2025 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 10-K
2-2: Entities included in the organization's sustainability reporting	PSE Reporting Year 2025 Sustainability Report: About this report
2-3: Reporting period, frequency and contact point	PSE Reporting Year 2025 Sustainability Report: About this report Puget Energy 10-K The PSE Reporting Year 2025 Sustainability Report was published in October 2026. For questions about the report or reported information, please contact Sustainability@pse.com.
2-4: Restatements of information	None.
2-5: External assurance	The PSE Reporting Year 2025 Sustainability Report was not externally assured.
Activities and Workers	
2-6: Activities, value chain and other business relationships	Puget Energy 10-K
2-7: Employees	PSE Reporting Year 2025 Sustainability Report: Company profile and business operations PSE Reporting Year 2025 Sustainability Report: Data appendix Puget Energy 10-K
2-8: Workers who are not employees	PSE Reporting Year 2025 Sustainability Report: Social > Safety and health
Governance	
2-9: Governance structure and composition	PSE Reporting Year 2025 Sustainability Report: Governance > Leadership Corporate Governance Guidelines
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 2025 Sustainability Report: Governance > Leadership
2-12: Role of the highest governance body in overseeing the management of impacts	PSE Reporting Year 2025 Sustainability Report: Governance > Leadership
2-13: Delegation of responsibility for managing impacts	PSE Reporting Year 2025 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 2025 Sustainability Report.
2-15: Conflicts of interest	Corporate Governance Guidelines
2-16: Communication of critical concerns	PSE Reporting Year 2025 Sustainability Report: Governance > Our ethics

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
2-17: Collective knowledge of the highest governance body	PSE Reporting Year 2025 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 2025 Sustainability Report: Governance > Leadership Corporate Governance Guidelines Puget Energy 10-K
2-20: Process to determine remuneration	Puget Energy 10-K Corporate Governance Guidelines
2-21: Annual total compensation ratio	Puget Energy 10-K
Strategy, Policies and Practices	
2-22: Statement on sustainable development strategy	PSE Reporting Year 2025 Sustainability Report: Message from the President and CEO
2-23: Policy commitments	PSE Reporting Year 2025 Sustainability Report: Governance > Our ethics Our ethics webpage Code of Conduct Corporate Governance Guidelines
2-24: Embedding policy commitments	PSE Reporting Year 2025 Sustainability Report: Governance > Our ethics Our ethics webpage Code of Conduct
2-25: Processes to remediate negative impacts	PSE Reporting Year 2025 Sustainability Report: Environmental > Environmental compliance PSE Reporting Year 2025 Sustainability Report: Social > Our communities PSE Reporting Year 2025 Sustainability Report: PSE's role in Washington's clean energy transformation > Resource planning Community engagement webpage Puget Energy 10-K WUTC Consumer Complaints webpage
2-26: Mechanisms for seeking advice and raising concerns	PSE Reporting Year 2025 Sustainability Report: Governance > Our ethics Our ethics webpage Code of Conduct
2-27: Compliance with laws and regulations	PSE SASB Index PSE Reporting Year 2025 Sustainability Report: Environmental > Water supply and discharge
2-28: Membership associations	PSE Reporting Year 2025 Sustainability Report: PSE's role in Washington's clean energy transformation > Partnerships and climate policy advocacy PSE Reporting Year 2025 Sustainability Report: Social > Our commitment to inclusion PSE Reporting Year 2025 Sustainability Report: Governance > Political engagement and advocacy
Stakeholder Engagement	
2-29: Approach to stakeholder engagement	PSE Reporting Year 2025 Sustainability Report: Environmental > Environmental compliance PSE Reporting Year 2025 Sustainability Report: Social > Our communities PSE Reporting Year 2025 Sustainability Report: PSE's role in Washington's clean energy transformation > Resource planning Community engagement webpage
2-30: Collective bargaining agreements	PSE Reporting Year 2025 Sustainability Report: Social > Our employees

TOPIC-SPECIFIC DISCLOSURES

Disclosure	Location/Response
Economic Performance	
201-1: Direct economic value generated and distributed	Puget Energy 10-K
201-2: Financial implications and other risks and opportunities due to climate change	PSE TCFD Report: Strategy PSE Reporting Year 2025 Sustainability Report: PSE's role in Washington's clean energy transformation 2021 Pathway to Beyond Net Zero Carbon by 2045 2025 Climate Action Update Puget Energy 10-K
201-3: Defined benefit plan obligations and other retirement plans	Puget Energy 10-K
Indirect Economic Impacts	
203-1: Infrastructure investments and services supported	PSE Reporting Year 2025 Sustainability Report: Social
203-2: Significant indirect economic impacts	PSE Reporting Year 2025 Sustainability Report: Social
Anti-Corruption	
205-2: Communication and training about anti-corruption policies and procedures	PSE Reporting Year 2025 Sustainability Report: Governance > Our ethics
Tax	
207-4: Country-by-country reporting	Puget Energy 10-K
Energy	
302-1: Energy consumption within the organization	PSE Reporting Year 2025 Sustainability Report: PSE's role in Washington's clean energy transformation PSE Reporting Year 2025 Sustainability Report: Data appendix
302-2: Energy consumption outside of the organization	PSE Reporting Year 2025 Sustainability Report: PSE's role in Washington's clean energy transformation PSE Reporting Year 2025 Sustainability Report: Data appendix
302-3: Energy intensity	PSE Reporting Year 2025 Sustainability Report: Data appendix
302-4: Reduction of energy consumption	PSE Reporting Year 2025 Sustainability Report: Social > Our customers
Water	
303-1: Interactions with water as a shared resource	PSE Reporting Year 2025 Sustainability Report: Environmental > Environmental compliance > Water supply and discharge PSE SASB Index
303-2: Management of water discharge related impacts	PSE Reporting Year 2025 Sustainability Report: Environmental > Environmental compliance > Water supply and discharge PSE SASB Index
303-3: Water withdrawal	PSE SASB Index PSE Reporting Year 2025 Sustainability Report: Data appendix Electric Operations Sustainability Metrics
303-4: Water discharge	PSE Reporting Year 2025 Sustainability Report: Data appendix
303-5: Water consumption	PSE SASB Index PSE Reporting Year 2025 Sustainability Report: Data appendix Electric Operations Sustainability Metrics

Disclosure	Location/Response
Biodiversity	
304-1: Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Wildlife and habitat protection webpage Fish protection webpage Bird protection webpage
304-2: Significant impacts of activities, products and services on biodiversity	PSE Reporting Year 2025 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 2025 Sustainability Report: Environmental > Biodiversity and habitat protection
Emissions	
305-1: Direct (Scope 1) GHG emissions	PSE Reporting Year 2025 Sustainability Report: Environmental > Greenhouse gas management PSE SASB Index PSE Reporting Year 2025 Sustainability Report: Data appendix GHG Inventory Electric Operations Sustainability Metrics
305-2: Energy indirect (Scope 2) GHG emissions	PSE Reporting Year 2025 Sustainability Report: Environmental > Greenhouse gas management PSE Reporting Year 2025 Sustainability Report: Data appendix GHG Inventory Electric Operations Sustainability Metrics
305-3: Other indirect (Scope 3) GHG emissions	PSE Reporting Year 2025 Sustainability Report: Environmental > Greenhouse gas management PSE Reporting Year 2025 Sustainability Report: Data appendix GHG Inventory Electric Operations Sustainability Metrics
305-4: GHG emissions intensity	GHG Inventory PSE Reporting Year 2025 Sustainability Report: Data appendix Electric Operations Sustainability Metrics
305-7: Nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air emissions	PSE Reporting Year 2025 Sustainability Report: Environmental > Environmental compliance > Air PSE SASB Index PSE Reporting Year 2025 Sustainability Report: Data appendix Electric Operations Sustainability Metrics
Waste	
306-1:Waste generation and significant waste-related impacts	PSE Reporting Year 2025 Sustainability Report: Environmental > Environmental compliance > Waste management
306-2: Management of significant waste-related impacts	PSE Reporting Year 2025 Sustainability Report: Environmental > Environmental compliance > Waste management PSE SASB Index
306-3: Waste generated	PSE Reporting Year 2025 Sustainability Report: Environmental > Environmental compliance > Waste management PSE SASB Index PSE Reporting Year 2025 Sustainability Report: Data appendix Electric Operations Sustainability Metrics
306-4: Waste diverted from disposal	PSE Reporting Year 2025 Sustainability Report: Data appendix
306-5: Waste directed to disposal	PSE Reporting Year 2025 Sustainability Report: Data appendix

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 2025 Sustainability Report: Social > Our employees Why work for us webpage Puget Energy 10-K
Occupational Health and Safety	
403-1: Occupational health and safety management system	PSE Reporting Year 2025 Sustainability Report: Social > Safety and health
403-2: Hazard identification, risk assessment, and incident investigation	PSE Reporting Year 2025 Sustainability Report: Social > Safety and health
403-3: Occupational health services	PSE Reporting Year 2025 Sustainability Report: Social > Safety and health
403-4: Worker participation, consultation, and communication on occupational health and safety	PSE Reporting Year 2025 Sustainability Report: Social > Safety and health
403-5: Worker training on occupational health and safety	PSE Reporting Year 2025 Sustainability Report: Social > Safety and health
403-6: Promotion of worker health	PSE Reporting Year 2025 Sustainability Report: Social > Our employees Why work for us webpage Puget Energy 10-K
403-7: Prevention and mitigation of occupation health and safety impacts directly linked by business relationships	PSE Reporting Year 2025 Sustainability Report: Social > Safety and health
403-8: Workers covered by an occupational health and safety management system	PSE Reporting Year 2025 Sustainability Report: Social > Safety and health
403-9: Work-related injuries	PSE Reporting Year 2025 Sustainability Report: Social > Safety and health PSE SASB Index PSE Reporting Year 2025 Sustainability Report: Data appendix Electric and Gas Operations Sustainability Metrics
Training and Education	
404-1: Average hours of training per year per employee	PSE Reporting Year 2025 Sustainability Report: Data appendix
404-2: Programs for upgrading employee skills and transition assistance programs	PSE Reporting Year 2025 Sustainability Report: Social > Our employees Puget Energy 10-K
404-3: Percentage of employees receiving regular performance and career development reviews	PSE Reporting Year 2025 Sustainability Report: Social > Our employees
Diversity and Equal Opportunity	
405-1: Diversity of governance bodies and employees	PSE Reporting Year 2025 Sustainability Report: Social > Our commitment to inclusion PSE Reporting Year 2025 Sustainability Report: Data appendix Electric Operations Sustainability Metrics
Public policy	
415-1: Political contributions	PSE Reporting Year 2025 Sustainability Report: Data appendix
Customer Privacy	
418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	As of December 31, 2025, 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.