



Building a new table **together.**

DIVERSITY, EQUITY AND INCLUSION REPORT



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Duquesne Light Holdings **DIVERSITY, EQUITY AND INCLUSION REPORT**



*Foreword from Kevin Walker,
President and Chief
Executive Officer*

The pivotal events of 2020, layered onto the systemic injustices that've been embedded into our society throughout our history, have caused a tipping point where inaction in regards to matters of Diversity, Equity and Inclusion (DEI) is no longer sustainable. The challenge of creating a just and fair environment in our community and here at Duquesne Light is sometimes daunting, but I believe each one of us is up for the task.

Joining communities and companies across the country following George Floyd's death in May 2020, Duquesne Light engaged in difficult but necessary conversations about where we are as individuals and as a company in our DEI journey. We discussed the work that needs to be accomplished in order to build a workplace where every person has equal opportunities, is recognized fairly for their contributions, feels comfortable bringing their full selves to work and is able to reach their fullest potential.

We remain fully committed to advancing the empowerment of all employees, enabling them do their best work in an environment where they feel valued, respected, included and safe. Our goal is to work with our employees, customers and community partners to create a dynamic and sustainable future that's equitable for everyone. As I begin my new role as president and CEO of Duquesne Light Company, I'm personally committed to listening to my fellow employees and continuing to invest in the progress we've made together. We've started our journey, but have a long way to go until we reach the open, accepting and welcoming workplace and community we all deserve.

I'm honored to stand with Duquesne Light and commit to driving change in our community and workplace. In this report, I'm proud to share the highlights of our progress and am looking forward to the strides we have yet to make. When we work in an environment worthy of our best efforts, we're better positioned to support our customers, our communities and one another.

welcome.

from Sara Oliver-Carter, Chief Diversity Officer

A key phrase we often use to discuss DEI efforts at Duquesne Light is *"building a new table together."* Reflecting on what that phrase truly means, I think about one of my personal role models, Shirley Chisholm. One of her most memorable statements was "If they don't give you a seat at the table, bring a folding chair." Not only do we want each person to have a chair at our table — meaning their voice will be heard and respected — but to also have a hand in building that table. We want the people at our table to create rules with representation, to build an environment with each person's needs considered.

The energy and utility industries have historically seen significant underrepresentation of women and communities of color. At Duquesne Light, we are continuing to find ways to attract diverse talent to careers in these industries. I'm proud to work alongside a leadership team and collaborate with an employee base that are both fully committed to initiatives that advance our culture, policies and resources, and support the growth of diversity within our company and across our industry. Because of these dynamic individuals and the efforts they have made, we're headed toward a brighter future with a new and improved table.

In this report, we highlight the success of our DEI efforts by our Business Employee Resource Groups (BERGs), community partners, employees and executive sponsors. Now, I invite you to read about how we're building a new table together.



**Click here to hear
more from Sara**



Introducing Duquesne Light's Five Pillars



Diversity

The combination of background and identities that make each individual unique



Equity

Creating equal and fair opportunities to succeed



Inclusion

The intentional action of creating belonging

Diversity, equity and inclusion (DEI) set a foundation for all employees to be treated with respect and dignity. We're committed to fostering a work environment where all employees feel valued, respected and energized, and being an organization where teams are empowered to work better together.



In 2019, our company developed five strategic pillars for advancing DEI:



In our workplace, we're dedicated to building a culture of collaboration. For our customers, we believe we have a responsibility to provide supportive, safe service and a culturally competent experience to all. In our community, we're committed to pursuing bold and innovative partnerships inclusive of diverse suppliers that advance and strengthen where we live and work.



The **Evolution of DEI** at Duquesne Light

2015

CEO issues company-wide statement affirming commitment to workforce diversity and inclusion.



S.E.R.V.I.C.E. (Search, Engage and Recruit Veterans into Civilian Employment) committee is launched.



2017

Recognized as Most Valuable Employer for Military by RecruitMilitary.



2018

Launches first unconscious bias training for leadership and employees.



A company-wide Supplier Diversity Policy is issued.



CONTINUED ▶

The **Evolution of DEI** at Duquesne Light

2019

Three employee engagement committees, including a Diversity and Inclusion Committee, are formed.



Participates in Pittsburgh Pride for the first time.



Begins efforts to recognize several cultural heritage and awareness months.



Hires first chief diversity officer.



2020

Launches first BERGs focused on women (EmpowerHer), Black and African Americans (BRIDGE) and Veterans (A-VETS).



Diversity & Inclusion Committee transitions into DEI Council; Executive DEI Council is formed.



Enhances parental leave policy.



Introduces Floating Holiday policy; makes Martin Luther King Jr. Day a company holiday.



Host first Supplier Summit featuring a Supplier Diversity Roundtable.



Our DEI Council

In response to employee feedback taken from an engagement survey in 2019, Duquesne Light established three Employee Engagement Committees, including a Diversity and Inclusion Committee. The committee was formed to lead the company in building a culture where all employees feel empowered to raise thoughts, ideas and opportunities for improvement.

In 2020, this committee transitioned into a DEI Council that was chartered to consult in setting and executing a company-wide strategy around DEI efforts. Working closely with Duquesne Light's chief diversity officer, the council supports business alignment and strategic planning to advance our position as a leader for diversity and inclusion within our community; champions DEI efforts across the organization; and supports workplace culture and programs.

Culture and Awareness

In 2019 and 2020, the DEI Council led efforts in recognizing cultural heritage months as an opportunity for employees to learn about diversity and inclusion, volunteer in the community and connect with one another. The committee featured dozens of spotlight profiles on diverse individuals in science, technology, engineering, art and math (STEAM); sponsored special volunteer opportunities; and organized various opportunities to recognize heritage and awareness months, including:



Building Community During COVID

As our workforce grappled with unprecedented change in responding to COVID-19, our employees adapted with resiliency and embraced new ways of working together. While we rose to the challenge, many employees dealt with isolation and a lack of connection with their teams. In an effort to support connectedness among our employees, the DEI Council introduced “Building Community During COVID-19” — an executive-sponsored series of opportunities and activities for employees to come together and build community during a time of isolation. Not only does it provide a forum for employees to build connections, but each opportunity is designed to include conversations about DEI.

Executive Sponsors and Leadership

Our executive sponsors play a critical role in advancing the efforts of our BERGs and DEI Council. The sponsors work closely with our council, BERGs and chief diversity officer to champion DEI values and align our DEI goals with the company's mission, vision and strategy. Our BERG leadership and DEI Council members represent different teams, perspectives and backgrounds from across the organization.

DEI Council

- Executive sponsor: Mark Miko, vice president and chief information officer
- Chair: Samantha Hartzman, corporate citizenship supervisor
- Co-chair: Taryn Malavite, senior manager of IT business solutions
- Secretary: Tara Pfeifer, litigation counsel and supervisor, claims
- Justin Bolitho, manager, substations
- Dina Dunston, customer service representative
- Patricia Giovannelli, director of finance managing
- Selenna Gregg, manager, training & quality assurance
- Derrick Johnson, customer service representative
- William “Joe” Mangis, work plan/scheduling supervisor
- Anjali Rastogi, director of IT project and service management
- Beth Royce, proposal and marketing coordinator
- Jonathon Simms, employee and labor relations specialist
- Ruchi Singh, compliance associate IV
- Glenn Smith, senior IT relationship manager
- Lauren Switzer, supervisor, billing
- Elaine Thorn, lead business analyst, accounting
- Tishekia Williams, director of regulatory

Standing with Social Change in 2020

In 2020, our nation turned its attention toward how much progress is still needed in order to realize the vision of an equitable and inclusive society, where all communities are recognized, valued and treated with dignity and respect.

In the weeks following last year’s civil unrest — which continues to catalyze critical conversations around meaningful change — our leadership reaffirmed our company’s commitment to DEI. They worked together to outline several actions, including accelerated internal efforts and community support.



In Our Community:

- In June, we made a [public statement](#) condemning racial discrimination and violence following the tragic death of George Floyd.
- In October, we partnered with the New Pittsburgh Courier (NPC) — a historic Black newspaper — to reveal DLC’s [“Building a New Table Together”](#) DEI initiatives.
- DLC made investments in local Black-owned businesses to support long-term community growth. One of these investments is a [Small Business Spotlight](#) series — an opportunity for local Black-owned businesses to receive free advertising in the NPC, including online articles and social media posts.
- We also partnered with the NPC to facilitate an open discussion during [“Beyond Diversity,”](#) a virtual town hall between the corporate community, grassroots community organizations and local Black business owners to further drive change.



Tanisha Leonard

President

RTM360

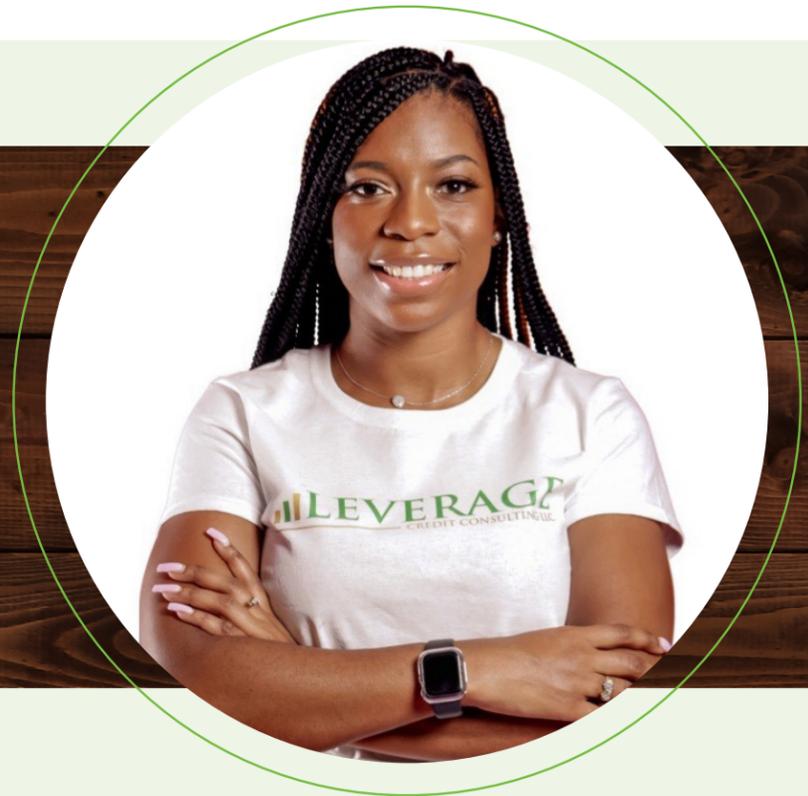
“I don’t think any words could better describe our partnership with DLC than Henry Ford’s famous quote, ‘Coming together is a beginning; keeping together is progress; working together is success.’ DLC’s engagement at the highest levels of leadership demonstrates its level of commitment to driving sustainable change in a way that is refreshing and oftentimes rare when working with clients on community engagement efforts.”

Jaquayla Huger

Leverage Credit Consulting

NPC PARTNER

Having my business highlighted in the Small Business Spotlight series was a wonderful opportunity for me. Knowing that our communities are interested and invested in helping small businesses thrive and expand is encouraging and inspiring. Thank you so much for the wonderful spotlight!”



In Our Workplace:

- In 2020, our DEI team introduced the speaker series “Driving Social and Cultural Change,” which invites executives and guest speakers to engage in candid and open conversations about race, equity and inclusion. The goal of this series is to provide a safe space for difficult conversations by showing vulnerability and practicing healthy ways to engage with our colleagues during challenging dialogue.
In five sessions, 90% of attendees on average found the discussion they attended to be relevant to them. They also said it helped them think about diversity and inclusion in new ways and encouraged them to explore and reflect on difficult topics related to race, equity and social movements.
- We launched three BERGs, including our Black and African American BERG (BRIDGE).
- Our Talent Development and DEI teams worked together to provide employees with additional resources, learning opportunities and support related to unconscious bias; engaging in tough conversations; speaking up and combatting stereotypes; and leading with empathy. These resources included both facilitated conversations and digital learning resources.

Introducing Business Employee Resource Groups

In 2020, our company launched its first three BERGs. These groups — also known as Affinity Groups or Employee Resource Groups — are voluntary, employee-led teams that support and drive DEI efforts through engagement, networking, leadership and volunteerism. Our BERGs are focused on building and sustaining a culture of belonging, one supportive of a diverse and engaged workforce. Serving as a forum for education and awareness, BERGs encourage employee connectedness and engagement while fostering innovation throughout our workforce and the communities we serve. Each program and strategy aligns with the organization’s performance framework, mission and core values.



BRIDGE

Executive sponsors:

David Johnson, vice president and chief customer officer

David Fisfis, vice president of business development and general counsel

Chair:

Deo Alexander, distribution engineering supervisor

Co-chair:

Brittney Worthy, junior financial transaction clerk



I have been inspired by and feel proud of how quickly we were able to launch BRIDGE, and the participation and enthusiasm we have received. To start, we held a couple of events — including a coffee hour with our BERG and a Dr. King’s New Dream Challenge — and the momentum continues to grow. I’m happy to see how much our employees are engaged in what is going on in our communities and our workplace, and how they can help be a part of our efforts. This strengthens me every day to do my best to help diversity, equity and inclusion at Duquesne Light.”

— Deo Alexander, chair



EmpowerHer

Executive sponsors:

Mark Kaplan, special advisor to the Board of Directors

Krysia Kubiak, director of external affairs

Chair:

Emily Farah, regulatory counsel III

Co-chair:

Kelli Rosswog, risk management specialist II

Co-chair:

Jaime Profaizer, senior manager, Business Contact Center

Committee lead:

Becca Gillespie, innovation specialist II



A-VETS

Executive sponsors:

Todd Faulk, vice president of human resources

Kevin Walker, president and CEO

Chair:

Cody Wolfe, operations center engineer I

Co-chair:

Karen Skovran, field collections manager

Co-chair:

Eboni Wood, Contact Center supervisor

Committee lead:

Mark Cheek, IT projects and process management manager



As a company, it’s important to bring employees together to share their unique experiences and perspectives, and I’m proud that EmpowerHer provides one of those opportunities. During Women’s History Month this past March, we hosted three of our female board members during a panel series — a first for our company. The perspectives and stories shared by these women provided a rare glimpse into their journeys, the hurdles they have faced and their successes. I hope every employee feels like they have a support system, whether it’s specifically through EmpowerHer or someone that they connect with through their participation.”

— Kelli Rosswog, co-chair



A-VETS has built a solid foundation of information and relationships that will help us succeed in future accomplishments. Our members are asking important questions and are always developing more ideas and goals to continue supporting veterans and their families. I’m looking forward to growing support for our efforts and further building a network that connects veterans in our company and community.”

— Cody Wolfe, chair

Introducing Business Employee Resource Groups



BRIDGE

Our Black and African American BERG stands for Building Respect, Inclusion and Diversity by focusing on the positive Growth of Employee Excellence and Engagement. BRIDGE is culturally driven to educate and support its members and brings opportunities and awareness to the current movement for a diverse and inclusive future. Since launching last year, BRIDGE has already made great strides:



BLACK HISTORY MONTH NEWSLETTER

In recognition of Black History Month, BRIDGE published a special-edition company newsletter to raise awareness and highlight opportunities to observe Black History Month in the workplace and community.



DR. KING'S NEW DREAM CHALLENGE

In honor of Martin Luther King Jr. Day, Dr. King's New Dream Challenge enabled employees to engage in conversation and raise awareness of the challenges and opportunities in the Black and African American community. Deirdre Spencer, finance accounts payable support clerk, had her submission randomly selected, and received a \$1,000 company donation for a nonprofit organization of her choice. Deirdre chose [Neighborhood Allies](#) because she found that their mission, "to support the people, organizations and partnerships committed to creating and maintaining healthy neighborhoods" and vision to "envision a Pittsburgh with healthy neighborhoods that are thriving, resilient, and livable for all" stood out to her.



LEARNING AND DEVELOPMENT OPPORTUNITIES

In 2021, BRIDGE will launch additional learning and development opportunities related to equity and inclusion in the workplace. It will also implement a member mentoring program, promote volunteerism within our communities and help Duquesne Light build relationships that support and attract a diverse workplace.

Introducing Business Employee Resource Groups

EmpowerHer

Our women’s BERG supports the advancement, empowerment and development of women in energy and utilities. EmpowerHer identifies opportunities to build awareness within the organization through training, events and engaged leadership to create a culturally competent workforce.



A-VETS

As our Veterans and military BERG, A-VETS stands for Allies and Veterans Energized to Serve. The group focuses on connecting with Veteran talent within our region and raising awareness around the unique challenges that Veterans face in the community and within the workforce.

At DLC, we value strong work ethic, safety and proven leadership skills, and that’s why we especially value working with Veterans. We understand that a military background brings unique skills and experiences that align with our mission and vision.

COIN CHECK CHALLENGE

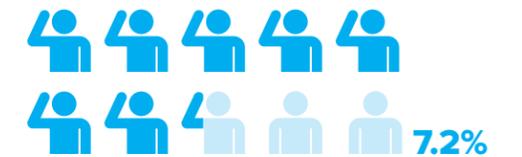
A-VETS hosted a company-wide “Coin Check Challenge” which asked participants to locate their prized challenge coin, explain what group the coin was from and what it means to them. Our randomly selected winner, who wished to remain anonymous, received a \$1,000 company donation they designated towards nonprofit organization of their choice. They chose Operation Troop Appreciation and were happy to give back to local Veterans.

Veteran Hire Highlight

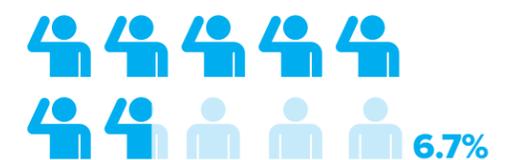
UTILITY AND ENERGY INDUSTRY BENCHMARK[^]



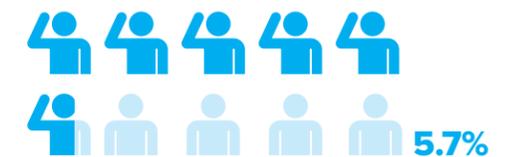
DLC’S VETERAN POPULATION IN 2020



DLC HIRES WHO IDENTIFIED AS VETERANS IN 2020



FEDERAL GOVERNMENT HIRING BENCHMARK IN 2020



[^]CEWD on Utility Workforce Composition from a 2019 survey “Gaps in the Energy Workforce 2019 Pipeline Survey Results” which was presented on November 14, 2019.



QUARTERLY NEWSLETTER

Each quarter, EmpowerHer publishes a newsletter featuring resources, learning opportunities and spotlights on women inside and outside of Duquesne Light.



MENTORING PROGRAM

This year, the group launched a member mentoring program, which matches EmpowerHer members with mentors within the organization. So far, the program has made 34 mentor and mentee matches.



“BUILDING YOUR BRAND” WORKSHOP

Led by the BERG’s executive sponsors, members had the opportunity to participate in a workshop focused on how to build their professional brand.



WOMEN’S HISTORY MONTH PROGRAMMING

A series of events was held in March 2021 that included expert panels and discussions around the challenges of being a woman in the workplace. Panelists included DLC board members and professional coaches.

Building a New Table Together at Duquesne Light

To meet the evolving needs of our customers, it's critical that our workforce reflects the communities we serve. When our workforce is diverse in its thinking and perspectives, we're better equipped to find the best ideas and solutions for our customers. We look forward to sharing our progress as we continue on this important journey.

Demographic Snapshots

As we strive to reflect the communities we serve, we continue to focus on hiring and retaining diverse talent across our organization. We will continue to focus on connecting with our communities to encourage and support diverse students in pursuing careers in energy and utilities.



Women



Utility and Energy Industry Benchmark[^]



Women at DLC



Allegheny and Beaver Counties^{^^}



People of Color



Utility and Energy Industry Benchmark[^]



POC at DLC^{*}



Allegheny and Beaver Counties^{^^}

[^]CEWD on Utility Workforce Composition from a 2019 survey "Gaps in the Energy Workforce 2019 Pipeline Survey Results" which was presented on November 14, 2019.

^{^^}Percentages of Allegheny and Beaver Counties are reflective of the local population only, and do not reflect labor availability. The Hispanic/Latino population of Allegheny and Beaver counties is 2.24% of the total population. Hispanic/Latino is counted as an ethnicity by the U.S. Census and is an ethnic background of any race. Therefore, this 21% does not include the Hispanic/Latino population.

^{*}POC at DLC is defined as the following racial and ethnic demographics: Black/African American, Asian, Native Hawaiian or Pacific Islander, Native American or Alaska Native, Two or More Races, and Hispanic/Latino. 2.1% of employees did not disclose their race/ethnicity.

Workforce Training

To ensure our employees have the tools and resources they need to build an inclusive workplace, our Learning and Development team introduced our first unconscious bias training in 2019. Our team held 75 in-depth unconscious bias training sessions to build organizational cultural competency and workplace collaboration, with more than 98% of our 1600 employees participating in those sessions. In 2020, we continued those efforts to achieve 100% participation in our workforce.

Last year, our DEI Council partnered with the [Persad Center](#) on a pilot training program focused on inclusion best practices for the LGBTQ+ community. Our officer team completed five hours of training on topics related to unconscious bias, systemic racism, inequity and diversity.

We've also introduced new training to expand tools and resources for employees to understand and interrupt unconscious bias, and to support an inclusive work culture. The Learning and Development and DEI teams also launched Ouch! training in early 2021 with a goal of 100% participation by all employees. Ouch! is a nationally recognized training that provides employees with simple yet powerful tools to interrupt bias and stereotypes.



Key Takeaways

1 As we continue to see positive trends in diversity hiring, our organization will focus on retaining and developing diverse talent to have a greater impact on diversifying our workforce.

2 Our data shows a steady increase in representation among most levels of the organization for both people of color and women, although opportunity continues to exist at management levels.

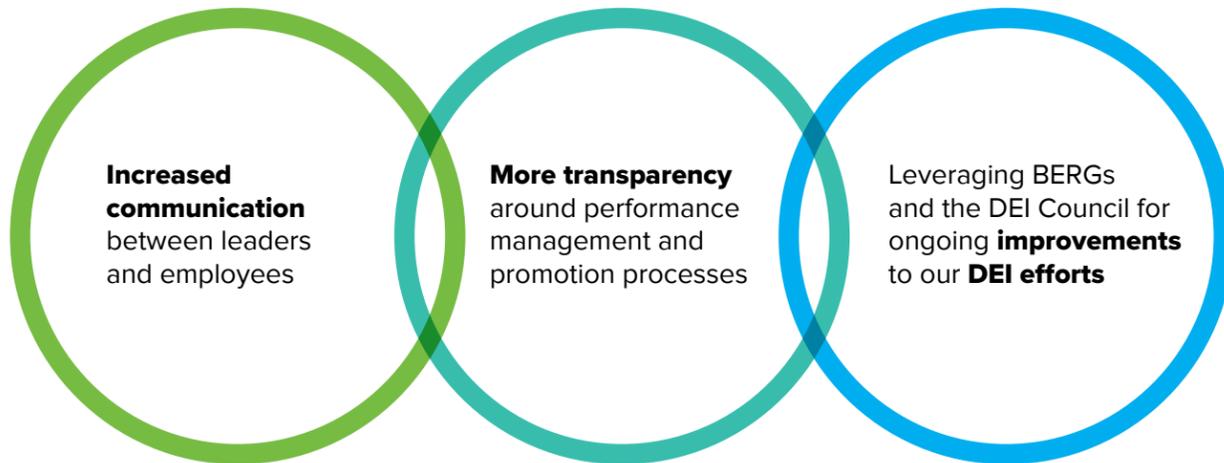
Building a New Table Together at Duquesne Light

2020 Listening Tours and Pulse Surveys

Duquesne Light remains committed to creating and sustaining a welcoming workplace where everyone feels safe to share their perspectives and experiences about DEI. In 2020, our executive team and chief diversity officer attended a listening tour where field employees were invited to express their thoughts, perspectives and experiences. These sessions created a safe space

for honest dialogue and identified opportunities to grow inclusion, diversity and respect at Duquesne Light. As we connected with employees individually, we also gathered key insights about our culture through a series of company-wide pulse surveys.

Our key takeaways from the pulse surveys included:



In a pulse survey sent to all employees in October 2020:*



of respondents believe diverse backgrounds provide valuable perspectives.



believe the company is making progress on diversity initiatives.



find it easy to work alongside those with diverse backgrounds.

*1,064 respondents out of 1,600-plus employees

Inclusive Benefit Enhancements

Duquesne Light has introduced new policies to further support cultural equity in our workplace.

Company Holidays: Effective in 2021, Duquesne Light is officially recognizing Martin Luther King Jr. Day as a paid company holiday. We're also taking steps to honor and support the diverse faiths and cultures of our workforce. Implementing a "floating holiday" for eligible employees to replace the former company holiday

offered on Good Friday allows employees to celebrate their holiday of choice. On July 2, 2020, employees were also given a "Refresh Day" to cope with the stressors of COVID-19 and civil unrest and to focus on their physical and mental well-being.

Paid Family Leave: We also introduced a Paid Family Leave policy to eligible employees last year, including enhanced parental leave and adoption leave.

Intentional Recruitment

We know a diverse workforce helps us better understand our customers and develop the most innovative solutions with different perspectives in mind.

In 2020, our recruitment efforts remained a focus across the organization. Part of our efforts included increased presence at events, resume writing workshops, career fairs and education consortium programs. We also worked to identify, build and strengthen relationships with community partners to provide information regarding Duquesne Light's career opportunities.



Building a New Table Together at Duquesne Light

Talent Insight and Outreach

To increase insight and transparency into the hiring process, we launched an analysis tool that provides applicant pool diversity data throughout our recruiting lifecycle. This platform provides our team with insight into demographics at each step of our recruiting process. With this information, we can identify potential opportunities to develop stronger recruiting plans and outreach efforts to increase diversity across our teams..

As a result of these efforts and increased awareness, the diversity of our external hires has steadily increased over the last five years.

Electrical Distribution Technology (EDT) Program

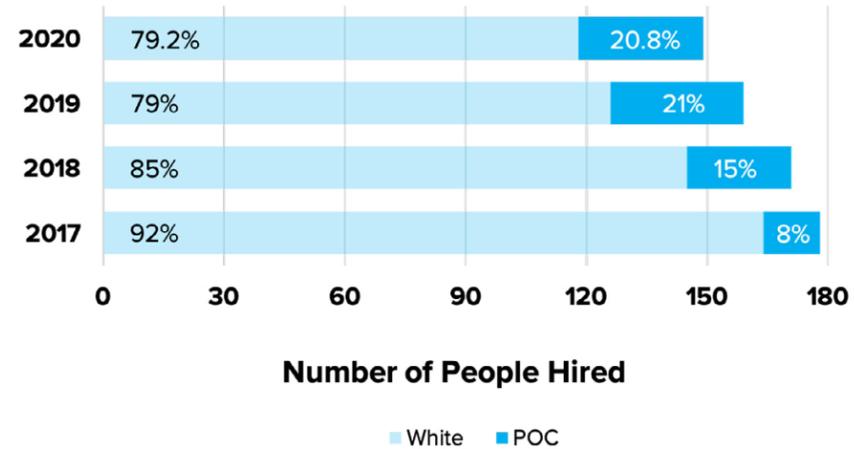
Amazing careers start with early education, outreach and opportunity. In 2003, we broadened our recruiting efforts by launching the Electrical Distribution Technology program in partnership with the Community College of Allegheny County (CCAC). After the success of the EDT program, we furthered our efforts and launched our School to Work program in 2019. Through this accelerated 44-credit certificate program, students learn the skills required for entry roles such as apprentice lineworker, senior operator, underground splicer and Distribution Operations Center supervisor in nine months.

In 2017, we revamped our EDT program with an increased focus on diversity. As we continue to improve representation in the program, participant diversity has been holding steady or increasing slightly over the past four years. Since 2017, 86 students have completed the EDT program, with:

12% PEOPLE OF COLOR	6% WOMEN	12% VETERANS
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Hiring trends show positive focus in diversity hiring.

Annual Trends: Hiring Demographics by Race/Ethnicity



School to Work Program

The School to Work program consists of two components: Educator in the Workforce and EDT Bootcamp.

Educator in the Workforce

Educator in the Workforce is a paid two-week immersion program where local educators work with employees to better understand the positions and opportunities available in our organization. During the program, educators participate in hands-on experiences at our facilities and, at the end of the program, present a lesson plan for use in their schools. Due to COVID-19 restrictions, we were unable to facilitate this annual program last year and are working on a virtual plan for 2021.



EDT Bootcamp

Through our partnership with CCAC, the EDT Bootcamp is a paid program for rising and current high school seniors. It covers the basics of the EDT program, Construction and Skilled Trades (CAST) test preparation, EDT program requirements and career opportunities at Duquesne Light. The program increases awareness among historically underrepresented students about careers in the energy and utility industries.



Additionally, the program aims to help students prepare to pass the entrance exams to the course and provides additional support in training, career and financial readiness as well as transportation — all of which have been longstanding barriers for some students. This support includes utility-specific training, OSHA 10 certification, CPR certification, a financial readiness course, resume writing and interview workshops. Participants who require transportation are also given an unlimited bus pass for the duration of the program, and those individuals who complete the program and pass the CAST test are eligible for driver's license training and testing, if required.



Community Volunteerism and Giving

Giving back to the areas where we live and work is essential to our operations. When our community thrives, we thrive. In 2019, Duquesne Light logged more than 3,500 volunteer hours in support of communities across our service territory and held more than 80 events connected to diverse talent recruitment and workplace inclusion. We also participated in Pittsburgh Pride for the first time in 2019 to show solidarity with the LGBTQ+ community. As we advance our DEI efforts, Duquesne Light continues to build new relationships and partnerships with organizations that have missions which support DEI.

Even with the challenges of COVID-19 last year, Duquesne Light employees continued to volunteer, logging almost 1,500 hours to support diverse communities across our service territory. Before the pandemic, employees participated in DEI events such as our annual Martin Luther King Jr. Day of Service as well as a Black History Month project where employees created STEM kits for the YWCA. As COVID-19 impacted our communities, many of our employees volunteered to deliver food to community members experiencing food insecurity. In 2020, 69% of our charitable giving donations went to organizations led by women and/or Black, Indigenous People of Color (BIPOC). Furthermore, 85% of our charitable giving partners focused on diversity and/or served a diverse population.

Helping Our Communities in Challenging Times

Throughout COVID-19, we wanted to emphasize our support for the community and address its widespread impact. Last year, we donated \$500,000 to The Pittsburgh Foundation's [Emergency Action Fund](#) to provide immediate relief and support to our customers in Allegheny and Beaver counties.

A joint effort between The Pittsburgh Foundation, The Heinz Endowments, the Richard King Mellon Foundation, Hillman Family Foundations and United Way of Southwestern Pennsylvania, the Emergency Action Fund was formed to help the region's vulnerable populations with food, shelter, utility relief and other basic needs during COVID-19. Additionally, it has helped fund organizations supporting those impacted by lost wages and child care strains resulting from school closures.

Looking Back at Giving Back

3,500

VOLUNTEER HOURS IN 2019

80+

EVENTS IN 2019

1,500

VOLUNTEER HOURS IN 2020

85%

OF CHARITABLE GIVING FOCUSED ON OR SERVED A DIVERSE POPULATION IN 2020

\$500,000

DONATED TO THE PITTSBURGH FOUNDATION'S EMERGENCY ACTION FUND IN 2020



Building Supplier Diversity, One Partner at a Time

Diversity is needed to drive innovation throughout every part of Duquesne Light, which includes our business relationships with suppliers. In 2018, we implemented a company-wide Supplier Diversity policy where we committed to expanding our diverse supplier base, including locally.

In 2020, our Procurement and Supply Chain team further demonstrated our commitment to supplier diversity. We updated our original policy, attended trainings focused on the importance and growth of diverse suppliers, and implemented an external website for diverse suppliers seeking to do business with Duquesne Light.

In addition, significant steps were taken to grow our partnerships with diverse suppliers. Last year, we hired our first supplier diversity program manager, Micah Caporali. Since joining Duquesne Light in 2020, Micah has coordinated and hosted the company's inaugural Supplier Summit, obtained five partnerships with local and regional chambers and councils and established the program's strategies and goals.

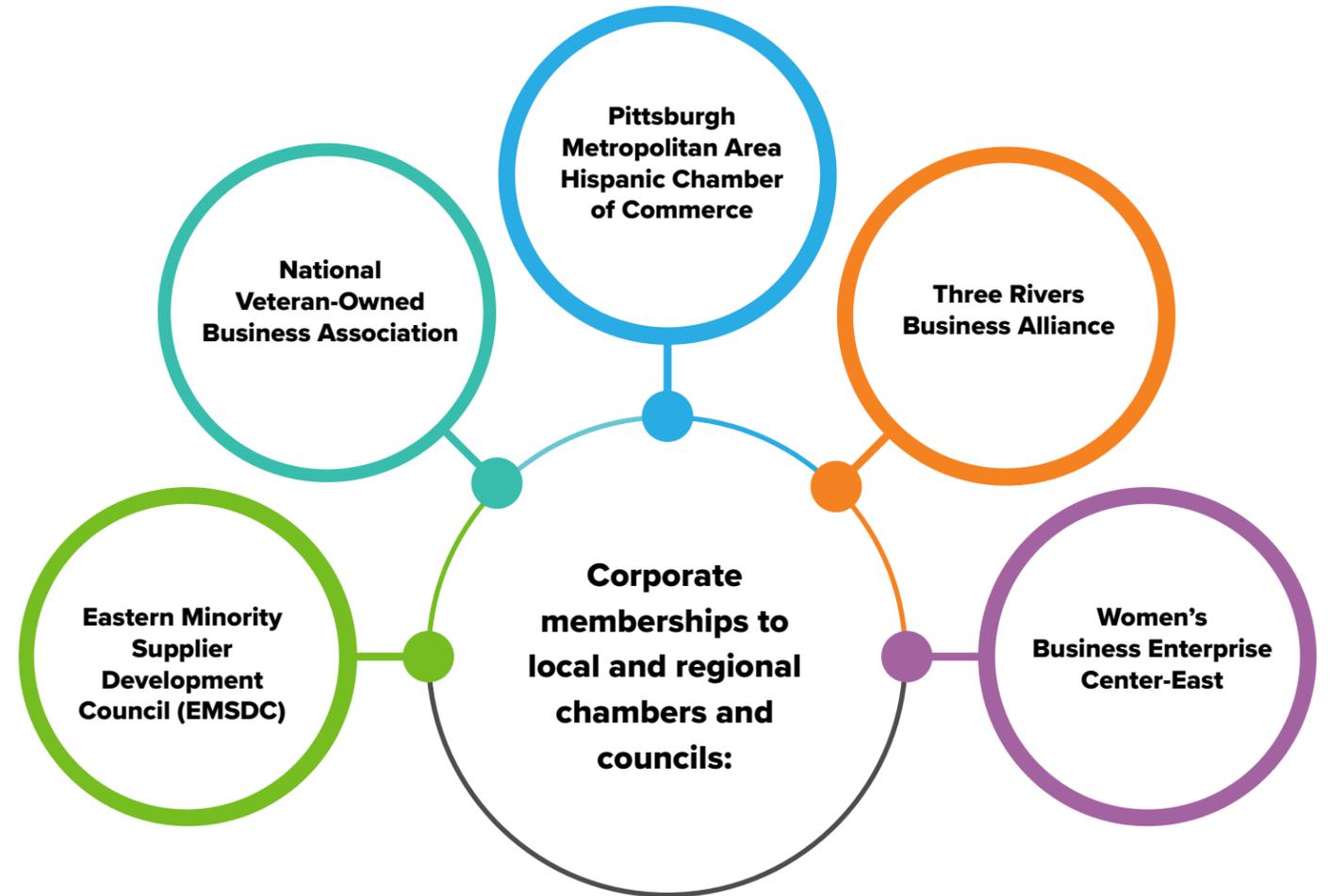


Hosting Our First Supplier Summit

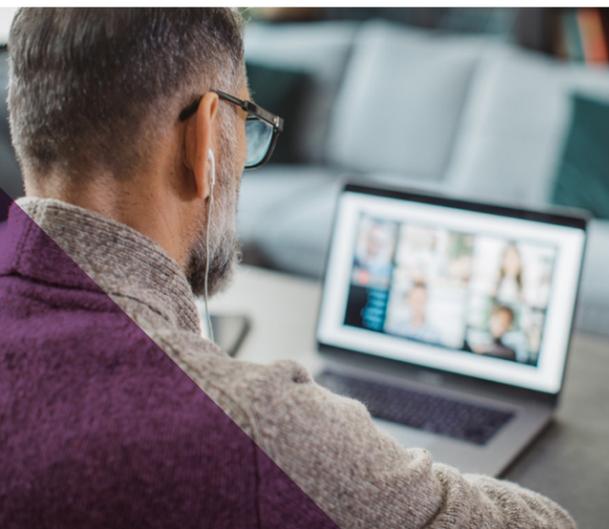
Nearly 200 external guests attended our first Supplier Summit in November 2020. During the virtual event, we shared our new procurement and operations strategies as well as an overview of our procurement categories and upcoming sourcing opportunities. One of the four sessions highlighted our Supplier Diversity program as part of our updated procurement strategy while focusing on the importance of supplier certification.

Ensuring Quality, Impactful Partnerships

In 2020, Duquesne Light obtained five corporate memberships to local and regional chambers and councils.



These partnerships are essential for not only identifying diverse suppliers, but also for certifying them to ensure they are qualified and aligned with our business needs. As a result of these memberships, our Procurement and Supply Chain teams have been engaging with local, diverse suppliers and incorporating them into our supplier base. Last year, we sponsored two PowerBreakfast meetings led by the African American Chamber of Commerce of Western Pennsylvania and participated in several of the organization's events. We've also attended events led by the EMSDC, including SHARE 2020, a virtual matchmaking session with diverse suppliers.

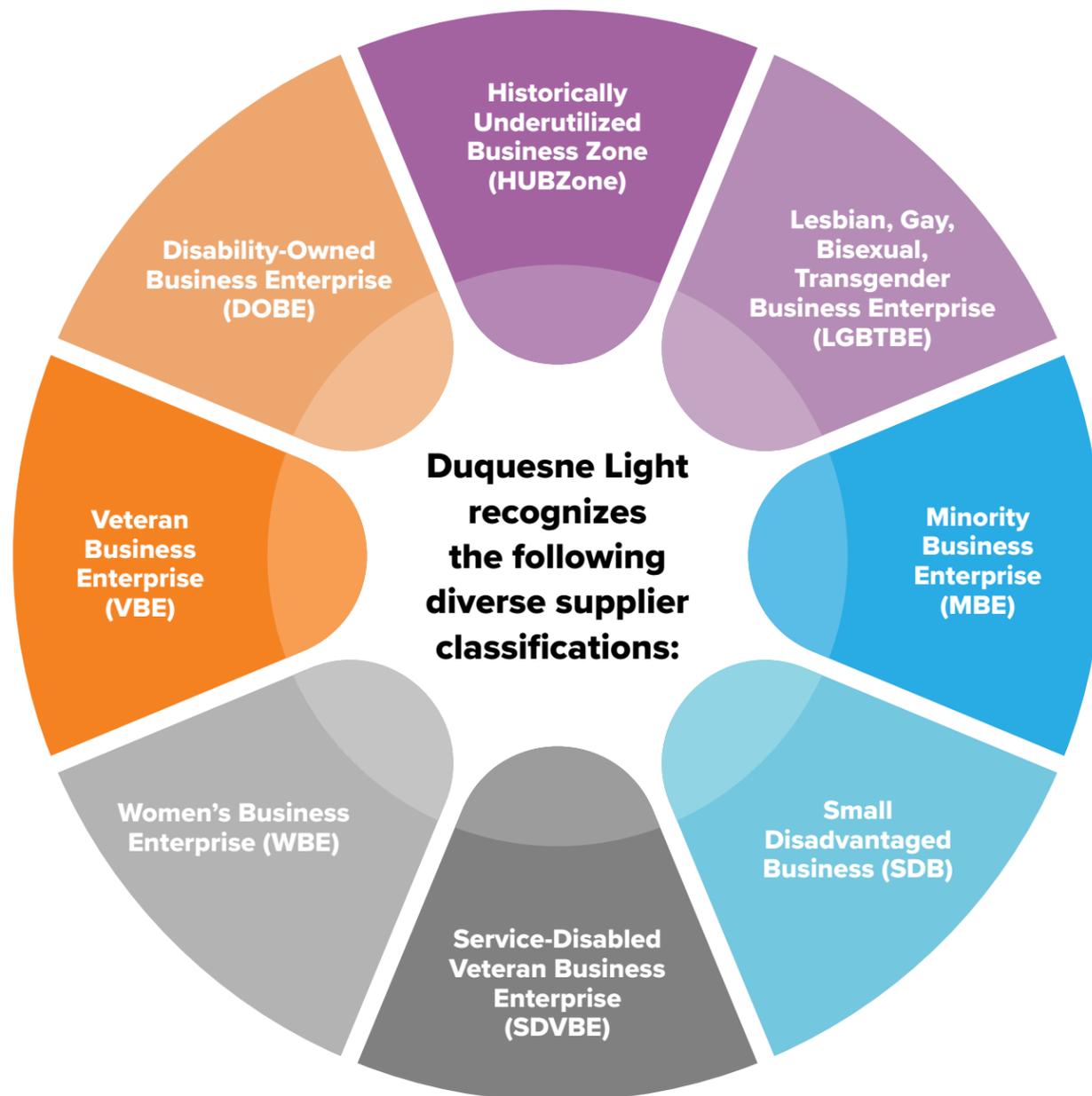


Building Supplier Diversity, One Partner at a Time

Diverse Supplier Spend

Our total diverse spend for goods and services increased from 3.2% in 2019 to 5.3% in 2020. This figure increased year over year due to the company's efforts to include diverse suppliers when bidding and sourcing work, and also because of a new effort to track tier II spend in 2020.

The majority of diverse spend was with suppliers that provide professional services such as consulting, information technology and facility and construction services.



A LOOK Forward

from Todd Faulk, Vice President of Human Resources

From the industrial age to the technology era, our dedicated employees have helped transform the way people live. They've delivered dependable energy for all facets of life — from faster communications to more efficient transportation to improved health care.

As our region continues to grow, we know that focusing on our five pillars — workplace talent, workplace culture, our customers, our community and supplier diversity — will be essential to transforming us into a utility of the future that prioritizes diverse perspectives and backgrounds.

We'll continue building our new table together by expanding tools, resources and training for our employees. Supporting the growth of our BERGs, fostering new partnerships in our community, making inclusive enhancements to policies and diversifying talent from the student to professional level are all important ways we invest in our employees. These steps will help us continue to build a workforce reflective of the communities we serve.

Looking back on our journey, I'm proud of the progress we've achieved in these past few years. While we still have a lot of work ahead, we remain fully committed to investing in a thriving future for all the communities we serve.

We'll continue to focus on creating a respectful and inclusive workplace for our 1,700-plus employees at DLC, DQE Communications and The Efficiency Network (TEN). We remain dedicated to listening to our employees and driving change to build a diverse, equitable and inclusive workplace for all.

Thank you for reading about our progress and I look forward to continuing our journey together.



Click here to hear more from Todd





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Thank you for taking the time to read this report. We hope you enjoyed learning about our progress and welcome you to send any feedback to our team at inclusion@duqlight.com.

Duquesne Light Holdings is comprised of DLC, TEN and DQE Communications. This report has been created with information from all three companies and refers to Duquesne Light Holdings as “Duquesne Light.”

The photos in this report were taken from 2018 to 2021. Photos of employees and community partners without masks were taken prior to COVID-19.