Sustainability in Everything We Do

Building the Premier Utility

September 24, 2020
Caution Regarding Forward-looking Statements

In this presentation, and from time to time, Entergy Corporation makes certain “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements include, among other things, statements regarding Entergy’s environmental, social and governance plans, goals, beliefs and expectations, including statements regarding its greenhouse gas reduction goals and strategies and statements regarding the planned addition of renewable generation, potential technological advances, legacy asset retirements, nuclear license extensions, offsets and other potential means of achieving its environmental goals; statements regarding opportunities to partner with customers and others to reduce societal emissions; and other statements of Entergy’s plans, beliefs, or expectations included in this presentation. Readers are cautioned not to place undue reliance on these forward-looking statements, which apply only as of the date of this presentation. Except to the extent required by the federal securities laws, Entergy undertakes no obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise.

Forward-looking statements are subject to a number of risks, uncertainties, and other factors that could cause actual results to differ materially from those expressed or implied in such forward-looking statements, including (a) those factors discussed elsewhere in this presentation and in Entergy’s most recent Annual Report on Form 10-K, any subsequent Quarterly Reports on Form 10-Q, and Entergy’s other reports and filings made under the Securities Exchange Act of 1934; (b) uncertainties associated with (1) rate proceedings, formula rate plans, and other cost recovery mechanisms, including the risk that costs may not be recoverable to the extent anticipated by the utilities and (2) implementation of the ratemaking effects of changes in law; (c) uncertainties associated with efforts to remediate the effects of major storms and recover related restoration costs; (d) risks associated with operating nuclear facilities, including plant relicensing, operating, and regulatory costs and risks; (e) changes in decommissioning trust fund values or earnings or in the timing or cost of decommissioning Entergy’s nuclear plant sites; (f) legislative and regulatory actions and risks and uncertainties associated with claims or litigation by or against Entergy and its subsidiaries; (g) risks and uncertainties associated with execution on our business strategies, including strategic transactions that Entergy or its subsidiaries may undertake and the risk that any such transaction may not be completed as and when expected and the risk that the anticipated benefits of the transaction may not be realized; (h) effects of changes in federal, state, or local laws and regulations and other governmental actions or policies, including changes in monetary, fiscal, tax, environmental, or energy policies; (i) the effects of changes in commodity markets, capital markets, or economic conditions; (j) impacts from a terrorist attack, cybersecurity threats, data security breaches, or other attempts to disrupt Entergy’s business or operations, and/or other catastrophic events; (k) the direct and indirect impacts of the COVID-19 pandemic on Entergy and its customers; and (l) the effects of technological change, including the costs, pace of development and commercialization of new and emerging technologies.
Our Mission: Create Sustainable Value for Our Key Stakeholders

- Years ago, we set out on a mission to grow a world-class energy business that creates sustainable value for our four key stakeholders – customers, employees, communities, and owners.

- We measure the success of the strategy, the decisions we make, and the actions we take based on how well they serve this mission.

- Our mission is the driving force that advances our short- and long-term strategy and aspirations.
Sustainability – Our History of Leadership and Action

- 1999: First Low Income Customer Assistance Summit
- 2000: First U.S. utility to set voluntary greenhouse gas emissions stabilization goal
- 2001: Entergy Charitable Foundation established to support education and communities
- 2002: Environmental vision statement adopted by board of directors
- 2005: Power restored to devastated communities following hurricanes Katrina and Rita
- 2011: Inaugural Diversity and Inclusion Summit convened
- 2014: First annual organizational health survey launched
- 2016: Environment 2020 commitment announced
- 2018: $5 million workforce training initiative launched
- 2019: Sustainability organization established
- 2020: 2050 net-zero carbon emissions commitment announced
- 2021: New affordability programs introduced
- 2023: Climate report released
- 2024: Enhanced GHG emission reduction goal announced
- 2025: Gulf Coast Carbon Collaborative launched

Enhanced organizational commitment to sustainability is a testament to our commitment to reduce our carbon footprint and mitigate the effects of climate change. Our sustainability efforts are in line with our expanded operational goals to achieve net-zero carbon emissions by 2050. This commitment not only helps us to reduce our environmental impact but also strengthens our standing as a leader in corporate social responsibility.
Leader in Sustainability

- Entergy is the only U.S. company in the electric utility sector to be included on the DJSI for 18 consecutive years

- In 2019, perfect scores in
  - Climate strategy
  - Corporate citizenship and philanthropy
  - Materiality
  - Policy influence
  - Water-related risks
Leader in Sustainability (continued)

“The same four firms were highly rated on usefulness, with Sustainalytics, RobecoSAM [the underlying assessment for the Dow Jones Sustainability Index], CDP and MSCI topping the list for both investors and experts.”

– SustainAbility – Rate the Raters 2020: Investor Survey and Interview Results

Entergy Electric Utility sector, 2019

Entergy (A)
Sector median (BBB)

Entergy (#80 of 205)

ROBECOSAM

Global industry peers, December 2019

Electric Utility sector, 2019

Note: Submitted response for 2020 CDP evaluation on 8/26/2020; last participation in 2015 when Entergy received score of 99-A.
2019 DOW JONES SUSTAINABILITY INDEX, only electric utility to earn honor for 18 years in a row

2019 TOP UTILITIES IN ECONOMIC DEVELOPMENT for the 12th straight year

2019 EMERGENCY ASSISTANCE AWARD for the 21st consecutive year.

2020 THE CIVIC 50 for the fifth consecutive year, a Points of Light initiative honoring the 50 most community-minded companies in the U.S.

2019 CORPORATE CITIZENSHIP HALL OF FAME INDUCTEE by the U.S. Chamber of Commerce Foundation

2019 AMERICA’S TOP CORPORATIONS FOR WOMEN’S BUSINESS ENTERPRISES for a fourth consecutive year by the Women’s Business Enterprise National Council

2019 BEST PLACE TO WORK FOR DISABILITY INCLUSION by the Disability Equality Index

2019 HIRE VETS MEDALLION PROGRAM DEMONSTRATION PLATINUM AWARD from the U.S. Department of Labor

AMERICA’S MOST RESPONSIBLE COMPANIES NEWSWEEK’S first-ever list of top 300 performers

A 2019 TREE LINE USA UTILITY for the 14th consecutive year by the Arbor Day Foundation

2018 BEST COMPANIES FOR DIVERSITY for the fifth consecutive year by Black Enterprise Magazine
Corporate Governance Framework

Board oversight and effectiveness
Our diverse board has an effective mix of skills, experiences, backgrounds, and perspectives

Robust governance
Managing risks and opportunities

Strong corporate governance
Our corporate governance policies reflect best practices, including sustainability governance

Ethics, transparency, and accountability
Our transparent business and sustainability performance disclosures provide valuable information to shareholders to assure accountability
Effective Mix of Skills, Experience, Backgrounds, and Perspectives

### Board skills

<table>
<thead>
<tr>
<th>Skill</th>
<th>Number of Board members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Technology</td>
<td>7</td>
</tr>
<tr>
<td>Corporate leadership</td>
<td>8</td>
</tr>
<tr>
<td>Finance and accounting</td>
<td>7</td>
</tr>
<tr>
<td>Government / legal / public policy</td>
<td>2</td>
</tr>
<tr>
<td>Operations</td>
<td>4</td>
</tr>
<tr>
<td>Risk management</td>
<td>9</td>
</tr>
</tbody>
</table>

### Board demographics

#### Age
- 60 and under: 30%
- 61 to 66: 20%
- 67 to 72: 30%
- 73 and over: 20%

#### Tenure
- 0 to 3 years: 60%
- 4 to 7 years: 20%
- 8 to 10 years: 20%
- 11+ years: 10%

#### Gender / Racial Diversity
- Four women directors, one of whom is racially diverse: 40%
## Corporate Governance Policies Reflect Best Practices

| Shareholder rights                      | ✓ Proxy access rights  
|                                        | ✓ Annual election of directors  
|                                        | ✓ Majority vote standard  
|                                        | ✓ Resignation policy for directors who do not receive majority vote  
|                                        | ✓ No poison pill; shareholder approval required for adoption  |
| Independent oversight                  | ✓ All directors independent, except chairman  
|                                        | ✓ Regular executive sessions of independent directors  
|                                        | ✓ Strong independent lead director with broad authority  
|                                        | ✓ Independent board committees  |
| Good governance                        | ✓ Limits on public-company board membership for all directors  
|                                        | ✓ Robust stock ownership requirements for directors and executive officers  
|                                        | ✓ Disclosure of corporate political contributions and oversight of lobbying and political activity  
|                                        | ✓ Individual director evaluations as part of annual Board self-assessment  |
| Executive compensation                 | ✓ Compensation programs emphasize pay for performance  
|                                        | ✓ Clawback provisions incorporated in executive compensation  
|                                        | ✓ No “single trigger” severance payments or equity acceleration in a change-in-control  
|                                        | ✓ Prohibition on hedging or pledging stock  |
## Board Engagement on Sustainability

<table>
<thead>
<tr>
<th>Board committee</th>
<th>Sustainability oversight responsibility</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Corporate Governance</strong></td>
<td>Overall corporate sustainability strategy; corporate social responsibility; corporate governance issues; governmental, regulatory, public policy and public relations matters; public advocacy activities; shareholder concerns</td>
</tr>
<tr>
<td><strong>Personnel</strong></td>
<td>Executive compensation policy; employee and human resources issues; employee training and development; talent management; employee and contractor safety; diversity and inclusion; supplier diversity</td>
</tr>
<tr>
<td><strong>Audit</strong></td>
<td>Environmental compliance and auditing and environmental policies; ethics and compliance; market and credit risks; cybersecurity risks; financial reporting processes and risks; other strategic risks and general risk oversight</td>
</tr>
<tr>
<td><strong>Finance</strong></td>
<td>Financial stability; major capital investments</td>
</tr>
<tr>
<td><strong>Nuclear</strong></td>
<td>Safety risks unique to the nuclear fleet; sustainability of our nuclear plants</td>
</tr>
</tbody>
</table>
## Sustainability, Responsibility, and Accountability

<table>
<thead>
<tr>
<th><strong>Board of Directors</strong></th>
<th>Corporate Governance Committee has responsibility for oversight of our sustainability strategy, policies and practices</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Office of the Chief Executive</strong></td>
<td>Executive Vice President and General Counsel has primary responsibility for sustainability performance and ensures the sustainability of business practices across the company</td>
</tr>
<tr>
<td><strong>Sustainability and Environmental Policy Group</strong></td>
<td>Dedicated group that defines our corporate sustainability mission and strategy with goals that align with our business objectives, industry priorities and global actions</td>
</tr>
<tr>
<td><strong>Sustainability Working Group</strong></td>
<td>Working group of representatives from across the company that help develop strategic priorities in the key areas of sustainability, including climate strategy, supply chain management, human resources, and corporate social responsibility</td>
</tr>
</tbody>
</table>
Ethics and Compliance

Ethics and Compliance Oversight

- Board of Directors
- Corporate Compliance Committee
- Vice President and Chief Compliance Officer
- Ethics and Compliance Department

ENTERGY VALUES

ABOVE ALL, ACT WITH INTEGRITY

Create and sustain a safe and healthy life
Cultivate a diverse and inclusive work culture
Possess a winning spirit
Focus on our customers
Grow the business
Be active team players
Treat people with respect
Aggressively look for better ways
Take actions to achieve results

We Power Life
Proactive Outreach to Our Stakeholders
To Build Trust and Support for Our Business Objectives

- Community meetings
- Regulatory relationships
- Social media
- Open houses
- Public hearings
- entergy.com
  - Customer support
  - Ethics hotline
  - Advocate Power newsletter
  - Shareholder outreach

STAKEHOLDERS

• Community meetings
• Regulatory relationships
• Social media
• Open houses
• Public hearings
Extensive and Transparent Sustainability Reporting

- Integrated Report
- TCFD-aligned Climate Report
- Performance data table
- EEI's ESG quantitative template
- EEI's ESG qualitative template
- EEI's AGA / ESG gas quantitative template
- Global Reporting Initiative index

- U.N. Sustainable Development Goals Initiative
- Principles of Corporate Governance
- Code of Business Conduct and Ethics
- Code of Entegrity
- Stakeholder Engagement Principles
- Public Policy and Advocacy Policy
- COVID-19 Relief Efforts

Public reporting largely aligned with SASB standards; intend to fully align by the end of 2020
ENVIRONMENTAL
Environmental Leadership

Start with us
Among the cleanest large-scale fleets in the U.S., and commitment to achieve net-zero emissions by 2050

Look beyond ourselves
Uniquely positioned to partner with others to reduce societal emissions through beneficial electrification, energy efficiency, and innovative customer solutions

Create sustainable solutions
Thought leader in our industry, facilitating constructive discussions about environmental risks and opportunities, partnering with key stakeholders on policy, and actions focused on addressing climate change
Committed to work with our regulators and other stakeholders to balance reliability and affordability with environmental stewardship.
First U.S. utility to voluntarily set goal to stabilize greenhouse gas emissions

Intensified commitment with a goal to reduce CO$_2$ emissions by 20% below year-2000 levels through 2010

Extended CO$_2$ reduction commitment through 2020

Introduced new goal to reduce Utility CO$_2$ emission rate by 50% below year-2000 levels by 2030

Commitment to achieve net-zero emissions by 2050
A Track Record of Results
And a Commitment to Do Even More

Entergy Utility CO₂ emission rates; lbs per MWh

U.S. power sector average

<table>
<thead>
<tr>
<th>Year</th>
<th>Reduction vs 2000</th>
<th>Reduction vs 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>~20%</td>
<td>~30%</td>
</tr>
<tr>
<td>2010</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2030 (goal)</td>
<td></td>
<td>50%</td>
</tr>
<tr>
<td>2050 (goal)</td>
<td></td>
<td>100%</td>
</tr>
</tbody>
</table>

Reduction vs 2000

Reduction vs 2019

~20%

~30%

50%

100%
Among the Cleanest Large-scale Fleets in the U.S.

CO₂ emission rates of top 20 privately / investor-owned power producers; lbs/MWh

Based on MJ Bradley, Benchmarking Air Emissions of the 100 Largest Electric Power Producers in the United States, published July 2020 (2018 data)
Less than 5% of 2019 revenue was derived from coal assets

Less than 2% of 2019 rate base was comprised of coal assets

Intend to retire all coal-fired capacity by end of 2030
Growing Our Renewables Portfolio

$1.4 Billion in our Capital Plan

In service, in progress, and announced renewable portfolio

- ~561 MW in service
- ~425 MW installations in progress
- ~350 MW announced
Transforming Our Generation Portfolio

Owned generation capacity
As of 6/30/2020

Potential 2030\textsuperscript{1,2} \textit{Illustrative}

Potential 2050\textsuperscript{1,2} \textit{Illustrative}

Evaluating conventional generation, storage, and emerging technologies

Includes modern gas assets retrofitted to incorporate emerging technologies

---

\textsuperscript{1} Subject to integrated resource planning processes, economic evaluations, and regulatory approvals

\textsuperscript{2} Potential 2030 and Potential 2050 portfolios assume technology advancements and/or declining costs of carbon-free technologies in order to balance environmental stewardship with affordability and reliability; for Potential 2050, offsets utilized for remaining emissions
Technology Will Pave the Path to Net-zero by 2050

Path to net-zero

- Legacy asset retirements
- Renewables and storage
- Nuclear license extensions
- Hydrogen co-firing
- Advanced hydrogen infrastructure
- Carbon capture
- Advanced nuclear
- Offsets
**Entergy / Mitsubishi Decarbonization Collaboration**
Combining the Strengths of Industry Leaders to Move Towards Net-zero

**Identified areas of collaboration**

<table>
<thead>
<tr>
<th>CCGT innovation</th>
<th>New build resource</th>
<th>Storage projects</th>
<th>CCGT expansion</th>
<th>Nuclear hydrogen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrate hydrogen flex concepts</td>
<td>Includes storage, new build, and battery</td>
<td>Storage and conversion</td>
<td>Convert renewables to green hydrogen, with battery</td>
<td>Nuclear-supplied electrolysis facility with storage</td>
</tr>
</tbody>
</table>
Pursuing the Deployment of Renewable Hydrogen
And Preserving Our Ability to Transition Existing and New Gas to Hydrogen

We are well positioned

✓ Entergy-owned storage facility (Spindletop) with three caverns
✓ Started initial evaluation to explore converting a cavern to hydrogen storage
✓ Existing hydrogen infrastructure in the gulf south
Hydrogen Pipeline Infrastructure in Place

Hydrogen pipeline infrastructure
*Texas industrial corridor*

Multiple hydrogen pipelines nearby leveraging existing infrastructure

1. Large scale storage (Spindletop)
2. Entergy’s Sabine Power Plant
3. Hydrogen storage facility (third party)
Partnering to Reduce Societal Emissions

Entergy’s low emission rate provides electrification opportunity

- Uniquely positioned to partner with customers and others to help reduce their emissions through beneficial electrification
- Pragmatic way to help customers meet their environmental goals and reduce societal carbon emissions

CO₂ emission rates; lbs per MWh

Illustrative

- **Car**
- **Fleet vehicle**
- **Industrial coal process**
- **Ship**
- **Industrial nat. gas process**

Entergy Utility 2030 (estimate)

ETR 2019 Utility average

Sources: Car and fleet vehicle, The NorthBridge Group, all others, internal estimates

1 Docked ship using diesel-powered generator
Electrification of marine vessels while at port is a carbon reduction strategy that yields incremental business opportunities for Entergy. Typically, marine vessels rely on diesel-powered generators for electricity at berth, resulting in significant emissions, vibration / noise pollution, and wear-and-tear on ship-side equipment. Converting to electrical power significantly mitigates these issues, lowers operating costs for vessel owners, and makes progress towards their sustainability goals.

Multiple utility-scale shore-power installations went into service in early 2020. Per vessel, Entergy shore power results in significant reductions of net emissions, estimated as much as:

- $98\%$ ↓ in NOx
- $48\%$ ↓ in SOx
- $42\%$ ↓ in CO$_2$

7 of the 20 largest ports in the U.S. are in Entergy’s utility service area.

Significant opportunity

Port Electrification
Other Opportunities to Reduce Societal Emissions

**POWER DRIVE**

Resources and information on electric vehicle choices, economic considerations, and benefits

**Entergy | eTech**

Promotes adoption of electric-powered alternatives to many applications that traditionally require fossil fuels

- forklifts
- fleet vehicles
- EVs
- custom

**EV charging infrastructure incentives and grants for individuals, universities and utility-owned charging stations for public use at city-owned locations**

**University grant to purchase electric shuttle vehicles**
Partnership Focused on Cross-sector Solutions

Entergy partnered with the U.S. Business Council on Sustainable Development to launch the Gulf Coast Carbon Collaborative, a first-of-its-kind industry initiative focused on cross-sector solutions to reduce greenhouse gas emissions. Approximately five dozen Gulf Coast industry representatives from multiple industries met in New Orleans to discuss decarbonization strategies. Visit https://carbon-collaborative.org/ for more information.
Thought Leadership and Involvement
Translate into Action

Policy and science advocacy

Climate policy principles and support for policy and science to inform action

Proactive adaptation and resiliency

Groundbreaking research and engagement on resiliency and adaptation

Climate action and opportunity

Innovative strategies to reduce carbon emissions—Entergy’s and our customers
Waste and Water Strategies

**Waste**

- **Coal ash recycling rate, %**
  - Industry average
  - 83%
  - Entergy

- **Investment recovery**
  - $18.8 million
  - 2019 sales of surplus assets

- **Resource reduction**
  - ↓ 6.3 million printed pages
  - In 2019 through Print Smart Partnership with Xerox

**Water**

- **99.9%**
  - Clean Water Act permit compliance

- **100%**
  - Perfect score for seven consecutive years, DJSI water-related risk section

- **Entergy’s Water Management Standard**
  - Click here¹

- **For more information on Entergy’s storm hardening, flood risk management, and other water risk management**
  - Click here²

¹ [https://entergy.com/userfiles/content/environment/Water_Management_Standard.pdf](https://entergy.com/userfiles/content/environment/Water_Management_Standard.pdf)
² [https://entergy.com/userfiles/environment/docs/water.pdf](https://entergy.com/userfiles/environment/docs/water.pdf)
Mitigating the Impact of Climate Change in Our Communities

- Reforestation
- Coastal wetlands restoration
- Grid hardening
- Storm water management
- Conservation
- Emergency preparedness and response
Social Strategy Aligned with Our Business Strategy

Our people and our culture are critical to success
Acquiring, retaining, and developing talent to meet today’s business needs and to prepare for tomorrow is critical to our success

CORPORATE CITIZENSHIP
Doing well by doing good

Break the cycle of poverty
With an estimated 25% of our customers living at or below the poverty level, eradicating poverty is a moral and business imperative for Entergy

Developing our communities
We invest time, resources, and money to improve the economic, environmental, and social well-being of our communities
Our Workforce
Part of Building the Premier Utility

**Culture**
✓ Safety
✓ Preparedness
✓ Wellness
✓ Diversity, inclusion, and belonging
✓ Organizational health

**Talent**
✓ Meeting our needs for today
✓ Preparing for tomorrow
✓ Investing in our communities to create a talent pipeline
Everyone Safe. All Day. Every Day.
Seven Straight Years of Top-quartile TRIR\(^1\) Results for Our Employees

We sustain strong safety performance through:
- Belief that zero accidents is achievable – at work and at home
- Elimination of serious injuries and fatalities
- Strong leadership and safety operational practices every day
- Robust Close Call, Good Catch program to identify and eliminate hazards
- Systematic and consistent approach to the management of safety
- Preventing reoccurrence through a strong corrective action program
- Independent Safety, Health and Environmental audit program
- Integration and strong partnership with our contractor partners

“In order to drive continuous improvement in safety and reduce our serious injury and fatality rate, we have to evolve and change our approach to preventing injuries.” Leo Denault

\(^1\) Total Recordable Incident Rate
Comprehensive Incident Response Plans
Prepared for Storms, Cyber Events, Leadership Succession, and Pandemics

Planning for the extraordinary
• Major storms
• Cyber events
• Emergency leadership succession
• Pandemics

How we prepare
• System policies and procedures
• Business continuity plans in every department
• Defined roles and responsibilities
• Event drills and simulations
• Coordination with federal, state, and community leaders
Holistic Focus on Wellness
Results in a Healthy, Productive, and Engaged Workforce

Health
- Programs for exercise, nutrition, and safety
  - Physical: wellness visits, health screenings, health coaches, and fitness subsidies
  - Mental: Ongoing education, work-life balance, and employee assistance programs

COVID-19 response
- Comprehensive employee resources for prevention, reporting, absence, and education
- Nearly half of our employees are telecommuting until at least early January 2021
- Continued field operations with safeguards to ensure employee safety

Financial
- Compensation: base pay, merit increases, bonus and incentive plans, and recognition program
- Comprehensive health and other insurance, vacation, holidays, parental / other leave
- 401(k) savings plans with company match, retirement, financial education

Social
- Facebook Workplace communications platform
- ERGs and diversity councils
- Power of Thanks peer-to-peer recognition program
- Volunteer paid time off, community grants, matching educational / charitable contributions
Diversity, Inclusion, and Belonging
One of Our Top Three Corporate Strategic Pillars Since 2018

**Diversity goal**: to develop and retain a workforce that reflects the rich diversity of the communities we serve

**Why it matters**: diversity of employee ideas, backgrounds, perspectives, abilities, skills, and knowledge enables us to more effectively create innovative business and customer solutions
Entergy’s Board of Directors
Setting the Tone at the Top

Leo Denault
Since 2013
Chairman
Chief Executive Officer

Alexis Herman
Since 2003

Stuart Levenick
Since 2005
Lead Director

Blanche Lincoln
Since 2011

Kirkland Donald
Since 2013

Patrick Condon
Since 2015

Philip Frederickson
Since 2015

Karen Puckett
Since 2015

John Burbank
Since 2018

Elise Hyland
Since 2019
Office of the Chief Executive
Defining the Strategy and Setting the Example

Leo Denault
Chairman
Chief Executive Officer

Chris Bakken
EVP,
Chief Nuclear Officer

Marcus Brown
EVP,
General Counsel

Kathryn Collins
SVP,
Chief Human Resources Officer

Julie Harbert
SVP,
Corporate Business Services

Paul Hinnenkamp
EVP,
Chief Operating Officer

Drew Marsh
EVP,
Chief Financial Officer

Pete Norgeot
SVP,
Transformation

Rod West
Group President,
Utility Operations
Our Workforce: ~13,600 Employees
Entergy’s 2019 Statistics

WORKFORCE BY GENDER
- 21% Female
- 79% Male

MANAGEMENT BY GENDER
- 19% Female
- 81% Male

Workforce by Ethnicity
- Caucasian: 79%
- African American: 15%
- Hispanic: 2%
- Asian: 2%
- Other: 2%

Management Workforce by Ethnicity
- Caucasian: 86%
- African American: 9%
- Hispanic: 2%
- Asian: 2%
- Other: 1%

Workforce by Generation
- Baby Boomers: 13%
  born 1943 to 1960
- Generation X: 52%
  born 1961 to 1981
- Millennials: 35%
  born 1982 and after

Management Workforce by Generation
- Baby Boomers: 16%
  born 1943 to 1960
- Generation X: 70%
  born 1961 to 1981
- Millennials: 14%
  born 1982 and after
## Diversity, Inclusion, and Belonging

### Executing on Our DIB Plan

<table>
<thead>
<tr>
<th>DIB culture</th>
<th>Comprehensive focus</th>
<th>Measuring results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Established as one of our top three corporate strategic pillars in 2018</td>
<td>Infusing DIB into the entire employee lifecycle</td>
<td>Monitoring progress with data, to shape insights, strategic focus, and actions</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DIB interventions</th>
<th>Social justice</th>
<th>DIB game changers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unconscious bias training, advancing meaningful conversations, and more</td>
<td>Taking a stand against injustices, reinforcing expectations, and leading by example</td>
<td>Building a champion network to sustain DIB capability across the organization</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ERGs and councils</th>
<th>Engagement</th>
<th>Diversity pipeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 ERGs, 18 diversity councils, and a Women’s Leadership Advisory Council</td>
<td>Empowering employee engagement to solve issues</td>
<td>Developing a pipeline of diverse professional and frontline employees</td>
</tr>
</tbody>
</table>
Employee Resource Groups
Giving Employee Groups a Voice to Make a Difference

ERG influence includes

✓ **Women’s ERG**: Parental leave policy, mentoring program in partnership with Women’s Leadership Advisory Council

✓ **Veterans ERG**: Technology connectivity for employees on military leave, mentoring program in partnership with American Corporate Partners

✓ **Shift ERG**: Holiday policy change to accommodate shift worker’s schedules

✓ **Pride ERG**: SafeZone training program
Organizational Health
Creating Value on Our Journey to Top Quartile

<table>
<thead>
<tr>
<th>Year</th>
<th>Organizational health index score</th>
<th>Organizational health index survey employee participation; %</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>4&lt;sup&gt;th&lt;/sup&gt; quartile 57</td>
<td>Top quartile (74) 80</td>
</tr>
<tr>
<td>2016</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; quartile 59</td>
<td>2015 80</td>
</tr>
<tr>
<td>2017</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; quartile 62</td>
<td>2016 76</td>
</tr>
<tr>
<td>2018</td>
<td>3&lt;sup&gt;rd&lt;/sup&gt; quartile 65</td>
<td>2017 82</td>
</tr>
<tr>
<td>2019</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; quartile 66</td>
<td>2018 90</td>
</tr>
<tr>
<td>2020</td>
<td>2&lt;sup&gt;nd&lt;/sup&gt; quartile 72</td>
<td>2019 90</td>
</tr>
</tbody>
</table>

Organizational health index survey employee participation; %
- 2015: 80%
- 2016: 76%
- 2017: 82%
- 2018: 90%
- 2019: 90%
- 2020: 90%
## Developing Talent
### Meeting Today’s Needs and Preparing for Tomorrow

<table>
<thead>
<tr>
<th>Employees</th>
<th>Communities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce skills and capabilities</td>
<td>Education and training programs in our communities</td>
</tr>
<tr>
<td>• Invested $79M in training programs in 2019</td>
<td>• Workforce development partnerships with high school, community college, and university programs</td>
</tr>
<tr>
<td>• Targeted redeployment efforts in place to support employees displaced through EWC wind down or other company strategic initiatives</td>
<td>• Engagement with historically black colleges and universities</td>
</tr>
<tr>
<td>• Converted core employee and leadership development training programs to 100% virtual</td>
<td>• Strategic partnerships with diverse organizations to develop emerging skill needs</td>
</tr>
</tbody>
</table>
Legacy of Corporate Citizenship
Delivering Value through Philanthropy, Volunteerism, and Advocacy

Our success is inextricably tied to the success of the communities we serve

Value created in 2019; $M

<table>
<thead>
<tr>
<th>Category</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Power to Care</td>
<td>3</td>
</tr>
<tr>
<td>Volunteerism</td>
<td>4</td>
</tr>
<tr>
<td>Low Income Customer Programs</td>
<td>4</td>
</tr>
<tr>
<td>Philanthropy</td>
<td>17</td>
</tr>
<tr>
<td>EITC</td>
<td>34</td>
</tr>
<tr>
<td>LIHEAP / FINA</td>
<td>43</td>
</tr>
<tr>
<td>Total</td>
<td>105</td>
</tr>
</tbody>
</table>
Breaking the Cycle of Poverty
20 Years of Helping Our Low-income Customers

$55 million donated to Power to Care

220,000 customers assisted

$258 million earned income tax credit refunds to customers

Entergy Super Tax Day

60,000 free fans provided to customers

2.5 million customer bills paid through financial assistance
All Customers Should Have Access to Affordable and Clean Energy

2019 average retail price by parent company; $ per kWh

ETR – among lowest rates in the country

Emergency bill-payment assistance to low-income elderly and disabled customers

Advocacy to ensure funds are allocated to help our customers

Source: S&P Global Market Intelligence Regulated Retail Price of Electricity published 6/16/20
Engaged and Active Corporate Citizenship

Shareholders and Employees

- Entergy Charitable Foundation
- Entergy Environmental Initiatives Fund
- Employee and retiree volunteerism
- Natural disaster response
- Pro bono counsel

Entergy was the first U.S. corporation to hire a pro bono counsel solely dedicated to this role
Education and Economic Development

**Education**
- Training programs to address future workforce needs
- College Beyond initiative
- Childcare and early childhood education
- Classroom support through technology upgrades and anti-bullying campaigns
- Volunteer tutoring

**Economic Development**
- Competitive rates and extensive support for business relocation and expansion
- Workforce development initiatives, fueling job creation
- [goentergy.com](http://goentergy.com) business development website with extensive resources for businesses considering expanding into Entergy’s service area
- Collaboration with customers and communities on renewable energy solutions
Supplier Diversity

Spending with diverse suppliers; $M

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>520</td>
<td>647</td>
<td>720</td>
</tr>
</tbody>
</table>

As a % of managed spend

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>11%</td>
<td>12%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Spending with local suppliers; $M

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>766</td>
<td>780</td>
<td>895</td>
</tr>
</tbody>
</table>

As a % of managed spend

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>16%</td>
<td>15%</td>
<td>17%</td>
</tr>
</tbody>
</table>
We exist to grow a world-class energy business that creates sustainable value for our four stakeholders.
<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Full Form</th>
<th>Abbreviation</th>
<th>Full Form</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGA</td>
<td>American Gas Association</td>
<td>EWC</td>
<td>Entergy Wholesale Commodities</td>
</tr>
<tr>
<td>CCGT</td>
<td>Combined cycle gas turbine</td>
<td>FINA</td>
<td>Financial Assistance Desk</td>
</tr>
<tr>
<td>CDP</td>
<td>Carbon Disclosure Project</td>
<td>GHG</td>
<td>Greenhouse gases</td>
</tr>
<tr>
<td>CEO</td>
<td>Chief Executive Officer</td>
<td>LIHEAP</td>
<td>Low Income Housing Assistance Program</td>
</tr>
<tr>
<td>CO₂</td>
<td>Carbon dioxide</td>
<td>MSCI</td>
<td>Morgan Stanley Capital International</td>
</tr>
<tr>
<td>COVID-19</td>
<td>Corona virus 2019 pandemic</td>
<td>NOₓ</td>
<td>Nitrogen oxides</td>
</tr>
<tr>
<td>DIB</td>
<td>Diversity, inclusion, and belonging</td>
<td>S&amp;P</td>
<td>Standard &amp; Poor’s</td>
</tr>
<tr>
<td>DJSI</td>
<td>Dow Jones Sustainability Index</td>
<td>SASB</td>
<td>Sustainability Accounting Standards Board</td>
</tr>
<tr>
<td>EEI</td>
<td>Edison Electric Institute</td>
<td>SOₓ</td>
<td>Sulphur oxides</td>
</tr>
<tr>
<td>ERG</td>
<td>Employee resource group</td>
<td>Spindletop</td>
<td>Storage facility in Beaumont, TX</td>
</tr>
<tr>
<td>ESG</td>
<td>Environmental, social, and corporate governance</td>
<td>SVP</td>
<td>Senior Vice President</td>
</tr>
<tr>
<td>ETR</td>
<td>Entergy Corporation</td>
<td>TCFD</td>
<td>Task Force on Climate-related Financial Disclosures</td>
</tr>
<tr>
<td>EV</td>
<td>Electric vehicle</td>
<td>TRIR</td>
<td>Total Recordable Incident Rate</td>
</tr>
<tr>
<td>EVP</td>
<td>Executive Vice President</td>
<td>UN</td>
<td>United Nations</td>
</tr>
</tbody>
</table>