



4208



DUQUESNE LIGHT CO.

USDOT 413803



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**Environmental
Social Governance**
2023 REPORT
DATA CENTER

ESG DATA CENTER

2023 Key ESG Data: Climate Conscious

GHG Emissions (metric tonnes of CO ₂ e)	2022	2023
Scope 1 Emissions	11,480	9,321
Gasoline Consumption	2,235	2,123
Diesel Consumption	3,358	3,165
Natural Gas Consumption	1,235	1,161
SF ₆ Emissions	4,586	2,805
Refrigerant Emissions	67	67
Scope 2 Emissions¹		
Market-Based	14,158	13,854
Location-Based	13,134	12,852
Water Summary (1000 M³)	2022	2023
Water Withdrawals	2,418.17	1,768.49
Water Consumption	11.51	10.85
Water Discharges	2,429.68	1,779.33
Recycling	2022	2023
Scrap Metals (pounds)		
Aluminum	1,212,746	662,123
Brass	1,667	461
Copper	684,333	516,335
Steel	2,488,834	2,428,580
Total Scrap Metal	4,387,580	3,607,499
Liquids (gallons)		
Oil	109,385	81,734
Antifreeze	N/A	4,356
Other (pounds)		
E-Waste	N/A	216,792

DLC Fleet Vehicles (number of units)	2022	2023
Full EV	12	20
Plug-In Hybrid	13	12
EV Forklift	7	7
JEMS	18	28
EV Total	50	67
DLC Total Fleet Vehicles	627	627
EV Fleet %	8%	11%
EV Fleet % Target by 2030	30%	30%

Operational Waste Summary (metric tonnes)	2022	2023
Hazardous Waste Generated	281	77
Non-Hazardous Waste Generated	336	1950
Universal Waste Generated	17	9
PCB Waste Recycled	7	14

Infrastructure Reliability Metrics	2022	2023
SAIFI (interruptions/customer) ²	0.92	0.57
SAIDI (minutes) ³	134	63
CAIDI (minutes) ⁴	146	110

¹ Excludes the emissions generated as a result of line losses.
² Describes how often the average customer experiences an interruption.
³ Describes the total duration of the average customer interruption.
⁴ Describes the average time required to restore service.



2023 Key ESG Data: Powering People

Employee Demographics - DLC Workforce

Employee Counts	2022	2023
Total Number of Employees	1,725	1,758
Number of Full-Time Employees	1,719	1,751
Number of Part-Time Employees	6	7
Number of Union Employees	871	884
Number of Non-Union Employees	854	874

Workforce Diversity	2022	2023
Females as Percent of Workforce	28.3%	28.5%
Males as Percent of Workforce	71.7%	71.5%
Employees Identifying as White ¹	85.7%	85.8%
Employees Identifying as Black, Indigenous and People of Color (BIPOC)	14.3%	14.2%
Veterans as Percent of Workforce	7.8%	7.7%
Individuals with Disabilities (IWD) as Percent of Workforce	3.4%	3.8%
% Employees Aged under 30 Years Old	15.2%	16.2%
% Employees Ages 30 to 50 Years Old	58.1%	59.5%
% Employees Aged 51 Years Old and Over	26.7%	24.4%
% Employees Traditionalist Generation (1945 and Before)	0.1%	0.1%
% Employees Baby Boomer Generation (1946 - 1964)	13.3%	10.6%
% Employees Generation X (1965 - 1980)	30.8%	30.0%
% Employees Millennial Generation (1981 - 1996)	49.9%	51.4%
% Employees Generation Z (1997 and Beyond)	6.0%	8.0%
Overall Workforce Diversity ²	43.8%	44.1%

Senior Leadership Diversity ³	2022	2023
Females as Percent of Leadership	37.2%	42.2%
Males as Percent of Leadership	62.8%	57.8%
Leadership Identifying as White ¹	86.0%	88.9%
Leadership Identifying as BIPOC	14.0%	11.1%
Overall Senior Leadership Diversity	46.5%	48.9%

Workforce Race/Ethnicity Breakdown	2022	2023
American Indian or Alaska Native (Not Hispanic or Latino)	0.3%	0.1%
Asian (Not Hispanic or Latino)	2.4%	2.4%
Black or African American (Not Hispanic or Latino)	9.2%	8.9%
Hispanic or Latino	1.2%	1.4%
White (Not Hispanic or Latino)	85.7%	85.8%
Two or More Races (Not Hispanic or Latino)	1.3%	1.3%

Talent Movement	2022	2023
Voluntary Turnover as Percent of Workforce	5.5%	6.7%

New Hires Rate ⁴	2022	2023
Female	29.0%	35.0%
Male	71.0%	65.0%
BIPOC	15.6%	18.2%
White ¹	84.4%	81.8%

Voluntary Resignation Rate ⁵	2022	2023
Female	6.6%	9.0%
Male	5.1%	5.7%
BIPOC	6.1%	10.4%
White ¹	5.4%	6.0%

¹ Includes individuals who prefer not to identify.

² Count of employees who are female, BIPOC, veteran or IWD.

³ Career levels including Director and above.

⁴ Calculated as diverse segment new hires divided by total new hires.

⁵ Calculated as voluntary resignations of diverse segment divided by diverse segment population. Does not include involuntary terminations or retirements.

2023 Key ESG Data: Powering People (continued)

DLC Customer Breakdown	2022	2023
Residential	546,395	548,919
Commercial	61,180	61,222
Industrial	1,048	1,025
DLC Company Accounts ¹	173	178
Lighting ²	971	959
Total	609,767	612,303

DLC Employee Safety Performance	2022	2023
OSHA Recordable Incidents³		
Incidents	20	20
Rate ⁴	1.08	1.04
OSHA Lost Time Incidents		
Incidents	3	6
Rate ⁵	0.16	0.31
OSHA DART Incidents⁶		
Incidents	10	11
Rate ⁷	0.54	0.57
PMVA⁸		
Incidents	20	23
Rate	5.03	5.45
Work-Related Fatalities	0	0
Total Hours Worked	3710041.7	3842998.71

Charitable Giving Summary	2022	2023
Social & Economic Equity	\$820,500	\$571,500
Workforce Development	\$486,832	\$473,500
Sustainable Communities	\$959,065	\$775,319
Total Charitable Giving	\$2,266,397	\$1,820,319

¹ DLC company accounts refer to the electricity that is being consumed at the premise by DLC.

² Lighting accounts include municipal streetlights, highway streetlights and private area lighting.

³ An occupational injury or illness that requires medical treatment more than basic first aid and must be reported on OSHA Form 300.

⁴ Reflects the number of YTD incidents multiplied by 200,000 then divided by YTD productive work hours, where 200,000 is the industry average number of hours worked per 100 employees per year.

⁵ The number of days away from work due to work-related injuries or illnesses, per 100 employees.

⁶ DART: Days Away, Restricted or Transferred. A DART case is a subset of OSHA recordable cases where the injury/illness is severe enough that the individual loses time away from his/her job by being away from work, on restricted duty, or is transferred to another job function because of the injury."

⁷ The number of work-related injuries or illnesses that result in days away from work, restricted work or job transfer, per 100 employees.

⁸ Preventable Motor Vehicle Accidents (PMVA).

2023 Key ESG Data: Responsible Performance

Supplier Diversity Spend (%)	2022	2023
Total Supplier Diversity Spend	20.8%	16.2%
Total Diverse Local and Regional Supplier Spend	33.0%	31.0%

Board Composition	2022	2023
Total number of directors	9	9
Number of independent directors	2	2
Percent female directors	33%	33%
Percent racially/ethnically diverse directors	22%	22%
Overall Board diversity ¹	55%	55%

¹ Based on race, ethnicity and gender.