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GRI Contex Index

CON EDISON’S GLOBAL REPORTING INITIATIVE

Statement of Use

Consolidated Edison, Inc. has reported the information cited in this GRI content index for the period January 1, 2025 - December 31, 2025 with reference to the GRI Standards.

Publication link	Con Edison Sustainability Resources
GRI 1 used	GRI 1: Foundation 2021
GRI Standards	GRI Standards Reference

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GRI 2: General Disclosures 2021

Disclosure	2025 References
2-1 Organizational details	2025 Annual Report for Consolidated Edision, Inc. (pages 15 & 16)
2-2 Entities included in the organization's sustainability reporting	Sustainability Report 2025 | Company Profile (Page 7)
	2025 Annual Report for Consolidated Edison, Inc. (page 15)
2-3 Reporting period, frequency and contact point	Sustainability Report 2025
	Sustainability Report 2025 | Our Approach to Sustainability (Pages 17-18)
2-6 Activities, value chain and other business relationships	Sustainability Report 2025 | Company Profile (Page 7)
	Sustainability Report 2025 | Electric (Pages 28-35)
	Sustainability Report 2025 | Gas (Pages 36-39)
	Sustainability Report 2025 | Steam (Pages 40-44)
	Sustainability Report 2025 | Our Properties & Supply Chain (Pages 61-85)
	Sustainability Report 2025 | Community Development, Strategic Partnerships, & Volunteerism (Pages 99-100)
	Sustainability Report 2025 | Environmental Justice in New York State (Page 101)
2-9 Governance structure and composition	Consolidated Edison, Inc. 2026 Proxy (pages 24-30)
2-10 Nomination and selection of the highest governance body	Shareholder Services | Con Edison
	Consolidated Edison, Inc. 2026 Proxy (pages 18-19, 30)

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GRI 2: General Disclosures 2021 (continued)

Disclosure	2025 References
2-11 Chair of the highest governance body	Consolidated Edison, Inc. 2026 Proxy (pages 18-19)
2-12 Role of the highest governance body in overseeing the management of impacts	Consolidated Edison, Inc. 2026 Proxy (pages 4, 18-19, 25-29)
2-15 Conflicts of interest	Consolidated Edison, Inc. 2026 Proxy (pages 23-24)
2-19 Remuneration policies	Consolidated Edison, Inc. 2026 Proxy (pages 7, 29, 34-38, 42-86)
2-20 Process to determine remuneration	Consolidated Edison, Inc. 2026 Proxy (pages 42-72)

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GRI 2: General Disclosures 2021 (continued)

Disclosure	2025 References
2-21 Annual total compensation ratio	Consolidated Edison, Inc. 2026 Proxy (page 89)
2-22 Statement on sustainable development strategy	Consolidated Edison, Inc. 2026 Proxy (page 20)
	2025 Annual Report For Consolidated Edison, Inc. (page 37-38)
	Sustainability Report 2025 | Our Approach to Sustainability (Pages 17-18)
2-23 Policy commitments	Standards of Business Conduct
	Our Clean Energy Commitment | Con Edison
	Human Rights Statement | Con Edison, Inc.
2-24 Embedding policy commitments	Standards of Business Conduct
	Sustainability Report 2025 | Ethical Business Practices (Pages 108-109)
2-25 Processes to remediate negative impacts	Human Rights Statement | Con Edison, Inc.
	Standards of Business Conduct
2-26 Mechanisms for seeking advice and raising concerns	Standards of Business Conduct
	Sustainability Report 2025 | Ethical Business Practices (Pages 108-109)
2-28 Membership associations	Political Engagement and Lobbying | Con Edison
2-29 Approach to stakeholder engagement	Sustainability Report 2025 | Regional & Community Affairs (Page 98)
	Sustainability Report 2025 | Providing Affordable Energy (Pages 95-96)
	Sustainability Report 2025 | Community Development, Strategic Partnerships, & Volunteerism (Pages 99-100)
2-30 Collective bargaining agreements	Annual Report for Consolidated Edison, Inc. (page 42)

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GRI 301: Materials 2016

Disclosure	2025 References
3-1 Process to determine material topics	Sustainability Report 2025 | Sustainability Governance (Page 26)
	Sustainability Report 2025 | Our Sustainability Approach (Pages 17-18)
	Sustainability Report 2025 | Enterprise Risk Management (Page 104)

GRI 201: Economic Performance 2016

Disclosure	2025 References
201-1 Direct economic value generated and distributed	Economic Impact Report | Con Edison
	Economic Impact Report | O&R

GRI 201: Economic Performance 2016 (continued)

Disclosure	2025 References
201-2 Financial implications and other risks and opportunities due to climate change	2025 Annual Report for Consolidated Edison, Inc. (pages 36-37, 40, 42-47, 53, 70, 77-78)
	Sustainability Report 2025 | Our Integrated Strategy to Address Climate Change Resilience (Pages 19-20)
	Our Climate Change Resiliency Plan | Con Edison
201-3 Defined benefit plan obligations and other retirement plans	2025 Annual Report for Consolidated Edison, Inc. (pages 133-137)

GRI 203: Indirect Economic Impacts 2016

Disclosure	2025 References
203-1 Infrastructure investments and services supported	Investing in Our Future | Con Edison
	Economic Impact Report | Con Edison

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GRI 205: Anti-corruption 2016

Disclosure	2025 References
205-1 Operations assessed for risks related to corruption	Standards of Business Conduct (page 24)
205-2 Communication and training about anti-corruption policies and procedures	Standards of Business Conduct (page 24)
	Sustainability Report 2025 | Ethical Business Practices (pages 108 - 109)
	Vendor Code of Conduct 2025

GRI 207: Tax 2019

Disclosure	2025 References
207-1 Approach to tax	2025 Annual Report for Consolidated Edison, Inc. (pages 149 - 154)
207-4 Country-by-country reporting	2025 Annual Report for Consolidated Edison, Inc. (pages 15 - 31)

GRI 302: Energy 2016

Disclosure	2025 References
302-1 Energy consumption within the organization	Sustainability Report 2025 | Fuel Mix (pages 29, 41-42, 61)
	EEI AGA ESG – Sustainability Template - Quantitative – Updated 10/16/2026
302-2 Energy consumption outside of the organization	Sustainability Report 2025 | Fuel Mix (pages 29, 72-73)
	EEI AGA ESG – Sustainability Template - Quantitative – Updated 10/16/2026
302-4 Reduction of energy consumption	Sustainability Report 2025 | Steam Services (pages 41-42, 46-47, 56-61)
	Our Clean Energy Commitment | Con Edison
	Our Clean Energy Commitment | Orange & Rockland
	Con Edison Long Range Plans | Con Edison

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GRI 302: Energy 2016

Disclosure	2025 References
302-5 Reductions in energy requirements of products and services	Sustainability Report 2025 | Energy Efficiency, Renewables & Storage (Pages 46-60)
	Our Clean Energy Commitment | Con Edison
	Con Edison Long Range Plans | Con Edison

GRI 303: Water and Effluents 2018

Disclosure	2025 References
303-1 Interactions with water as a shared resource	Sustainability Report 2025 | Water Management (Pages 75-77)
303-2 Management of water discharge-related impacts	2025 Annual Report for Consolidated Edison, Inc. (page 41)
303-4 Water Discharge	Sustainability Accounting Standards Board (SASB) – Updated October 2026
303-5 Water consumption	

GRI 304: Biodiversity 2016

Disclosure	2025 References
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Con Edison Biodiversity Report
	Sustainability Report 2025 | Environmental Stewardship (Pages 65-71)
	Habitats for Biodiversity | Orange & Rockland
304-2 Significant impacts of activities, products and services on biodiversity	Con Edison Biodiversity Report
	Sustainability Report 2025 | Nature Based Solutions (pages 65-71)
	Habitats for Biodiversity | Orange & Rockland
304-3 Habitats protected or restored	Con Edison Biodiversity Report
	Habitats for Biodiversity | Orange & Rockland
	Sustainability Report 2025 | Nature Based Solutions (pages 65-71)

GRI 305: Emissions 2016

Disclosure	2025 References
305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2025 | GHG (pages 78-83) TCFD Updated September 2026 (2025 data) 2025 Annual Report For Consolidated Edison, Inc. (page 36-38) EEI AGA ESG – Sustainability Template - Quantitative – Updated 10/16/2026
305-3 Other indirect (Scope 3) GHG emissions	
305-5 Reduction of GHG emissions	

GRI 305: Emissions 2016

Disclosure	2025 References
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Report 2025 | Non-GHG Emissions (Pages 84-85) EEI AGA ESG – Sustainability Template - Quantitative – Updated 10/16/2026

GRI 306: Waste 2020

Disclosure	2025 References
306-1 Waste generation and significant waste-related impacts(SOx), and other significant air emissions	Sustainability Report 2025 | Waste (pages 62-66, 72-73)
306-2 Management of significant waste-related impacts	
306-4 Waste diverted from disposal	

GRI 308: Supplier Environmental Assessment 2016

Disclosure	2025 References
308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Report 2025 | Supply Chain (pages 72-74) Vendor Code of Conduct 2025 Human Rights Statement | Con Edison, Inc.

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GRI 401: Employment 2016

Disclosure	2025 References
401-1 New employee hires and employee turnover	Sustainability Report 2025 | Our People, Our Culture: Our Strength (Pages 87-88) 2025 Annual Report for Consoilidated Edison, Inc. (page 42)

GRI 403: Occupational Health and Safety 2018

Disclosure	2025 References
403-1 Occupational health and safety management system	Sustainability Report 2025 | Health & Safety (pages 92-94)
403-2 Hazard identification, risk assessment, and incident investigation	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	

GRI 403: Occupational Health and Safety 2018

Disclosure	2025 References
403-9 Work-related injuries	Sustainability Report 2025 | Health & Safety (pages 92-94)
403-10 Work-related ill health	

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GRI 404: Training and Education 2016

Disclosure	2025 References
404-1 Average hours of training per year per employee	Sustainability Report 2025 | Human Capital (pages 87-91)
	2025 Annual Report for Consolidated Edison, Inc. (pages 42 & 43)
404-2 Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2025 | Human Capital (pages 87-91)
	2025 Annual Report for Consolidated Edison, Inc. (pages 42 & 43)

GRI 405: Diversity and Equal Opportunity 2016

Disclosure	2025 References
405-1 Diversity of governance bodies and employees	Consolidated Edison, Inc. 2026 Proxy (page 5, 8 -10)
	2025 Annual Report for Consoilidated Edison, Inc. (page 42)
	Con Edison 2025 Employee Data
	Con Edison Board Data

GRI 413: Local Communities 2016

Disclosure	2025 References
413-2 Operations with significant actual and potential negative impacts on local communities	Sustainability Report 2025 | Electric (Pages 28-35)
	Sustainability Report 2025 | Gas (Pages 36-39)
	Sustainability Report 2025 | Steam (Pages 40-44)
	Sustainability Report 2025 | Regional & Community Affairs (Page 98)
	Sustainability Report 2025 | Community Development, Strategic Partnerships, & Volunteerism (Pages 99-100)
	Sustainability Report 2025 | Environmental Justice (pages 101)
	Sustainability Report 2025 | Waste (pages 62-71)
	2025 CECONY Disadvantaged Communities Report
	2025 O&R Disadvantaged Communities Report

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GRI 415: Public Policy 2016

Disclosure	2025 References
415-1 Political contributions	Political Engagement and Lobbying | Con Edison
	Sustainability Report 2025 | Ethical Business Practices (Pages 108-109)

GRI 418: Customer Privacy 2016

Disclosure	2025 References
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2025 Annual Report for Consolidated Edison, Inc. (pages 19, 47, 48)
	Con Edison Privacy Policy | Con Edison

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Con Edison 2025 Employee Data

This data reflects a single fixed point in time. Please note, the numbers below include all employees, including those on leave (temporary employees are excluded).

Job category	Gender	Hispanic or Latino	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	2 or More	Total
Executive/Senior Level Officials and Managers	Male	2	20	5	2	0	0	0	29
	Female	4	11	4	3	0	0	2	24
First/Mid-Level Officials and Managers	Male	131	637	133	121	1	0	13	1036
	Female	85	239	117	88	1	0	8	538
Professionals	Male	525	1716	503	549	6	7	34	3340
	Female	256	462	305	246	6	1	15	1291
Technicians	Male	161	358	190	231	2	2	7	951
	Female	26	29	31	33	1	0	1	121
Sales Workers	Male	0	0	0	0	0	0	0	0
	Female	0	0	0	0	0	0	0	0
Administrative Support Workers	Male	315	220	357	68	3	5	15	983
	Female	465	205	556	53	2	4	13	1298
Craft Workers	Male	910	2551	973	185	12	22	32	4685
	Female	76	52	138	17	1	0	1	285
Operatives	Male	26	66	29	9	1	1	1	133
	Female	4	8	5	0	0	1	0	18
Laborers and Helpers	Male	182	229	196	23	2	4	6	642
	Female	16	12	31	1	0	0	1	61
Service Workers	Male	15	12	11	4	0	0	0	42
	Female	4	2	7	0	0	0	0	13
2025 YEAR-END TOTAL		3203	6829	3591	1633	38	47	149	15490

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Con Edison 2025 Board Data

This data reflects a single fixed point in time from the [2026 Proxy Filing](#).

Board Data	2025
Total Directors	**11**
Independent Directors	**10**
Female Directors	**4**

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