

# Diversity, Equity, & Inclusion at Con Edison: Our 2023 United States EEO-1 Report



Con Edison is committed to attracting, developing, and retaining a talented, diverse and inclusive workforce. It values and supports a wide range of employee needs and interests. The company's skilled and experienced workforce enables it to maintain best-in-class reliability, safety, resilience, and progress towards achieving a clean energy future. Human capital measures focus on employee safety, hiring, developing, and retaining talent.

On December 31, 2023, Con Edison and its subsidiaries had 14,592 employees, based entirely in the United States including 13,416 at Consolidated Edison Company of New York, Inc. (CECONY), 1,167 at Orange and Rockland Utilities, Inc. (ORU), and 9 at Con Edison Transmission. Of the total CECONY and ORU employees, 7,399 and 587 employees, respectively, were represented by a collective bargaining unit. The collective bargaining agreement covering most of the CECONY employees expires in June 2028. Agreements covering other CECONY employees and ORU employees expire in June 2025 and May 2026, respectively.

In 2023, 1,677 new employees joined the company – the highest level of hiring the company has experienced in 50 years. Our new hires consisted of a diverse population which included 33 percent women (the highest number of women hired in recorded history) and 69 percent People of Color.

Con Edison measures the voluntary attrition rate of its employees in assessing the company's overall human capital. The company's overall turnover rate in 2023 was approximately 6.7 percent, 31 percent of which was attributed to retirements. The average length of service is 13.4 years. Con Edison strives to have a diverse and inclusive workforce. A comprehensive diversity and inclusion strategy underlies the corporate culture; informing how its employees engage with one another and setting the foundation for a respectful and inclusive environment. On December 31, 2023, women represented 23.2 percent of the total workforce and People of Color represented 53.6 percent of the workforce, with ethnicity breaking down as follows: 46.4 percent White, 23.3 percent Black, 19.3 percent Hispanic, 9.8 percent Asian and 1.2 percent Other.

## Diversity, Equity & Inclusion

At Con Edison, we are unwavering in our commitment to diversity, equity, and inclusion. Our vision is to be a company whose values and behaviors foster a culture of inclusion and respect for all. We know that a diverse and inclusive company is a stronger, more successful company that performs at the highest levels.

We began our Diversity, Equity and Inclusion (DEI) journey in 2015 with the launch of a corporate-wide DEI vision, mission, and strategy with a focus on four strategic goals:

1) advancing DEI through learning; 2) fostering a DEI environment 3) connecting DEI throughout the company; and 4) communicating and engaging through a DEI lens.

This framework is designed to ensure that company leaders and employees work together to implement measures that prioritize diversity, equity and inclusion organization wide.

Our goal is to promote a positive work culture where we are tapping the full talent of our workforce and creating an environment that will nurture our employees' development and cultivate what is necessary for them to thrive in the future.

In 2023, we completed the rollout of our 14-Point Action Plan to equip leaders with the tools required to support a workforce where employees experience respect, fairness, value, and a sense of belonging. Building on a 2021 DEI survey, we completed another survey in 2023 that helped us continue to build momentum towards making even greater progress to transform our corporate culture. This involves backing up our commitments with action by implementing equitable practices, systems, policies, and processes that support and sustain engagement, fairness and belonging. It also means ensuring that our leaders can effectively develop and lead a diverse and inclusive workforce. To that end, we are focused on providing leaders with the right tools and resources needed to support their leadership, including providing programs in unconscious bias, psychological safety and speaking up for inclusion.

Building a more equitable workplace requires that we continuously track and measure our results, and that we are always exploring new ways to improve our performance. Leveraging data helps us identify existing gaps and areas where we excel. Based on our 2023 DEI Annual Report, teams are becoming more diverse in representation, including our executive team. Our grassroots networks, such as Employee Resource Groups and local DEI councils serve as champions, facilitating critical conversations to increase awareness about cultural differences and to help with recruiting and career development efforts. Our initiatives have been successful, but the work continues, and we remain committed to the journey.

As outlined in Con Edison's 2024 Proxy Statement, the Management Development and Compensation (MD&C) Committee's responsibilities of the Board include oversight of the Company's policies, strategies, and sustainability matters relating to talent development and human capital management, including diversity, equity and inclusion. In 2021, the MD&C Committee reviewed, discussed, and implemented the diversity, equity and inclusion metric in the Company's long-term incentive plan for officers. Officers are expected to model inclusive practice to support fair consideration of women and People of Color for advancement opportunities. Then in 2023, the MD&C

Committee reviewed and discussed ESG metrics in incentive plans and implications for the Company, and human capital management disclosures. The MD&C Committee annually reviews performance results and proposed performance indicators for the following year.

## Talent Management

We care about our employees, and we are committed to their success. We make it a priority to help them enhance their skills and knowledge to propel their growth and career development, including honing leadership competencies, attending continuing education classes, and providing tuition reimbursement. Our corporate mentoring programs provide opportunities to connect more experienced employees with newer or less experienced employees to share insights and professional guidance, while also growing important networks across the company.

We understand the critical role that sponsorship plays in career development and advancement. In 2021 we launched our Executive Sponsorship Program, a 24-month experience designed for high-potential leaders. The program supports high participation among women and People of Color. Providing underrepresented groups with executive connections is an important step in our efforts to develop our employees and build a broadly diverse and inclusive leadership team.

With the 2023 turnover rate at approximately 6.7 percent, our overall retention rate remains strong. We attribute these results to our persistent focus on diversity, equity and inclusion, employee development, and commitment to fostering a culture where everyone feels welcomed and valued.

## Board Composition

The current Directors have the combination of skills, professional experience, and diversity necessary to oversee the Company's business. More than a majority (92%) of the current Directors are independent. The current Directors have an average age of 65.7 years, are 42% women, and 33% racially and ethnically diverse. The Board strives to maintain an appropriate balance of tenure among Directors. Of the current Directors, 50% have been on the Board for less than six years, 33% have been on the Board for seven to sixteen years, and 17% have been on the Board for over sixteen years.

The Corporate Governance and Nominating Committee recommends candidates for election or re-election to the Board and reviews the qualifications of possible Director candidates. When recommending to the Board the slate of Director nominees for election at the Annual Meeting, the Corporate Governance and Nominating Committee strives to maintain an appropriate balance of tenure, diversity, and skills on the Board as

evidenced by the proposed slate of Director nominees. The Board and the Corporate Governance and Nominating Committee strongly believe that the Board and the Company benefit from having Directors with a diversity of gender, race, ethnicity, viewpoints and experiences. The Corporate Governance and Nominating Committee identifies candidates through a variety of means, including professional search firms, recommendations from members of the Board, suggestions from senior management, and submissions by the Company's stockholders. When a professional search firm is used, the firm is directed to provide a diverse slate of candidates for the Board's consideration, including, but not limited to, diverse candidates with respect to gender, race, ethnicity, nationality, and sexual orientation.

## Safety & Training

In managing the business, the company emphasizes a strong safety culture. Continuous focus on safety while performing work is paramount, and leaders and managers are committed to implementing programs and practices that promote the right knowledge, skills, and attitudes to undertake the responsibilities of safety, including required training for both field and office employees. To that end, the company has a dedicated facility, The Learning Center, that offers classes to employees covering technical courses, skills enhancement, safety and leadership development.

During 2023, employees spent over 680,000 hours in instructor-led, leadership and skill-based training. Further, the company maintains a career development and succession planning program that is committed to helping employees grow their careers, talents, skills and abilities. In addition to their daily job functions, employees of the utilities are assigned to and trained for a position for emergency response that is mobilized in the event of a weather event or system emergency. Although working remotely for certain positions has been made possible by digital software and smart device capabilities that enable employees to collaborate with each other and remain productive, the entire CECONY and ORU workforce is available in the event of an emergency that requires on-site presence. Con Edison and its subsidiaries efficiently manage their operations and resources while avoiding layoffs and furloughs while continuing to recruit, interview, and hire internal and external applicants to fill open positions.

## Maintaining our focus

Con Edison is committed to helping make a transformational impact on the environment, our region, and the lives of the people and communities we serve. As a corporation, we are focused on our Clean Energy Commitment and our guiding principles of safety, operational excellence, and enhancing the customer experience. At the same time, our leaders, Employee Resource Groups, and local DEI Councils are

actively engaged in open dialogues with our workforce about race, racism, and systemic inequality. We are committed to fostering safe spaces where these conversations can continue. This makes us a stronger company and helps us build a better community.

While we are proud of the progress that we are making, we are still not where we want to be. There is more work to be done, and we are fully committed to transforming our culture.

## Equal Employment Opportunity Reports

Below is our Federal Employer Information Report EEO-1, showing employees as of December 31, 2023. Please note, the numbers included in the EEO-1 data form include all employees, including those on leave (temporary employees are excluded). The EEO-1 report is one component of our Environmental, Social and Governance (ESG) disclosures and should be read in conjunction with our 2023 Diversity, Equity & Inclusion Annual Report, our annual Sustainability Report, and other ESG disclosures.

Additional References:

[2023 Diversity, Equity and Inclusion Annual Report](#)

[Sustainability Report 2023 | conEdison, inc.](#)

[ESG Reporting Standards | Sustainability Report 2023 \(conedison.com\)](#)

[2023 Annual Report for Consolidated Edison, Inc.](#)

[2024 Company Proxy Statement](#)

<b>U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)</b> <b>2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)</b>											<b>EEOC Standard Form 100 (SF 100)</b> Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
<b>SECTION A – TYPE OF REPORT</b> CONSOLIDATED REPORT																
<b>SECTION B – EMPLOYER IDENTIFICATION</b>																
OFS COMPANY ID 1282885			EMPLOYER NAME CONSOLIDATED EDISON INC													
ADDRESS 4 IRVING PLACE						CITY/TOWN NEW YORK				STATE NY		ZIP CODE 10003				
<b>SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)</b>																
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME													
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE				
<b>SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)</b> 133965100																
<b>SECTION E – EMPLOYER FILING ELIGIBILITY</b> <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS																
<b>SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)</b> Unique Entry ID (UEI): TVZGHBHJ1E25 <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)																
<b>SECTION G – NAICS INFORMATION</b> 221122 - Electric Power Distribution																
<b>SECTION H – WORKFORCE DEMOGRAPHIC DATA</b>																
Race/Ethnicity																
JOB CATEGORIES		Hispanic or Latino		Not Hispanic or Latino										Row Total		
				Male						Female						
		Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	Two or More Races
Executive/Senior Level Officials and Managers		3	2	18	6	4	0	0	0	9	4	3	0	0	2	51
First/Mid-Level Officials and Managers		97	66	581	109	112	1	0	13	213	103	78	0	0	6	1379
Professionals		476	228	1662	446	478	5	8	19	456	288	210	6	0	11	4291
Technicians		164	22	338	183	215	1	1	4	24	34	25	0	0	1	1012
Sales Workers		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers		261	430	244	321	55	3	7	6	228	613	51	6	4	10	2237
Craft Workers		752	69	2570	906	161	11	19	20	60	94	7	0	1	0	4650
Operatives		23	2	54	29	4	1	0	1	9	2	0	0	1	0	126
Laborers and Helpers		213	15	328	246	33	3	4	3	8	34	1	0	0	1	889
Service Workers		12	3	19	11	3	0	0	0	1	3	0	0	0	0	52
<b>CURRENT 2023 REPORTING YEAR TOTAL</b>		2001	827	5814	2256	1065	25	39	65	998	1175	375	10	6	31	14687
<b>PRIOR 2022 REPORTING YEAR TOTAL</b>		1866	781	5712	2094	970	24	36	69	959	1050	330	9	6	31	13937
<b>SECTION I – WORKFORCE SNAPSHOT PERIOD</b> 12/17/2023 - 12/31/2023																
<b>SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)</b> Not Applicable																

<b>U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)</b> <b>2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)</b>		<b>EEOC Standard Form 100 (SF 100)</b> Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026	
<b>SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION</b>			
<b>EMPLOYER IDENTIFICATION</b>			
OFS COMPANY ID 1282885		EMPLOYER NAME CONSOLIDATED EDISON INC	
ADDRESS 4 IRVING PLACE		CITY/TOWN NEW YORK	STATE NY
			ZIP CODE 10003
<b>CERTIFICATION COMMENTS (optional)</b>			
No Certification Comments Provided			
<b>CERTIFICATION STATEMENT</b>			
<i>"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."</i> <b>Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.</b>			
<b>DATE OF CERTIFICATION</b>			
5/16/2024 11:37 AM [EST]			
<b>EMPLOYER'S CERTIFYING OFFICIAL</b>			
Name of Employer's Certifying Official Robert Rodriguez		Title of Certifying Official Section Manager	
Email Address of Certifying Official rodriguezrob@coned.com		Telephone Number of Certifying Official 212-460-3888	
<b>PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING</b>			
Name of Primary POC Robert Rodriguez		Title and Employer of Primary POC Section Manager CONSOLIDATED EDISON INC	
Email Address of Primary POC rodriguezrob@coned.com		Telephone Number of Primary POC 212-460-3888	

Note: 14,687 includes employees on leave of absence as of December 31, 2023