



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

Con Edison is committed to attracting, developing, and retaining a diverse and talented team, and values and supports a wide range of employee needs and interests. Con Edison strives to have a diverse workforce because it makes the company stronger and helps us lead the industry on every level, from maintaining our best-in-class reliability to achieving a clean energy future, while also creating a sustainable future. The company's focus on safety, employee development and retention, and diversity, equity, and inclusion, ensured we could provide swift emergency response and essential services to customers while protecting employees and customers during the COVID-19 pandemic.

As of December 31, 2020, Con Edison and its subsidiaries had 14,071 employees, including 12,477 at Con Edison Company of New York (CECONY); 1,118 at Orange & Rockland Utilities (O&R), 468 at the Clean Energy Businesses, and 8 at Con Edison Transmission. The entire workforce is based in the United States. Of the total CECONY and O&R employees, 7,174 and 574 employees, respectively, were represented by a collective bargaining unit.

Women represent 21.9% of the total workforce and people of color represent 49.1% of the workforce (20.8% Black, 18.1% Hispanic, 8.8% Asian, and 1.4% other). More than half of the workforce has over 10 years of service, with an average length of service of 14 years and average age of 44.

Diversity, Equity & Inclusion

Con Edison has a long-standing commitment to diversity, equity, and inclusion. Our vision is to be a company whose values and behaviors foster a culture of inclusion, equity and respect for all. Our corporate Diversity, Equity & Inclusion strategy sets the foundation to achieve this vision and drives all our efforts to foster an inclusive and equitable workplace. We want each of our employees to feel seen, heard, and valued for their unique and individual talents.

Our Diversity, Equity & Inclusion Strategy is built on four key elements: fostering change through training and learning; inclusive and visible leadership support; ongoing and



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regular review of our systems, policies, and procedures to eliminate potential barriers to inclusion; and celebrating and acknowledging the diversity of our workforce.

Last summer, after the murders of George Floyd and Breonna Taylor, we saw an opportunity for self-reflection, and a chance to explore how we could do more to support our employees and address any potential inequities and bias that may exist in our workplace. To that end, we developed a 14-point Action Plan, built on a two-pronged approach: Use data-driven change to ensure that our employees at all levels reflect the diversity of our communities, and enable culture transformation to drive the behaviors and mindsets that support a diverse, equitable and inclusive workplace. Our Action Plan is supported by our newly formed Diversity & Inclusion Task Force, a cross-functional team of employees that will look at demographic representation, identify any gaps, review policies and procedures, and help to advance the overall experience of inclusion for all employees.

The company's executive officers, identified in the "Compensation Discussion and Analysis–Introduction" of Con Edison's 2021 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 will include diversity and inclusion goals.

Succession Planning and Talent Management

Con Edison's annual turnover rate is approximately 6.5%, half 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.

Board Composition

The current directors have the combination of skills, professional experience, and diversity necessary to oversee the company's business. A substantial majority (76.9%)



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of the directors are independent. The Board is 30.8% female and 38.5% people of color, with an average age of 64.2. The Board strives to maintain an appropriate balance of tenure among directors. Of the current directors, 38.5% have been on the Board for less than five years, 23% have been on the Board for between five and ten years, and 38.5% have been on the Board for more than ten years. The Corporate Governance and Nominating Committee recommends candidates for election or re-election to the Board and reviews the qualifications of possible candidates. When recommending the slate of nominees for election to the Board at the annual meeting, the committee strives to maintain an appropriate balance of tenure, diversity, and skills. For example, the most recent proposed slate of director nominees are 33.3% women and 33.3% racially and ethnically diverse. 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 committee identifies candidates through a variety of means, including professional search firms, recommendations from Board members, suggestions from senior management, and submissions from the company's stockholders. Professional search firms are directed to provide a diverse slate of candidates, specifically with respect to gender, race and ethnicity.

Education and Training

The company offers a tuition aid program and has a dedicated educational and training facility, the Learning Center. Approximately 44% of the workforce hold college degrees or higher. Everyone is required to maintain a continuous focus on safety while performing their work. Con Edison and its subsidiaries are committed to a zero-harm culture aimed at protecting employees and the public. During 2020, employees spent almost a half-million hours in instructor-led leadership, safety, and skill-based training. In addition to their daily job functions, each employee is assigned and trained on a position in the emergency-response organization, which is mobilized in the event of a weather event or emergency.

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



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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, 2020. Please note, the EEO-1 report only captures the employees that work at locations with 50 or more. The EEO-1 report is one component of our Environmental, Social and Governance (ESG) disclosures and should be read in conjunction with our 2020 Diversity, Equity & Inclusion annual report, our annual Sustainability Report, and our standardized ESG reports: EEI/AGA and SASB.

COMPID = 1282885
 UNITID = 1282885

EQUAL EMPLOYMENT OPPORTUNITY
2020 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-Y DUNS=002944531

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

SECTION D – EMPLOYMENT DATA

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
	Male	Female	***** Male *****						***** Female *****						
			White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	2	3	36	4	0	4	0	1	11	3	0	3	0	2	69
First/Mid Officials & Mgrs	89	47	657	89	0	97	1	13	203	83	0	46	0	4	1329
Professionals	391	184	1629	392	6	408	6	23	482	235	3	184	3	10	3956
Technicians	139	23	318	170	2	180	1	6	12	28	0	19	0	1	899
Sales Workers	1	0	9	0	0	0	0	0	0	1	0	0	0	0	11
Administrative Support	288	411	295	285	3	57	3	5	247	486	2	43	4	12	2141
Craft Workers	701	40	2644	817	8	148	15	26	59	78	1	10	1	2	4550
Operatives	29	3	71	38	1	3	0	1	8	3	0	0	0	0	157
Laborers & Helpers	76	12	163	102	0	14	3	5	6	22	0	2	0	1	406
Service Workers	17	6	19	12	0	1	0	0	1	2	0	0	0	0	58
Total	1733	729	5841	1909	20	912	29	80	1029	941	6	307	8	32	13576
Previous Year Total	1771	727	6045	1967	23	924	25	72	1034	944	6	305	6	36	13885

SECTION F – REMARKS

DATES OF PAYROLL PERIOD: 12/17/2020 THRU 12/31/2020

SECTION G – CERTIFICATION: CERTIFIED DATE: 6/30/2021 11:25 AM

CERTIFYING OFFICIAL: Robert Rodriguez
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