



## **Our Commitment to Diversity, Equity, Inclusion And Equal Employment Opportunity**

At PNM Resources, we understand the value of diversity in our workforce and actively seek opportunities for incorporating diversity within our company. A diverse workforce enriches our environment and assists our Company in meeting the needs of our employees, customers, and shareholders. The Company is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. Our employees are the most valuable resource we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company achievements as well. The Company's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender equity and diversity. The Company embraces and encourages the differences that make each of us unique.

We are committed to being an Affirmative Action and Equal Employment Opportunity (AA/EEO) employer. The Company is committed to increasing opportunities for the advancement and training of all employees. The Company's Affirmative Action Plans (AAP) establish the means by which the Company will take affirmative action in the employment of women, minorities, individuals with disabilities, and protected veterans. We recruit, hire, train and promote into all job levels qualified employees and applicants for employment without regard to race, color, religion, age, sex, national origin, pregnancy, sexual orientation, gender identity, physical or mental disability, genetic information, veteran status, or any other protected status. All such decisions are based on individual merit, qualifications, and competence as they relate to the particular position. All other personnel programs such as compensation, benefits, transfers, layoff, return from layoff, training, education, tuition assistance, and social and recreational programs are administered without regard to protected status. Not only do we prohibit discrimination in hiring and employment practices, but we specifically prohibit harassment based on any protected status. We will not condone retaliation against any employee who reports or complains of unlawful discrimination or harassment or participates in an investigation.

The Company will accommodate qualified individuals with disabilities in the application, hiring, and employment process. Reasonable accommodation is available to all such employees and applicants, including worksite accessibility, as long as the accommodation does not create an undue hardship for the Company and the individual does not pose a direct threat that cannot be eliminated or sufficiently reduced by reasonable accommodation. Individuals requiring accommodations should contact their supervisor, their HR Consultant, or the HR ADA Analyst for assistance. The Company will work with such individuals to determine their eligibility for the reasonable accommodation and whether the Company can implement the requested accommodation.

Our success depends on all employees working together and treating each other with dignity and mutual respect. All employees have a role to play to ensure that discrimination, harassment and retaliation have no place at our Company.

A handwritten signature in black ink, appearing to read "Patricia Vincent-Collawn".

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Patricia Vincent-Collawn  
Chairman and CEO

A handwritten signature in black ink, appearing to read "Anna Ortiz".

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Anna Ortiz  
Affirmative Action Officer