



Our Vision for Inclusion & Diversity

Connecting with our people and our communities

We believe that inclusion and diversity plays a key role in helping us achieve our vision to lead the nation in delivering energy, service and value.

Our Vision for Inclusion & Diversity is Guided by Values



At CenterPoint Energy, we are guided by a set of values that define who we are and what we believe in. We're committed to safety and doing business with integrity, accountability, initiative and respect – respect for our employees, business partners, shareholders, customers and our communities.

CenterPoint Energy has defined three key elements of diversity: workplace inclusion and diversity, community relations and supplier diversity.

We believe it is vital to have a workforce that reflects the diversity of our customers and the communities we serve. Our commitment to inclusion and diversity extends beyond employment practices. It is also reflected in our company's long history of community involvement. For more than 100 years, CenterPoint Energy has supported educational initiatives, community redevelopment and other worthy programs through financial support and employee volunteerism. We tailor our

outreach efforts to meet the varying needs of the communities we serve.

CenterPoint Energy is proud to be a part of the success of many Minority-owned, Women-owned, and Veteran-owned Business Enterprises (MWVBEs). We support these companies by providing business opportunities, as well as mentoring and training for future leaders. Our supplier diversity program builds partnerships that deliver value to our shareholders and to our customers.

The contents of this brochure describe how we incorporate each element of diversity into our business of delivering energy to customers across the nation. As we move forward toward achieving our vision, we'll continue to look for ways to open the doors of opportunity through inclusion and diversity.

Workplace Inclusion and Diversity

CenterPoint Energy is committed to creating an inclusive work environment where business results are achieved through the skills, abilities and talents of our diverse workforce. At CenterPoint Energy, individuals are respected for their contributions toward our company objectives.

The skills and talents of our diverse workforce drive our performance. We strive for an inclusive work environment across all levels that is reflective of the available workforce in the communities we serve.

We foster:

- A culture that considers different backgrounds and viewpoints as competitive advantages;
- An environment with opportunities for professional development; and
- Respect for each other, our customers and business partners.

At CenterPoint Energy, management and employees will share in implementing this corporate-wide commitment by treating each other, our customers and our business partners with respect and fairness, and by promoting inclusion in their business interactions.

Supplier Diversity

We recognize the economic importance of diverse suppliers such as minority-owned, women-owned, veteran-owned, and all categories of small business concerns to the community.

We are committed to developing strong working relationships with diverse suppliers and using innovative approaches designed to continually improve business opportunities.

Our commitment is not philanthropic – the relationships we seek must meet the test of providing value both to CenterPoint Energy and to diverse suppliers.

CenterPoint Energy has three supplier diversity objectives:

- Actively and routinely seek qualified diverse suppliers that can provide competitive and high-quality commodities and services;
- Encourage participation and support of supplier diversity by major suppliers to CenterPoint Energy; and
- Seek opportunities to assist in the development and competitiveness of diverse suppliers through instruction, mentoring, capacity building, and outreach activities.

Community Relations

We believe that we have a responsibility to invest in the communities we serve. Through our outreach efforts, we lend support to educational, civic, social and environmental initiatives that enhance the quality of life for our customers and the community as a whole. In the true spirit of diversity, we work with groups from many different backgrounds, tailoring our relationship and our assistance to meet their needs whenever possible.

Community Relations at CenterPoint Energy has three main objectives:

- Building relationships with the communities we serve and reaching out to our customers as a caring neighbor;

- Showing our commitment through corporate sponsorship of community events and financial contributions to charities, civic organizations, educational programs and economic development initiatives; and
- Actively promoting volunteer service among our employees and demonstrating as a team that we make a difference.

Each year, CenterPoint Energy employees and their friends and family members contribute more than 145,000 volunteer service hours. Community support is integral to who and what we are as a company, and we wouldn't have it any other way.

Workforce Diversity

We embrace the power of inclusion and diversity because it enriches our work environment and provides social and economic benefits to the communities we serve. It is not only a focus that our employees, customers, communities and shareholders expect from us, but it is the right approach from a business standpoint as well.

Every employee at CenterPoint Energy is encouraged to promote inclusion and diversity. In fact, all employees actively participate in diversity awareness training.

We feel that it gives our company a true competitive advantage to have people from different backgrounds and viewpoints united in purpose. That's why we continue to work and volunteer together in a corporate-wide commitment to inclusion and diversity, where everyone at the company has a role.



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Headquartered in Houston, Texas, CenterPoint Energy, Inc. is an energy delivery company with regulated utility businesses in eight states and a competitive energy businesses footprint in nearly 40 states. Through its electric transmission & distribution, power generation and natural gas distribution businesses, the company serves more than 7 million metered customers in Arkansas, Indiana, Louisiana, Minnesota, Mississippi, Ohio, Oklahoma and Texas. CenterPoint Energy's competitive energy businesses include natural gas marketing and energy-related services; energy efficiency, sustainability and infrastructure modernization solutions; and construction and repair services for pipeline systems, primarily natural gas. The company also owns 53.7 percent of the common units representing limited partner interests in Enable Midstream Partners, LP, a publicly traded master limited partnership that owns, operates and develops strategically located natural gas and crude oil infrastructure assets. With approximately 14,000 employees and approximately \$35 billion in assets, CenterPoint Energy and its predecessor companies have been in business for more than 150 years. For more information, visit CenterPointEnergy.com.