

Learning and development programs prepare our leaders and employees to meet the future challenges of our industry



Our Leadership Imperatives define what it means to lead at Duke Energy, and we embed these into everything we do.

- *Live Our Purpose*: clear connection between the work, the purpose and the mission of Duke Energy.
- *Transform for the Future*: leading change toward the vision of transforming the business in an agile, flexible way.
- *Deliver Results the Right Way*: drive outcomes for our customers and stakeholders, with safety, integrity and customer service.
- *Work as One*: collaboration, joint problem solving and enterprise leadership to deliver one solution from Duke Energy.
- *Inspire Our People*: embracing inclusion and inspiring enthusiasm for adding value to the future of the organization.

We promote the continuing development of employees by reimbursing the costs of certain educational programs.



- The Education Assistance Program assists employees with the pursuit of educational opportunities that contribute to skill development and growth.
- Participating employees may receive up to \$5,250 per year in reimbursement for eligible course expenses available on day one of their employment.
- More than 590 employees participated in the program in 2022.



We are committed to providing learning and skill development solutions to help employees power their potential and support business transformation.

- In 2022, we renewed a focus for all people leaders to actively support employee skill and career development by having development conversations and providing opportunities for skill building and growth.
- To date, more than 9,300 employees have accessed **Udemy for Business** for their development, and in 2022, over 20,000 hours of content was consumed by employees.
- Business units have incorporated Udemy courses into strategies to drive reskilling and upskilling that serve the needs of their unique business. In addition, Udemy's partnerships with some accrediting bodies enable employees to receive credit for continuing education (i.e., NASBA for Finance).
- Through our internal Talent Marketplace, eligible employees can stay in their current role while spending time each week contributing to other departments to develop skills, build new relationships and expand their knowledge of the company. These short-term

development opportunities, known as “gigs,” present pathways for employees to move into new roles and areas of the business, giving them more career opportunities and the company a more agile workforce.

- The Power Your Career site on the employee Portal provides resources, tools and learning to help employees power their potential and their careers, and support business transformation. Employees find the tools to “know yourself,” “know Duke Energy” and “know your plan.” Power Your Career connects eligible employees with training, internal jobs, gigs, career self-assessments and feedback mechanisms.

Our workforce development partnerships build the skills needed for key roles at Duke Energy.



- To support the clean energy transition, we need a diverse, skilled workforce. We are working to attract a future workforce that will have the skills necessary to build and maintain a changing energy infrastructure.
- We continue to have an increased need for skilled lineworker talent due to additional large-scale projects related to the future of the electric grid and our clean energy infrastructure.
- Duke Energy partners closely with 22 community colleges with lineworker training programs across our jurisdictions. The training that individuals receive through community college-based programs accelerates their knowledge in the field and increases their chances of securing a job.
- In addition, learners earn the skill credentials necessary for success in distribution line construction and customer service, and we are building on the curriculums to include additional career pathways in the future.
- Duke Energy partners with **Road to Hire**, an organization focused on developing skills and providing opportunities to underrepresented high school students, college students and young professionals on their way to strong, sustainable technology careers. Through this partnership, we hire IT, cybersecurity and business analysts as part of our focus on building qualified, diverse entry-level talent pipelines in information technology, cybersecurity and data analytics groups.
- We also partner with the Center for Energy Research & Technology at North Carolina A&T State University in support of the **STEPS4GROWTH** program, which is a four-year, \$23.7 million initiative funded by the Department of Commerce’s Good Jobs Challenge. The STEPS4GROWTH program supports underrepresented populations to establish multi-level training programs, via certificates and/or degrees, to build the skills and capabilities for clean energy jobs in the workforce. The program also collaborates with industry partners to provide job opportunities, including apprenticeships for those graduating from the program.



We have programs and initiatives to ensure a strong leadership bench and plan for succession for senior executive roles.

- We have a robust **succession and talent planning** process that starts with our business strategy. We create succession plans that are reviewed annually and shared with the Duke Energy Board of Directors.
- Our **executive assessment process** helps us better understand the skills, experiences and leadership DNA of potential successors for executive roles.

- Insights gained from this customized process help to inform us about successor readiness and the timing of talent moves to ensure our leadership bench is effectively positioned to drive value for our shareholders.
- We continue to offer several facilitated programs through the Duke Energy Leadership Academy. In 2022, we had a total of 3,747 participant completions, which includes offerings for people leaders and individual contributor employees. In addition, we had 188 managers graduate from our required front-line leader fundamentals program, which is a 12-month program for new people leaders to set them up for success.

We recognize the value in career development through executive sponsorship.



- Our **Accelerated Pathways Program** matches employee proteges and executive sponsors to accelerate their readiness for their next career opportunity.
- Since 2017, 73 high-potential diverse leaders have participated in Accelerated Pathways to accelerate their readiness for their next career opportunity. Eighty-five percent of those leaders have achieved promotions or expanded roles.
- In 2022, we launched a new **Senior Management Committee Mentoring Program** with the purpose of exposing high-potential, diverse leaders to our executive leadership to broaden their visibility across the organization and help them better understand the business. Program participants also provide executives with a deeper understanding of their area of the business and the unique challenges and perspectives of diverse, high-potential leaders.