



PGE's Sustainability Policy

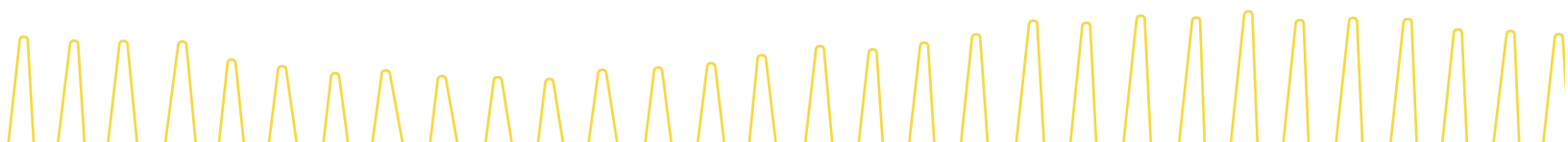
Overview

Customers count on us, as they have for the past 130 years, to power their lives with safe, reliable and affordable clean energy. Sustainability is core to our business and to our values. Sustainability at PGE is also firmly rooted in our commitment to advancing equity in the communities we serve. We seek solutions that reduce environmental impacts from our operations; protect the safety, health and wellbeing of our employees and communities; and build lasting value for all our customers and shareholders.

Policy

We view sustainability as a long-term approach to business planning and decision-making that reflects our economic, environmental, and social responsibilities, with an emphasis on the following goals:

- Serve our customers with 100% zero carbon emissions electricity by 2040 while maintaining system reliability and affordability.
- Achieve net-zero carbon emissions across company operations including facilities and fleets.
- Closely monitor and respond to the risks and opportunities that climate change poses for our business.
- Enable all our customers have equitable access to clean energy solutions.
- Pursue innovative partnerships across the West to address climate change impacts and the region's decarbonization challenges.
- Protect and restore ecosystems to support species and the health and wellbeing of all Oregonians.
- Pursue best practices to protect the health and safety of our employees, customers and our communities.
- When making business decisions, consider the impacts on all the communities we serve, especially Black, Indigenous, and People of Color (BIPOC) communities, communities experiencing economic hardship and communities disproportionately impacted by climate change.
- Build a workforce that reflects the diverse communities we serve through inclusive and equitable recruitment, leadership development and enhanced training and awareness programs.
- Encourage our suppliers to adopt sustainability policies and practices and increase our purchases from small business suppliers, including minority-, women- and veteran-owned businesses.





- Support our communities through financial and volunteer contributions that create social, economic, and environmental progress.

Accountability

We recognize that our decisions affect our customers, employees, communities, and shareholders. As our business continues to grow and evolve, we are committed to listening to and accounting for the diverse needs of all those we serve.

In pursuing this policy, we will seek to develop, implement and regularly update sustainability goals; develop measurable and transparent metrics to track progress toward those goals; and align those goals with company strategy. We will report publicly on our performance in our annual Environmental, Social and Governance Report and other documents.

