




SUSTAINABLE DEVELOPMENT GOAL MAPPING

CON EDISON, INC. → MARCH 2025



The United Nations Sustainable Development Goals (UN SDGs) are a set of 17 global goals adopted by all United Nations Member States in 2015 as part of the 2030 Agenda for Sustainable Development. These goals address a wide range of social, economic, and environmental challenges, with the aim of achieving a more sustainable and equitable world by the year 2030. The UN SDGs provide a universal framework for governments, businesses, and other organizations to address pressing global issues and support peace and prosperity for both people and the planet, now and into the future.

Below are the nine goals most relevant to Con Edison’s business operations, aimed at promoting the well-being of the planet and its people.

UN SDG	CON EDISON INITIATIVE(S)
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>SDGs 7, 9 and 13 focus on Affordable and Clean Energy, Industry, Innovation, and Infrastructure, and Climate Action. Con Edison is dedicated to leading the transition to a clean energy future that meets our customers’ expectations. We are committed to providing affordable, reliable energy while building a resilient, innovative grid infrastructure capable of withstanding the current and projected impacts of climate change on our service area.</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<ul style="list-style-type: none"> • Con Edison is committed to making the clean energy transition an equitable one. Our Energy Affordability Program helps income-eligible customers by providing discounts on their monthly energy bill. Con Edison also supports Low-Moderate Income Energy Efficiency (EE) programs like the Affordable Multifamily Energy Efficiency program, which helps offset costs of installing EE measures. • Con Edison is committed to building an energy grid that is capable of delivering reliable, 100% clean energy by 2040. Some of the initiatives of our Clean Energy Commitment that will help us reach this goal include the development of clean energy hubs to facilitate the interconnection of clean energy sources, the expansion of distributed energy resources and energy storage systems, and increased electric transmission that can bring clean renewable energy to our service territory.
 <p>13 CLIMATE ACTION</p>	<ul style="list-style-type: none"> • Con Edison released a Climate Change Resilience Plan (CCRP). This plan serves as a comprehensive, long-term roadmap of adaptation measures for each relevant climate vulnerability. It outlines the steps we plan to take in order to address these hazards. Read the Climate Change Resilience Plan for more information.

- Following our industry-leading Climate Change Implementation Plan and building on Con Edison's resiliency investments of more than \$1 billion for storm fortification efforts following Hurricane Sandy, we plan to make additional investments to further fortify our electric system against extreme weather over the next 10 years. This includes undergrounding overhead power lines most vulnerable to outages from storms and focusing on disadvantaged communities as part of the selection criteria.
- Con Edison is reimagining its gas system by supporting clean energy alternatives and reducing the overall use of fossil natural gas. The company is also advocating for the reduction of upstream fugitive methane emissions across the production and delivery value chain and supporting clean energy technologies through a targeted \$100 million in R&D investments from 2020-2030.
- Con Edison is committed to decarbonizing its steam system by 2050 through research, innovative technologies, and strategic partnerships, providing continued support for customers and alignment with state and local clean energy goals. Over 60% of the steam supplied is co-generated, reducing carbon emissions by about 25%, equivalent to removing 200,000 vehicles from the road annually. In 2024, the company launched a Decarbonization Study and developed an Implementation Plan to help transition to a carbon-neutral steam generation base by 2050. Key proposed initiatives include the installation of an industrial heat pump at the East River Station as well as an electric boiler and a thermal energy storage unit at the 74th Street Station, all aimed at enhancing the steam system's efficiency and reducing emissions.



UN SDG 8 focuses on Decent Work & Economic Growth. Con Edison's workforce development programs and strategic partnerships help provide career pathways and hiring pipelines to support a future-ready workforce.

- Con Edison's workforce development partnerships and programs collaborate with various organizations to help individuals build sustainable careers in the energy sector. In 2024, we delivered clean energy and workforce development presentations to over 2,000 community members, promoting sustainable development. Additionally, our partnerships and intern programs provided career-building opportunities for students and other individuals from disadvantaged communities, fostering interest in clean energy careers.
- Consistent with Pillar 5, Initiative 3 of Con Edison's Clean Energy Commitment, Con Edison continues to build on existing efforts to invest in green job training, clean energy and technology career readiness, and workforce development initiatives, including for our energy efficiency programs, with a strong focus on hiring from disadvantaged communities. The Clean Energy Academy, co-founded by Con Edison and funded by New York State Energy Research and Development Authority (NYSERDA),

provides free advanced level courses for people looking to enter the expanding green energy industry. In alignment with the requirements of NYSEDA for Existing Workers and Individuals in Formal Training Programs, at least 50% of Clean Energy Academy trainees are members of Disadvantaged Communities or Priority Populations. Since the Academy's inception, over 1,000 students have graduated from the program, with 321 students graduating in 2024.

10 REDUCED INEQUALITIES



SDG 10 focuses on Reduced Inequalities. Con Edison's people and culture strategy is designed to offer opportunities to all potential and current employees.

- Our strategy focuses on merit-based recruitment, development, and advancement, providing equal access to training, mentorship, and resources for career growth. By fostering an environment where all individuals' contributions are valued, we build a workforce that reflects the variety of skills, backgrounds, and perspectives within our service territory.
- Our Employee Resource Groups (ERGs), each of which is open to all our employees, positively impact our workforce by shaping employees' experiences, creating events that celebrate our differences, and providing mentorship and networking opportunities. The number of ERGs also grew in 2024: MILE (Muslims for Inclusivity, Learning, and Empowerment) formed to be a voice for the Muslim community and became our 11th ERG. Nearly 5,000 employees are now members of one or more ERGs.
- Our Supply Chain team understands the importance of a deep and versatile portfolio of vendors to meet our business needs. This approach provides an opportunity to leverage the dollars we spend to spark economic growth both within and outside our service territory. In 2024, we spent \$733 million with diverse suppliers and \$781 million with small businesses.
- In 2024, Con Edison awarded \$18.5 million in grants to local nonprofits. These nonprofit and community-based organizations seek to combat climate change, advance social justice, and create pathways toward sustainable careers. These initiatives support equity and vitality in disadvantaged communities in both New York City and Westchester. This is achieved through cash grants, employee volunteering, board participation, in-kind contributions, and matching employee donations.
- Con Edison recognizes the importance of evaluating the potential environmental impacts of our activities and investments on all customers. Our commitment to Environmental Justice (EJ) is reflected in our [Environmental Justice Policy](#) and demonstrated by the intentional, purposeful, and collective work of our employees. An internal EJ Working Group and Executive Steering Committee has been established to develop educational resources and a roadmap for institutionalizing EJ considerations into everything we do. This group will also inform and enable consistent conversations with external stakeholders.

11 SUSTAINABLE CITIES AND COMMUNITIES



UN SDGs 11, 12, and 15 focus on Sustainable Cities and Communities, Responsible Consumption and Production, and Life on Land. Con Edison is committed to integrating sustainable design and operational practices into our business that minimize waste, promote circularity, reduce environmental impact, and promote biodiversity.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



- Part of Con Edison's Strategic Action Plan on Biodiversity includes a Rewilding Program, which promotes natural habitat growth on our transmission rights-of-way and in underproductive areas of company property. The program began with the transformation of 1.1 acres at the Eastview Service Center and Rye Headquarters in Westchester. We look forward to growing this program over the next several years, and by 2030 we aim to rewild 10 acres of Con Edison property.
- Con Edison strives to be a leader in sustainable infrastructure development, helping create a cleaner, more resilient energy future. In 2024, the company began the Envision verification process for two large development projects. Envision is an independent, third-party verification process that confirms a project meets the sustainability criteria set by the Envision framework, ensuring it adheres to high standards of environmental performance and social responsibility. These projects are part of a broader strategy, called Sustainability by Design, which aims to integrate sustainable design principles and best practices throughout all capital project design and development.
- Since 2021, we have committed to ensuring that all newly constructed company-owned buildings will be 100% electric. We will also apply significant energy efficiency measures to existing facilities to reduce our own carbon footprint. For example, we continue to replace existing lighting at our facilities with energy efficient LED lighting. This lighting is approximately 50% more efficient on average than our existing compact fluorescent lighting systems. Automatic lighting controls and daylight harvesting also will be implemented to reduce energy used for lighting as much as feasible.
- Con Edison is at the forefront of the transition to electric vehicles. Through financial incentives, our PowerReady Program has supported the installation of more than 11,068 L2 charging stations and 527 DC Fast charge stations, and we're aiming for around 19,000 by 2030. We aim to have enough chargers by 2050 to support 1 million anticipated EVs.
- Con Edison launched the Smart Charge NY program to incentivize NY electric vehicle drivers to charge their cars during off-peak hours, helping to prevent strain on the power grid. Approximately 26% of EV drivers in our service area have signed up for the program, with the goal of reaching as many EV owners as possible over the next decade.
- Con Edison aims to electrify our own light-duty vehicle fleet 100% by 2035 and 80% by 2030. Con Edison also owns one of the first all-electric bucket trucks.

15 LIFE ON LAND



- Supply Chain’s Resource Recovery Program is an innovative initiative designed to minimize waste and promote sustainability by keeping unwanted materials out of landfills. The program seeks and implements end-of-life alternatives for underutilized assets, helping to ensure that these materials are repurposed or reused in an environmentally responsible manner. By identifying new uses for items that would otherwise be discarded, the program not only reduces environmental impact but also supports the company’s commitment to sustainability and resource efficiency.



UN SDG 14 focuses on Life Below Water. Con Edison is committed to exploring nature-based solutions to protect and restore coastal ecosystems and improve their resiliency.

- Part of Con Edison’s Strategic Action Plan on Biodiversity includes a Living Shoreline Restoration program. Con Edison plans to research and develop innovative ways to make our waterfront properties more resilient through incorporating living shorelines and piloting the use of newer technologies like ecologically friendly concrete in shoreline structures. When Con Edison proposes new coastal projects, a key planning aspect now involves reviewing the implementation of nature-based solutions as an alternative to gray infrastructure. Gray infrastructure is traditional infrastructure that generally has little or no environmental benefits and is constructed to maintain waterfronts without considering biodiversity. By developing projects with a living shoreline (green infrastructure), Con Edison can facilitate more carbon sequestering on site, help protect against storm surge and erosion through reduction of wave impact, improve water quality, and increase biodiversity in heavily urban areas. In 2024, Con Edison began conversations about implementing living shorelines at two projects, Newtown Creek in Brooklyn and Hellgate project in the Bronx.
- We are identifying current and future construction projects that could obtain a Waterfront Edge Design Guidelines (WEDG) Verification, provided by the Waterfront Alliance. WEDG is a rating system that supports the design of resilient, sustainable, and accessible waterfront infrastructure.