

## EEI and AGA ESG/Sustainability Template Version 3 – Qualitative Consolidated Edison, Inc.

Consolidated Edison, Inc. (Con Edison or the Company) and its utility subsidiaries, Consolidated Edison Company of New York, Inc. (CECONY) and Orange and Rockland Utilities, Inc. (O&R), are dedicated to making a transformational impact on the environment, our region, and the lives of the people we serve. We have a governance structure and strategy in place to harness the skills and intellect of our employees consistent with sound, sustainable principles.

### ESG / Sustainability Governance

Our ESG/Sustainability governance framework is designed to ensure robust oversight and management of environmental, social, and governance matters across the company. The Board of Directors delegates responsibility for sustainability matters to specialized committees, including the Safety, Environment, Operations, and Sustainability; Management Development and Compensation; and Corporate Governance and Nominating Committees.

Senior Management plays a pivotal role in our sustainability efforts. The Vice President for Strategic Planning, reporting directly to the Chief Financial Officer, oversees our comprehensive sustainability strategy and chairs our ESG Committee. This committee, consists of vice presidents and other senior staff from relevant business areas, convenes monthly to review internal and external developments and provides strategic guidance. We also maintain independent oversight mechanisms to reinforce our commitment to ethical and sustainable practices. The Office of the Corporate Ombuds, which reports directly to the Chairman, provides employees with a confidential channel to report suspected violations of our Standards of Business Conduct, covering ethical, legal, sustainability, and Environment, Health & Safety (EH&S) concerns. Additionally, our EH&S Quality Review Board (QRB) includes an independent outside consultant and reports directly to the President, assessing our regulatory compliance and management of internal requirements against our environmental excellence commitment.

Regarding public policy engagement practices, our Corporate Governance and Nominating Committee of the Board of Directors oversees our approach to political and lobbying activities, receiving periodic reports on political contributions, lobbying, and trade association activities. Our commitment to transparency in this area has been recognized by the CPA-Zicklin Index for Corporate Political Disclosure and Accountability, awarding us a perfect score of 100% since 2021.

For **climate-related risks and opportunities**, executive oversight helps ensure continuous review and management, integrating climate-related matters into our business strategy and planning processes. The Board reviews and discusses various sustainability topics throughout the year and routinely considers environmental matters (including climate change) and assesses their impact on the Company's operations, strategies, and risk profile. In 2024, the Board received reports or presentations on several sustainability and climate change-related topics, including the Climate Change Adaptation and Resiliency Plans of CECONY and O&R, the Company's clean energy goals and clean energy commitment, the Company's climate resilience framework, the Company's strategy for achieving a clean energy future, and the Company's strategy for supporting and enhancing customer access to renewables.

Con Edison has established a comprehensive governance structure for managing climate risk and resilience through several key bodies:

- **Climate Risk and Resilience Executive Committee (CRREC):** Chaired by the Vice President of Strategic Planning, this committee provides oversight and organizational support for developing, coordinating, communicating, and implementing climate adaptation strategies and incorporating climate change projections into Company organizations, policies, and practices.

- Climate Risk and Resilience Group: Reports to the executive committee and assists operating and planning groups with adaptation and resilience efforts, monitors climate change science, and manages stakeholder engagement.
- ESG Committee: Also chaired by the Vice President of Strategic Planning, regularly evaluates emerging ESG matters and advises on strategy integration across the organization.

Our approach is adaptable to evolving climate science and external conditions. We embed resilience considerations into planning, design, and operational activities, including adopting internal design guidelines reflecting recent climate change projections. The Company will review its climate projections periodically and update its Studies and Plans at least every five years. The Company will provide regular public reporting on its progress through our [website](#), the Annual Sustainability Report, financial disclosures, and other sustainability-related disclosures.

**Cybersecurity Governance:** Cybersecurity is categorized as a key enterprise risk with Board-level oversight. Our Senior Vice President and Chief Information Officer and Vice President and Chief Information Security Officer provide quarterly reports to the Board and meet annually with the Audit Committee in executive session. The Board reviews a cybersecurity dashboard at each regular meeting

## ESG / Sustainability Strategy

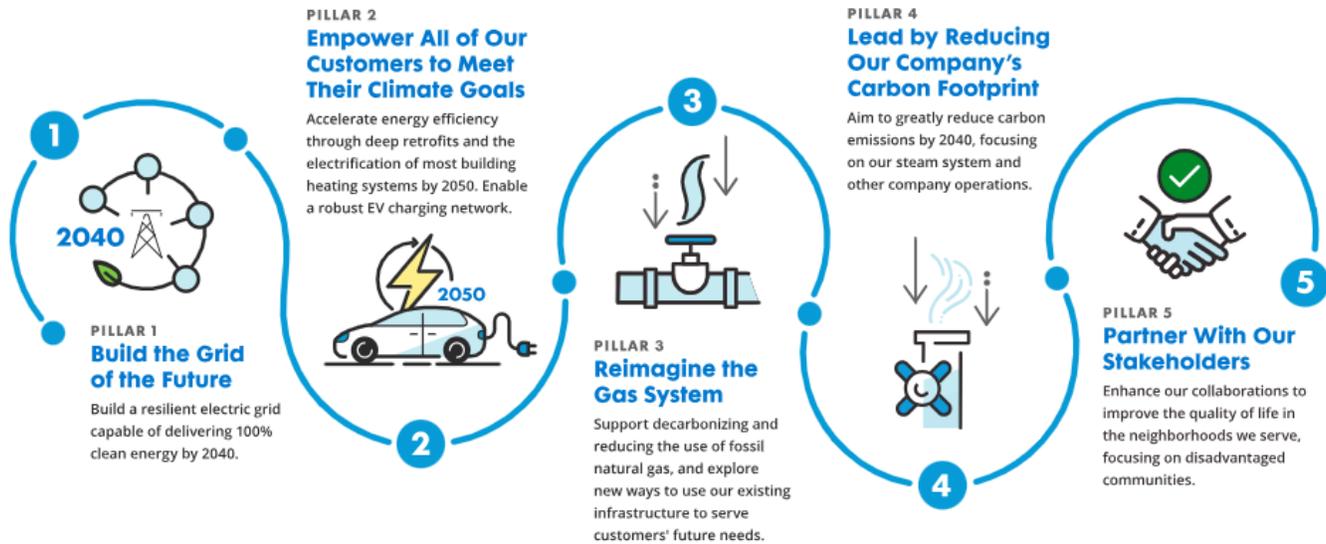
Our strategy is anchored in our mission to provide safe, reliable, resilient, and affordable energy while enabling a clean energy transition, driven by our three core principles: safety, operational excellence, and enhancing the customer experience.

### Adapting to the changing business environment:

Operating in a dense, urban service territory increasingly prone to climate-driven weather extremes presents unique challenges. Our strategies for responding to these regional factors and evolving regulatory environments include:

- Integrated Strategy to Address Climate Change: We actively participate in state and local climate resilience activities with entities like the New York State Energy Research and Development Authority (NYSERDA) and New York City. We engage with utility peers, maintain a leading role in initiatives such as the Electric Power Research Institute's (EPRI) Climate Resilience and Adaptation initiative (Climate READi), and have an internal Climate Change Working Group (since 2017) and a dedicated climate team (since 2021) to advance our understanding and benchmarking of climate impacts.
- Physical Risks and System Resiliency: Following Superstorm Sandy in 2012, we invested \$1 billion in hardening our infrastructure. We formalized our proactive approach with CECONY's 2019 Climate Change Vulnerability Study (CCVS) and 2020 Climate Change Implementation Plan (CCIP), which is updated at least every five years, with the latest update in September 2023. We filed Climate Resilience Plans with the New York State Public Service Commission (PSC) in November 2023, updated in February 2025, focusing on weather-resistant assets and climate change adaptation measures based on the latest climate projections.
- Transition Risks: The shift to a low or net-zero carbon economy, mandated by New York State's Climate Leadership and Community Protection Act (CLCPA), requires significant investments and involves potential risks and uncertainties.

This approach is fundamental to achieving our Clean Energy Commitment (CEC) and societal climate goals. In support of the State's goals, the Company is committed to serving an essential role in helping deliver the transition to a clean energy future, through our Clean Energy Commitment. Our Clean Energy Commitment is supported by five pillars, detailed below. Our work includes energy efficiency programs to support the electrification of buildings and homes and the facilitation of electric vehicle charging infrastructure. We are working to help green energy meet the needs of our service territory.



Our Clean Energy Commitment is available on our website at the following link: [Our Clean Energy Commitment | Con Edison](#)

**Managing and adapting to future ESG/ Sustainability risks and opportunities:**

Our approach encompasses a wide range of ESG/Sustainability risks and opportunities. Our integrated strategy (as detailed above) addresses physical risks from sea-level rise, extreme weather, and intense heat, as well as transition risks associated with decarbonization.

**Risks:**

- **Human Capital Management:** Our strategy focuses on attracting, developing, and retaining diverse talent, fostering a culture of inclusion and continuous learning. We welcomed 1,376 new employees in 2024, with women representing 23.2% and people of color 53.6% of our workforce. We have been recognized as one of Newsweek's America's Greatest Workplaces for Diversity 2024 and Forbes 2024 Best Employers for Diversity and Best Employers for Women. Our Clean Energy Academy Mentoring Program connects participants with experienced professionals, covering various energy transition topics. Our employee turn-over rate was approximately 6.2% in 2024, with 37% due to retirements.
- **Health and Safety:** Safety is paramount, embedded in every decision and guided by our Safety Management System (SMS). Our "Stuff That Kills You" (STKY) initiative focuses on identifying and mitigating high-energy hazards. We have seen consistent reductions in our injury rates, with CECONY at 1.25 and O&R at 0.85 in 2024.
- **Supply Chain Sustainability:** We are strengthening our supply chain's efficiency and resilience by minimizing waste, reusing materials, and engaging in responsible sourcing. We are developing a Sustainable Sourcing Policy to integrate environmental and social sustainability into procurement decisions, and we track 53 key suppliers through annual ESG assessments. Our Supplier Diversity program saw small business spending grow to over \$780 million in 2024. We require vendors to adhere to our Vendor Standards of Business Conduct and Statement on Human Rights.
- **Reliability and Affordability:** We are committed to providing reliable and affordable energy. In 2024, our Energy Affordability Program (EAP) provided over \$332 million in total discounts to more than 466,000 customers. We also provided over \$510,000 in assistance to nearly 2,800 customers through our Energy Share Program, which offers up to \$200 in additional benefits to eligible customers who made at least one payment in the previous 12 months. We are piloting an [Energy Affordability Guarantee Pilot \(EAG\)](#) to limit electricity costs to 6% of income for 100 low-income households. Additionally, [Statewide Solar for All \(SSFA\)](#) will provide automatic bill credits to eligible low-income households residing in disadvantaged communities based on energy generated by customer-owned solar and storage systems interconnected to

our grid. The [Renewable Energy Access and Community Help \(REACH\)](#) program will provide bill credits to eligible low-income households based on net revenues from renewable energy projects.

#### Opportunities:

- **Renewable Energy & Customer Solutions:** We empower customers through energy efficiency programs like New Efficiency: New York (NENY), providing \$1.5 billion in incentives between 2020 and 2024, leading to the avoidance of over 3.7 million metric tons of GHG emissions. We foster distributed energy resources (DER) adoption, surpassing 1 GW in cumulative customer-owned DER installations.
- **Adaptation, Hardening, and Resilience (AHR):** Our \$1 billion investment post-Superstorm Sandy and ongoing climate resilience plans reflect our commitment to hardening infrastructure. This includes modernizing our grid, installing underground interrupter devices, and developing robust emergency preparedness plans.
- **Research and Development (R&D):** We are collaborating with industry peers, national labs, and academic institutions, including being an anchor sponsor of the Electric Power Resource Institute – Gas Technology Institute (EPRI-GTI) Low Carbon Resources Initiative (LCRI). R&D is focusing on low-carbon fuels (e.g., methane pyrolysis, e-methanol), green hydrogen storage, and enhancing operational safety and efficiency with technologies like an AMI-capable natural gas detector.
  - We built and demonstrated a Digital Twin of our steam system as part of our Steam Digital Optimization Solution (SDOS) project. Using AI and machine learning, SDOS can help us reduce steam costs, increase electric customer savings, identify GHG emissions and fuel cost savings, and meet regulatory requirements.

#### Sustainability Plans and Progress:

In support of the State's goals, the Company is committed to serving an essential role in helping deliver the transition to a clean energy future, through our Clean Energy Commitment. Our Clean Energy Commitment is supported by five pillars, detailed below:

- Building a resilient grid capable of delivering 100% clean energy by 2040
- Empowering customers to meet their energy efficiency, building electrification, and electric vehicle goals
- Reimaging the gas system to reduce fossil fuel dependency
- Achieving net-zero Scope 1 emissions from our operations by 2050, in support of New York State's CLCPA
- Fostering community partnerships with emphasis on disadvantaged communities

We are making progress on these goals, having achieved a 55% reduction in GHG emissions since 2005. We continue to reduce SF6 emissions (over 98% reduction from 1996 baseline) and are implementing a five-year plan that started in 2020 to reduce SF6 by 500 pounds annually, exceeding EPA targets. Our sustainability assessment in 2023 identified 29 priority areas and informed our approach.

Community engagement is central to our sustainability efforts. We award millions in grants to community organizations, focusing on climate adaptation, clean energy careers, and social justice. Our Director of Environmental Justice leads programs to enhance collaboration with disadvantaged communities (DACs), including CEO Roundtables and mentorship programs for Clean Energy Academy graduates. Our Regional and Community Affairs teams maintain deep relationships with stakeholders, working on projects like EV charging infrastructure and utility thermal energy networks.

#### Natural Gas Safety and Emissions Reduction:

Our natural gas operations are governed by a Gas Pipeline Safety Management System, assessed by the American Petroleum Institute and conforming to Recommended Practice 1173, demonstrating our commitment to pipeline safety and continuous improvement. Our approach to risk mitigation is built on prevention, detection, and response:

- **Prevention:** Our Gas Infrastructure Replacement and Reduction Program actively replaces leak-prone mains, with CECONY anticipating completion by 2040 and O&R by 2031. In 2024, CECONY and O&R replaced nearly 100 miles of gas mains.
- **Detection:** We were the first utility globally to deploy AMI-enabled natural gas detectors (NGDs), with nearly 285,000 installed by year-end 2024. CECONY plans to install NGDs in all remaining gas customer buildings by end of 2025 and O&R expects to install 30,000 additional NGDs over the next three years. We conduct comprehensive leak surveys that exceed regulatory requirements and are implementing advanced leak detection equipment for annual rotating surveys. We are also exploring technologies to capture natural gas during repairs for re-entry into the system.
- **Response:** We are a New York State leader in responding to gas leak calls within 30 minutes, consistently exceeding PSC targets. In 2024, CECONY avoided over 4.4 billion liters of fugitive emissions through our leak repair program. We conduct annual emergency response and continuity of operations exercises and provide Natural Gas Hazard Awareness Training for first responders.

**Methane Emission Reduction Strategy:** We aim for an 85% reduction in fugitive methane emissions from our natural gas delivery system by 2040. We participate as a founding partner in the Environmental Protection Agency’s (EPA) Methane Challenge. The company uses advanced leak detection equipment and is implementing methane capture technology during repairs to reduce emissions.

Index of Links	
Clean Energy Commitment	<a href="#">Our Clean Energy Commitment   Con Edison</a>
2024 Sustainability Report	<a href="#">Sustainability Report 2024   conEdison, inc.</a>
Con Edison Investors’ Sustainability Resources	<a href="#">Sustainability Resources</a>
Our Climate Change Resiliency Plan	<a href="#">Climate Change Resilience Plan site</a>
Our Integrated Long Range Plan	<a href="#">Long-Range Plan for the Clean Energy Transition</a>