

El Paso Electric

# 2023 CORPORATE SUSTAINABILITY REPORT







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# LETTER FROM OUR PRESIDENT AND CEO

2023 was a pivotal year for El Paso Electric as we made advancements that will provide the foundation for the extraordinary opportunities of 2024 and the next important decade. Those advancements included the unveiling of the Buena Vista Renewable Energy Center, a 170MW solar and energy storage facility that will produce the energy to power approximately 60,000 homes and the defeat of Proposition K which would have jeopardized our ability to serve and invest in critical infrastructure for our community. Simultaneously, we installed public electric vehicle (EV) charging stations to extend access to charging to a broader range of EV owners, and we brought 235MW of needed dispatchable energy on line. Overall, we invested more than \$500M in generation and grid upgrades which were key to keeping our customers safe and in power during extreme summer heat.

In recognition of our larger mandate, we launched the first Electric Company Charitable Foundation dedicated to grant-giving and 100% employee donation matching. In further support of our community, we assumed leadership on 60 local boards and volunteered more than 10,000 hours in our community. I am most proud of the fact that we achieved those successes through many partnerships, including the International Brotherhood of Electrical Workers, our local educational institutions, our strong charitable organizations, and our many local suppliers.

At EPE, we collectively refer to those achievements as “powering what matters” for the future of our customers and our region. No matter what work we are doing, we keep that purpose in mind. We have vowed to never again settle for outdated technology, equipment, or tools that are a hindrance to the transformation of our energy sector or our community. This promise was the driver to the doubling of our investment in our infrastructure over the past three years and our restated commitment to conducting all our work in a way that is most beneficial to our customers while being least impactful to our environment.

As we step fully into the year 2024, El Paso Electric and our powerful workforce look forward to the opportunities that growth and innovation are bringing to our Region. While we remain committed to being a trusted first-class energy provider, we know that even more is being demanded of us as a company and a regional leader. We are acutely aware that there are moments in time when opportunities are either seized or lost and the agility displayed in those times determine our future. We believe today is one of those moments. This belief drives our vision, our goals, our daily actions, and our overriding commitment to excellence.

In summary, 2024 is a year of promise and opportunity for El Paso Electric and the people and companies we serve. Our dedication to powering what matters – reliability, innovation, and customer satisfaction – drives our actions and initiatives for the year ahead. We are confident that by investing in infrastructure, expanding renewable energy options, and enhancing the customer experience, we will not only meet the evolving needs of our communities but also become the first-class energy provider our customers deserve. Together with our valued customers and dedicated team, we look forward to a brighter, more reliable, and more sustainable future.

Sincerely,



Kelly A. Tomblin  
President and Chief Executive Officer





VALUES:



SUSTAINABILITY



PARTNERSHIP



AGILITY



RESPECT



KNOWLEDGE

MISSION:

We are Transforming the Energy Landscape.

VISION:

Together we are powering Economic Growth, Innovation and Prosperity in our region.







1.1

Decrease discretionary costs in every part of our business

1.2

Offer and promote tools with easy enrollment that help customers manage their energy costs

1.3

Decrease outages, improve outage management and enhance outage communication

2.1

Modernize our grid to support electrification and customer growth

2.2

Replace and improve aging generation

2.3

Strengthen our transmission and substation systems

3.1

Maintain vigilant cybersecurity and optimize data management

3.2

Optimize data, digital tools and resources for technology efficient operations

3.3

Simplify the IT landscape and implement the Enterprise Resource Planning (ERP) system

4.1

Increase renewable And carbon-free energy resources

4.2

Manage peak demand through customer programs and new technologies

4.3

Reduce carbon emissions by increasing electrification and supporting grid infrastructure

5.1

Engage in purposeful community involvement and leadership

5.2

Elevate employee safety, wellness and skill development programs

5.3

Implement programs and practices to engage employees, enhance culture and drive performance

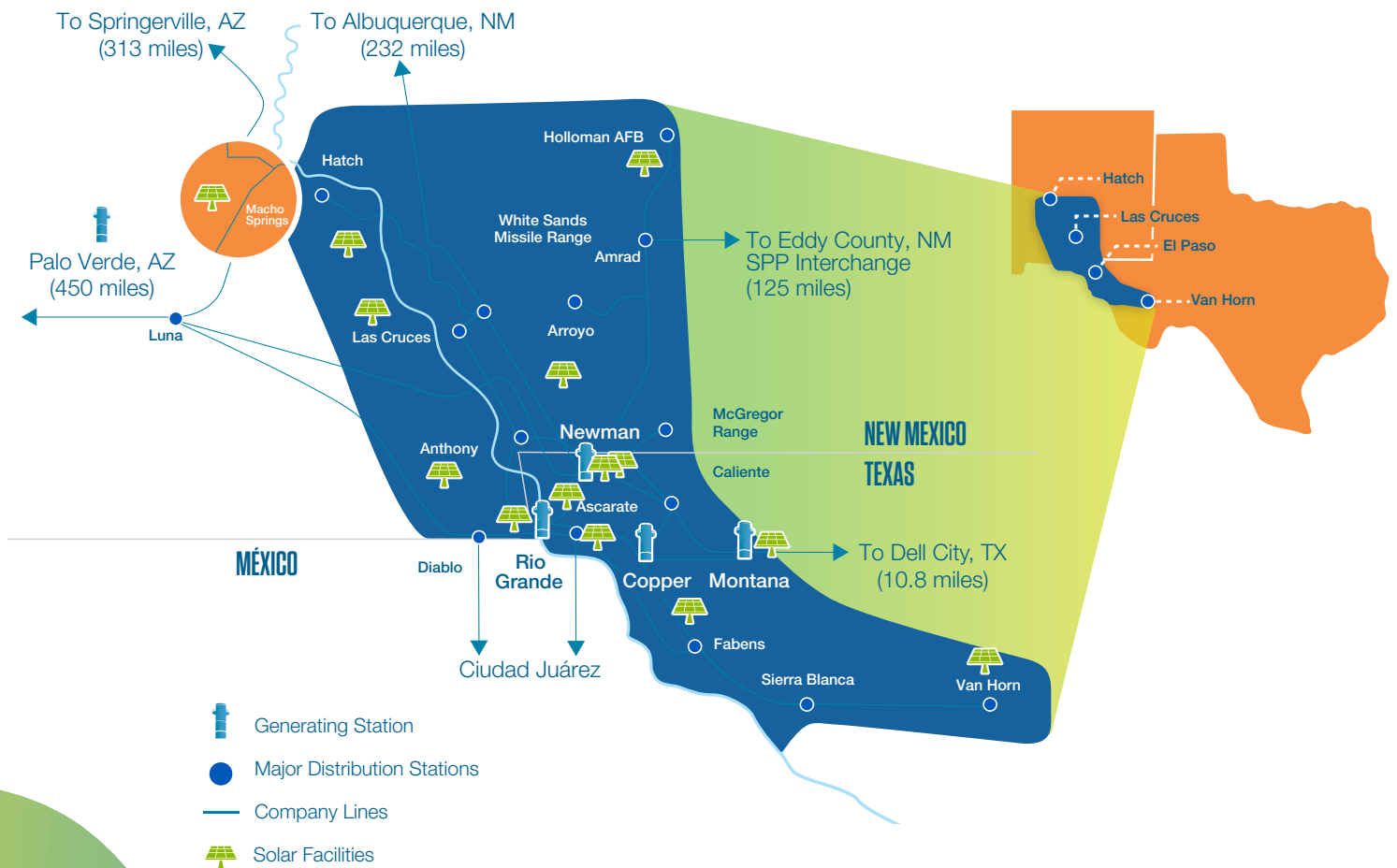


# COMPANY OVERVIEW

EPE began serving customers on August 30, 1901, as the EPE Railway Company, with a 500 kW generating capacity. Today, EPE is a regional electric utility providing generation, transmission, and distribution service to retail and wholesale customers across southern New Mexico and west Texas.

- 10,000 square miles from Van Horn, Texas to Hatch, New Mexico
- Includes cities of El Paso, Texas and Las Cruces, New Mexico
- Part of the Western Electricity Coordinating Council (WECC) transmission grid
- Interconnected with Mexico and the Southwest Power Pool (SPP)
- Vertically integrated utility engaged in the generation, transmission, and distribution of electricity

# SERVICE TERRITORY





# RESOURCE PORTFOLIO

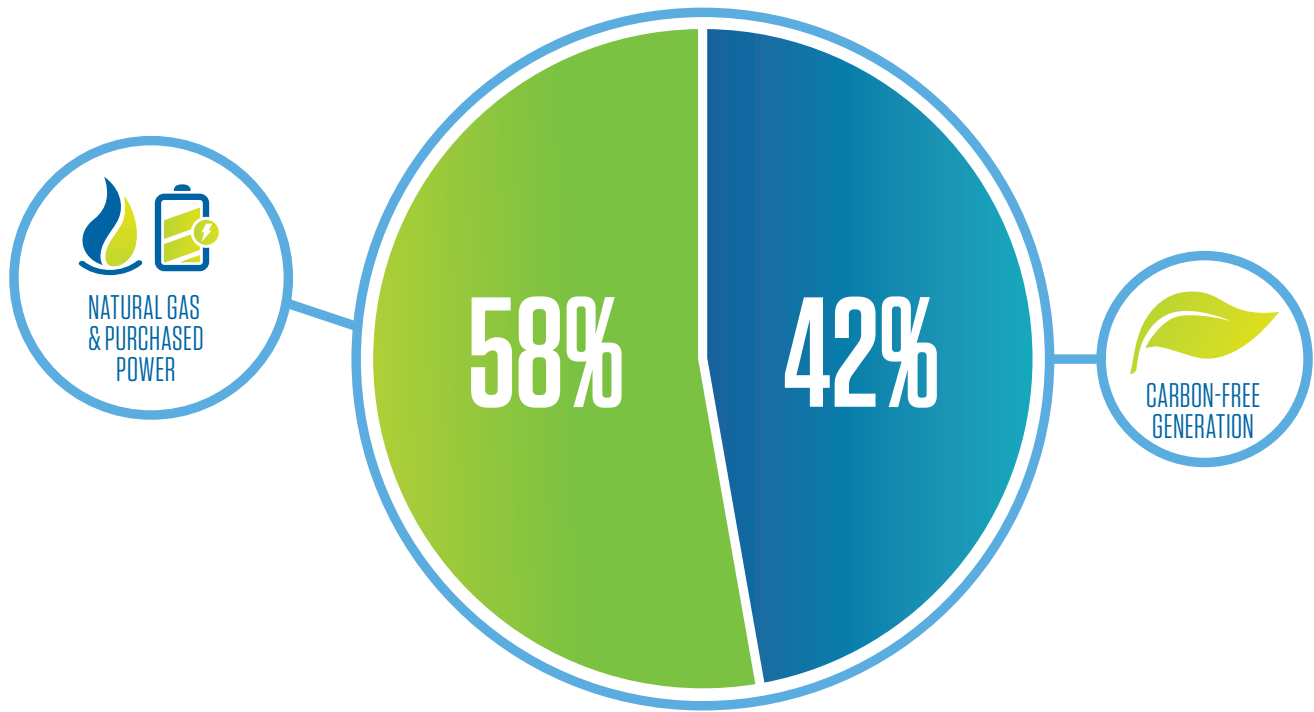
## NET GENERATION

Fuel Type	Net Generation (MWh) <sup>1</sup>		
	2021	2022	2023
Coal	NA	NA	NA
Natural Gas	4,523,151	4,485,493	5,362,373
Nuclear	4,997,511	5,045,366	4,981,410
Renewables (Solar)	17,408	20,017	18,279
Photovoltaic Purchased Power	278,989	272,594	501,218
Purchased Power (other)	1,104,222	1,503,523	2,151,690
Carbon-Free Generation	48.5%	47.1%	42.3%
Natural Gas & Purchase Power	51.5%	52.9%	57.7%

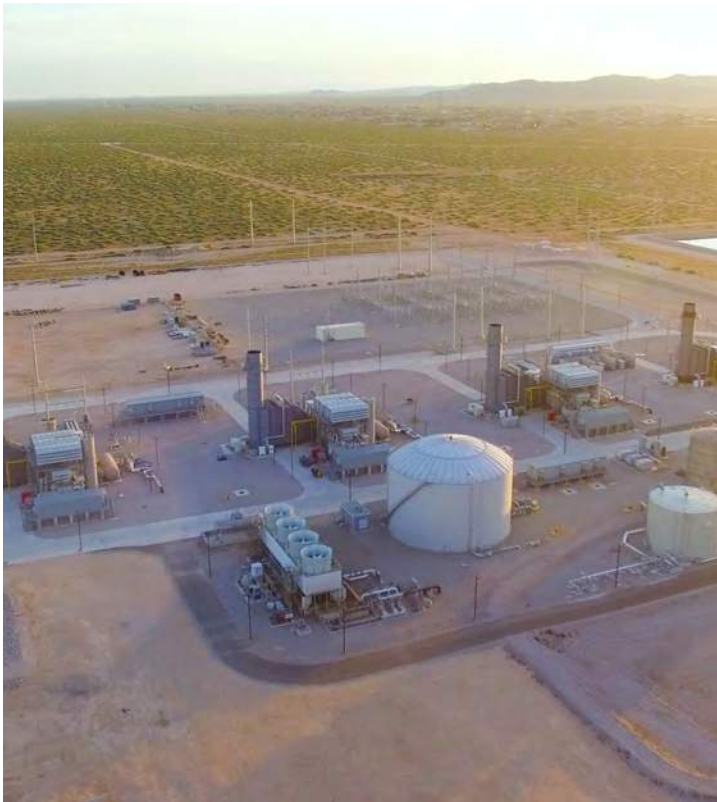
<sup>1</sup>Net Generation as reported in EPE's FERC Form 1.



## 2023 CARBON GENERATION PROFILE



## 2023 EPE GENERATION NAMEPLATE CAPACITY



<b>RIO GRANDE POWER STATION</b>	398 MW
<b>NEWMAN POWER STATION</b>	1,155 MW
<b>COPPER POWER STATION</b>	87 MW
<b>MONTANA POWER STATION</b>	527 MW
<b>PALO VERDE NUCLEAR POWER PLANT</b>	665 MW
<b>RENEWABLE (SOLAR)</b>	238* MW

\*Renewable (Solar) includes 11 MW of EPE-owned solar facilities and 227 MW of Purchased Power Agreements (PPAs).



# RENEWABLE ENERGY PORTFOLIO



## PLANNED RESOURCES

Resources	Resource Type	Nameplate Capacity (MW)	Location	Commercial Operation Date (COD)
Texas Community Solar Expansion	Solar	10	TX	Oct 2024
New Mexico Solar Resource	Solar/Storage	130/65	NM	May 2025
Texas Solar Resource	Solar/Storage	150/75	TX	May 2025
Felina - Texas Business Community Solar	Solar	100	TX	Aug 2025
Felina - Texas Solar Resource	Solar	50	TX	Aug 2025
NM Community Solar	Solar	15	NM	Sept 2025
NM Community Solar	Solar	15	NM	May 2026

# DISTRIBUTED GENERATION

Customer installation of distributed generation continues to grow across EPE's service territory. Since 2008, EPE has been interconnecting customer-owned systems. In 2023, more than 4,500 customers interconnected with EPE, increasing the total interconnected capacity from 155 to 186 MW.

## 2023 DISTRIBUTED GENERATION

2023	Number of Customers	Capacity (MW)
Texas	23,824	129
New Mexico	9,219	57
<b>Total</b>	<b>33,043</b>	<b>186</b>

## INTERCONNECTED DISTRIBUTED GENERATION

Year	2021	2022	2023
Interconnection Applications <sup>1</sup>	4,503	5,615	4,016
Total Interconnected Capacity (kW)	29,255	32,848	25,468

<sup>1</sup>Including battery storage.

# SUPPLIER DIVERSITY

EPE's procurement processes and supply chain management policies seek to maximize opportunities to contract with small and historically underutilized businesses (HUBs).

2023	In Texas <sup>1</sup>	Outside of Texas
Total non-fuel purchases	181,012,625	304,383,423
Non-fuel purchases from HUBs Rate (EPE)	39,478,571	53,612,472
% of non-fuel purchases from HUBs (Industry)	22%	18%

<sup>1</sup> 240 active suppliers in EPE service territory classified as HUBs.



# 2023 STATISTICS

## 456,323 CUSTOMERS



RESIDENTIAL



INDUSTRIAL



PUBLIC AUTHORITY



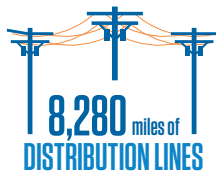
WHOLESALE CUSTOMERS

**2,844** MW  
OF OWNED GENERATION

**13,014,974** MWh  
NET GENERATION

**42%**  
OF ENERGY SUPPLIED BY  
CARBON-FREE RESOURCE

**2,384** MW  
2023 PEAK LOAD



**8,280** miles of  
DISTRIBUTION LINES



**1,862** miles of  
TRANSMISSION LINES



**134** SUBSTATIONS



**LEADER** IN RELIABILITY AMONG TEXAS INVESTOR-OWNED UTILITIES

## CUSTOMER SATISFACTION

At EPE, we're not just in the business of providing power; we're in the business of making a positive difference in the lives of our customers. Through proactive measures and a steadfast commitment to affordability, EPE provided customers with unprecedented savings and service—a testament to our unwavering dedication to delivering tangible benefits directly to our customers' pockets.

### OVERALL CUSTOMER SATISFACTION SCORES

Year	Residential Average		Small Commercial Average	
	EPE Score	MSI National Score <sup>1</sup>	EPE Score	MSI National Score <sup>2</sup>
2023	77	75	78	78
2022	74	77	78	80
2021	76	79	81	82

<sup>1</sup>Benchmarking comparisons are based on surveys conducted with Residential customers of electric and electric-gas utilities included in Market Strategies' (MSIs) National Energy Utility Benchmarking Database.

<sup>2</sup>Benchmarking comparisons are based on surveys conducted with Small/Medium Commercial customers of electric and electric-gas utilities included in (MSIs) National Energy Utility Benchmarking Database.

# ECONOMIC PROFILE

## FINANCIAL SUMMARY

Year <sup>1</sup>	2021	2022	2023
Operating Revenues <sup>2</sup>	\$ 1,059,818	\$1,310,484	\$1,204,247
Operating Income <sup>2</sup>	\$ 189,700	\$239,411	\$ 270,717
Net Income <sup>2</sup>	\$ 145,716	\$112,356	\$207,987
Total Assets <sup>1,2</sup>	\$4,410,142	\$4,625,137	\$5,104,543

<sup>1</sup>Numbers are for the calendar years except for Total Assets which are as of year-end.

<sup>2</sup>Numbers are in thousands.

## ABOUT OUR EMPLOYEES

At EPE, our journey towards a brighter, more sustainable future is centered around our most valuable asset – our employees. Our employees are the heartbeat of our organization, and we recognize that the strength of our workforce lies in its diversity and inclusivity. At EPE, we harness the collective power of our team driving us forward with their expertise, innovation and unwavering commitment to excellence. Through professional development opportunities, mentorship program and a supportive work environment, we invest in our team members' growth and success, ensuring that they have the tools and resources they need to thrive.

## 2023 EMPLOYEE PROFILE

Ethnicity	Male	Female
Hispanic or Latino <sup>1</sup>	672	245
White	103	37
Black or African American <sup>1</sup>	12	6
Native Hawaiian or Pacific Islander <sup>1</sup>	2	0
Asian <sup>1</sup>	2	1
American Indian or Alaskan Native <sup>1</sup>	3	2
Two or More Races	13	4
Unknown	4	1
Total Workforce	1,107	

<sup>1</sup>Minorities in Workforce.



# 1,107 EMPLOYEES

## 2023 WORKFORCE COMPOSITION

**26.94%**  
**FEMALE** | **73.06%**  
**MALE**

**26.99%**  
**FEMALE**

**73.01%**  
**MALE**

PROMOTIONS

**8.39%**  
**FEMALE**

**91.61%**  
**MALE**

IBEW LOCAL 960  
UNION MEMBERSHIP

**25%**  
**FEMALE**

**75%**  
**MALE**

INTERNSHIPS



**10,525**  
**VOLUNTEER HOURS**



**\$1.2 MILLION**  
DONATED TO ELECTRIC COMPANY  
CHARITABLE FOUNDATION



PAC



PWR



BRAVE

## AFFINITY & EMPLOYEE RESOURCE GROUPS

# STRATEGIC SUSTAINABILITY

Sustainability at EPE requires that we balance environmental, social and economic considerations to responsibly, affordably and reliably serve our customers today and in the future. As our industry evolves, EPE is committed to embedding sustainability in all our business practices and decisions as is evidenced by our strategic anchors and initiatives.

## SUSTAINABILITY GOVERNANCE

Each employee at EPE has individual performance goals focused on sustainability that align our individual functions with our collective strategic plan. These goals are overseen by divisional leadership. Similarly, EPE has corporate sustainability performance goals centered on customer satisfaction, carbon emissions, cybersecurity ratings, reliability and safety are overseen by the Executive Leadership Team and Board of Directors. Because EPE's strategic plan prioritizes a culture of workforce accountability to achieve established goals, a focus on strong governance ensures that we always serve our community with transparency and responsibility.

EPE's Board of Directors consist of ten directors, all of whom are:

- 70% independent;
- 40% reside in our service territory; and are
- 20% women

The Board of Directors has three subcommittees, each of which oversees different opportunities and risks related to corporate sustainability.

### Corporate Governance and Nominating Committee

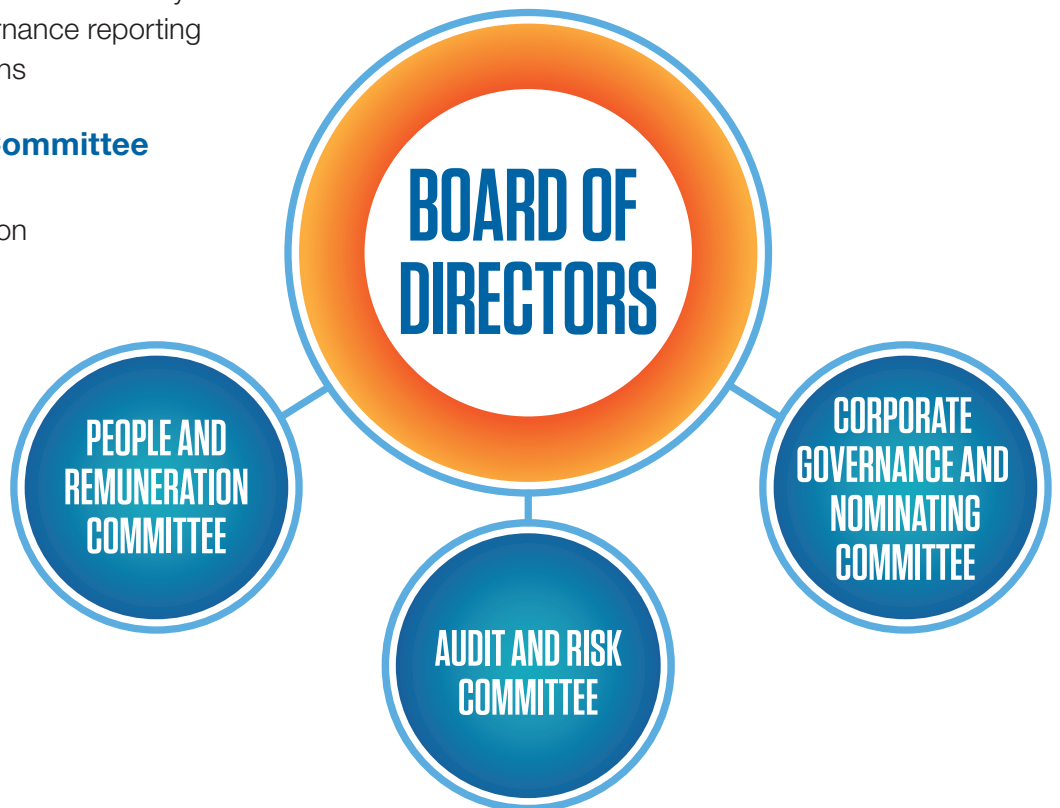
- Board performance, composition and diversity
- Environmental, social and governance reporting
- Corporate compliance obligations

### People and Remuneration Committee

- Health and safety
- Culture and employee satisfaction
- Compensation and incentives

### Audit and Risk Committee

- Financial reporting
- Risk management
- Cybersecurity





# NEW BOARD CHAIRMAN IS LOCAL APPOINTEE



In 2023, the EPE board of directors made history by appointing Edward “Ed” Escudero as the new chairman of the board. Escudero holds the distinction of being the first local representative to assume the chairman position on the EPE board. Previously serving as vice chairman, Escudero stepped into the role following the retirement of the former chairman.

Escudero is a proud graduate of the University of Texas at El Paso and his dedication to our region was recognized with the 2023 Distinguished Alumni Award from UTEP, an honor reserved for individuals who have made a profound impact on their community. His deep roots in our community and unwavering commitment to its prosperity are evident in every decision he makes.

## SUSTAINABILITY REPORTING

### EDISON ELECTRIC INSTITUTE

As a member company of the Edison Electric Institute (EEI), EPE voluntarily reports Environmental, Social and Governance (ESG) and sustainability metrics in accordance with EEI’s industry-focused and investor-driven reporting practices. As the trade association representing United States investor-owned utility companies, EEI has developed a prescriptive reporting template to guide member companies in providing stakeholders uniform and consistent sustainability data across the electric utility industry.

EPE’s Corporate Sustainability Report is structured around the EEI template and includes the populated EEI Quantitative Section with a three-year look-back period. EPE also provides additional content to more thoroughly communicate our efforts to transition to a cleaner, lower carbon and increasingly sustainable future.

### GRESB, A GLOBAL ESG BENCHMARK

Global Real Estate Sustainability Benchmark (GRESB) is an independent and validated benchmark of ESG performance on a global scale. EPE participates in the Infrastructure Asset Assessment which provides a basis for systematic reporting, objective scoring and peer benchmarking of ESG management and performance. Over the first two reporting years, EPE has scored above GRESB averages and has a stated performance goal to increase scores on an annual basis. In 2023, EPE’s GRESB score increased by 15 points which led to a 7-position increase in peer ranking.

## 2023 GRESB INFRASTRUCTURE ASSET BENCHMARK REPORT



GRESB RATING

### PARTICIPATION & SCORE



### PEER COMPARISON



- United States of America
- Independent Power Producers
- Maintenance and operation

# CLIMATE RISKS

Through our Enterprise Risk Management (ERM) strategy, EPE proactively addresses both the physical vulnerabilities and the transforming energy landscape to ensure resilience and long-term reliability in the face of climate change.

## **Physical risks of climate change that threaten service disruptions in EPE's operations include:**

- Extreme weather events, specifically wind and wildfires
- Temperature extremes
- Water scarcity
- Infrastructure resilience

## **Risks that EPE considers in our transition to an increasing lower carbon landscape include:**

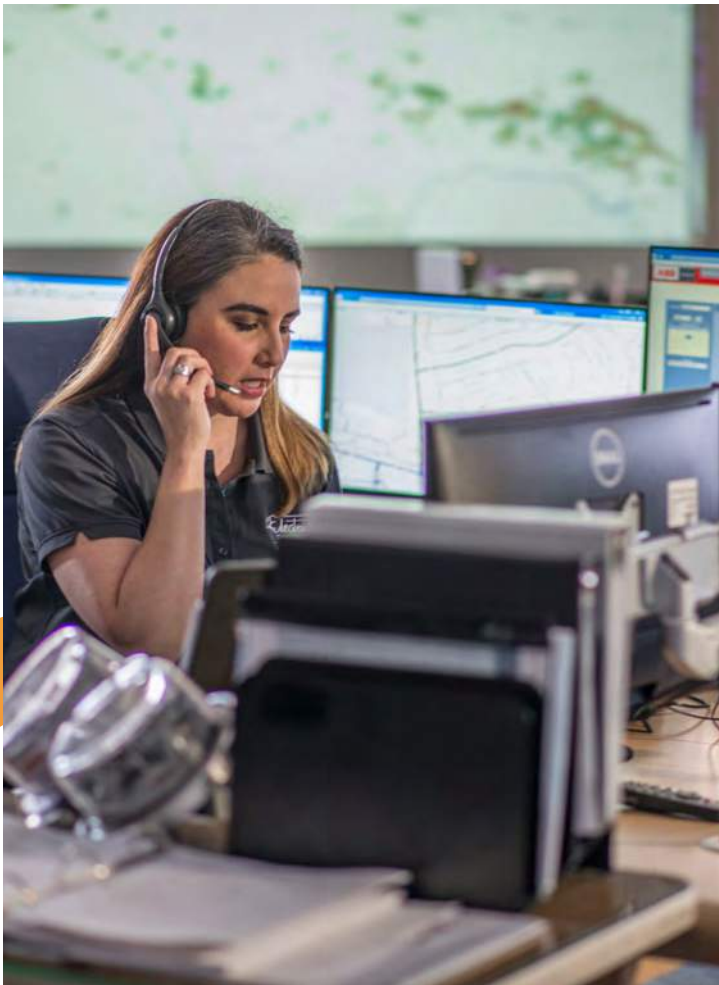
- Evolving regulations and policy decisions surrounding carbon-free energy
- Changing customer preferences and demands for clean energy
- Technology evolutions
- Market dynamics and investment considerations

## **These and other potential climate-related impacts are considered in EPE's ERM strategy:**

- Weather forecasting, models and analytical tools
- Resource planning and load research
- Resiliency planning and coordination
- Grid hardening to include replacements and structure upgrades
- Generation resource portfolio transitioning
- Vegetation management

## **EPE has identified and is implementing projects and strategies across our operations to help mitigate potential climate risk and reduce our own climate impacts:**

- Large-scale renewable integration
- Dedicated renewable energy, battery storage and microgrid resources to government and large commercial customers
- Voluntary renewable energy subscriptions for residential and commercial customers
- Grid modernization and transportation electrification plans
- Wood to steel structure upgrades, vegetation management and prescribed burns
- Demand response programs





# EEI ELECTRIC COMPANY /SUSTAINABILITY QUANTITATIVE INFORMATION

**Parent Company:** Infrastructure Investments Fund  
**Operating Company(s):** El Paso Electric Company  
**Business Type(s):** Vertically integrated  
**State(s) of Operation:** Texas and New Mexico  
**State(s) with RPS Programs:** New Mexico  
**Regulatory Environment:** Regulated  
**Report Date:** April 2024

Ref. No.	Refer to the 'EEI Definitions' Appendix for more information on each metric	2021	2022	2023	Comments, Links, Additional Information, and Notes
<b>PORTFOLIO</b>					
<b>1</b>	<b>Owned Nameplate Generation Capacity at end of year (MW)</b>				Maximum Generation Capacity under Ideal Conditions
1.1	Coal	NA	NA	NA	
1.2	Natural Gas	1,895	1,895	2,168	Source: FERC Form 1
1.3	Nuclear	665	665	665	Source: FERC Form 1, EPE owns 15.8% interest in Palo Verde Generating
1.4	Petroleum	NA	NA	NA	
1.5	Total Renewable Energy Resources	8	11	11	Source: FERC Form 1 Summation of Items 1.5.1-1.5.5
1.5.1	Biomass/Biogas	NA	NA	NA	
1.5.2	Geothermal	NA	NA	NA	
1.5.3	Hydroelectric	NA	NA	NA	
1.5.4	Solar	8	11	11	Source: FERC Form 1
1.5.5	Wind	NA	NA	NA	
1.6	Other	NA	NA	NA	
<b>2</b>	<b>Net Generation for the data year (MWh)</b>				
2.1	Coal	NA	NA	NA	
2.2	Natural Gas	4,523,151	4,485,493	5,362,373	Source: FERC Form 1
2.3	Nuclear	4,997,511	5,045,366	4,981,410	Source: FERC Form 1
2.4	Petroleum	NA	NA	NA	
2.5	Total Renewable Energy Resources	17,408	20,017	18,279	Source: FERC Form 1
2.5.1	Biomass/Biogas	NA	NA	NA	
2.5.2	Geothermal	NA	NA	NA	
2.5.3	Hydroelectric	NA	NA	NA	
2.5.4	Solar	17,408	20,017	18,279	Source: FERC Form 1
2.5.5	Wind	NA	NA	NA	
2.6	Total Purchased Power	1,383,211	1,776,117	2,652,908	Summation of items 2.6.1-2.6.2
2.6.1	Purchased Power (Other)	1,104,222	1,503,523	2,151,690	
2.6.2	Photovoltaic Purchased Power	278,989	272,594	501,218	
<b>3</b>	<b>Investing in the Future: Capital Expenditures, Energy Efficiency (EE), and Smart Meters</b>				
3.1	Total Annual Capital Expenditures (nominal dollars)	\$333,984,000	\$353,018,000	\$474,368,000	
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	42,132	33,099	NA	
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	\$7,420,000	\$8,000,854	NA	
<b>4</b>	<b>Retail Electric Customer Count (at end of year)</b>				
4.1	Commercial	50,807	51,466	51,223	Source: FERC Form 1
4.2	Industrial	46	49	51	Source: FERC Form 1
4.3	Residential	394,794	400,582	405,049	Source: FERC Form 1
<b>EMISSIONS</b>					
<b>5</b>	<b>GHG Emissions: Carbon Dioxide (CO2) and Carbon Dioxide Equivalent (CO2e)</b>				
<b>5.1</b>	<b>Owned Generation</b>				
5.1.1	Carbon Dioxide (CO2)				
5.1.1.1	Total Owned Generation CO2 Emissions (MT)	2,546,313	2,482,890	2,838,615	
5.1.1.2	Total Owned Generation CO2 Emissions Intensity (MT/Net MWh)	0.267	0.260	0.274	
5.1.2	Carbon Dioxide Equivalent (CO2e)				
5.1.2.1	Total Owned Generation CO2e Emissions (MT)	2,548,897	2,485,414	2,841,502	
5.1.2.2	Total Owned Generation CO2e Emissions Intensity (MT/Net MWh)	0.267	0.260	0.274	
<b>5.2</b>	<b>Purchased Power</b>				
5.2.1	Carbon Dioxide (CO2)				
5.2.1.1	Total Purchased Generation CO2 Emissions (MT)	19,562	24,519	29,408	
5.2.1.2	Total Purchased Generation CO2 Emissions Intensity (MT/Net MWh)	0.014	0.014	0.011	
5.2.2	Carbon Dioxide Equivalent (CO2e)				
5.2.2.1	Total Purchased Generation CO2e Emissions (MT)	19,650	24,619	29,530	
5.2.2.2	Total Purchased Generation CO2e Emissions Intensity (MT/Net MWh)	0.014	0.014	0.011	

Ref. No.	Refer to the 'EEI Definitions' Appendix for more information on each metric	2021	2022	2023	Comments, Links, Additional Information, and Notes
<b>EMISSIONS (continued)</b>					
<b>5.3</b>	<b>Owned Generation + Purchased Power</b>				
<b>5.3.1</b>	Carbon Dioxide (CO2)				
<b>5.3.1.1</b>	Total Owned + Purchased Generation CO2 Emissions (MT)	2,565,875	2,507,409	2,868,023	
<b>5.3.1.2</b>	Total Owned + Purchased Generation CO2 Emissions Intensity (MT/Net MWh)	0.235	0.221	0.220	
<b>5.3.2</b>	Carbon Dioxide Equivalent (CO2e)				
<b>5.3.2.1</b>	Total Owned + Purchased Generation CO2e Emissions (MT)	2,568,547	2,510,033	2,871,032	
<b>5.3.2.2</b>	Total Owned + Purchased Generation CO2e Emissions Intensity (MT/Net MWh)	0.235	0.222	0.221	
<b>5.4</b>	<b>Non-Generation CO2e Emissions of Sulfur Hexafluoride (SF6)</b>				
<b>5.4.1</b>	Total CO2e emissions of SF6 (lbs)	43,846	46,692	23,900	
<b>5.4.2</b>	Leak rate of CO2e emissions of SF6 (lbs/Net MWh)	0.00460	0.00489	0.00231	
<b>6</b>	<b>Nitrogen Oxide (NOx), Sulfur Dioxide (SO2), Mercury (Hg)</b>				
<b>6.1</b>	Generation basis for calculation		Total		
<b>6.2</b>	<b>Nitrogen Oxide (NOx)</b>				
<b>6.2.1</b>	Total NOx Emissions (MT)	2,280	2,152	2,576	
<b>6.2.2</b>	Total NOx Emissions Intensity (MT/Net MWh)	0.000239	0.000225	0.000249	
<b>6.3</b>	<b>Sulfur Dioxide (SO2)</b>				
<b>6.3.1</b>	Total SO2 Emissions (MT)	12	10	12	
<b>6.3.2</b>	Total SO2 Emissions Intensity (MT/Net MWh)	0.000001	0.000001	0.000001	
<b>6.4</b>	<b>Mercury (Hg)</b>				
<b>6.4.1</b>	Total Hg Emissions (kg)	NA	NA	NA	
<b>6.4.2</b>	Total Hg Emissions Intensity (kg/Net MWh)	NA	NA	NA	
<b>RESOURCES</b>					
<b>7</b>	<b>Human Resources</b>				
<b>7.1</b>	Total Number of Employees	1,081	1,128	1,107	
<b>7.2</b>	Percentage of Women in Total Workforce	27%	27%	27%	
<b>7.3</b>	Percentage of Minorities in Total Workforce	83%	85%	87%	
<b>7.4</b>	Total Number of Board of Directors/Trustees	10	10	10	
<b>7.5</b>	Percentage of Women on Board of Directors/Trustees	20%	20%	20%	
<b>7.6</b>	Percentage of Minorities on Board of Directors/Trustees	20%	20%	20%	
<b>7.7</b>	<b>Employee Safety Metrics</b>				
<b>7.7.1</b>	Recordable Incident Rate	1.98	1.24	1.40	
<b>7.7.2</b>	Lost-time Case Rate	0.86	0.44	0.44	
<b>7.7.3</b>	Days Away, Restricted, and Transfer (DART) Rate	0.95	0.53	0.44	
<b>7.7.4</b>	Work-related Fatalities	0	0	0	
<b>8</b>	<b>Fresh Water Resources used in Thermal Power Generation Activities</b>				
<b>8.1</b>	Water Withdrawals - Consumptive (Millions of Gallons)	5,249	5,030	5,536	
<b>8.2</b>	Water Withdrawals - Non-Consumptive (Millions of Gallons)	NA	NA	NA	
<b>8.3</b>	Water Withdrawals - Consumptive Rate (Gallons/Net MWh)	551	528	535	The units for this metric are different that the units recommended in the Appendix (Definitions Table)
<b>8.4</b>	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	NA	NA	NA	
<b>9</b>	<b>Waste Products</b>				
<b>9.1</b>	Amount of Hazardous Waste Manifested for Disposal	14	69.87	4.95	2022 Hazardous Waste increase due to episodic events at Rio Grande and Newman
<b>9.2</b>	Percent of Coal Combustion Products Beneficially Used	NA	NA	NA	



# ANCHOR 1:

## DELIVER CUSTOMER RELIABILITY AND AFFORDABILITY

At EPE, our commitment to delivering reliability and affordability to our customers is unwavering. Through strategic initiatives and innovative solutions, we ensure that our customers have access to uninterrupted power supply while keeping costs manageable.





# NEWMAN UNIT 6: POWERING THE FUTURE WITH INNOVATION AND RELIABILITY

Newman Unit 6, a state-of-the-art power generation unit, stands tall as a symbol of innovation and progress. Commissioned by EPE in December, this technological marvel isn't just about generating power; it's about ensuring that our community has access to reliable and efficient energy, now and into the future. By retiring older, less-efficient units and embracing cutting-edge technology, Newman Unit 6 is more than just a powerhouse—it's a lifeline for our customers. With its next-level operational flexibility and integration of renewable energy sources like solar power, Newman Unit 6 ensures an uninterrupted power supply, even during peak demand periods and extreme weather events. It's not just about meeting the needs of today; it's about building a sustainable future for generations to come.

NEWMAN UNIT 6  
WILL REPLACE THREE OLDER,  
LESS-EFFICIENT UNITS THAT ARE

**60+** YEARS  
OLD

NEWMAN UNIT 6  
WILL SAVE APPROXIMATELY

**600 MILLION**  
GALLONS OF WATER ANNUALLY

NEWMAN UNIT 6'S NEXT-LEVEL  
OPERATIONAL FLEXIBILITY WITH THE ABILITY  
**TO TURN ON AND OFF WITHIN MINUTES**

ALLOWS EPE TO QUICKLY RESPOND TO  
CUSTOMER ENERGY USAGE NEEDS DURING  
EXTREME HOT WEATHER MONTHS



# SMART METERING: PUTTING POWER IN YOUR HANDS

Having the power to control energy usage with the tap of a button. That's the reality with our advanced metering systems. At EPE, we believe in empowering our customers with real-time information and actionable insights. With smart meters installed across our service area, customers will no longer be in the dark about their energy consumption. These cutting-edge systems give customers the tools they need to track usage, identify savings opportunities, and make informed decisions about their energy usage. It's not just about saving money; it's about giving our customers the power to make a positive impact on the environment and their home.



APPROXIMATELY  
**116,000**  
SMART METERS  
INSTALLED IN 2023



SMART METER EDUCATION  
OUTREACH HELD AT

**36** COMMUNITY  
EVENTS  
IN TEXAS AND NEW MEXICO

**36%**  
OF CUSTOMERS

HAVE ACCESSED THEIR MY ACCOUNT PORTAL  
WHICH PROVIDES THEM WITH FREE HOME  
ENERGY ANALYSIS, CUSTOMIZED ENERGY  
SAVING TIPS AND ENERGY USE COMPARISONS

# RELIABILITY

EPE’s core function is to provide safe and reliable electric service to our customers, and we are proud to be a leader in reliability among Texas investor-owned utilities for six years running, as reported to the Public Utility Commission of Texas (PUCT). In 2023, our System Average Interruption Duration Index (SAIDI) was less than one-third the utility average in Texas, while our System Average Interruption Frequency Index (SAIFI) was less than half the utility average in Texas.

Reliability is measured by the duration and frequency of power outages that customers experience.

## SAIDI (MINUTES)

Year	2021	2022	2023
EPE SAIDI <sup>1</sup>	74.75	66.81	67.61
Texas IOU Average <sup>2</sup>	155.7	143.11	NA
EPE Rank (in Texas) <sup>3</sup>	<b>2</b>	<b>1</b>	<b>NA</b>

<sup>1</sup>Includes Texas and New Mexico.

<sup>2</sup>Texas Investor-Owned Utilities Average.

<sup>3</sup>Texas IOU Average and Ranking are calculated once annual service quality report is updated on the PUCT website.

## SAIFI

Year	2021	2022	2023
EPE SAIFI <sup>1</sup>	0.698	0.622	0.639
Texas IOU Average <sup>2,3</sup>	1.27	1.19	NA
EPE Rank (in Texas) <sup>3</sup>	<b>1</b>	<b>1</b>	<b>NA</b>

<sup>1</sup>Includes Texas and New Mexico.

<sup>2</sup>Texas Investor-Owned Utilities Average.

<sup>3</sup>Texas IOU Average and Ranking are calculated once annual service quality report is updated on the PUCT website.

## 2023 SYSTEM RELIABILITY<sup>1</sup>

	EPE <sup>1</sup>	TX- IOU <sup>2</sup>
SAIDI (min)	67.61	NA
SAIFI	0.639	NA

<sup>1</sup>Includes Texas and New Mexico.

<sup>2</sup>Texas Investor-Owned Utilities Average.



# EXTREME WEATHER RESPONSE

## RECORD POWER DEMAND

When extreme weather strikes, EPE stands firm as a beacon of reliability. Amidst scorching heat waves and unprecedented power demand, our infrastructure remains resilient, ensuring that our customers' lights stay on when they need them most. Our team of dedicated professionals worked tirelessly behind the scenes to anticipate challenges, proactively maintain equipment and respond swiftly to any disruptions in 2023. It's not just about weathering the storm; it's about ensuring that customers have the peace of mind knowing that we've got their back, no matter what Mother Nature throws our way.

ON JULY 19, 2023, EPE'S  
CUSTOMERS DEMAND FOR  
ENERGY REACHED  
OUR 2029 FORECAST  
AT 2,384 MW.



CUSTOMER PEAK  
USAGE USUALLY OCCURS AROUND  
**5:00 OR 6:00 PM**  
ON A TYPICAL SUMMER DAY



JUST OVER HALF OF CUSTOMERS  
USE REFRIGERATED AIR,  
WHICH CONSUMES LARGE  
AMOUNTS OF POWER



## COMMUNITY SUPPORT

At EPE, we understand that when the community thrives, we all thrive. In 2023, we were proud to partner with the Extreme Weather Task Force to support those in need during challenging times. From donating warm blankets to providing essential resources, we're committed to ensuring that every member of our community feels supported and cared for, especially during harsh weather conditions. It's not just about providing power; it's about lending a helping hand and being there for our neighbors when they need us most.



EPE SUPPORTS THE EXTREME  
WEATHER TASK FORCE'S MISSION TO  
**SAFEGUARD**  
**VULNERABLE INDIVIDUALS**  
DURING EXTREME WEATHER EVENTS

EPE DONATED

**\$5,000**

WORTH OF WARM BLANKETS FOR FAMILIES

THE BLANKETS PROVIDED WARMTH TO  
**ELDERLY &**  
**VULNERABLE FAMILIES**  
IN OUR COMMUNITY

# TEXAS COMMUNITY SOLAR EXPANSION: POWERING PROGRESS, EMPOWERING COMMUNITIES

Our commitment to sustainability extends beyond just generating power—it's about fostering a brighter future for our community. EPE made the exciting announcement of the expansion of our Texas Community Solar program, bringing renewable energy solutions closer to home.

Through strategic partnerships and investments, we're not only reducing our carbon footprint but also enhancing the quality of life for residents in the region and creating economic opportunities. It's not just about harnessing the power of the sun; it's about harnessing the power of community and working together to build a more sustainable tomorrow.

TEXAS COMMUNITY SOLAR WILL PRODUCE

## 10 MW

OF RENEWABLE ENERGY AND IS EXPECTED TO BE IN OPERATION BY THE END OF 2024

THE FUTURE HOME OF TEXAS COMMUNITY SOLAR EXPANSION WILL BE LOCATED ON

## 70 ACRES

IN SAN ELIZARIO, TX

## A \$10,000 DONATION

WAS PRESENTED TO THE CITY OF SAN ELIZARIO CITY COUNCIL FOR COMMUNITY ENHANCEMENTS

## 2023 COMMUNITY SOLAR STATISTICS

Customer Class	Number of Customers	Approved Capacity (kW) <sup>1</sup>
Residential	2,151	4,573
Small Commercial	45	150
Commercial and Industrial	12	144
<b>Total</b>	<b>2,208</b>	<b>4,867</b>

<sup>1</sup>Total approved capacity can be more or less than 5,000 kW due to customers moving in and out of the program and being on different billing cycles as well as waiting list customers pending to confirm interest in the program.





**Join the Texas  
Community Solar  
Waiting List**



# WEIM AND WESTERN MARKETS: BUILDING BRIDGES AND DRIVING EFFICIENCY

In today's interconnected world, collaboration is key to success. To achieve this, EPE joined the Western Energy Imbalance Market (WEIM), to strengthen regional cooperation and drive operational efficiencies.

By leveraging sophisticated technology and sharing resources with our partners, we're not only reducing costs but also enhancing reliability and sustainability across the board. It's not just about being part of a market; it's about building bridges, forging partnerships and driving positive change for the benefit of our customers and communities.

EPE ENTERED  
THE WEIM  
IN APRIL 2023

EPE'S PARTICIPATION IN WEIM  
HELPED PROVIDE NEW MEXICO  
CUSTOMERS WITH APPROXIMATELY  
**\$1 MILLION**  
IN SAVINGS

THE WEIM PLATFORM  
BALANCES FLUCTUATIONS  
IN SUPPLY AND DEMAND BY  
AUTOMATICALLY FINDING  
**LOWER-COST RESOURCES**  
TO MEET REAL-TIME  
POWER NEEDS



# CUSTOMERS SAVING MONEY AND ENERGY

## EL PASOANS FIGHTING HUNGER

Through strategic initiatives and unwavering dedication, we've not only empowered our customers to save significantly on their electric bills but also made a profound impact on our community. El Pasoans Fighting Hunger, bustling with staff and volunteers, exemplifies our commitment to customer affordability and community impact. Coupled with the decrease in fuel costs and a fuel surcharge refund to Texas customers, the food bank experienced a decrease in its electricity costs. This inspiring outcome underscores our dedication to not only providing reliable and affordable power but also making a meaningful difference in the lives of those we serve.

EL PASOANS FIGHTING HUNGER SAW A REMARKABLE  
**BILL DECREASE OF \$40,117**

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THE FOOD BANK USED EPE'S ENERGY EFFICIENCY PROGRAM TO RETROFIT THEIR LIGHTING TO  
**HIGH-EFFICIENCY LED COMMERCIAL LIGHTING**

## IN 2023, CUSTOMERS SAW BILL REDUCTIONS ON SUMMER BILLS





# ANCHOR 2:

## BUILD THE GRID FOR GROWTH

Central to Anchor 2 is community growth. The needs of our growing customer base and their energy demands dictate how proactively we are building and strengthening our grid infrastructure and systems. Through strategic investments, we are building a modernized grid to ensure reliable and sustainable energy for our region.





# RESOURCE PLANNING

## TEXAS RFP

EPE issued an All-Source Request for Proposals (RFP) to obtain long-term generating resources including renewable energy for its Texas customers from 2025 through 2030 (2023 TX All-Source RFP). The objective of this RFP is to meet the growing customer demand EPE is experiencing, specifically for its Texas service territory, and to replace the loss of capacity due to planned retirements of existing local units.

EPE's initial resource planning studies project a capacity need of approximately 300 MW between May 1, 2025 and May 1, 2027, and an additional 300 MW by May 1, 2030, for a total cumulative capacity of 600 MW during the start of EPE's summer peak periods.

## NEW MEXICO RFP

EPE issued a Request for Proposals (RFP) to obtain short-term and/or long-term renewable energy resources for its New Mexico customers by 2027 (2023 NM RPS RFP). The objective of this RFP is to obtain cost effective and reliable renewable electric resources to comply with the New Mexico Renewable Portfolio Standard (RPS) requirements. The New Mexico Renewable Energy Act (REA) requires EPE to meet 40% of its New Mexico retail energy sales with renewable energy resources beginning in 2025, increasing to 50% in 2030. Only renewable energy that is delivered to EPE and assigned to New Mexico customers is eligible for RPS requirements under the REA.

The RFP welcomes all forms of renewable energy resources, particularly those that come bundled with their associated Renewable Energy Certificates and attributes as defined by the REA. As part of New Mexico's RPS, EPE has identified the need for short-term and/or long-term resources that will generate approximately 150,000 megawatt hours per year of additional renewable energy by May 1, 2025, if achievable, but no later than May 1, 2027.



# BUENA VISTA ENERGY CENTER

Buena Vista Energy Center is not just about a solar facility generating power; it's about nurturing sustainable development and providing low-cost, clean energy solutions to our customers. EPE is proud to lead the charge towards a cleaner, greener tomorrow as a responsible steward of our resources.

THE BUENA VISTA ENERGY CENTER  
WILL GENERATE UP TO

**120 MW**

OF SOLAR ENERGY, COMBINED  
WITH 50 MW OF BATTERY STORAGE



ELECTRICITY GENERATED  
WILL POWER APPROXIMATELY  
**60,000 HOMES**

THE BUENA VISTA ENERGY CENTER SPANS

**1,200 ACRES**

LOCATED NEAR CHAPARRAL, NM  
AND IS THE LARGEST OF EPE'S  
SOLAR FACILITIES





# TRANSMISSION INTERCONNECTIONS

EPE takes pride in our responsibility to our region's energy delivery needs. The transmission infrastructure plays an integral role in bringing online all the planned renewable energy and all generation projects. Substations were built to interconnect and make possible the Newman 6 generation and the Buena Vista Energy resources. EPE's efforts continue in the planning and design of future interconnections and will continue to facilitate the transmission of renewable energy in the future.

# ENERGY DELIVERY INVESTMENTS

Energy delivery investments in our region eclipsed \$200M in 2023 to maintain reliability and expand our system for our growing region. EPE relies on transmission to import the 633 MW of carbon-free Palo Verde generation from Arizona. Given the importance to reliability, EPE invested in upgrading 128 miles of transmission through the Gila Forrest in New Mexico which included replacing 85 miles of aged wood structures with new steel structures. This not only helps improve the reliability, but also helps mitigate fire hazards in the area.

A significant investment has also been made in our local energy delivery system to maintain load serving reliability and to meet the region's growth. This includes the rebuilding of an existing substation, adding new substation capacity and upgrading of existing transmission lines to increase capacity. A total of six new substation transformers were energized in 2023 adding an increased distribution capacity of 260 MW to serve new customer loads. This enables the continued distribution line additions to feed the growing parts of our metro areas and continued reliability.

# FABENS DISTRIBUTION CENTER

In 2023, EPE opened its new Fabens Distribution Center which provides service to EPE's communities from Socorro, Texas to Van Horn, Texas. The cities and towns from Socorro through Tornillo, Texas continue to also experience increases in loads. The new facility allows our energy delivery teams to effectively service & support the region demonstrating our continued commitment to our customers.





# ANCHOR 3:

## MODERNIZE OUR TECHNOLOGY

At EPE, Anchor 3 is about harnessing technology to safeguard our systems against cyber threats and maximizing the potential of digital tools to optimize our operations. Embracing innovation is at the core of our approach to technology. From mobile applications to cloud-based platforms, we harness the power of digital technology to enhance collaboration, productivity and customer service. We're laying the foundation for a more agile, resilient and future-ready organization.





# CYBERSECURITY

Cybersecurity is key to how we operate, directly reflecting our SPARK values. It goes beyond just safeguarding data; it's about earning and keeping the trust of our community, including customers and team members. As an electric utility, the reliability and security of our systems are not just operational necessities but critical to ensuring public safety and service continuity. Our cybersecurity efforts embody **S**ustainability by preventing wasteful disruptions, **P**artnership through collaboration with stakeholders on security initiatives, **A**gility in responding to threats, **R**espect for the privacy and integrity of the information entrusted to us, and **K**nowledge by staying ahead with the latest in security practices. In essence, cybersecurity is integral to our mission, helping us provide safe, reliable and respectful services aligned with our commitment to our community and environment.

2023 marked the completion of EPE's Cybersecurity Vendor Management Program (CVMP), a pivotal framework within our Cybersecurity Department. The CVMP outlines a rigorous systematic methodology for assessing and managing the cybersecurity posture of our third-party vendors. Its primary objective is to ensure that our partners adhere strictly to EPE's cybersecurity policies, standards, and best practices, thus mitigating any risks associated with their services or products. This structured program is a testament to our commitment to robust cybersecurity governance.

**100% OF EMPLOYEES**  
RECEIVED COMPREHENSIVE  
CYBERSECURITY AWARENESS  
TRAINING IN 2023

**TOP 14% IN SECURITY**  
RATING  
RANGE WHEN COMPARED TO  
191 OTHER UTILITIES

BITSIGHT SCORE OF 750 IN THE ADVANCED  
CATEGORY DEMONSTRATING OUR DEDICATION TO

**MAINTAINING A SECURE  
DIGITAL ENVIRONMENT**





# 69 INNOVATIVE IDEAS

## WERE SUBMITTED BY EPE EMPLOYEES

# 3 INNOVATIVE IDEAS WERE CHOSEN



## INNOVATION CHALLENGE

Aligning with our efforts to modernize technology and optimize digital tools, the SPARK Awards Innovation Challenge was more than just a competition; it was a catalyst for change and an opportunity for employees to help sculpt the future of EPE. Employees presented ideas aimed at helping the company save money, improve processes, introduce new innovations to increase revenues, enhance customer service and improve sustainability. Employee contributions have inspired us to continue pushing the boundaries of what's possible and reaffirmed our commitment to leading the way towards a brighter, more innovative future for our community and beyond.

## DRIVE-UP PAYMENT KIOSK: A NEW WAY TO PAY A BILL

In our commitment to modernizing technology and optimizing digital tools, EPE announced the installation of a new drive-up payment kiosk situated strategically next to EPE's Fabens Distribution Center. By leveraging state-of-the-art payment solutions, EPE provides customers in Fabens and the surrounding areas a seamless, self-service platform to make secure payments conveniently.

CUSTOMERS HAVE THE FLEXIBILITY TO MAKE PAYMENTS AT ANY TIME OF THE

# DAY OR NIGHT, INCLUDING WEEKENDS AND HOLIDAYS

THE PAYMENT KIOSK ACCEPTS

# CASH, CREDIT/DEBIT CARDS AND ELECTRONIC CHECKS

CUSTOMERS CAN ALSO PAY 24/7 ONLINE,  
ENROLL INTO AUTOPAY AT [EPELECTRIC.COM](http://EPELECTRIC.COM)  
OR BY **DOWNLOADING THE EPE APP**





## ANCHOR 4:

### MINIMIZE ENVIRONMENTAL FOOTPRINT

Anchor 4 represents a pivotal chapter in our story, reflecting our unwavering dedication to shaping a greener future for our communities. Through a combination of innovative strategies and customer-focused initiatives, we're leading the charge towards a more sustainable energy landscape.





# VISION 2045

EPE embarked on a transformative journey in collaboration with The Economist to unveil a compelling short film for their VISION 2045 campaign. Celebrating EPE as sustainability pioneers, the film showcases our commitment to innovation and clean energy. Since 2016, when we became the first utility in New Mexico and Texas to eliminate coal generation, we've embarked on a bold plan to shape a cleaner future. With ambitious targets, including generating 715 MW of renewable energy by 2026 and aiming for 80% carbon-free energy by 2035, EPE is leading the charge towards 100% clean energy by 2045. Through these initiatives we empower our community to reduce their carbon footprint while making a positive impact on the environment and achieving our bold goals for a sustainable future.



## CARBON REDUCTION GOALS

EPE is dedicated to revolutionizing the energy sector, driven by ambitious carbon-free energy objectives, including an 80% carbon-free energy target by 2035 and the relentless pursuit of 100% decarbonization by 2045.

To reach our 2035 milestone, we are committed to enhancing our generation portfolio through the integration of renewable energy sources and storage solutions, alongside leveraging existing carbon-free nuclear resources and advancing the efficiencies of emerging fuel technologies. Continuously at the forefront of innovation, EPE remains agile in exploring and evaluating alternative energy technologies and strategic solutions, ensuring we remain at the forefront of the energy transition towards comprehensive decarbonization.



**CARBON-FREE  
ENERGY BY  
2035**

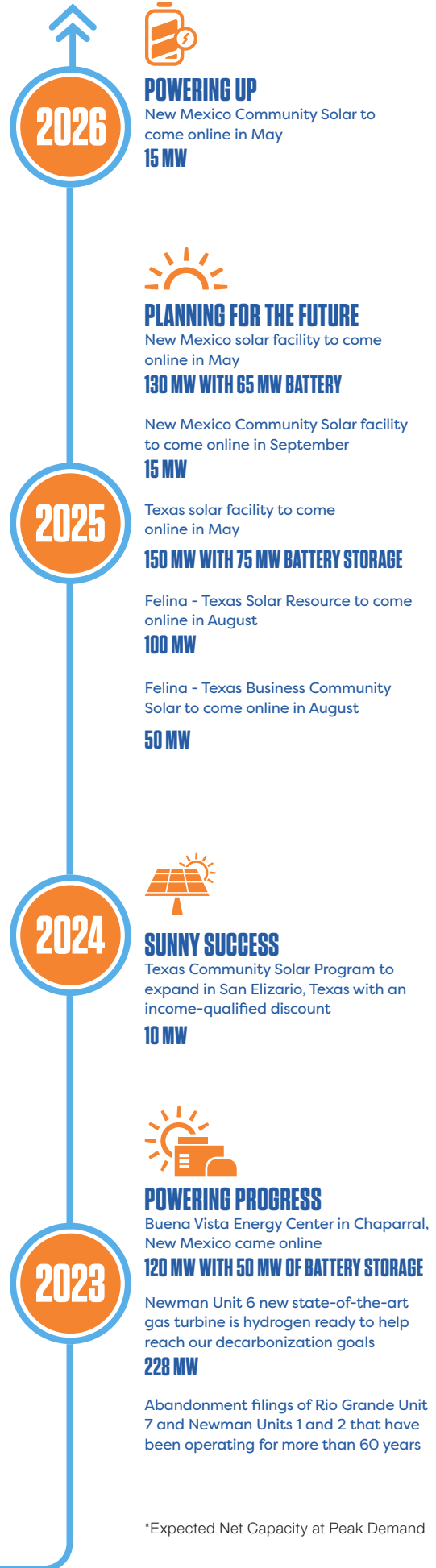
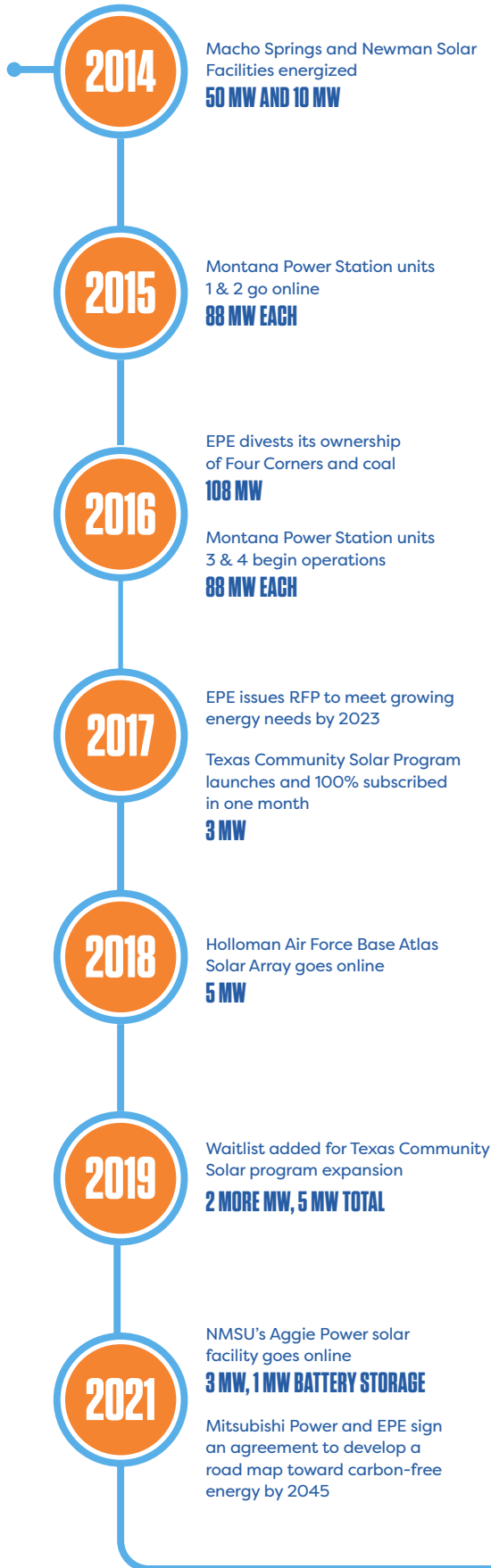


**PURSUIT OF DECARBONIZATION OF  
OUR GENERATION PORTFOLIO BY  
2045**



# TIMELINE FOR CARBON REDUCTION\*

## JOURNEY TO A CLEAN ENERGY FUTURE



\*Expected Net Capacity at Peak Demand

# CHARGED UP: EPE'S ELECTRIFYING JOURNEY INTO THE FUTURE OF TRANSPORTATION

As the number of EVs on the road increases, EPE is committed to investing in the electrification infrastructure needed to provide individuals with EV charging options to incorporate into their daily lifestyles. After receiving an approval from the City of El Paso, EPE launched the EV pilot program to address the increasing demand for charging infrastructure. Under the program, EPE purchased and installed various charging stations throughout the City and the County of El Paso. This move comes as a part of EPE's mission to provide accessible EV charging infrastructure in our community.

## EPE PUBLIC EV CHARGING STATIONS

Location	Address
Arcadia at Montecillo	170 Vin Marbella Dr EV, El Paso, TX, 79912
County Coliseum	4100 E Paisano Dr EV, El Paso, TX, 79905
Ascarate Park	6900 Delta Dr EV, El Paso, TX, 79905
Vista Market	1960 George Dieter Dr EV, El Paso, TX 79936
Coronado Country Club	1044 Broadmoor Dr, El Paso, TX 79912
The Canyons at Cimmaron	7470 Cimarron Market Ave EV, El Paso, TX, 79911
The Substation	145 E Sunset Rd EV, El Paso, TX 79922
Denny's	6650 Montana Ave EV, El Paso, TX 79925



## EVs FOR EVERYONE CAMPAIGN

The EVs for Everyone campaign launched a refreshed website and social media posts designed to help customers learn more about EVs, incentives, programs and EV rates.



for **EVERYONE**



## EPA CLEAN SCHOOL BUS GRANT

In 2023, EPE continued to assist school districts with fleet electrification planning and grant applications. Funding for electric school buses was awarded to one local school district.

Canutillo Independent School District was awarded a grant through a third-party collaboration to purchase four new electric school buses and install charging equipment and upgrades between the electrical meter and the charging port.

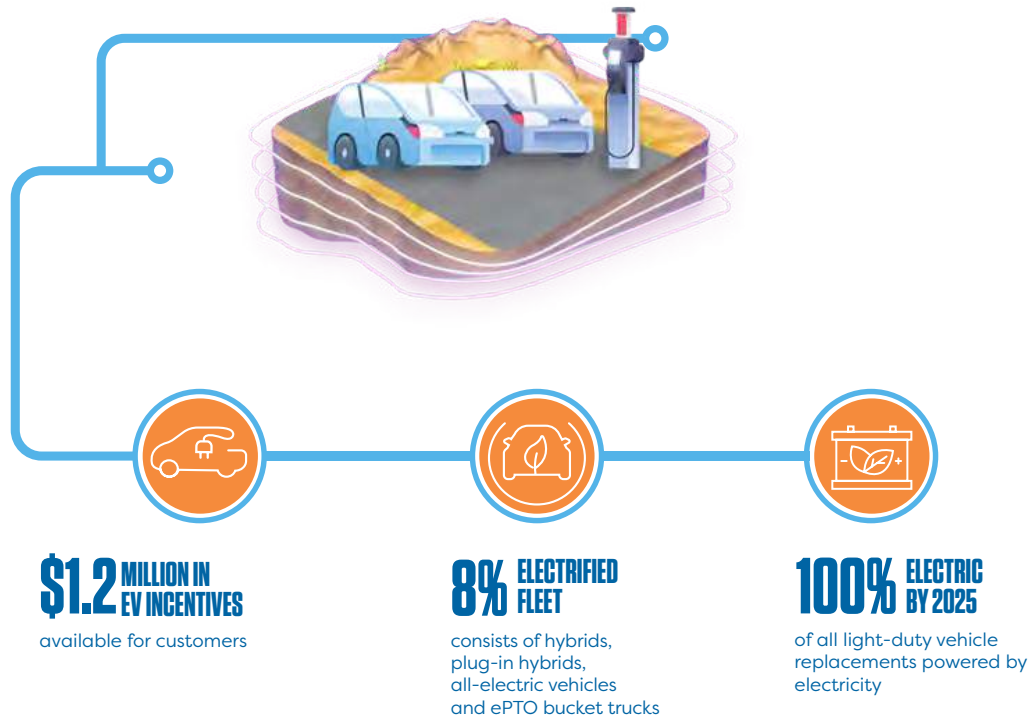
## NEW MEXICO TRANSPORTATION ELECTRIFICATION PLAN

Throughout 2023, EPE allocated \$134,736 towards residential, low-income and workplace smart charging programs including educational outreach initiatives for the New Mexico Transportation Electrification Plan. In total EPE has allocated \$346,655 of the approved budget of \$1.2 million.



# ELECTRIFYING A CLEANER FUTURE

We're committed to meeting our climate goals and inspiring others to take action. That's why we are accelerating the transition of our fleet to EVs and supporting expansion of transportation electrification in our region!



## A SHIFT TOWARDS EVs

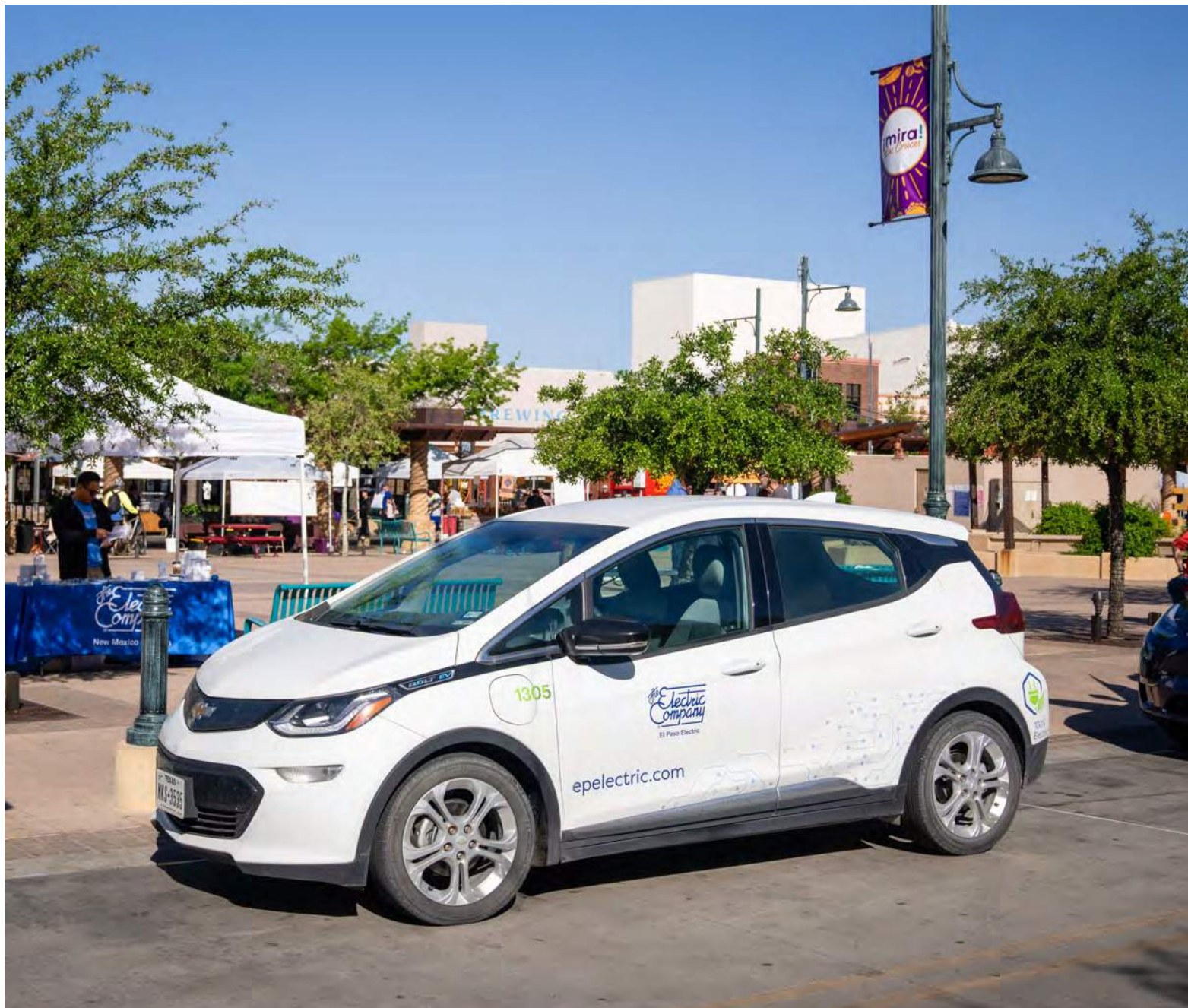
As part of its steadfast commitment to electrification, EPE is actively spearheading fleet electrification initiatives, marking a significant stride towards a sustainable future. Complementing these efforts, EPE extends its dedication to electrification by providing convenient vehicle charging opportunities for its employees across various company facilities. With the installation of a total of 6 dual-port charging stations, EPE empowers its workforce to use EVs with ease and convenience. These strategically placed charging stations not only encourage the adoption of EVs among employees but also underscore EPE's proactive stance in promoting clean transportation solutions. By facilitating employee access to charging infrastructure, EPE reaffirms its commitment to reducing emissions, advancing electrification, and fostering a culture of sustainability within its operations and beyond.

## RECYCLING OF OLD METERS

Managing legacy meters responsibly was a priority for EPE, driving the search for the most environmentally friendly solution for their disposal. EPE decided to implement and adhere to meticulous recycling protocols for the legacy meters during the AMS installation period. The process involves a series of meticulous steps that ensure responsible disposal of locks, plastic covers, batteries and other elements that make up the legacy meters. By making conscientious decisions about the fate of old meters, EPE demonstrates its dedication to environmental sustainability and responsible waste management practices throughout its operations.

## 2023 ELECTRIC AND HYBRID VEHICLES IN EPE'S FLEET

Vehicle Make and Model	Number of Vehicles	Vehicle Power Source
Toyota RAV4 Hybrid	1	Unleaded
Ford F-550 ePTO Bucket Truck	25	Diesel and Electricity
Chevy Bolt	12	Electricity
Lifts, Forklifts, and Off-Road Vehicles	9	Electricity
<b>Total</b>	<b>47</b>	







## ENVIRONMENTAL STEWARDSHIP

EPE's commitment to environmental stewardship is reflected across numerous conservation efforts and sustainable practices that support our goals to reduce air emissions, conserve natural resources, minimize regulated waste streams and protect biodiversity and vegetation. We strive to serve our customers with reliability and affordability while ensuring a sustainable future for generations to come.

### ENVIRONMENTAL SCORECARD

Category	2021	2022	2023
Agency Inspections	21	10	7
Notices of Violation (NOV) <sup>1,2</sup>	0	1	1
Avian Incidents	9	5	4
Reportable Spills	7	3	5

<sup>1</sup> 2022 Failure to timely report Whole Effluent Toxicity sample results.

<sup>2</sup> 2023 Failure to report a spill/discharge within 24 hours of discovery.



# AIR QUALITY

EPE has experienced continuous load growth, especially during our summer peak season. The increased demand of our gas generation fleet adversely resulted in an increase in carbon emissions and criteria pollutants.

We continue to maintain carbon emissions that fall below the average of the largest U.S. power producers<sup>1</sup>. In light of this, EPE ranks among the top one-third low-emission entities in terms of CO<sub>2</sub> emission rate and total CO<sub>2</sub> emissions from all generating resources. We will continue to safeguard essential natural resources such as the air we breath, by lowering our emissions.

<sup>1</sup>The Sustainability Institute by ERM (2023). *Benchmarking Air Emissions of the 100 Largest Electric Power Producers in the United States.*



## CO<sub>2e</sub><sup>1</sup> EMISSIONS (METRIC TONS)

Source	2021	2022	2023
Direct Emissions from Stationary Combustion Units	2,548,448	2,485,124	2,841,067
Direct Emissions from Mobile Combustion	4,268	4,406	4,262
Direct Emissions from Electric T&D	43,846	46,692	23,900
Direct Emissions from Natural Gas Fugitives	2,766	2,767	2,868
Indirect Emissions from Energy Purchased	19,650	24,619	29,530
<b>Total CO<sub>2e</sub> Emissions</b>	<b>2,618,978</b>	<b>2,563,609</b>	<b>2,901,627</b>

<sup>1</sup>CO<sub>2e</sub> is comprised of carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O) and sulfur hexafluoride (SF<sub>6</sub>).

## AIR QUALITY SCORECARD (SHORT TONS)<sup>1</sup>

Parameter	2021	2022	2023
Nitrogen Oxides (NOx)	2,513	2,374	2,840
Carbon Monoxide (CO)	871	604	920
Particulate Matter (PM)	148	201	236
Sulfur Dioxide (SO <sub>2</sub> )	13	12	13

<sup>1</sup>Criteria pollutant totals are for local generation only (natural gas).

# CARBON FOOTPRINT

Our divestiture from coal sources in 2016 has been the greatest step towards reducing our carbon footprint. As we continue to expand on our sustainable practices to reduce greenhouse gases, scaling up our renewable energy sources, advancing our energy efficiency programs, upgrading our facilities, electrifying our fleet and investing in our transmission and distribution systems have been our focus.

Currently, our direct emissions stem from our natural gas power plants which are the greatest contributor to our carbon footprint. In keeping with our transparent communications, our reports will continue to include our emission intensities (mass of carbon per MWh of generation) as we proceed with our transition towards a carbon-free portfolio.

EPE's rate is inclusive of all carbon sources itemized in the CO<sub>2e</sub> Emissions Table and total load served (net generation). All progress towards EPE's goal is quantified by comparing the current year's rate with the 2015 baseline rate that remains consistent.

## CARBON FOOTPRINT<sup>1</sup> TREND (SHORT TONS OF CO<sub>2e</sub> /MWh)

2015 Baseline Rate	0.282	Change from 2015 Baseline
2023 Rate	0.246	<13%

<sup>1</sup>Carbon footprint is comprised of emissions of carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) from the fuel combustion at the power plants, from fluorinated gases (SF<sub>6</sub>) from transmission and distribution equipment and CO<sub>2</sub> emissions from our vehicle fleet.







## WATER CONSUMPTION RATE

Year	Rate (Liters/Net MWh) <sup>1</sup>
2023	2,291
2022	2,349
2021	2,474

<sup>1</sup>Water rates include reclaimed water provided to Newman Power Station from the Fred Hervey Water Reclamation Plant.

## 2023 WATER RATES: EPE-OWNED GENERATION

Power Station	Water Consumption <sup>1</sup> (gal/kWh)
Montana	0.18
Rio Grande	0.72
Newman	0.51
Copper	0.07
Palo Verde <sup>2</sup>	0.73

<sup>1</sup>Water consumption data calculated based on gross generation.

<sup>2</sup>Water consumption from Palo Verde is estimated as 15.8 percent (EPE's ownership) of water consumed by Units 1, 2 and 3.

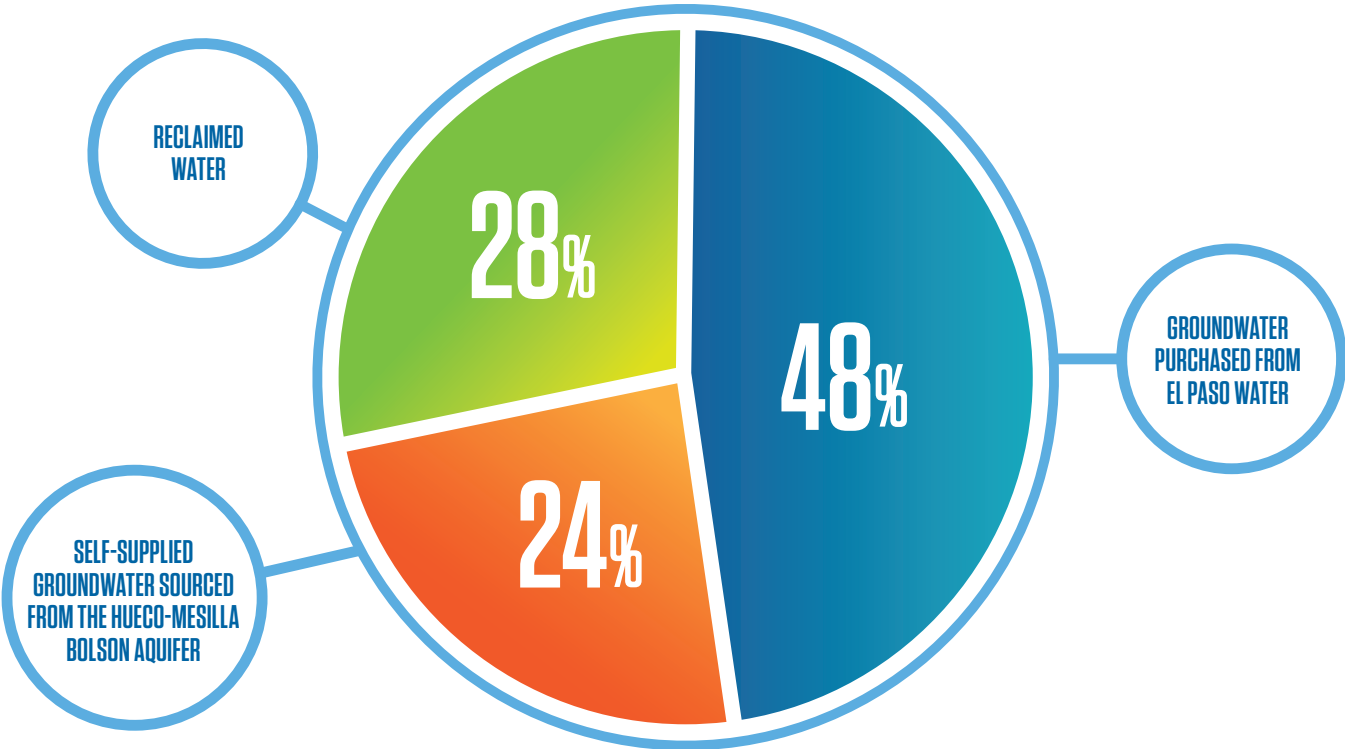
## WATER

As a utility that generates electricity, water is notably the main component for power generation primarily for cooling purposes and secondarily as a pollution control method to reduce NOx emissions. Increased demand of our generation fleet is directly proportional to the increased consumption of water.

We are mindful of our role in regional water management as a consumer of 2 billion gallons of water on an annual basis. EPE minimizes consumptive water use by maximizing cycling of water through our cooling towers. Since we are located in an arid region where water is a scarce resource, transforming our generation portfolio with more renewable sources is a key factor that will allow us to see reductions in our water consumption.

EPE's water consumption rate varies depending on the type of generation technology employed. Newman 6, one of our latest generation units, utilizes dry cooling technology, significantly reducing water consumption. Additionally, we implement strategies to minimize consumptive water use by maximizing the cycling of water through our cooling towers.

# SOURCES OF WATER FOR EPE'S LOCAL GENERATION





# WASTE MANAGEMENT

Our waste management stewardship, in alignment with corporate compliance, is concentrated around reducing waste streams at the source. We have advanced our environmental stewardship in waste management by implementing eco-friendly processes and strategies focused on pollution prevention and minimizing hazardous waste throughout our everyday operations. We also have waste diversion strategies in place to reduce harmful environmental impacts by diverting generated waste, thereby reducing landfill waste.

## HIGH VOLUME NON-HAZARDOUS WASTE STREAMS (LBS)

Non-Hazardous Waste	2021	2022	2023
Oily Water <sup>1</sup>	492,006	578,856	267,153
Petroleum Contaminated Soils <sup>2</sup>	478,322	262,804	7,915,997
Oil Rags/Debris <sup>3</sup>	32,576	22,439	88,537

<sup>1</sup>Excludes oily water managed under the used oil program. 2022: Increase due to Rio Grande U7 Intercooler Lube Oil release.

<sup>2</sup>2023 Increase due to clean out of Newman Zeolite Pond sludge and sediment (7.2 million lbs) and Copper Transformer spill (73,000 lbs of impacted soil).

<sup>3</sup>2023 Increase due to an estimated 56,000 lbs of air filters managed as oily debris.

## HIGH VOLUME HAZARDOUS/TOXIC WASTE STREAMS (LBS)

Hazardous/Toxic Waste	2021	2022	2023
Asbestos Containing Material <sup>1</sup>	19,600	121,730	7,665
PCB Waste (Landfilled) <sup>2</sup>	5,999	1,030	41,757
Corrosives <sup>3</sup>	29,395	31,637	9,899

<sup>1</sup>2022 Increase due to removal of asbestos coated metal pipe from Rio Grande Power Plants.

<sup>2</sup>2023 Increase due to Copper Transformer spill which generated soil, gravel and concrete impacted with 11 ppm PCB oil.

<sup>3</sup>2021 Includes waste generated from one episodic event at the Rio Grande Power Plant and one event at the Montana Power Station. 2022 Includes planned episodic events at Rio Grande Power Plant acid tank cleaning and Newman Power Station neutralization tank cleaning.

# BIODIVERSITY AND VEGETATION

## HAWK NEST RELOCATION

In June 2023, our team received a call about a hawk's nest perched precariously on a nearby power pole in east El Paso. Working closely with our Environmental and Trouble & Emergency teams, we found that the hawk's nest posed a potential threat of causing an outage. The hatchlings were entrusted to the capable hands of Gila Wildlife Rescue, where the eyases received expert care and rehabilitation until they were ready to soar back into their natural habitat in August. Together, we ensured the safety of both the wildlife and our community's power supply.





# ENERGY EFFICIENCY AND LOAD MANAGEMENT

EPE is proud to help low-income customers in Texas and New Mexico reduce their electric bills and become more energy efficient through EPE Energy Efficiency programs:

**EPE'S ENERGYSAVER PROGRAM** provided 580 New Mexico homes with free energy efficiency services in 2023, such as new evaporative coolers, LED lighting, attic insulation, air and duct sealing and more.

**EPE'S ENERGYSMART PROGRAM** is a new program in New Mexico that leverages federal incentives, tax credits and energy financing to help pay for more expensive retrofits and allowed 116 additional homes to receive services.

**EPE'S TEXAS INCOME QUALIFIED SOLUTIONS PROGRAM** offered 570 discounts on home cooling, windows, attic insulation, air and duct sealing and more to help lower energy costs and make customers' homes more comfortable.





# ANCHOR 5:

## DRIVE A CULTURE OF ENGAGEMENT AND ACCOUNTABILITY

Our commitment to driving a culture of engagement and accountability isn't just a strategy—it's a way of life at EPE. It's about embodying our core values, living our strategic anchors and working tirelessly every day to fulfill our mission of providing reliable, affordable power to the communities we proudly serve. Through our active involvement in local initiatives and leadership roles, we're igniting positive change and making a tangible impact on the lives of our neighbors. Our commitment prioritizes the well-being and growth of our employees, ensuring they feel empowered to drive innovation and success. When we come together with purpose and passion, there's no limit to what we can achieve—together, we power progress, drive innovation and create a brighter, more sustainable future for all.





# WELLBEING & WELLNESS PROGRAMMING

In 2023, EPE's PowerFit Corporate Wellness Program, administered by Virgin Pulse, underwent an exciting expansion, enriching the offerings available to employees seeking holistic well-being. Beyond traditional physical fitness initiatives, the program now encompasses a comprehensive array of activities targeting mental, spiritual and financial wellness. These additions reflect our commitment to supporting employees in every facet of their lives, recognizing the interconnectedness of well-being across various domains.

## WITH THESE FIVE NEW PROGRAMS, EPE CONTINUES TO CHAMPION A CULTURE OF HOLISTIC WELLNESS, EMPOWERING EMPLOYEES TO THRIVE PERSONALLY AND PROFESSIONALLY.

- Project Vida Diabetes
- Safety Ergonomics Evaluation
- EPE Committee Participation
- Mountain Star FCU Financial Education Sessions
- Gallagher Live Well Monthly Activities



## EMPLOYEE ENGAGEMENT BOARD

EPE unveiled a dynamic initiative—the Employee Engagement Board (EEB)—to foster stronger connections between the workforce and the Executive Leadership Team (ELT), elevating employee engagement throughout the organization. This innovative board mirrors the diverse makeup of EPE's workforce, with representatives from every division of the company ensuring that all voices are heard. To fulfill its mission of enhancing engagement, the EEB launched an exciting roadshow, embarking on a journey to visit all of EPE's locations. At these interactive sessions, employees were invited to share their insights, ideas and concerns directly with the EEB members, facilitating open dialogue and collaboration. The invaluable feedback collected during these roadshows serves as a conduit for enhancing communication and transparency between employees and the ELT, driving meaningful improvements across the organization.

# SAFETY SUCCESSES

In 2023, the Safety Department achieved notable milestones, surpassing corporate Key Performance Indicator goals like the Total Safety Score and witnessing a substantial increase in inspections, employee recognitions (Good Catch/ Good Show), and near-miss reporting. Key initiatives included the implementation of the ErGOs self-assessment for all employees and utilizing ISN® to set higher standards for high-risk contractors. Despite enduring extreme heat records with 44 consecutive days above 100°F, operational teams excelled, completing tasks such as transformer changes without any heat-related illnesses among field employees who logged over 254,000 hours.



A REMARKABLE  
**220** CONSECUTIVE  
DAYS  
WITHOUT A DART<sup>1</sup> INCIDENT,  
A RECORD-BREAKING STREAK

SUCCESSFUL EXPANSION  
OF THE SAFESTART PROGRAM,  
WHICH PROVIDED OVER  
**232** SESSIONS FROM OUR  
**29** EPE-CERTIFIED TRAINERS

<sup>1</sup>Days Aways Restricted or Transferred

## IN COLLABORATION WITH IBEW LOCAL 960 LEADERSHIP, EPE CONTINUES TO ADOPT NEW STRATEGIES TO:

- increase employee safety engagement and further individual ownership;
- improve safety culture through purposeful management-employee field engagements; and
- identify leading indicators and opportunities to capture analytical data for predictive



# SAFETY SCORECARD

Year	2021	2022	2023
OSHA Recordable Rate (EPE) <sup>1</sup>	1.98	1.24	1.4
OSHA Recordable Rate (Industry) <sup>2</sup>	1.5	0.99	NA
OSHA Lost Workday Case Rate (EPE)	0.86	0.44	0.44
OSHA Lost Workday Case Rate (Industry) <sup>2</sup>	0.7	0.51	NA

<sup>1</sup>EPE OSHA injury rates as of 3/15/2024

<sup>2</sup>2023 OSHA Industry Rates were not available at the time of preparation of this report. Prior years' Industry rates are Electric Power Generation, Transmission, Distribution NAICS 221100, Average Rate All Establishments (All Size).

## HIGH-ANGLE RESCUE AND RAPPELLING TRAINING AT RIO GRANDE POWER PLANT

A collaborative effort between the El Paso Fire Department, Sunland Park Fire Department and our Rio Grande Power Plant exemplifies EPE's unwavering dedication to bolstering emergency response capabilities and ensuring the safety of our community. These trainings are vital components of our ongoing commitment to preparedness, equipping both EPE staff and local firefighters with the skills and knowledge necessary to effectively respond to emergencies. By fostering strong partnerships and sharing expertise, we're not only enhancing our collective ability to handle challenging situations but also fostering a culture of collaboration and resilience.

Together, we're building a safer, more resilient community where every individual can feel secure and protected.



## KIDS' SAFETY TOWN: WHERE LEARNING BECOMES AN ADVENTURE

Team EPE joins Safety Town to teach our youngest community members to be safe with electricity. Our goal is to make our community safer by teaching these important safety habits early on ensuring a lifetime of well-being and security around electricity. Safety Town is a partnership with local law enforcement.



**25 EMPLOYEES VOLUNTEERED  
TO LEAD SESSIONS**

**200 CHILDREN AGES 5-6  
ATTENDED AND GRADUATED**

**10 SESSIONS  
WERE HELD IN SUMMER OF 2023**



## EPE ESTABLISHES THE ELECTRIC COMPANY CHARITABLE FOUNDATION

The Electric Company Charitable (ECC) Foundation marks a new era of giving, driven by our commitment to community upliftment. With a focus on education, economic development and environmental stewardship, the ECC Foundation aims to create lasting change. Supported by a \$1.2 million contribution from EPE, the ECC Foundation channels funds to impactful programs and matching employee donations dollar for dollar to the causes and nonprofits close to their heart.

## LEADERSHIP EXCELLENCE DEVELOPMENT PROGRAM

In 2023, EPE celebrated the graduation of 21 outstanding employees from its Leadership Excellence Development (LED) Program. Participants delved into various facets of leadership, including cultivating a growth mindset, fostering an intentional company culture and exploring the nuances of unconscious bias. By equipping employees with these skills, EPE continues to champion a culture rooted in diversity, equity and excellence.



## HISPANIC HERITAGE MONTH

EPE dedicated time for employees to reflect, connect and celebrate during special festivities for employees. Hispanic Heritage Month serves as a poignant reminder of the rich history and vibrant culture of the Latino and Hispanic communities in the U.S. each contributing uniquely to the fabric of American society. We embraced this cultural mosaic by coordinating a guided painting event of iconic Hispanic figures. Employees also delved into the tradition of Día de Muertos altars at several EPE locations.

## PRIDE MONTH

Team EPE came together to celebrate love, diversity and acceptance during Pride events in our vibrant region. By showing support and allyship, employees and their family and friends honored the bright tapestry of LGBTQ+ culture, history and ongoing struggle for equality. EPE affirmed our commitment to fostering a more inclusive and equitable society for all.







# AWARDS & RECOGNITIONS

## LEADING THE CHARGE: EPE RECOGNIZED AS AMERICAN CLIMATE LEADER BY USA TODAY

EPE's commitment to environmental sustainability was recognized by USA Today, naming us an American Climate Leader. The rankings considered various factors, including emission intensity relative to revenue, annualized reductions in emission intensity and carbon disclosure rating. EPE's dedication to reducing greenhouse gas emissions and adopting environmentally friendly practices positioned us as a standout among companies across the nation. The data used for evaluation included Scope 1 and 2 emissions, adhering to the Greenhouse Gas Protocol, a globally recognized standard. This recognition underscores EPE's ongoing efforts to combat climate change and promote a more sustainable future.



## EPE AWARDS TEXAS ENERGY EFFICIENCY TOP PARTICIPATING CONTRACTORS

In 2023, our participating trade partners helped 1,792 Texas residential and commercial customers save \$333,528.96 on their energy bills and they also helped our commercial customers avoid the emission of 10,662 tons of carbon dioxide.

## CHAMPIONS OF DIVERSITY RECOGNITION

EPE's recognition as "Champions of Diversity" by Black El Paso Voice magazine underscores our unwavering commitment to fostering an inclusive and equitable workplace. As the Corporate Partner of the Year for the inaugural Juneteenth event hosted by the organization, EPE demonstrated its proactive engagement in celebrating and amplifying the voices and contributions of Black individuals in our region. This accolade is a testament to our ongoing efforts to champion DEI initiatives and create a workplace culture that values and respects the diverse backgrounds, perspectives and experiences of all our employees and stakeholders.



## EPE RECOGNIZES SISD AS TOP PERFORMER IN ENERGY EFFICIENCY PROGRAMS

Socorro Independent School District (SISD) has been recognized as a top performer in the 2023 SCORE program. SISD submitted projects that incentivized high-efficient measures at 23 schools, resulting in \$172,776.00 in incentives. The SCORE program, which incentivizes energy efficiency projects, is administered by CLEAResult as the program implementer and EPE is the program sponsor.





## ESCALENT RECOGNIZES EPE AS A 2023 BUSINESS CUSTOMER CHAMPION

EPE was among the 81 gas, electric and combination utilities included in the 2023 Utility Trusted Brand & Customer Engagement Business Study by Escalent. This comprehensive research initiative evaluates performance metrics to pinpoint brand strengths and identify opportunities for enhancing customer experiences within the industry. EPE's Engaged Customer Relationship score surpassed those of industry peers, highlighting our commitment to fostering strong customer relationships. By offering user-friendly options, we empower business customers to achieve their savings and sustainability objectives effectively.



## ENERGY STAR® PARTNER OF THE YEAR AWARD FOR ENERGY EFFICIENCY PROGRAM DELIVERY

EPE supported the construction of 65 ENERGY STAR® certified homes, an increase of 30% from 2022, for a total exceeding 1,074 ENERGY STAR® certified homes and 2,322 homes with ENERGY STAR® products, resulting in a total electricity savings of 4,808 MWh since joining the program.

## EL PASO'S REJECTION OF PROPOSITION K: EPE'S COMMITMENT TO RELIABLE, AFFORDABLE AND SUSTAINABLE POWER

El Paso voters overwhelmingly rejected Proposition K, the El Paso Climate Charter, in a May 2023 special election, with 82% of voters opposing the sweeping climate legislation. The proposition, spearheaded by environmental groups, threatened tax hikes, energy reliability and progress towards a clean-energy economy.

EPE, along with IBEW LOCAL 960, vehemently opposed Proposition K, rallying employees and retirees to protect jobs, the company and the region's economic vitality. Through door-to-door outreach, yard signs and community engagement, employees and the community mobilized voters to soundly reject the proposal.

EPE focuses on achieving 80% carbon-free energy by 2035 and 100% by 2045, ensuring reliable, affordable and sustainable power for its 460,000 customers across the region.





# COMMUNITY OUTREACH & EDUCATIONAL COLLABORATION

## EARTH DAY

EPE showcased its commitment to sustainability during Earth Month, celebrated in April, by spearheading a tree-planting initiative across El Paso. This endeavor stands as a testament to the company's ongoing commitment to bolstering the local community and safeguarding the region's natural splendor. Through such initiatives, EPE continues to nurture a greener, more resilient future for all.



**100 TREES**  
WERE PLANTED  
THROUGHOUT EL PASO PARKS

TREE SPECIES INCLUDED  
**ARIZONA ASH,  
MEXICAN WHITE OAK  
AND BONITA ASH**

MORE THAN  
**40**   
EMPLOYEES PARTICIPATED  
IN THIS INITIATIVE





## EPE'S GREEN LEGACY THE 915 TREE KEEPERS PROJECT

In alignment with EPE's commitment to sustainability and environmental stewardship, we announced a \$25,000 donation to the 915 Tree Keepers, a project spearheaded by El Paso City Council Representative for District 3. Recognizing the positive impact of trees on both aesthetics and environmental quality, this initiative aims to establish greater tree coverage across El Paso. Through the 915 Tree Keepers, community members are empowered to participate in tree planting efforts, fostering a sense of ownership and pride in their local environment. By strategically planting trees in areas that lack green spaces, the goal is to enhance the overall quality of life for residents and promote healthier, more sustainable urban ecosystems for generations to come.

## RESLER CANYON CLEAN-UP

Our dedicated VOLTS employees partnered with The Frontera Land Alliance for a trail cleanup initiative along the Wakeem/Teschner Nature Preserve at Resler Canyon. As we worked together to restore the natural beauty of this trail, we reinforced the importance of preserving our outdoor spaces for current and future generations to enjoy.







## TEAM EPE RAISES OVER \$16,000 FOR WALK A MILE

Employees participated in the annual 2023 YWCA Walk a Mile in Her Shoes – fundraising more than \$16,000. The campaign aims to bring awareness and challenge gender preconceptions in our community.



## VOLUNTEERS ON LOCATION TO SERVE

- Brightening the Bosque
- National Rebuilding Day – Rebuilding Together
- Vitalant Blood Drives
- Stamp Out Hunger! El Pasoans Fighting Hunger
- Easter baskets for El Paso Children's Grief Center
- Community Clothes Closet donations for Kelly Center for Hunger Relief





## POLES OF PURPOSE: EPE'S SUSTAINABLE IMPACT ON IRVIN HIGH SCHOOL JROTC

EPE continues its dedication to sustainability and service by donating four wooden electrical poles to the Irvin High School JROTC program. This innovative approach not only benefits our youth but also contributes to environmental stewardship. EPE has a profound commitment to sustainability and resourcefulness. These poles now serve as integral components of a challenge course, aiding in the physical and mental development of JROTC students while also reducing waste and promoting eco-friendly practices.

## POWERUP LAS CRUCES EXPO

EPE collaborated with the City of Las Cruces for the PowerUP Las Cruces Expo and Training. This event aimed to highlight cutting-edge innovations and technologies tailored for electric homes, buildings and transportation systems. At the expo, EPE curated an Electric Avenue, showcasing a diverse range of electric vehicles, including cars, bicycles and even a school bus. EPE took the opportunity to raise awareness about the New Mexico Transportation Electrification Plan, offering valuable insights and education to the community about the benefits of electric transportation.





## EDUCATIONAL COLLABORATION DOÑA ANA INTERNSHIP PROGRAM

Doña Ana County partnered with EPE to host their third summer enrichment program. This program offers five exceptional high school students the opportunity to work alongside EPE's energy efficiency, asset management, government affairs and economic development departments.

The Summer Enrichment Program, sponsored by Doña Ana County and the New Mexico Department of Education, is a learning opportunity that pairs students with high-quality internship opportunities that match their job interests within government agencies, local businesses and organizations throughout the summer. Doña Ana County hires coordinators that will work alongside the Summer Interns and each business partner to ensure a successful program.

## ENGINEERS WEEK

The City of El Paso and El Paso County proclaimed February 19 through February 25, 2023, as National Engineers Week, which was a joint effort between EPE, TXDOT El Paso and UTEP. These proclamations are a well-deserved recognition of the significant contributions that engineers make in our community and their commitment to innovation, problem solving and improving the quality of life for all. EPE honored its 138 engineers for their dedication to excellence.



## ERICA RUIZ: UTEP GRAD POWERING HER CITY

Erica Ruiz was highlighted in UTEP's Right Here campaign. Erica rooted in El Paso after acquiring valuable skills and gaining a competitive advantage through UTEP's innovative academic offerings. EPE helped Erica leverage her expertise as a power plant engineer. Since 2019, Erica has helped lay the groundwork for clean energy adoption in our region by spearheading the development of a comprehensive scorecard for EPE's power plants, facilitating data-driven decision-making for operational excellence.



# DEFINITIONS FOR EPE /SUSTAINABILITY METRICS

Ref. No.	Metric Name	Definition
<b>Portfolio</b>		
<b>1</b>	<b>Owned Nameplate Generation Capacity at end of year (MW)</b>	<b>Provide generation capacity data that is consistent with other external reporting by your company.</b> The alternative default is to use the summation of the nameplate capacity of installed owned generation in the company portfolio, as reported to the U.S. Energy Information Administration (EIA) on <b>Form 860 Generator Information</b> . Note that data should be provided in terms of equity ownership for shared facilities. Nameplate capacity is defined as the maximum rated output of a generator, prime mover, or other electric power production equipment under specific conditions designated by the manufacturer. Installed generator nameplate capacity is commonly expressed in megawatts (MW) and is usually indicated on a nameplate physically attached to the generator.
1.1	Coal	Nameplate capacity of generation resources that produce electricity through the combustion of coal (a readily combustible black or brownish-black rock whose composition, including inherent moisture, consists of more than 50 percent by weight and more than 70 percent by volume of carbonaceous material. It is formed from plant remains that have been compacted, hardened, chemically altered, and metamorphosed by heat and pressure over geologic time).
1.2	Natural Gas	Nameplate capacity of generation resources that produce electricity through the combustion of natural gas (a gaseous mixture of hydrocarbon compounds, the primary one being methane).
1.3	Nuclear	Nameplate capacity of generation resources that produce electricity through the use of thermal energy released from the fission of nuclear fuel in a reactor.
1.4	Petroleum	Nameplate capacity of generation resources that produce electricity through the combustion of petroleum (a broadly defined class of liquid hydrocarbon mixtures. Included are crude oil, lease condensate, unfinished oils, refined products obtained from the processing of crude oil, and natural gas plant liquids).
1.5	Total Renewable Energy Sources	Energy resources that are naturally replenishing but flow-limited. They are virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time. Renewable energy resources include biomass, hydro, geothermal, solar, wind, ocean thermal, wave action, and tidal action.
1.5.1	Biomass/Biogas	Nameplate capacity of generation resources that produce electricity through the combustion of biomass (an organic nonfossil material of biological origin constituting a renewable energy source).
1.5.2	Geothermal	Nameplate capacity of generation resources that produce electricity through the use of thermal energy released from hot water or steam extracted from geothermal reservoirs in the earth's crust.
1.5.3	Hydroelectric	Nameplate capacity of generation resources that produce electricity through the use of flowing water.
1.5.4	Solar	Nameplate capacity of generation resources that produce electricity through the use of the radiant energy of the sun, which can be converted into other forms of energy, such as heat or electricity.
1.5.5	Wind	Nameplate capacity of generation resources that produce electricity through the use of kinetic energy present in wind motion that can be converted to mechanical energy for driving pumps, mills, and electric power generators.
1.6	Other	Nameplate capacity of generation resources that are not defined above.
<b>2</b>	<b>Net Generation for the data year (MWh)</b>	Net generation is defined as the summation of the amount of gross generation less the electrical energy consumed at the generating station(s) for station service or auxiliaries. Data can be provided in terms of total, owned, and/or purchased, depending on how the company prefers to disseminate data in this template. <b>Provide net generation data that is consistent with other external reporting by your company.</b> The alternative default is to provide owned generation data as reported to EIA on <b>Form 923 Schedule 3</b> and align purchased power data with the Federal Energy Regulatory Commission (FERC) <b>Form 1 Purchased Power Schedule</b> , Reference page numbers 326-327. Note: Electricity required for pumping at pumped-storage plants is regarded as electricity for station service and is deducted from gross generation.
2.1	Coal	Net electricity generated by the combustion of coal (a readily combustible black or brownish-black rock whose composition, including inherent moisture, consists of more than 50 percent by weight and more than 70 percent by volume of carbonaceous material. It is formed from plant remains that have been compacted, hardened, chemically altered, and metamorphosed by heat and pressure over geologic time).
2.2	Natural Gas	Net electricity generated by the combustion of natural gas (a gaseous mixture of hydrocarbon compounds, the primary one being methane).
2.3	Nuclear	Net electricity generated by the use of the thermal energy released from the fission of nuclear fuel in a reactor.
2.4	Petroleum	Net electricity generated by the combustion of petroleum (a broadly defined class of liquid hydrocarbon mixtures. Included are crude oil, lease condensate, unfinished oils, refined products obtained from the processing of crude oil, and natural gas plant liquids).
2.5	Total Renewable Energy Sources	Energy resources that are naturally replenishing but flow-limited. They are virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time. Renewable energy resources include biomass, hydro, geothermal, solar, wind, ocean thermal, wave action, and tidal action.
2.5.1	Biomass/Biogas	Net electricity generated by the combustion of biomass (an organic nonfossil material of biological origin constituting a renewable energy source).
2.5.2	Geothermal	Net electricity generated by the use of thermal energy released from hot water or steam extracted from geothermal reservoirs in the earth's crust.
2.5.3	Hydroelectric	Net electricity generated by the use of flowing water.
2.5.4	Solar	Net electricity generated by the use of the radiant energy of the sun, which can be converted into other forms of energy, such as heat or electricity.
2.5.5	Wind	Net electricity generated by the use of kinetic energy present in wind motion that can be converted to mechanical energy for driving pumps, mills, and electric power generators.
2.6	Other	Net electricity generated by other resources that are not defined above. If applicable, this metric should also include market purchases where the generation resource is unknown.
<b>3</b>	<b>Investing in the Future: Capital Expenditures, Energy Efficiency (EE), and Smart Meters</b>	
3.1	Total Annual Capital Expenditures	Align annual capital expenditures with data reported in recent investor presentations or financial filings. Total capital expenditures should reflect all investments made at the company level (i.e., parent level or operating company) for which other data (e.g., number of customers, emissions, etc.) is reported. A capital expenditure is the use of funds or assumption of a liability in order to obtain physical assets that are to be used for productive purposes for at least one year. This type of expenditure is made in order to expand the productive or competitive posture of a business.
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	Incremental Annual Electricity Savings for the reporting year as reported to EIA on <b>Form 861</b> . Incremental Annual Savings for the reporting year are those changes in energy use caused in the current reporting year by: (1) new participants in DSM programs that operated in the previous reporting year, and (2) participants in new DSM programs that operated for the first time in the current reporting year. A "New program" is a program for which the reporting year is the first year the program achieved savings, regardless of when program development and expenditures began.
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	Total annual investment in electric energy efficiency programs as reported to EIA on <b>Form 861</b> .



Units Reported in	Time Period (if applicable)	Reference to Source (if applicable)
Megawatt (MW); One million watts of electricity.	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> . Form 860 instructions available at: <a href="http://www.eia.gov/survey/form/eia_860/instructions.pdf">www.eia.gov/survey/form/eia_860/instructions.pdf</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MW	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
Megawatthour (MWh); One thousand kilowatt-hours or one million watt-hours.	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> . Form 923 instructions available at: <a href="http://www.eia.gov/survey/form/eia_923/instructions.pdf">www.eia.gov/survey/form/eia_923/instructions.pdf</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
MWh	Annual	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
Nominal Dollars	Annual	Accounting Tools, Q&A, <a href="http://www.accountingtools.com/questions-and-answers/what-is-a-capital-expenditure.html">http://www.accountingtools.com/questions-and-answers/what-is-a-capital-expenditure.html</a>
MWh	End of Year	U.S. Energy Information Administration, <i>Form EIA-861 Annual Electric Power Industry Report Instructions</i> . Available at: <a href="http://www.eia.gov/survey/form/eia_861/instructions.pdf">www.eia.gov/survey/form/eia_861/instructions.pdf</a> .
Nominal Dollars	End of Year	U.S. Energy Information Administration, <i>Form EIA-861 Annual Electric Power Industry Report Instructions</i> . Available at: <a href="http://www.eia.gov/survey/form/eia_861/instructions.pdf">www.eia.gov/survey/form/eia_861/instructions.pdf</a> .

Ref. No.	Metric Name	Definition
<b>4</b>	<b>Retail Electric Customer Count (at end of year)</b>	Electric customer counts should be aligned with the data provided to EIA on <b>Form 861 - Sales to Utility Customers</b> .
4.1	Commercial	An energy-consuming sector that consists of service-providing facilities and equipment of businesses; Federal, State, and local governments; and other private and public organizations, such as religious, social, or fraternal groups. The commercial sector includes institutional living quarters. It also includes sewage treatment facilities. Common uses of energy associated with this sector include space heating, water heating, air conditioning, lighting, refrigeration, cooking, and running a wide variety of other equipment. Note: This sector includes generators that produce electricity and/or useful thermal output primarily to support the activities of the above-mentioned commercial establishments.
4.2	Industrial	An energy-consuming sector that consists of all facilities and equipment used for producing, processing, or assembling goods. The industrial sector encompasses the following types of activity manufacturing (NAICS codes 31-33); agriculture, forestry, fishing and hunting (NAICS code 11); mining, including oil and gas extraction (NAICS code 21); and construction (NAICS code 23). Overall energy use in this sector is largely for process heat and cooling and powering machinery, with lesser amounts used for facility heating, air conditioning, and lighting. Fossil fuels are also used as raw material inputs to manufactured products. Note: This sector includes generators that produce electricity and/or useful thermal output primarily to support the above-mentioned industrial activities. Various EIA programs differ in sectoral coverage.
4.3	Residential	An energy-consuming sector that consists of living quarters for private households. Common uses of energy associated with this sector include space heating, water heating, air conditioning, lighting, refrigeration, cooking, and running a variety of other appliances. The residential sector excludes institutional living quarters. Note: Various EIA programs differ in sectoral coverage.
<b>Emissions</b>		
<b>5</b>	<b>GHG Emissions: Carbon Dioxide (CO2) and Carbon Dioxide Equivalent (CO2e)</b>	
<b>5.1</b>	<b>Owned Generation</b>	
<b>5.1.1</b>	<b>Carbon Dioxide (CO2)</b>	
5.1.1.1	Total Owned Generation CO2 Emissions	Total direct CO2 emissions from company equity-owned fossil fuel combustion generation based on EPA's <b>GHG Reporting Program</b> (40 CFR, part 98, Subpart C – General Stationary Fuel Combustion and Subpart D – Electricity Production), using a continuous emission monitoring system (CEMS) or other relevant protocols.
5.1.1.2	Total Owned Generation CO2 Emissions Intensity	Total direct CO2 emissions from 5.1.1.1, divided by total MWh of <b>owned</b> net generation reported in the Utility Portfolio section.
<b>5.1.2</b>	<b>Carbon Dioxide Equivalent (CO2e)</b>	
5.1.2.1	Total Owned Generation CO2e Emissions	Total direct CO2e emissions (CO2, CH4, and N2O) from company equity-owned fossil fuel combustion generation in accordance with EPA's <b>GHG Reporting Program</b> (40 CFR, part 98, Subpart C – General Stationary Fuel Combustion and Subpart D – Electricity Production), using a continuous emission monitoring system (CEMS) or other approved methodology.
5.1.2.2	Total Owned Generation CO2e Emissions Intensity	Total direct CO2e emissions from 5.1.2.1, divided by total MWh of <b>owned</b> net generation reported in the Utility Portfolio section.
<b>5.2</b>	<b>Purchased Power</b>	
<b>5.2.1</b>	<b>Carbon Dioxide (CO2e)</b>	
5.2.1.1	Total Purchased Generation CO2e Emissions	Purchased power CO2 emissions should be calculated using the most relevant and accurate of the following methods: (1) For direct purchases, such as PPAs, use the direct emissions data as reported to EPA. (2) For market purchases where emissions attributes are unknown, use applicable regional or national emissions rates: - ISO/RTO-level emission factors - Climate Registry emission factors - E-Grid emission factors
5.2.1.2	Total Purchased Generation CO2 Emissions Intensity	Total purchased power CO2 emissions from 5.2.1.1, divided by total MWh of <b>purchased</b> net generation reported in the Utility Portfolio section.
<b>5.2.2</b>	<b>Carbon Dioxide Equivalent (CO2e)</b>	
5.2.2.1	Total Purchased Generation CO2 Emissions	Purchased power CO2e emissions should be calculated using the most relevant and accurate of the following methods: (1) For direct purchases, such as PPAs, use the direct emissions data as reported to EPA. (2) For market purchases where emissions attributes are unknown, use applicable regional or national emissions rates: - ISO/RTO-level emission factors - Climate Registry emission factors - E-Grid emission factors
5.2.2.2	Total Purchased Generation CO2e Emissions Intensity	Total purchased power CO2e emissions from 5.2.2.1, divided by total MWh of <b>purchased</b> net generation reported in the Utility Portfolio section.
<b>5.3</b>	<b>Owned Generation + Purchased Power</b>	
<b>5.3.1</b>	<b>Carbon Dioxide (CO2)</b>	
5.3.1.1	Total Owned + Purchased Generation CO2 Emissions	Sum of total CO2 emissions reported under 5.1.1.1 and 5.2.1.1.
5.3.1.2	Total Owned + Purchased Generation CO2 Emissions Intensity	Total emissions from 5.3.1.1, divided by total MWh of <b>owned and purchased</b> net generation reported in the Utility Portfolio section.
<b>5.3.2</b>	<b>Carbon Dioxide Equivalent (CO2e)</b>	
5.3.2.1	Total Owned + Purchased Generation CO2e Emissions	Sum of total CO2e emissions reported under 5.1.2.1 and 5.2.2.1.
5.3.2.2	Total Owned + Purchased Generation CO2e Emissions Intensity	Total emissions from 5.3.2.1, divided by total MWh of <b>owned and purchased</b> net generation reported in the Utility Portfolio section.



Units Reported in	Time Period (if applicable)	Reference to Source (if applicable)
		U.S. Energy Information Administration, <i>Form EIA-861 Annual Electric Power Industry Report Instructions</i> . Available at: <a href="http://www.eia.gov/survey/form/eia_861/instructions.pdf">www.eia.gov/survey/form/eia_861/instructions.pdf</a> .
Number of end-use retail customers receiving electricity (individual homes and businesses count as one).	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
Number of end-use retail customers receiving electricity (individual homes and businesses count as one).	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
Number of end-use retail customers receiving electricity (individual homes and businesses count as one).	End of Year	U.S. Energy Information Administration, <i>Online Glossary</i> , <a href="https://www.eia.gov/tools/glossary/">https://www.eia.gov/tools/glossary/</a> .
Metric Tons	Annual	U.S. Environmental Protection Agency, <i>Greenhouse Gas Reporting Program</i> (40 CFR, part 98, Subparts C and D).
Metric Tons/Net MWh	Annual	
Metric Tons	Annual	U.S. Environmental Protection Agency, <i>Greenhouse Gas Reporting Program</i> (40 CFR, part 98, Subparts C and D).
Metric Tons/Net MWh	Annual	
Metric Tons	Annual	
Metric Tons/Net MWh	Annual	
Metric Tons	Annual	
Metric Tons/Net MWh	Annual	
Metric Tons	Annual	
Metric Tons/Net MWh	Annual	
Metric Tons	Annual	
Metric Tons/Net MWh	Annual	

Ref. No.	Metric Name	Definition
<b>Emissions</b>		
5.4	<b>Non-Generation CO<sub>2</sub>e Emissions of Sulfur Hexafluoride (SF<sub>6</sub>)</b>	
5.4.1	Total CO <sub>2</sub> e emissions of SF <sub>6</sub>	Total CO <sub>2</sub> e emissions of SF <sub>6</sub> in accordance with EPA's <b>GHG Reporting Program</b> (40 CFR Part 98, Subpart DD).
5.4.2	Leak rate of CO <sub>2</sub> e emissions of SF <sub>6</sub>	Leak rate of CO <sub>2</sub> e emissions of SF <sub>6</sub> in accordance with EPA's <b>GHG Reporting Program</b> (40 CFR Part 98, Subpart DD)
<b>6 Nitrogen Oxide (NO<sub>x</sub>), Sulfur Dioxide (SO<sub>2</sub>), Mercury (Hg)</b>		
6.1	Generation basis for calculation	Indicate the generation basis for calculating SO <sub>2</sub> , NO <sub>x</sub> , and Hg emissions and intensity. Fossil: Fossil Fuel Generation Only Total: Total System Generation Other: Other (please specify in comment section)
6.2	<b>Nitrogen Oxide (NO<sub>x</sub>)</b>	
6.2.1	Total NO <sub>x</sub> Emissions	Total NO <sub>x</sub> emissions from company equity-owned fossil fuel combustion generation. In accordance with EPA's <b>Acid Rain Reporting Program</b> (40 CFR, part 75) or regulatory equivalent.
6.2.2	Total NO <sub>x</sub> Emissions Intensity	Total from above, divided by the MWh of generation basis as indicated in 6.1.
6.3	<b>Sulfur Dioxide (SO<sub>2</sub>)</b>	
6.3.1	Total SO <sub>2</sub> Emissions	Total SO <sub>2</sub> emissions from company equity-owned fossil fuel combustion generation. In accordance with EPA's <b>Acid Rain Reporting Program</b> (40 CFR, part 75) or regulatory equivalent.
6.3.2	Total SO <sub>2</sub> Emissions Intensity	Total from above, divided by the MWh of generation basis as indicated in 6.1.
6.4	<b>Mercury (Hg)</b>	
6.4.1	Total Hg Emissions	Total Mercury emissions from company equity-owned fossil fuel combustion generation. Preferred methods of measurement are performance-based, direct measurement as outlined in the EPA Mercury and Air Toxics Standard ( <b>MATS</b> ). In the absence of performance-based measures, report value aligned with Toxics Release Inventory ( <b>TRI</b> ) or regulatory equivalent for international operations.
6.4.2	Total Hg Emissions Intensity	Total from above, divided by the MWh of generation basis as indicated in 6.1.
<b>Resources</b>		
<b>7 Human Resources</b>		
7.1	Total Number of Employees	Average number of employees over the year. To calculate the annual average number of employees: (1) Calculate the total number of employees your establishment paid for all periods. Add the number of employees your establishment paid in every pay period during the data year. Count all employees that you paid at any time during the year and include full-time, part-time, temporary, seasonal, salaried, and hourly workers. Note that pay periods could be monthly, weekly, bi-weekly, and so on. (2) Divide the total number of employees (from step 1) by the number of pay periods your establishment had in during the data year. Be sure to count any pay periods when you had no (zero) employees. (3) Round the answer you computed in step 2 to the next highest whole number.
7.2	Percentage of Women in Total Workforce	Percentage of women (defined as employees who identify as female) in workforce.
7.3	Percentage of Minorities in Total Workforce	Percentage of minorities in workforce. Minority employees are defined as "the smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. Minority is used to mean four particular groups who share a race, color or national origin." These groups are: "(1) American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community; (2) Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa; (3) Black (except Hispanic). A person having origins in any of the black racial groups of Africa; (4) Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race."
7.4	Total Number of Board of Directors/Trustees	Average number of employees on the Board of Directors/Trustees over the year.
7.5	Percentage of Women on Board of Directors/Trustees	Percentage of women (defined as employees who identify as female) on Board of Directors/Trustees.
7.6	Percentage of Minorities on Board of Directors/Trustees	Percentage of minorities on Board of Directors/Trustees. Minority employees are defined as "the smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. Minority is used to mean four particular groups who share a race, color or national origin." These groups are: "(1) American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community; (2) Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa; (3) Black (except Hispanic). A person having origins in any of the black racial groups of Africa; (4) Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race."
7.7	<b>Employee Safety Metrics</b>	
7.7.1	Recordable Incident Rate	Number of injuries or illnesses x 200,000 / Number of employee labor hours worked. Injury or illness is recordable if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. You must also consider a case to meet the general recording criteria if it involves a significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. Record the injuries and illnesses of all employees on your payroll, whether they are labor, executive, hourly, salary, part-time, seasonal, or migrant workers. You also must record the recordable injuries and illnesses that occur to employees who are not on your payroll if you supervise these employees on a day-to-day basis. If your business is organized as a sole proprietorship or partnership, the owner or partners are not considered employees for recordkeeping purposes. For temporary employees, you must record these injuries and illnesses if you supervise these employees on a day-to-day basis. If the contractor's employee is under the day-to-day supervision of the contractor, the contractor is responsible for recording the injury or illness. If you supervise the contractor employee's work on a day-to-day basis, you must record the injury or illness.
7.7.2	Lost-time Case Rate	Calculated as: Number of lost-time cases x 200,000 / Number of employee labor hours worked. Only report for employees of the company as defined for the "recordable incident rate for employees" metric. A lost-time incident is one that resulted in an employee's inability to work the next full work day.
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	Calculated as: Total number of DART incidents x 200,000 / Number of employee labor hours worked. A DART incident is one in which there were one or more lost days or one or more restricted days, or one that resulted in an employee transferring to a different job within the company.
7.7.4	Work-related Fatalities	Total employee fatalities. Record for all employees on your payroll, whether they are labor, executive, hourly, salary, part-time, seasonal, or migrant workers. Include fatalities to those that occur to employees who are not on your payroll if you supervise these employees on a day-to-day basis. For temporary employees, report fatalities if you supervise these employees on a day-to-day basis.



Units Reported in	Time Period (if applicable)	Reference to Source (if applicable)
Pounds (lbs)	Annual	U.S. Environmental Protection Agency, <i>Greenhouse Gas Reporting Program</i> (40 CFR, part 98, Subpart DD).
Pounds/Net MWh	Annual	U.S. Environmental Protection Agency, <i>Greenhouse Gas Reporting Program</i> (40 CFR, part 98, Subpart W).
Metric Tons	Annual	U.S. Environmental Protection Agency, <i>Acid Rain Reporting Program</i> (40 CFR, part 75).
Metric Tons/Net MWh	Annual	
Metric Tons	Annual	U.S. Environmental Protection Agency, <i>Acid Rain Reporting Program</i> (40 CFR, part 75).
Metric Tons/Net MWh	Annual	
Kilograms	Annual	EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Metric Tons/Net MWh	Annual	
Number of Employees	Annual	U.S. Department of Labor, Bureau of Labor Statistics, Steps to estimate annual average number of employees, <a href="http://www.bls.gov/respondents/iif/annualavghours.htm">www.bls.gov/respondents/iif/annualavghours.htm</a> . EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Percent of Employees	Annual	U.S. Equal Employment Opportunity Commission, EEO Terminology, <a href="http://www.archives.gov/eoo/terminology.html">www.archives.gov/eoo/terminology.html</a> . EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Percent of Employees	Annual	U.S. Equal Employment Opportunity Commission, EEO Terminology, <a href="http://www.archives.gov/eoo/terminology.html">www.archives.gov/eoo/terminology.html</a> . EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Number of Employees	Annual	
Percent of Employees	Annual	U.S. Equal Employment Opportunity Commission, EEO Terminology, <a href="http://www.archives.gov/eoo/terminology.html">www.archives.gov/eoo/terminology.html</a> . EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Percent of Employees	Annual	U.S. Equal Employment Opportunity Commission, EEO Terminology, <a href="http://www.archives.gov/eoo/terminology.html">www.archives.gov/eoo/terminology.html</a> . EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Percent	Annual	U.S. Department of Labor, Occupational Health and Safety Administration, OSHA Recordable Incidents. EPRI, <i>Metrics to Benchmark Sustainability Performance for the Electric Power Industry</i> , 2018 Technical Report.
Percent	Annual	U.S. Department of Labor, Occupational Health and Safety Administration, OSHA Recordable Incidents. EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Percent	Annual	U.S. Department of Labor, Occupational Health and Safety Administration, OSHA Recordable Incidents. EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Number of Employees	Annual	U.S. Department of Labor, Occupational Health and Safety Administration, OSHA Recordable Incidents. EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.

Ref. No. Metric Name	Definition
<b>8</b> Fresh Water Resources used in Thermal Power Generation Activities	
8.1 Water Withdrawals - Consumptive (Millions of Gallons)	Amount of freshwater consumed for use in thermal generation. "Freshwater" includes water sourced from fresh surface water, groundwater, rain water, and fresh municipal water. Do NOT include recycled, reclaimed, or gray water. Water consumption is defined as water that is not returned to the original water source after being withdrawn, including evaporation to the atmosphere.
8.2 Water Withdrawals - Non-Consumptive (Millions of Gallons)	Amount of fresh water withdrawn, but not consumed, for use in thermal generation. "Freshwater" includes water sourced from fresh surface water, groundwater, rain water, and fresh municipal water. Do NOT include recycled, reclaimed, or gray water. Information on organizational water withdrawal may be drawn from water meters, water bills, calculations derived from other available water data or (if neither water meters nor bills or reference data exist) the organization's own estimates.
8.3 Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	Rate of freshwater consumed for use in thermal generation. "Freshwater" includes water sourced from fresh surface water, groundwater, rain water, and fresh municipal water. Do NOT include recycled, reclaimed, or gray water. Water consumption is defined as water that is not returned to the original water source after being withdrawn, including evaporation to the atmosphere. Divide millions of gallons by equity-owned total net generation from all equity-owned net electric generation as reported under Metric 2, Net Generation for the data year (MWh).
8.4 Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	Rate of fresh water withdrawn, but not consumed, for use in thermal generation. "Freshwater" includes water sourced from fresh surface water, groundwater, rain water, and fresh municipal water. Do NOT include recycled, reclaimed, or gray water. Information on organizational water withdrawal may be drawn from water meters, water bills, calculations derived from other available water data or (if neither water meters nor bills or reference data exist) the organization's own estimates. Divide millions of gallons by equity-owned total net generation from all equity-owned net electric generation as reported under Metric 2, Net Generation for the data year (MWh).
<b>9</b> Waste Products	
9.1 Amount of Hazardous Waste Manifested for Disposal	Metric tons of hazardous waste, as defined by the Resource Conservation and Recovery Act (RCRA), manifested for disposal at a Treatment Storage and Disposal (TSD) facility. Methods of disposal include disposing to landfill, surface impoundment, waste pile, and land treatment units. Hazardous wastes include either listed wastes (F, K, P and U lists) or characteristic wastes (wastes which exhibit at least one of the following characteristics - ignitability, corrosivity, reactivity, toxicity). Include hazardous waste from all company operations including generation, transmissions, distribution, and other operations.
9.2 Percent of Coal Combustion Products Beneficially Used	Percent of coal combustion products (CCPs) - fly ash, bottom ash, boiler slag, flue gas desulfurization materials, scrubber bi-product - diverted from disposal into beneficial uses, including being sold. Include any CCP that is generated during the data year and stored for beneficial use in a future year. Only include CCP generated at company equity-owned facilities. If no weight data are available, estimate the weight using available information on waste density and volume collected, mass balances, or similar information.





Units Reported in	Time Period (if applicable)	Reference to Source (if applicable)
Millions of Gallons	Annual	Partially sourced from EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Millions of Gallons	Annual	Partially sourced from EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Millions of Gallons/Net MWh	Annual	Partially sourced from EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Millions of Gallons/Net MWh	Annual	Partially sourced from EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Metric Tons	Annual	Partially sourced from EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Percent	Annual	Partially sourced from EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.









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