>
305-2: Energy indirect (Scope 2) GHG emissions	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > PSE's aim to go Beyond Net Zero Carbon PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">GHG Inventory</a>
305-3: Other indirect (Scope 3) GHG emissions	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > PSE's aim to go Beyond Net Zero Carbon PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">GHG Inventory</a> <a href="#">Electric Operations Sustainability Metrics</a>
305-4: GHG emissions intensity	<a href="#">GHG Inventory</a> PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">Electric Operations Sustainability Metrics</a>
305-7: Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > PSE's aim to go Beyond Net Zero Carbon <a href="#">PSE SASB Index</a> PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">Electric Operations Sustainability Metrics</a>
<b>Waste</b>	
306-1: Waste generation and significant waste-related impacts	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > Environmental compliance > Waste management
306-2: Management of significant waste-related impacts	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > Environmental compliance > Waste management <a href="#">PSE SASB Index</a>
306-3: Waste generated	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Environmental > Environmental compliance > Waste management <a href="#">PSE SASB Index</a> PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">Electric Operations Sustainability Metrics</a>
306-4: Waste diverted from disposal	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix
306-5: Waste directed to disposal	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix
<b>Employment</b>	
401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Our employees <a href="#">Why work for us</a> webpage <a href="#">Puget Energy 10-K</a>

Disclosure	Location/Response
<b>Occupational Health and Safety</b>	
403-1: Occupational health and safety management system	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Safety and health
403-2: Hazard identification, risk assessment and incident investigation	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Safety and health
403-3: Occupational health services	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Safety and health
403-4: Worker participation, consultation, and communication on occupational health and safety	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Safety and health
403-5: Worker training on occupational health and safety	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Safety and health
403-6: Promotion of worker health	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Our employees <a href="#">Why work for us</a> webpage <a href="#">Puget Energy 10-K</a>
403-7: Prevention and mitigation of occupation health and safety impacts directly linked by business relationships	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Safety and health
403-8: Workers covered by an occupational health and safety management system	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Safety and health
403-9: Work-related injuries	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Safety and health <a href="#">PSE SASB Index</a> PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">Electric and Gas Operations Sustainability Metrics</a>
<b>Training and Education</b>	
404-1: Average hours of training per year per employee	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix
404-2: Programs for upgrading employee skills and transition assistance programs	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Our employees <a href="#">Puget Energy 10-K</a>
404-3: Percentage of employees receiving regular performance and career development reviews	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Our employees
<b>Diversity and Equal Opportunity</b>	
405-1: Diversity of governance bodies and employees	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Social > Our commitment to diversity, equity and inclusion PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix <a href="#">Electric Operations Sustainability Metrics</a>
<b>Public policy</b>	
415-1: Political contributions	PSE Reporting Year 2023 <a href="#">Sustainability Report</a> : Data appendix
<b>Customer Privacy</b>	
418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	As of December 31, 2023, PSE was not aware of (i) any cybersecurity incidents, or (ii) any specific cybersecurity threats, that, in either case, materially affected or are reasonably likely to materially affect the business, strategy, results of operations, or financial condition of the company.