



DIVERSITY AND INCLUSION POLICY

At Berkshire Hathaway Energy, we support a diverse and inclusive workplace that enriches the lives of our employees, enhances the communities in which we live and work, and delivers positive business results. A diverse and inclusive workplace is critical to achieving our vision to be the best energy company in serving our customers, while delivering sustainable energy solutions. As our workforce evolves to reflect the diversity of our communities, it is critical to understand and value the perspectives that individuals with different backgrounds and personal characteristics bring to our businesses.

By having a diverse workforce, we can benefit from the expression of unique views and experiences to better inform our decisions. While having a diverse workforce is important, it is equally important that all employees feel respected and included.

Diversity is the differences of the people in our workforce, including characteristics that may be visible, such as race, gender and age, as well as less obvious characteristics like personality style, ethnicity, ability, education, religion, gender identity, job function, life experience, lifestyle, sexual orientation, geography, regional differences, work experience and family situation.

Inclusion is creating a workplace of mutual respect, trust and commitment so that all employees will contribute to organizational results based on their unique talents and backgrounds.

Berkshire Hathaway Energy expects all of its businesses to create and maintain a diverse and inclusive workplace. Diversity and inclusion are critical components of a sustainable business, and both should be considered in all business decisions, including decisions regarding community investments, customer service solutions, and hiring, promoting, developing, and retaining employees. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. It is the combination of our collective ideas and insights that makes our company successful and provides rewarding careers to all employees.

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