

Work-life balance programs support the health and well-being of our employees



We provide paid time off to help our employees* balance their priorities at work and home.

- To support our employees in balancing their work and personal lives, we provide paid time off for vacation, holidays, parental leave, military leave, sick and family care, bereavement as well as excellence in education, communities and inclusion.
- New hires are eligible for up to 120 hours of **paid vacation** based on salary grade, in addition to 12 **paid holidays** each calendar year.
- As the families of our employees grow, we provide eligible employees up to six weeks of **parental leave pay** to allow for care and bonding after the birth, adoption or placement of a child in foster care.
- We proudly support and honor our employees who serve in the military by providing **military pay** up to 120 hours per calendar year for those who must take a leave of absence from work to fulfill their military commitments. We also provide active-duty pay to cover the difference between their company pay and military pay for each active-duty deployment for up to five years.
- During times when employees must miss work due to personal illness or injury, we offer eligible employees an annual allotment of up to 80 hours of paid **sick and family care** leave. Eligible employees also have the ability to carry over unused sick pay from one calendar year to the following year, up to a certain maximum balance.
- We also provide support for our employees who experience the loss of a loved one by offering up to five paid days off for **bereavement**.
- To encourage employees to become involved in school, community as well as diversity and inclusion volunteer activities, sponsored by the company, full-time employees have available up to 12 hours of paid time per calendar year and part-time employees are able to take up to six hours per year for these opportunities.

We provide employees with financial assistance to cover eligible expenses related to their adoption.

- Our Family Building Assistance program provides financial assistance to employees building their families through adoption.
- Since 2021, we have supported 21 employees by reimbursing their adoption agency and placement fees, attorneys' fees and court costs.



“My wife and I are thankful for the support provided by Duke Energy in the adoption of our daughter. The Family Building Assistance Program helped make our dream of becoming parents a reality.”

Duke Energy Employee



We offer flexible work arrangements that support our work-life balance philosophy and help us attract and retain talent.

- **Flexible work arrangements** allow employees, with appropriate approvals, to create a work schedule around the needs of their families.
- Some options include weekly schedules of four 10-hour days or three 12-hour days, as well as work location flexibility, part-time schedules and even job-sharing options.
- The **WorkSmart Program** enables a flexible and collaborative workplace by offering a hybrid or virtual work environment for eligible roles. Approximately 47% of our employees are hybrid or virtual.

Our employee assistance program supported approximately 2,250 cases for our employees and their families in 2022.



- Our **Employee Assistance Program (EAP)** provides the right support at the right time to improve the resiliency of our employees and their families.
- EAP resources include financial and estate planning, elder and child care, healthy lifestyle coaching, legal support, work/life management, stress management and more.
- Counselors are available 24 hours a day, seven days a week, and all services are strictly private and confidential.

“Coping with the loss of my mother has been tougher than I could have imagined, but the grief counselor provided by our EAP has been helpful in getting me through this difficult time.”

Duke Energy Employee



Duke Energy WellPower Rewards helps employees take care of themselves and their families.

- **Duke Energy WellPower Rewards** is a well-being program that offers a variety of activities designed to help employees and their spouses/domestic partners reach their health and well-being goals while earning rewards to save on their health care costs.
- Employees participate in activities such as biometric health screenings, health and financial coaching and seminars and health challenges to improve their physical, emotional, social and financial health, while earning rewards.
- In 2022, 40% of employees participated in **Duke Energy WellPower Rewards** and saved a combined \$4.9 million on their health care costs.

* Unionized employees are subject to applicable collective bargaining agreements.