

Clean Energy Fuels Corp. Sustainability Report

2020



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Introduction from the CEO

A MESSAGE FROM ANDREW J. LITTLEFAIR, PRESIDENT AND CEO

As we approached 2020, none of us could have predicted the tremulous year it would turn out to be. The difficulties brought on by the COVID-19 pandemic were on a level the world hasn't seen in over a century. The country was also confronted with issues of social justice, which desperately needed to be addressed.

As an essential business, our customers depend on us to fuel the vehicles that deliver goods, pick up trash at our homes and other locations, and transport people to work. And like many during this crisis, from the health care industry to the small business down the street, the Clean Energy team quickly adapted and rose to the occasion.

Our first priority was to keep our employees and their families, our customers and our partners safe and healthy. By acting quickly, yet carefully, all Clean Energy stations remained operational, delivering clean fuel to tens of thousands of heavy-duty trucks, transit buses and refuse trucks around the country every day. I could not be prouder of everyone at Clean Energy.

While there was some initial concern that corporate commitments to addressing long-term issues around the environment and climate might have to be set aside during a time when so many were suffering from an economy rocked by the pandemic, in the end the reverse was true. Businesses and governments across the globe acknowledged the need to double down on making the world a cleaner and safer place for future generations.

I'm proud that Clean Energy is doing its part to help move the world toward a more sustainable future. In 2020, we accelerated our progress by expanding our renewable natural gas (RNG) fuel offering, first introduced in 2013. In our first report in 2017, we placed a significant stake in the ground by challenging ourselves to make RNG available at all Clean Energy stations by 2025. I'm pleased to say that by the end of 2020, 74% of our vehicle fuel sales were RNG.

What makes RNG so unique is that it is not a fossil fuel and is produced from raw biogas from decomposing organic waste at landfills, dairies and other agricultural facilities. Biogas includes methane, which when emitted into the

atmosphere contributes to climate change. But instead, this raw biogas is captured, cleaned and used as an alternative to fuels like diesel that do significant harm both to the air we breathe and the climate. So, it is a win-win. In fact, RNG is so effective at decarbonizing the atmosphere that it has been rated better for the climate than electric batteries when operating large vehicles—by several times, in some cases.

I'm pleased to inform you that Clean Energy plans to expand the availability of RNG and make the "cleanest fuel in the world" accessible to more and more customers. We recently announced agreements with two of the largest and most progressive energy companies in the world, Total and bp, to develop new RNG production at dairies and other agricultural facilities. Capturing the methane from these locations and turning it into a fuel is a no-brainer. It dramatically reduces the amount of greenhouse gas released into the atmosphere and provides economic development in rural America.

RNG can be used as a fuel on its own, as it is widely done today, and it can be the feedstock for other fuels including hydrogen and electric as these alternatives are adopted. RNG will continue to grow its role in Clean Energy's future as well as the future of low-carbon transportation.

Clean Energy is in a unique position because we offer products and services that help other businesses and organizations make dramatic inroads into their own sustainability goals. The commercial sector of the transportation industry—trucks, transit buses and other larger vehicles—is responsible for close to 30% of the carbon dioxide produced in the United States today. But that is changing. Our renewable fuel is allowing our customers' fleets to reduce their emissions while staying competitive.



We will remain focused on improving the ways in which we conduct our own business, such as buying renewable power for our stations where available and ensuring our own vehicles are operating on RNG or another low-carbon alternative.



We will remain focused on improving the ways in which we conduct our own business, such as buying renewable power for our stations where available and ensuring our own vehicles are operating on RNG or another low-carbon alternative. This commitment is also demonstrated through our growing relationship with the American Lung Association. Clean Energy has become one of the top company sponsors for the Southern California ALA chapter through our fundraising and involvement in many ALA activities like the release of its annual “State of the Air” report. The two organizations’ goal for cleaner and healthier air, especially in disadvantaged communities that are the hardest hit by pollution, align very closely.

Our pledge to become a better corporate citizen goes beyond addressing climate issues. This last year brought to the forefront concerns

about diversity, equity and inclusion that must be addressed by the country, and the only way to make progress is for all of us to do our part. Clean Energy is implementing its first Diversity and Inclusion Training in 2021 for all employees. We are also soliciting ideas about how we can manage our operations better through an all-employee survey. We have a very talented workforce, and we need to listen to their experiences and challenges, including the unique challenges of Black Americans, whether they are employees, business partners or candidates. The journey to a more equitable future in America includes listening and learning, but actions are needed as well. This is the beginning of a long-term commitment Clean Energy has made to ensure all employees know they have a promising career path here, no matter their race, gender, religion or sexual orientation.

I’m proud to outline four goals that, if achieved, will position Clean Energy as a leader in the next generation of sustainable companies. Our objectives are to:

- 1)** Fuel the transition to renewable energy in transportation. We plan to become a climate-neutral company by 2035, reducing the impacts of our own operations and working with our partners to reduce the sustainability impacts of our supply chain while enabling our customers to achieve their climate targets for transportation by using our products.
- 2)** Advance smart policies that drive the transformation to zero-carbon fuels and ensure alignment between our sustainability ambition and our advocacy positions.
- 3)** Build the workforce for the future of renewable energy. We can achieve our other goals only if we maintain a diverse, equitable and inclusive workforce and supplier base that is reflective of the communities in which we operate.
- 4)** Earn stakeholder trust with responsible operations from the buildings where we operate to the supplies we use.

While some of these goals might seem difficult to achieve today, we are committed to achieving, if not surpassing, each one. Our sustainability report includes details about the path we will take to get there.

We cannot look at the trials of the last year in the rearview mirror and think they are behind us. It will take dedication and action by all of us to leave a better world for future generations. The Clean Energy team has shown that determination in the past, and I’m proud to say we are committed to doing our part for a more sustainable future.

Andrew J. Littlefair
President and Chief Executive Officer

About Clean Energy Fuels

BUSINESS SNAPSHOT

Clean Energy Fuels Corp., a Delaware corporation, headquartered in Newport Beach, California, is a leading renewable energy company focused on the procurement and distribution of RNG, and conventional natural gas, in the form of compressed natural gas (CNG) and liquefied natural gas (LNG) for the United States and Canadian transportation markets. RNG, which is delivered as either CNG or LNG, is created by the recovery and processing of naturally occurring, environmentally detrimental waste methane, or biogas, from non-fossil fuel sources—such as dairy and other livestock waste and landfills—for beneficial use as a replacement for fossil-based transportation fuels.

We are focused on developing, owning and operating dairy and other livestock waste RNG projects and supplying RNG (procured from our own projects or from third parties) to our customers in the heavy- and medium-duty commercial transportation sector. We have participated in the alternative vehicle fuels industry for over 20 years and believe we are the largest U.S. provider of RNG for commercial transportation.

We believe we were the first organization to supply RNG for vehicle fuel use in the United States, and sales of our RNG for this purpose have increased from 13.0 million gasoline gallon equivalents, or GGEs, in 2013 to 153.3 million GGEs in 2020. Overall, we are also the country's leading provider of the cleanest fuels for the commercial transportation market, based on both the number of stations we operate and the amount of GGEs delivered of RNG, CNG and LNG, which amounted to a total of 382.5 GGEs in 2020. With the company's focus on RNG, our sales of RNG have grown from 12% of our vehicle fuel sales in 2013 to 74% of our vehicle fuel sales in 2020. We believe that during 2020, we provided 61% and 45% of the RNG used for transportation fuel in California and the United States, respectively.

As a comprehensive clean energy solutions provider, we also design and build, as well as operate and maintain, public and private vehicle fleet customer stations in the United States and Canada. We sell and service compressors and other equipment used in RNG production and at fueling stations and transport and sell our fuels via “virtual” natural gas pipelines and interconnects. We sell U.S. federal, state and local government credits, which we collectively refer to as Environmental Credits, which we generate by selling RNG as a vehicle fuel. In addition, we obtain federal, state and local tax credits, grants and other incentives. We serve fleet vehicle operators in a variety of markets, including heavy-duty trucking, airports, refuse, public transit, industrial and institutional energy users, and government fleets. We believe these fleet markets will continue to present a growth opportunity for our vehicle fuels for the foreseeable future.

Biogas, the primary source of RNG, is produced by microbes as they break down organic matter in the absence of oxygen. Our sources of commercial-scale biogas are anaerobic digester gas, or ADG, which is produced inside an airtight tank used to break down organic matter such as dairy and other livestock waste, and landfill gas, which is produced by the decomposition of organic waste at landfills.

Given the potential growth and positive environmental impact of RNG, our mission is to obtain as much RNG supply as possible. To that end, we are pursuing development and ownership of dairy and other livestock waste ADG projects on our own and with partners including Total S.E., or Total, and BP Products North America (“bp”). Further, we enter long-term RNG supply offtake agreements with well-known third parties that own RNG production facilities. Because our business transforms waste methane into a renewable source of energy, our RNG generates valuable Environmental Credits under federal and

state initiatives. Depending on the source, the California Air Resources Board (CARB) has determined that RNG can have a negative carbon intensity score, enabling our customers to achieve a reduced emissions profile.

At present, we believe the best use of RNG is as a replacement for fossil-based fuel in the transportation sector. Commercial transportation, including heavy-duty trucking, generates a significant portion of the emissions of overall carbon dioxide and other climate-harming greenhouse gas (GHG) emissions, and transitioning this sector to low- and negative-carbon fuels is a critical step toward reducing overall global GHG emissions. With headquarters in Newport Beach, California, we deliver RNG to the transportation market through 540 fueling stations we own, operate or supply in 39 states and the District of Columbia in the United States, including over 200 stations in California.

Critically, to generate valuable Environmental Credits, the RNG must be placed into vehicle fuel tanks. We believe our stations and customer relationships allow us to deliver substantially more RNG to vehicle operators than any other participant in the market—we calculate that we have access to more fueling stations and vehicle fleets than all our competitors combined. As of December 31, 2020, we served over 1,000 fleet customers operating over 48,000 vehicles on our fuels. We believe we are the only company in the United States that provides RNG vehicle fuel at scale in California and nationally.

Longer term, we expect to also be able to provide hydrogen fuel to vehicle fleets. As operators deploy more hydrogen-powered vehicles, we can modify our fueling stations to reform our RNG and deliver clean hydrogen to customers. We also have the capability to add electric vehicle charging at our station sites, and we believe our RNG can be used to generate clean electricity to power electric vehicles.



Our Products, Services and Other Business Activities

RNG, which is delivered as either CNG or LNG, is created by the recovery and processing of naturally occurring, environmentally detrimental waste methane, or biogas, from non-fossil fuel sources—such as dairy and other livestock waste and landfills—for beneficial use as a replacement for fossil-based transportation fuels.



Renewable Natural Gas (RNG)

Unlike other renewables, RNG is easily stored, distributed and replenished. RNG can be injected into the existing natural gas distribution network and delivered to vehicle fuel stations and liquefaction facilities. While other sources of green and renewable energy require significant infrastructure buildout to be implemented, RNG is affordably and easily used in existing infrastructure and vehicles today. Further, CARB has determined that RNG holds the lowest carbon intensity of any on-road vehicle fuel, including fully renewable electricity from solar and wind.



Compressed Natural Gas (CNG)

CNG is RNG or conventional natural gas that is compressed and dispensed in gaseous form. CNG is typically delivered by obtaining RNG or conventional natural gas from the pipeline, then compressing and storing it at a fueling station and dispensing it directly into a vehicle. Our CNG vehicle fuel sales are made primarily through contracts with our customers or on a per fill-up basis at prices we set at public access fueling stations based on prevailing market conditions. Through our subsidiary NG Advantage, LLC (“NG Advantage”), we also transport and sell CNG for non-vehicle purposes via virtual natural gas pipelines and interconnects to industrial and institutional energy users that do not have direct access to pipelines. NG Advantage also has the capability to transport RNG from production facilities to pipeline injection sites using its fleet of 113 high-capacity trailers.



Liquefied Natural Gas (LNG)

LNG is RNG or conventional natural gas that is cooled at a liquefaction facility to approximately -260 degrees Fahrenheit until it condenses into a liquid. We obtain LNG from our own liquefaction plants and from third-party suppliers. We own and operate LNG liquefaction plants near Boron, California, and Houston, Texas, which we refer to as the “Boron Plant” and the “Pickens Plant,” respectively. In 2020, we purchased 9.8% of our LNG from third-party suppliers, and we produced the remainder of our LNG at our plants. We sell LNG for use as a vehicle fuel on a bulk basis to fleet customers and through our network of public access fueling stations. We deliver LNG with our fleet of 74 tanker trailers to fueling stations, where it is stored and then dispensed in liquid form into vehicles. We sell LNG through supply contracts and on a per fill-up basis at prices we set at public access fueling stations based on prevailing market conditions. Additionally, we sell LNG for non-vehicle purposes, including to customers who use LNG in rocket propulsion and oil fields, and for utility, industrial, marine and rail applications.



Sales of Environmental Credits

We generate Environmental Credits consisting of Renewable Identification Numbers (“RINs” or “RIN Credits”), as well as credits under the California and Oregon Low-Carbon Fuel Standards (collectively, “LCFS Credits”), when we sell RNG for use as a vehicle fuel in the United States, California, and Oregon, respectively. We sell these Environmental Credits to third parties, who must comply with federal and state emissions requirements. Generally, the number of Environmental Credits we generate increases as we sell higher volumes of RNG as a vehicle fuel.

O&M Services

We perform maintenance service on Clean Energy-owned and customer-owned fueling stations. Our maintenance program is backed by nearly 200 company-employed service technicians and support personnel, an in-house 24/7 remote monitoring center, technician training center, computerized maintenance management system, and inventory warehouses throughout the United States and Canada. For maintenance services, we generally charge a fixed fee or per-gallon fee based on the volume of fuel dispensed at the station.

Station Construction and Engineering

We design and construct fueling stations and sell or lease some of these stations to our customers. Since 2008, we have served as the general contractor or supervised qualified third-party contractors to build over 430 natural gas fueling stations.

Grant Programs

We apply for and help our fleet customers apply for federal, state and local grant programs in areas in which we operate. These programs can provide funding for vehicle purchases, fueling station construction and vehicle fuel sales.

Materiality

In 2020, Clean Energy worked with Business for Social Responsibility (BSR) to conduct a materiality assessment to determine which sustainability issues were most material (important) to the company and its stakeholders. A sustainability materiality assessment considers a broad range of environmental, social, governance and economic issues important to both Clean Energy’s business and external stakeholders. We took an impact-based approach to our materiality assessment, which not only zeroed in on the most important issues relative to the company, but also their impact on communities, the environment and beyond. Our materiality assessment is a critical input to Clean Energy’s sustainability strategy because it ensures that sustainability issues are identified, prioritized, managed and communicated appropriately.

The process included three main steps: identification of material issues, gathering internal and external stakeholder perspectives, and the prioritization of issues.

Issue Identification: To identify potentially material issues, we analyzed international sustainability frameworks and standards (including the GRI, SASB and the UN SDGs); conducted a high-level review of industry peers; and considered environmental, social and governance (“ESG”) ratings and ranking assessments.

Stakeholder Perspectives: Through structured internal and external stakeholder interviews, we gathered perspective on

current, emerging and future priorities. We engaged external stakeholders across all relevant geographies and areas of expertise, representing customers, regulatory agencies and industry groups. We also examined the external landscape through a trends assessment and analysis. We engaged internal stakeholders through a survey and conducted interviews with Clean Energy employees in departments including finance, communications, sales and operations.

Issue Prioritization: We utilized the interview and survey insights to prioritize the material issues. The materiality matrix highlights our priority material issues, relevant according to Global Reporting Initiative’s **definition of materiality**.

Clean Energy’s materiality matrix highlights non-financial ESG risks and opportunities that are most relevant according to the Global Reporting Initiative’s definition of materiality. The materiality assessment was key in identifying which environmental, social and governance issues were the most relevant to our business to inform our sustainability strategy and goals.

Materiality Matrix

PRIORITIES

 Greenhouse Gas (GHG) & Air Emissions	 Environmental and Social Impacts of Natural Gas Extraction, Processing and Transport	 Policy Advocacy & Lobbying	 Employee Recruitment, Retention and Engagement	 Disproportionate Air Quality Impacts in Low-Income Communities	 Customer Energy Efficiency & GHGs
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- Governance
- Environment
- Social

- Climate Transition Risk
- Water Stewardship
- Operational Energy Efficiency
- Supplier Social & Environmental Performance
- Biodiversity & Land Use
- Waste

- Disaster Preparedness & Response
- Infrastructure Safety & Security
- Business Ethics, Executive Compensation and Incentives

- Employee & Contractor Safety
- Diversity, Equity & Inclusion
- Human Rights
- Labor Standards & Employment Conditions

Sustainability Strategy

Our vision is to deliver renewable transportation fuels for a cleaner, safer, more equitable tomorrow. We're launching a bold strategy, supported by ambitious goals to drive progress across three pillars: fueling the transition to renewable energy in transportation, building the workforce for the future of renewable energy and advancing smart policies that drive the transformation to zero-carbon fuels.

Fueling transportation's transition to renewable energy: The fuel we provide enables our customers to transition from diesel to a solution with lower GHG emissions and reduced air quality impacts today. We are committed to pushing our partners and ourselves further by helping to produce and distribute 100% zero-carbon RNG fuels. We are also committed to doing our part to reduce our own emissions across our operations and supply chain.

Building the workforce for the future of renewable energy: At Clean Energy, we've always had a strong focus on employee and contractor safety and strive to be a zero-incident workplace for our service technicians and staff, as well as our customers using our facilities. Looking toward the future, we will renew our focus on employee recruitment, retention and engagement, with a specific focus on diversity, equity and inclusion in all areas of Clean Energy. It's important that we maintain a diverse and inclusive workforce and supplier base that is reflective of the communities in which we operate. We acknowledge the lack of diversity in the energy sector and strive to be part of the solution. We've committed to building a diverse and inclusive leadership team and workforce.

Advancing smart policies that drive the transformation to zero-carbon fuels: Systemic change will be necessary across all industries to achieve our collective climate goals. We recognize that some physical climate impacts are unavoidable in the near term and that the transition to a low-carbon economy is likely to bring new risks to our business. We also recognize that conventional natural gas extraction and processing causes environmental and social impacts that must be appropriately managed. By investing in the energy transition, we will reduce our own risks and provide lasting benefits to society. To enable lasting change, we must ensure the adoption of performance-driven state and federal policies that allow the shift to zero-carbon fuels in a way that does not place an undue burden on small businesses and communities. Clean Energy is also committed to contributing to economic development in the communities where we conduct business by hiring local suppliers whenever possible.



Earn stakeholder trust: To realize our ambitious goals, we must build trusted partnerships with our stakeholders. We will strive to act responsibly in all aspects of our business, ensuring that we meet expectations related to human rights, labor standards, water stewardship, operational energy efficiency, biodiversity and land use, disaster preparedness, business ethics, and other material topics.

Goals and Commitments



To drive our sustainability strategy forward, Clean Energy is committed to the following ambitious goals:

Fuel the Transition to Renewable Energy in Transportation

GOAL

We aim to: Become a climate-neutral company by 2035, on a trajectory aligned with science. This will be achieved by:

1. Reducing the impacts of our own operations.
2. Enabling our customers to achieve their climate targets for transportation with our products.
3. Working with our partners to reduce the sustainability impacts of our supply chain.

TARGETS

- Include a fugitive emissions reduction goal for Scope 1 and Scope 2 emissions by 2022.
- Reduce Clean Energy's carbon footprint by 25% by 2025, over a 2017 baseline.
- Enable the adoption of 100,000 zero-carbon NG vehicles by 2025.
- 75% of tanker fleet will run on RNG at least 50% of the time by 2025.
- Procure natural gas or other alternative fuel vehicles for all Clean Energy maintenance fleet vehicles by 2022.
- Institute Leak Detection and Repair Program (LDAR) program at 100% of stations by 2025.
- 100% of fuel we deliver to on-road vehicle customers will be RNG by 2025.
- In aggregate, the Carbon Intensity (CI) of all on-road vehicle fuel we deliver to customers will be zero by 2025.
- Reduce Scope 3 emissions from supply chain (extraction, production, transport, travel) by 25% by 2025.



Build the Workforce for the Future of Renewable Energy

GOAL

We aim to: Maintain a diverse, equitable and inclusive workforce and supplier base that is reflective of the communities in which we operate.

We aim to: Retain a talented workforce in which employees feel valued and engaged.

TARGETS

- Increase number of women in full workforce to 40% by 2025.
- Increase number of people of color in our full workforce to 40% by 2025.
- 20% of senior leadership (VP level and above) roles will be filled by women by 2025.
- 20% of senior leadership (VP level and above) roles will be filled by people of color by 2025.
- We pledge to achieve gender and racial pay equity across our workforce and levels of management by 2025.
- A portion of our annual spend will be with suppliers owned by people of color, women and veterans by 2025, wherever such suppliers are available.
- Maintain a voluntary turnover rate below 20% for our workforce each year.
- Achieve year-over-year improvement in employee satisfaction and engagement scores through 2025, measured by an annual employee survey administered beginning in 2022.

Advance Smart Policies that Drive the Transformation to Zero-Carbon Fuels

GOAL

We aim to: Ensure alignment between our sustainability ambition and our advocacy positions.

TARGETS

- Affirm that 100% of industry association (lobbying positions) align with Clean Energy's sustainability goals by EOY 2022.
- We commit to disclosing all our political contributions in a publicly accessible and transparent way.

Governance

Clean Energy's **board of directors** provides independent oversight of Clean Energy's affairs, inclusive of but not limited to financial, operational and economic issues. In this capacity, the board is committed to greater attention and coverage of ESG topics, including climate change impacts, GHG and air emissions, and infrastructure safety and security. The board is dedicated to transparent communication on corporate citizenship topics, and we strive to integrate our ESG strategy into our overall business strategy through this reporting process and future corporate sustainability reports.

Clean Energy is committed to maintaining open dialogues with our shareholders on governance, financial and environmental topics provided in our Securities and Exchange Commission filings, Annual Report, and this and future Corporate Sustainability Reports, which can all be found on our website:

www.cleanenergyfuels.com



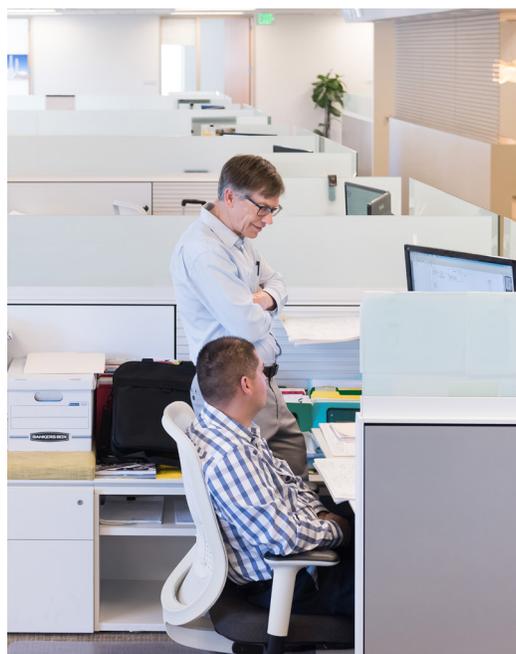
Stakeholder Engagement

We engage with our customers, employees and other stakeholders to identify opportunities and monitor and address concerns within our supply chain of upstream energy production and downstream fueling infrastructure. We view communities that are impacted by air quality and those that are located adjacent to highly trafficked transportation regions as stakeholders because our business aims to create long-term, low-carbon transportation solutions that reduce impacts to these communities. We have also invested in collaborative community initiatives where we see the greatest potential for air quality improvement through our work, including with the American Lung Association, the Coalition for Clean Air and Climate Resolve.

Our Stakeholders

Clean Energy is committed to active, collaborative stakeholder engagement. We identify our stakeholders as those groups upon which our success depends, as well as those who are affected by our business. We set the expectation of active engagement as one of the pillars of responsible corporate citizenship. We regularly meet and engage with shareholders, community organizers, government agencies and legislators, institutional investors, suppliers, subcontractors, and partners. We continue to evaluate how we can better engage with employees on an ongoing basis and provide additional tools and avenues for feedback. The following list introduces our key stakeholders, along with forms of engagement and topics of concern in 2020.

Stakeholders		
STAKEHOLDER	EXAMPLES OF ENGAGEMENT	KEY TOPICS
Employees	Clean Connection, Meetings, Training Sessions	Safety, Health & Wellness, Career Development, Benefits, Diversity, Tower of Success
Customers	Surveys, Growth Strategies, Account Management	Affordability, Reliability, Product Safety, Air Quality
Shareholders	Annual Report, Quarterly/ Annual Disclosures	Profit, Sustainability, Governance Practices, Policy Engagement
Local Communities	Engagement Program, Community Events, Sponsorships	Air Quality, Economic Development
Regulatory Agencies / Government	Inspections, Facility Audits, Performance Disclosures	Environmental Impact, Taxes
Non-Governmental Organizations	Community Meetings	Climate Change, Environmental Impact, Air Quality
Partners	Executive Briefings, Quarterly/ Annual Disclosures	Profit, Government Policy, Sustainability, Natural Gas Technology
Suppliers	Written Updates, Quarterly/ Annual Disclosures	Industry Issues and Concerns, Lobbying Efforts



The image features a blue sky with white clouds, split horizontally by a green band. The top portion shows a blue sky with a few wispy white clouds. The middle portion is a solid green band. The bottom portion shows a blue sky with several larger, fluffy white clouds.

**Fuel the
transition to
renewable
energy in
transportation**

Approach

Fuel the Transition to Renewable Energy in Transportation

GOAL

We aim to: Become a climate-neutral company by 2035, on a trajectory aligned with science. This will be achieved by:

1. Reducing the impacts of our own operations.
2. Enabling our customers to achieve their climate targets for transportation with our products.
3. Working with our partners to reduce the sustainability impacts of our supply chain.

TARGETS

- Include a fugitive emissions reduction goal for Scope 1 and Scope 2 emissions by **2022**.
- Reduce Clean Energy’s carbon footprint by 25% by **2025**, over a 2017 baseline.
- Enable the adoption of 100,000 zero-carbon NG vehicles by **2025**.
- 75% of tanker fleet will run on RNG at least 50% of the time by **2025**.
- Procure natural gas or other alternative fuel vehicles for all Clean Energy maintenance fleet vehicles by **2022**.
- Institute Leak Detection and Repair Program (LDAR) program at 100% of stations by **2025**.
- 100% of fuel we deliver to on-road vehicle customers will be RNG by **2025**.
- In aggregate, the Carbon Intensity (CI) of all on-road vehicle fuel we deliver to customers will be zero by **2025**.
- Reduce Scope 3 emissions from supply chain (extraction, production, transport, travel) by 25% by **2025**.

Clean Energy acknowledges the existential threat that climate change poses to our planet, which is why we have committed to becoming climate neutral by 2035. We understand the urgent need to decarbonize the transportation sector, one of the highest emitting sectors in the United States, as quickly as possible.

Clean Energy is a renewable fuel company, and our primary purpose is to accelerate the adoption of renewable fuels used in the United States.

Transitioning the transportation sector to zero emissions will not be easy. It requires cross-sector innovation and collaboration and scalable strategies that think outside the box. At Clean Energy, we recognize that while electrification holds promise, we cannot instantly or even quickly electrify all transportation. There are low-carbon solutions that can be deployed immediately in large vehicles that do the most damage to our air and climate and in the places that need it most, such as our most populated transport corridors. That’s why we’re committed to accelerating the adoption of low-carbon, renewable fuels today.

Transforming the Transportation Sector

Clean Energy has made noteworthy commitments to transforming the way the transportation industry powers its vehicles. The majority of the fuel products offered by Clean Energy are considered low carbon in most U.S. states, except for fossil CNG and LNG.

We commit to reducing our impact on the planet and believe the use of carbon-negative RNG is the most immediate, cost-effective alternative fuel on the market. We’ve already identified a considerable number of potential RNG projects, and our plan is to deliver 100% RNG to all of our on-road vehicle customers by 2025.

Becoming Climate Neutral by 2035



On a trajectory aligned with science, Clean Energy commits to becoming climate neutral by 2035 by:

- Reducing the impacts of our own operations.
- Enabling our customers to achieve their climate targets for transportation through the use of our products.
- Working with our partners to reduce the sustainability impacts of our supply chain.
- Delivering fuel with a declining CI on an annual basis between 2020 and 2025, with the goal of delivering 100% RNG fuel to all of our on-road vehicle customers by 2025.

About Renewable Natural Gas

Low-Carbon RNG

Over the past decade, the transportation sector has been the fastest-growing end market for RNG, where it's used as a replacement for fossil-based fuel. This growth has been primarily driven by increased focus on reducing GHG emissions, as well as increased environmental credits to support the production of renewable transportation fuels. Since first introducing our RNG fuel in 2013, Clean Energy has gone through a significant transformation from selling exclusively conventional natural gas to now 74% RNG of the volumes we control and/or supply directly in 2020. RNG has gone from being a niche product to one where the demand is outpacing the current supply. Fortunately, we have had a continued focus on securing a consistent supply and now have an expansive portfolio of over 30 supply sources, which allows us the flexibility to adapt our RNG supply to meet customer needs.

Some of the largest heavy-duty fleets in the world such as Amazon, UPS, Los Angeles County Metropolitan Transportation Authority (Metro) and the New York Metropolitan Transportation Authority (MTA) are already successfully operating thousands of vehicles on RNG, with demand growing each day.

Addressing Methane Leaks

Natural gas is made up mostly of methane, which is a powerful greenhouse gas. While the use of natural gas as a fuel is conducive to the reduction of greenhouse gas emissions, uncontrolled methane leaks are a significant concern in the oil and gas industry. Methane leaks can occur at any stage of production, transportation, distribution or storage if containment practices are insufficient.

Negative Carbon Intensity Renewable Natural Gas

Part of our RNG portfolio is made up of RNG with a negative carbon intensity (CI) rating. The type of feedstock used determines the CI rating, and in the case of dairies, RNG fuel has a negative carbon intensity rating. Other sources of RNG that are derived from sources such as landfill or wastewater have a very low CI rating. An important aspect of RNG from dairies is the fact that CARB gives this type of fuel a negative CI score of -250 or lower, compared to 100 for diesel and 1 for electric vehicle batteries.

In addition to these partnerships, Clean Energy will continue to source RNG from other providers to supply its network of 540 fueling stations in the United States—with more to come over the next several years.

WHO WE'RE FUELING WITH RNG

Fleet Customers



1,000

Vehicles



48,000

RNG

In addition to contributing to atmospheric carbon, natural gas leaks may present explosion risks. As an issue of safety, environmental performance and profit, Clean Energy looks for potential sources of methane emissions by installing technology that continually monitors and detects methane leaks at our vehicle fueling stations, alerting staff in case of leakage.

Clean Energy is the largest provider of renewable natural gas as a transportation fuel in the country.



Partnerships with Total and BP

In December 2020, Clean Energy announced significant partnerships with Total and bp to invest in producing fuel that has lower emissions compared to fossil fuels. The partnerships will provide at least a potential half billion dollars in capital to fund the development of new RNG facilities at dairies and other agriculture facilities across the United States in addition to downstream RNG fueling infrastructure. With the largest fueling infrastructure in the United States, we are on track to provide 100% RNG to all our on-road vehicle customers by 2025.

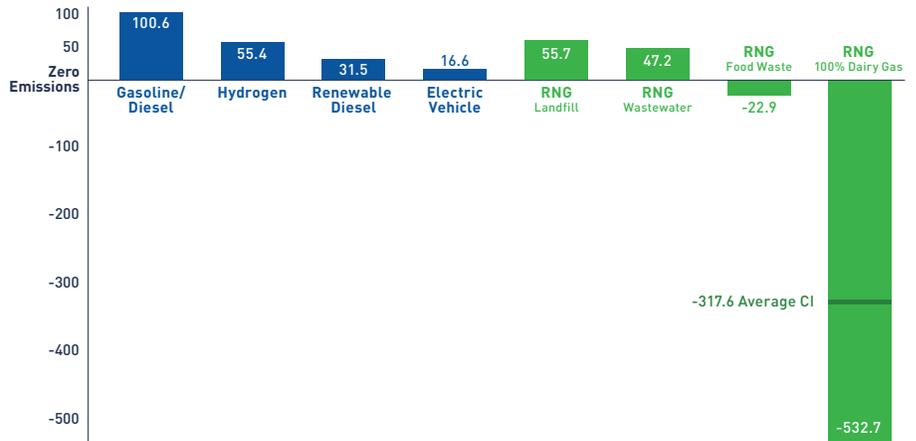
Our Advanced Leak Detection and Repair Program

Our goal is to lead the industry in management, reduction and control efforts to eliminate methane emissions at vehicle fueling stations through the Clean Energy LDAR. Through prevention, monitoring, detection and prompt remediation, our fueling stations will continue to provide a sustainable, low-carbon fuel that drives down transportation emissions. This program includes a comprehensive training program, leak detection and analysis, monitoring and repair procedures, robust record keeping, and an auditing of the overall process on a regular basis.

Our strategy is focused on executing a work practice program designed to monitor and regularly inspect equipment for any leaks so that emissions are reduced or eliminated. We employ a variety of tools to improve monitoring and inspection results, including FLIR optical gas imaging camera technology, to assist our California stations in identifying the location of potential methane emissions.

Clean Energy’s LDAR program monitors and provides data on inspections and leaks through its business intelligence platform, which is shared throughout the entire operations team from regional vice presidents, managers and supervisors to the service technicians completing repairs for continuous collaboration and improvement. In 2020, we expanded our LDAR activities and performed over 4,000 leak detection inspections across all Clean Energy-owned U.S. stations.

Most RNG Has a Lower Carbon Intensity Than Other Alternative Fuels



Source: California Air Resources Board, "Current Fuel Pathways," December 4, 2020.



Estes Express Lines

In September 2020, Clean Energy announced a partnership with Estes Express Lines, the nation’s largest privately owned freight transportation carrier, to expand its natural gas fleet by adding 50 new RNG-fueled trucks. Estes purchased the trucks through Clean Energy’s Zero Now program, which assists our customers in leasing or purchasing new natural gas fleets for the same price as a diesel fleet.

By fueling their fleet with RNG, Estes was able to reduce greenhouse gas emissions by at least 70%. By using RNG, our customers can reduce emissions by up to 300%, depending on the source of the RNG.

GHG and Air Emissions

We recognize that natural gas extraction, processing and delivery causes environmental and social impacts that must be appropriately managed. By investing in the clean energy transition, we commit to reducing our impact and providing lasting benefits to society. As a major first step toward this commitment, we've invested in an analysis of our carbon footprint.

Our areas of operation include station construction, station operations, fueling, technician fleets, tanker fleets and our corporate headquarters. We acknowledge the need to review these lines of business and determine whether we can accurately quantify, track and reduce GHG emissions surrounding each of these areas of our operations. Clean Energy continues to move toward 100% natural gas vehicles in its maintenance fleet; as of 2020, 95% of the fleet is powered by CNG or biofuel vehicles with CNG compatibility.

Our Emissions

We've worked hard to decrease our operational impact, which is reflected in the low total makeup of our Scope 1 and Scope 2 emissions. Scope 3 emissions are the most substantial, as these emissions are generated from customers and third parties who use our fuel, also known as "tailpipe" emissions.

One of the most important indicators we have is the carbon intensity of our fuel. Carbon intensity, or CI, demonstrates the fuel well-to-wheels impact of transportation fuels. As we continue to source more negative-CI fuels, the CI of our overall fuel portfolio continues to decline. Today, only fuels delivered in California and Oregon have a CI rating, based on the Low-Carbon Fuel Standard and Clean Fuels Programs of those states. According to the most recent CARB data available* on its certified RNG pathways,

Substituting RNG for
100,000
gallons of diesel in
our fleet is equivalent to
REDUCING

505
metric tons of CO₂
from the atmosphere

2020 GHG Emissions

Emissions Scope	Climate Change (values in metric tons)				Environment (values in kilograms)	
	CO ₂	CH ₄	N ₂ O	CO ₂ e	NO _x	SO ₂
Scope 1 Emissions	15,763	19.5	0.0	16,316	710.2	3.6
CEF Fleet	3,545	19.3	0.0	4,086	710.2	3.6
Boron LNG Plant Emissions	12,217	0.2	0.0	12,230	0.0	0.0
Scope 2 Emissions	34,853	2.7	0.4	35,024	27,206.2	44,577.0
Purchased Electricity: Plants	20,073	1.4	0.2	20,160	10,991.1	15,750.2
Purchased Electricity: CEF Fueling Stations	14,780	1.3	0.2	14,864	16,215.1	28,826.8
Scope 3 Emissions	2,727,583	32,563.8	10.0	3,642,011	81,896.7	145,594.1
Induced Purchased Electricity	80,462	6.8	1.0	80,918	81,896.7	145,594.1
Transportation & Distribution	9,434	6.2	0.2	9,653	0.0	0.0
Use of Sold Product (tailpipe)	2,637,687	32,550.8	8.8	3,551,440	0.0	0.0
Emissions Benefit from RNG				7,648,852		
Total**	2,778,200	32,586	10		109,813	190,175

* <https://ww2.arb.ca.gov/resources/documents/lcfs-pathway-certified-carbon-intensities>

** If you compare our emissions from 2017 to 2020, you'll see a 62% increase. This can be partially attributed to corrected emissions factors. It can also be partially attributed to an expanded scope. Our 2017 calculation included data only from our Boron location and accounted only for CO₂ emissions. We report total CO₂e emissions in 2020.

the average CI of all dairy and swine manure RNG pathways is -312.5 gCO₂e/MJ; for landfill gas RNG pathways, the average CI is 53.8 gCO₂e/MJ; and for food scraps, wastewater and other organic waste, the average CI of these RNG pathways is -47.2 gCO₂e/MJ. We estimate that by the end of 2021, Clean Energy will deliver zero-carbon-intensity RNG for all on-road vehicle fuel it delivers where a CI rating is available.

Our Successes

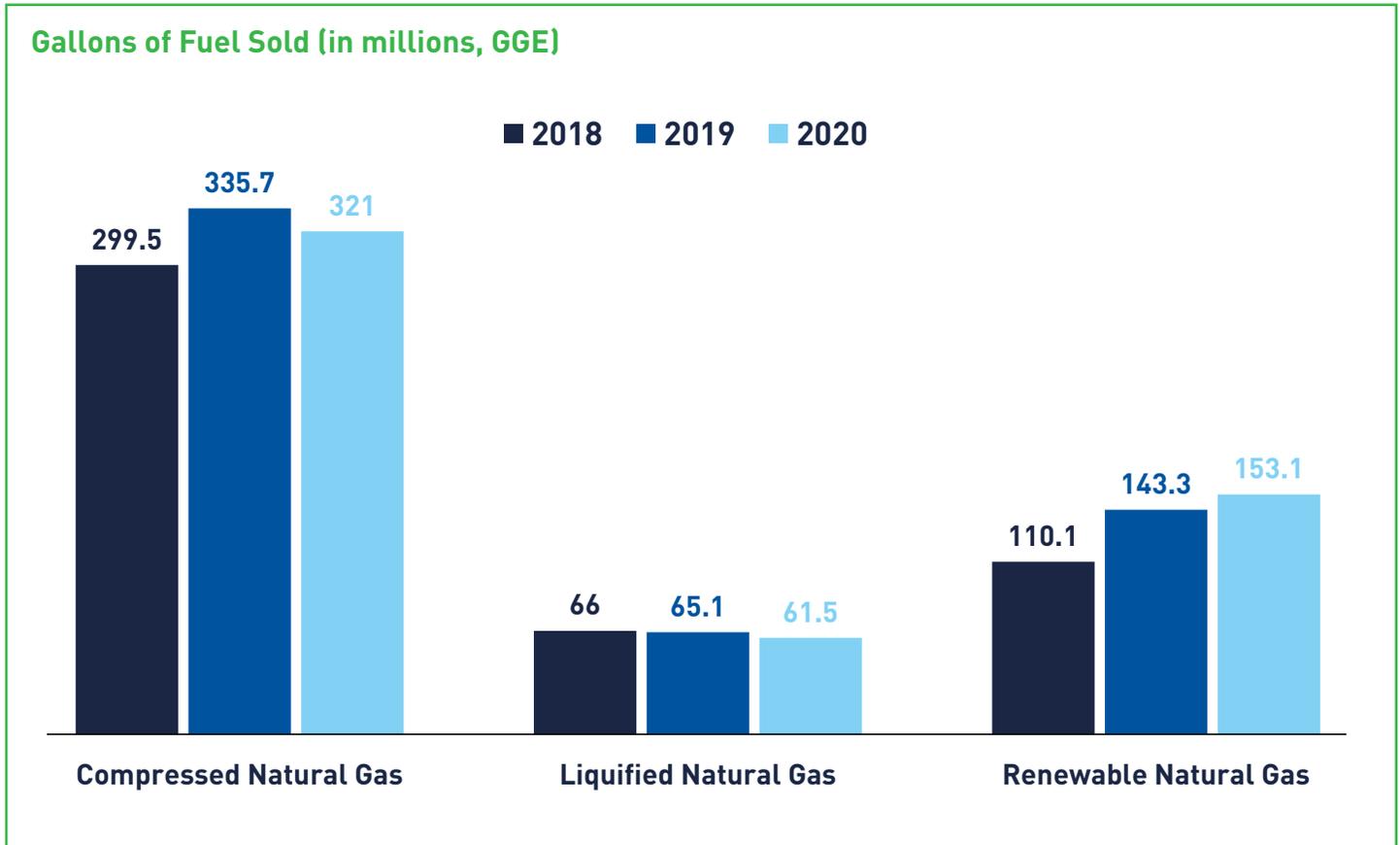
Our biggest success story has been the growth of our RNG volumes, including the ultra-low CI volumes we are selling to customers today. Our RNG volumes will continue to grow as we continue to expand our RNG supply portfolio through third-party providers and new project development opportunities.

RNG has gone from being a niche product to one where the demand is outpacing the current supply. Our ultra-low CI, or negative CI, RNG is derived from dairy and animal agriculture operations that previously did not capture methane or use the captured methane as a productive fuel. But now that's changing and we look forward to powering a significant percentage of the transportation sector with this low-impact, sustainable fuel in the near term.

Our Biggest Challenges

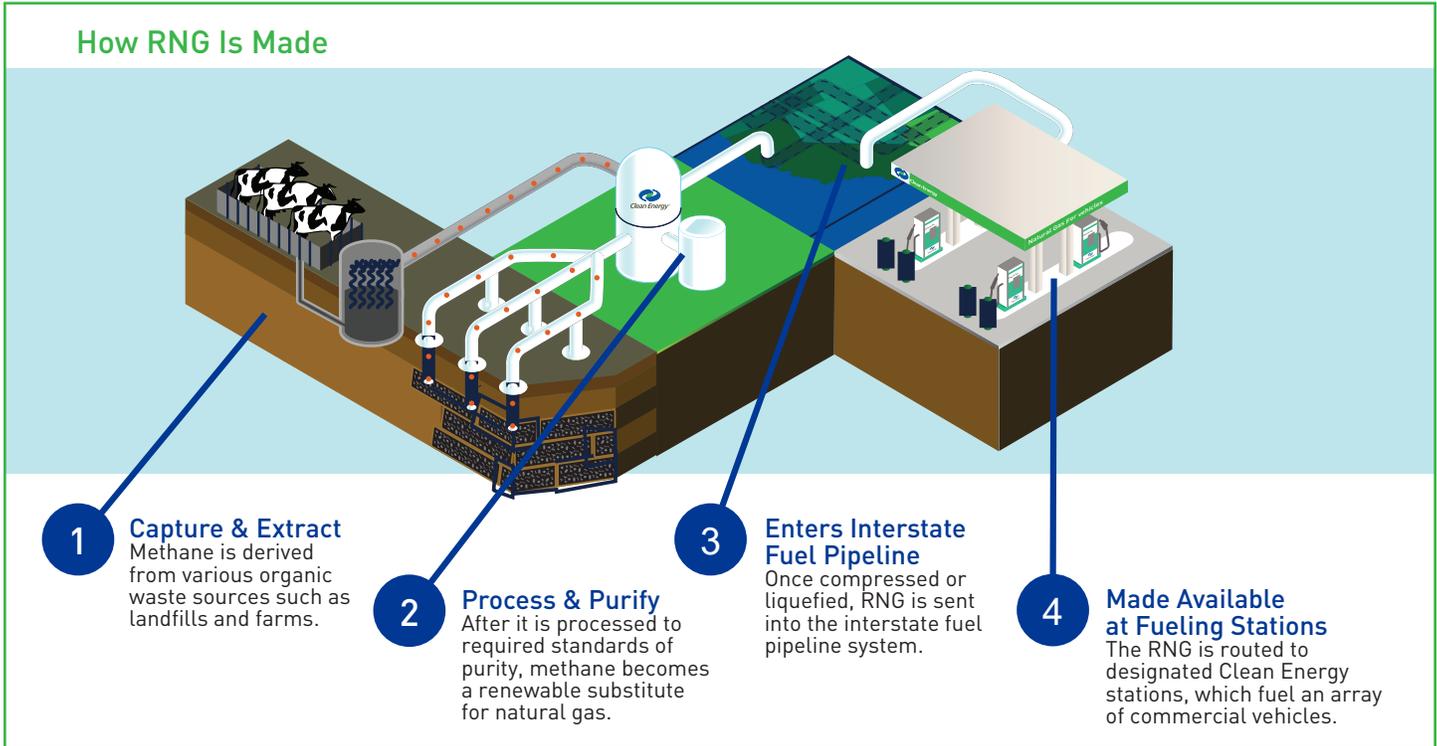
While we transition to providing 100% RNG to our on-road vehicle customers, we cannot reduce the emissions of fossil fuel-based LNG or CNG. We continue to increase the amount of RNG fuel supplied, which today makes up 74% of the fuel supply we manage and deliver,* which is a key strategic pillar and is driven by the California Low-Carbon Fuel Standard and Renewable Fuels Standard administered by the U.S. EPA.

Over three million metric tons of carbon dioxide equivalent did not get released into the atmosphere because of RNG.



* We define fuel supply we manage and deliver as any volumes where we control the fuel supply and supply O&M services.

How RNG Is Made



Cow Manure: An Unanticipated Climate Solution

Dairies are one of the largest emitters of methane, a greenhouse gas that is 28 times more potent than carbon dioxide.* Historically, dairies have emitted a lot of methane due to how manure has been processed. However, within the last decade, dairy farmers around the country have been learning about the environmental and economic benefits of adding RNG production to their facilities by installing on-site digesters that capture the methane before it can be released into the atmosphere and contribute to global warming. The captured methane is then processed and converted into biofuel, also known as RNG. Not only does capturing methane reduce global emissions, but farmers are able to garner an additional revenue stream.

Case Study: Pagel's Ponderosa Dairy

Pagel's Ponderosa Dairy is a 7,500-acre dairy farm located in Kewaunee, Wisconsin. The dairy is home to approximately 4,500 milking cows and 500 dry cows housed in seven free stall barns. Historically, manure at the facility was stored in open anaerobic lagoons, which resulted in large amounts of methane gas being released into the atmosphere. In 2009, the dairy farm revamped its manure processing procedure by scraping manure from the barns with a gravity-feed system and pumping it into an anaerobic digester where the methane is captured, processed and converted into biogas. In 2019, the facility launched an RNG processing facility that allowed the biogas to be converted into RNG and delivered to Clean Energy's fueling stations with a total emissions reduction of approximately 2,648 tons of CO₂-e per year.



* https://www.ipcc.ch/site/assets/uploads/2018/02/WG1AR5_Chapter08_FINAL.pdf

Figure uses Global Warming Potential time frame: GWP₁₀₀.

Customer Energy Efficiency and GHGs

Our customers’ use of our sold products accounts for most of Clean Energy’s GHG emissions (Scope 3, Category 11 “Use of Sold Products”). Given the impacts of our products, we’ve adopted strong sustainability goals and are committed to providing meaningful solutions.

Empowering Our Customers to Achieve Their Sustainability and Carbon-Reduction Objectives

Clean Energy is a leader in transforming the energy industry by delivering low-emission fuel in every market we serve. Not only do we work to minimize our own operational emissions, we provide opportunities for our customers to reduce theirs. Our growing investments in the RNG business will enable our customers to significantly reduce GHG emissions from their commercial transportation activities by supporting the capture and transformation of waste methane into a renewable energy source. What’s more, our customers can leverage existing infrastructure to purchase RNG today and start reducing their emissions at a cost that’s comparative to diesel.

In addition to providing our customers with a low-carbon fuel option, we assist in their transition to lower-emission transportation fuels by helping them obtain federal, state and local tax credits, grants and incentives, and even providing vehicle financing through our Zero Now and Chevron Adopt-a-Port programs. We also assist with engineering and constructing fueling stations and facilitating the customer selection of vehicles that best meet their needs.

Barriers to Supplying 100% RNG to All On-Road Vehicle Customers by 2025

Clean Energy is successfully converting on-road vehicle customers from diesel and gasoline fleets and other fuels with higher carbon footprints to low-carbon RNG. However, one of our key challenges is being able to meet the growing demand of all customers.

While we are investing in significant partnerships with Total and bp, the national market for RNG is always evolving and we will continue to face new regulatory and market changes that may alter the RNG marketplace. New demands for RNG, such as utility RNG procurement goals to drive decarbonization in the pipeline, may ultimately divert some RNG from its end use as a transportation fuel for vehicles.



Disproportionate Air Quality Impacts

At Clean Energy, we believe RNG-fueled vehicles offer the most immediate, cost-effective solution for reducing the negative impacts of transportation emissions on local air quality.

Addressing local air quality has been, and will continue to be, a key concern of our stakeholders, including customers, local communities, regulatory agencies and non-governmental organizations. Diesel fumes have been linked to significant health effects and disproportionate impacts around major infrastructure—such as shipping ports and major highways—which tend to be low-income neighborhoods. The use of natural gas, in place of diesel or gasoline, helps to improve air quality because of its lower air polluting emissions.

While we are working toward providing all on-road vehicle customers with 100% RNG by 2025, we acknowledge that Clean Energy's industrial activities include natural gas compression and liquefaction, which may emit air pollutants. We adhere to comprehensive treatment measures to manage these risks and report on these emissions through annual reporting.*



Using Clean Energy natural gas in a fleet consuming 100,000 gallons of RNG instead of diesel is equivalent to reducing NO_x by 90%.



* California Cap-and-Trade 2019 Compliance Report, which includes Clean Energy's compliance data: <https://www.arb.ca.gov/cc/capandtrade/2019compliance/2019compliance.xlsx>

How We Reduce Disproportionate Air Quality Impacts in Local Communities

Deploying RNG-Powered Vehicles

Clean Energy understands that it requires innovative solutions to mitigate disproportionate air quality impacts in low-income communities. That's why we've invested so heavily to make 100% RNG a reality for our on-road vehicle customers in the near future. In the meantime, we're partnering with trucking companies to deploy RNG-powered vehicles that operate in urban areas, including RNG-powered heavy-duty trucks that transport freight from ports and medium-duty trucks for last-mile delivery and other operations. We also support refuse companies and transit operators in major cities around the United States to deploy collection trucks and buses for public transportation that are fueled by RNG.

Using Clean Energy natural gas in a fleet consuming **100,000** gallons of RNG instead of diesel is equivalent to



REMOVING
110
cars from the road



Incentivizing RNG with Zero Now

To facilitate transitioning trucking fleets to utilizing our lower-emission fuels, we launched the Zero Now financing program, which is intended to increase the deployment of commercially available RNG heavy-duty trucks in the United States. To date, we have enabled the adoption of nearly 50,000 natural gas vehicles, and our incentives will continue to drive our progress toward our goal of 100,000 zero-carbon natural gas vehicles adopted by 2025. We do this by partnering with leasing and finance companies that provide RNG heavy-duty trucks to our customers for the same price as diesel trucks. They also enter into fueling agreements with Clean Energy, and we provide monthly volumes of RNG at prices that are lower than the cost of diesel.



Chevron Adopt-a-Port Program

In 2020, we partnered with Chevron on Adopt-a-Port, an initiative that provides truck operators serving the ports of Los Angeles and Long Beach with RNG to reduce emissions. Chevron provides funding for the program and supplies RNG to Clean Energy stations near the ports. The program allows truck operators to subsidize the cost of buying new RNG-powered trucks and supports the objectives of the Port of Los Angeles and the Port of Long Beach's Clean Trucks Program and Clean Air Action Plan. This program has increased financing options for operators who traditionally had limited access to credit, and it has been successful in its first year. As of December 31, 2020, customers had ordered 141 trucks under Adopt-a-Port, and we expect at least 310 additional trucks to be ordered in 2021. Adopt-a-Port provides a meaningful air quality improvement for the adversely impacted communities located around the port, which typically suffer from the worst air quality in the nation.



Fueling Tractors with RNG in Everport

Funded by a one-year grant during 2019 and 2020, we deployed RNG-powered yard tractors at the Port of Los Angeles—the nation's largest port. The yard tractors demonstrated that they could perform the required duty cycles, which resulted in the California Energy Commission awarding the port with a state grant to examine lower-emission fuel alternatives specifically for yard tractors. Drivers found that they preferred the handling of RNG tractors due to the similarity to traditional diesel machines. By switching to RNG-powered machinery, 5,500 metric tons of greenhouse gas emissions were reduced. The yard tractors are still operating on Clean Energy-provided RNG.

**Build the
workforce for
the future of
renewable
energy**



Approach

Build the Workforce for the Future of Renewable Energy

GOAL

We aim to: Maintain a diverse, equitable and inclusive workforce and supplier base that is reflective of the communities in which we operate.

We aim to: Retain a talented workforce in which employees feel valued and engaged.

TARGETS

- Increase number of women in full workforce to 40% by 2025.
- Increase number of people of color in our full workforce to 40% by 2025.
- 20% of senior leadership (VP level and above) roles will be filled by women by 2025.
- 20% of senior leadership (VP level and above) roles will be filled by people of color by 2025.
- We pledge to achieve gender and racial pay equity across our workforce and levels of management by 2025.
- A portion of our annual spend will be with suppliers owned by people of color, women and veterans by 2025, wherever such suppliers are available.
- Maintain a voluntary turnover rate below 20% for our workforce each year.
- Achieve year-over-year improvement in employee satisfaction and engagement scores through 2025, measured by an annual employee survey administered beginning in 2022.

It's important that we maintain a diverse and inclusive workforce and supplier base that is reflective of the communities in which we operate. That's why we've outlined ambitious goals we aim to reach by 2025, including increasing the number of women and people of color in our workforce to 40% each, respectively, within the next four years.

Clean Energy acknowledges the lack of diversity in the renewable energy sector and strives to be part of the solution.



Supporting Our Workforce during Covid-19



The Year of Flexibility

Beginning in late 2019, a novel strain of coronavirus (COVID-19) spread throughout the world, including the United States, ultimately being declared a pandemic. Global health concerns and increased efforts to reduce the spread of the COVID-19 pandemic prompted federal, state and local governments to restrict normal daily activities, which resulted in travel bans, quarantines, “shelter-in-place” orders, business limitations and shutdowns.

Some of these governmental restrictions have since been scaled back or lifted, although an increase in the prevalence of COVID-19 cases and the spread of new variants may result in the reimposition of certain restrictions. Given the dynamic nature of these circumstances, as an essential business, we have worked hard to build systems that allow us to remain flexible and support our employees the best way we can. We’ve made a concerted effort to remain flexible and agile, meeting our employees, customers and stakeholders where they are during these uncertain times.



Recruitment during COVID-19

The economic uncertainties and impacts that have stemmed from the global pandemic have not been insignificant. Even as an essential business that was fully operational throughout 2020, we still experienced challenges. However, employee recruitment at Clean Energy continued. We are proud that prospective employees joined us because we did not initiate any furloughs or layoffs. Instead, we filled 95 open positions out of a pool of 518 qualified candidates and decreased our turnover rate from 27.3% in 2019 to 18.9% in 2020.



Increased Safety Protocols

To ensure in-person employment at our corporate headquarters was as safe as possible, Clean Energy hired a concierge medical physician to conduct rapid COVID-19 testing and instituted daily temperature screenings. We also provided masks, hand sanitizer and gloves for all employees to use inside and outside the office. We increased office sanitation practices to clean surfaces throughout each workday and increased the working distance between employees. Acrylic shields and safety barriers were also installed on all workstations, and we required senior management to approve all business-related travel to ensure safety protocols were adhered to. For those working outside the office, our director of Environmental Health and Safety provided employees with the medical resources needed to access rapid testing off-site.



Employee Recruitment, Retention and Engagement

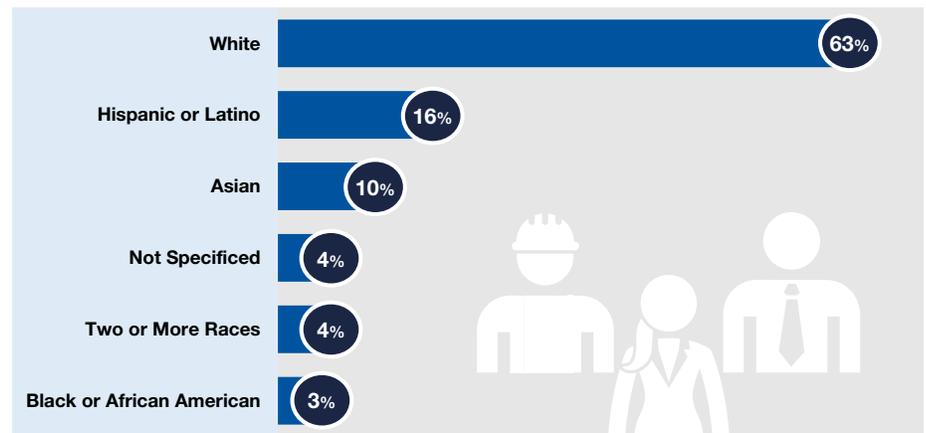
Clean Energy strives to be the employer of choice in the alternative transportation fuels sector. We understand that we are only as successful as our workforce and have made ample investments in recruitment, retention and employee engagement.

Our human resources department is highly organized and functions within six centers of excellence that incorporate leadership, best practices, research, employee support and training. We also place a strong emphasis on mentorship and empower our management teams to be effective leaders. Additionally, we have a very detailed onboarding process that gives new employees the time and space to learn about Clean Energy’s business strategy in detail so they can become effective team members in little time.

Investing in Relationships

Clean Energy understands that strong relationships between management and their employees are crucial for running a successful business, which is why we offer considerable opportunities for team-building activities both inside and outside the office. While most of these initiatives were put on hold in 2020, we look forward to offering them again in 2021.

Workforce Demographics



2020 Training, Recruitment and Retention



234 trainings offered
 50% of employees completed at least one training in 2020



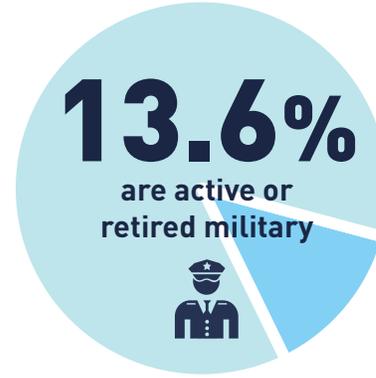
Filled 95 open positions out of a pool of 518 qualified candidates
 Over 26% of new hires were women
 Over 53% of new hires were people of color



Employee turnover of 18.9% (73.4% voluntary and 26.6% involuntary), a reduction from 27.3% in 2019
 Promotions were awarded to 27 employees, 10 of whom are female

Our Workforce Today

In the United States:



Diversity, Equity and Inclusion

Having a representation of all genders, races, ethnicities, national origins, ages and sexual orientations is part of creating the thriving culture we strive for. This includes efforts to ensure equal opportunity, fair recruitment and equal remuneration and deploying recruitment strategies that are accessible and reach diverse candidate pools. This also includes supplier diversity. We will strive to retain a diverse pool of suppliers and commit to tracking this information and data in 2021.

Our Recruitment Partners

Clean Energy partners with America's Job Bank to recruit employees from underserved communities. Through our partnership with America's Job Bank, we're able to work with 167 organizations to increase job description visibility. The organizations we recruit through include the NAACP Los Angeles, U.S. Vets Inglewood and the Young Women's Freedom Center, and we have also engaged Long Beach Community College to recruit skilled technical candidates in the Los Angeles area.

A Diverse Workforce Is Essential

To further our reach, we post all our job descriptions on Indeed, which reaches a diverse audience of over 170 million candidates. To make sure our recruiting practices are equitable, we also post hiring advertisements on our company vehicles for increased visibility among potential candidates who don't have access to the internet.

To further support our goal of improving the diversity of our employees, Clean Energy has also invested in coaching sessions for hiring managers to assist them in selecting candidates. We have also developed equity and inclusion trainings for our entire workforce that will be offered in 2021.



Employee and Contractor Safety

Employee and contractor safety is a top priority for Clean Energy. We strive to go above and beyond what's required to ensure all of our employees and contractors are supported and protected in the safest way possible. We ensure that all of our field technicians are OSHA 10 certified and all of our supervisors and above are OSHA 30 certified, in addition to providing supplementary training programs that focus on other important safety practices.

A Zero-Incident Workplace

Clean Energy is committed to providing a safe and healthy environment that complies with all laws and regulations. We believe that safety begins with active participation and our goal every year is to maintain a zero-incident workplace.

We accomplish this by maintaining a strong safety culture consisting of established policies and procedures, employee engagement through comprehensive training and mentoring programs, as well as upholding open communication between employees and the management team.

Process Safety

We employ a proactive approach to process safety by constantly identifying risks. At Clean Energy, process safety begins with sound engineering and design. Through consistent, systematic assessments, engaging third-party reviewers where necessary, we evaluate our facilities and programs on a regular basis. We focus on proactive detection and resolution of potential issues to ensure, to the extent possible, that risks are mitigated before incidents can occur.

Clean Energy Driver Safety Program

Driver safety training is one element of the Clean Energy Driver Safety Program. The training is designed to provide information and guidance on defensive driving. It is assigned to all Clean Energy employees regardless of title who may be required to drive for company business. It is repeated biennially to help prevent complacency.

CLEAN ENERGY CAN PROUDLY SAY IT'S A ZERO-INCIDENT WORKPLACE.

IN 2020 WE ACHIEVED:

1

AN EMR OF UNDER 1

0

LOST WORK DAYS

0

SECURITY INCIDENTS

50%

REDUCTION IN VEHICLE INCIDENTS

Driving Incident Point System

The Driving Incident Point System is one element of the Clean Energy Driver Safety Program and is very effective at reducing driving-related incidents and changing overall driving behaviors.

Every vehicle owned by Clean Energy has a forward and in-cab dashcam system installed. This system tracks driving behavior (speed, following distance, braking and cornering) and analyzes the data. Each type of behavior is assigned a specific point value, and the higher the point value, the worse the driving behavior.

Once points are assigned to an incident or violation of policy, the employee's supervisor is notified. The point value of each incident will determine the appropriate corrective action the supervisor should take. Once action is taken, the system can also track the effectiveness of a supervisor's coaching efforts and determines whether an employee's driving improved since the incident.



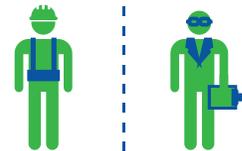


Beyond OSHA Training

Clean Energy is committed to providing a safe working environment for all our technicians. In addition to requiring OSHA training, Clean Energy also provides its technicians with nine additional safety training opportunities. This includes a hazardous energy control program and several advanced electrical trainings. We also require all our technicians to undergo “on the job” preparation, which supports their ability to troubleshoot in the field should an incident occur.

Protecting Employees and Contractors during COVID-19

To adapt to COVID-19 safety protocols, we implemented strict guidelines for our field personnel to ensure safety was a top priority. We supplied all employees with personal protection equipment, including masks, gloves and cleaning agents to use both inside and outside of work. As federal and state guidelines evolved, we reduced all points of contact between customers and employees at fueling stations and moved all group meetings online. Employees were also required to maintain social distances of at least six feet at all times, and we limited all employee travel unless it was deemed essential and approved by the management team.



Employee and Contractor Safety	2018	2019	2020
Incident rates	0	0	0
Vehicle and personal injury rates (TRIR)	2.9	2.15	1.43
Work days lost (LDR)	0.52	0.8	0





**Advance
smart policies
for systemic
transformation
to zero-carbon
fuels**

Approach

Advance Smart Policies that Drive the Transformation to Zero-Carbon Fuels

GOAL

We aim to: Ensure alignment between our sustainability ambition and our advocacy positions.

TARGETS

- Affirm that 100% of industry association (lobbying positions) align with Clean Energy’s sustainability goals by EOY 2022.
- We commit to disclosing all our political contributions in a publicly accessible and transparent way.

We worked across all our markets to advocate for strategic policies that advance RNG as a strategy for fighting the climate change impacts of transportation.

Advancing Environmentally Progressive Policies across the United States

In California:

In California, we developed strategic plans for legislative and regulatory policy activities and continued the use of the first-of-its-kind industry compilation of allies and stakeholders who helped achieve collective policy goals. Clean Energy also led the low NO_x confederation to engage in the following 2021 regulatory issues: Advanced Clean Trucks, Carbon Neutrality, Omnibus, Funding Plan and Mobile Source Strategy. Our industry’s voice was heard advocating for the inclusion of low-NO_x trucks operated on RNG.

In New York:

Clean Energy worked with the Clean Fuels New York organization, which is advocating for adoption of a Clean Fuel Standard (CFS), to prepare case studies on RNG projects, develop fact sheets and to greatly broaden the membership of the group.

In Texas:

In preparation for the 2021 legislative session, the Department of Public Policy and Regulatory Affairs, as a member the Texas Natural Gas Vehicle Alliance board, led the effort to draft and introduce legislation to expand eligibility for natural gas trucks under the Texas Emissions Reduction Plan (TERP). Additionally, the Department advocated heavily to craft legislation for the removal of regulatory red tape, which is restricting participation in the program. While some alliance members were initially hesitant to offend the regulatory body overseeing TERP, they were convinced to take action and be bold in 2021. Both efforts are now pending before the Texas legislature.

Clean Energy understands that strategic policy and advocacy work are key to our success. This is why we have emphasized policy work as part of our core strategy. Since most legislative efforts were delayed in 2020 as a result of COVID-19, we took the year to focus on developing a more forward-looking strategy for 2021 and beyond.

Policy Advocacy and Lobbying

Clean Energy has an active public policy and regulatory affairs group that leads policy advocacy and lobbying efforts at the federal and state levels. We work hard internally to affirm that our advocacy efforts are supported with the most up-to-date information and to quickly identify new areas of political support as demand for RNG evolves.

Our public policy and regulatory affairs group also provides regularly scheduled legislative updates to our senior executive management team and sales force to foster two-way communication from the field and to provide policy input and updates.

Legislation and Regulations Passed

While COVID-19 halted most major legislative efforts throughout 2020, Clean Energy still worked tirelessly to pass high-impact bills. We focused on extending sunset dates for clean vehicle programs and promoting an enhanced definition of biogas, which could increase the potential for in-state, pipeline biogas five-fold through the inclusion of additional bioenergy end uses including urban wood, agriculture and forest waste.

Political Contributions

Clean Energy makes **political contributions** to elected officials who show an interest in tackling clean air issues by implementing practical solutions. We make contributions at the state and local levels, and the budget for contributions varies based on election versus non-election years. Contribution amounts are also based on state and local rule limits and can be influenced by a member's seniority, committee assignment and relationship with the company or our business strategy. We do not give any political contributions outside of the United States, and all our contributions are publicly reported based on state and local rules. We are also committed to affirming that 100% of all industry association and lobbying positions align with Clean Energy's sustainability goals by the end of 2022.

OUR LEGISLATIVE GOALS:



- Adopt clean fuel standards
- Incorporate RNG into mass transit authority mandates
- Incorporate RNG into vehicle fleet regulations
- Incentivize the adoption of low-NO_x trucks



The image shows two women sitting at a table in a meeting room. They are looking at a large screen displaying an Excel spreadsheet and a line chart. The chart is titled "LCFS Credit Yield Comparison" and shows "Credits per unit" on the y-axis (ranging from -0.05 to 0.3) and "Year" on the x-axis (ranging from 2008 to 2022). The chart features three lines: a solid green line for "Total LCFS Credits", a solid orange line for "Total Brown Gas Credits", and a dashed green line for "Linear (Total LCFS Credits)". The "Total LCFS Credits" line shows a significant increase starting around 2010, reaching approximately 0.25 by 2022. The "Total Brown Gas Credits" line remains relatively flat and low, around 0.05. The "Linear (Total LCFS Credits)" line shows a steady upward trend from 2008 to 2022. The Excel spreadsheet in the background has columns for "Total Brown Gas Credits", "Compliance", and "Project C1".

Environmental and Social Impacts of Natural Gas Extraction, Processing and Transport

Clean Energy acknowledges that conventional natural gas extraction, processing and transport has environmental and social impacts. This includes unintended methane leakages and pollution around extraction and drilling sites. We also acknowledge that natural gas pipelines can have impacts on indigenous communities. We expect our transition to supplying 100% RNG to all our on-road vehicle customers will lessen these impacts.

We currently source our CNG from local utilities or third-party marketers, then compress it, store it and dispense it to customer vehicles. Before compression, our CNG is the same natural gas that is used for heating and cooking in homes and industries across the United States. Our LNG is obtained from our liquefaction plants, located near Houston, Texas, and Boron, California, as well as from third-party suppliers.

Clean Energy utilizes our nation's existing pipeline network to deliver product. Compared to hauling gas by truck over the road, using existing infrastructure improves the efficiency of delivering the product, reducing our fuel's greenhouse gas footprint. Abandoning this critical pipeline infrastructure would be a setback in our nation's ability to address climate change, as this infrastructure is a critical bridge to a hydrogen future that is needed for long-haul trucking and other key heavy-duty applications.

We recognize that tracking the environmental and social impacts caused by third parties is an important part of our commitment to sustainability and one that we plan on including in all future reporting. By advancing low-carbon and clean fuel standards at both the state and federal levels, we proactively acknowledge these impacts and are taking action to promote transparency. Low-carbon or clean fuel standards promote the accounting of full lifecycle impacts associated with a fuel, and such policies have compelled management to take proactive action on monitoring and reducing any product loss at our stations and other storage facilities to improve our fuel's carbon intensity score. Additionally, we aim to lessen our company's overall environmental and social impacts of natural gas through increased use of RNG.

Finally, as sustainable corporate stewards, Clean Energy continues to monitor and refine the data we use around natural gas transport both within our own operations and for the industry so that we may advocate and support policies that improve upon our existing systems.



Climate Transition Risk

As the world moves toward a carbon-free future, Clean Energy acknowledges the possible risks and opportunities associated with climate change. This is the first time that Clean Energy has formally considered climate transition risk as part of our strategy, and our plan for 2021 is to identify the major areas of climate transition risk for the company and industry, then plan for how we would best mitigate these risks. We will refer to the **Task Force on Climate-Related Financial Disclosures (TCFD)** as we develop our approach.

Addressing Climate Change

Global climate change may increase the frequency and severity of weather events, and the losses resulting from these events could have a material adverse effect on our business and the markets in which we operate. We cannot predict whether or to what extent natural disasters may occur or increase, but acknowledge that increased frequency or severity of these events could directly impact our business and understand that we need to be prepared. In addition to better understanding the physical risks that climate change poses to our company, we also looked at the potential risks associated with rapidly transitioning to a low-carbon economy, such as extensive policy, legal, technology and market changes. We are investing in education and identifying ways to engage expert guidance on how to best manage the transition.



**Earn
stakeholder
trust with
responsible
operations**



Approach

Earn Stakeholder Trust with Responsible Operations

We strive to ensure that our approach to all ESG issues aligns with our core values.

ENVIRONMENTAL



- Minimize impact on local watersheds
- Comply with all regulatory requirements related to stormwater, wastewater discharge and hazardous waste storage
- Understand and address the potential impacts of our operations on sensitive and protected areas. We avoid operating in, or near, sensitive environments, and we act to mitigate potential impacts on biodiversity
- Minimize electricity consumption at our offices, warehouses and stations
- Identify and recommend opportunities for our customers to reduce consumption of electricity at their fueling stations
- Maximize direct-from-vendor shipping to minimize transportation routing
- Use all recycled packaging

SOCIAL



- Prioritize strong customer and community relationships at the core of our business
- Ensure respect for human rights
- Maintain strong labor standards and employment conditions
- Invest in our communities through local impact initiatives
- Ensure our suppliers and contractors are aligned with our standards of citizenship
- Maximize use of local suppliers and contractors and buy American when possible
- Achieve a zero-incident workplace for our service technicians and staff, as well as our customers using our facilities
- Protect our company and our employees from cybersecurity threats

GOVERNANCE



- Enforce the code of ethics that applies to our employees, officers and directors, including our principal executive officer, principal financial officer, principal accounting officer or controller, or persons performing similar functions
- Review executive compensation by performing a benchmark study against closely associated peers in several relevant industries on a consistent basis
- Perform a competitive market compensation assessment of our company's named executive officers on a more frequent basis with a third-party corporate governance consultant
- Undergo routine audits since we operate within multiple tax jurisdictions.
- Invest in safeguards that reduce the likelihood of theft, fraud, exploitation and other similar activities
- Plan to form a formal sustainability council to monitor the progress toward our sustainability goals and develop new goals for the future

We recognize that by building strong relationships with our stakeholders, we can build stronger communities.

HUMAN RIGHTS

Strong customer and community relationships are at the core of our business, and respect for human rights is the foundation. We have committed to conducting periodic reviews to assess our human rights impact and commit to reporting on this in greater detail in future reports.

While we do not currently have a formal Human Rights policy, one has been drafted and will go to the board of directors for adoption later this year. We used the United Nations' Universal Declaration of Human Rights to act as the foundation for our policy, and it describes our commitment to minimizing any adverse effects that our infrastructure or operations may have on people and communities.

LABOR STANDARDS AND EMPLOYMENT CONDITIONS

Our workforce is key to our success

The health and safety of our personnel is a core value of Clean Energy, and maintaining a safe work environment is key to our ability to attract and retain employees. The success and growth of our business is significantly correlated with our ability to recruit, train, promote and retain talented individuals at all levels of our organization. To succeed in a competitive labor market, we have developed progressive recruitment and retention strategies. These include competitive salary structures, bonus compensation programs and competitive benefits policies that include paid time off for vacations, sick leave and holidays. We also offer short-term disability coverage, life insurance, and various retirement savings and incentive plans. As a company, we also support freedom of association and do not have any policies that would prohibit our employees' activities in this respect.

WATER STEWARDSHIP

Clean Energy aims to minimize its impact on local watersheds and takes a proactive approach to complying with all regulatory requirements related to stormwater, wastewater discharge and hazardous waste storage to ensure water quality is not negatively impacted by our operations.

Water conservation efforts

For each of our facilities, we identify water quality impacts during the station design stage. During the planning phase, we engage local regulators to address potential concerns related to water quality or environmental impacts, which drives our decision whether or not to move forward with specific locations. We also rigorously assess our facility sites and implement best practice control measures that are best suited to local topographies to minimize any potential non-stormwater discharge.

To minimize water impact further, we actively seek out opportunities to install either drought-tolerant landscaping or hardscape at all Clean Energy-owned stations. All vendors hired to power wash our stations are required to capture any water that's used on-site, remove all hazardous waste and dispose of it in accordance with local regulations.

OPERATIONAL ENERGY EFFICIENCY

While it represents a small component of our overall GHG footprint, we have worked hard to decrease our Scope 1 and 2 emissions. This can be partially attributed to the strong energy efficiency measures we've implemented across our operations. Our team is also committed to purchasing the most energy-efficient equipment available and is always identifying new ways to improve our energy footprint. Clean Energy is committed to having a low operational impact, which is why our corporate office is a LEED-certified facility.

Energy efficiency at our Carson warehouse

We have one warehouse in Carson, California, and recently upgraded all lighting to LEDs, which resulted in a 37% reduction in our annual electricity consumption. We acknowledge that this was a first step toward reducing our footprint at that facility and are currently exploring new ways to reduce our impact even further.

Energy-efficient fueling

When possible, we control the amount of time our compressors start and stop throughout the day to minimize fueling during peak hours. This allows us to reduce our energy consumption during periods of peak demand. Over 90% of compressors are also equipped with a "premium efficiency motor," which helps minimize electricity needs.

When working with customers, our preference is to fuel at night during non-peak times, which helps reduce our energy footprint while decreasing costs for our customers and our impact on the grid. To go a step further, our team also consults and recommends ways for our customers to reduce electricity consumption at their fueling stations.

Energy-Efficient Fueling



When possible, we control the amount of time our compressors start and stop throughout the day to minimize fueling during peak hours. This allows us to reduce our energy consumption during periods of peak demand. Over 90% of compressors are also equipped with a "premium efficiency motor," which helps minimize electricity needs.

SUPPLIER SOCIAL AND ENVIRONMENTAL PERFORMANCE

Performance of our suppliers

Our suppliers are a critical part of our business and we understand that our achievements are greatly reliant on their success. That's why Clean Energy engages with suppliers that are aligned with our corporate values and citizenship standards. Through a pre-qualification assessment, we seek to engage suppliers who uphold best practices related to health, safety and environmental protection, as well as human and labor rights.

Reducing impact in our supply chain

Clean Energy has a number of external logistics and operations policies for our suppliers that aim to lower our impact throughout our supply chain wherever possible. For example, we request that all our fuel tanker haulers deliver our fuel via RNG trucks to minimize emissions. We also utilize vendors that use recycled packaging and provide direct shipping to minimize routing to different locations. All of our parts orders are also placed in bulk and shipped complete to warehouses to reduce monthly deliveries, packaging and transportation needs.

BIODIVERSITY AND LAND USE

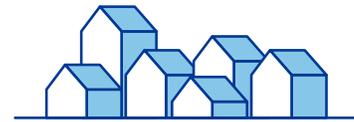
Clean Energy takes all necessary steps to understand the potential impacts of our operations on sensitive and protected areas. We avoid operating in, or near, sensitive environments, and we act to mitigate potential impacts on biodiversity. We continue to monitor our land impact and will address this in the future if needed, but at this time, all sites are developed in existing industrial locations.

Our work so far:

- Shipping complete and consolidated orders has reduced single shipment volume by 30%.
- Approximately 50% of shipments are direct from vendor to reduce transportation mileage.
- Over 3,500 deliveries occurred in 2020, and shipping to hold at locations reduced deliveries to residential areas by 35%.
- Reduced waste by recycling 60% of incoming packaging.
- 75% of all LNG fuel deliveries were completed by natural gas tractors, 50% of which run on RNG.
- Clean Energy partnered with over 350 vendors throughout the United States.
- Efforts to reduce emergency shipments also improved, but we have an opportunity to further explore the use of regional warehouses and third-party logistics locations.
- We improved min/max replenishment targets at all our facilities.

Supporting Local Economies

Clean Energy is committed to contributing to local economic development in the communities where we conduct business. We work with over 350 vendors throughout the United States and seek to hire local suppliers and contractors where feasible. We proactively encourage them to submit bids, though we also recognize that our complex technology needs often present barriers to local and small suppliers, but we do our best to support local businesses whenever possible.



Using Clean Energy natural gas in a fleet consuming **100,000** gallons of RNG instead of diesel is equivalent to

RECYCLING



172 tons of landfill waste

WASTE

Clean Energy is committed to being a low-impact business in all areas of our business. We buy in bulk whenever possible and comply with all federal, state and local laws pertaining to recycling and disposing of materials.

Recycling oil

Clean Energy recycles 95% of its oil and has internal oil recycling programs in 15 states. We specifically focus on large facilities that produce significant oil and reuse all oil that is recycled. At one of our largest facilities in Southern California, in 2020 we collected 13,293 gallons of oil and recycled 95.4%. In 14 other states, we recycled 11,940 gallons (95%).

Paper reduction

Clean Energy has undergone several assessments regarding paper usage. After analyzing the data from the assessments, we committed to reducing our paper usage by 20% in 2022 and are on track to meet this goal.

DISASTER PREPAREDNESS AND RESPONSE

When natural disasters strike, Clean Energy has a formal Emergency Preparedness and Response Plan to safely operate through emergency conditions for every station and all customers. This ensures continuity of business and also ensures that natural gas is transported securely in a way that is not impacted by severe weather events.

Transporting CNG

CNG is transported via underground pipelines that consist of a 2.2-million-mile underground delivery system. Many of our customers choose CNG as their preferred fueling option. The underground delivery system allows for continuity of service despite severe weather events. As we work toward supplying our on-road vehicle customers with 100% RNG by 2025, we anticipate being able to utilize the same underground delivery systems. That way, our customers can continue to rely on our fuel for their fleets with a fraction of the impact to the environment.

Transporting LNG

Clean Energy transports LNG with its fleet of 74 tanker trailers to fueling stations, where it is stored and then dispensed in liquid form into vehicles. Transportation via highways and roads presents inherent risks related to extreme weather events. To address this, we weatherize our vehicles as much as possible and transport it only when road conditions are safe. We also develop station-specific disaster recovery plans that may incorporate backup generators, mobile fueling solutions and trailers.

Data security resiliency

Clean Energy has significantly invested in cloud-based systems that offer a greater redundancy and protection compared to traditional on-site solutions. This provides our company with greater resiliency in the event of a natural

disaster. We've also invested in extensive backup systems to protect our data in the event of an outage. Despite the challenges of COVID-19, Clean Energy maintained 99.999% network uptime with 0% data loss in 2020.

To go a step further, Clean Energy developed a "Data Disaster and Response" plan that safeguards our information systems in the event of a natural disaster. The plan is updated continuously as company technologies evolve. As part of the plan, our team also completes annual disaster drills to confirm the connectivity of Tier 1 applications in the event of an outage.

INFRASTRUCTURE SAFETY AND SECURITY

Clean Energy takes a proactive approach to security management. We leverage a third-party security service provider to monitor our environment 24 hours a day, 365 days a year. Our team reviews weekly reports and takes immediate action when any potential threats or vulnerabilities are identified. In 2020, we installed cameras at several stations and will continue to add them to remaining stations throughout 2021. This state-of-the-art security solution will also be equipped with artificial intelligence (AI) that will notify us of any suspicious behavior.

BUSINESS ETHICS, EXECUTIVE COMPENSATION AND INCENTIVES

As a publicly traded company, Clean Energy recognizes and respects our responsibility to our shareholders for the stewardship of company assets and resources. Clean Energy complies with all laws and regulations and has corporate structures in place to ensure that all employees and company representatives conduct themselves responsibly.

As described on [page 11](#) of this report, Clean Energy has a board of directors that provides independent oversight of our affairs, which includes but is not limited to financial, operational and economic issues. The board is dedicated to transparent communication on corporate citizenship topics, and we strive to maintain a diverse board that brings a wealth of expertise and experience across all lines of business.

Code of Ethics

Clean Energy is subject to regulations both in the United States and abroad, and we require that all employees, officers and directors of the company comply fully with both the spirit and the letter of all laws, rules and regulations that apply. Clean Energy employees also receive training on our corporate policies, which

include our Code of Ethics, Anti-Corruption Policy, Insider Trading Policy, Political Activities Compliance Policy, Social Media Guidelines and Whistleblower Policy.

Anti-Corruption Policy

Our Anti-Corruption Policy explicitly prohibits engagement in bribery or corruption in any form. Clean Energy policy requires compliance with all applicable global anti-corruption laws, including the United States Foreign Corrupt Practices Act (FCPA).

Executive compensation

The compensation committee of our board of directors oversees the design and administration of our executive compensation program. The primary objectives of our executive officer compensation program are to attract, retain and motivate talented and dedicated executive officers; to reward individual performance and achievement of key corporate objectives, including the objectives set forth in our annual strategic plan, without promoting excessive or unnecessary risk-taking; to align the interests of our executives with those of our stakeholders; and to provide compensation that we believe is fair in light of an executive's experience, responsibilities, performance and tenure with our company and in relation to the compensation provided to other executives of our company and comparable executives at certain peer companies.

In 2012, the compensation committee engaged Semler Brossy Consulting Group, LLC ("Semler Brossy") to assist the committee in performing its responsibilities. In the third quarter of 2016, the compensation committee instructed Semler Brossy to complete a full review of our executive compensation programs within the context of the competitive market, including comparing our executive and director compensation components and levels with a group of selected peer companies and general industry survey data regarding executive compensation practices at companies with a similar market capitalization as our company at the time of the review. The compensation committee referenced some of the information provided by Semler Brossy, including other third-party data, in making 2020 compensation decisions. We expect that the compensation committee will engage Semler Brossy in 2021 to complete another review of our executive compensation programs.

Our stockholders can cast an advisory vote on executive compensation, or a "say-on-pay" vote, once every year. At our annual meeting of stockholders held in 2020, our executive compensation received a favorable advisory vote from approximately 95.09% of the votes cast on the proposal at the meeting (which

Adapting Our Data to COVID-19



Clean Energy's operations were designated as "essential critical infrastructure work" in the energy sector by the U.S. Department of Homeland Security, which allowed us to maintain full operation throughout 2020. Our cloud-based systems and mobile PC equipment allowed 90% of our in-office workforce to transition to home offices in less than a week.

Throughout 2020, Clean Energy also experienced zero disruption to productivity because we had zero data loss or systems connectivity issues. Because we were well prepared for such an event, all operations personnel and customer sites continued to operate without interruption.

excludes abstentions and broker non-votes). We believe the high degree of support on our 2020 say-on-pay proposal demonstrates that stockholders support our executive compensation program. We seek to actively engage with our stockholders to discuss various compensation and governance matters and consider their feedback in determining executive compensation.

Data and Additional Information

About This Report

This is Clean Energy Fuels' third Sustainability Report. Data in this report relates to the 2020 calendar year. Our last Sustainability Report was published in 2018, covering 2017 performance. The Clean Energy team is aiming to shift to an annual sustainability reporting cycle. The scope of the information included in this report is all business conducted under Clean Energy Fuel operational control.

This report was prepared referencing the Global Reporting Initiative (GRI) Standards. The content within the report was informed by a 2020 materiality assessment, outlined in the Materiality section of this report.

For questions and feedback, please contact:

Sahar Kamali
Director of Sustainability
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Performance

Below are metrics related to climate change, the environment, people, safety and performance. Please refer to [our 10k](#) for information on financial performance.

CLIMATE CHANGE*	2020	
Direct GHG Emissions (Scope 1)	16,316	metric tons of CO ₂ equivalent
Indirect GHG Emissions (Scope 2)	35,024	metric tons of CO ₂ equivalent
Other Indirect GHG Emissions (Scope 3)	3,642,011	metric tons of CO ₂ equivalent
Carbon Dioxide (CO ₂) Emissions	2,778,200	metric tons of CO ₂
Methane (CH ₄) Emissions	32,586	metric tons of CH ₄
Nitrous Oxide (N ₂ O) Emissions	10	metric tons of N ₂ O

ENVIRONMENT	2018	2019	2020
NO _x	N/A	N/A	109,813 Kg
SO ₂	N/A	N/A	190,175 Kg
% fleet that is NG/bi-fuel	86%	91%	95%
% infrastructure with LDAR and/or % reduction in CH ₄ emissions	N/A	N/A	100%
Municipal Water Utility	N/A	N/A	131,017 m ³

*For data on GHG emissions from 2017, please see our 2017 Sustainability Report. Any data where information from prior years is available is included in the body of the report.

PEOPLE	2018	2019	2020
Employees	398	409	428
U.S. Employees	383	392	411
Employees Outside U.S.	15	17	17
Men – U.S. Only	313	327	336
Women – U.S. Only	85	82	92
New Hires	70	126	95
Collective Bargaining Agreement Members	0%	0%	0%
Employee Turnover	24.04%	27.30%	18.90%
Promotions Given	30	37	27
Trainings Offered	66	227	234
Trainings Completed	928	3,478	3,122

SAFETY	2018	2019	2020
Tier 1 Process Safety Event	0	0	0
Tier 2 Process Safety Event	0	0	0
Work-Related Fatality	0	0	0
Lost Day Rate (LDR)	.52	0.8	0
Vehicle and Personal Injury Rate (TRIR)	2.64	2.15	1.43

PERFORMANCE	2018	2019	2020	
Total Number of Stations	530	550	540	
Natural Gas Sold	365.5	400.8	382.5	GGEs
CNG Sold	299.50	335.7	321.0	GGEs
LNG Sold	66.0	65.1	61.5	GGEs
RNG Sold	110.1	143.3	153.1	GGEs

GRI Index

Full list of GRI Indicators used in report, including internal hyperlinks to page numbers/sections and level of disclosure.

GRI Standard 102: General Disclosures 2016		Section	Page
102-1	Name of the organization	Business Snapshot	4
102-2	Activities, brands, products and services	Business Snapshot	5
102-3	Location of headquarters	Business Snapshot	4
102-4	Location of operations	Business Snapshot	4
102-5	Ownership and legal form	Business Snapshot	4
102-6	Markets served	Business Snapshot	4
102-7	Scale of the organization	Performance Data	43
102-8	Information on employees and other workers	Performance Data, Employee Recruitment, Retention & Engagement	43,26
102-9	Supply chain	Business Snapshot	4
102-10	Significant changes	No Significant Changes	
102-14	Statement from senior decision-maker	CEO Letter	2
102-16	Values, principles, standards and norms of behavior	Business Ethics, Executive Compensation & Incentives	40
102-18	Governance structure	Governance	11
102-40	List of stakeholder groups	Stakeholder Engagement	12
102-41	Collective bargaining agreements	Performance Data	43
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	12
102-43	Approach to stakeholder engagement	Stakeholder Engagement	12
102-44	Key topics and concerns raised	Stakeholder Engagement	12
102-46	Defining report content and topic boundaries	Materiality	7
102-47	List of material topics	Materiality	7
102-48	Restatements of information	About This Report	42
102-49	Changes in reporting	About This Report	42
102-50	Reporting period	About This Report	42
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102-52	Reporting cycle	About This Report	42
102-53	Contact point for questions regarding the report	About This Report	42
102-55	GRI content index	GRI Content Index	44
102-56	External assurance	This Report Was Not Assured	

MATERIAL TOPIC	STANDARD	ITEM	DISCLOSURE	RESPONSE
GHG & Air Emissions	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	GHG & Air Emissions, pg.17 Boundary within CE: All
	GRI 305: Emissions	305-1	Direct (Scope 1) GHG Emissions	GHG & Air Emissions, pg. 17
Customer Energy Efficiency & GHGs	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Customer Energy Efficiency & GHGs, pg. 20 Boundary within CE: All
	GRI 305: Emissions	305-3	Other Indirect (Scope 3) GHG Emissions	GHG & Air Emissions, pg. 17
Disproportionate Air Quality Impacts	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Disproportionate Air Quality Impacts, pg. 21 Boundary within CE: All
	GRI 413: Local Communities	413-2	Operations with significant actual and potential negative impacts on local communities	Disproportionate Air Quality Impacts, pg. 21 Omissions: Partial, specific locations not disclosed
Employee Recruitment, Retention & Engagement	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Employee Recruitment, Retention & Engagement, pg. 26 Boundary within CE: All
	GRI 401: Employment	401-1	New employee hires and employee turnover	Employee Recruitment, Retention & Engagement, pg. 26 Omissions: Partial, new hires by age group and region not disclosed, turnover breakdown by age, gender and region not disclosed
Diversity Equity and Inclusion (DEI)	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Diversity Equity and Inclusion, pg. 28 Boundary within CE: All
	GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Employee Recruitment, Retention & Engagement, pg. 26, Diversity Equity and Inclusion, pg. 28 Performance Table, pg. 43 Omissions: Partial disclosure; governance body diversity not disclosed, employee by age group not disclosed
Employee & Contractor Safety	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Employee and Contractor Safety, pg. 29 Boundary within CE: All
	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Employee & Contractor Safety, pg. 29
Policy Advocacy & Lobbying	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Policy Advocacy & Lobbying, pg. 33 Boundary within CE: All
	GRI 15: Public Policy	415-1	Political contributions	Clean Energy Fuels Corp Profile: Summary • OpenSecrets
Environmental and Social Impacts of Natural Gas Extraction, Processing and Transport	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Environmental and Social Impacts of Natural Gas Extraction, Processing and Transport, pg. 34 Boundary within CE: All

MATERIAL TOPIC	STANDARD	ITEM	DISCLOSURE	RESPONSE
Climate Transition Risk	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Climate Transition Risk, pg. 35 Boundary within CE: All
	GRI 201: Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	Climate Transition Risk, pg. 35 Omissions: Partial disclosure; high-level discussion, no financial metrics disclosed
Human Rights	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Human Rights, pg. 38 Boundary within CE: All
	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Labor Standards & Employment Conditions, pg. 38 Employee & Contractor Safety, pg. 29 Boundary within CE: All
Water Stewardship	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Water Stewardship, pg. 38 Boundary within CE: All
	GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	Water Stewardship, pg. 38 Omissions: Partial disclosure, high-level discussion on water impacts and management in operations. We aim to improve the disclosure in future reports
Operational Energy Efficiency	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Operational Energy Efficiency, pg. 38 Boundary within CE: All Omissions: Partial disclosure, high-level discussion on water impacts and management in operations. We aim to improve the disclosure in future reports
	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Supplier Social and Environmental Performance, pg. 38 Boundary within CE: All Omissions: Partial disclosure, we aim to improve the disclosure in future reports
Supplier Social and Environmental Performance	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Biodiversity and Land Use, pg. 38 Boundary within CE: All Omissions: Partial disclosure, we aim to improve the disclosure in future reports
	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Waste, pg. 39 Boundary within CE: All
Waste	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Disaster Preparedness and Response, pg. 39 Boundary within CE: All
	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Infrastructure Safety and Security, pg. 40 Boundary within CE: All
Disaster Preparedness & Response	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	Business Ethics, Executive Compensation & Incentives, pg. 40 Boundary within CE: All
	GRI 103: Management Approach	103-1 103-2 103-3	Explanation of the material topic and its boundary; the management approach and its components; evaluation of the management approach	



Let us find the right fueling solution for you.

Clean Energy is a pioneer in creating comprehensive renewable natural gas fueling solutions for the transportation industry. We continually invest in developing and manufacturing new technologies. This means everything we do—from designing and operating stations to helping you navigate financing options—gives you one of the most advanced fleets on the road today. The switch to renewable natural gas fuel is easier and more affordable than you might think. Start saving money from day one and reduce your carbon footprint with the leading domestic alternative fueling solution.

To learn more, call the **Clean Energy** team today.

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