



# 2024 CORPORATE SUSTAINABILITY REPORT



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# Letter from our President and CEO

In 2024, El Paso Electric advanced our pursuit of a cleaner future while we simultaneously positioned our region for unprecedented growth. We understand that sustainability is an expansive term, encompassing our environment, our community and our economy. To that end, we deployed strategies to address sustainability within all three.

On the environmental front, we continued to invest in renewable resources and electrification. We began construction on Felina Solar, a 150 MW facility where 50 MW will be used for business solar. We also built additional community solar resources, allowing more of our Texas customers to participate in solar generation programs. To secure future resources, we issued an all-source RFP for 750 MW of new renewable resources and developed plans for an additional 200 MW of EPE-owned renewable generation. At the same time, we commissioned 228 MW Newman Unit 6, our cleanest, most efficient plant to support our goal to replace older, less efficient gas units.

In addition, we implemented electrification programs in both our Texas and New Mexico service territories. We partnered with schools to add electric school buses and educated our customers about electrification. In a similar vein, we held many public information sessions to talk about the impact of using power during our peak and how our newly delivered smart meters allow customers to understand their own usage. Although not immediately obvious, using energy during peak times is one of the major challenges to our environment.

To benefit our community, we invested \$1.2M through our charitable foundation and almost \$500,000 towards other community programs. Our employees dedicated approximately 13,500 hours of volunteer time and served on 60 community boards. We are particularly proud of our employee matching program, through which the company matched \$400,000 in donations from 192 employees.

Perhaps our largest achievement was the investments we made to keep our community safe and our economy growing. Witnessing other communities suffer from reliability challenges, we fortified our commitment to taking prudent actions to help minimize the likelihood of such catastrophic events happening here. From continuing our efforts to upgrade to steel poles in key parts of our service territory, adding predictive technologies and building additional substations to reinforced infrastructure, we stand poised to respond to any event. We paid particular attention to investments that bolster our cybersecurity in recognition of the key role we play in national security. As a result, in 2024, we delivered the most reliable service we have on record.

Finally, responding to the significant, current and expected future energy demand growth, we made plans and took actions to position the region as the place to site new companies and grow current ones. With our regulatory, market structure, land, workforce and funding advantages, we marketed our region and are now ensuring all our customers benefit from the additions to our grid.

In summary, 2024 was the year where we cemented our foundation for the most transformational growth we have had in our company's history, since its inception in 1901. The growth and transition of our energy landscape will have a lasting impact, shaping future generations to come.

Sincerely,



Kelly A. Tomblin  
President and Chief Executive Officer





**Mission:** We are transforming the Energy Landscape.

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

**Values:**



**Be a  
Trusted  
Partner**

Maintain reliability and customer satisfaction.

Sustain affordability and increase value for customers.

Enhance stakeholder and community engagement.

**Serve  
Growth**

Deliver solutions to attract and grow large customers and improve customer mix.

Build and diversify generation portfolio.

Expand and innovate the grid.

**Leverage  
Technology**

Adopt and integrate enterprise and support systems to boost efficiency.

Advance digitalization of operations while bolstering cybersecurity.

Enable utilization of data and AI to optimize operations.

**Advance  
a Cleaner  
Future**

Deploy programs to increase adoption of electrification.

Mitigate peak impact through customer programs and technologies.

Achieve carbon reduction goals through integrated system planning.

**Drive a  
Culture of  
Excellence**

Elevate employee safety and wellness.

Implement operational performance KPIs and business process improvements.

Build excitement with programs that enhance employee engagement, skills development and industry knowledge.

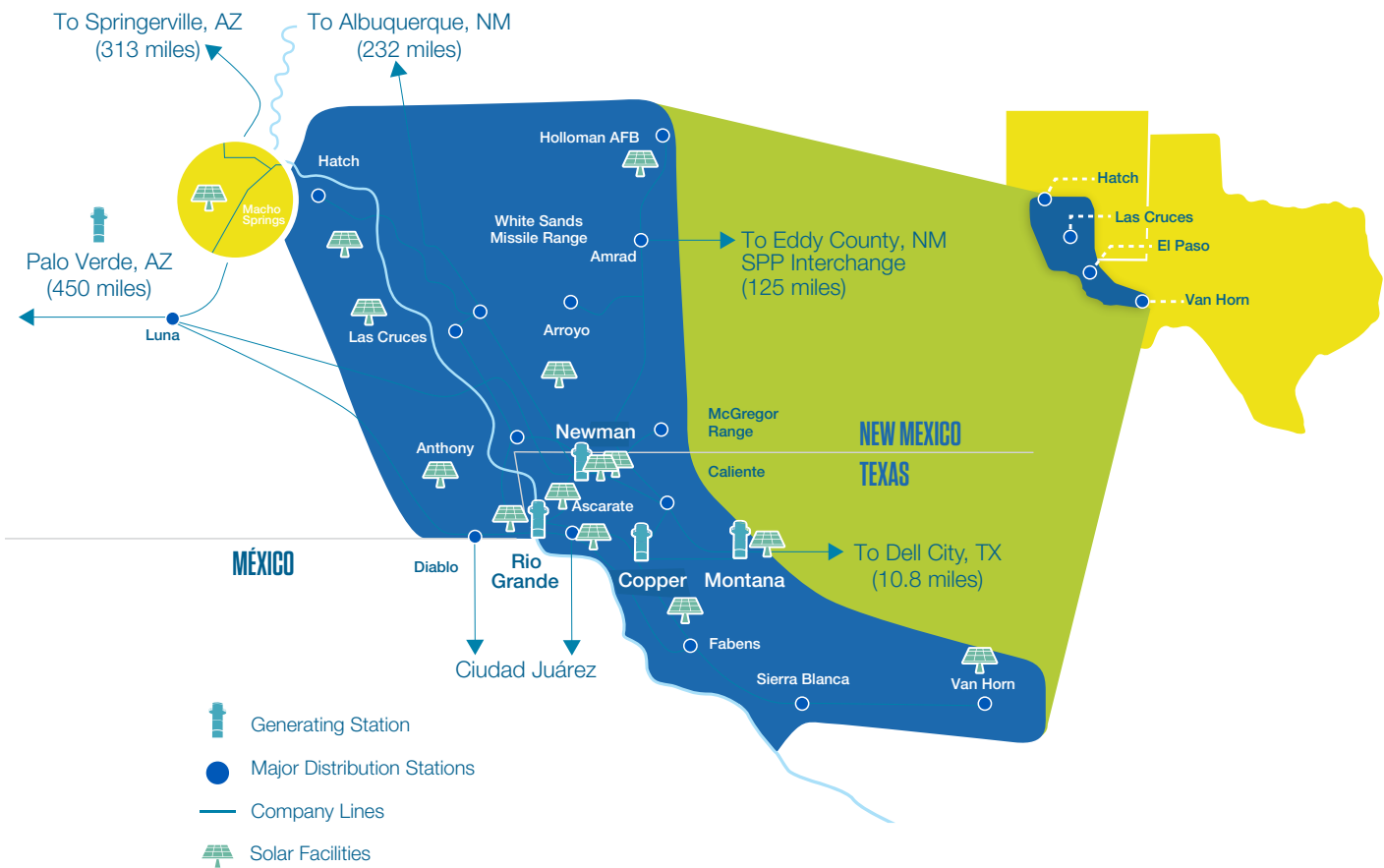


# Company Overview

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 in west Texas and southern New Mexico
- Includes cities of El Paso, TX and Las Cruces, NM
- 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



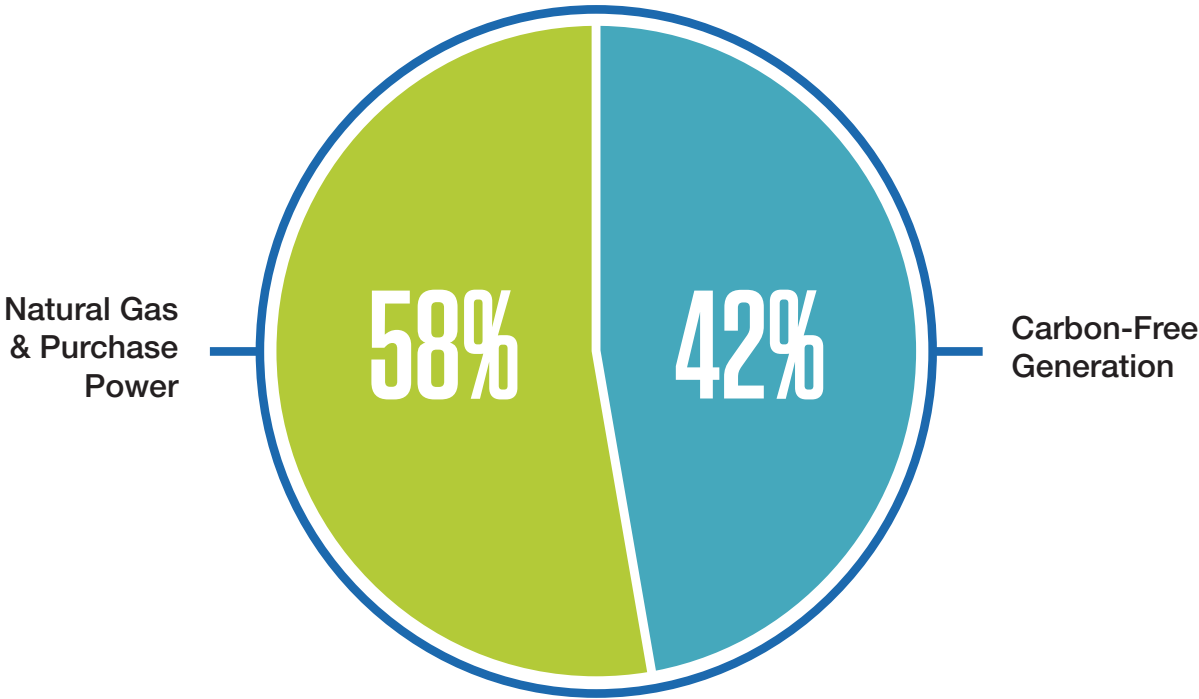
# Resource Portfolio

## Net Generation

Fuel Type			
	2022	2023	2024
Coal	NA	NA	NA
Natural Gas	4,485,493	5,362,373	5,791,330
Nuclear	5,045,366	4,981,410	5,117,322
Renewables (Solar)	20,017	18,279	16,081
Photovoltaic Purchased Power	272,594	501,218	635,520
Purchased Power (other)	1,503,523	2,151,690	2,229,881
Carbon-Free Generation	47.1%	42.3%	41.8%
Natural Gas & Purchase Power	52.9%	57.7%	58.2%

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

# 2024 Carbon Generation Profile





## 2024 EPE Generation Nameplate Capacity

Rio Grande Power Station	399 MW
Newman Power Station	1,155 MW
Copper Power Sation	87 MW
Montana Power Station	527 MW
Palo Verde Nuclear Power Plant	665 MW
Renewable (Solar)*	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)
DESRI Carne Hybrid Resource	Solar/Storage	130/65	NM	Feb 25
EDF Milagro Hybrid Resource	Solar/Storage	150/75	TX	Oct 25
Felina - Business Solar Power	Solar	50	TX	Aug 25
Felina - Texas Solar Source	Solar	100	TX	Aug 25
NM Community Solar	Solar	15	NM	Sep 25
NM Community Solar	Solar	15	NM	Mar 26
New Mexico Solar Resource	Solar	50	NM	Mar 26
Texas Hybrid Resource	Solar/Storage	100/150	TX	Mar 26
Texas Hybrid Resource	Solar/Storage	100/100	TX	Feb 27
Texas Hybrid Resource	Solar/Storage	100/100	TX	Sep 27
Texas Hybrid Resource	Solar/Storage	250/250	TX	Dec 27
Texas Battery Storage Resource	Storage	150	TX	Dec 28
Texas Hybrid Resource	Solar/Storage	150/75	TX	Dec 28

## Distributed Generation

Across EPE's service area, the adoption of distributed generation by customers continues to be on the rise ever since EPE began connecting customer-owned systems in 2008. In 2024 alone, over 2,200 customers were interconnected, which raised the total capacity from 186 to 202 MW.

### 2024 Distributed Generation

2024	Number of Customers	Capacity (MW)
Texas	25,456	141
New Mexico	9,874	61
Total	35,330	202

### Interconnected Distributed Generation

Year	2022	2023	2024
Interconnection Applications <sup>1</sup>	5,615	4,016	2,439
Total Interconnected Capacity (kW)	32,848	25,468	17,084

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


## Supplier Diversity


EPE's supply chain management aims to enhance contracting opportunities for historically underutilized businesses (HUBs) through our systematic procurement processes.

2024	In Texas <sup>1</sup>	Outside of Texas
Total non-fuel purchases	\$249,082,629	\$413,979,926
Non-fuel purchases from HUBs	\$47,435,556	\$37,184,879
% of non-fuel purchases from HUBs	19%	9%





2024 Statistics

  
RESIDENTIAL

  
INDUSTRIAL

459,472 CUSTOMERS

  
PUBLIC AUTHORITY

  
WHOLESALE CUSTOMERS

2,844 MW  
OF OWNED GENERATION

13,790,135 MWh  
NET GENERATION

41.8%  
OF ENERGY SUPPLIED BY  
CARBON-FREE RESOURCE

2,316 MW  
2024 PEAK LOAD

  
IN RELIABILITY AMONG TEXAS  
INVESTOR-OWNED UTILITIES

  
8,396 miles of  
DISTRIBUTION LINES

  
1,862 miles of  
TRANSMISSION LINES

  
137 SUBSTATIONS

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>
2024	78	77	72	80
2023	77	75	78	78
2022	74	77	78	80

<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>	2022	2023	2024
Operating Revenues <sup>2</sup>	\$1,310,484	\$1,204,247	\$1,121,499
Operating Income <sup>2</sup>	\$239,411	\$270,717	\$260,819
Net Income <sup>2</sup>	\$112,356	\$207,987	\$171,418
Total Assets <sup>1,2</sup>	\$4,625,137	\$5,104,543	\$5,646,635

<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.

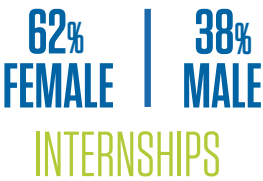


# About Our Employees

EPE’s greatest assets are our employees who continue to drive the company towards a more sustainable future. We value their diverse talents, dedication and contributions by ensuring to foster growth through professional development and mentorship opportunities. By investing in our team, we equip them with the tools and support needed for excellence.



## 2024 WORKFORCE COMPOSITION



## EMPLOYEE RESOURCE AND AFFINITY GROUPS



# 2024 Employee Profile



Ethnicity	Male	Female
Hispanic or Latino <sup>1</sup>	711	255
White	96	36
Black or African American <sup>1</sup>	11	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	2
Total Workforce	1,148	

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

## Strategic Sustainability

EPE is dedicated to serving our customers with a focus on sustainability, ensuring we responsibly balance environmental, social and economic factors. As the energy landscape shifts, we embed sustainable practices into every aspect of our operations, guided by our strategic goals and initiatives.

## Sustainability Governance

We are committed to fostering a culture of accountability by aligning individual performance goals with our strategic objectives to support transparency, reliability, and innovation. Through robust governance practices—ensuring clear processes and adherence to shared values—we prioritize customer satisfaction, carbon emissions reduction, grid reliability, cybersecurity, and safety. This approach enables us to serve our community responsibly, uphold environmental goals, and deliver solutions for a sustainable future.

EPE’s Board of Directors consists of ten directors, all of who are:

- 63% independent;
- 38% reside in our service territory; and are
- 13% 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

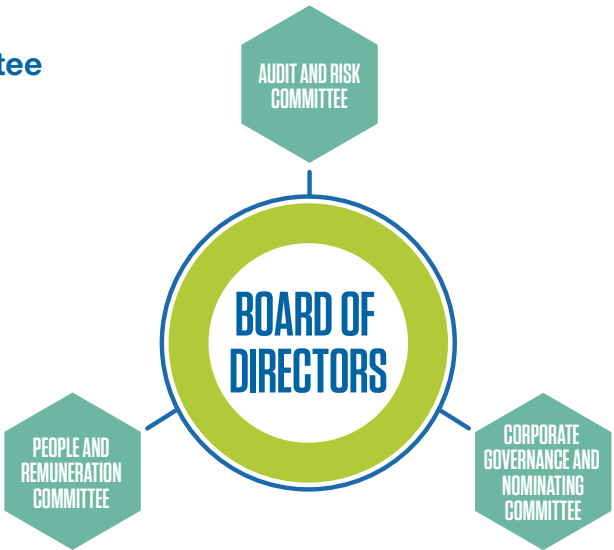
- Board performance, composition and diversity
- Environmental, social and governance reporting
- Corporate compliance obligations

### People and Remuneration Committee

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

### Audit and Risk Committee

- Financial reporting
- Risk management
- Cybersecurity





# Sustainability Reporting

## Edison Electric Institute

EPE continues to voluntarily report Environmental, Social, and Governance (ESG) sustainability metrics using Edison Electric Institute’s (EEI) detailed reporting template. The template was created through EEI’s industry-focused and investor-driven reporting practices. This allows member companies to provide standardized and reliable sustainability data to stakeholders across the electric utility industry.

## EPE’s Corporate Sustainability Report

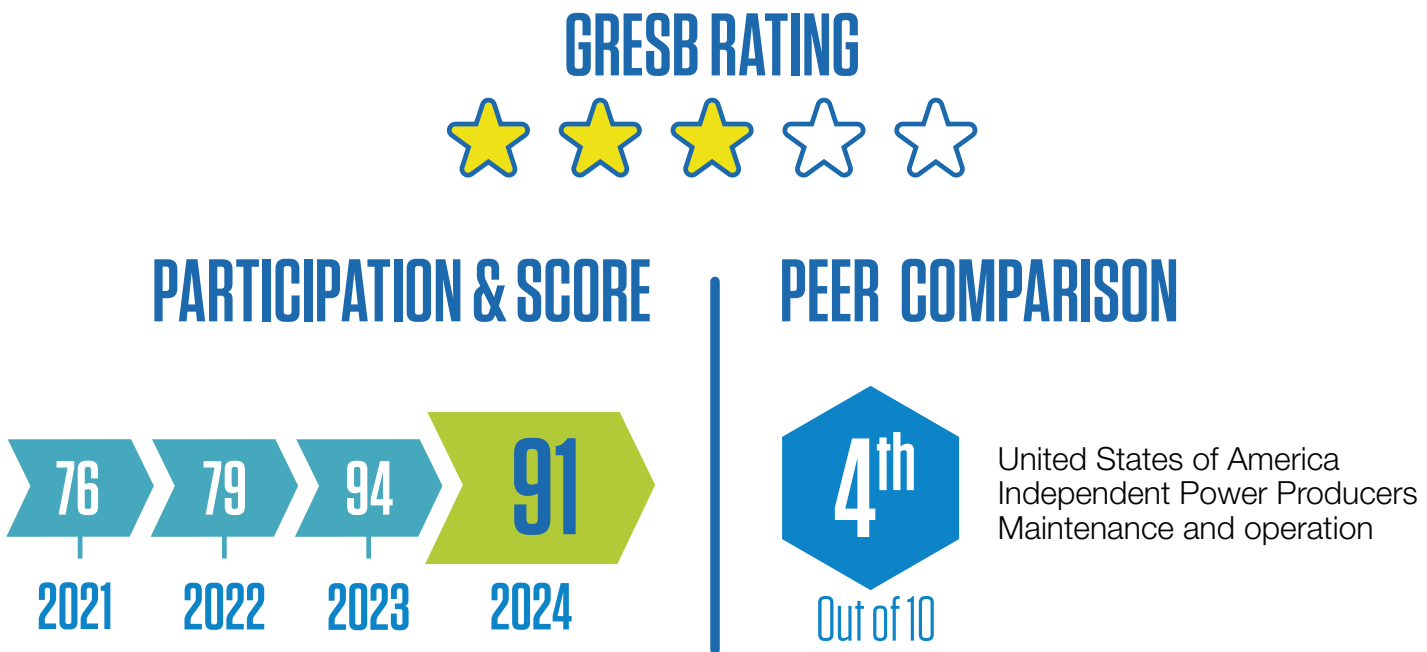
This report includes an EEI quantitative section with a 3-year comparison that includes references where these metrics are located across EPE’s reporting efforts. This level of detail is crucial as we aim to effectively communicate our sustainable efforts.

## 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. EPE continues to score above the GRESB average. Although, a slight upset in score from the previous year, EPE continues to aim for sustaining performance at a high level for this reporting effort.

# 2024 GRESB Infrastructure Asset Benchmark Report

El Paso Electric Company



# Resiliency and Reliability

EPE’s Enterprise Risk Management (ERM) strategy is designed to proactively address both physical vulnerabilities and the dynamic energy landscape while ensuring resilience and long-term reliability. Crucial physical risks consist of extreme weather events, temperature variation, water scarcity and infrastructure resilience. Transitional risks encompass evolving regulations, shifting customer preferences, technological advancements and market behavior. Through the integration of large-scale renewable generation, battery storage solutions, grid modernization and demand response programs, EPE is able to address these types of risks.





EEI ELECTRIC COMPANY /SUSTAINABILITY QUANTITATIVE INFORMATION

Parent Company: Sun Jupiter Holdings LLC  
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 2025

Ref. No.	Refer to the 'EEI Definitions' Appendix for more information on each metric	2022	2023	2024	Comments, Links, Additional Information, and Notes
PORTFOLIO					
1	Owned Nameplate Generation Capacity at end of year (MW)				Maximum Generation Capacity under Ideal Conditions
1.1	Coal	NA	NA	NA	
1.2	Natural Gas	1,895	2,168	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	11	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	11	11	11	Source: FERC Form 1
1.5.5	Wind	NA	NA	NA	
1.6	Other	NA	NA	NA	
2	Net Generation for the data year (MWh)				
2.1	Coal	NA	NA	NA	
2.2	Natural Gas	4,485,493	5,362,373	5,791,330	Source: FERC Form 1
2.3	Nuclear	5,045,366	4,981,410	5,117,322	Source: FERC Form 1
2.4	Petroleum	NA	NA	NA	
2.5	Total Renewable Energy Resources	20,017	18,279	16,081	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	20,017	18,279	16,081	Source: FERC Form 1
2.5.5	Wind	NA	NA	NA	
2.6	Total Purchased Power	1,776,117	2,652,908	2,865,401	Summation of items 2.6.1-2.6.2
2.6.1	Purchased Power (Other)	1,503,523	2,151,690	2,229,881	
2.6.2	Photovoltaic Purchased Power	272,594	501,218	635,520	
3	Investing in the Future: Capital Expenditures, Energy Efficiency (EE), and Smart Meters				
3.1	Total Annual Capital Expenditures (nominal dollars)	\$353,018,000	\$474,368,000	\$682,418,000	
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	33,099	55,838	28,854	
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	\$8,000,854	\$10,098,747	\$8,403,670	
4	Retail Electric Customer Count (at end of year)				
4.1	Commercial	51,466	51,223	52,082	Source: FERC Form 1
4.2	Industrial	49	51	54	Source: FERC Form 1
4.3	Residential	400,582	405,049	407,336	Source: FERC Form 1
EMISSIONS					
5	GHG Emissions: Carbon Dioxide (CO2) and Carbon Dioxide Equivalent (CO2e)				
5.1	Owned Generation				
5.1.1	Carbon Dioxide (CO2)				
5.1.1.1	Total Owned Generation CO2 Emissions (MT)	2,482,890	2,838,615	2,625,687	
5.1.1.2	Total Owned Generation CO2 Emissions Intensity (MT/Net MWh)	0.260	0.274	0.240	
5.1.2	Carbon Dioxide Equivalent (CO2e)				
5.1.2.1	Total Owned Generation CO2e Emissions (MT)	2,485,414	2,841,502	2,628,342	
5.1.2.2	Total Owned Generation CO2e Emissions Intensity (MT/Net MWh)	0.260	0.274	0.241	
5.2	Purchased Power				
5.2.1	Carbon Dioxide (CO2)				
5.2.1.1	Total Purchased Generation CO2 Emissions (MT)	24,519	29,408	24,337	
5.2.1.2	Total Purchased Generation CO2 Emissions Intensity (MT/Net MWh)	0.014	0.011	0.008	
5.2.2	Carbon Dioxide Equivalent (CO2e)				
5.2.2.1	Total Purchased Generation CO2e Emissions (MT)	24,619	29,530	24,440	
5.2.2.2	Total Purchased Generation CO2e Emissions Intensity (MT/Net MWh)	0.014	0.011	0.009	

Ref. No.	Refer to the 'EEI Definitions' Appendix for more information on each metric	2022	2023	2024	Comments, Links, Additional Information, and Notes
EMISSIONS (continued)					
5.3	Owned Generation + Purchased Power				
5.3.1	Carbon Dioxide (CO2)				
5.3.1.1	Total Owned + Purchased Generation CO2 Emissions (MT)	2,507,409	2,868,023	2,650,025	
5.3.1.2	Total Owned + Purchased Generation CO2 Emissions Intensity (MT/Net MWh)	0.221	0.220	0.192	
5.3.2	Carbon Dioxide Equivalent (CO2e)				
5.3.2.1	Total Owned + Purchased Generation CO2e Emissions (MT)	2,510,033	2,871,032	2,652,782	
5.3.2.2	Total Owned + Purchased Generation CO2e Emissions Intensity (MT/Net MWh)	0.222	0.221	0.192	
5.4	Non-Generation CO2e Emissions of Sulfur Hexafluoride (SF6)				
5.4.1	Total CO2e emissions of SF6 (lbs)	46,692	23,900	16,765	
5.4.2	Leak rate of CO2e emissions of SF6 (lbs/Net MWh)	0.00489	0.00231	0.00153	
6	Nitrogen Oxide (NOx), Sulfur Dioxide (SO2), Mercury (Hg)				
6.1	Generation basis for calculation	Total			
6.2	Nitrogen Oxide (NOx)				
6.2.1	Total NOx Emissions (MT)	2,152	2,576	2,414	
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	0.000225	0.000249	0.000221	
6.3	Sulfur Dioxide (SO2)				
6.3.1	Total SO2 Emissions (MT)	10	12	14	
6.3.2	Total SO2 Emissions Intensity (MT/Net MWh)	0.000001	0.000001	0.000001	
6.4	Mercury (Hg)				
6.4.1	Total Hg Emissions (kg)	NA	NA	NA	
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	NA	NA	NA	
RESOURCES					
7	Human Resources				
7.1	Total Number of Employees	1,128	1,107	1,148	
7.2	Percentage of Women in Total Workforce	27%	27%	27%	
7.3	Percentage of Minorities in Total Workforce	85%	87%	88%	
7.4	Total Number of Board of Directors/Trustees	10	10	8	
7.5	Percentage of Women on Board of Directors/Trustees	20%	20%	13%	
7.6	Percentage of Minorities on Board of Directors/Trustees	20%	20%	25%	
7.7	Employee Safety Metrics				
7.7.1	Recordable Incident Rate	1.24	1.40	2.26	
7.7.2	Lost-time Case Rate	0.44	0.44	0.72	
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	0.53	0.44	0.91	
7.7.4	Work-related Fatalities	0	0	0	
8	Fresh Water Resources used in Thermal Power Generation Activities				
8.1	Water Withdrawals - Consumptive (Millions of Gallons)	5,030	5,536	5,209	
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	NA	NA	NA	
8.3	Water Withdrawals - Consumptive Rate (Gallons/Net MWh)	528	535	478	The units for this metric are different that the units recommended in the Appendix (Definitions Table)
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	NA	NA	NA	
9	Waste Products				
9.1	Amount of Hazardous Waste Manifested for Disposal	69.87	4.95	3.52	2022 Hazardous Waste increase due to episodic events at Rio Grande and Newman
9.2	Percent of Coal Combustion Products Beneficially Used	NA	NA	NA	

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## Anchor 1: Be a Trusted Partner



Being a trusted partner is our first priority. To achieve that relationship, we will continue delivering the highest level of reliability our customers have come to expect. We will strengthen reliability through effective construction management, enhanced cybersecurity, and innovative technologies. Affordability will be supported by streamlining processes, adopting technology, and managing costs. We will work with our external partners to promote economic growth and drive constructive regulatory and legislative efforts in Texas and New Mexico for the benefit of employees and the community.

## Supporting Power Restoration in New Mexico

Under the Western Region Mutual Assistance Agreement (WRMAA), EPE worked alongside Public Service Company of New Mexico (PNM) to restore power to two area communities in need. EPE crews first traveled to Ruidoso on June 25th, working side by side with PNM to overcome the challenges posed by the South Fork Fire. They later supported PNM in northern New Mexico after a severe snowstorm left over 50,000 customers without power. This unified effort demonstrated the strength of partnership and mutual support in tackling difficult situations through WRMAA, a collaborative network of utilities that provides assistance during emergencies.





Reliability

Providing safe and reliable electric service remains one of EPE's top priorities. For several years, we are proud to have led Texas investor-owned utilities in reliability as reported by the Public Utility Commission of Texas (PUCT). As of 2024, our System Average Interruption Duration Index (SAIDI) and our System Average Interruption Frequency Index (SAIFI) were nearly half less than the state average. These metrics highlight our commitment to minimizing the duration and frequency of power outages for our customers.

SAIDI (Minutes)

Year	2022	2023	2024
EPE SAIDI <sup>1</sup>	66.81	67.61	64.88
Texas IOU Average <sup>2,3</sup>	143.11	130.1	129.96
EPE Rank (in Texas) <sup>3</sup>	1	2	1

<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.  
puc.texas.gov

SAIFI

Year	2022	2023	2024
EPE SAIFI <sup>1</sup>	0.622	0.639	0.583
Texas IOU Average <sup>2,3</sup>	1.19	1.1	1.129
EPE Rank (in Texas) <sup>3</sup>	1	3	1

<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.  
puc.texas.gov

2024 System Reliability<sup>1</sup>

	EPE <sup>1</sup>	TX-IOU <sup>2</sup>
SAIDI (min)	64.88	129.96
SAIFI	0.583	1.129

<sup>1</sup>Includes Texas and New Mexico.  
<sup>2</sup>Texas Investor-Owned Utilities Average.

Extreme Weather Response  
EPE Supports Extreme Weather Task Force

EPE partnered with the Extreme Weather Task Force to support vulnerable individuals and families during both the summer and winter seasons. In the summer, EPE donated \$5,000 to provide fans to those in need and joined forces with community partners to raise awareness and encourage additional fan donations. As colder weather arrived, EPE contributed \$5,000 worth of warm blankets, ensuring families could stay safe and comfortable during the winter months. These initiatives highlight EPE's dedication to protecting and caring for its community year-round.

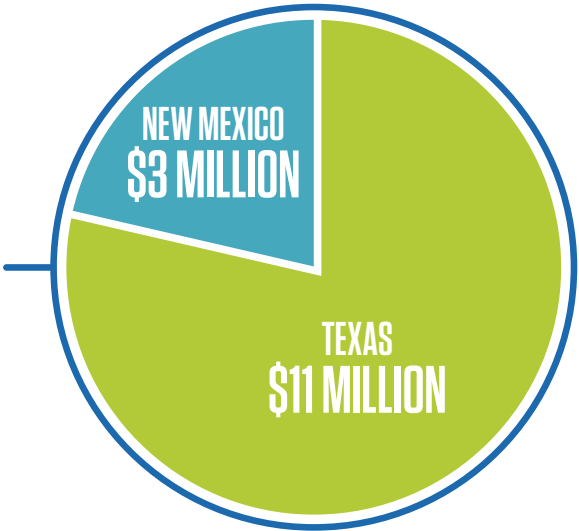


WEIM and Western Markets

EPE joined the CAISO Energy Imbalance Market (EIM) in April 2023 to strengthen regional cooperation and enhance operational efficiencies in today's interconnected energy landscape. EPE completed its first full year of participation in 2024, solidifying its role in this innovative market.

The EIM enables real-time energy trading across a vast, integrated grid, improving grid reliability, reducing operating costs, and optimizing renewable energy utilization. Through the EIM, EPE has gained access to a broader pool of resources, reducing reliance on costly and inefficient reserves while enhancing its ability to meet peak demand during the summer heat. These advancements lower energy costs for consumers, foster collaboration among utilities, and support clean energy integration and carbon reduction goals.

THE TOTAL **CUSTOMER BENEFIT**  
FROM WEIM IN 2024 HAS BEEN AN  
**AVERAGE OF \$14 MILLION**  
DOLLARS IN SAVINGS





## Customers Saving Money and Energy

All Texas EPE customers received a fuel credit on their bills in November and December. The average residential customer received a credit of approximately \$3.00, an estimated savings of 3.75%. Fuel is adjusted periodically in Texas to reflect the actual cost of generating electricity while fuel costs in New Mexico are adjusted monthly. EPE does not earn a profit on fuel costs.

## Transformer Partnership with KP Electric

EPE entered a multi-year manufacturing agreement with KP Electric, a South Korean leader in electrical equipment, to enhance operational readiness and service reliability. This partnership ensures a consistent supply of high-demand transformers, enabling EPE to meet customer needs while supporting regional economic growth. With the first delivery expected by the end of 2024, EPE is proactively addressing inventory management, strengthening service delivery, and advancing clean energy initiatives through collaboration with a trusted global supplier.



## Expanding our Lineworker Certification Program with Western Technical College

In May, EPE took an important step in workforce development by partnering with Western Technical College to establish a Lineworker Certification Program in Texas. Fourteen students were awarded full tuition scholarships, marking the start of their training as lineworkers. This collaboration reflects EPE's investment in cultivating skilled professionals who will support the growing needs of the energy industry and contribute to a strong workforce.



## Anchor 2: Serve Growth



We are committed to driving growth by attracting and supporting large customers, improving our customer mix, and expanding our generation portfolio. Our efforts are designed to serve the growth and prosperity of our communities by innovating the grid, securing resources for growing infrastructure, and executing energy service agreements for high-load customers.

## Resource Planning

As of 2024, EPE has made resource selections for the 2023 New Mexico Renewable Portfolio Standard (RPS)/Texas All-Source request for proposals that were issued back in 2023. The selections are a mixture of solar and battery storage resources that are aimed to become commercially operational between 2026-2028.

## Transmission Interconnections

While demand for providing reliable and clean energy within EPE's service territory continues to grow, interconnection projects are key to meeting our energy delivery needs while upholding our environmental and sustainability commitments. Verde substation, constructed and energized in April 2024, provided the essential infrastructure needed to connect new renewable energy sources forecasted to be completed in 2025 in the Santa Teresa, NM area. Increasing efforts in the planning, design, and execution of interconnection projects, to further facilitate the transmission of renewable energy within its service territory, continues to be EPE's priority for a more sustainable future.

## Energy Delivery Investments

In 2024, EPE invested \$233M to enhance energy delivery infrastructure, improving system reliability and supporting growing demand for sustainable electricity within our service territory. Major projects included upgrading 4.2 miles of transmission lines and infrastructure improvements at 30 substation facilities. Additionally, 107 maintenance projects were completed at critical facilities to ensure continued reliability. To address increasing demand within our service territory, EPE constructed two temporary substations in El Paso, adding 80MW of distribution capacity, and installed a new transformer in Clint, TX, providing a permanent 50MW increase in capacity.







### Anchor 3: Leverage Technology

We leverage technology to enhance our efficiency, strengthen our cybersecurity, and embrace innovation. By integrating enterprise systems and advancing digital tools, we boot productivity and modernize operations. Our use of data and AI optimizes processes, sharpens decision-making, and drives new opportunities to stay competitive and forward-thinking.

### Cybersecurity at EPE Safeguarding Systems and Building Trust

Cybersecurity is at the core of our operations, ensuring the reliability and security of systems critical to public safety, service continuity, and the trust of our community, employees, and customers alike.

**Excellence in Cybersecurity Standards:**

EPE proudly ranks in the Advanced category for BitSight Security Ratings, placing us in the top 1% of 179 companies within our Utilities Industry Peer group – a testament to our unwavering commitment to cybersecurity excellence.

**Comprehensive Cybersecurity Awareness Program:**

Our program addresses vital topics such as Cyber Awareness, Email Security, Password Strength, Mobile Device Security, and defense against Phishing/Vishing attacks. In 2024, we exceeded our goals, achieving a phishing training failure rate below 3.5% and delivering annual cybersecurity training to 100% of staff members.

**Leadership in Community Cybersecurity:**

Beyond internal efforts, EPE leads regional cybersecurity awareness by collaborating with organizations like InfraGard and participating in events such as ResponseCon, Hack the Border, and the FBI Annual Cyber Conference. These initiatives reinforce our role as a trusted leader in advancing cybersecurity knowledge and awareness within the broader community.

**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**

### Smart Meter Update

2024 Summary

	Installed Jan - Dec 2024	AMR Meter Remaining Dec 31
Texas	233,060	73,579
New Mexico	92,673	11,267
Total	325,733	84,846

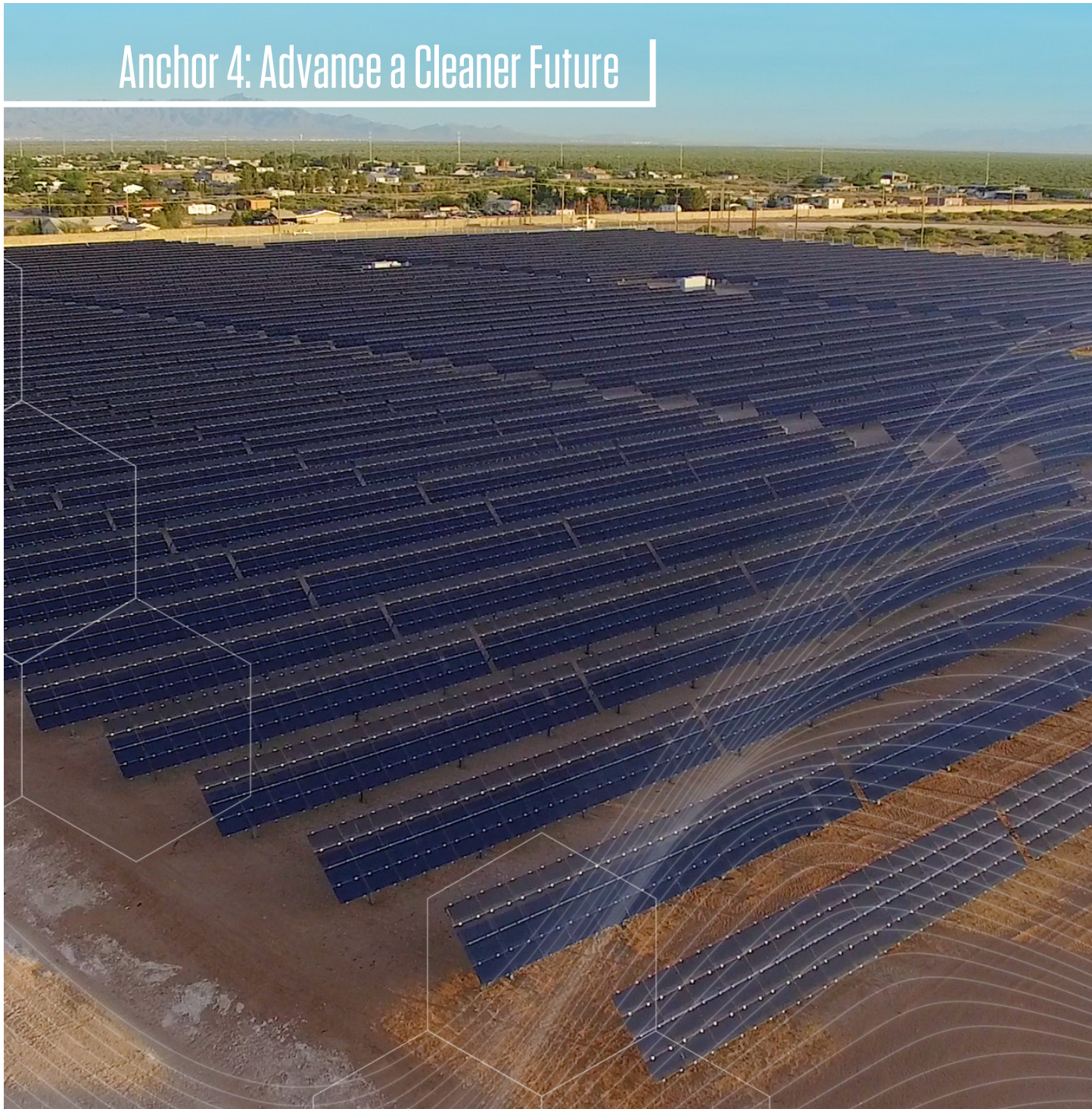
**TEXAS COMPLETION**  
**81.48%**

**NM COMPLETION**  
**91.35%**

**TOTAL COMPLETION**  
**83.90%**



## Anchor 4: Advance a Cleaner Future



Advancing a cleaner future remains a priority through investments in renewable energy, electrification adoption in Texas and New Mexico, and integrated system planning that supports carbon reduction goals while ensuring reliability. Efforts also include encouraging customer participation in demand response and energy efficiency programs, launching campaigns to promote behavioral changes, and educating communities on their role in achieving a sustainable future.

## Carbon Reduction Goals

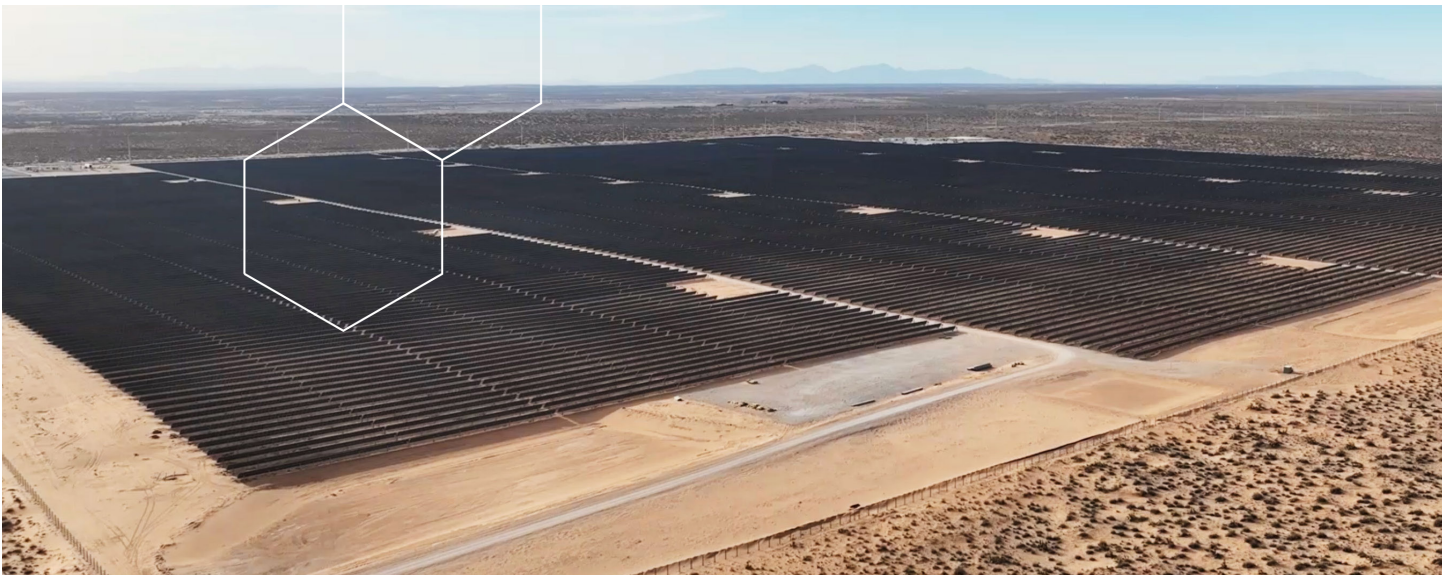
EPE is committed to transforming the energy sector with ambitious carbon-free energy targets: 80% by 2035 and 100% by 2045. To achieve our 2035 goal, we have enhanced our generation portfolio by integrating renewable energy sources and storage solutions, leveraging existing carbon-free nuclear resources, and advancing emerging fuel technologies. EPE is dedicated to pioneering innovative solutions, constantly exploring and adopting new technologies driving our transition towards a comprehensive decarbonized future.

## Felina Ground-Breaking Ceremony

In Honor of Earth Day, EPE celebrated with the groundbreaking of Felina, our new 150 MW solar panel facility. This initiative aligns with our dedication to promoting a cleaner, greener future. Felina represents a major advancement in our renewable energy efforts, helping to reduce environmental impact while powering our communities' sustainably.

This project will allocate 50 MW for EPE's Texas Business Community Solar. This innovative program provides solar energy solutions for mid to large commercial, industrial, educational and non-military governmental customers.

The Felina Solar project will generate 150 MW of power using around 340,000 solar panels. The project will produce about 450,000 megawatt hours every year and will create 250 to 300 full-time jobs during its construction phase.





# Texas Community Solar Expansion

EPE marked a momentous occasion in January 2024 with the groundbreaking of a 10 MW community solar expansion in San Elizario, Texas. The event highlighted the importance of collaboration and community support, with key leaders and stakeholders in attendance. EPE achieved mechanical completion of the site in November 2024, and the expansion of community solar opened enrollment spots for 5,000 customers.



## 2024 Community Solar Statistics

Customer Class	Number of Customers	Approved Capacity (kW) <sup>1</sup>
Residential	2,199	4,689
Small Commercial	48	167
Commercial and Industrial	10	129
Total	2,257	4,985

<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.

# Transportation Electrification of EPE Fleet and Community

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. These 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 and providing services and experiences to its customers, EPE reaffirms its commitment to reducing emissions, advancing electrification, and fostering a culture of sustainability within its operations and beyond.

## Additional Electric and Hybrid Vehicles in EPE's Fleet

EPE has continued its fleet electrification efforts with an addition of 20 F-150 Lightning pick-up trucks, one Chevy Blazer, and 13 more ePTO bucket trucks in 2024.





2024 Electric And Hybrid Vehicles in EPE's Fleet

Vehicle Make and Model	Number of Vehicles	Vehicle Power Source
Ford F-150 Lightning	20	Electricity
Chevy Blazer	1	Electricity
Toyota RAV4 Hybrid	1	Unleaded
Ford F-550 ePTO bucket truck	38	Diesel and Electricity
Chevy Bolt	12	Electricity
Lifts, Forklifts, and Off-Road Vehicles	9	Electricity
Total	81	

Transportation Electrification Plans

New Mexico Transportation Electrification Plan

EPE continues its drive toward a greener and more sustainable future with the approval of the latest Transportation Electrification Plan (TEP), for years 2024-2026. The latest plan was designed to expand the use of electric vehicles (EVs) by EPE customers through education and outreach program, various residential and commercial rebate programs as well as a turnkey EV charging infrastructure solutions. EPE’s TEP launched on April 1, 2024, with a budget of \$11.8 million. In 2024, this plan allowed EPE to launch its first residential managed charging program, shifting a portion of EV load to off-peak or low-carbon hours, and to install EV charging at several multi-unit dwelling complexes to ensure equitable access to charging infrastructure for EPE customers. EPE also organized several Ride and Drive events in Las Cruces where customers had an opportunity to test drive a variety of EVs and learned more about EV ownership experience and available federal, state, and EPE incentives.

Texas EV Ready Pilot Programs

The Public Utility Commission of Texas (PUCT) approved EPE’s Texas EV-Ready Pilot Program and Tariffs, which will help EPE evaluate customer’s responsiveness to special time-of-use rate options and managed charging programs to ensure EV loads are efficiently integrated with the electric grid. Furthermore, EPE will be offering new make-ready infrastructure programs and turnkey solutions to its commercial customers to help expand public EV charging infrastructure in our region.

EV Grants Awarded for EPE's Service Territory

EPE continues to be engaged with its customers and local stakeholders in a pursuit of federal and state funding opportunities. As a result of those efforts, several electrification grants were secured by customers in EPE’s service territory.

Clean School Bus Program

Clean School Bus grants and rebates were secured from Environmental Protection Agency (EPA) which resulted in the addition of 30 all-electric school buses in EPE’s service territory in 2024.

Charging and Fueling Infrastructure (CFI) Grant with EPE

El Paso was awarded \$15 million Charging and Fueling Infrastructure grant from the U.S. Department of Transportation Federal Highway Administration to install EV charging stations throughout the city of El Paso that will be meeting the Justice40 initiative.



Environmental Stewardship

Environmental Stewardship refers to the responsible use and protection of the natural environment through sustainable practices. EPE actively participates in conservation efforts that directly align with our goals to reduce carbon emissions, minimize regulated waste and preserve natural resources, biodiversity & vegetation.

Environmental Scorecard

Category	2022	2023	2024
Agency Inspections	10	7	11
Notices of Violation (NOV) <sup>1, 2,3</sup>	1	1	8
Avian Incidents	5	4	0
Reportable Spills	3	5	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.  
<sup>3</sup> 2024 NOV associated with Newman Drinking Water System. All incidents were resolved and had no environmental impacts.



## Air Quality

Despite increased demand of our gas generation fleet due to load growth, EPE consistently maintains carbon emissions that fall below the average of the largest U.S power producers<sup>1</sup>. EPE ranked in the 70th percentile when comparing total CO2 emissions and CO2 rate from all generating resources. We will continue to strive towards reducing our emissions to preserve the quality of our air.

<sup>1</sup>The Sustainability Institute by ERM (2024). 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	2022	2023	2024
Direct Emissions from Stationary Combustion Units	2,485,124	2,841,067	3,061,460
Direct Emissions from Mobile Combustion	4,406	4,262	4,202
Direct Emissions from Electric T&D	46,692	23,900	16,765
Direct Emissions from Natural Gas Fugitives	2,767	2,868	3,355
Indirect Emissions from Energy Purchased	24,619	29,530	24,440
<b>Total CO<sub>2e</sub> Emissions</b>	<b>2,563,609</b>	<b>2,901,627</b>	<b>3,110,223</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	2022	2023	2024
Nitrogen Oxides (NOx)	2,374	2,840	2,661
Carbon Monoxide (CO)	604	920	846
Particulate Matter (PM)	201	236	228
Sulfur Dioxide (SO <sub>2</sub> )	12	13	15

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

## Carbon Footprint

As EPE transitions to a carbon-free portfolio, we will continue reporting our emission intensities (carbon mass per MWH of net generation) with full transparency. This rate refers to the amount of carbon dioxide (equivalent) produced per megawatt-hour of electricity generated. In order to quantify progress towards our goal, the current year's rate is compared to a consistent 2015 baseline (last year using coal sources).



### Carbon Footprint<sup>1,2,3</sup> Trend (Short Tons of CO<sub>2e</sub> /MWh)

2015 Baseline Rate	0.282	Change from 2015 Baseline
2024 Rate	0.2486	<12%

<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.  
<sup>2</sup>Rate includes all carbon sources from CO2e emissions table  
<sup>3</sup>Rate includes total load served (net generation)



Water

EPE utilizes water in power generation for temperature regulation to maintain the efficiency of the power plant units and to decrease NOx emissions during the combustion cycle. As we generate electricity in a desert, we remain mindful and carefully manage water usage by ensuring we optimize the cycling of water in our cooling towers, utilize dry cooling technology in our latest units and continue to transform our generation portfolio with more renewable resources.

Water Consumption Rate

Year	Rate (Liters/Net MWh) <sup>1</sup>
2024	2,048
2023	2,291
2022	2,349

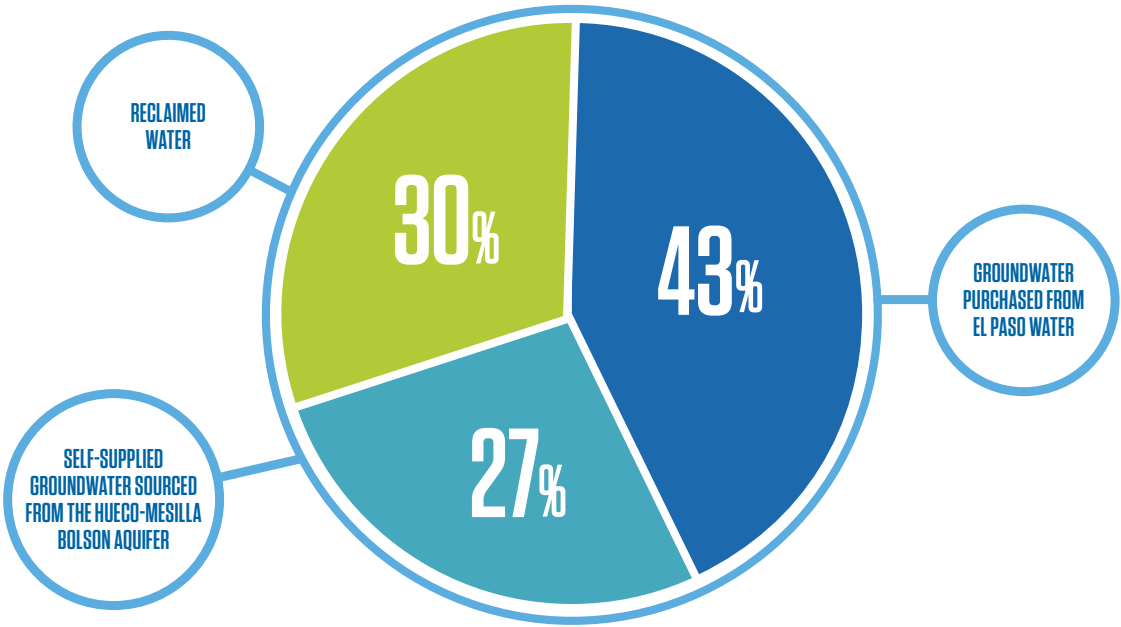
<sup>1</sup>Water rates include reclaimed water provided to Newman Power Station from the Fred Hervey Water Reclamation Plant.

2024 Water Rates: EPE-Owned Generation

Power Station	Water Consumption <sup>1</sup> (gal/kWh)
Montana	0.17
Rio Grande	0.65
Newman	0.39
Copper	0.06
Palo Verde <sup>2</sup>	0.7

<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.

Sources of Water for EPE's Local Generation



Waste Management

Waste management stewardship stems from environmental stewardship and refers to the responsible oversight and management of waste to reduce its impact on the environment. EPE continues to implement sustainable practices that prioritize the mitigation of pollution and hazardous waste in our daily operations. We also help reduce landfill waste with our waste diversion strategies that help redirect generated waste to more eco-friendly disposal methods such as recycling, composting, reusing, and or repurposing waste materials.

High Volume Non-Hazardous WasteStreams (LBS)

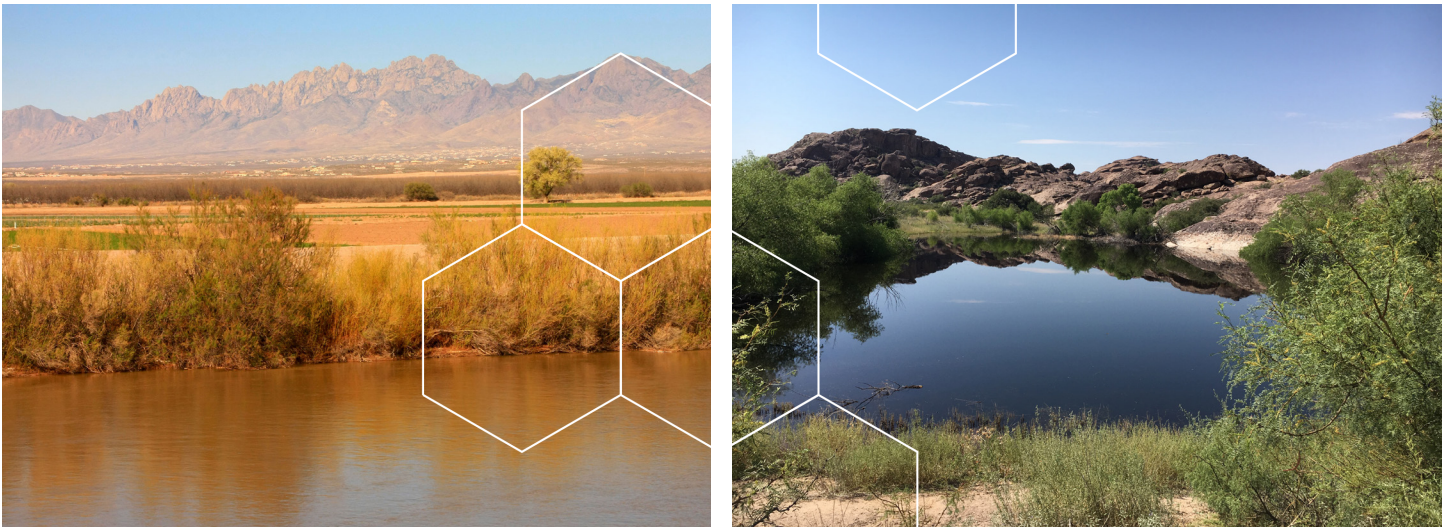
Non-Hazardous Waste	2022	2023	2024
Oily Water <sup>1</sup>	578,856	267,153	655,685
Petroleum Contaminated Soils <sup>2</sup>	262,804	7,915,997	631,898
Oil Rags/Debris <sup>3</sup>	22,439	88,537	124,606

<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	2022	2023	2024
Asbestos Containing Material <sup>1</sup>	121,730	7,665	7,910
PCB Waste (Landfilled) <sup>2</sup>	1,030	41,757	10,444
Corrosives <sup>3</sup>	31,637	9,899	6,674

<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.





## Biodiversity and Vegetation

### Swainson's Hawk Rescue

On June 16, 2024 EPE Environmental was notified of an active nest containing Swainson's hawk hatchlings on our Greenlee-Hidalgo line (structure #333) near Lordsburg, NM.

Oscar Trillo from Environmental reached out to EPE Transmission's, Hugo Ramirez and Jody Carmona for assistance removing the nest from the above referenced transmission structure. Oscar also contacted Dennis Miller from the Gila Wildlife Rescue and Rehabilitation Sanctuary in Silver City, New Mexico to coordinate the rescue of two Swainson's hawk hatchlings.

On June 18, 2024. Linemen Oscar Escapita and Brian Garcia mobilized bucket truck equipment to the structure and were able to successfully remove the nest and hatchlings safely, bringing them down from the structure, and handing them over to Dennis Miller for transportation back to his sanctuary in Silver City, NM.

Dennis Miller and his team cared for the approximately six-week old hatchlings until they matured and were ready to be released back into their natural habitat. On August 8, 2024, Dennis transported the Swainson's hawks from his sanctuary to an area approximately 0.25 miles west of Red Rock Road (north of Lordsburg, NM) where they were released.



## Energy Efficiency and Load Management

EPE is proud to have Project Bravo participate in our TX Income Qualified Solutions Program in 2024. With support from EPE incentives, Project Bravo delivered essential home upgrades and energy-saving installations to over 86 low-income homes in the El Paso community. Families benefited from attic and wall insulation, LED lighting, air and duct sealing, and water heater pipe insulation. These energy efficient services saved a total of 39.90 kW, 51,235 kWh, with a lifetime kWh of 1,068,861. We are proud to help our customers improve their homes' air quality, maintain a more consistent temperature in their homes, and expand their overall comfort while reducing their energy use.



## Anchor 5: Drive a Culture of Excellence



Driving a culture of excellence begins with prioritizing employee safety, wellness, and engagement. Operational performance is strengthened through KPIs and process improvements, while skill development and industry knowledge are advanced through targeted programs. By fostering innovation and accountability, we empower our teams to excel and create meaningful impacts across the organization.

## EPE's PAC Empowered Employees During the Election Year

In preparation for the 2024 elections, the EPE Political Action Committee (PAC) demonstrated its commitment to civic engagement and community involvement through a series of impactful events. In Texas, these efforts included Mayoral Meet and Greets and forums for El Paso City Council candidates across multiple districts. At the same time, the PAC engaged with New Mexico candidates in Las Cruces through events like Coffee and Donuts, fostering political involvement across its broader service territory.

To empower voters, the PAC distributed the El Paso Matters and Las Cruces Bulletin Voter Guides during these events in both regions, offering essential resources to support informed participation in elections. Additionally, the PAC organized a go-out-to-vote initiative for EPE employees, emphasizing the importance of civic responsibility during both general and run-off elections.

The success of these initiatives was driven by the active participation and dedication of PAC members, whose insightful questions enriched discussions and ensured the representation of EPE employees, retirees, and their families in the political process. Through these efforts, the PAC reinforced EPE's commitment to community engagement, transparency, and fostering meaningful connections between employees, candidates, and policymakers.





# Employee Resource Groups

EPE’s three Employee Resource Groups, which are open to all employees, celebrate diversity, recognize historical contributions and promote awareness through educational, cultural and historical observances.



## Highlights

### Roots: Pan African Heritage Council

- Launched in January by organizing several successful MLK Day volunteer activities in which employees across the organization participated
- “Did You Know” employee newsletter series for Black History month showcasing Black contributions to leadership and the electrical industry
- Organized a successful summer food drive for Opportunity Center for the Homeless
- Recognized by Black Voice El Paso for community involvement for Juneteenth city event participation

### B.R.A.V.E.

- Grew employee membership to include 49 allies and 77 veterans
- Partnered with the other ERGs to assist in organizing and executing the Company Appreciation event.
- Led the coordination of the Annual Veteran’s Appreciation Breakfast and 9/11 Remembrance 5K Run.
- Assisted with the design and construction of the Sun Bowl EPE Parade float.
- Partnered with the Bienavidez-Patterson “All Airborne” Chapter for a VOLTs activity involving area clean-up and setting the foundation for a storage shed.
- Partnered with HR recruiters to attend career fairs to assist in Veteran Recruiting.
- Partnered with the City of El Paso to learn more about a future initiative linking the Active Duty Army to local businesses.
- Coordinated with local Veteran Organizations to receive information on available resources for EPE’s Veteran and ally population.

### PWR – Power-ful Women Resources

- PWR continues to be a pivotal platform for fostering leadership and allyship among our female team members.
- PWR hosted two impactful conferences, each with a unique focus on enhancing competency and driving significant impact across the Company.
- Each PWR Day also provided opportunities to deepen EPE knowledge, foster connections, and learn about other members through the HerStory segment.
- Throughout 2024, PWR also supported Bright Hearts and the El Paso Children’s Grief Center.

## Wellbeing & Wellness Programming

EPE’s wellness program offers comprehensive support across financial, physical, mental well-being and more. Utilize the on-site gym, Sworkit fitness and mindfulness sessions, monthly expert webinars on diverse subjects, discounted gym memberships via Planet Fitness and BCBS’s Well on Target Program, and confidential counseling and legal guidance via ComPsych- EPE’s Employee Assistance Program. Activate your wellness and earn rewards by downloading Personify Health (formerly Virgin Pulse) for personalized fitness plans, stress management tools, financial resources, coaching, tailored health programs, and simplified benefits navigation.

## Wellness Initiatives

- Onsite Biometric Screenings.
- Hinge Health- virtual musculoskeletal care.
- Improved wellness areas.
- Annual Safety & Health Fairs.

## Safety Successes

### EPE’s 2024 Safety Training Achievements

In 2024, the Safety Department made significant strides in enhancing training across the company, reinforcing its dedication to creating a safe work environment. One of the standout initiatives was the in-house OSHA 30-Hour General Industry Safety Training, tailored specifically for field leadership. This program focused on hazard recognition, equipping leaders with the skills to identify and address risks effectively.

Additionally, the department introduced a comprehensive standard compliance training curriculum for all field employees, incorporating monthly safety meetings, computer-based training, and in-person sessions to accommodate diverse learning styles.

Employees also achieved three accident-free months—March, August, and September—demonstrating the success of the POWER Defensive Driving training and practices like 360 walkarounds.

A remarkable 17,512 safety training hours were logged company-wide by October 31, 2024. These milestones reflect EPE’s commitment to cultivating a strong safety culture and ensuring a secure environment for all employees through effective training and safe practices.



# Kid's Safety Town

## Kids' Safety Town: Turning Learning into an Adventure!

Team EPE collaborated with Safety Town to educate our youngest community members on electrical safety. Our mission is to build a safer community by instilling essential safety habits early, ensuring lifelong well-being and security around electricity. Safety Town operates in partnership with local law enforcement, making safety education engaging and impactful.



31 EMPLOYEES  
VOLUNTEERED  
TO LEAD SESSIONS

105 CHILDREN  
AGES 5-6  
ATTENDED AND GRADUATED

11  
SESSIONS  
HELD IN 2024

### Safety Scorecard<sup>1</sup>

Year	2022	2023	2024
OSHA Recordable Rate (EPE)	1.24	1.4	2.26
OSHA Recordable Rate (Industry)	0.99	1.7	N/A
OSHA Lost Workday Case Rate (EPE)	0.44	0.44	0.72
OSHA Lost Workday Case Rate (Industry)	0.51	0.6	N/A

<sup>1</sup>EPE OSHA injury rates as of 4/11/2025  
<sup>2</sup>2024 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 2211, Average Rate All Establishments (All Size).

# VOLTS

EPE recognizes the diverse passions and talents that our employees bring to the act of volunteering. When EPE has Volunteers On Location To Serve (VOLTS), we showcase the transformative impact of connection, strength in numbers, and sustainable action. In 2024, VOLTS gave back more than 13,000 hours to our community.

## Making a Difference Together – MLK Day of Service 2024

Thank you to all who joined hands and worked tirelessly side by side, making our volunteer events an outstanding success. In the words of Martin Luther King Jr., ‘The time is always right to do what is right.’ Your collective efforts truly embody the spirit of unity and positive change. Thank you for making a difference together.”



## Earth Month Success: 120 Trees Planted in El Paso and Las Cruces

During Earth Month, our dedicated volunteers made a significant impact by planting 120 trees across El Paso and Las Cruces. This initiative is part of our commitment to enhancing the environment and fostering healthier communities. A heartfelt thank you to all the volunteers who contributed their time and effort to this green cause. Your participation has helped make our planet a greener, more sustainable place to live.



## Volunteering at The Mustard Seed Garden

Our VOLTS members from EPE's Safety Department had an inspiring experience volunteering at The Mustard Seed garden. They helped tend to veggies, fruits, and herbs, all of which are used to prepare over 1000 free meals weekly and are delivered to several shelters. The sense of community and fulfillment from knowing our efforts are nourishing those in need was truly rewarding.



## Pride Month



## Supporting Back-to-School Events Across Our Community

Through meaningful community partnerships, EPE participated in back-to-school events to provide valuable support for children and families in its service territory. Our team distributed free school supplies to help families prepare for the academic year and shared essential information about our services, such as smart meters, the EPE app, and the benefits of autopay and paperless billing. Additionally, we highlighted energy-saving programs to assist families in managing their energy use effectively, reinforcing our commitment to empowering the community as the new school year began.



## Celebrating Independence Day at the Electric Light Parade

Our EPE team had a blast participating in Las Cruces' annual Electric Light Parade, where we "rocked in the USA" alongside our community. The event was a vibrant celebration of our country's Independence Day, filled with dazzling lights and enthusiastic participation from all. We were thrilled to be part of this patriotic tradition and to share in the joy and pride of our community.



## A Thanksgiving Tradition: Sun Bowl Parade

EPE was proud to participate in the 2024 Sun Bowl Parade, a cherished Thanksgiving Day tradition in El Paso. This year's float celebrated the theme, *Celebrating, Honoring & Remembering All the Heroes Who Have Served*. We were honored to recognize the bravery and sacrifice of heroes who have served our country while bringing joy to the community with our creative float. Thank you to everyone who joined us in celebrating this special event.





# Awards & Recognitions



## Energy Star Partner of the Year Award

We are proud to announce that the U.S. Environmental Protection Agency has awarded EPE with the 2024 ENERGY STAR® Sustained Excellence Award. This award is a testament to our unwavering dedication to advancing energy efficiency and environmental stewardship. It reaffirms our commitment to leading the change towards a sustainable and vibrant future.

## EEl, IBEW Present Edwin D. Hill Award to EPE and IBEW Local 960

EEl and the International Brotherhood of Electrical Workers presented the Edwin D. Hill Award to EPE and IBEW Local 960 in Washington D.C. on March 4, 2024. This distinguished award recognizes efforts to advance state and local initiatives on behalf of EEl’s member electric companies and IBEW members.



## EPE Named Top Utility in Economic Development for 2024

EPE is honored to be named a Top Utility in Economic Development for 2024 by Site Selection magazine, recognizing our innovative infrastructure investments, deployment of renewable energy, and collaborative partnerships that are driving economic growth in West Texas and Southern New Mexico. Our efforts in modernizing the electric grid, supporting business attraction and retention, and fostering strong community partnerships with local governments and educational institutions underscore our commitment to the region’s economic vitality.

## Kelly Tomblin Receives Inaugural Woody L. Hunt Excellence in Economic Development Award from The Borderplex Alliance

In a move that underscores its commitment to regional economic vitality, The Borderplex Alliance has unveiled the inaugural Woody L. Hunt Excellence in Economic Development Award, a tribute to its founding chairman, businessman, and philanthropist Woody Hunt. This prestigious accolade is set to honor leaders making extraordinary contributions to improving our region’s economic competitiveness. The first recipient of this distinguished award is EPE, under the stewardship of President and CEO Kelly Tomblin.



## Recognized for Excellence: Local Employer of Excellence Award

We are proud to announce that EPE has been named a Local Employer of Excellence by the Texas Workforce Commission. This prestigious award recognizes our efforts to empower employees, support the community, and strengthen the workforce. Achievements like this reflect the hard work and dedication of our incredible team, whose commitment drives positive change every day. We extend our heartfelt gratitude to the Texas Workforce Commission and our employees for making this recognition possible.



DEFINITIONS FOR EPE /SUSTAINABILITY METRICS

Ref. No.	Metric Name	Definition
Portfolio		
1	Owned Nameplate Generation Capacity at end of year (MW)	<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.
2	Net Generation for the data year (MWh)	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.
3	Investing in the Future: Capital Expenditures, Energy Efficiency (EE), and Smart Meters	
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> .
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> .
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
4	Retail Electric Customer Count (at end of year)	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.
Emissions		
5	GHG Emissions: Carbon Dioxide (CO2) and Carbon Dioxide Equivalent (CO2e)	
5.1	Owned Generation	
5.1.1	Carbon Dioxide (CO2)	
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.
5.1.2	Carbon Dioxide Equivalent (CO2e)	
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 CO2 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.
5.2	Purchased Power	
5.2.1	Carbon Dioxide (CO2e)	
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 rate: <ul style="list-style-type: none"><li>- ISO/RTO-level emission factors</li><li>- Climate Registry emission factors</li><li>- E-Grid emission factors</li></ul>
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.
5.2.2	Carbon Dioxide Equivalent (CO2e)	
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 rate: <ul style="list-style-type: none"><li>- ISO/RTO-level emission factors</li><li>- Climate Registry emission factors</li><li>- E-Grid emission factors</li></ul>
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.
5.3	Owned Generation + Purchased Power	
5.3.1	Carbon Dioxide (CO2)	
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.
5.3.2	Carbon Dioxide Equivalent (CO2e)	
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	

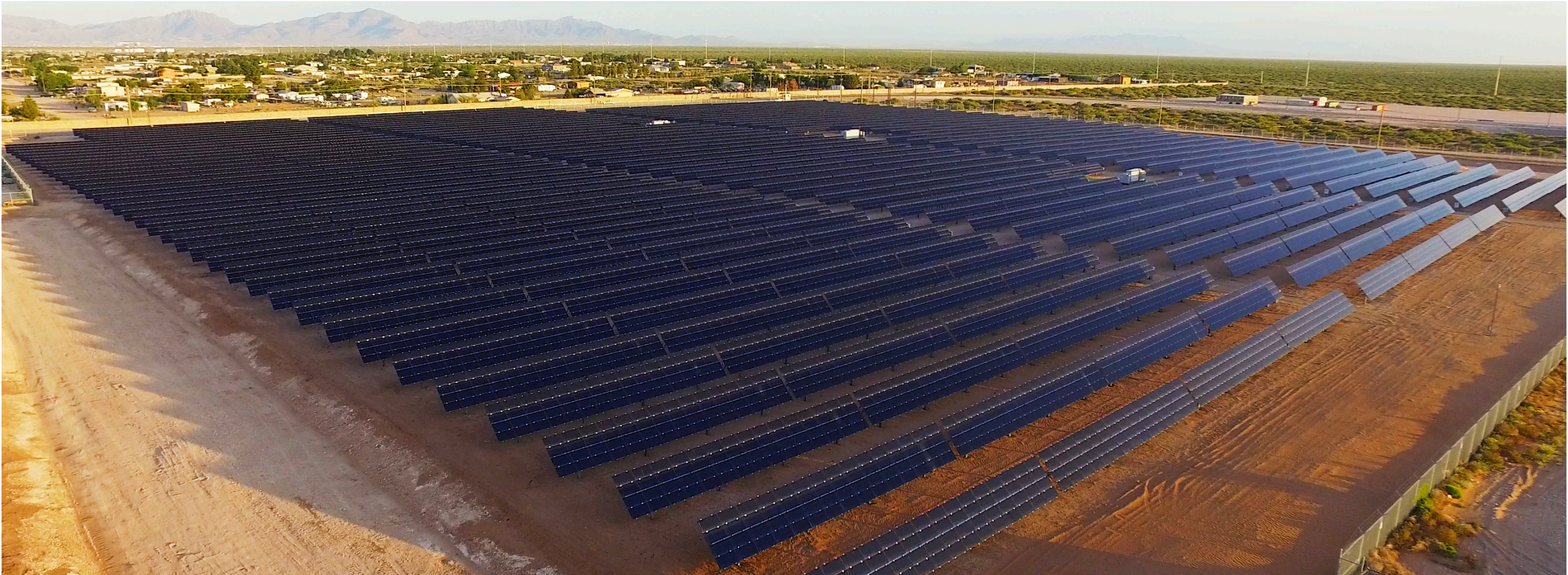


Ref. No.	Metric Name	Definition
Emissions		
5.4	Non-Generation CO2e Emissions of Sulfur Hexafluoride (SF6)	
	5.4.1	Total CO2e emissions of SF6
	5.4.2	Leak rate of CO2e emissions of SF6
6	Nitrogen Oxide (NOx), Sulfur Dioxide (SO2), Mercury (Hg)	
6.1	Generation basis for calculation	Indicate the generation basis for calculating SO2, NOx, and Hg emissions and intensity. Fossil: Fossil Fuel Generation Only Total: Total System Generation Other: Other (please specify in comment section)
6.2	Nitrogen Oxide (NOx)	
6.2.1	Total NOx Emissions	Total NOx 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 NOx Emissions Intensity	Total from above, divided by the MWh of generation basis as indicated in 6.1.
6.3	Sulfur Dioxide (SO2)	
6.3.1	Total NOx Emissions	Total SO2 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 NOx Emissions Intensity	Total from above, divided by the MWh of generation basis as indicated in 6.1.
6.4	Mercury (Hg)	
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.
Resources		
7	Human Resources	
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	Employee Safety Metrics	
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/iii/annualavghours.htm">www.bls.gov/respondents/iii/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
8	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).
9	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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