

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



Con Edison is committed to attracting, developing, and retaining a talented, diverse 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 and progress towards achieving a clean energy future. Human capital measures focus on hiring the right talent, employee development and retention, diversity and inclusion, employee safety and protecting employees during the COVID-19 pandemic.

On December 31, 2021, Con Edison and its subsidiaries had 13,871 active employees, based entirely in the United States including 12,325 at CECONY; 1,085 at O&R, 453 at the Clean Energy Businesses and 8 at Con Edison Transmission. Of the total CECONY and O&R employees, 7,030 and 554 employees, respectively, were represented by a collective bargaining unit. The collective bargaining agreement covering most of CECONY's collectively-bargained employees expires in June 2024. Agreements covering other CECONY employees and O&R employees expire in June 2025 and May 2023, respectively.

Con Edison measures the voluntary attrition rate of its employees in assessing the company's overall human capital. The company has a low annual turnover rate of approximately 6.4 percent, 42 percent of which is attributed to retirements. The average length of service is 14.9 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, 2021, women represented 21.9 percent of the total workforce and people of color represented 49.7 percent of the workforce, with ethnicity breaking down as follows: 50.3 percent White, 20.8 percent Black, 18.4 percent Hispanic, 9.1 percent Asian and 1.4 percent other.

Diversity, Equity & Inclusion

Our Corporate Diversity, Equity and Inclusion Strategy drives our corporate culture, informs how we engage with each other, and sets the foundation for a respectful and inclusive workplace. We are measuring our progress both quantitatively and qualitatively. We recently conducted a Diversity, Equity & Inclusion Survey to hear directly from our employees about the progress we are making to advance our DEI strategy. We learned that while we have made progress, there is still much to be done as we actively work across the company to further advance a culture of equity, inclusion, and respect.

The Corporate Diversity, Equity & Inclusion Action Plan builds on our continuing strategy to ensure a workplace that is open, inclusive, and diverse. Our goal has long been to make sure everyone feels they belong, and they have a voice, and they understand that their contributions are welcomed. We developed a Corporate Diversity, Equity & Inclusion Action Plan to ensure we are both intentional and relentless in our drive for equity, diversity, fairness, and respect throughout the company. The Corporate Diversity, Equity & Inclusion Action Plan is based on a

two-pronged strategy: data-driven change and culture transformation. The 14-point plan is being implemented through the work of our Diversity & Inclusion Task Force. The focus of this cross-functional team of employees is to closely examine metrics to truly understand the representation of our workforce and identify areas of opportunity, as well as areas where we have made solid progress. It will also enable cultural transformation by challenging us to look at how we administer our systems, policies, and procedures — addressing any barriers that get in the way of diversity, equity, and inclusion.

The company’s executive officers, identified in the “Compensation Discussion and Analysis–Introduction” of Con Edison’s 2022 Proxy Statement, are eligible to receive annual grants of equity-based awards under the company’s long term incentive plan. As in prior years, the number of performance units awarded to each of the executive officers will be based on performance measures achieved over a three-year period. Beginning with the 2021 performance period that began on January 1, 2021, executive compensation included diversity and inclusion goals.

Succession Planning and Talent Management

The company has a low annual turnover rate of approximately 6.4 percent, 42 percent of which is attributed to retirements. The company has a comprehensive, formal process for proactively identifying, assessing, and developing a diverse slate of internal candidates to assume key roles in the organization. Our succession planning and career development processes focus on learning through experiences; leadership commitment; diversity; and targeted executive development. By developing plans for employees, and reviewing and updating them annually, we aim to cultivate a diverse and talented bench of enterprise leaders. These processes apply to all levels of management, including officers. The chief executive officer annually reviews his succession plan with the Board. During 2021, employees spent over 500,000 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 emergency.

Board Composition

The current Directors have the combination of skills, professional experience, and diversity necessary to oversee the Company’s business. A majority (75%) of the current Directors are independent. The current Directors have an average age of 64.4 years, are 33.3% women, and 33.3% racially and ethnically diverse. The Board strives to maintain an appropriate balance of tenure among Directors. Of the current Directors, 42% have been on the Board for less than five

years, 25% have been on the Board for five to ten years, and 33% have been on the Board for over ten 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, which is 33.3% women and 33.3% racially and ethnically diverse (as self-reported by the 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.

Education and Training

Cultural change depends on changes in behavior and beliefs. Training and learning are essential to that transformation. Our foundational training helps to create a common language and a basic level of understanding about diversity, equity, and inclusion. We build on this by providing our employees with the tools and opportunities to increase self-awareness, as well as awareness of others and respect for their differences, fostering the ability to acknowledge our potential blind spots and biases towards those differences, and raising accountability and ownership to sustain an environment of mutual respect. As we continue to work through the pandemic and all of the changes brought on by COVID-19, with nearly half our workforce shifting to remote work, we fully leverage digital platforms to ensure compliance, connect with our employees, and provide training in an array of learning forums focused on diversity, equity, and inclusion.

Maintaining our focus

Con Edison is committed to helping make a transformational impact on the environment, our region, and the lives of the people 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 D&I councils are actively engaged in open dialogues with our workforce about race, racism, and

systemic inequality. We have 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, 2021. Please note, the numbers included in the EEO1 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 2021 Diversity, Equity & Inclusion annual report, our annual Sustainability Report, and our standardized ESG reports: EEI/AGA and SASB.

Additional References:

[2021 Diversity, Equity and Inclusion Annual Report](#)

[Sustainability Report 2021 | conEdison, inc.](#)

[ESG Reporting Standards | Sustainability Report 2021 \(conedison.com\)](#)

[2021 Annual Report for Consolidated Edison, Inc.](#)

[2022 Company Proxy Statement](#)

CO= 1282885
 U= 1282885

EQUAL EMPLOYMENT OPPORTUNITY
 2021 EMPLOYER INFORMATION REPORT EEO-1
 CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. CONSOLIDATED EDISON INC
 4 IRVING PLACE
 NEW YORK, NY 10003

2.a. CONSOLIDATED EDISON INC
 4 IRVING PLACE
 NEW YORK, NY 10003

c. EIN= 133965100

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- N 3- N DUNS= 002944531

SECTION E - ESTABLISHMENT INFORMATION
 NAICS: 221122 - Electric Power Distribution

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS		
	***** MALE *****											***** FEMALE *****				
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES	
EXECUTIVE/SR OFFICIALS & MGRS	2	3	31	7	0	4	0	1	11	4	0	3	0	2	68	
FIRST/MID OFFICIALS & MGRS	89	50	659	94	2	106	1	11	215	87	0	48	0	6	1368	
PROFESSIONALS	426	196	1670	405	6	418	6	25	471	243	3	190	2	12	4073	
TECHNICIANS	143	25	328	169	2	184	1	6	15	27	0	22	0	0	922	
SALES WORKERS	1	1	7	0	0	0	0	0	0	0	0	0	0	0	9	
ADMINISTRATIVE SUPPORT	254	390	275	263	3	56	3	5	240	454	2	45	3	11	2004	
CRAFT WORKERS	723	49	2697	858	11	162	21	25	72	90	0	11	1	1	4721	
OPERATIVES	25	3	67	38	1	3	0	1	7	3	0	0	1	0	149	
LABORERS & HELPERS	149	18	242	124	2	16	5	5	10	26	0	1	0	1	599	
SERVICE WORKERS	14	3	9	11	0	1	0	0	0	1	0	0	0	0	39	
TOTAL	1826	738	5985	1969	27	950	37	79	1041	935	5	320	7	33	13952	
PREVIOUS REPORT TOTAL	1813	745	6143	2001	21	936	33	84	1054	956	6	313	8	32	14145	

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 12/17/2021 THRU 12/31/2021
SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: Robert Rodriguez
 EMAIL: RODRIGUEZROB@coned.com
 EEO1 REPORT CONTACT PERSON: Robert Rodriguez
 EMAIL: RODRIGUEZROB@coned.com

CERTIFIED DATE [EST]: 5/4/2022 2:30 PM

TITLE: Section Manager
 PHONE: 212.460.3888
 TITLE: Section Manager
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