



ABOUT DUQUESNE LIGHT COMPANY

For more than 100 years, Duquesne Light Company (DLC) has provided safe and reliable electric service to communities in southwestern Pennsylvania. Today, our core values of safety, integrity, dependability, equity and community enable us to serve more than 600,000 customers in two counties, including the city of Pittsburgh. We are committed to safely powering our customers’ lives while playing a leading role in our region’s clean energy transition. Our vision is to create a larger-than-light, clean energy future for all by delivering exceptional results today and boldly harnessing opportunities for tomorrow.

To bring our vision to life, we focus on our environmental, social and governance (ESG) impacts across three pillars: climate conscious, powering people and responsible performance. Our 2024 Corporate Responsibility Report highlights our ongoing commitment, capturing year-over-year performance metrics and progress against long-term targets.



Learn more about our commitment, strategy and performance in our full report at DuquesneLight.com/corporate-responsibility or scan the QR code.

Corporate Responsibility

2024 REPORT SUMMARY

Our Long-Term Targets

	TARGET	STATUS
LONG-TERM ESG TARGETS		
Greenhouse Gas (GHG) Emissions	From 2022–2027, reduce our combined Scope 1 and Scope 2 emissions by 10%.	On Track
GHG Emissions – Fleet Electrification	30% of DLC’s qualified fleet will be powered by electricity by 2030. ¹	On Track
Transportation Electrification	Enable the grid infrastructure that will support a minimum of 50,000 electric vehicles (EVs) in the Pittsburgh region by 2030. ²	On Track
Infrastructure Reliability	Invest a minimum of \$1.9 billion in transmission and distribution infrastructure between 2023 and 2027.	On Track
Energy Efficiency	Enable 350,000 MWh of customer energy savings between 2021 and 2026 through energy efficiency programs and decarbonization efforts, while creating additional electrification opportunities for customers.	On Track

¹ We previously stated that “overall, we aim to find electric solutions for 100% of DLC light-duty vehicles, 25% of medium-duty vehicles, 30% of heavy-duty vehicles and 50% of forklifts by 2030.” Due to shifting market conditions and lagging technological advancements, the makeup of how we achieve 30% fleet electrification by 2030 has changed.

² Long-term target is based on the Electric Power Research Institute (EPRI) EV adoption projections. The most recent EPRI projections as of August 2024 indicate a medium scenario of 79,000 EVs will be adopted in our service territory by 2030. This figure includes approximately 77,500 light-duty vehicles and 1,500 medium- and heavy-duty vehicles. EPRI EV adoption projections are published annually.





CLIMATE CONSCIOUS

As our region continues to experience the impacts of a changing climate, we are dedicated to investing in the infrastructure and services that enhance reliability and resiliency in powering our customers' lives. By actively addressing risks and opportunities, we are constructing a grid that's not just reliable but future-proof.

KEY HIGHLIGHTS

- Launched customer-facing elements of a new Outage Management System to improve communications, such as a new outage map and SMS outage status updates.
- Received approval from the Pennsylvania Public Utility Commission (PA PUC) on multiple initiatives, including:
 - Distribution rate case to support ongoing investments in service reliability and electric grid modernization projects.
 - First Load Management Plan, which aims to effectively balance supply and demand for electricity to enable more efficient use of existing grid resources.
 - Expand an existing solar field at the Pittsburgh International Airport in partnership with the Allegheny County Airport Authority and IMG Solar LLC, which will result in a new 4.7 MW solar facility.
- Enabled customers to participate in programs that helped them reduce 75,228 MWh across all customer segments according to Act 129 PA PUC Guidelines.
- Launched the **Referral Network Program**, which connects customers to vetted professionals for wood removal services and solar panel installations.
- Completed construction of a new passive wetland treatment system at a fly ash pond site located at a DLC legacy property.
- Quickly and effectively responded to a dielectric fluid leak in our underground system and contained 100% of the spill.
- Achieved approximately 74% savings on our total waste management bill when compared to 2023 and more than tripled our recovery of e-waste materials at DLC facilities, totaling 810,000 pounds.



POWERING PEOPLE

We are dedicated to safely providing our customers with valuable service, uplifting our communities and empowering our employees. With a strong commitment to social responsibility and a culture rooted in principles of inclusion and respect, we strive to show up as a clean energy partner in all that we do.

KEY HIGHLIGHTS

- Launched a **Paperless Program** for customers to receive most communications digitally, including bills, notices, etc., which eliminated more than 13.8 million sheets of paper and envelopes.
- Empowered our customers to access more than \$5.7 million in utility assistance, which helped reduce their energy burden.
- Donated \$1.8 million to local nonprofits through our charitable giving program.
- Restructured our charitable giving program strategy, which launched in 2025, to focus on affordability and reducing our customers’ energy burden by supporting social investments in basic needs and workforce development.
- Launched a new Ally Circle — WeCAN — to support employees and allies advocating for inclusion and accessibility for individuals with disabilities and their caretakers.
- Launched a veteran interview panel and military skills translation process to attract veteran talent.
- Evolved the Electrical Distribution Technology program, which launched in 2025, to remove barriers to entry and attract a pipeline of highly qualified and diverse candidates.
- Contributed \$325,000 to the new Duquesne Light Veterans Workforce Center launched in partnership with Veterans Place of Washington Boulevard.
- Enhanced our environment, health and safety data collection by launching tools that allow us to predict risks and assess hazards before incidents occur.



KEY HIGHLIGHTS

- Implemented a new enterprise risk management software solution to enhance the risk mitigation reporting process.
- Stood up an Artificial Intelligence (AI) Governance Review Committee to evaluate potential AI solutions made up of a cross-departmental group including subject matter experts from our Data Governance and Compliance teams.
- Organized training for first responders, focusing on safe entry and navigation of substations.
- Expanded the drone pilot program and completed 137 flights, collecting data on difficult-to-access infrastructure to improve safety and efficiency.
- Worked with an external forester to survey our legacy properties for sustainable timber harvesting, with the initial harvest completed in 2025 in an environmentally friendly manner.
- Held our first ever Utility Contractor Networking Event and brought together nearly 100 people representing more than 40 contractors.
- Assessed our Ethical Conduct Compliance Hotline and investigatory process to help identify potential ways to refine and improve it.
- Led and partnered with regional stakeholders to secure more than \$23.3 million in state and federal funding to advance transportation electrification, grid modernization, innovation and IT advancements across our service territory.



RESPONSIBLE PERFORMANCE

A culture of integrity stems from effective governance — creating trust and stability for the people we work with and for. As a highly regulated, essential service provider, we are committed to doing business in ways that support our employees, protect our customers, impact our local economy and engage with partners in ways that align with our vision to advance a clean energy future for all.

2024 ESG Data: Climate Conscious

	2022	2023	2024
GHG EMISSIONS <i>(metric tonnes of CO₂e)</i>			
Scope 1 Emissions	11,480	11,263 ¹	8,009
Gasoline Consumption	2,235	2,123	2,170
Diesel Consumption	3,358	3,165	3,398
Natural Gas Consumption	1,235	1,161	1,211
SF ₆ Emissions	4,586	4,747	1,163
Refrigerant Emissions	67	67	67
Scope 2 Emissions ²			
Market-Based	14,158	13,854	13,924
Location-Based	13,134	12,852	12,916

DLC FLEET VEHICLE BREAKDOWN			
Type	Number of Units		
Full EV	12	20	37
Plug-In Hybrid	13	12	33
EV Forklift	7	7	7
JEMS	18	28	33
EV Total	50	67	110
DLC Total Fleet Vehicles	627	635	662
EV Fleet % ³	8%	11%	17%
<i>EV Fleet % Target by 2030</i>	30%	30%	30%

¹ In the 2023 ESG Report, DLC reported Scope 1 emissions totaling 9,321 metric tonnes of CO₂e and 2,805 metric tonnes CO₂e of SF₆. Through the implementation of a digital data tracking process, we discovered our SF₆ emissions were misstated in 2023. This resulted in the reported change in total Scope 1 emissions and SF₆ emissions that is shared here.

² Excludes the emissions generated as a result of line losses.

³ Vehicle classifications are targeted for EV replacement based on utilization, age/condition and availability for a suitable and cost-effective EV replacement.

⁴ The PA PUC Benchmarks were established based on an average of historic annual reliability performance from 1994-1998. It is intended to be an upper limit of consistent achievement but has built in latitude to allow a company to exceed them 'occasionally and briefly.' Additionally, although DLC did experience more favorable reliability performance in 2024, our historic performance reflects metrics similar to 2022. For further background on the PA PUC's assessment of reliability, see the Electric Service Reliability Report database.

	2022	2023	2024
WATER SUMMARY <i>(1000 M³)</i>			
Water Withdrawals	2,418.17	1,768.49	2,116.77
Water Consumption	11.51	10.85	12.25
Water Discharges	2,429.68	1,779.33	2,129.02
OPERATIONAL WASTE SUMMARY <i>(in metric tonnes)</i>			
Hazardous Waste Generated	281	77	82
Non-Hazardous Waste Generated	336	1,950	1,164
Universal Waste Generated	17	9	7
PCB Waste Generated	7	14	9
RECYCLING EFFORTS			
<i>Scrap Metals (in pounds)</i>			
Aluminum	1,212,746	662,123	591,008
Brass	1,667	461	515
Copper	684,333	516,335	340,902
Steel	2,488,834	2,428,580	1,921,700
Total Scrap Metal	4,387,580	3,607,499	2,854,125
<i>Oil (in gallons)</i>	109,385	81,734	80,318
<i>Antifreeze (in gallons)</i>	N/A	4,356	757

	PA PUC BENCHMARK ⁴	2022	2023	2024
INFRASTRUCTURE RELIABILITY METRICS				
SAIFI (interruptions/customer)	1.17	0.92	0.57	0.82
SAIDI (minutes)	126	134	63	127
CAIDI (minutes)	108	146	110	156

2024 ESG Data: Powering People

	2022	2023	2024
CUSTOMER BREAKDOWN			
Residential	546,395	548,919	552,125
Commercial	61,180	61,222	61,537
Industrial	1,048	1,025	982
Other ¹	1,144	1,137	1,124
Total	609,767	612,303	615,768

ENERGY ASSISTANCE PROVIDED	2023	2024
Dollar Energy Fund	\$1,846,907	\$574,824
LIHEAP	\$8,220,025	\$5,017,329
PA Homeowners Assistance Fund	\$349,301	\$187,623
Total	\$10,416,233	\$5,779,776

CHARITABLE GIVING SUMMARY (Focus Area)	2022	2023	2024
Social and Economic Interests	\$820,500	\$571,500	\$723,500
Workforce Development	\$486,832	\$473,500	\$222,000
Sustainable Communities ²	\$659,630	\$480,000	\$591,265
Campaign for the Community (DLC match)	\$299,435	\$295,319	\$259,918
Total Charitable Giving	\$2,266,397	\$1,820,319	\$1,796,683

VOLUNTEERISM	2022	2023	2024
Employee Volunteer Hours	4,254	4,320	4,806

¹ Includes DLC company accounts and lighting accounts. DLC company accounts refer to the electricity that is being consumed at the premise by DLC. Lighting accounts include municipal streetlights, highway streetlights and private area lighting.

² The Sustainable Communities focus area previously contained the Campaign for the Community (DLC Match); Data availability improvements now allow for bifurcation in reporting to better display that the Campaign for the Community (DLC Match) is spread between all charitable giving focus areas.

³ Includes individuals who prefer not to disclose.

⁴ Count of employees who are female, BIPOC, veteran or IWD.

	2022	2023	2024
EMPLOYEE COUNTS	2022	2023	2024
Total Number of Employees	1,725	1,758	1,806
Number of Full-Time Employees	1,719	1,751	1,799
Number of Part-Time Employees	6	7	7
Number of Union Employees	871	884	907
Number of Non-Union Employees	854	874	899

WORKFORCE INFORMATION	2022	2023	2024
Females as Percent of Workforce	28.3%	28.5%	27.8%
Males as Percent of Workforce	71.7%	71.5%	72.2%
Employees Identifying as White ³	85.7%	85.8%	85.6%
Employees Identifying as Black, Indigenous and People of Color (BIPOC)	14.3%	14.2%	14.4%
Veterans as Percent of Workforce	7.8%	7.7%	8.0%
Individuals With Disabilities (IWD) as Percent of Workforce	3.4%	3.8%	4.5%
% Employees Aged Under 30 Years Old	15.2%	16.2%	19.2%
% Employees Ages 30 to 50 Years Old	58.1%	59.5%	58.9%
% Employees Aged 51 Years Old and Over	26.7%	24.4%	21.9%
Overall Workforce Diversity ⁴	43.8%	44.1%	44.2%

SENIOR LEADERSHIP INFORMATION¹	2022	2023	2024
Females as Percent of Leadership	37.2%	42.2%	38.1%
Males as Percent of Leadership	62.8%	57.8%	61.9%
Leadership Identifying as White	86.0%	88.9%	88.1%
Leadership Identifying as BIPOC	14.0%	11.1%	11.9%
Leadership Identifyng as Veteran	4.6%	6.7%	9.5%
Leadership Identifying as IWD	0.0%	0.0%	2.4%
% Leaders Aged Under 30 Years Old	0.0%	0.0%	0.0%
% Leaders Ages 30 to 50 Years Old	62.8%	64.4%	64.3%
% Leaders Aged 51 Years Old and Over	37.2%	35.6%	35.7%
Overall Senior Leadership Diversity²	46.5%	48.9%	45.2%

TALENT INFORMATION	2022	2023	2024
Voluntary Turnover as Percent of Workforce	5.5%	6.7%	5.5%
NEW HIRES RATE³			
Female	29.0%	35.0%	27.9%
Male	71.0%	65.0%	72.1%
VOLUNTARY RESIGNATION RATE⁴			
Female	6.6%	9.0%	7.4%
Male	5.1%	5.7%	4.8%

DLC EMPLOYEE SAFETY PERFORMANCE	2022	2023	2024
OSHA RECORDABLE INJURIES			
Incidents⁵	22	20	28
Rate	1.12	1.04	1.41
OSHA LOST TIME INJURIES			
Incidents	4	6	3
Rate	0.20	0.31	0.15
OSHA DART INJURIES			
Incidents	11	11	19
Rate	0.56	0.57	0.96
PMVA			
Incidents	20	23	22
Rate	5.03	5.45	4.47
Total Miles Driven	3,937,887	4,216,791	4,708,442
Work-Related Fatalities	0	0	0
Total Hours Worked	4,249,744.58	3,842,998.71	3,958,354.00

¹ Career levels including director and above.
² Count of senior leaders who are female, BIPOC, veteran or IWD
³ Calculated as diverse segment new hires divided by total new hires.
⁴ Calculated as voluntary resignations of diverse segment divided by diverse segment population. Does not include involuntary terminations or retirements.
⁵ According to OSHA guidelines, recordable incidents are to be reported as part of the calendar year they occur. Incidents that may not be considered an OSHA recordable at the time they occur can be considered recordable after the fact as additional details and issues become known. This caused metrics from 2022 to shift in the 2024 ESG Report compared to what was previously reported.

2024 ESG Data: Responsible Performance

	2022	2023	2024
SUPPLIER SPEND			
Total Supplier Diversity Spend ¹	20.8%	16.2%	10.7%
Total Diverse Local & Regional Supplier Spend ²	33.0%	31.0%	19.0%
Total Local & Regional Supplier Spend ³	30.3%	34.8%	29.5%

FEDERAL GRANTS AND ECONOMIC IMPACT (Focus Area)	2023	2024
DLC Led Funding Efforts	\$19,852,500	\$230,000
Partnership Funding Efforts	\$43,731,336	\$23,152,685
Total	\$63,583,836	\$23,382,685

BOARD COMPOSITION	2022	2023	2024
Total Number of Directors	9	9	9
Number of Independent Directors	2	2	2
Female Directors	33%	33%	33%
Racially/Ethnically Diverse	22%	22%	22%
Overall Diversity (<i>race, ethnicity and gender</i>)	55%	55%	44% ⁴

¹ Refer to the business classifications list in the Procurement & Supply Chain Management section of the [report](#) for a definition of what constitutes a diverse business.

² Local Spend is spend with diverse suppliers located within DLC’s service territory. Regional Spend is spend with diverse suppliers located within the 10 counties that make up the Pittsburgh region (Allegheny, Armstrong, Beaver, Butler, Fayette, Greene, Indiana, Lawrence, Washington and Westmoreland), excluding Local Spend.

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⁴ The Board composition remained the same from 2023 to 2024. There was an error in double counting one Board member in the overall diversity within the previous ESG reports, which has been reconciled in the 2024 Corporate Responsibility Report.

