

From: Rickert, Annelise
Sent: Mon, 23 Jun 2025 20:37:19 +0000
To: Lamanna, Isabelle; Hebert, Ashley
Cc: McGregor, Ruby; Craig, Tom; Elmore, Baker; Natonski, Pepper P.; Jordan, Kenna; Holtz-Longshaw, Vicki A; Smith, Wendy
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request
Attachments: June 26, 2025 List of Attendees for Sec. Chris Wright.docx, 2025 Duke Energy Corporation Board of Director Bios.pdf

Hi Isabelle – It was great connecting earlier with you and your colleagues. We are very excited and appreciative that Secretary Wright is able to join.

I've attached a list of attendees for the Board of Director meeting on Thursday along with the bios of the Board of Directors. There will be two people participating via video conference - Tom Skains (board member) and Melissa Seixas (State President, FL). For security, the video conference will NOT be recorded. Also, the video conference link is locked and only Kenna and I can let people into the meeting.

Please let me know if you have any questions.

Thanks,
 Annelise

From: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Sent: Monday, June 23, 2025 10:45 AM
To: Rickert, Annelise <(b) (6)>; Jordan, Kenna <(b) (6)>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>; Natonski, Pepper P. <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Yes 11:30 works well! I will send a teams invite!

From: Rickert, Annelise <(b) (6)>
Sent: Monday, June 23, 2025 9:59 AM
To: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>; Jordan, Kenna <(b) (6)>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>; Natonski, Pepper P. <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Izzy – Kenna is actually travelling to DC today so Tom and I are happy to meet with you to discuss logistics. Do you have time at 11:30 AM today?

Thanks,
Annelise

From: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Sent: Monday, June 23, 2025 8:47 AM
To: Jordan, Kenna <(b) (6)>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>; Natonski, Pepper P. <(b) (6)>; Rickert, Annelise <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Good morning, Kenna!

I hope you had a great weekend. Would you have time to hop on a quick call today with our team to talk through the expected format?

Thank you,

Izzy

From: Jordan, Kenna <(b) (6)>
Sent: Thursday, June 19, 2025 5:48 PM
To: Hebert, Ashley <ashley.hebert@hq.doe.gov>; Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>; Natonski, Pepper P. <(b) (6)>; Rickert, Annelise <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Thank you, Ashley. This is great news. The Security Director at the Four Seasons Hotel is Ferrell Cook. Please call the main number at 202-342-0444 and ask to be connected to Mr. Cook. They have been given a heads up about this request.

Please let me know if there is anything else you need.
Kenna

Kenna Jordan | Chief of Staff to the CEO and Assistant Corporate Secretary
Duke Energy Corporation | 525 S. Tryon Street | Charlotte, NC 28202
c: (b) (6) | (b) (6)



From: Rickert, Annelise <(b) (6)>
Sent: Thursday, June 19, 2025 4:34 PM
To: Hebert, Ashley <ashley.hebert@hq.doe.gov>; Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>

Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>; Natonski, Pepper P. <(b) (6)>; Jordan, Kenna <(b) (6)>
Subject: Re: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Great, thank you so much. Kenna will reply shortly with the security details.

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From: Hebert, Ashley <ashley.hebert@hq.doe.gov>
Sent: Thursday, June 19, 2025 4:20:26 PM
To: Rickert, Annelise <(b) (6)>; Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>; Natonski, Pepper P. <(b) (6)>; Jordan, Kenna <(b) (6)>
Subject: Re: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Annelise,

Confirming that works! We'll be in touch for more details early next week. Our security will also need to do a walkthrough of the space, can you please put us in touch with the best POC for security?

Ashley Hébert

Director of Scheduling & Advance
Office of Secretary Chris Wright
U.S. Department of Energy
Cell: (b) (6)

From: Rickert, Annelise <(b) (6)>
Sent: Thursday, June 19, 2025 4:16 PM
To: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>; Natonski, Pepper P. <(b) (6)>; Jordan, Kenna <(b) (6)>
Subject: Re: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Izzy - just want to confirm that works for y'all.

Get [Outlook for iOS](#)

From: Rickert, Annelise
Sent: Wednesday, June 18, 2025 6:16:26 PM
To: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>; Hebert, Ashley <ashley.hebert@hq.doe.gov>

Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>; Natonski, Pepper P. <(b) (6)>; Jordan, Kenna <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Thank you Izzy – Our folks are good with Thursday, June 26, let's plan on the Secretary arriving for 8:15 AM. Then we can start at 8:30 AM and wrap by 9:00/9:15 AM. For situational awareness, Congressman Richard Hudson (R-NC-09) will be speaking right before the Secretary.

Just let me know how that works.

Thanks!
-Annelise

From: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Sent: Wednesday, June 18, 2025 5:34 PM
To: Rickert, Annelise <(b) (6)>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>; Natonski, Pepper P. <(b) (6)>; Jordan, Kenna <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Annelise!

Thank you very much for the details below. I wanted to follow up on my email below about the Secretary joining on Thursday the 26th and see if the 8am-8:45am slot was still open as we will be traveling on the 25th now.

Thank you and please let me know if that is open or even if he could do something between 9-10:30am?

Thank you,

Izzy

From: Rickert, Annelise <(b) (6)>
Sent: Wednesday, June 18, 2025 11:04 AM
To: Hebert, Ashley <ashley.hebert@hq.doe.gov>; Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>; Natonski, Pepper P. <(b) (6)>; Jordan, Kenna <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Ashley and Izzy -Thank you both for all your efforts to help make Secretary Wright's participation possible—we truly appreciate it. We are thrilled he is able to join us for our Board meeting next week. We understand how demanding his schedule is and will do everything we can to accommodate his availability.

We thought a brief update from our side could be helpful while we wait to hear back from you on the Secretary's travel details. Currently we have the below window of availability for Wednesday, June 25:

- **Wednesday, June 25, 2:15 PM – 6:00 PM**

Regarding format and timing, we are flexible and happy to follow the Secretary's preference. To get us started here are a couple of options:

- A 30-minute session in either a fireside chat format or a brief opening statement followed by moderated Q&A.

For logistics, we recommend the Secretary arrive approximately 15 minutes early to allow time for microphone placement and final checks.

Please let us know what works best on your end, and we are happy to adjust as needed. Also please feel free to reach out to me via phone if easier - my number is (b) (6)

Best,
Annelise

From: Hebert, Ashley <ashley.hebert@hq.doe.gov>

Sent: Tuesday, June 17, 2025 5:45 PM

To: Rickert, Annelise <(b) (6)>; Lamanna, Isabelle
<Isabelle.Lamanna@hq.doe.gov>

Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>; Elmore, Baker <(b) (6)>

Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Annelise,

Looping in Baker as we've been in touch. The Secretary is looking forward to making this work!

Ashley Hébert

Director of Scheduling & Advance

Office of the Secretary | U.S. Department of Energy

Office: (202) 586-5534

Cell: (b) (6)

From: Rickert, Annelise <(b) (6)>

Sent: Tuesday, June 17, 2025 4:57 PM

To: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>; Hebert, Ashley <ashley.hebert@hq.doe.gov>

Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>

Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Isabelle – wonderful news – we will stand by for more info.

Thanks,
Annelise

From: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Sent: Tuesday, June 17, 2025 4:54 PM
To: Rickert, Annelise <(b) (6)>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Annelise!

Thank you for completing the form with all the details. Ashley, copied here, has been in contact with someone from your team as well so we are working on getting this all on one chain.

We are keen to make either the board meeting Wednesday evening or Thursday morning work. We are just waiting to finalize some travel for Wednesday and will get back to you!

Izzy

From: Rickert, Annelise <(b) (6)>
Sent: Tuesday, June 10, 2025 12:32 PM
To: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Thank you Izzy – here is the form and the letter we sent.

From: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Sent: Tuesday, June 10, 2025 12:08 PM
To: Rickert, Annelise <(b) (6)>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Annelise!

I'm so sorry for the delay on my end! Can you please confirm the dates being requested again?

My apologies, trying to catch up on some emails and can't seem to find the form you sent back.

Izzy

From: Rickert, Annelise <(b) (6)>
Sent: Monday, June 2, 2025 2:57 PM
To: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Izzy – I wanted to circle back on this and see if you have any updates?

Thanks,
Annelise

From: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Sent: Monday, May 12, 2025 2:43 PM
To: Rickert, Annelise <(b) (6)>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Annelise!

Thank you for the follow up and I hope you had a great weekend!

We are still waiting to finalize the end of June, thank you so much for your patience as we work to get back to you.

Izzy

From: Rickert, Annelise <(b) (6)>
Sent: Monday, May 12, 2025 12:02 PM
To: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Thank you again Isabelle – I just wanted to circle back and see if you had any updates.

Thanks,
Annelise

From: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Sent: Wednesday, April 30, 2025 12:14 PM
To: Rickert, Annelise <(b) (6)>; Hebert, Ashley <ashley.hebert@hq.doe.gov>

Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Thanks so much, Annelise!

We will make sure to bring this to our team and get back to you once we have our schedule confirmed for June.

Have a great rest of your week!

Izzy

From: Rickert, Annelise <(b) (6)>
Sent: Tuesday, April 29, 2025 8:57 AM
To: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>; Hebert, Ashley <ashley.hebert@hq.doe.gov>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>; Craig, Tom <(b) (6)>
Subject: RE: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Isabelle – Please see attached form – please let me know if you have any questions. Below is my cell.

Thanks,
Annelise
(b) (6)

From: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>
Sent: Thursday, March 27, 2025 1:16 PM
To: Hebert, Ashley <ashley.hebert@hq.doe.gov>; Rickert, Annelise <(b) (6)>
>
Cc: McGregor, Ruby <ruby.mcgregor@hq.doe.gov>
Subject: [EXTERNAL] RE: Duke Energy June Board of Director Meeting - Speaking Request

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Hi Annelise!

Thank you so much for thinking of us and the invitation for the Secretary to join y'all in June! I've attached an event request form here and if you could fill that out and send it back to the.secretary@hq.doe.gov at your earliest convenience, that would be great.

Just as a heads up, we are confirming the Secretary's attendance about a month out so thank you for your patience as we work to get back to you.

Have a great rest of your week.

Izzy

From: Hebert, Ashley <ashley.hebert@hq.doe.gov>
Sent: Thursday, March 27, 2025 12:47 PM
To: Rickert, Annelise <(b) (6)>
Cc: Lamanna, Isabelle <Isabelle.Lamanna@hq.doe.gov>; McGregor, Ruby <ruby.mcgregor@hq.doe.gov>
Subject: RE: Duke Energy June Board of Director Meeting - Speaking Request

Hi Annelise,

Thanks for reaching out and for the invitation! Looping in our scheduling team to carry this request forward.

Warm regards,
Ashley

Ashley Hébert
Director of Scheduling & Advance
Office of the Secretary | U.S. Department of Energy
Office: (202) 586-5534
Cell: (b) (6)

From: Rickert, Annelise <(b) (6)>
Sent: Thursday, March 27, 2025 8:03 AM
To: Hebert, Ashley <ashley.hebert@hq.doe.gov>
Subject: [EXTERNAL] Duke Energy June Board of Director Meeting - Speaking Request

Hi Ashley -Hope you are having a great Thursday. I don't know if we've had the chance to meet yet, but my name is Annelise Rickert, and I am with Duke Energy. Our CEO, Harry Sideris was hoping Secretary Wright would be available to speak at Duke Energy's Board of Directors meeting here in DC in June. He thought it would be a great opportunity to meet and hear more about the great things the Secretary is doing.

Currently these are the slots we had in mind but understand that the Secretary's schedule is very busy so we can be flexible if that does not work.

- Wednesday, June 25 between 4:30 PM to 5:15 PM
- Thursday, June 26 at 8:00 AM to 8:45 AM

Look forward to hearing from you and hope you have a great rest of your day. Below is my cell number so feel free to reach out if you would like to discuss.

Thanks,
Annelise

Annelise Rickert

Director, Federal Government Affairs

Duke Energy Corporation

C: (b) (6) | (b) (6)



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**Board of Directors Meeting with Guest Speaker Sec. Chris Wright
June 26, 2025**

Board of Directors

Derrick Burks
Annette Clayton
Ted Craver
Rob Davis
Caroline Dorsa
Roy Dunbar
Nick Fanandakis
John Herron
Idie Kesner
Marie McKee
Mike Pacilio
Harry Sideris
Tom Skains (Via video conference)
Bill Webster

Strategic Advisory Council

Katie Aittola – VP, Enterprise Strategy & Chief Risk Officer
Kendal Bowman – State President, North Carolina
Kelvin Henderson – SVP and Chief Nuclear Officer
Dwight Jacobs – SVP Supply Chain, Real Estate & Chief Procurement Officer
Cameron McDonald – SVP and Chief Human Resources Officer
Abby Motsinger – VP Investor Relations
Katherine Neebe – Chief Communications Officer
Tim Pearson – State President, South Carolina
Stan Pinegar – State President, Indiana
Melissa Seixas – State President, Florida (Via video conference)
Amy Spiller – State President, Ohio/Kentucky
Brian Weisker – SVP and President, Natural Gas Business

Senior Management Committee

Scott Batson – SVP, Chief Power Grid Officer
Kodwo Ghartey-Tagoe – EVP, Chief Legal Officer and Corporate Secretary
Preston Gillespie – EVP, Chief Generation Officer and Enterprise Operational Excellence
Alex Glenn – EVP and CEO, Duke Energy Florida and Midwest
Julie Janson – EVP and CEO, Duke Energy Carolinas
Louis Renjel – EVP and Chief Corporate Affairs Officer
Regis Repko – SVP, System Planning and Construction
Brian Savoy – EVP and Chief Financial Officer
Bonnie Titone – SVP and Chief Administration Officer
Sasha Weintraub – SVP and Chief Customer Officer

Management

Renae Black – VP, Policy and Chief Sustainability Officer
Tom Craig – VP, Federal Government Affairs
Baker Elmor – Managing Director, Federal Government Affairs
Kenna Jordan – Chief of Staff to the CEO
Pepper Natonski – VP, Federal Government Affairs
Annelise Rickert – Federal Government Affairs Director
Wendy Smith – Assistant Corporate Secretary

Biographical Information, Skills, and Qualifications of our Board Nominees

Derrick Burks

Independent Director Nominee



Age: 68
Director of Duke Energy since 2022
Retired Managing Partner of Ernst & Young, LLP,
Indianapolis office

- Committees:
- Audit Committee
 - Finance and Risk Management Committee
- Other current public directorships:
- Equity LifeStyle Properties, Inc.
 - Kite Realty Group Trust KRG

Mr. Burks retired from the public accounting firm of Ernst & Young, LLP in 2017, where he served as managing partner of the Indianapolis office for 13 years. Prior to this time, Mr. Burks worked for 24 years for the public accounting firm of Arthur Andersen, where he served for three years as managing partner of the Indianapolis office.

Skills and qualifications:

Mr. Burks' qualifications for election include his experience as an independent public accountant for large corporations and public companies requiring SEC expertise during his time with Ernst & Young and Arthur Andersen. Throughout his career, Mr. Burks has served companies in various industries, including energy and utilities, and obtained valuable expertise in the areas of environmental operations and regulations, governance, regulatory, and risk management. His skills and experience in these areas, as well as his knowledge of the Indiana service territory, are valuable contributions to the Board.

Annette K. Clayton

Independent Director Nominee



Age: 61
Director of Duke Energy since 2019
Retired Chairwoman and CEO,
Schneider Electric North America

- Committees:
- Audit Committee
 - Finance and Risk Management Committee
- Other current public directorships:
- Nordson Corporation
 - NXP Semiconductors N.V.
 - Oshkosh Corporation

Ms. Clayton served as Chairwoman of Schneider Electric North America, the largest operating region for Schneider Electric, a multinational corporation specializing in energy management and automation solutions, from April 2023 to April 2024. Prior to that, Ms. Clayton served as Schneider Electric's CEO for the region from April 2022 through April 2023 and CEO and President from June 2016 until April 2022. She was the company's Chief Supply Chain Officer from May 2011 until January 2019. In addition, she has served as a member of Schneider Electric's Executive Committee from May 2011 to April 2024. Prior to her employment at Schneider Electric, Ms. Clayton served at Dell, Inc. as Vice President of Global Supply Chain Operations and Vice President of Americas Operations, and at General Motors as President of their Saturn subsidiary, Corporate Vice President of Global Quality, and a member of their strategy board. Ms. Clayton previously served on the board of directors of Polaris Inc. for 18 years until 2021. She serves on the board of Nordson Corporation, NXP Semiconductors N.V., and Oshkosh Corporation.

Skills and qualifications:

Ms. Clayton's qualifications for election include her experience in senior management at Schneider Electric overseeing the strategic direction and financial accountability of the company's North America operation. In her prior roles as Chairwoman of Schneider Electric North America, and as CEO and President for the region, she gained experience in customer service through her oversight of customer call centers, as well as cybersecurity and technology through Schneider Electric's work with the United States government on its cybersecurity infrastructure. She is well-versed in environmental, social, and governance practices through her work with Schneider Electric's sustainability division. In working with government policy makers, innovators, agencies, and associations, she brings expertise about the new energy landscape to advance standards and shape policies that impact the changing dynamics of the industry. She also has human capital management experience through her work on talent management, succession planning, and workforce development initiatives at Schneider Electric, Dell, and General Motors. These skills uniquely fit the needs that benefit Duke Energy in our corporate strategy.

Director Skills Key:

Customer Service

Executive

Industry

Cybersecurity/Technology

Finance or Accounting

Regulatory/Government

Environment & Sustainability

Governance

Risk Management

Human Capital Management



Independent Director Nominee



Age: 73

Chair*

**Mr. Craver will transition from Lead Independent Director to Independent Chair of the Board effective April 1, 2025.*

Director of Duke Energy since 2017

Retired Chairman, President and CEO,
Edison International

Committees:

- Compensation and People Development Committee
- Corporate Governance Committee (Chair)

Other current public directorships:

- Wells Fargo & Company

Mr. Craver was Chairman, President and CEO of Edison International, the parent company of a large California utility and various competitive electric businesses, from 2008 until his retirement in 2016. From 2005 to 2007, Mr. Craver served as CEO of Edison Mission Energy, a subsidiary of Edison International. Prior to his appointment as CEO of Edison Mission Energy, Mr. Craver served as CFO of Edison International from 2000 to 2004. He started at Edison International in 1996 after leaving First Interstate Bancorp, where he was Executive Vice President and Corporate Treasurer. Mr. Craver is a former member of the ESCC, the organization that is the principal liaison between the federal government and the electric power sector responsible for coordinating efforts to prepare for, and respond to, national-level disasters or threats to critical infrastructure. Mr. Craver currently serves on the board of directors of Wells Fargo & Company, as a Senior Advisor to Blackstone's Global Infrastructure Fund, and as a Senior Advisor to Bain & Company. He is also on the Board of Councilors of Cordoba Corporation and on the Advisory Board of the Center on Cyber and Technology Innovation, which is a research institute focusing on national security and foreign policy. Mr. Craver has served as Lead Independent Director since May 2022 and effective April 1, 2025, will transition from Lead Independent Director to Independent Chair of the Board.

Skills and qualifications:

Mr. Craver's qualifications for election include his experience as CEO of Edison International, which gives him in-depth knowledge of the utility industry and the regulatory arena, including environmental regulations, as well as his financial and risk management experience obtained as a CFO at Edison International, and at First Interstate Bancorp as the Chair of the Asset and Liability Committee, which was responsible for the oversight of risk management within the organization. Mr. Craver's experience in the industry also gives him a keen awareness of the needs of utility customers during this time of industry change. In addition, Mr. Craver's experience with grid cybersecurity as a member of the Steering Committee of the ESCC and as a member of the Advisory Board of the Center on Cyber and Technology Innovation gives him insight into this crucial area for Duke Energy. In 2018, he earned the CERT Certificate in Cybersecurity Oversight from the National Association of Corporate Directors.

Director Skills Key:

- Customer Service
- Cybersecurity/Technology
- Environment & Sustainability
- Executive
- Finance or Accounting
- Governance
- Human Capital Management
- Industry
- Regulatory/Government
- Risk Management

**Independent Director Nominee**

Age: 58
Director of Duke Energy since 2018
 Chairman and CEO,
 Merck & Co. Inc.

Committees:

- Corporate Governance Committee
- Finance and Risk Management Committee (Chair)

Other current public directorships:

- Merck & Co. Inc.

Mr. Davis has been Chairman of the Board of Merck since December 2022 and CEO of Merck since July 2021. Prior to that time, Mr. Davis served as Merck's President from April 2021 until June 2021, responsible for the company's operating divisions – Human Health, Animal Health, Manufacturing and Merck Research Laboratories. Prior to that, he was Executive Vice President, Global Services since 2016, with responsibility for information technology and procurement, and Merck's CFO since April 2014, with additional responsibility for real estate operations, corporate strategy, and business development.

Prior to joining Merck, Mr. Davis was Corporate Vice President and President of Baxter International Inc.'s medical products business. During his tenure at Baxter, he held several other positions, including President of Baxter's renal business, CFO, and Treasurer. Before joining Baxter in 2004, Mr. Davis held numerous positions of increasing responsibility over 14 years at Eli Lilly and Company.

Skills and qualifications:

Mr. Davis' qualifications for election include his significant experience in regulatory matters, finance, and risk management obtained during his service as the CEO and Chairman of Merck and as CFO prior to that. During his service as CFO, enterprise risk management and finance were within his areas of responsibility. In addition, he gained significant experience in these areas while serving in a variety of management and finance roles at Baxter International. Mr. Davis' legal knowledge, obtained when he earned his Doctor of Jurisprudence, adds additional insight to the Board's discussions of legal and risk issues. Mr. Davis also has significant experience with technology and cybersecurity as a result of his direct oversight of those areas during his time as CFO of Merck and at Baxter International. Mr. Davis' experience at Merck provides valuable insight into navigating an industry undergoing rapid transformation.

**Independent Director Nominee**

Age: 65
Director of Duke Energy since 2021
 Retired Executive Vice President and CFO, Public
 Service Enterprise Group Incorporated

Committees:

- Audit Committee
- Operations and Nuclear Oversight Committee

Other current public directorships:

- Biogen Inc.
- Illumina, Inc.

Ms. Dorsa served as the Executive Vice President and CFO of Public Service Enterprise Group, a diversified energy company, from April 2009 until her retirement in October 2015, and served on its board of directors from February 2003 to April 2009. She also served in numerous senior management positions at Merck, Gilead Sciences, and Avaya prior to joining Public Service Enterprise Group. Ms. Dorsa previously served as a trustee on the boards of the Goldman Sachs Asset Management ETF, Closed-End-Funds, and Intellia Therapeutics, Inc.

Skills and qualifications:

Ms. Dorsa's qualifications for election include her financial acumen, her cybersecurity and technology experience, and her understanding of the regulatory and human capital management risks in the energy industry, gained during her time at Public Service Enterprise Group, where she served as a member of the board of directors, Executive Vice President and CFO, head of the finance department, and was directly responsible for the information technology and business development groups.

Director Skills Key: Customer Service

Cybersecurity/Technology

Environment & Sustainability

Executive

Finance or Accounting

Governance

Human Capital Management

Industry

Regulatory/Government

Risk Management

**Independent Director Nominee****Age:** 63**Director of Duke Energy since 2021**

Retired Chairman and CEO of Network Solutions, LLC

Committees:

- Compensation and People Development Committee
- Operations and Nuclear Oversight Committee

Other current public directorships:

- Johnson Controls International, PLC
- McKesson Corporation
- SiteOne Landscape Supply, Inc.

Mr. Dunbar has been a developer for solar projects since retiring as Chairman and CEO of Network Solutions in October 2009. He had served as Chairman and CEO since January 2008. Mr. Dunbar also served as the President of Global Technology and Operations for MasterCard Incorporated from September 2004 until January 2008. Prior to MasterCard, Mr. Dunbar worked at Eli Lilly and Company for 14 years, serving as President of Intercontinental Operations, and earlier as Chief Information Officer. Mr. Dunbar is a National Association of Corporate Directors Board Leadership Fellow.

Skills and qualifications:

Mr. Dunbar's qualifications for election include his experience and insight into environmental regulations, clean energy, social issues, and the energy industry during his time as a solar developer and his deep experience across a number of functional disciplines, including the application of information technology across different business sectors. The variety of these experiences in these areas, which are critical to the success of the Company's strategy make him a uniquely qualified member of the Board.

**Independent Director Nominee****Age:** 68**Director of Duke Energy since 2019**

Retired Executive Vice President, DuPont de Nemours, Inc. (formerly DowDuPont, Inc.)

Committees:

- Audit Committee (Chair)
- Compensation and People Development Committee

Other current public directorships:

- FTI Consulting, Inc.

Mr. Fanandakis is a retired Executive Vice President of DuPont, a holding company with agriculture, materials science, and specialty products businesses. Mr. Fanandakis served as Executive Vice President and CFO at E.I. du Pont de Nemours and Company from 2009 until January 2019 and as Executive Vice President of DuPont until his retirement in July 2019. Prior to 2009, Mr. Fanandakis served in various plant, marketing, product management, and business director roles in the DuPont organization since 1979.

Skills and qualifications:

Mr. Fanandakis' qualifications for election include his management experience gained during his career in numerous areas of DuPont. In addition to his management experience, Mr. Fanandakis' expertise in finance, tax, banking, and risk management at a company undergoing transformation is an asset to Duke Energy's Board.

Director Skills Key: Customer Service

Cybersecurity/Technology

Environment & Sustainability

Executive

Finance or Accounting

Governance

Human Capital Management

Industry

Regulatory/Government

Risk Management

**Independent Director Nominee****Age:** 71**Director of Duke Energy since 2013**

Retired President, CEO and Chief Nuclear Officer, Entergy Nuclear

Committees:

- Finance and Risk Management Committee
- Operations and Nuclear Oversight Committee (Chair)

Other current public directorships:

- None

Mr. Herron was President, CEO and Chief Nuclear Officer of Entergy Nuclear, the nuclear operations of Entergy Corporation, an electric utility, from 2009 until his retirement in 2013. Mr. Herron joined Entergy Nuclear in 2001 and held a variety of positions. He began his career in nuclear operations in 1979 and, through his career, held positions at a number of nuclear stations across the country. Mr. Herron is a director of Ontario Power Generation and also has served on the board of directors of INPO.

Skills and qualifications:

Mr. Herron's qualifications for election include his knowledge and extensive insight gained as a senior executive in the utility industry, including his three decades of experience in nuclear energy. In addition to his nuclear expertise, during Mr. Herron's career, and particularly during his time as CEO and Chief Nuclear Officer of Entergy Nuclear, he gained significant financial, regulatory, and environmental expertise, as well as an understanding of utility customers. He also obtained risk management expertise, a required skill for those tasked with overseeing the operation of nuclear power plants. Mr. Herron also had direct responsibility for the management of cybersecurity as CEO and Chief Nuclear Officer of Entergy Nuclear.

Director Skills Key:

Customer Service

Cybersecurity/Technology

Environment & Sustainability

Executive

Finance or Accounting

Governance

Human Capital Management

Industry

Regulatory/Government

Risk Management



Independent Director Nominee



Age: 67

Director of Duke Energy since 2021

Dean Emerita, Indiana University Kelley School of Business

Committees:

- Corporate Governance Committee
- Finance and Risk Management Committee

Other current public directorships:

- Berry Global Group, Inc.
- Olympic Steel, Inc.

Dr. Kesner is the Dean Emerita and the Frank P. Popoff Chair of Strategic Management at the Indiana University Kelley School of Business (the Kelley School). She served as Dean for the Kelley School from July 2013 until July 31, 2022. Dr. Kesner joined the Kelley School faculty in 1995, coming from a titled faculty position at the Kenan-Flagler Business School at the University of North Carolina at Chapel Hill. While at the Kelley School, Dr. Kesner served as co-director of the Kelley School's Consulting Academy, Chair of the Kelley School's Full-Time M.B.A. Program, Chair of the Department of Management and Entrepreneurship, and Associate Dean for Faculty & Research. In addition to teaching various graduate-level courses in the area of strategic management, Dr. Kesner has taught in more than 100 executive programs and served as a consultant for many national and international firms, working on strategic issues. Her research has focused on the areas of corporate boards of directors, corporate governance, and mergers and acquisitions. Dr. Kesner serves on the board of advisors for Lincoln Industries and on the board of directors for American Family Insurance, Berry Global Group, Inc., and Olympic Steel, Inc. She was previously a member of the board of directors of Main Street America Group and Sun Life Financial.

Skills and qualifications:

Dr. Kesner's qualifications for election include her risk, governance, strategy, succession planning, and executive training and development expertise obtained as part of her educational background, as well as her work on the boards of other highly regulated companies, and her customer service and regulatory knowledge obtained as a leader at the Kelley School, a public state organization.



Independent Director Nominee



Age: 74

Director of Duke Energy since 2012Retired Senior Vice President,
Corning Incorporated**Committees:**

- Compensation and People Development Committee (Chair)
- Corporate Governance Committee

Other current public directorships:

- None

Ms. McKee is a retired Senior Vice President of Corning Incorporated, a manufacturer of components for high-technology systems for consumer electronics, mobile emissions controls, telecommunications, and life sciences. Ms. McKee has over 35 years of experience obtained at Corning, where she held a variety of management positions with increasing levels of responsibility, including Senior Vice President of Human Resources from 1996 until 2010, President of Steuben Glass from 1998 until 2008, and President of The Corning Museum of Glass and The Corning Foundation from 1998 until 2014.

Skills and qualifications:

Ms. McKee's qualifications for election include her senior management experience in human resources, which provides her with a thorough knowledge of employee matters, governance, human capital management, and compensation practices. Her prior experience as a senior executive of Corning Incorporated has also given her excellent operating skills and an understanding of environmental regulations, technology, and risk management with regard to the manufacturing process, which aids the Board in its oversight of environmental and health and safety matters.

Director Skills Key: Customer Service

Cybersecurity/Technology

Environment & Sustainability

Executive

Finance or Accounting

Governance

Human Capital Management

Industry

Regulatory/Government

Risk Management

Michael J. Pacilio



Independent Director Nominee



Age: 64

Director of Duke Energy since 2021

Retired Executive Vice President and COO, Exelon Generation, Exelon Corp.

Committees:

- Audit Committee
- Operations and Nuclear Oversight Committee

Other current public directorships:

- None

Mr. Pacilio is a retired Executive Vice President and COO of Exelon Generation, one of the largest competitive power generators in the United States, and had the nation's largest nuclear fleet and a balanced portfolio of natural gas, hydro, wind, and solar generation. Mr. Pacilio had nearly 40 years of experience at Exelon, where he held a variety of management positions within Exelon Nuclear and Exelon Generation, including President and Chief Nuclear Officer, and has held numerous leadership roles outside of Exelon, including leading the nuclear sector's response to the Fukushima tsunami, helping to develop national industry equipment on digital equipment and cybersecurity, and roles within INPO, the World Nuclear Association, and the Nuclear Energy Institute, where he served on the executive committee of the board of directors.

Skills and qualifications:

Mr. Pacilio's qualifications for election include his extensive knowledge of the nuclear industry, which relies heavily on an understanding and application of risk management and regulatory expertise. His understanding of the financial, operational, and environmental requirements for carbon-free generation, including nuclear, wind, and solar, will provide valuable insight to the Board, as the Company pursues its business strategy. In addition, Mr. Pacilio's cybersecurity and technology experience within the industry will be valuable as the Company continues to utilize digital innovation to become more efficient.

Harry K. Sideris



Non-Independent Director Nominee



Age: 54

Director of Duke Energy since 2025

President and CEO,*
Duke Energy Corporation

**Mr. Sideris will become CEO effective April 1, 2025.*

Committees:

- None

Other current public directorships:

- None

Mr. Sideris will become President, CEO, and a member of the Board on April 1, 2025. He has served as President of Duke Energy since April 2024. Prior to that, he served as Executive Vice President, Customer Experience, Solutions and Services from October 2019 to April 2024; Senior Vice President and Chief Distribution Officer from June 2018 to October 2019; State President, Florida from January 2017 to June 2018; Senior Vice President of Environmental Health and Safety from August 2014 to January 2017; and Vice President of Power Generation for the Company's Fossil/Hydro Operations in the western portions of North Carolina and South Carolina from July 2012 to August 2014.

Skills and qualifications:

Mr. Sideris's qualifications for election include his extensive leadership experience in operations, customer service, strategy, and stakeholder and regulatory engagement, and in-depth knowledge of the utilities industry gained through his nearly three-decade career with Duke Energy. His knowledge of the affairs of Duke Energy and our business makes him a valuable resource for the Board.

Director Skills Key:



Customer Service



Cybersecurity/Technology



Environment & Sustainability



Executive



Finance or Accounting



Governance



Human Capital Management



Industry



Regulatory/Government



Risk Management

**Independent Director Nominee****Age:** 68**Director of Duke Energy since 2016**Retired Chairman, President and CEO,
Piedmont Natural Gas Company, Inc.**Committees:**

- Compensation and People Development Committee
- Corporate Governance Committee

Other current public directorships:

- National Fuel Gas Company
- Truist Financial Corporation

Mr. Skains was Chairman, President and CEO of Piedmont, a natural gas local distribution business, until his retirement in 2016. He served as Chairman of Piedmont from December 2003 until October 2016, CEO from February 2003 until October 2016, and as President from February 2002 until October 2016, when Piedmont was acquired by Duke Energy and Mr. Skains joined the Board. Prior to his service as President, Mr. Skains served in various roles, including COO and as Senior Vice President, Marketing and Supply Services, where he directed Piedmont's commercial natural gas activities.

Skills and qualifications:

Mr. Skains' qualifications for election include his financial and risk management expertise and public company governance and strategy gained during his time as Chairman, President and CEO of Piedmont. His time at Piedmont also provided him with in-depth knowledge of the natural gas industry, the environmental regulations related to the industry, and the needs of natural gas customers, which is helpful to Duke Energy as we expand our natural gas local distribution business. His prior experience as a corporate energy attorney also gives Mr. Skains insight on legal and regulatory compliance matters.

**Independent Director Nominee****Age:** 71**Director of Duke Energy since 2016**Retired Executive Vice President, Institute of
Nuclear Power Operations**Committees:**

- Corporate Governance Committee
- Operations and Nuclear Oversight Committee

Other current public directorships:

- None

Mr. Webster was Executive Vice President of Industry Strategy for INPO, a nonprofit organization that promotes the highest levels of safety and reliability in the operation of commercial nuclear power plants, until his retirement in June 2016. Mr. Webster has 34 years of experience obtained at INPO, where he held a variety of management positions in the Industry Evaluations, Plant Support, Engineering Support, and Plant Analysis and Emergency Preparedness divisions prior to his retirement. He is the recipient of the 2022 Henry Dewolf Smyth Nuclear Statesman Award sponsored by the ANS and NEI. Mr. Webster currently serves as the Chairman of the Japan Nuclear Safety Institute.

Skills and qualifications:

Mr. Webster's qualifications for election include the extensive knowledge he gained during his 34 years in the nuclear industry, including experience with respect to environmental laws and reporting for the nuclear industry, and his regulatory expertise through his interface with the NRC on making new nuclear safety rules after the Fukushima incident in Japan. At INPO, Mr. Webster also was responsible for the development of risk management guidelines for the nuclear industry. These skills, as well as his operational and engineering expertise, are an asset to the Board and its committees as our Company focuses on operational excellence.

Director Skills Key: Customer Service

Cybersecurity/Technology

Environment & Sustainability

Executive

Finance or Accounting

Governance

Human Capital Management

Industry

Regulatory/Government

Risk Management