



A Just Transition to Clean Energy

The energy sector must transition for the future in a way that also benefits our society today. Our long-term success is deeply intertwined with the health and well-being of the communities we serve.

As we navigate the largest planned coal retirement in the industry, we are being intentional in how we approach a fair, equitable and just transition for our employees, customers and communities. Here are some of the things we are doing to help ensure a just transition for all:

- **BUILDING FROM OUR PAST WORK**

We have already learned a great deal in previous coal retirements where we've meaningfully addressed impacts to workers and communities, and we will continue to build on that work.

- **BENCHMARKING AND COMMUNICATION**

We've conducted expert-guided benchmarking exercises to determine best practices, and we're leaning in, engaging in dialogue to understand the needs of a diverse set of stakeholders, including local governments and nonprofits, as we develop our long-term strategy.

- **RETRAINING AND REFOCUSING OUR WORKFORCE**

We have a proven record of successfully placing employees impacted by plant retirements in other positions within the company. When we retrain and refocus our workforce, it benefits the employees, the company, our customers and the local community.

- **REMAINING COMMITTED TO OUR COMMUNITIES**

We will continue to serve the communities local to our retired coal plants. Our employees have deep roots in the communities where they live and work, often making financial contributions and volunteering their time and talents to advance the missions of local organizations.

- **COLLABORATING WITH COMMUNITY LEADERS**

We are meeting with community leaders to gain input on our coal plant retirement plans, and we're working together to create solutions that work for our customers, communities and employees.

We are committed to a future that offers reliable, accessible and affordable clean energy for all customers and areas we serve. This will continue to be an important conversation as we – along with our stakeholders – strive for a cleaner energy future for all.

For more information on Duke Energy's ESG strategies and disclosures, see our ESG website at duke-energy.com/ESGreport.

