



Our Commitment to Equal Employment Opportunity and Diversity

At PNM Resources, Inc., 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.

We are committed to being an Affirmative Action and Equal Employment (AA/EEO) employer. 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, veteran status, genetic information, or other protected status. All such decisions are based on individual merit, qualifications, and competence as they relate to the particular position. All 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 any 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.

To the extent reasonably possible, the Company will accommodate qualified individuals with disabilities in the application, hiring, and employment process. Reasonable accommodation is available to all employees and applicants, including worksite accessibility, as long as the accommodation does not create an undue hardship for the Company, and can be provided without posing a substantial or imminent safety risk. Individuals requiring accommodations should contact their supervisor, their HR business partner, or the Staffing department. The Company will work with such individuals to determine their eligibility for the requested modification and whether the Company can implement the requested modification.

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 and harassment have no place at our Company.

A handwritten signature in black ink, appearing to read "Pat Vincent-Collawn", written over a horizontal line.

Patricia Vincent-Collawn
Chairman, President and CEO

A handwritten signature in black ink, appearing to read "Anna Ortiz", written over a horizontal line.

Anna Ortiz
Affirmative Action Officer