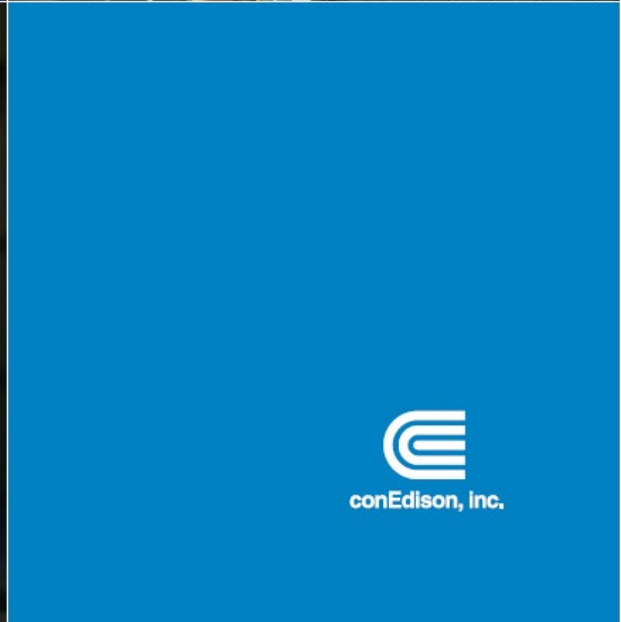


Diversity, Equity, & Inclusion at Con Edison: Our 2022 United States EEO-1 Report



Con Edison is committed to attracting, developing, and retaining a talented, diverse workforce. It values and supports a wide range of employee needs and interests. The company's skilled and experienced workforce enables the company to maintain best-in-class reliability and progress towards achieving a clean energy future. Human capital measures focus on employee safety, hiring the right talent, employee development and retention and diversity and inclusion.

On December 31, 2022, Con Edison and its subsidiaries had 14,319 employees, based entirely in the United States including 12,717 at CECONY; 1,131 at O&R, 462 at the Clean Energy Businesses* and 9 at Con Edison Transmission. Of the total CECONY and O&R employees, 7,399 and 587 employees, respectively, were represented by a collective bargaining unit. The collective bargaining agreement covering most of the CECONY employees expires in June 2024. Agreements covering other CECONY employees and O&R employees expire in June 2025 and May 2023, respectively.

Con Edison measures the voluntary attrition rate of its employees in assessing the company's overall human capital. The company's turnover rate in 2022 was approximately 8.2 percent, 35 percent of which is attributed to retirements. The average length of service is 14.2 years. Con Edison strives to have a diverse and inclusive workforce. A comprehensive diversity and inclusion strategy underlies the corporate culture; informing how its employees engage with one another, and setting the foundation for a respectful and inclusive environment. On December 31, 2022, women represented 22.6 percent of the total workforce and people of color represented 51.7 percent of the workforce, with ethnicity breaking down as follows: 48.3 percent White, 22.0 percent Black, 19.0 percent Hispanic, 9.3 percent Asian and 1.4 percent other.

Diversity, Equity & Inclusion

At Con Edison, we are unwavering in our commitment to diversity, equity, and inclusion. Our vision is to be a company whose values and behaviors foster a culture of inclusion and respect for all. We know that a diverse and inclusive company is a stronger, more successful company that performs at the highest levels.

We began our Diversity, Equity and Inclusion (DEI) journey in 2015 with the launch of a corporate-wide DEI vision, mission, and strategy with a focus on four strategic goals: 1) ongoing learning and competency building; 2) inclusive and visible leadership support; 3) reviewing our systems, policies, and procedures to eliminate potential barriers to inclusion; and 4) celebrating and acknowledging the diversity of our workforce.

*Please note that the Clean Energy Businesses were sold on March 1, 2023.

This framework is designed to ensure that company leaders and employees work together to implement measures that prioritize diversity, equity and inclusion organization-wide.

Our goal is to promote a positive work culture where we are tapping the full talent of our workforce and creating an environment that will nurture our employees' development and cultivate what is necessary for them to thrive in the future.

After 2020, implementation of our 14-Point Action Plan, and the completion of our first DEI Survey has helped us build momentum towards making even greater progress to transform our corporate culture. This involves backing up our commitments with action by implementing equitable practices, systems, policies, and processes that support and sustain engagement, fairness and belonging. It also means ensuring that our leaders can effectively develop and lead a diverse and inclusive workforce. To that end, we are focused on providing leaders with the right tools and resources needed to support their leadership, including providing programs in unconscious bias, psychological safety and speaking up for inclusion.

Building a more equitable workplace requires that we continuously track and measure our results, and that we are always exploring new ways to improve our performance. Leveraging data helps us identify existing gaps and also areas where we excel. Teams are becoming more diverse in representation, including our executive team. Our grassroots networks, such as Employee Resource Groups and Local DEI Councils serve as champions, facilitating critical conversations to increase awareness about cultural differences and to help with recruiting and career development efforts. Our initiatives have been successful, but the work continues and we remain committed to the journey.

As outlined in Con Edison's 2023 Proxy statement, the Management Development and Compensation Committee's responsibilities of the Board include oversight of the Company's policies and strategies relating to talent development and human capital management, including diversity, equity and inclusion. In 2022, the Management Development and Compensation Committee reviewed, discussed, and implemented the diversity, equity and inclusion metric in the Company's long term incentive plan. The Management Development and Compensation Committee also reviewed and discussed ESG metrics in incentive plans and implications for the Company, and human capital management disclosures. The Management Development and Compensation Committee annually reviews performance results as well as proposed performance indicators for the following year.

Talent Management

We care about our employees, and we are committed to their success. We make it a priority to help them enhance their skills and knowledge to propel their growth and career development, including honing leadership competencies, attending continuing education classes, and providing tuition reimbursement. Our corporate mentoring programs provide opportunities to connect more experienced employees with newer or less experienced employees to share insights and professional guidance, while also growing important networks across the company.

We understand the critical role that sponsorship plays in career development and advancement. In 2021 we launched our Executive Sponsorship Program, a 24-month experience designed for high potential leaders. The program supports high participation among women and people of color. Providing underrepresented groups with executive connections is an important step in our efforts to develop our employees and build a broadly diverse and inclusive leadership team.

At an annual turnover rate of approximately 8.2 percent, our overall retention rate remains strong. We attribute these results to our persistent focus on diversity, equity and inclusion, employee development, and commitment to fostering a culture where everyone feels welcomed and valued.

Board Composition

The current Directors have the combination of skills, professional experience, and diversity necessary to oversee the Company's business. More than a majority (82%) of the current Directors are independent. The current Directors have an average age of 65.7 years, are 33.3% women, and 33.3% racially and ethnically diverse. The Board strives to maintain an appropriate balance of tenure among Directors. Of the current Directors, 27.2% have been on the Board for less than five years, 36.4% have been on the Board for five to ten years, and 36.4% have been on the Board for over ten years.

The Corporate Governance and Nominating Committee recommends candidates for election or re-election to the Board and reviews the qualifications of possible Director candidates. When recommending to the Board the slate of Director nominees for election at the Annual Meeting, the Corporate Governance and Nominating Committee strives to maintain an appropriate balance of tenure, diversity, and skills on the Board as evidenced by the proposed slate of director nominees, which is 36.4% women and 36.4% racially and ethnically diverse (as self-reported by the Director nominees). 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 Corporate Governance and Nominating Committee identifies candidates through a variety of means, including professional search firms, recommendations from members of the Board, suggestions from senior management, and submissions by the Company's stockholders. When a professional search firm is used, the firm is directed to provide a diverse slate of candidates for the Board's consideration, including, but not limited to, diverse candidates with respect to gender, race, ethnicity, nationality, and sexual orientation.

Safety & Training

In managing the business, the company emphasizes a strong safety culture. Continuous focus on safety while performing work is paramount, and leaders and managers are committed to implementing programs and practices that promote the right knowledge, skills, and attitudes to undertake the responsibilities of safety, including required training for both field and office employees. To that end, the company has a dedicated facility, the Learning Center, that offers classes to employees covering technical courses, skills enhancement, safety and leadership development.

During 2022, employees spent over 600,000 hours in instructor-led, leadership and skill-based training. Further, the company maintains a career development and succession planning program that is committed to helping employees grow their careers, talents, skills and abilities. In addition to their daily job functions, employees of the Utilities are assigned to and trained for a position for emergency response that is mobilized in the event of a weather event or emergency. Although working remotely for certain positions has been made possible by digital software and smart device capabilities that enable employees to collaborate with each other and remain productive, the entire CECONY and O&R workforce is available in the event of an emergency that requires on-site presence. Con Edison and its subsidiaries managed their operations and resources while avoiding lay-offs and furloughs and continue to recruit, interview, and hire internal and external applicants to fill open positions.

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 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, 2022. Please note, the numbers included in the EEO1 data form include all employees, including those on leave (temporary employees are excluded). The EEO-1 report is one component of our Environmental, Social and Governance (ESG) disclosures and should be read in conjunction with our 2022 Diversity, Equity & Inclusion annual report, our annual Sustainability Report, and our standardized ESG reports.

Additional References:

[2022 Diversity, Equity and Inclusion Annual Report](#)

[Sustainability Report 2022 | conEdison, inc.](#)

[ESG Reporting Standards | Sustainability Report 2022 \(conedison.com\)](#)

[2022 Annual Report for Consolidated Edison, Inc.](#)

[2023 Company Proxy Statement](#)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID 1282885	EMPLOYER NAME CONSOLIDATED EDISON INC			
ADDRESS 4 IRVING PLACE	CITY/TOWN NEW YORK	STATE NY	ZIP CODE 10003	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS	CITY/TOWN	STATE	ZIP CODE	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
133965100

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

221122 - Electric Power Distribution

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino	Not Hispanic or Latino													
		Male						Female							
		Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	
Executive/Senior Level Officials and Managers	2	2	19	7	2	0	0	1	9	4	3	0	0	2	51
First/Mid-Level Officials and Managers	92	54	555	103	113	1	0	12	192	92	56	0	0	6	1276
Professionals	416	189	1565	401	425	4	6	17	425	242	191	4	0	10	3895
Technicians	151	22	330	173	195	2	0	6	16	30	24	0	0	0	949
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	261	435	264	298	51	3	5	5	231	551	48	5	4	11	2172
Craft Workers	703	53	2570	849	153	11	21	24	66	90	6	0	1	1	4548
Operatives	23	3	55	36	4	1	0	1	9	3	0	0	1	0	136
Laborers and Helpers	203	18	337	216	25	2	4	3	10	36	2	0	0	1	857
Service Workers	15	5	17	11	2	0	0	0	1	2	0	0	0	0	53
CURRENT 2022 REPORTING YEAR TOTAL	1866	781	5712	2094	970	24	36	69	959	1050	330	9	6	31	13937
PRIOR 2021 REPORTING YEAR TOTAL															

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/17/2022 - 12/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable