

As a responsible employer, CenterPoint Energy is committed to providing health and wellness initiatives to our employees.

Employee Benefits

Our company offers a robust, comprehensive benefits package designed to help employees stay healthy, care for their families, plan for their futures and enjoy peace of mind.

CenterPoint Energy provides competitive, customizable benefits for all regular full-time and part-time employees who are scheduled to work at least a certain minimum number of hours a week. Benefits include medical, dental, vision, life, disability and accident coverage, as well as retirement and savings plans, paid time-off and career development opportunities. CenterPoint Energy's pay philosophy is to maintain employee total compensation that is competitive with relevant markets, internally equitable, and based on company and individual performance.

- Our Employee Assistance Program provides mental health, consulting, legal, financial and other services.
- We assist with public transportation commuting costs through subsidized bus passes or reimbursement for certain carpool expenses.
- Our Education Assistance Program helps employees finish a degree or embark on a new one by providing reimbursement for tuition and required fees toward a degree from a state or federally accredited school.

- Dependents of CenterPoint Energy employees can apply for scholarships to help cover education costs.
- Our wellness program rewards employees for making healthy choices and reaching personal health goals.
- CenterPoint Energy has an internal Paid Sick Days Policy, in addition to its Family and Medical Leave Act Policy.

Supporting Employees through COVID-19

Our priorities of our employees' health and well-being took on new meaning in the face of COVID-19. We were prepared to respond to a pandemic impacting our service territory, collaborating with other groups and departments to confirm our readiness for what could be ahead. In March 2020, we promptly activated our Pandemic Preparedness Plan, scheduled COVID-19 Incident Command System sessions and engaged our Corporate Response Plan Team, while staying closely connected to updates from the

World Health Organization and Centers for Disease Control.



Communications and Human Resources personnel partnered to communicate COVID-19's impacts to our workforce and posted daily dashboard updates. Consistent with our pandemic plan, for each confirmed case we immediately took all necessary steps and actions to protect our employees and contain the spread of the virus at the affected site.

A phased return-to-workplace approach was developed for employees who were working remotely. A key step in this process was a series of workshops with our businesses and corporate functions to assess transition issues, risks and opportunities. Offices gradually reopened using a deliberate, measured approach with leadership direction, putting our workforce's safety and well-being first.

Employees were provided with resources, including a return-to-workplace playbook with measures, processes and protocols; a return-to-workplace video showing facility enhancements; an employee self-screening checklist to follow daily; and a guide for leaders.

CenterPoint Energy implemented additional measures to protect the safety and health of employees, customers and contractors, as well as to prevent the spread of COVID-19:

- Equipping employees with additional personal protective equipment (PPE);
- Directing field employees to attempt to resolve service issues without entering homes or businesses;

- Following social distancing guidelines and wearing PPE if entering customers' homes, businesses and property to provide service;
- Implementing a telework approach for employees who could perform their job responsibilities remotely;
- Increasing cleaning and disinfecting frequency of facilities and vehicles;
- Leveraging technology to minimize face-to-face contact and meetings; and
- Emphasizing good hygiene, including washing and sanitizing hands.

Supporting Wellness and Mental Health During COVID-19

To support physical and mental health and wellness, we communicate self-care and stress management resources, leadership video messages on personal well-being, resources for employees using company benefits providers and Employee Assistance Program services. A series of webinars helped employees learn how to manage mental health during difficult times and provided information about vaccines. As vaccines became available, onsite COVID-19 clinics were offered at several company locations.