

## **Diversity Mission, Vision and Commitment**

### ***Our Diversity Mission***

At Citizens Energy Group, we strive to achieve diversity leadership and inclusion to enhance employee, community and customer satisfaction, thereby realizing the vision of the Public Trust to serve our customers and communities with unparalleled excellence and integrity.

### ***Our Diversity Vision***

Our vision is to create a work environment in which all individuals are respected and valued for their contributions and have the opportunity to achieve their maximum potential. Creating this diverse workplace ultimately leads to better customer service and a competitive advantage for the Trust. Our company and employees also continually strive to make contributions toward creating a more diverse community.

### ***Our Diversity Commitment***

Increasing the diversity across our organization is both a strategic focus and a core value at Citizens Energy Group. As our core value states – “We believe our success depends on diversity in our workforce, business partners and community.”

For more information about Diversity at Citizens, please visit the Diversity & Inclusion Team site under Corporate Affairs, HR or Cross-functional teams tab: <https://itrust.citizensenergygroup.com/departments/diversityandinclusionteam/default.aspx>