



ANNUAL SUSTAINABILITY REPORT 2024

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INTRODUCTION

A letter from **Andrew J. Littlefair,** PRESIDENT AND CEO

At Clean Energy, our commitment to delivering the cleanest fuel for the transportation market remains as strong as ever. We believe that renewable natural gas (RNG), a sustainable fuel that's practical, cost-effective, and ready for deployment, can truly transform the way fleets operate. In 2024, we continued to build on that belief, reaching new milestones that underscore our leadership in RNG production and supply.

One of our most exciting achievements was reaching commercial operation of our six RNG production plants. These sites are a testament to the hard work and dedication of our team and partners. It's also a powerful example of how we're turning agricultural waste into a low-carbon fuel that powers thousands of vehicles across the country.

In addition to our six successful dairy RNG projects in operation, we have five more in development, expanding our footprint and ensuring a steady supply of ultraclean fuel. In 2024, we certified 24 low-carbon fuel pathways for dairy projects and initiated seven new fuel-pathway projects, further strengthening our ability to deliver RNG with the lowest carbon-intensity scores.

Our customers continue to embrace RNG in a big way. This year, 89 percent of the fuel delivered to on-road vehicle customers was RNG, and we saw a five percent increase in the volume of RNG sold compared to 2023—bringing our total of RNG gallons sold in 2024 to 237 million.



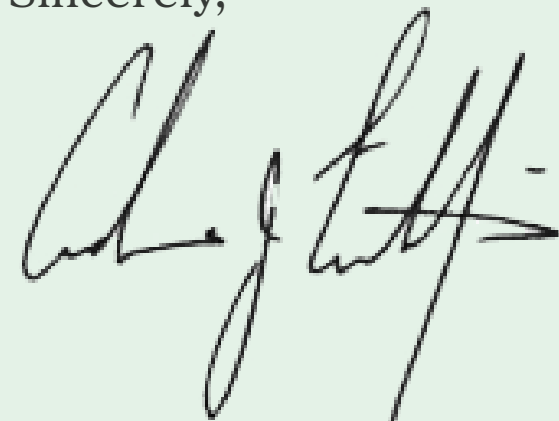
We also made strides in expanding our clean-fueling infrastructure. Our construction team completed 19 station projects, and we were awarded our second hydrogen fueling-station project for Riverside Transit Agency in California. Hydrogen, especially when produced using RNG as a feedstock, offers another promising path toward decarbonization.

Working in partnership with our customers, we've helped secure \$667 million in grant funding over the years—supporting clean-fuel adoption and infrastructure development across the country. These collaborations are critical to accelerating the transition to low-carbon transportation and ensuring that fleets of all sizes can access the benefits of RNG.

As we reflect on 2024, it's clear that our progress is not just measured in gallons produced or stations built—it's measured in the impact we're making on the environment, the industry, and the communities we serve. Every project, every partnership, and every gallon of RNG delivered brings us closer to our goal: to lead the way in producing and supplying ultraclean RNG fuel for transportation.

We believe in RNG, its readiness and its power to decarbonize transportation domestically at an affordable cost. And we're proud to continue pushing forward—building, innovating, and leading the charge.

Sincerely,



Andrew J. Littlefair
President and CEO



About Clean Energy

Our mission is to create a healthier planet by reducing greenhouse gas emissions in the transportation and dairy industries.

Clean Energy Fuels Corp. is the country’s largest provider of renewable natural gas (RNG) for the transportation market, both in number of stations and gallons delivered per year.

RNG is a sustainable fuel made from organic waste that allows large vehicles—like heavy-duty trucks, city buses, refuse trucks, and airport shuttles—to reduce their greenhouse gas emissions.

Our vertically integrated business model begins at dairies and ends in commercial vehicles. We operate a vast network of fueling stations across North America, along with RNG production facilities at dairy farms nationwide. Our robust infrastructure ensures a quick path from pasture to pump, and it provides the widespread access that fleets need to adopt our renewable solution.

1 Updated 2024 CARB data.

HEADQUARTERS



Newport Beach
California

ESTABLISHED



1997

NUMBER OF STATIONS



607

US and Canada

RNG SALES GROWTH

13M

GGE in 2013



236.7M

GGE in 2024

FLEET CUSTOMERS



1,000+

(as of Dec. 31, 2024)

STOCK SYMBOL



CLNE

NASDAQ

NUMBER OF EMPLOYEES



577

TOTAL VOLUME IN 2024



477.9M GGE

CNG and LNG, including RNG

RNG USED FOR TRANSPORTATION MARKET SHARE¹



39%

U.S.

50%

California

FUELING VEHICLES



50,000+



About renewable natural gas (RNG)

WHAT IS RNG?

Renewable natural gas (RNG) is a low-carbon transportation fuel for heavy-duty trucks, buses, refuse fleets, and other large vehicles. It’s made entirely from organic waste, from sources like livestock farms, landfills, and wastewater-treatment facilities.

Unlike conventional natural gas, RNG is not a fossil fuel and does not involve drilling or fracking. But RNG does share the same chemical composition, which allows it to seamlessly drop into the existing natural-gas distribution infrastructure and into all natural-gas vehicles.

RNG is a mature and proven solution that replaces diesel, reducing both smog-forming NOx emissions and greenhouse gas emissions.

EMISSIONS-REDUCTION SOLUTION

As a society, we produce a lot of waste. This is a problem because when organic matter decomposes, it naturally releases methane, a highly potent greenhouse gas with a global-warming impact 28 times greater than that of carbon dioxide.² By capturing waste methane from sources like dairy farms, we can achieve a net impact that goes beyond current definitions of net-zero.

In fact, according to the California Air Resources Board (CARB), RNG surpasses even fully renewable electric options derived from solar and wind, thanks to its ability to prevent fugitive methane emissions from escaping into the atmosphere.

As a stable, domestic source of energy, unaffected by geopolitical events or price fluctuations in global markets, RNG is well suited to displace diesel.³ But it can also be used as a decarbonizing feedstock for power generation or other clean fuels, like hydrogen, ammonia, bio-LNG, and methanol.

HOW RNG BENEFITS FLEETS



Sustainable

RNG reduces lifecycle greenhouse gas emissions by up to 300%, making it the only fuel capable of achieving negative carbon-intensity.



Affordable

RNG is a domestic, stable-priced fuel, competitive with diesel. Grant funding and incentives are also available.



Cleaner

RNG-powered engines greatly reduce smog, with NOx levels 90% below current EPA standards.



Less maintenance

Unlike diesel engines, natural gas engines do not require an active after-treatment, such as a DPF or SCR.



Available now

A robust RNG fueling infrastructure already exists, with over 600 Clean Energy stations across North America.



Quieter

Natural gas engines are considerably quieter than diesel engines, a huge benefit to both drivers and communities.



Efficient

Choose from either public fast-fill dispensers or private time-fill fueling solutions to fit the needs of your fleet and duty cycle.



Less odor

Drivers and mechanics never go home smelling like diesel—a substantial improvement to their quality of life.

² IPCC, 2021: Climate Change 2021: The Physical Science Basis. Contribution of Working Group I to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change [Masson-Delmotte, V., P. Zhai, A. Pirani, S.L. Connors, C. Péan, S. Berger, N. Caud, Y. Chen, L. Goldfarb, M.I. Gomis, M. Huang, K. Leitzell, E. Lonnoy, J.B.R. Matthews, T.K. Maycock, T. Waterfield, O. Yelekçi, R. Yu, and B. Zhou (eds.)]. Cambridge University Press. In Press

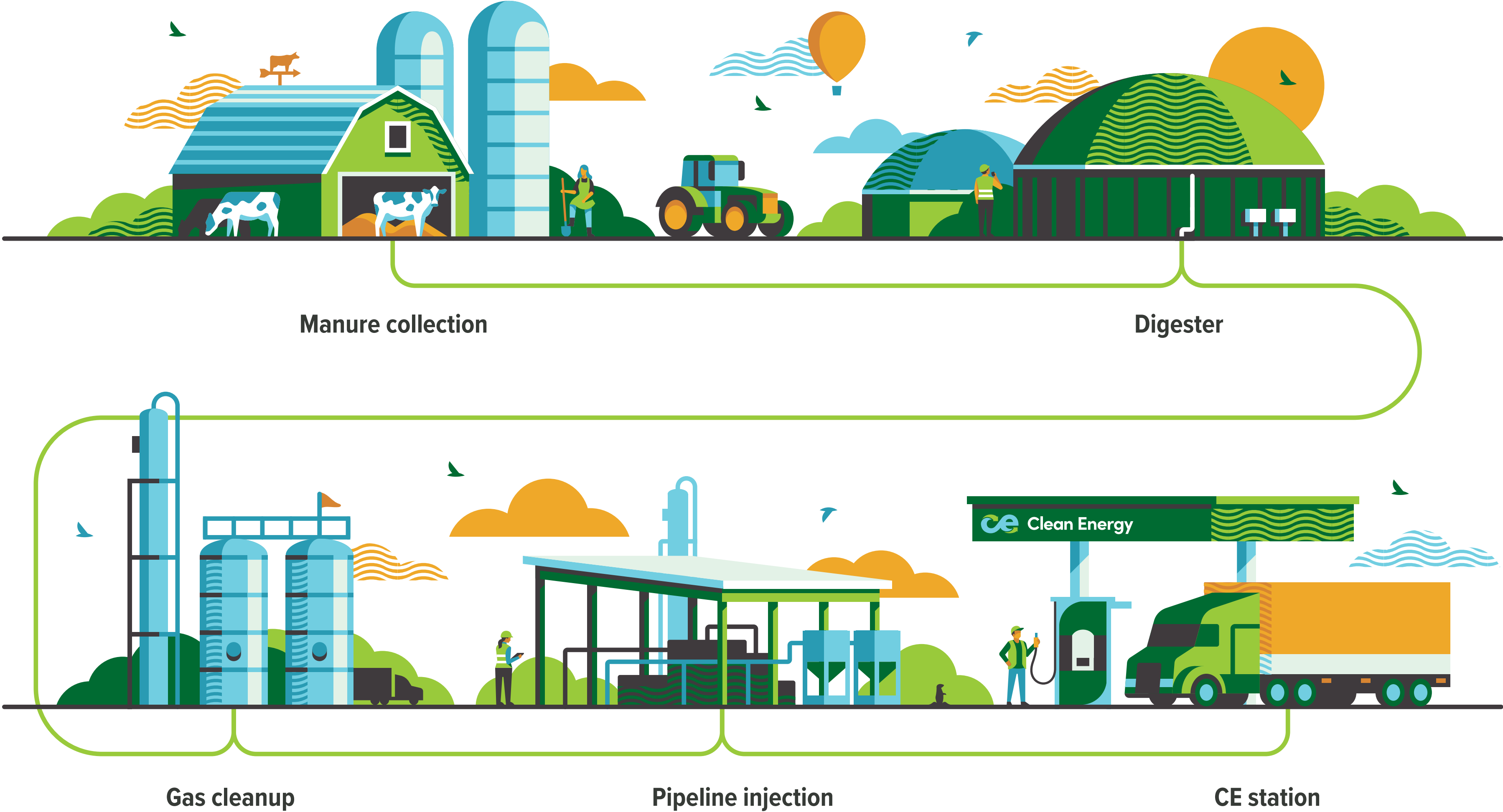
³ <https://afdc.energy.gov/fuels/natural-gas-benefits>

HOW RNG IS MADE

Clean Energy actively produces RNG at numerous dairy farms around the country. Here’s how it works.

- First, we collect manure and place it into a digester. By capturing the biogas as the waste decomposes, we prevent fugitive methane emissions from entering and damaging the atmosphere.
- Next, the biogas is processed and purified to a spec on par with that of conventional natural gas’s requirement criteria.
- Then RNG simply drops into the existing interstate pipeline system and is routed to Clean Energy fueling stations nationwide.

To learn more about RNG production benefits, see our [Environment](#) section.



Our products and services

At Clean Energy, we’ve made continued progress toward our goal of providing our on-road vehicle customers with 100% RNG by 2025.

In 2024, approximately 89% of the fuel we delivered to on-road vehicle customers was RNG.

We also achieved our goal of having our aggregate fuel carbon intensity at or below zero⁴, five years before our initial target date of 2025, and have since consistently maintained a negative carbon intensity for our RNG delivered in California.

In 2024, Clean Energy’s weighted average portfolio carbon intensity for our RNG in California was –164.5 g CO₂e/MJ.

Today, only fuels delivered in California, Washington, and Oregon have a calculated and verified CI, based on the Low Carbon Fuel Standard and Clean Fuels Programs of these respective states. Given the significant impact of reducing carbon intensity, other states are also working on legislation to introduce LCFS programs.

Clean Energy understands the importance of reporting and reducing our RNG’s carbon intensity across CE fueling stations in all regions. We are working on developing a solution that would provide third-party verified carbon intensity to address individual customer needs.

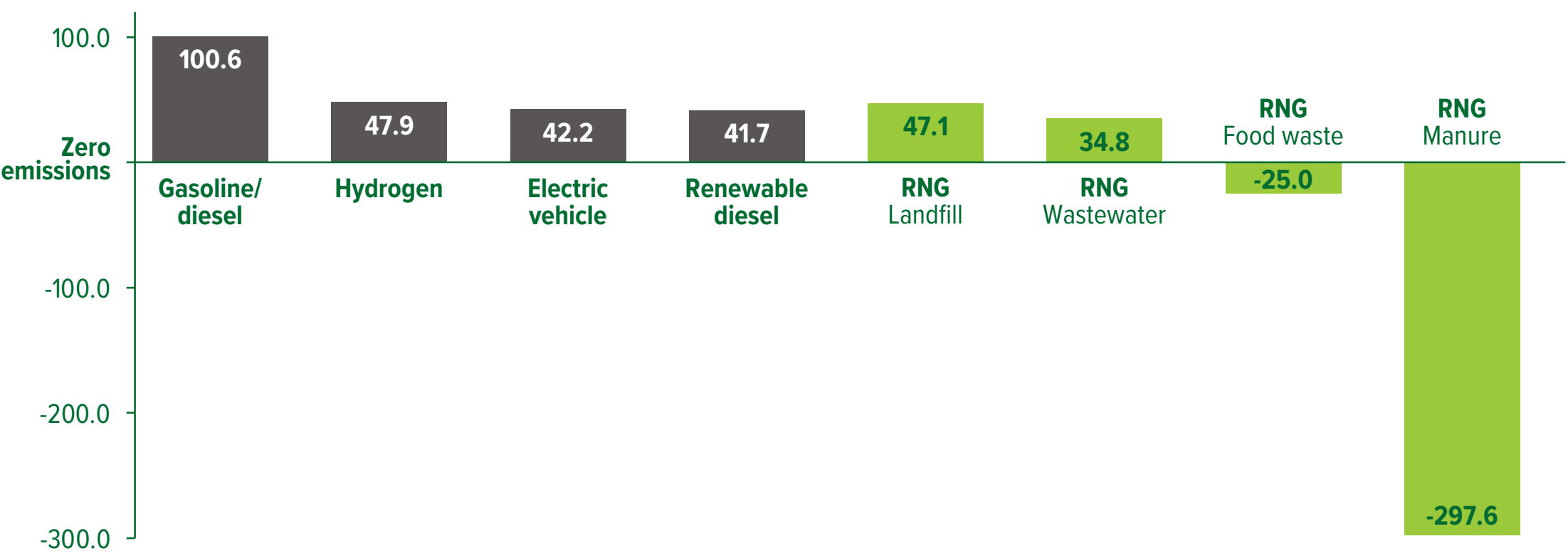
WHAT IS CARBON INTENSITY?

Carbon intensity, or CI value, is a calculation of the total emissions generated throughout a fuel’s entire lifecycle, from source, fuel production and refinement, transportation, delivery, and use in an engine.

These lifecycle emissions, which include greenhouse gases and criteria pollutants affect air quality. Lifecycle emissions allow us to understand a fuel’s environmental impact from “well-to-wheel.”

Most fuels have a positive CI score, meaning they add carbon-dioxide-equivalent emissions to the atmosphere during their lifetime. RNG from dairy manure, on the other hand, has a deeply negative CI value due to the capture of methane emissions in digesters.

Carbon intensity by fuel types [gCO₂e per MJ]⁵



Note: For gasoline/diesel, hydrogen, electric vehicle and renewable diesel, data represents average CI of delivered fuel. For RNG, data represents average CI score of active certified pathways (version 3.0) to show the different CI scores by feedstock.

⁴ This weighted average portfolio carbon intensity only accounts for fuel dispensed to on-road customers with a verified carbon-intensity value under the California Low Carbon Fuel Standard.
⁵ Source: California Air Resources Board, Q1 2025 LCFS data, and certified pathways as of July 31, 2025

RNG PRODUCTION

Clean Energy has traditionally obtained our fuel supply through contracts with third-party suppliers, and we’re one of the major RNG offtakes in the country. We have also been working toward establishing ourselves as an RNG producer by developing dairy-RNG projects in partnerships with bp, TotalEnergies, and Maas Energy Works, with whom we entered a joint-development project in 2024.

As of 2024, we have six dairy-RNG projects in operation, two under construction, and three under development.

Our partnership with bp started in 2020 and has seen \$455.5 million committed to RNG project development. As of 2024, there are five dairy-RNG projects in operation and one large project under construction which is planned to be completed by the end of 2025. Collectively, the six dairy-RNG projects with bp are currently estimated to produce up to approximately 8 million GGEs of RNG annually.

Our partnership with TotalEnergies currently has one dairy RNG project at Del Rio Dairy in Friona, Texas and started production in 2023. The project is estimated to produce up to approximately 1 million GGEs of RNG annually.

In 2024, we entered into a joint development agreement with Maas Energy Works to develop dairy-RNG projects. Under our agreement, Clean Energy will provide funding for project development and construction while Maas will manage the projects. In 2024, we contributed \$32.6 million.

We are also constructing an RNG project at the South Fork Dairy in Texas. This project is 100% owned by Clean Energy and is estimated to produce up to 2.6 million GGEs annually.

All our RNG production will be available for sale to the vehicle-fuel market.



SOUTH FORK DAIRY

Clean Energy officially broke ground on a new RNG facility at South Fork Dairy in Dimmitt, Texas –home to 16,000 cows. Slated for completion in 2025, the \$85-million project will produce 2.6 million gallons of RNG annually, all of which will fuel Clean Energy’s nationwide station network. This marks one of the largest RNG production developments in the U.S., turning organic dairy waste into a powerful tool for cleaner transportation.

By capturing methane from manure, the facility will significantly cut greenhouse gas emissions while helping the dairy farm monetize waste and reduce its environmental footprint. RNG from dairy farms carries a carbon-intensity score as low as -330, lower than even electric vehicles, and can reduce emissions by up to 300% compared to diesel.



FORMS AND DELIVERY METHODS

RNG and conventional natural gas are composed of the same compound, which allows easy transportation and distribution within the pipeline system. They can be delivered and dispensed in one of two forms (gaseous or liquified) after being refined and pipeline-injected. RNG allocation is done via “mass balance,” a method to track renewable energy quantities (RNG) in existing systems (pipelines) and deliver them within that system (stations).

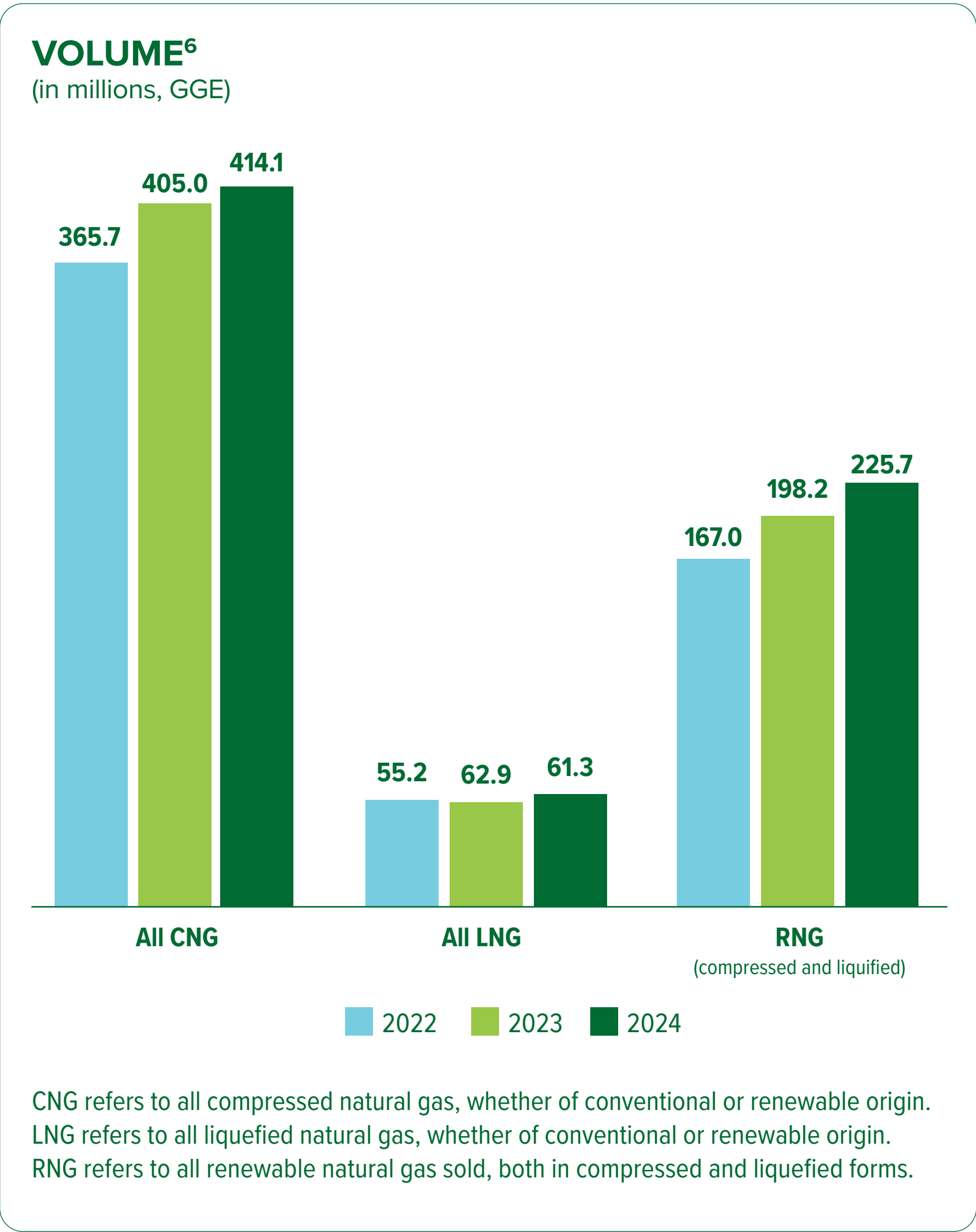
Compressed Natural Gas (CNG)

Clean Energy specializes in providing RNG as CNG for vehicles, allocating it directly to fueling stations where it can be easily accessed and dispensed in its gaseous form.

Liquefied Natural Gas (LNG)

Clean Energy has two LNG facilities: one in Boron, California, and our Pickens Plant near Houston, Texas. In 2024, we produced 93% of our LNG supply within our plants, sourcing the remaining balance from third-party suppliers.

Our fleet of 74 tanker trailers transports LNG safely and efficiently to our extensive network of fueling stations—where it is stored and later dispensed in its liquid form or converted to CNG, ready to power vehicles—or delivered for use in non-road vehicle applications such as rocket propulsion, oil fields, utilities, industrial, marine, and rail usage.



⁶ Volume includes industrial bulk, marine use, and gallons via operations and maintenance contracts, in addition to on-road vehicles.



RNG DISTRIBUTION

Environmental Credits

To ensure that our RNG production sources are seamlessly connected to dispensing stations and end customers, our renewables distribution team applies for and manages certified alternative-fuel pathways with government programs such as the California Low Carbon Fuel Standard (LCFS), the Oregon Clean Fuels Program (CFP), the Washington Clean Fuel Standard (CFS), and the federal U.S. Renewable Fuel Standard (RFS). These pathways enable environmental and economic benefits of RNG as a vehicle fuel for our customers and/or Clean Energy. As our RNG volume grows, so does the amount of these environmental credits, making it a win-win economic situation and environmental solution for everyone involved. In 2024, we estimate that we generated 42% of all LCFS credits for RNG pathways in California.

In 2024, Clean Energy successfully certified 24 low-carbon fuel pathways for dairy projects and submitted fuel-pathway work for 7 projects.

GRANT PROGRAMS

Our Grants department is focused on securing critical funding from federal, state, and local sources for our renewable natural gas (RNG) initiatives. In 2024, we submitted requests for funding for 207 vehicles, 7 fueling station projects, including a hydrogen-infrastructure initiative. This shows a clear demonstration of our dedication to sustainable transportation solutions.

Our 2024 requested funding totaled approximately \$123 million, reflecting a 63% increase over 2023. Historically, we have successfully secured \$667 million in awarded funding, a significant achievement that has enabled a substantial impact in promoting cleaner technologies.

Our initiatives extend throughout the United States and Canada, empowering clients to replace high-emission diesel vehicles with efficient RNG alternatives. This pivotal transition is vital for reducing greenhouse gas emissions and improving community air quality. We invite stakeholders to join us in advancing a sustainable transportation landscape for future generations.



STATION CONSTRUCTION
AND O&M SERVICES

With a track record dating back to 2008, we have successfully built over 470 stations, proving ourselves as experts in the industry. In 2024, we completed 23 total construction projects, including 19 station projects (9 new stations and 10 station upgrades) and 4 facility-modification projects. In addition, we are considering the availability of alternative options for our customers at our stations:

- As hydrogen-powered vehicles are deployed, we can change our stations and build more stations to dispense clean hydrogen.
- Capability to add high-speed level 3 electric-vehicle charging at our stations, and our RNG can be used as a clean resource to power electric vehicles via on-site generation or routing to the electric grid.

We perform O&M (operation and maintenance) services at Clean Energy–owned and customer-owned fueling stations. Our maintenance program is backed by more than 200 company-employed service technicians and support personnel who work around the clock to keep our stations running smoothly. We also have an in-house 24/7 remote monitoring center, technician training center, and computerized maintenance-management system to ensure that we are always on top of any issues that may arise. Our O&M services branch also includes inventory warehouses throughout the United States and Canada.

NEW HYDROGEN STATION
FOR RIVERSIDE TRANSIT AGENCY

Clean Energy has been selected to design, build, and maintain a new hydrogen fueling station for Riverside Transit Agency (RTA) in California, supporting RTA’s plan to expand its hydrogen-powered bus fleet from five to over 100 vehicles over the next decade. This state-of-the-art station will provide reliable hydrogen supply for RTA’s long-distance routes, helping the agency transition to a zero-emission fleet and promote cleaner communities. This is the second hydrogen station project Clean Energy has been awarded recently with the first build successfully completed for Foothill Transit Agency in Pomona, California, in June 2023.



ADVANCING WESTERN CANADA’S
CNG FUELING CORRIDOR

Tourmaline and Clean Energy opened two new CNG fueling stations in Calgary and Grande Prairie, advancing our mission to build Western Canada’s first commercial CNG network for heavy-duty trucking. These stations, along with the Edmonton location opened in 2023, form a critical clean-fuel corridor helping fleets transition from diesel to lower-emission CNG. Backed by a \$70 million joint-development agreement, the initiative aims to build up to 20 stations and potentially fueling 3,000 trucks daily. The network not only supports immediate emission reductions but is also future-ready for RNG, paving the way for a cleaner, more sustainable future for Canadian trucking.



Corporate governance

Clean Energy’s *Board of Directors*⁷ upholds ethical corporate-governance principles to serve and provide independent oversight of, but not limited to, our financial, operational, and economic issues and policies. The Board is dedicated to transparency and integrity when updating guidelines for the best interests of Clean Energy or as required by applicable laws and regulations.

Our Board adopts an annual *Conflict Minerals Policy* and a *Human Rights Policy*, highlighting our commitment to minimize the adverse effect our infrastructure or operations may have on people and communities.

Clean Energy and all our business units are expected to be ethical, respectful, and strong community partners, forming positive relationships whenever we do business as emerging sustainability leaders in the renewable energy space. We are continually working internally to incorporate and integrate sustainable strategies into our overall business strategy, risk management, and governance structure.

Clean Energy maintains open dialogues with our shareholders on governance, financial, and environmental topics provided in our quarterly and annual reports filed with the Securities and Exchange Commission (SEC), our annual Proxy Statement, and this and future Corporate Sustainability Reports, which can all be found on our website.

⁷ Board of Directors as of 2024.



STEPHEN SCULLY
Chairman of the Board



ANDREW J. LITTLEFAIR
President and CEO



LIZABETH ARDISANA



KARINE BOISSY-ROUSSEAU



PATRICK FORD



JAMES C. MILLER III



KENNETH M. SOCHA



MATHIEU SOULAS



VINCENT C. TAORMINA

Our sustainability strategy

In the United States, the agriculture industry—including manure management and enteric fermentation—and landfills account for 50% of methane emissions, and the transportation industry is responsible for 35% of the carbon-dioxide emissions.⁸

Our sustainability strategy tackles these emissions using a multifaceted approach:

- promoting the adoption by fleets of the Cummins X15N natural gas engine
- promoting the environmental and economic benefits of RNG for fleet vehicles
- increasing supply of RNG through the development of new project-investment opportunities, expanding our existing supplier portfolio, and leveraging our existing fuel network and customer relationships
- empowering our customers to achieve their sustainability and carbon-reduction objectives
- leveraging our management expertise
- utilizing our environmental, health and safety and compliance leadership

Our vision is to deliver renewable transportation fuels today, for a cleaner, safer, more equitable tomorrow.

In 2024, we continued to focus on strong partnerships with our stakeholders. Together, we’re making progress toward our goals and improving our operations to align with our sustainability initiatives. We understand that our environmental impact goes beyond just our products, which is why we’re working to foster a culture of sustainability in everything we do.

⁸ <https://www.epa.gov/ghgemissions/overview-greenhouse-gases>

MATERIALITY

Clean Energy conducted a materiality assessment in 2020 with Business for Social Responsibility (BSR) to decide which sustainability issues were most material (important) to the company and its stakeholders. The materiality assessment is a critical part of Clean Energy’s sustainability strategy and goals. A materiality assessment is key in showing which environmental, social, and governance issues are the most relevant to our business to aid in developing our sustainability strategy and goals.

Clean Energy’s materiality matrix highlights key nonfinancial ESG risks and opportunities that are most important to the company, based on the Global Reporting Initiative’s [definition of materiality](#).

Our vision for progress centers around our three materiality pillars: fueling the transition to renewable energy in transportation, building the workforce for the future, and advancing smart policies that drive the transformation to renewable fuels.

We plan to conduct an updated materiality assessment in 2025 to continue informing our sustainability strategy. For more information on the 2020 materiality assessment, please refer to our [2020 Sustainability Report](#).

MATERIALITY MATRIX: PRIORITIES

ENVIRONMENT



- Greenhouse Gas (GHG) and Air Emissions**
- Environmental and Social Impacts of Natural Gas Extraction, Processing, and Transport**
- Enabling Renewable Energy for Transportation**
- Climate-Transition Risk
- Water Stewardship
- Operational Energy Efficiency
- Supplier Social and Environmental Performance
- Biodiversity and Land Use
- Waste

SOCIAL



- Employee Recruitment, Retention, and Engagement**
- Disproportionate Air-Quality Impacts in Low-Income Communities**
- Employee and Contractor Safety
- Inclusive Workforce
- Human Rights
- Labor Standards and Employment Conditions

GOVERNANCE



- Policy Advocacy and Lobbying**
- Internal Governance Structures**
- Disaster Preparedness and Response
- Infrastructure Safety and Security
- Business Ethics, Executive Compensation, and Incentives
- Policy Advocacy



UNITED NATIONS SUSTAINABILITY GOALS

Our materiality pillars were inspired by and partly based on the United Nations’ Sustainable Development Goals (“SDGs”). We understand our obligation to play a part in promoting sustainability and following the principles of sustainable development.

FUELING THE TRANSITION TO RENEWABLE ENERGY IN TRANSPORTATION



Innovation

Leading the transformation of the transportation sector to decarbonize our energy infrastructure and ensure access to reliable and sustainable renewable energy for all.

Responsible Production

Resilient fuel-dispensing infrastructure and RNG project development that uses waste or manure for sustainable waste management while decreasing greenhouse gas emissions.

Stewardship

Reducing our own and our customers’ carbon footprints by producing and using RNG and decreasing our reliance on fossil fuels and natural resources that result in further environmental damage.

BUILDING THE WORKFORCE OF THE FUTURE



Thriving Workforce

We strive to build the workforce for the future of renewable energy while supporting a trained and diverse staff of employees.

Ensure Inclusivity

We acknowledge the lack of diversity in the energy sector and strive to be part of the solution by working with external stakeholders to ensure we are recruiting diverse top talent.

Safety

The safety of our employees, contractors, and customers is our top priority so we strive to keep a zero-incident workplace by keeping our staff trained with up-to-date methods or technologies.

SMART POLICIES FOR SYSTEM TRANSITION TO RENEWABLE FUELS



Systemic Change

Investing in the clean-energy transition and providing lasting benefits to society by working to ensure the adoption of state and federal policies that accelerate the transition to low-carbon fuels.

Collaboration

We are committed to contributing to sustainable economic development by working with local suppliers and dairy farmers when we can in our operations.

Community

We are also committed to expanding our businesses while considering new risks associated with climate change and not placing undue burden on small businesses or underrepresented communities.

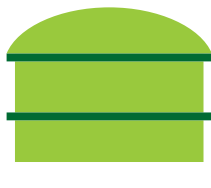
2024 HIGHLIGHTS



Fast facts



-164.5g CO₂e/MJ
Carbon intensity of our RNG
(weighted-average CA LCFS portfolio)



6
Dairy-RNG projects
in operation



5
Dairy-RNG projects
in construction and
development



89%
Fuel delivered to on-road
vehicle customers was RNG



24
Low-carbon fuel
pathways certified



19
Total station
projects completed
by construction team



4.9%
Increase in the volume
of RNG sold from 2023



\$667M
Grant funding
awarded to date



2nd
Hydrogen fueling station
project awarded

Customer impacts

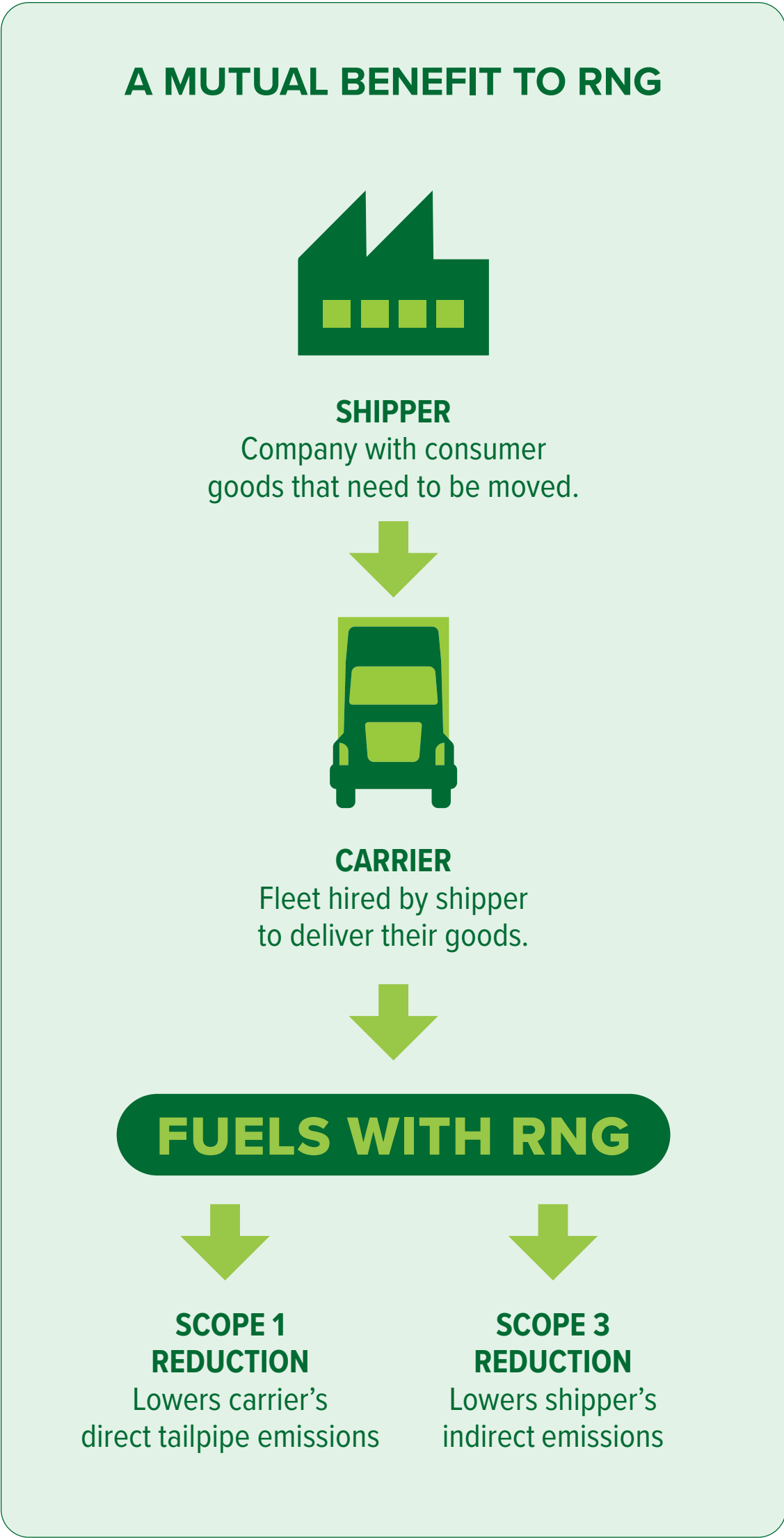
We estimate that our customers were able to reduce their emissions from the use of our fuel by a collective 1,315,383 MT of CO₂e in 2024, compared to 1,037,423 in 2023.⁹

When we actively reduce greenhouse gas emissions through our RNG solution, our fueling customers share in that positive impact.

Our RNG customers include some of the largest heavy-duty fleets in the world such as Amazon, United Parcel Service (UPS), Republic Services, and Los Angeles County Metropolitan Transportation Authority (LA Metro), with demand growing each day.

Under the GHG Protocol, the greenhouse gas inventory reduction of RNG can either appear as Scope 1 or Scope 3. Customers who fuel their own vehicle fleets with RNG reduce their Scope 1 emissions, because these emissions are tied directly to the company’s operations. Companies that hire third-party RNG fleets can report lower Scope 3 emissions, which are indirect emissions that occur because of a company’s activities.

⁹ Calculated based on our Scope 3 Use of Sold Product biogenic emissions.



Success stories



CUMMINS ENGINE DEMO TRUCK PROGRAM

Clean Energy launched a demo program to let heavy-duty fleets test drive trucks powered by the new Cummins X15N natural gas engine, with industry giant J.B. Hunt as the first participant. Fleets can operate the 2025 Peterbilt 579-day cab tractor on regular routes for up to two weeks, using Clean Energy’s extensive fueling network of over 600 stations. The program aims to showcase the X15N engine’s ability to deliver diesel-like

performance with over 750 miles of range while reducing lifecycle greenhouse gas emissions by up to 300% when using RNG. J.B. Hunt, already operating more than 180 RNG-powered vehicles, views this pilot as a key step toward its goal of reducing carbon emissions intensity by 32% by 2034. The program will continue through 2025, offering fleets across the U.S. a hands-on opportunity to explore this game-changing, sustainable technology.



LNG-POWERED CONTAINER SHIPS

Clean Energy completed construction of a third production train at our Boron LNG plant, boosting capacity by 50% to produce up to 270,000 gallons of LNG daily to meet rising demand from customers seeking to decarbonize operations. Key customer Pasha Hawaii now operates three LNG-powered container ships, significantly increasing their LNG consumption and surpassing International Maritime Organizations (IMO) 2030 standards for ocean vessels, with zero sulfur emissions, a 90% reduction in nitrogen oxide, and a 25% cut in carbon dioxide compared to traditional fuels. This expansion not only supports cleaner port communities but also empowers more businesses to adopt LNG for sustainable operations.



PUBLIC TRANSIT FLEETS

Clean Energy has partnered with the Metropolitan Transit Authority of Harris County (METRO) to build Houston’s first private compressed natural gas (CNG) fueling station, supporting METRO’s transition to a cleaner fleet of up to 120 natural-gas-powered buses. Designed to fuel 2 million gallons of CNG annually, the state-of-the-art station will help METRO reduce nitrogen oxide emissions by 90% and significantly lower carbon emissions, with the flexibility to shift to renewable natural gas (RNG) in the future. Serving one of the nation’s largest transit areas, this project marks Clean Energy’s largest agreement in a decade, reinforcing CNG as a reliable, sustainable solution for high-demand public transportation.



LOGISTICS AND DELIVERY FLEETS

Clean Energy signed an RNG fueling agreement with DHL to provide 100,000 gallons annually over a three-year period to power DHL trucks located in California, Texas, and Arizona. These are DHL’s first RNG trucks that the company is testing as a cleaner, more sustainable alternative fueling option to diesel. SalSon Logistics inked a new RNG supply deal to fuel its 15 heavy-duty truck fleet at Clean Energy’s Romeoville, Illinois station. The agreement will see an anticipated 500,000 gallons of fuel over a five-year period to cleanly fuel and transport goods for its customer, Ikea, in the Chicago area.



SANITATION AND WASTE

One of the largest street sweeping companies in the country, Nationwide Environmental Services, based in Norwalk, California, has signed a 5-year maintenance and RNG supply contract for an anticipated 1.75 million gallons of RNG to fuel its 75 street sweepers. The company services over 2.5 million citizens in greater Los Angeles, Orange, Ventura, San Bernardino, and Riverside counties.

Clean Energy signed an agreement with Noble Environmental, a waste-management company, to build a new RNG fueling station in Westmoreland, PA. Noble Environmental will supply the site with an expected 550,000 gallons annually of RNG produced from their own landfill gas to power 50 of their sanitation trucks.



TRUCKING FLEETS

Estes Express Lines, the largest privately held freight-transportation company in North America, signed a fueling agreement for an estimated 450,000 gallons annually of RNG to be used by 40 new trucks that will fuel at our station in Fort Worth, TX. We also currently provide RNG for 50 of Estes’ trucks in California.

Clean Energy has extended its relationship with cattle and beef haulers, Harris Ranch, and will supply 450,000 gallons of RNG to 40 of Harris Ranch’s heavy-duty Class 8 truck fleet as well as maintain its private station in Coalinga, CA.



ENVIRONMENT

Fueling the transition to renewable energy in transportation



Environmental goals

Clean Energy is committed to becoming Climate Neutral by 2035.

We are acutely aware of the pressing issue of climate change and the profound impact it has on our planet and all its inhabitants. That is why we have pledged to become climate neutral by 2035, and we’ve identified seven key targets to help us reach that goal.

Our strategy to support this goal:

- Educating stakeholders at all levels on the advantage of RNG, explaining its impact on avoiding emissions from different types of waste and fugitive point sources.
- Promoting the reduction of methane emissions and expanding the use of renewable fuels to displace fossil-based fuels.
- Increasing supply of RNG through the development of new project investment opportunities, expanding our existing supplier portfolio, and leveraging our extensive fueling-station network and customer relationships.
- Empowering our customers to achieve their sustainability and greenhouse gas reduction objectives.
- Management expertise
- Environmental, health and safety, and compliance leadership.

FUELING THE TRANSITION TO RENEWABLE ENERGY IN TRANSPORTATION

Progress	Target ¹⁰	2024 Progress	2024 Update
	100% of fuel we deliver to on-road vehicle customers will be RNG by 2025 .	+0%	In 2024, approximately 89% of the fuel we delivered to on-road vehicle customers was RNG, consistent with the percentage we provided in 2023. This is an ambitious goal which we are striving to carry out in part through increased investments into RNG procurement and development.
	In aggregate, the Carbon Intensity (CI) of all on-road vehicle fuel in LCFS states we deliver to customers will be zero by 2025 . ¹¹		In 2024 we continued to deliver RNG with a weighted-average portfolio carbon intensity of -165.5 g CO ₂ e/MJ. We met and surpassed our goal in 2021.
	Reduce Clean Energy’s carbon footprint ¹² by 25% by 2025 , over a 2017 baseline.	–32.2%	In 2024 we continue to meet our initial carbon footprint target; Clean Energy’s emissions were 32.2% lower than reported inventory emissions in 2017.
	Reduce Scope 3 emissions by 25% by 2025 over a 2017 baseline.	–34.4%	In 2024 we continue to meet our initial Scope 3 target; Clean Energy’s Scope 3 emissions were 34.4% lower than the reported Scope 3 emissions in 2017.
	Continue to procure our replacement maintenance fleet with natural gas or other alternative-fuel vehicles as the market allows. ¹³		In 2024, we continued to procure our replacement fleet with vans and trucks equipped with natural gas or other alternative fuel vehicles, increasing our fleet’s usage of RNG.
	Institute Leak Detection and Repair Program (LDAR) program at 100% of Clean Energy–owned stations ¹⁴ by 2025 .		Between our stations and customer-owned stations, 97 have programs in place.

10 In 2022 we removed the target, “Include a fugitive-emissions reduction goal for Scope 1 and Scope 2 emissions by 2022,” due to continuing internal research to establish a concrete target; in 2024 we removed the target, “Up to 75% of our third-party tanker fleets in California will run on CNG by 2025,” due to change in data management and methodology.

11 Updated in 2024 report to clarify that our weighted average carbon intensity is CI is applicable to fuel provided in California under the Low Carbon Fuel Standard program.

12 Our carbon footprint refers to the collective sum of Scope 1, 2, and 3 emissions.

13 In 2022, we updated our target from “Procure natural gas or other alternative fuel vehicles for all Clean Energy maintenance fleets vehicles by 2022,” due to the changing vehicle market that effects our ability to procure replacement vehicles.

14 Referring to stations owned by Clean Energy only, as these indicate where we have feasible ability to institute these programs.

Environmental benefits of dairy RNG

THE CLIMATE IMPACT OF MANURE

In the United States, dairies are one of the largest emitters of methane, with manure management from livestock responsible for 9% of all U.S. methane emissions.¹⁵ In the year since the major Global Methane Pledge, in which signatory countries including the United States pledged to reduce methane emissions by 30% between 2020 and 2030, pathways and policies to drive methane reductions in key methane-emitting sectors has gathered momentum.

California has already gone above and beyond to set up methane emission targets through Senate Bill (SB) 1383, including a reduction target for the dairy and livestock sector of 40% below 2013 levels by 2030.¹⁶ RNG project development at dairy farms puts methane-mitigation plans into action to reduce greenhouse gases and criteria pollutants and to improve air quality.

CIRCULARITY OF DAIRY GAS

Anaerobic Digester Gas (ADG) is produced inside an airtight tank or covered manure lagoon used to break down organic matter such as dairy manure waste, which is why it’s also called dairy gas. Raw ADG prior to pipeline injection is processed and refined to meet compliance by local utilities. The composition of raw ADG includes methane, carbon dioxide, nitrogen, hydrogen sulfide, and oxygen, along with water. Some of these elements can be repurposed after the raw gas has gone through the purification process.

HOW RNG BENEFITS FARMS

Enhance sustainable manure-management practices through anaerobic digestion, the breakdown of manure in the absence of oxygen, which creates biogas for RNG.

Promote circularity with waste; materials separated from manure in the RNG process result in nutrient rich digestate that can be used for fertilizers, along with fiber-rich livestock bedding.

Generate an added revenue stream for farmers and local, oftentimes rural communities.

Do not compete with food, so crops are prioritized for consumption and excess fertilizer is not needed to grow crops for fuel.

Do not require deforestation of land.

Reduce the risk of spillage or surface water contamination from unmanaged or uncovered manure lagoons in areas at risk of storms or floods.

¹⁵ [Inventory of U.S. Greenhouse Gas Emissions and Sinks | US EPA](#)
¹⁶ [California Legislative Information: Senate Bill No. 1383, Chapter 395](#)



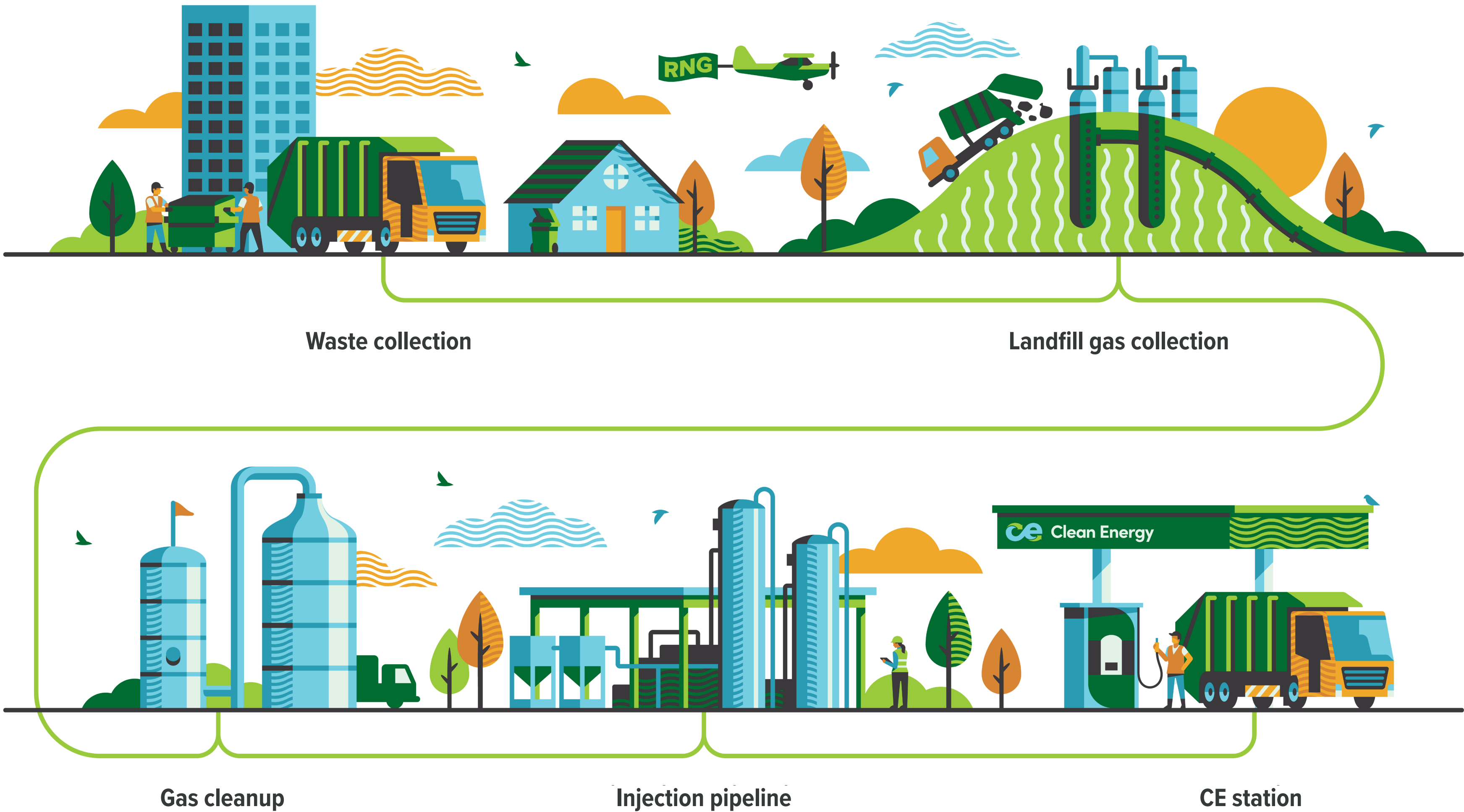
Environmental benefits of landfill RNG

CIRCULARITY OF LANDFILL GAS

In addition to RNG from dairy manure, a key source of the RNG that Clean Energy supplies is from landfill gas. Landfills are a considerable source of methane emissions, accounting for 16% of the total methane emissions in the United States in 2022.¹⁷ Methane is produced in landfills through a natural decay process when food scraps and other organic waste decompose in a low-oxygen environment.

By converting landfill gas into RNG, we are not only reducing methane emissions at the source but also supplying a sustainable fuel choice for our refuse customers, whose trucks are fueled by the same waste they collect.

This innovative approach to waste management and fuel production supports a more circular economy, where waste products are repurposed and used to create renewable energy.



¹⁷ [Basic Information about Landfill Gas | US EPA](#)

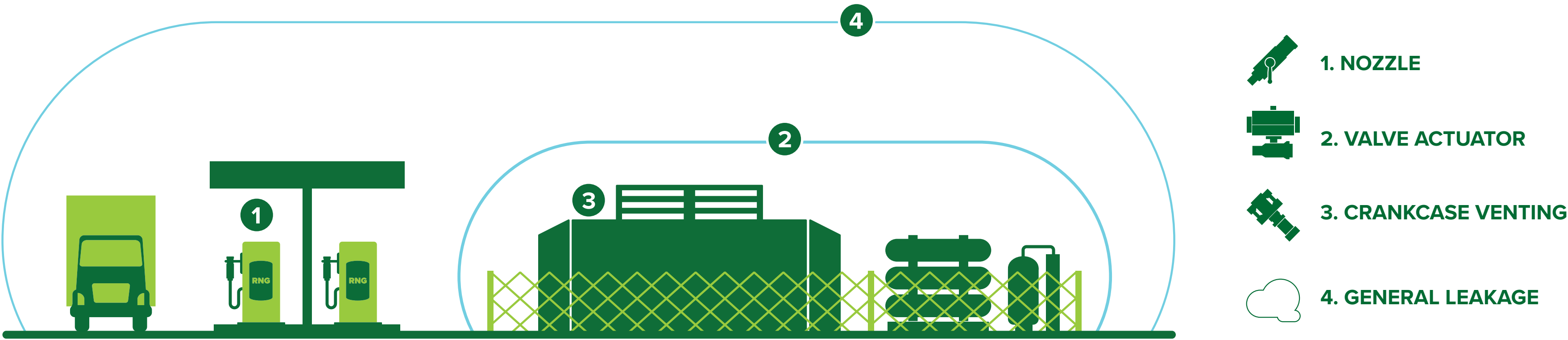
Addressing methane leaks

Clean Energy acknowledges the detrimental environmental consequences of methane, the main constituent of natural gas, escaping into the atmosphere from various applications, as it contributes to climate change. These leaks can occur during production, transportation, distribution, or storage stages when containment practices fall short. Besides increasing greenhouse gas emissions, these leaks squander valuable fuel that could have been used and may also pose safety hazards if left unaddressed. Therefore, it is crucial from safety, environmental, and economic standpoints to promptly address and rectify leaks upon detection. This involves finding the root cause and implementing corrective measures to prevent their recurrence.

IMPACTS OF NATURAL GAS EXTRACTION, PROCESSING, AND TRANSPORT

Clean Energy is committed to transforming the transportation industry and meeting our target of being able to supply 100% RNG for all our on-road vehicle customers by 2025. This ambitious goal allows us to significantly reduce the environmental impact associated with conventional natural gas development. Moreover, it presents a tremendous opportunity for economic growth and job creation within the communities where RNG projects are planned to be developed.

18 In 2022 we removed the verbiage referencing that we are in line with the EPA's voluntary 15-day repair guideline because it only applies to natural gas manufacturing facilities. There are not currently official guidelines for when to repair leaks at natural gas fueling stations.



LEAK DETECTION AND REPAIR

To ensure the utmost safety and environmental responsibility, Clean Energy has implemented a Leak Detection and Repair (LDAR) Program. This program is designed to effectively manage, reduce, and control fugitive-methane emissions resulting from gas leakage. We are dedicated to achieving 100% implementation of this program at all our owned stations by the year 2025.

By prioritizing the LDAR Program, we are taking decisive steps to find and rectify methane leaks promptly. Our goal is to not only exceed industry standards but set up best practices in the management of fugitive-methane emissions, while tentatively setting reduction targets. Through this comprehensive approach, we are proving our commitment to safety, sustainability, and minimizing our carbon footprint. We understand the importance of continuously improving our operations to protect the environment and ensure the well-being of our communities.

FUGITIVE EMISSIONS

Unintentional gas leaks can occur at several points at a fueling station. Clean Energy has grouped these into four main areas: the nozzle, valve actuator, crankcase venting and general leakage.

Some gas loss happens at the nozzle due to imperfect end-use dispensing practices. Other leaks may come from equipment like valve actuators or crankcase venting during use because they can leak gas into the air if not properly sealed and closed. The main gas line can also release emissions due to worn connections over time.

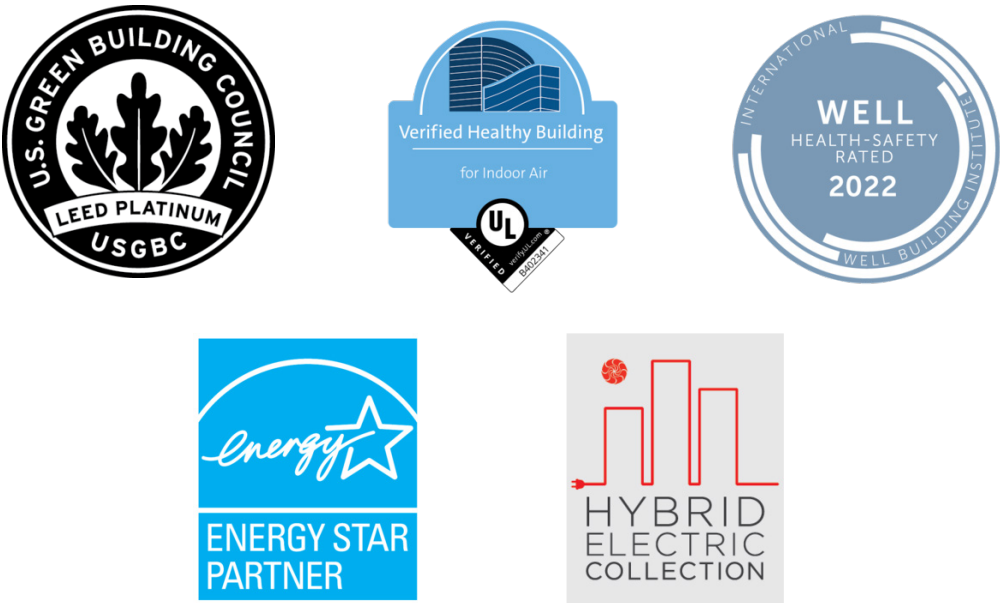
The crankcase houses the compressor, parts within the crankcase work to compress CNG, and small amounts of gas can leak while the crankcase does its job. The valve actuator's role is to open or close a valve that controls the flow of gas. In 2021 we began requiring all new Clean Energy-owned stations to be built with compressors operated by air instead of natural gas. As natural gas flows from production to be dispensed, other reasons for leaks do sometimes appear. Clean Energy responds to all leaks promptly when repairs are needed at our stations.¹⁸

Operational energy efficiency

HYBRID ELECTRIC AND LEED-CERTIFIED CORPORATE HEADQUARTERS

Our corporate headquarters in Southern California exist in a LEED® Platinum & ENERGY STAR® certified building. Recognized by the U.S. Green Building Council, the LEED designation is reserved for the highest performing, most sustainable structures. The building also carries the prestigious UL Verified Healthy Building mark, ensuring the best indoor air quality for the well-being and productivity of all who step inside.

Our occupancy building is also part of the Hybrid Building Electric Collection. Our headquarters benefit from an advanced energy-storage system that slashes peak energy demand by an impressive 25% and drives down overall energy costs by as much as 10%. The Hybrid Building Collection reduces power demand by 10 megawatts, enough to serve 10,000 homes during peak hours. With on-site energy-storage systems, the building aims to reduce reliance on local utilities, alleviate strain on power plants, and supply reliable backup power during grid outages. By embracing this hybrid electric approach, we cut the need to run fossil natural-gas power plants during peak demand hours.



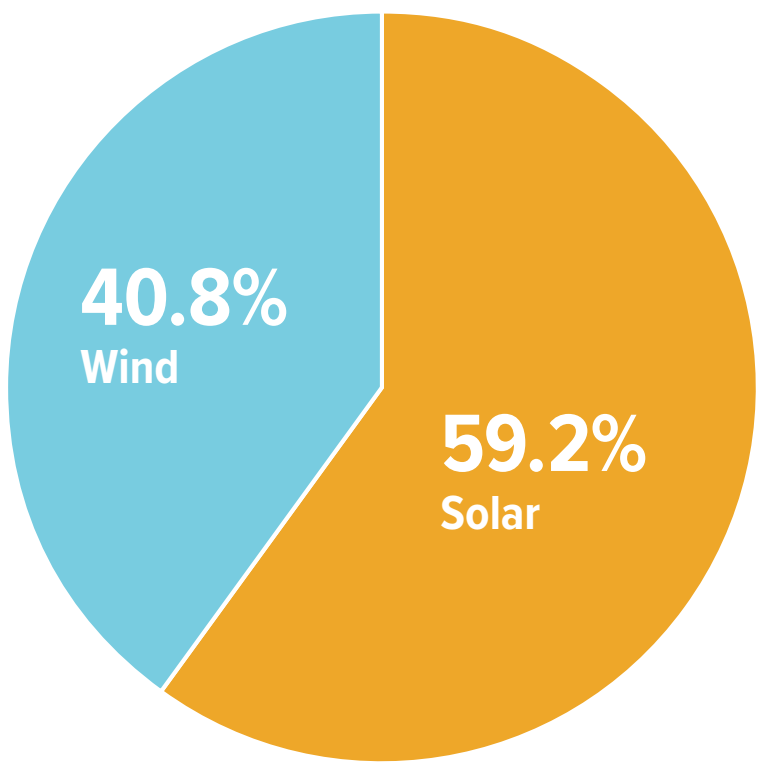
Our HQ also participates in sustainable organic-waste disposal and management. Organic materials make up half of Californians’ total waste in landfills. Organic waste is any material that is biodegradable and either comes from a plant or an animal. The most common organic waste in the workplace will include food and landscape green waste. Building management recycles green waste into mulch on site—approximately 40,000 tons of waste is recycled annually.

RENEWABLE ENERGY FOR OUR STATIONS

Clean Energy’s stations use electricity to compress natural gas so that it can be dispensed as vehicle fuel. By signing up for our stations to be powered by renewable energy sources like solar and wind, Clean Energy is poised to propel our stations into a new era. This strategic move will not only reduce emissions in the regions where we obtain electricity, but it will also significantly reduce our Scope 2 emissions. By reducing our reliance on fossil fuels, we actively contribute to cleaner air, a healthier environment, and a more sustainable energy infrastructure.

Community Solar Farm Project: In 2021, Clean Energy secured a subscription for solar-energy procurement from a new community solar farm project in El Mirage, California that began operations in 2023. In 2024, we were able to secure approximately 2.8 million kwh of renewable energy for our stations in California, compared to 650,000 in 2023.

Wind Power in Texas: In 2020, we secured an offtake contract to obtain wind energy. This agreement will supply over 3 million kilowatt hours



of clean electricity per year. In 2024 we obtained 4.6 million kwh of wind energy for our Texas stations, compared to 3.4 million kwh in 2023.

Renewable Energy Procurement in California: In 2024, Clean Energy continued to work with Community Choice Aggregation (CCA) programs in California to get 100% renewable energy. We were able to procure an approximate 3.9 million kwh, compared to 1.9 million in 2023.

See more about our Scope 2 emissions: [Renewable Energy for Stations](#)

ENERGY-EFFICIENT FUELING

One of the benefits of CNG is the ability to take advantage of off-peak energy prices. When working with customers that are sensitive to costs, we recommend fueling at night during non-peak times, which reduces our energy footprint and impact on the grid while decreasing costs for our customers. When possible, we control the amount of time our compressors start and stop during the day to minimize fueling during peak hours.



Environmental impact and nature-related risk

Addressing the climate crisis includes restoring nature and protecting biodiversity as much as possible because these are mutually supporting goals.

Nature-related risks have rapidly driven the climate crisis to be a main priority for policy makers, regulators, investors, businesses, consumers, and citizens. Clean Energy began identifying what our nature-related risks are as a provider and producer of RNG so we can outline and create targets and goals that focus on decreasing our nature-related impacts.

DEPENDENCIES AND IMPACTS

Dependence is how our business relies on ecosystem services and natural capital. We recognize that business activities rely on the stability of secure ecosystem services and natural capital. Ultimately, nature is the backbone of the world economy because businesses depend on nature and societies cannot survive or thrive without clean air, water, food, and a stable earth system.

IDENTIFIED DRIVERS OF NATURE CHANGE

The Taskforce on Nature-related Financial Disclosures (TNFD) identifies five main pressures or “drivers of nature change”: land/water/sea use change, resource use, climate change, pollution, and invasive species and other. Clean Energy identified two drivers of nature change related to our operations: resource use and climate change.

For our measurable impact drivers, we identified water use (nature realm: freshwater) for resource use and greenhouse gas emissions (nature realm: atmosphere) for climate change.

Please see below our key impact outlined for water use in our operations and [page \(48\)](#) for more details regarding our greenhouse gas emissions, targets, and goals.

WATER

Our two LNG plants, located in Boron, California and Willis, Texas are some of our most resource-intensive operations.

Our plant managers are focused on improving the efficiency of operational freshwater management and our impact on the local water utilities.

In 2024, production capacity was added to Boron, due to an additional train being added. A train refers to a set of equipment and processes that work together to convert natural gas into LNG. Pickens started to pick up production at the end of the year after a production gap since 2023.

Water Usage (gallons/year)	Boron Plant	Pickens Plant
2021	33,886,309	10,127,400
2022	38,412,169	11,395,050
2023	22,815,326	1,507,320
2024	38,042,790	30,500



**WATER RECLAMATION
AT OUR BORON PLANT**

At our Boron Plant, we use dedicated water wells managed next to Boron, separate from the local desert-region water utility. This ensures a water source for our operations in Boron without compromising water availability to the local desert community watershed, and it meets regulatory discharge requirements.

Starting from the wells, the water is carefully collected and stored in a tank, found right next to our plant. Using a water pump, the water is delivered to Boron’s cooling tower after passing through a water softener.

We use advanced water-treatment chemicals as needed to prevent mineral build-up, ensuring best performance throughout our plant. The water circulates at a rate of approximately 4,000 gallons per minute, cycling through the plant’s cooling water pumps.

We aim to review the water impacts, risks, and opportunities at our major operating sites annually because we want to reduce our use of freshwater as much as possible in our operations.

After three passes around the plant, a pump returns the water next door, where it is channeled into our neighbor’s mining process, also playing a vital role in separate operations from Boron.

Once the operations are completed, the water is carefully directed to an evaporation pond, minimizing waste and impact on the surrounding desert ecosystem.

**WATER THROUGHOUT
OUR OPERATIONS**

We provide our customers with high-quality RNG without water use associated with hydraulic fracking. This allows us to deliver clean energy while preserving water resources as much as possible.



BIODIVERSITY AND LAND USE

Clean Energy takes all necessary steps to understand the potential impact of our operations on sensitive and protected areas. We avoid operation in or near sensitive environments and mitigate all potential impacts on biodiversity. We continue to check our land impact by conducting environmental-impact assessments and endangered-species review as needed and will address our land use in the future if needed.

Currently, all station project sites are developed in existing industrial locations. As we develop our RNG projects on dairy farms, we are not building farms or cutting down trees. Our strategy is to work with existing dairy farms to build our digester projects on and to not use or take from the surrounding environment.

CONFLICT MINERALS POLICY

Clean Energy maintains a [*Conflict Minerals Policy*](#) where we have set guidelines and practices to ensure that specific conflict minerals that could possibly be used in our products or supply chain do not contribute to armed conflict, human-rights abuses, or environmental damage in certain regions of the world. We are committed to sourcing our products responsibly and expect our suppliers to follow accordingly by doing our due diligence and requiring they report via surveys about the origin of products as considered necessary.

RECYCLING

Clean Energy is committed to having a low environmental impact in all areas of our operations. We follow all federal, state, and local laws on recycling and disposing of materials. We continually seek ways for us to reduce our waste before we implement recycling procedures. We currently get the paper at our HQ in Newport Beach shredded and recycled by our downstream vendor.

Paper Shredded & Recycled	Pounds	Trees Preserved ¹⁹
2021	10,480	126
2022	11,574	139
2023	11,240	135
2024	12,169	146

¹⁹ The original data was sourced from the Paper Calculator™ and additional calculations were conducted by our third-party paper vendor to determine equivalencies.



SOCIAL

Building the workforce of the future



Social goals

Clean Energy acknowledges the opportunity to diversify and empower the renewable energy sector and strives to be the premier example of a company that embraces a diverse, high-performing workforce.

Achieving a diverse and inclusive workforce is essential, including providing opportunities for individuals to learn and grow within the industry. We also encourage our suppliers to support these endeavors in their projects, reflecting the communities in which we operate. This open environment fosters workplace inclusion and promotes a sense of belonging.

In 2024, we continued to make strides in creating a more diverse and inclusive workforce. We partner with recruiting agencies that have tools for outreach to impacted communities in which our job opportunities become known. We also partner with women- and veteran-owned agencies which have the resources to present candidates throughout our operating territories.

BUILDING THE WORKFORCE OF THE FUTURE²⁰



In 2024, our workforce consisted of 23% females, a decrease from 24% in 2023.



In 2024, 37% of our workforce were people of color, on par with 37% in 2023.



Out of 40 positions that are VP level and above, 25% are held by people of color.



We pledge to maintain gender- and racial-pay equity across our workforce and levels of management. Our goal is to increase opportunities for traditionally underrepresented individuals and groups through recruiting and advancement of qualified minorities, women, persons with disabilities, and covered veterans.

We do this through training programs, outreach efforts, targeted recruiting programs. We use external salary data and disparate-impact reports to be sure we are providing a fair and equitable wage to all employees.



We aim to maintain a voluntary turnover rate below 20% for our workforce each year. In 2024, we had a voluntary turnover rate of 12% in our workforce.

²⁰ Targets for workforce and VP level positions have been updated in 2022 report. An employee survey was not conducted in 2024

Employee recruitment, retention, and engagement

Clean Energy is committed to becoming the preferred employer in the alternative-transportation-fuels sector. Recognizing that our success is directly tied to our employees, we have invested heavily in recruitment, retention, and employee engagement. Our human resources department is well structured and operates within six centers of excellence, encompassing leadership, best practices, research, employee support, and training. We also emphasize mentorship and empower our management teams to be effective leaders. Furthermore, our comprehensive onboarding process provides new employees with ample opportunity to learn about Clean Energy’s business strategy in detail, ensuring they swiftly become productive team members.

INVESTING IN RELATIONSHIPS

Clean Energy understands that strong relationships between management and their employees build high-performing teams. This culture is crucial for a successful business, which is why we offer considerable opportunities for team-building activities inside and outside the office, including wellness-focused activities such as annual companywide walking challenges as well as encouraging our employees to take advantage of in-house personal trainers at some locations. We promote physical and mental wellness through many of our voluntary programs such as participating in our company softball team. Our current headquarters has an

on-site fitness center with the cost for use of the facility covered by the company. For those outside of our headquarters, our current medical plan provides many benefits including reimbursement for the cost of fitness-center memberships. Our employees work in an open-door environment where open dialogue is encouraged. Employees are welcome to reach out to their immediate supervisors or managers to answer any questions or concerns.

Realizing that life can be difficult, our benefits program includes an Employee Assistance Program (EAP) which includes confidential support, guidance, and resources (at no cost) to help our employees and their families find the right balance between their work and home life. Help is available 24 hours a day, 7 days a week.

To succeed in a competitive labor market, we developed progressive recruitment and retention strategies. These include competitive salary structures, bonus compensation programs, and competitive benefits packages that include paid time off for vacations, sick leave, and holidays. We also offer short-term and long-term disability coverage, life insurance with limits that are above market standards, 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.

Training

Many courses are offered; some specific to the profession, knowledge level, and expertise of the employees participating. Other courses are specialized education courses specific to compliance and law within the State or areas of discipline required either by the by the local, state or federal government.

To support our technical training efforts for employees in California, the company was awarded an employment-training grant from the State of California to foster and encourage skillset training for our current employer population.

We have recently partnered with LinkedIn Learning to provide a special learning opportunity focused on professional growth in specific skills as well as technical training tools.

With the focus on training and development, our employees completed 1,867 training sessions. 100% of employees completed at least one training course in 2024.

Recruiting

117 open positions filled from a pool of over 7,500 candidates.

23% of new hires were female.

45% of new hires were people of color

Retention

Total employee turnover of 17% (70% voluntary and 30% involuntary).

Promotions were awarded to 33 employees, 9 of whom are female.



Social highlights

THE 2024 WALKING CHALLENGE: “GO GOLD” FOR WELLNESS

Clean Energy’s annual walking challenge aligned with the spirit of the Paris Summer Olympics under the theme “Go Gold.” The challenge ran from May 27 to June 23 and encouraged employees across North America to walk 10,000 steps daily. The initiative saw enthusiastic participation from 232 employees who collectively logged over 81 million steps—equivalent to circling the Earth and the Moon.

The top individual walker, Miguel Caro, logged an impressive 1.19 million steps, while the winning team, “Girls on Fire HQ,” exemplified camaraderie and consistency. The challenge culminated in a celebratory courtyard event at headquarters, complete with lunch and podium recognition for both in-person and remote champions. This annual challenge reflects Clean Energy’s ongoing commitment to employee wellness, which emphasizes both physical and mental health.



MIGUEL CARO

Material Handler 2
Carson, CA

Meet Miguel, a dedicated Material Handler 2 at Clean Energy’s spare parts warehouse in Carson, California. Miguel plays a vital role in the day-to-day operations of the warehouse, ensuring that materials are efficiently handled, inventory is accurately managed, and logistics run smoothly. Whether he’s coordinating shipments or topping the leaderboard in our annual walking challenge, Miguel embodies the spirit of teamwork that drives our success.



**TEAM CLEAN: BUILDING
COMMUNITY THROUGH SOFTBALL**

In 2024, Clean Energy stepped up to the plate—literally—by joining the City of Irvine’s co-ed softball league. The initiative was spearheaded by employee Mackenzie Romano, who approached HR with the idea. She organized and captained “Team Clean,” coordinating everything from registration and waivers to game logistics. Team Clean played weekly games from March through April, with enthusiastic support from colleagues and leadership alike.

The team’s growing popularity led to expanded participation in the fall season, with 21 players and custom-designed jerseys featuring names and numbers. The softball league, in addition to bi-weekly yoga classes, nutrition coaching, and in-house personal training, reinforce Clean Energy’s holistic approach to employee well-being.



MACKENZIE ROMANO

**Upstream RNG Business
and Compliance Analyst**
Newport Beach, CA

Mackenzie supports our RNG initiatives at Clean Energy’s Newport Beach headquarters, where she ensures upstream operations meet compliance standards while also driving business development. Soon after joining in 2023, Mackenzie took the initiative to recruit a company-wide softball team, inspiring employee engagement and fostering camaraderie across departments.



**HONORING VETERANS:
A CULTURE OF GRATITUDE**

Clean Energy’s 2024 Veterans Day celebrations were heartfelt and multifaceted. The company honored its 69 veteran employees with personalized certificates and letters of appreciation, and each received a \$100 gift card as a token of our gratitude.

The company also developed a dedicated page on our internal communications platform where employees could share photos and stories of their loved ones who served, fostering a sense of community and reflection. These initiatives underscore Clean Energy’s commitment to honoring service, promoting inclusion, and building a workplace culture rooted in respect and recognition.



JIM SYTSMA
General Counsel
Newport Beach, CA

Jim serves as Clean Energy’s General Counsel, overseeing the company’s legal strategy and corporate governance. He graduated from West Point and served in the U.S. Army for five years, leading armored calvary units. Jim’s greatest takeaways from the Army—leadership, accountability, and camaraderie—continue to inspire him to this day in his legal career



RICHARD NIMROD
Service Technician 3
Southern California area, CA

Richard supports Clean Energy’s fueling infrastructure as one of our senior service technicians. He served in the U.S. Marine Corps for almost 18 years as an aircraft mechanic, engineer, and later a rescue swimmer. Richard credits the discipline, attention to detail, and teamwork that military service instilled in him as lessons that carry over to his role at Clean Energy.



Inclusive workforce

Having a representation of all genders, races, ethnicities, national origins, ages, and sexual orientations makes us a stronger organization and plays a significant role in creating the thriving culture of inclusivity we strive to achieve.

We acknowledge the challenges in our industry and strive to include efforts to ensure equal opportunity, fair recruitment, equal remuneration, and in deploying recruitment strategies that are accessible and reach diverse candidate pools. This also includes supplier diversity.

OUR RECRUITMENT PARTNERS

In 2024, we posted 157 active positions resulting in over 25,000 job views. Through our recruitment partners, we have access to many product features that help ensure our opportunities reach a broad audience. Our recruitment partners also offer resources to encourage and attract job seekers with disabilities, veterans, and the LGBTQA+ community. We use these tools to increase exposure of our job opportunities through many organizations, associations, and civic/community groups in order to increase the number of qualified and diverse candidates. Examples of these groups are Texas Veterans Commission, Step Up Women’s Network, Marine for Life Nashville, 100 Black Men of Long Beach, Inc., Disability Community Resource Center, and U.S. Vets Inglewood.

To further our recruitment reach, we post job descriptions on Indeed and through our recruiting partners. We also use Linked In as a recruiting

resource, which reaches a diverse audience of over 250 million candidates. To ensure our recruiting practices are equitable, we also post hiring advertisements on our company-owned vehicles for increased visibility among potential candidates that don’t have access to the internet.

FOSTERING AN INCLUSIVE WORKFORCE

Clean Energy invests in coaching and training sessions on how to identify and select the talent and skills necessary to perform the jobs available to build a world-class, high-performing team capable of doing the job available today as well as preparing for the work tomorrow.

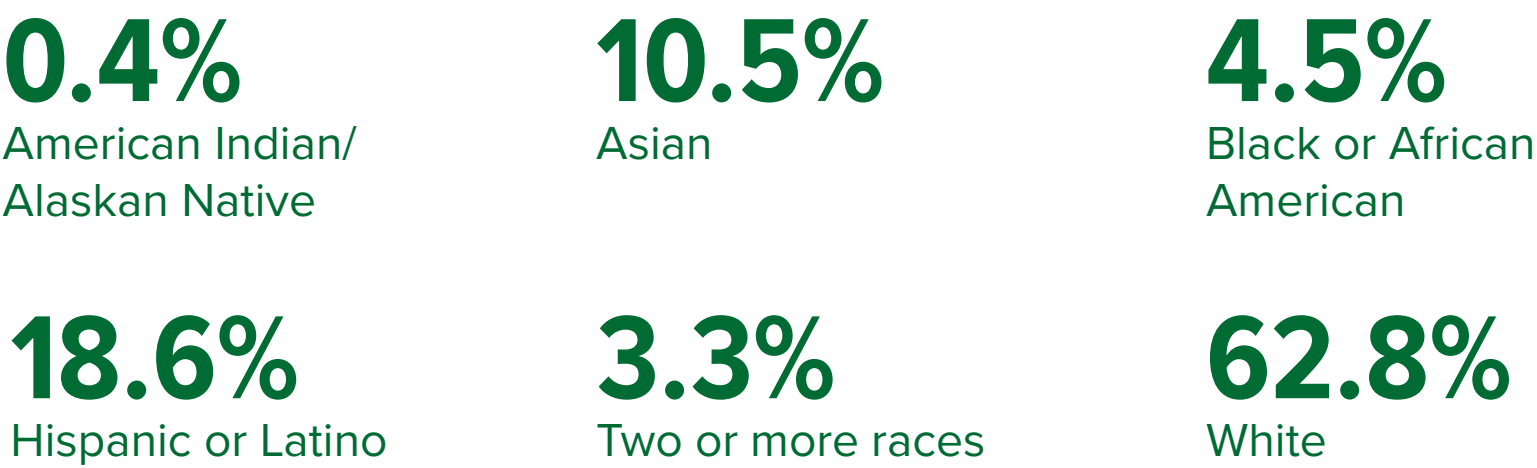
In 2024, we partnered with LinkedIn Learning, an online learning platform for professional development, to offer business and technology courses. In addition, we provide our employees with various training courses, including Preventing Discrimination Harassment, Career Development, and using The Successful Managers Handbook as a learning resource. We also offer technical training courses, including Service Technician 101, Preventative Maintenance Procedures, and Safety in the Workplace.

At Clean Energy, our maintenance program is backed by more than 300 company-employed service technicians and support personnel who work around the clock to ensure that our fueling network of stations runs monthly. These employees represent over 50% of our workforce.

OUR WORKFORCE IN 2024

In the United States	77% are male 23% are female 37% are people of color
Leadership Roles VP and above (40 positions, including C-level Officers)	12.5% are female 25% are people of color
Operations/Service Technician Roles	28% are Service-Technician employees 72% are Non-Service Technician employees
Veterans Overview	In 2024, 13% of our workforce were active, former, or retired military members

WORKFORCE DEMOGRAPHICS



Actions for good

HOW WE COMBAT DISPROPORTIONATE AIR-QUALITY IMPACTS IN LOW-INCOME COMMUNITIES

We recognize that the detrimental effects of air pollution and climate change disproportionately affect certain communities and demographics. Our mission is clear: to enhance local air quality in the areas where our trucks run, thereby mitigating the associated risk.

RNG not only addresses the urgent need to reduce potent greenhouse gases during production but also plays a crucial role in minimizing criteria air pollutants that directly affect the health and well-being of communities where natural gas-powered vehicles are deployed. Our efforts include:

Work alongside NGOs like the Coalition for Clean Air to promote clean air for everyone. Clean Energy informs our employees annually about California Clean Air Day and encourages them to read and take the Clean Air Pledge.

Reduce nitrogen oxides (NOx), a harmful criteria pollutant that contributes to acid rain, smog, and respiratory issues in humans.²¹ The link between diesel tailpipe emissions and significant health impacts resulting from high NOx levels is well documented.²² By using natural gas as transportation fuel, we enable vehicles to produce up to 90% lower tailpipe NOx emissions compared to diesel or gasoline.

²¹ [Environmental Protection Agency. Basic Information about NO2. EPA](#)
²² [Learn About Impacts of Diesel Exhaust and the Diesel Emissions Reduction Act \(DERA\) | US EPA](#)

TIS’ THE SEASON OF GIVING!

Each year we team up with Mater Dei’s Monarchs for Marines program to donate over \$1,000 in books and toys to children during Christmas. The mission of Monarchs for Marines is to provide tangible support and encouragement to Marines and their families living on or near Camp Pendleton.

This heartwarming collaboration aligns with our commitment to social responsibility. Through this partnership, we show that sustainability is not just about environmental consciousness; it encompasses the well-being and happiness of our communities as well.

BEACH CLEAN UP

After several eventful days of collaboration and discussions around the RNG industry, our Upstream team gathered at Huntington State Beach for a morning of breakfast burritos (a Southern California staple) and volunteering. The group came together on the last day of its annual Upstream team meeting and picked up trash along the Pacific coastline in an effort to beautify the area that much of the team calls home. It was a rewarding way to give back and helped to reinforce Clean Energy’s commitment to environmental stewardship.



Employee and contractor safety

Clean Energy prioritizes the health and safety of our staff, the contractors we work with, and the environment. We believe that safety begins with a foundation of strong policies and procedures which set up Clean Energy’s tone and expectations on health and safety. We promote employee engagement through training and mentoring programs essential to cultivating a positive safety culture. The use of risk-based methodologies, tools, and other technologies allows us to address workplace hazards and keep a safe and healthy work environment for our employees.

By extension, we incorporate our EHS (Environmental, Health, and Safety) standards into our contractor selection and vetting process to ensure that our Contractors share the same commitment to the environment, health, and safety. Key safety metrics can be found under “Safety” on [page 57](#).

Process Safety: Begins with sound engineering and design principles, as well as good operating and maintenance practices to address the management of hazards. We have a proactive approach to process safety by focusing on the detection and resolution of potential issues to ensure, to the extent possible, that risks are mitigated before incidents occur.

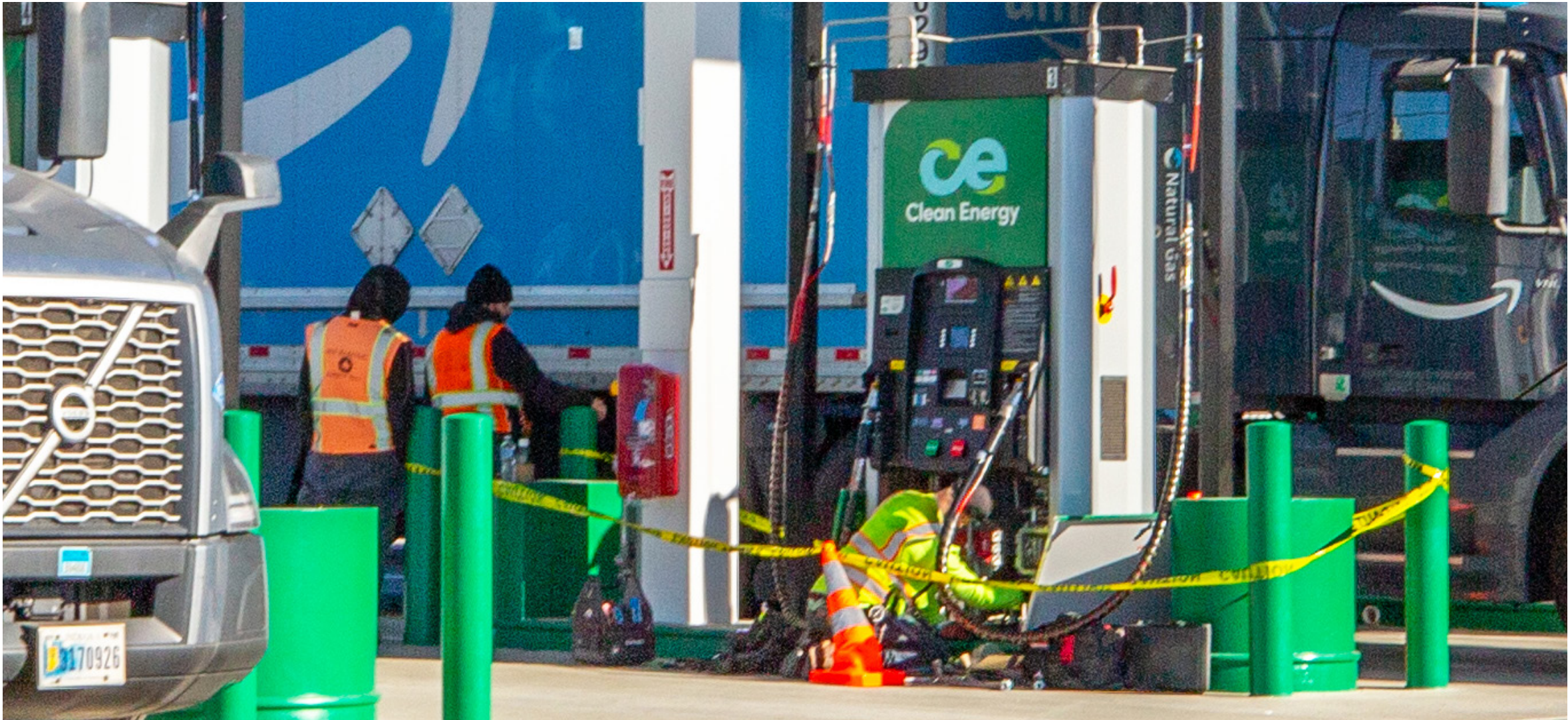
Zero-Incident Workplace: We aim to do this with a strong safety culture consisting of established policies and procedures, employee engagement through robust training and mentorship programs, and having open communication between employees and the management team. As of 2024, we have not received any U.S. Occupational Safety and Health Administration (“OSHA”) or state OSHA citations in the last five years.

Driver Safety: Our Driver Safety Program is essential to supporting a safe roadway for our employees and fellow drivers. Our training program focuses on improving defensive-driving techniques and to promote safe driving practices. All field employees are assigned driver-safety training at the time of hire and take part in a biennial refresher course. Vehicles are equipped with onboard cameras and monitoring software. These systems are paramount to increasing event visibility, improved driver safety, and vehicle tracking.

HUMAN RIGHTS

Clean Energy maintains a [Human Rights Policy](#), highlighting our unwavering dedication to being ethical, respectful, and strong community partners in all our business endeavors. We are deeply mindful of the heightened risks faced by individuals from certain groups or populations, and this policy solidifies our commitment to upholding and respecting human rights throughout our operations. Our foremost goal is to conduct business in a manner that minimizes any adverse effects our infrastructure or operations may have on people and communities. To achieve this, we will:

- Conduct periodic human-rights assessments.
- Make efforts to avoid causing or contributing to human-rights violations.
- Mitigate and/or remediate adverse human-rights impacts of our operations where possible.
- Prohibit the use of child labor or forced labor in company operations.
- Promote a formal grievance mechanism.
- Be transparent in our efforts, successes, and challenges.



Our unwavering dedication to human rights is also clear in our internal Code of Ethics and Whistleblower policies, which reinforce our commitment to upholding the highest ethical standards within our organization. Our approach to human rights is also consistent with the goals of the United Nations (UN) Guiding Principles on Business and Human Rights.

SUPPLIER SOCIAL AND ENVIRONMENTAL PERFORMANCE

In 2023, we began working with suppliers to understand our supplier diversity. We sent out surveys throughout our supply chain to gather data regarding different business-type categories, including whether the suppliers are small businesses, veteran-owned, women-owned, minority-owned, or other recognized protected groups. This information helps us better understand our suppliers and helps us respond to customers that ask about our suppliers.

We recognize that our responsibility as a company extends beyond our direct operations and encompasses the positive impact we can have throughout our supply chain, and we aim to eventually include a variety of social and environmental performance indicators in our criteria for new suppliers in the future.

INFRASTRUCTURE SAFETY AND SECURITY

Clean Energy is committed to providing a safe and secure space wherever we conduct business. All stations are built to the strictest standards to ensure a safe fueling experience for our customers. Key station systems and equipment are secured within locked compounds to prevent tampering. Additionally, our stations are equipped with cameras that use the latest in AI and edge computing to uncover actionable insights in real time.

DATA SECURITY RESILIENCY

Clean Energy has invested significantly in cloud-based systems to ensure all company data is protected and to offer more resiliency when compared to storing information on-site in case of a natural disaster. We’ve also invested in extensive data-backup systems and have kept a 99.99% network uptime with a 0% data loss in 2024 for our network at our Newport headquarters.

In addition, Clean Energy maintains a “Data Disaster and Response” plan that safeguards our information systems in case of a natural disaster. This plan is continuously updated as technologies evolve, and our team also performs annual disaster drills to confirm the connectivity of Tier 1 applications in case of an outage.



GOVERNANCE

Smart policies for system transition to renewable fuels



Governance goals

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

At Clean Energy, we are dedicated to fostering meaningful connections with our valued stakeholders, including customers, employees, business partners, nonprofit organizations, local communities, and government bodies. We recognize the vital role these stakeholders play in our growth and actively engage with them to address any pertinent concerns related to our energy development and distribution business segments. Our unwavering commitment to these local communities, where natural gas is developed or heavy-duty vehicles operate, drives our mission to work with stakeholders to deliver innovative transportation solutions while minimizing environmental impact.

By strengthening our relationships, championing renewable solutions, and actively shaping industry standards, Clean Energy stands at the forefront of sustainable energy transformation, delivering effective outcomes for our stakeholders.

SMART POLICIES FOR SYSTEM TRANSITION TO RENEWABLE FUELS

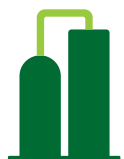
Target ²³	Updates
We commit to disclosing all our political contributions in a publicly accessible and transparent way	Clean Energy is 100% compliant with all state and federal regulations for reporting political contributions and will continue to be compliant in the future.

²³ In 2022 we removed our target "Affirm that 100% of industry association (lobbying positions) align with Clean Energy's sustainability goals by EOY 2022," due to lack of data to track target.

OUR LEGISLATIVE GOALS:



Adopt clean fuel standards to help enable the production of RNG supply.



Integrate RNG as a feedstock for Clean Hydrogen Production.



Incorporate RNG into transit and vehicle fleet regulations to decarbonize transportation.



Ensure public utility commissions policies support RNG delivery and treat hydrogen fueling infrastructure equitably with electric-vehicle charging support.



Incentivize the adoption of low-NO_x vehicles.

Stakeholder engagement, advocacy, and lobbying

	Employees	Customers	Shareholders and Partners	Public	Government/Regulatory Agencies	Non-governmental and Nonprofit organizations	Suppliers
Stakeholder type	We communicate with our employees using multiple channels to ensure they are aligned with our strategic priorities.	We interact with customers to understand their sustainability goals so that we can provide them with a solution.	We provide prompt disclosures to enable our shareholders and partners to make informed decisions and provide perspectives on our performance and strategy.	We engage the public, local communities, and media to understand the role we play in addressing societal and environmental needs.	We meet with regulators and agencies to take part and provide feedback on policies that would affect RNG.	We provide input to sustainability-standard-setting organizations to stand for RNG business interests.	We work with our suppliers to make sure industry issues and concerns are addressed on time.
How do we engage?	“My CE”—intranet where our 500+ employees can provide feedback to the CEO Regular department meetings led by senior staff Employee recognition programs Offered fitness programs highlighting health and wellness Annual employee engagement survey	Social media platforms Press releases Interactions via various Sales, Account Business Development reps Station Maintenance training 24/7 customer-service phone line and service-techs dispatch	Provide annual reports and quarterly/annual disclosures Hold quarterly earnings calls Scheduled executive briefings and meetings and maintained investor relations	Company-led donation events Community-engagement events and drives Social media platforms Press releases	Facility inspections and audits Performance disclosures Lobbying for more low-carbon fuel programs Submitting audited data to low-carbon fuel programs Regular engagement with relevant bodies in one-on-one or group meetings.	Participate as a member of the World Business Council of Sustainable Development (WBCSD) to provide input for sustainability framework setting	Support supplier-innovation activities Administer surveys to collect relevant information for our purposes. Provide written updates as needed
What are the key topics and feedback received?	Company News, Employee Resources, Safety, Health and Wellness, Career Development, Benefits, Charitable Opportunities, Diversity, Labor Relations, Cost of Living	Production Information and Safety, Affordability, Reliability, Greenhouse Gases, Air Quality, Operations and Maintenance, Sustainability, Climate Change	Financial Statements, Risk Management, Sustainability, Corporate Governance Practices, Policy Engagement, Emerging Technology	Air Quality, Greenhouse Gases, Economic Development, Sustainability, Climate Change	Environmental Impact, Taxes, Lobbying Efforts, Low Carbon Fuel Programs, RNG Projects, Climate Change, Air Quality	Carbon Accounting, Avoided Emissions, Climate Change, Environmental Impact, Air Quality	Supplier Diversity, Product Quality, New Product Innovation
How do we respond?	Annual companywide CEO-led meeting addressing concerns and highlighting strategic priorities. Annual HR-led meetings about benefits, health, and wellness.	We provide solutions and support for each customer’s unique business or sustainability goals and needs including account management, emissions reporting, grant application, and customer onboarding.	We provided detailed disclosures and commentary on business outlook and financial performance.	We led a company donation event to benefit children’s hunger and matched our employees’ donations. We also encourage our employees to host events that help with local and national social issues.	We engage proactively with regulators and policymakers so we can share insights and lessons learned to expedite low-carbon fuel programs in other states and to defend the program in current states.	We take part in pilots and provide feedback to sustainability-standard-setting organizations so we and our customers can report the use of RNG as accurately as possible.	We work with our suppliers to reach our goal of being able to have more transparency about our suppliers’ diversity.

ASSOCIATIONS

Clean Energy is a member of a wide range of trade and industry associations to take part as a stakeholder engaged in energy-industry trends and to address challenges. We pride ourselves on being at the forefront of organizations dedicated to advancing the adoption and accessibility of RNG as a leading sustainable transportation fuel. Highlights of our organizational involvement include:

American Biogas Council	International Propeller Club
Association of Washington Business	Los Angeles Transportation Club
California Hydrogen Business Council	Low Carbon Fuels Coalition
California Refuse Recycling Council	National Ready Mixed Concrete Association
California Renewable Transportation Alliance	National Star Route Motor Carriers Association
California Transit Association	Nevada Trucking Association
California Trucking Association	RNG Coalition
Canadian Natural Gas Vehicle Alliance	South Coast Air Quality Management District's Local Government and Small Business Advisory Board
California Natural Gas Vehicle Partnership	Texas NGV Alliance
Coalition for Clean Air	The Energy Coalition
Fuel Cell and Hydrogen Energy Association	The Transport Project
Harbor Association of Industry & Commerce	Trucking Associations: Various States
Harbor Trucking Association	Washington Refuse & Recycling Association

POLICY ENGAGEMENT: ADVOCACY AND LOBBYING

Clean Energy has an active Public Policy and Regulatory Affairs Team that leads policy advocacy and regulatory efforts at the federal and state level. We work hard internally to coordinate our advocacy efforts with the needs of our RNG production and delivery, hydrogen, advanced technology, and sales teams, and we provide legislative and regulatory updates to our senior executive-management team as political support for RNG grows and evolves.

One of Clean Energy’s main policy goals is to bolster the passing of Clean Fuel Standards in other states so they can benefit from similar programs in California, New Mexico, Oregon, Washington, British Columbia, and Canada. These programs highly incentivize the production of low carbon fuels for vehicles, thus promoting clean mobile strategies and the decarbonization of the transportation sector.

POLITICAL CONTRIBUTIONS

Clean Energy employees can make *political contributions* at the state and local level to their chosen officials. Contribution amounts are also based on state and local rule limits and can be influenced by a member’s seniority, or committee assignment.



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.

Clean Energy has a board of directors that provides independent oversight of our affairs, including 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

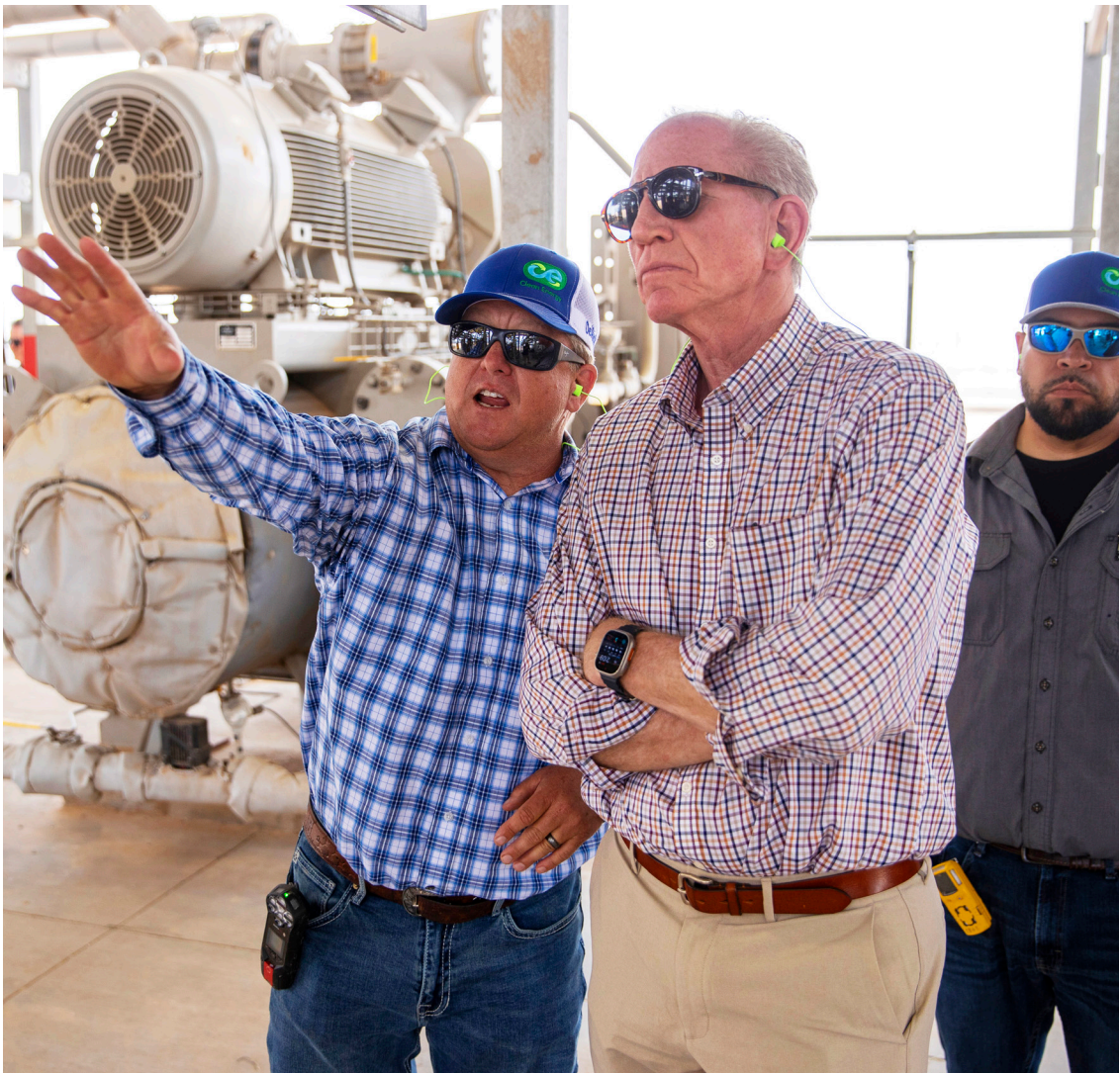
Our Anti-Corruption Policy explicitly prohibits engagement in bribery or corruption in any form. Clean Energy policy requires compliance with all applicable global anti-corruption laws, including the United States Foreign Corrupt Practices Act (FCPA).

EXECUTIVE COMPENSATION

The compensation committee of our board of directors oversees the design and administration of our executive compensation program. We seek to actively engage with our stockholders to discuss various compensation and governance matters and to consider their feedback in determining named executive officer compensation.

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 officer’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.

At our annual meeting of stockholders held in 2024, our executive compensation received a favorable advisory vote from over 74% of the votes cast on the proposal at the meeting (which excludes abstentions and broker non-votes). We believe the high degree of support on our 2024 say-on-pay proposal demonstrates that stockholders support our executive compensation program.



2024 DATA AND ADDITIONAL INFORMATION

Our 2024 greenhouse gas inventory

At Clean Energy, we’re excited to share with you our latest emissions data, which include Scope 1, 2, and 3 emissions, and continue to be our most comprehensive data as we added:

- Market-based reporting of Scope 2 emissions from purchased electricity using residual mix tables, so we don’t double-count renewable energy certificates (RECs) from an eGRID subregion
- Included an additional 5 dairy projects to scope categories for RNG production based on Clean Energy’s equity ownership percentage of each project
- Methodology for Scope 3 emissions, from transportation and distribution of LNG, updated to be our most accurate to date because of improved LNG tanker delivery data

It’s important to acknowledge that these changes have made some of the 2024 data not directly comparable to previous years. In future reports, we plan to recalculate relevant data as needed to enable historical comparisons as we set up new baselines for our emissions targets.

24 100-year time horizon global warming potentials (GWP) relative to CO2 were used from the IPCC Fifth Assessment Report, 2014 (AR5): https://www.ipcc.ch/pdf/assessment-report/ar5/wg1/WG1AR5_Chapter08_FINAL.pdf (p. 72–29)

25 Following the Greenhouse Gas Protocol Corporate Standard, biogenic carbon dioxide emissions from the use of RNG in our own fleet and RNG production are reported separately from the Scopes.

26 Methodology to calculate fleet emissions using GREET modeling was updated to reflect emissions factors from 2020–2024 for several different vehicle types.

27 This value is derived from the actuator, nozzle, crankcase, and LDAR-detected leaks.

28 In 2024, only Boron fugitive emissions were calculated and reported.

29 Updated in 2024 due to confirmation of onsite boilers.

30 Biogas Flaring removed to being <2% of small, unburned portion from flares and boilers; fugitive emissions include those from slippage in upgrader and venting from digester leakage.

31 Corrected/added Stationary Combustion due to CE owning boilers that burn natural gas or propane onsite.

32 Scope 2 NOx and SOx emissions from purchased electricity for our LNG plants only includes NOx and SOx emissions for the time periods they use grid electricity.

33 Purchased electricity emissions for locations that did not receive RECs were calculated using 2024 Green-e® Residual Mix Emissions Rates based on eGrid subregion to determine the CO2 emissions rate; CH4 and N2O were calculated using 2023 eGRID data.

34 Following the Greenhouse Gas Protocol Corporate Standard, carbon-dioxide emissions from the use of RNG in our customer fleets are reported separately from the Scopes.

35 Methodology assumes average vehicle model year is 5 years older than current year. In 2024, we used 2019 GREET 3.0 emissions factors for vehicle use.

36 In 2024, our methodology was updated to reflect all LNG tanker data from deliveries from our LNG plants and third-party LNG plants suppliers.

2024 GHG Emissions	Greenhouse Gases (values in metric tons)				Criteria Pollutants (values in metric tons)	
Emissions Scope	CO ₂	CH ₄	N ₂ O	CO ₂ e ²⁴	NO _x	SO _x
Scope 1 ²⁵	7,720.7	403.7	0.1	24,741.5	0.4	0.0
Clean Energy and NGA Fleet ²⁶	367.4	1.5	0.1	439.2	0.4	0.0
CE-Owned Stations Fugitive Emissions ²⁷	—	173.8	—	4,866.5	—	—
LNG Plant Flaring	2,598.0	0.0	0.00	2,600.7	—	—
LNG Plant Fugitive Emissions ²⁸	—	4.1	—	116.9	—	—
LNG Plant Stationary Combustion ²⁹	4,755.3	0.1	0.0	4,760.2	—	—
RNG Production Fugitive Emission ³⁰	—	224.2	—	6,276.7	—	—
RNG Production Stationary Combustion ³¹	—	—	—	5,681.4	—	—
Scope 2 (Location-Based)	53,937.8	2.0	0.2	59,787.9	10.1	4.7
Purchased Electricity: LNG Plants ³²	37,713.7	0.8	0.1	37,755.9	1.2	0.4
Purchased Electricity: RNG Production	—	—	—	5,732.0	—	—
Purchased Electricity: CE Owned Stations	13,585.7	0.9	0.1	13,642.6	7.5	3.7
Purchased Electricity: Facilities	2,638.5	0.3	0.0	2,657.4	1.4	0.6
Scope 2 (Market-Based) ³³	52,650.3	1.8	0.2	58,491.4	8.5	4.0
Purchased Electricity: LNG Plants	37,901.6	0.8	0.1	37,943.7	1.2	0.4
Purchased Electricity: RNG Production	—	—	—	5,732.0	—	—
Purchased Electricity: CE Owned Stations	12,140.8	0.8	0.1	12,189.3	6.0	3.0
Purchased Electricity: Facilities	2,607.9	0.3	0.0	2,626.4	1.4	0.6
Scope 3 ³⁴	1,199,826.7	13,159.5	1.4	1,569,471.3	644.6	9.3
Use of Sold Product ³⁵	1,055,177.8	13,155.4	1.2	1,423,839.8	644.1	9.3
Transportation & Distribution of LNG ³⁶	435.6	1.4	0.0	1,270.1	0.6	0.0
LNG Plant Return Gas Combustion	32,108.0	0.6	0.0	32,141.0	—	—
Total (Location Based)	1,149,379.0	13,563.0	1.5	1,541,780.3	655.2	14.0
Total (Market Based)	1,148,092.4	13,562.9	1.5	1,540,483.8	653.6	13.3

To ensure accuracy and transparency, we continue to separate biogenic CO₂ emissions from the end use of our RNG product, CE fleet using RNG, LNG tanker fleet using RNG, and Biogas Flaring from RNG production.

Biogenic CO₂ emissions are reported separately from our Scope 1, 2, and 3 categories, per the Greenhouse Gas Protocol Corporate Standard because RNG is a biofuel. Biogenic CO₂ emissions are defined as CO₂ emissions related to the natural carbon cycle. Biogenic emissions include those related to RNG combustion because RNG is made from biogas (gas resulting from biological decomposition of waste in landfills, wastewater treatment, or manure management processes³⁷). This results in an emissions reduction benefit when using RNG.

Biogenic CO ₂ Emissions (MT)	2023 ²⁸	2024
Scope 1	1,632	7,861
Clean Energy Fleet	927	1,543
RNG Production Biogas Flaring	705	6,318
Scope 3	1,037,583	1,315,675
Use of Sold Product	1,037,583	1,315,383
Transportation & Distribution of LNG	159	292
Total	1,039,215	1,323,536

37 [Learning About Biogas Recovery](#)

38 Updated methodology for calculating biogas flaring



Company performance

OPERATIONAL ENERGY EFFICIENCY

We consistently invest in the acquisition of the most cutting-edge and energy-efficient solutions to mitigate our Scope 1 and 2 emissions, and our team continuously explores innovative approaches to improve our energy footprint.

LNG PLANT EMISSIONS

Clean Energy currently runs two LNG Plants: The Boron Plant in California and the Pickens Plant in Texas. These two plants use electricity and process fuels to upgrade and supercool natural gas, which creates liquefied natural gas (LNG). In 2024, the Pickens Plant was back in production by December, after being down operationally in 2023.

LNG fuel has various transportation applications including on-road, maritime and stationary heating. Though LNG is a versatile fuel, its production contributes significantly to the company’s carbon footprint in Scope 2 electricity use and Scope 3 off-site combustion of gas for electricity production.

Clean Energy will continue to look for ways to increase operational energy efficiency and decrease fugitive-methane emissions at our LNG Plants. In addition, we look to source renewable energy and/ or responsible sourced gas (RSG) for these locations to reduce our emissions impact and power the plant operations more sustainably.

BORON PLANT EFFICIENCY METRICS

The amount of kilowatt hours of electricity used per LNG gallon decreased to 0.91 kWh/LNG gallon in 2024 from 1.13 kWh/ LNG gallon in 2023. In 2024, production capacity was added to our Boron LNG plant, due to an additional train being added. A train refers to a set of equipment and processes that work together to convert natural gas into LNG.

Boron Plant Emissions and Production	2023	2024
Boron Scope 1 Fugitive Emissions (MT CO2e)	165	117
Boron Scope 1 Flaring Emissions (MT CO2e)	1,834	2,601
Boron Scope 1 Stationary Combustion Emissions (MT CO2e)	2,052	2,282
Boron Scope 2 Emissions from Electricity (MT CO2e)	35,635	36,927
Boron Scope 3 Emissions from waste gas used to make electricity (MT CO2e)	137,325	32,141
Actual Gas Loss	9.40%	5.41%
Boron total kWh usage	49,916,00	51,892,380
LNG Production (LNG Gal)	44,176,772	56,757,977
Production Efficiency (kWh/LNG gal)	1.13	0.91



STATION FUGITIVE EMISSIONS

Natural gas leakage at our stations is a significant source of Scope 1 emissions for the company in 2024. Clean Energy has calculated greenhouse gas emissions impact from fugitive emissions at select stations since 2021. See [“Addressing Methane Leaks” \(page 27\)](#) for more details.

Crankcase venting continues to have the highest volume of leaks of the four fugitive-emissions categories for stations. It had the highest greenhouse gas emissions impact and is one of the key areas to research on options for reducing Clean Energy’s station-emission impact. In 2024, the LDAR inspections performed at 79 Clean Energy–owned stations showed the following aggregated volume of leakage for each of the four categories. The lowest fugitive-emissions category in 2024 out of the four was for “Gas Actuator,” with a 72% decrease in methane and carbon dioxide equivalent emissions compared to 2023.

Leaks and Vents	Metric Tons of Methane		Metric Tons of Carbon Dioxide Equivalent (MT CO ₂ e)	
	2023	2024	2023	2024
Nozzle Vent	2.7	0.7	74.5	20.7
Crankcase Vent	168.7	170.5	4,724.4	4,775.0
Gas Actuator	2.3	0.7	65.4	18.2
All Other Leaks	2.2	1.9	62.8	52.6
Total	176.0	173.8	4,927.1	4,866.5



RNG PRODUCTION

In 2023, our first RNG project began producing fuel, Del Rio Dairy in Friona, Texas. Last year was the first year that we started reporting emissions associated with RNG production. In 2024, an additional 5 dairy projects began producing RNG, Ash Grove, Drumgoon, Marshall Ridge, Tri-Cross, and Victory Farms. We took into consideration Clean Energy’s equity ownership percentage of each project, which is approximately 40–50%.

At the dairy farms we are working with, we are taking the manure and putting it into a digester where the raw biogas from the organic waste can be upgraded into RNG. The digester speeds up the decomposition process and captures the methane from the manure that would have otherwise been

released into the atmosphere. The raw biogas is processed and purified into pipeline-quality RNG that is ready for injection and delivery to our stations or LNG plants. We are proud to mention that the projects are designed to have as low of an impact as possible on the surrounding environment.

There are 4 emissions categories in our inventory related to RNG production. The categories include Scope 1 (Fugitive and Stationary Combustion) and Scope 2 (Purchased Electricity). The use of RNG is included as part of our Scope 3 (Use of Sold Product).

Please note that Biogas Flaring has Biogenic CO₂ that is reported separately per the GHG Protocol.

RNG Production Emissions	Fugitive Emissions (MT CO ₂ e)	Stationary Combustion ³⁹ (MT CO ₂ e)	Purchased Electricity (MT CO ₂ e)	Dairy Projects
2023	520.0	254.8	1,610.2	1
2024	6,276.8	5,681.4	5,732.0	6

RENEWABLE ENERGY FOR STATIONS

Clean Energy’s stations use electricity to compress natural gas so that it can be dispensed as vehicle fuel. We recognize the immense potential for Clean Energy to obtain renewable electricity and thereby minimize our Scope 2 emissions associated with station operations.

Renewable Energy Credits (“RECs”) retired from the renewable electricity procured in both Texas and California resulted in a Scope 2⁴⁰ reduction of 2,377 MT CO₂e, an increase of 31% compared to 2023.

You can read more about our renewable energy procurement strategy for our stations [here](#).

	Renewable Electricity (kwh)	Reduction (MT CO ₂ e)
Texas Stations	4,682,760	1,573
California Stations	3,992,473	804
Total	8,342,295	2,377

39 Corrected/added Stationary Combustion due to CE owning boilers that burn natural gas or propane onsite.
40 This refers to market-based scope 2 emissions.



SERVICE FLEET

Clean Energy operates a fleet of vehicles used to service our stations and for other operational uses. Our fleet tailpipe emissions dropped from 1,429 MT CO₂e to 439 MT CO₂e. Tailpipe emissions decreased approximately 69% due to an increase in biogenic CO₂ emissions.

FACILITIES

Since 2021, Clean Energy added a reporting category for the greenhouse gas emissions from facilities where we operate, as well as from subsidiaries in which we have at least a 50% equity stake. This category includes emissions from our facilities including headquarters, sales offices, and warehouses, as well as emissions from subsidiaries including Clean Energy’s Cryogenics division and NG Advantage. Currently, our subsidiary facilities have the largest emissions impact within our various facilities Scope 2 categories.



Facilities	Electricity Usage (kWh)		Scope 2 Emissions Market Based (MT CO ₂ e)	
	2023	2024	2023	2024
Headquarters	49,504	54,750	8.6	10.0
Satellite Offices	76,232	63,824	25.3	22.3
Warehouses	295,821	287,652	54.9 ⁴¹	53.4
Subsidiaries	11,242,815	10,329,605	2,766.4	2,540.6
Total	11,664,372	10,735,830	2,855.2	2,626.4

41 Corrected from location-based number.



BEYOND THE VALUE CHAIN

Clean Energy updated our reporting in 2023 to reflect impact beyond the value chain or our direct operations. The scope of the information included in our GHG inventory is all business under Clean Energy equity-share approach as defined in the Greenhouse Gas Protocol Corporate Standard. To further refine our reporting based on this approach, we decided to include customer-owned stations in a category that is not part of our direct GHG inventory, while still emphasizing the importance of transparency.

As a fuel provider with approximately 600 stations, our business model also includes being able to provide our customers with options to have contractual ownership over a station to meet their fueling needs. Customer-owned stations do not fall within our main equity-share approach but are still important for us to report on.

In 2024, we also had customer-owned stations that benefited from the procurement of renewable energy, approximately 2.7 million kWh, reducing 553 MT CO₂e.

Customer Owned Stations	Greenhouse Gases (values in metric tons)				Criteria Pollutants (values in metric tons)	
Emissions Scope	CO ₂	CH ₄	N ₂ O	CO ₂ e	NO _x	SO _x
Station Fugitive Emissions ⁴²	–	39.6	–	1,108.8	–	–
Purchased Electricity (Location-Based)	59,980.4	4.4	0.6	60,255.4	33.8	17.0
Purchased Electricity (Market-Based)	63,059.0	4.4	0.6	63,331.6	33.5	17.0
Total (Location-Based)	59,980.4	44.0	0.6	61,364.2	33.8	17.0
Total (Marked-Based)	63,059.0	44.0	0.6	64,440.1	33.5	17.0

42 This value is derived from the actuator, nozzle, crankcase, and LDAR-detected leaks.



FUEL SOLD

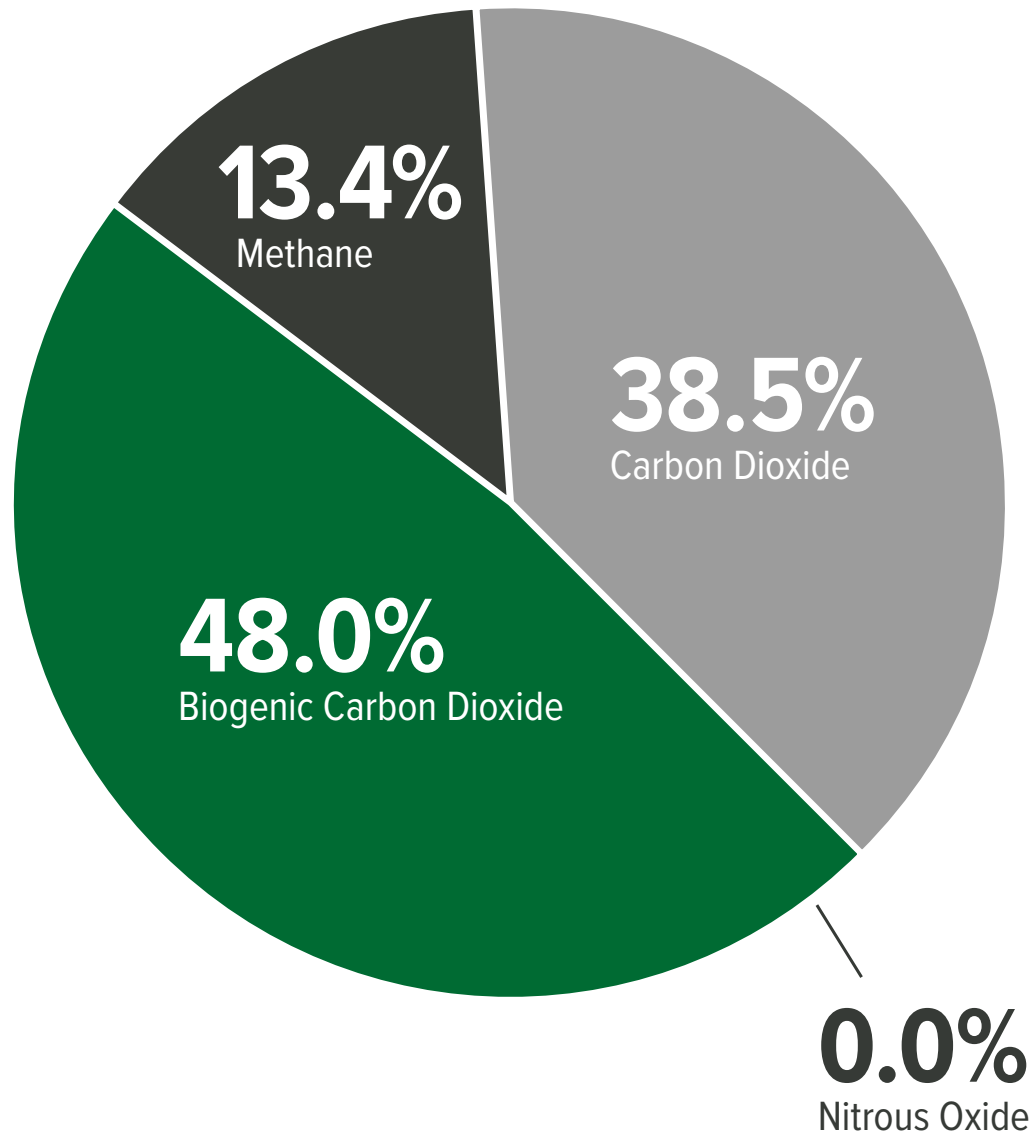
As a fuel provider, our Scope 3 emissions from the end use of our fuel (Scope 3, Category 11 “Use of Sold Products”) make up the largest part of our carbon footprint. In 2024 our Scope 3 emissions from fuel sold decreased by approximately 5% compared to 2023. Our RNG fuel sold increased by 11 million GGE or 4.9% since 2023 compared to our overall fuel sold increased by 9.1 million GGE or approximately 2%.

We calculate that our customers were able to reduce their emissions from the use of our fuel by a collective approximate 1.3 million MT CO₂e in 2024.

In the future, we will set more targets using our updated emissions data. Low-carbon RNG and hydrogen help our customers reduce their Scope 1 emissions when used to fuel their own vehicles. This shows how RNG and hydrogen are powerful and immediate tools our customers can use to make progress towards their decarbonization goals.

Fuel Sold Emissions (MT CO ₂ e)	2023	2024
Scope 3 Emissions from Fuel Sold	1,493,657	1,423,840
Biogenic Emissions from Fuel Sold	1,037,423	1,315,383

2024 FUEL SOLD EMISSIONS COMPOSITION (MT CO₂e)



SUMMARY

Clean Energy is committed to reducing the emissions impact of our operations in line with our goal to be a climate-neutral company by 2035. In 2024 we were able to maintain our targets of having a 25% reduction of our Scope 3 emissions and total carbon footprint when compared to our 2017 baseline. Clean Energy looks forward to setting more ambitious goals in the future while continuing to expand our ability to produce and provide RNG to our customers.

About this report

This is Clean Energy Fuels Corp. (Clean Energy), a Delaware corporation, fifth consecutive Sustainability Report. Data in this report relates to the 2024 calendar year. Our last Sustainability Report was published in November 2024, covering 2023 performance. Clean Energy plans to continue to provide annual sustainability reporting. The scope of the information included in this report is all business under Clean Energy Fuel equity-share approach as defined in the Greenhouse Gas Protocol Corporate Standard.

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

For questions and feedback, please contact sustainability@cleanenergyfuels.com

PERFORMANCE

Below are metrics related to climate change, the environment, people, safety, and performance. Please refer to our [2024 10-K](#) for additional information on financial performance.

CLIMATE CHANGE

Emissions Scope (MT CO ₂ e)	2022	2023	2024
Scope 1 ⁴³	16,232 ⁴⁴	11,182	24,742
Clean Energy and NGA Fleet ⁴⁵	1,742 ⁴⁶	1,429	439
CE-Owned Stations Fugitive Emissions ⁴⁷	4,388	4,927	4,866
LNG Plant Flaring	2,001	1,834	2,601
LNG Plant Fugitive Emissions ⁴⁸	9 ⁴⁹	165	117
LNG Plant Stationary Combustion ⁵⁰	8,092	2,052	4,760
RNG Production Fugitive Emissions	—	520	6,277
RNG Production Stationary Combustion ⁵¹	—	255	5,681
Scope 2 (Market-Based)	53,619	51,454	58,491
Purchased Electricity: LNG Plants	43,801	36,565	37,944
Purchased Electricity: RNG Production	—	1,610	5,732
Purchased Electricity: CE Owned Stations	9,518	10,423	12,189
Purchased Electricity: Facilities	3,000	2,855	2,626
Scope 3 ⁵²	1,547,579 ⁵³	1,632,385	1,457,251
Use of Sold Product	1,412,976 ⁵⁴	1,493,657	1,423,840
Transportation & Distribution of LNG	3,049	1,403	1,270
LNG Plant Return Gas Combustion	131,554	137,325	32,141
Total Footprint (Scope 1 + 2 + 3)	1,620,130 ⁵⁵	1,695,021	1,540,484

43 Following the Greenhouse Gas Protocol Corporate Standard, biogenic carbon dioxide emissions from the use of RNG in our own fleet are reported separately from the Scopes.

44 Updated 2023 and 2024.

45 Methodology to calculate Clean Energy’s Scope 1 fleet emissions was updated to use the GREET model emissions factors for different vehicle and engine types.

46 Updated in 2023 to reflected updated GREET vehicle emissions factors for 2021–2023

47 This value only includes emissions from actuator, nozzle, crankcase, and LDAR-detected leaks at Clean Energy–owned public stations.

48 Clean Energy only measured fugitive emissions from our Boron Plant, so the LNG Plant Fugitive emissions only reflect data for our Boron Plant. In the future, we aim to improve metering at our Pickens plant so we can account for the associated fugitive emissions of that plant.

49 Corrected 2023.

50 Confirmed onsite boiler and updated in 2024.

51 Corrected/added Stationary Combustion due to CE owning boilers that burn natural gas or propane onsite.

52 Following the Greenhouse Gas Protocol Corporate Standard, biogenic carbon dioxide emissions from the use of RNG in our customer fleets are reported separately from the Scopes.

53 Updated in 2023 to reflect separation of beyond the value chain for customer owned stations and fugitive emissions.

54 In 2022, Use of Sold product was separated out into transportation (tailpipe) and stationary usage.

55 In 2023, we split out our value chain to separate out customer owned stations and fugitive emissions from scope 3 emissions.

Additional Information	2022	2023	2024
% of Clean Energy fleet that is powered by natural gas	95%	95%	95%
Number of Clean Energy–owned stations with LDAR	88	79	79
Water Usage—LNG Plants ⁵⁶	188,541 m ³	92,071 m ³	144,123 m ³

Stations and Volumes (in millions GGE)	2022	2023	2024
Total Number of Stations	590	579	607
Natural Gas Volume	428.4	466.2	477.9
CNG Volume	365.7	405.0	414.1
LNG Volume	62.9	61.3	63.6

Safety	2022 ⁵⁷	2023	2024
Work-Related Fatality	0	0	0
Lost Day Rate (LDR)	0.23	0.19 ⁵⁸	0
Total Recordable Incident Rate (TRIR)	2.32 ⁵⁹	1.70 ⁶⁰	1.98
U.S. Occupational Health and Safety Administration (“OSHA”) or state OSHA citations	0	0	0

People	2022	2023	2024
Employees	495	520	577
U.S. Employees	473	497	552
Employees Outside of U.S.	21	23	25
Men	377	381	452
Women	118	119	125
New Hires	148	140	115
Collective Bargaining Agreement Members	0%	0%	0%
Total Employee Turnover	18.9%	21%	16.8%
Promotions Given	40	28	33
Trainings Offered	— ⁶¹	— ⁶²	359
Trainings Completed	2,284	1,000	1,867

56 Updated from “Municipal Water Utility” because our LNG Plants do not fully rely on Utility provided water.

57 2022 data updated from Days Away, Restricted, or Transferred (DART) to Total Recordable Incident Rate (TRIR)

58 Updated in 2024.

59 Updated in 2024

60 Updated in 2024.

61 Unable to confirm data.

62 Unable to confirm data.

Forward-looking statements disclaimer

This annual sustainability report and the materials or websites cross-referenced herein contain statements that are aspirational or reflective of our views about our future performance that constitute “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are generally identified through the inclusion of words such as “aim,” “anticipate,” “aspire,” “believe,” “build,” “commit,” “could,” “endeavor,” “estimate,” “expect,” “goal,” “intend,” “may,” “plan,” “potential,” “predict,” “projection,” “seek,” “should,” “strive,” “target,” “will,” “would,” and “work,” or similar statements or variations of such terms and other similar expressions.

Forward-looking statements inherently involve risks and uncertainties that could cause actual results to differ materially from those predicted in such statements. You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date on which they are made. These statements are based on numerous assumptions that we believe

are reasonable but are open to a wide range of uncertainties and business risks. In addition, these statements may be based on standards for measuring progress that are still developing, controls and processes that continue to evolve, and assumptions that are subject to change in the future. Consequently, actual results may vary materially from what is contained in a forward-looking statement.

For a further description of the risks and uncertainties that could cause actual results to differ from those expressed in these forward-looking statements, as well as risks relating to our business in general, see our Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q filed with the SEC. Copies of these filings are available on the Clean Energy Fuels Corp. [website](#) or on the SEC [website](#). All forward-looking statements in this report are based on information currently available to us, and we assume no obligation to update these forward-looking statements in light of new information or future events.

A note on materiality

The information included in, and any issues identified as material for purposes of, this document may not be considered material for SEC reporting purposes. In the context of this sustainability report, the term “material” is distinct from, and should not be confused with, such term as defined for SEC reporting purposes. The inclusion of information in this report does not indicate that the subject or information is material to Clean Energy’s business or operating results.

Website references and hyperlinks throughout this document are provided for convenience only, and the content on the referenced third-party websites is not incorporated by reference into this report, nor does it constitute a part of this report. We assume no liability for the content contained on the referenced third-party references.

GRI index

Statement of use: Clean Energy has reported the information cited in this GRI content index for the period calendar year 2024 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021.

Topic	Standard	GRI Standard Item	Disclosure	Location (section, page #)
General	GRI 2: General Disclosures	2-1	Organizational details	About Clean Energy, pg. 6 About this report, pg. 56 Closing page, pg. 56
		2-2	Entities included in the organization’s sustainability reporting	About this report, pg. 56
		2-3	Reporting period, frequency, and contact point	About this report, pg. 56
		2-4	Restatements of information	Our 2024 greenhouse gas inventory, pg. 48 About this report, pg. 56
		2-5	External assurance	This report was not assured
		2-6	Activities, value chain, and other business relationships	About Clean Energy, pg. 6 Our products and services, pg. 9–14
		2-7	Employees	Employee recruitment, retention, and engagement, pg. 34 Inclusive workforce, pg. 38 Performance, pg. 57
		2-9	Governance structure and composition	Corporate governance, pg. 15
		2-10	Nomination and selection of the highest governance body	Business ethics, executive compensation, and incentives, pg. 46
		2-11	Chair of the highest governance body	Corporate governance, pg. 15
		2-12	Role of the highest governance body in overseeing the management of impacts	Corporate governance, pg. 15 Business ethics, executive compensation, and incentives, pg. 46
		2-13	Delegation of responsibility for managing impacts	Corporate governance, pg. 15
		2-19	Remuneration policies	Executive compensation, pg. 46
		2-20	Process to determine remuneration	Executive Compensation, pg. 46
		2-22	Statement on sustainable development strategy	A letter from the President and CEO Andrew J. Littlefair, pg. 4–5

Topic	Standard	GRI Standard Item	Disclosure	Location (section, page #)
General (continued)	GRI 2: General Disclosures (continued)	2-23	Policy commitments	Corporate governance, pg. 15 Conflict minerals policy, pg. 31 Human rights, pg. 40
		2-25	Processes to remediate negative impacts	Business ethics, executive compensation, and incentives, pg. 46
		2-26	Mechanisms for seeking advice and raising concerns	Addressing methane leaks, pg. 27
		2-28	Membership associations	Our recruitment partners, pg. 38 Actions for good, pg. 39 Governance goals, pg. 43 Associations, pg. 45
		2-29	Approach to stakeholder engagement	Conflict minerals policy, pg. 31 Human rights, pg. 40 Stakeholder engagement, advocacy and lobbying, pg. 44 Code of ethics, pg. 46
		2-30	Collective bargaining agreements	Performance, pg. 57
GHG and Air Emissions	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our sustainability strategy, pg. 16
		3-2	List of material topics	Environmental goals, pg. 24
		3-3	Management of material topics	How we combat disproportionate air-quality impacts in low-income communities, pg. 39 Our 2024 greenhouse gas inventory, pg. 48
	GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Our 2024 greenhouse gas inventory, pg. 48 Company emissions performance, pg. 50 Station fugitive emissions, pg. 51 RNG production, pg. 52 Service fleet vehicles, pg. 53 About this report, pg. 56
		305-2	Energy indirect (Scope 2) GHG emissions	Our 2024 greenhouse gas inventory, pg. 48 Company emissions performance, pg. 50 RNG production, pg. 52 Renewable energy for stations, pg. 52 Facilities, pg. 53 About this report, pg. 56

Topic	Standard	GRI Standard Item	Disclosure	Location (section, page #)
GHG and Air Emissions (continued)	GRI 305: Emissions 2016 (continued)	305-3	Other indirect (Scope 3) GHG emissions	Our 2024 greenhouse gas inventory, pg. 48 Company performance, pg. 50 Fuel sold, pg. 55 About this report, pg. 56
		305-4	GHG emissions intensity	Our products and services, pg. 9 Environmental goals, pg. 24 Our 2024 greenhouse gas inventory, pg. 48 Boron plant efficiency metrics, pg. 50
		305-5	Reduction of GHG emissions	Environmental goals, pg. 24 Biogenic CO ₂ emissions, pg. 49 Renewable energy for stations, pg. 52 Service fleet vehicles, pg. 53 Fuel fold, pg. 55
		305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Our 2024 greenhouse gas inventory, pg. 48
	GRI 302: Energy 2016	302-1	Energy consumption within the organization	Our 2024 greenhouse gas inventory, pg. 48
		302-3	Energy intensity	Boron plant emissions and production, pg. 50 Boundary within CE: LNG plants
		302-4	Reduction of energy consumption	Facilities, pg. 53 Boundary within CE: Facilities
		302-5	Reductions in energy requirements of products and services	Renewable Energy for stations, pg. 52 Boundary within CE: Stations

Topic	Standard	GRI Standard Item	Disclosure	Location (section, page #)
Customer Energy Efficiency and GHGs	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our 2024 greenhouse gas inventory, pg. 48
		3-2	List of material topics	
		3-3	Management of material topics	
	GRI 302: Energy 2016	302-2	Energy consumption outside of the organization	Our 2024 greenhouse gas inventory, pg. 48 Fuel sold, pg. 55
Disproportionate Air Quality Impacts	GRI 3: Material Topics 2021	3-1	Process to determine material topics	How we combat disproportionate air-quality impacts in low-income communities, pg. 39
		3-2	List of material topics	
		3-3	Management of material topics	
	GRI 413: Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	How we combat disproportionate air-quality impacts in low-income communities, pg. 39 <i>Omissions: partial, specific locations not disclosed</i>
GRI 3: Material Topics 2021 Employee Recruitment, Retention, and Engagement	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Social goals, pg. 33 Employee recruitment, retention, and engagement, pg. 34 Inclusive workforce, pg. 38
		3-2	List of material topics	
		3-3	Management of material topics	
	GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Employee recruitment, retention, and engagement, pg. 34 Inclusive workforce, pg. 38 Employee and contractor safety, pg. 40 Performance, pg. 57
	GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Investing in relationships, pg. 34
Inclusive Workforce	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Social goals, pg. 33 Inclusive workforce, pg. 38
		3-2	List of material topics	
		3-3	Management of material topics	
	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Employee recruitment, retention, and engagement, pg. 34 Performance, pg. 57
	GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Social goals, pg. 33 Diversity, equity, and inclusion, pg. 38 Performance, pg. 57

Topic	Standard	GRI Standard Item	Disclosure	Location (section, page #)
Employee and Contractor Safety	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Employee and contractor safety, pg. 40
		3-2	List of material topics	
		3-3	Management of material topics	
	GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Investing in relationships, pg. 34 Employee and contractor safety, pg. 40
		403-5	Worker training on occupational health and safety	Employee recruitment, retention, and engagement, pg. 34 Fostering an inclusive workforce, pg. 38 Performance, pg. 57
		403-6	Promotion of worker health	Investing in relationships, pg. 34
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Addressing methane leaks, pg. 27 Conflict minerals policy, pg. 31 How we combat disproportionate air-quality impacts in low-income communities, pg. 39 Employee and contractor safety, pg. 40
		403-9	Work-related injuries	Performance, pg. 57
Policy, Advocacy, and Lobbying	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Governance goals, pg. 43 Stakeholder engagement, advocacy, and lobbying, pg. 44 Policy engagement: advocacy and lobbying, pg. 45
		3-2	List of material topics	
		3-3	Management of material topics	
	GRI 415: Public Policy 2016	415-1	Political contributions	Political contributions, pg. 45
Environmental and Social Impacts of Natural Gas Extraction, Processing, and Transport	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Environmental impact and nature related risk, pg. 29
		3-2	List of material topics	
		3-3	Management of material topics	
	GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	How we combat disproportionate air-quality impacts in low-income communities, pg. 39
		416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	Performance, pg. 57

Topic	Standard	GRI Standard Item	Disclosure	Location (section, page #)
Human Rights	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Human rights, pg. 40
		3-2	List of material topics	
		3-3	Management of material topics	
Labor Standards and Employment Conditions	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Investing in relationships, pg. 34 Employee and contractor safety, pg. 40–41
		3-2	List of material topics	
		3-3	Management of material topics	
	GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	Our sustainability strategy, pg. 16 Employee and contractor safety, pg. 40–41
Operational Energy Efficiency	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Operational energy efficiency, pg. 50 Boundary within CE: LNG plants
		3-2	List of material topics	
		3-3	Management of material topics	
Biodiversity and Land Use	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Biodiversity and land use, pg. 31
		3-2	List of material topics	
		3-3	Management of material topics	
Waste	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Our sustainability strategy, pg. 16 Environmental benefits of dairy RNG, pg. 25 Environmental benefits of landfill RNG, pg. 26
		3-2	List of material topics	
		3-3	Management of material topics	
	GRI 306: Waste 2020	306-3	Waste generated	Recycling, pg. 31

Topic	Standard	GRI Standard Item	Disclosure	Location (section, page #)
Water Stewardship	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Water, pg. 29
		3-2	List of material topics	Water reclamation at our Boron plant, pg. 30 Water throughout our operations, pg. 30
		3-3	Management of material topics	
	GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water, pg. 29 Water reclamation at our boron plant, pg. 30 Water throughout our operations, pg. 30 Boundary within CE: All <i>Omissions: Partial disclosure, high level discussion on water impacts and management in operations. We aim to improve the disclosure in future reports</i>
		303-5	Water consumption	Water, pg. 29 Performance, pg. 57 Boundary within CE: LNG plants <i>Omissions: Partial disclosure, with water consumption from LNG plants, but not from other facilities like company offices</i>
Disaster Preparedness and Response	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Infrastructure safety and security, pg. 41 Data security and resiliency, pg. 41
		3-2	List of material topics	
		3-3	Management of material topics	
Infrastructure Safety and Security	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Infrastructure safety and security, pg.41 Data security and resiliency, pg. 41
		3-2	List of material topics	
		3-3	Management of material topics	
Business Ethics, Executive Compensation, and Incentives	GRI 3: Material Topics 2021	3-1	Process to determine material topics	Business ethics, executive compensation, and incentives, pg. 46
		3-2	List of material topics	
		3-3	Management of material topics	
	GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption policy, pg. 46



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