

## Strengthening a culture of inclusion where employees and customers feel respected and valued



**Our commitment to build a diverse workforce that mirrors the communities we serve is an intentional effort that not only applies today, but is a sustainable part of our culture for the next generation workforce.**

- We serve diverse communities in an everchanging world. That is why we pursue a strategy that integrates diversity, equity and inclusion into everything we do.
- Support for our diversity, equity and inclusion strategy starts from the top. As CEO, Lynn Good believes teams with diverse skills, experiences and backgrounds make us a better company and our executive team leaders take ownership for driving our diversity and inclusion goals forward.
- Increasing the percentage of underrepresented employee groups and leaders, specifically women and people of color, is a company priority.
- We believe transparency is an important part of our journey and aspirational goals are markers for progress. Our diversity data will continue to be noted in the Workforce Performance Metrics section of our Impact Report to follow our progress each year.
- We foster and build relationships with various community organizations as part of our strategy to connect with diverse talent and potential employees. This includes attending career events at historically Black colleges and universities, military bases, professional societies, and community events.

**We are committed to powering the lives of our customers and impacting the communities we serve by contracting with local and diverse businesses.**



- An inclusive and diverse supply chain is an expectation of our employees and our customers. Our engagement with community economic development organizations helps us to identify diverse and local suppliers capable of meeting the needs of our evolving business.
- Since 2015, Duke Energy has exceeded \$1 billion annually in diverse spend. In 2022, Duke Energy spent \$1.6 billion with total diverse suppliers and \$4.8 billion with local suppliers.
- Our award-winning supplier diversity program has been successful and recognized in recent years nationally, regionally and locally.
- In August 2022, we launched the utility industry's first sustainable commercial paper notes focused on socioeconomic advancement. The company plans to disburse or allocate an amount equal to the net proceeds from the notes to fund expenditures and programs related to enabling opportunities for diverse businesses.



### **We are committed to building and enabling a diverse workforce to deliver the right products and services to our customers and grow our business.**

- All leaders have individual workforce performance goals that include diversity and inclusion, and we achieved a high completion rate for our immersive racial awareness training among our top 400 leaders.
- Leaders and individual contributors have the opportunity to participate in building an inclusive workforce training, which is designed to address potential workplace issues and create and maintain a fair and professional culture. The voluntary training opportunity provides a framework and guidance for difficult conversations in a positive way. It helps us to understand it is okay to disagree without being disagreeable.
- In 2020, the company started the conversation with more than 550 Pathways to Inclusion discussions to provide employees an opportunity to talk openly and candidly about how recent and historical events have impacted them. These open forums continued in 2022 and grew to include more diverse topics offered to employees of all backgrounds with more than 8,000 participants, fostering a shared understanding of each other.

### **We foster an inclusive work environment and position our employees to serve as ambassadors within our company and communities.**



- The company has 10 Employee Resource Groups (ERGs) with 37 chapters across all of Duke Energy. There are more than 6,500 ERG members, who are integral in promoting and building a diverse, equitable and inclusive organization that delivers the right products and services to our customers, grows our business and enables people to reach their full potential.
- ERGs include Advocates for African Americans, Business Women's Network, disABILITY Outreach and Inclusion, Latinos Energizing Diversity, New to Duke Energy, Together We Stand for Our Veterans, We Are One for LGBTQ+ Equality, Asian Inclusion Network, Open Minds (supporting mental health and neurodiversity) and Forever Indigenous Resource Support Team (FIRST) for our Native American team members. We encourage employees who are not a part of these groups to join as allies to better understand each other.
- Employees are also engaged through Diversity and Inclusion Councils. These councils are embedded across the company in various business units and focus on specific diversity and inclusion needs of the business and help drive inclusion deeper into the employee experience.



### **We reinforce our commitment to diverse communities through our Duke Energy Foundation and partnerships with organizations that focus on advancing and driving inclusion in the workplace.**

- In 2022, the Duke Energy Foundation contributed more than \$30 million in its territories.

- Through the Duke Energy Foundation, we are making strategic investments to build sustainable communities. In 2021, we set a new vision for our Foundation that focuses our giving on three pillars: vibrant economies; climate resiliency; and justice, equity and inclusion.
- Since 2020, the Duke Energy Foundation has committed more than \$8 million to social justice and racial equity organizations with \$1 million in employee-directed grants. Employees from an employee-led resource group, Advocates for African Americans, as well as company diversity and inclusion councils worked to identify local organizations.
- Last year 58% of Foundation grantee organizations were led by women or people of color.
- In addition, a three-year social justice and racial equity grant cycle was created in North Carolina through 2022.
- Over the past five years, the Duke Energy Foundation has funded \$9 million in workforce grants with a focus on the energy sector.
- As a participant in the Historically Black Colleges & Universities Challenge (HBCUs), we partner with HBCUs to strengthen the talent pipeline through engagement, recruiting and building sustainable relationships.
- Duke Energy was one of first companies in the energy industry to sign on to the CEO Action for Diversity and Inclusion commitment. It is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.
- We collaborate with military organizations and community colleges to support training opportunities for diverse students as we work toward increasing our diverse pipeline of technical workers.
- We also collaborate and maintain strong partnerships with various organizations in our hiring efforts, including: The National Society of Black Engineers, Society of Women Engineers, National Black MBA, the Society for Hispanic Professional Engineers and Enable America.
- 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.

**We are honored to be recognized by organizations for the work we do to promote a diverse and inclusive environment, making Duke Energy a great place to work.**



- Above and Beyond Award (presented to Piedmont Natural Gas, a subsidiary of Duke Energy) by the N.C. Committee for Employer Support of the Guard and Reserve.
- World's Most Admired Companies by Fortune.
- Best Places to Work for LGBTQ Equality by the Human Rights Campaign.
- Top 50 Employers by CAREERS & the disABLED Magazine.
- National Society of Black Engineers (NSBE) SEEK Award.
- America's Best Employers by Forbes.
- 2019 U.S. Department of Labor HIRE Vets Gold Medallion Award.
- SAP Industry Innovation Award.
- Best Companies for Diversity by Black Enterprise.

- Best Employers for Diversity by Forbes.
- America's Best Employers for Women by Forbes.
- Top Employer for Female Engineers by Woman Engineer Magazine.
- Top 300 Most Responsible American Companies by Newsweek.
- No. 1 among U.S. utilities for investor transparency by Labrador Advisory Services.
- Named to the Dow Jones Sustainability Index multiple years in a row.
- Emergency Recovery Award by Edison Electric Institute.
- Employer Support Freedom Award by the U.S. Secretary of Defense.
- Top 10 Utilities in Economic Development from Site Selection Magazine's Annual List.