

Workforce Performance Metrics

Workforce Statistics

	12/31/18	12/31/19	12/31/20
Full- and part-time employees	29,923	28,649	27,730
Collective bargaining unit members as percent of workforce	18.1%	18.8%	18.7%

Workforce Demographics

The company has deployed strategies to increase the diversity of our workforce, including a team that is dedicated to recruiting from historically black colleges and universities, community colleges and diverse professional organizations. These strategies also include understanding and mitigating potential barriers for underrepresented groups. The COVID-19 pandemic led to an external hiring pause in 2020 and we did not make the workforce progress desired. However, progress is being made advancing diverse representation in leadership.

	12/31/18	12/31/19	12/31/20
Workforce Diversity			
■ Females as percent of workforce	23.3%	23.7%	23.3%
■ Race/Ethnicity as percent of workforce	18.1%	18.8%	18.8%
Leadership Diversity			
■ Females as percent of all leadership ¹	18.8%	19.4%	19.8%
■ Females as percent of vice presidents and above	22.2%	23.5%	27.2%
■ Females as percent of chief officer roles (COO, CFO, etc.)	28.6%	28.6%	30.4%
■ Race/Ethnicity as percent of all leadership ¹	11.9%	12.3%	13.0%
■ Race/Ethnicity as percent of vice presidents and above	18.5%	17.6%	18.5%
■ Race/Ethnicity as percent of chief officer roles (COO, CFO, etc.)	19.0%	23.8%	26.1%

¹ "All Leadership" includes EEO-1 Job Categories "Executive or Senior Level Officials and Managers" and "First or Mid-Level Officials and Managers."

Employee Turnover Summary

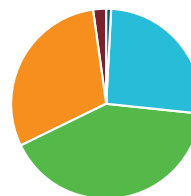
	2018	2019	2020
Turnover as percent of workforce	8.0%	12.2%	5.7%
Percentage of employees eligible to retire in five years ¹	42%	41%	42%
Percentage of employees eligible to retire in 10 years ¹	54%	52%	53%

¹ "Eligible to retire" is defined as 55 years of age or older, with at least five years of service.

A Multigenerational Workforce

Gen X, millennial and Gen Z workers collectively represent about 73 percent of Duke Energy's workforce. Traditionalists and baby boomers comprise about 27 percent. The company highly values every employee from every generation, every background and every way of life. Duke Energy workers' diverse skills, deep knowledge and broad experience ensure that customers' energy needs are reliably met, around the clock.

Five Generations of Duke Energy Employees*



- 0.1%** Traditionalists (born before 1946)
- 26%** Baby boomers (born 1946-1964)
- 41%** Generation X (born 1965-1981)
- 30%** Millennials (born 1982-1995)
- 2%** Generation Z (born after 1995)

* Percentages don't total 100% due to rounding.

Workforce Performance Metrics

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Workforce Demographics by Job Category

Duke Energy's diverse and inclusive workforce meets the energy needs of a growing and similarly diverse customer base.

2020

EEO-1 Job Category ¹	White	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	Total
Executive or Senior Level Officials and Managers	141	19	4	0	5	3	1	173
▪ Male	103	13	3	0	4	2	1	126
▪ Female	38	6	1	0	1	1	0	47
First or Mid-Level Officials and Managers	3,416	319	79	4	49	21	29	3,917
▪ Male	2,823	204	52	4	34	17	20	3,154
▪ Female	593	115	27	0	15	4	9	763
Professionals	8,533	1,097	314	3	371	43	157	10,518
▪ Male	6,369	586	198	1	246	33	116	7,549
▪ Female	2,164	511	116	2	125	10	41	2,969
Technicians	1,364	141	31	1	15	13	21	1,586
▪ Male	1,214	107	25	1	10	11	19	1,387
▪ Female	150	34	6	0	5	2	2	199
Sales Workers	66	9	1	0	0	1	0	77
▪ Male	51	4	0	0	0	1	0	56
▪ Female	15	5	1	0	0	0	0	21
Administrative Support Workers	1,380	1,029	200	4	19	14	105	2,751
▪ Male	260	169	66	2	5	0	33	535
▪ Female	1,120	860	134	2	14	14	72	2,216
Craft Workers	7,174	658	127	3	32	81	108	8,183
▪ Male	7,017	617	123	3	29	77	106	7,972
▪ Female	157	41	4	0	3	4	2	211
Operatives	420	45	4	0	1	5	2	477
▪ Male	394	42	4	0	1	5	2	448
▪ Female	26	3	0	0	0	0	0	29
Laborers and Helpers	36	12	0	0	0	0	0	48
▪ Male	31	10	0	0	0	0	0	41
▪ Female	5	2	0	0	0	0	0	7
Service Workers	0	0	0	0	0	0	0	0
▪ Male	0	0	0	0	0	0	0	0
▪ Female	0	0	0	0	0	0	0	0
Totals by Race	22,530	3,329	760	15	492	181	423	27,730
▪ Male	18,262	1,752	471	11	329	146	297	21,268
▪ Female	4,268	1,577	289	4	163	35	126	6,462

¹ Data as of December 31, 2020, as submitted by Duke Energy on its consolidated EEO-1 report to U.S. Equal Employment Opportunity Commission.