

Empowering Women in Energy

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What we do

Enbridge is North America's largest energy infrastructure company



Natural gas pipelines

- ~38,375 km/23,850 mi. of pipe
- Moving 18 Bcf/day

20%

of the natural gas
consumed in the U.S.



Natural gas utilities

- 3.8 million retail customers
- Serving 500+ communities

30%

of Ontario's energy
needs delivered

Diversity Dashboard

2020 Q1 Diversity Dashboard - Data as of March 31, 2020

We've created a Diversity Dashboard to be transparent and encourage both thoughtful discussion and action around diversity at Enbridge.

We recognize multiple dimensions of diversity and a variety of characteristics that make each of us unique. This Dashboard focuses on specific groups currently underrepresented at Enbridge.

Demographic data from employees across the enterprise helps us answer the following questions:

1. How do we compare relative to other companies, and to the labor market, in general?
2. Where do we have equitable representation, and how can we build on that strength?
3. Where do we have opportunities to improve our diverse representation?

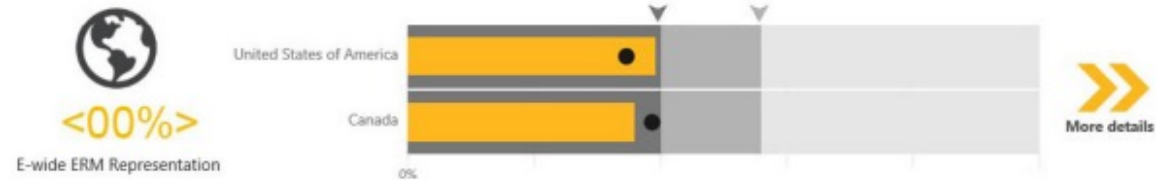
Except for gender, we collect demographic information on a voluntary, self-reported basis. Where we don't know demographic data, we've listed it as "undisclosed"

If you have any questions about the information within the dashboard, contact diversity@enbridge.com or join the conversation in the [Diversity and Inclusion group on Yammer](#).

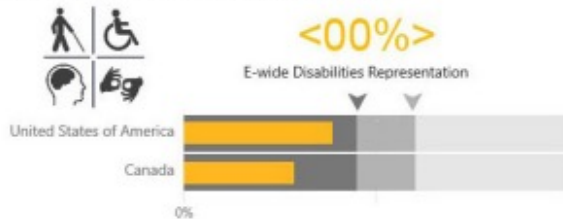
Gender representation compared to internal targets & external benchmarks



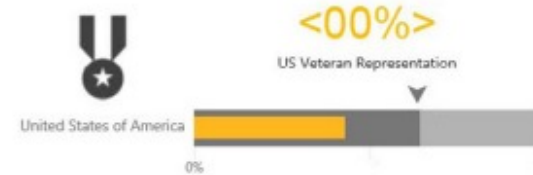
Ethnic/Racial Minority (ERM) representation compared to internal targets & external benchmarks



Disability representation & internal targets



Veteran representation & internal targets (US only)



Interactive tool providing transparency into the dimensions of diversity

Analytics & Transparency | Initiative Highlights



What we achieved

Enbridge Representation of Women in Canada	2017	2021
Women	25%	33%
Women of Colour	2%	8%
Manager	27%	35%
Director	24%	31%
VP + Executive	25%	33%

Key supporting factors

- Strong leadership commitment
- Employee Resource Groups (ERGs) who lead, engage, and advocate for DEI
- Visible commitments to DEI through Inclusion, Diversity, Equity and Accessibility Strategy (IDEAS) and integrated Equity plans.
- Robust leadership programs such as the Women in Technology Program, Women’s Leadership Program, and the Leadership Development Program