



2022 CORPORATE SUSTAINABILITY REPORT



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LETTER FROM OUR CEO

El Paso Electric (EPE) has proudly served our region for more than 120 years, growing with our community and evolving with the needs of our customers. Two years ago, we began a rigorous pursuit and developed a plan to transform the energy landscape. In that plan, EPE employees articulated a bold road map that addresses reliability, affordability, and sustainability simultaneously. We are proud that we are now delivering on that plan. Our goals, however, do not stop with generation. They include solutions that span all aspects of our business, including transmission, distribution, energy efficiency, electrification, customer technologies and beyond. We are taking these steps confident that through the continuous provision of affordable, clean and reliable energy – every hour of every day for every customer – we are enabling the growth and prosperity of our region.

In 2022, we made substantial progress toward our commitment to deliver continuously cleaner energy to our customers. We met milestones that ensured the 2023 delivery of 120 MW of solar energy, 50 MW of battery storage and a new 228 MW water-efficient natural gas generation plant. These generation additions will be our most significant in a decade and will allow the retirement of older less efficient gas generation.

We also made a commitment to triple the size of our Texas Community Solar Program with an application to the Public Utility Commission of Texas to construct an additional 10 MW solar facility, including an income qualified component. The Texas Community Solar Program provides an affordable and voluntary subscription option for those customers interested in serving their energy needs with renewable energy without the investment or upkeep of a rooftop system.

Another significant milestone for EPE and our customers in 2022 was the full regulatory approval of our advanced metering program. Moving forward, EPE will be installing smart meters to provide our customers with shorter response times to outages and other routine services. Importantly, this technology will empower customers with the information and tools they need to understand their energy usage and make decisions to save money and reduce their carbon footprint.

We also made some important cost saving decisions in 2022, deciding to close our walk-in payment centers while still providing hundreds of locations that customers who desire to pay their bills in person can continue to do so. Decisions like these improve the efficiency of our operations while reducing ongoing costs, which benefits all customers.

El Paso Electric and every one of our 1,128 employees are working every day to transform the energy landscape. Our 450,000 customers are at the center of our commitment and our action plan to provide safe, reliable, affordable, and clean energy. Working together, we can all have a role in powering the next hundred years of growth, innovation, and economic vibrancy.

Sincerely,



Kelly A. Tomblin
President and Chief Executive Officer



EL PASO ELECTRIC TRANSFORMING OUR STRATEGIC PLAN

MISSION

We are Transforming the Energy Landscape.

VISION

Together we are powering the next hundred years of growth, innovation and economic vibrancy.

1

BUILD A TRUSTED PARTNERSHIP WITH CUSTOMERS AND COMMUNITY

1.1

CHAMPION CUSTOMER AFFORDABILITY

1.2

DRIVE RELIABILITY AND CUSTOMER SERVICE

1.3

DELIVER CUSTOMER CHOICE FOR PROGRAMS AND RATES

1.4

DEVELOP A TRANSPARENT EDUCATION AND COMMUNICATION PLAN

1.5

PARTNER WITH INSTITUTIONS TO BUILD CONNECTIONS AND SOCIAL IMPROVEMENTS FOR OUR REGION

2

PROPEL GROWTH IN OUR COMPANY AND THE REGION

2.1

PARTNER WITH LOCAL EDUCATIONAL INSTITUTIONS TO DEVELOP, CREATE AND RETAIN THE WORKFORCE OF THE FUTURE

2.2

ACTIVELY PARTICIPATE IN ECONOMIC DEVELOPMENT TO GROW OUR REGION'S COMMERCIAL AND INDUSTRIAL BASE

2.3

PROVIDE ENERGY SOLUTIONS FOR ELECTRIFICATION AND OUR COMMUNITY'S EMERGING ENERGY NEEDS

2.4

PROACTIVE ENGAGEMENT IN ENERGY SECTOR'S LEGISLATIVE AND REGULATORY CONSTRUCT

2.5

DEVELOP BUSINESS IN INITIATIVES FOR THE GROWTH OF OUR COMPANY

3

LEVERAGE TECHNOLOGY TO DRIVE EFFICIENCY AND SECURITY

3.1

DEPLOY TECHNOLOGY TO EMBRACE THE EVOLVING INDUSTRY

3.2

MODERNIZE THE GRID TO MEET THE CUSTOMER'S ENERGY NEEDS

3.3

IMPLEMENT TECHNOLOGICAL RESOURCES AND DATA ANALYTICS TO AUTOMATE AND OPTIMIZE BUSINESS OPERATIONS

3.4

PROVIDE A ROBUST CYBER AND CIP SECURITY TECHNOLOGY FOR DATA AND SYSTEMS

3.5

OPTIMIZE ASSETS FOR PARTICIPATION IN REGIONAL MARKETS

4

LEAD ENVIRONMENTAL SUSTAINABILITY

4.1

OFFER CUSTOMERS GREEN ENERGY SOLUTIONS AND OPTIONS

4.2

DRIVE SOLUTIONS FOR GREATER RENEWABLE ENERGY INTEGRATION AND CLEAN ENERGY

4.3

MANAGE ENERGY DEMAND GROWTH AND LEVELIZE PEAK LOAD

4.4

REPLACE AGING POWER GENERATION AND GRID INFRASTRUCTURE

4.5

TRANSFORM OUR FLEET AND FACILITIES TO A SUSTAINABLE FOOTPRINT

5

DRIVE A WORK CULTURE OF EMPOWERMENT, ACCOUNTABILITY AND INCLUSION.

5.1

CREATE A CULTURE AND SYSTEM FOR SAFETY PERFORMANCE

5.2

DEVELOP PROGRAMS FOR HEALTH AND WELLNESS

5.3

DRIVE LEADERSHIP DEVELOPMENT

5.4

INSTITUTE AND INCENTIVIZE PERFORMANCE MANAGEMENT AND EMPLOYEE ACCOUNTABILITY

5.5

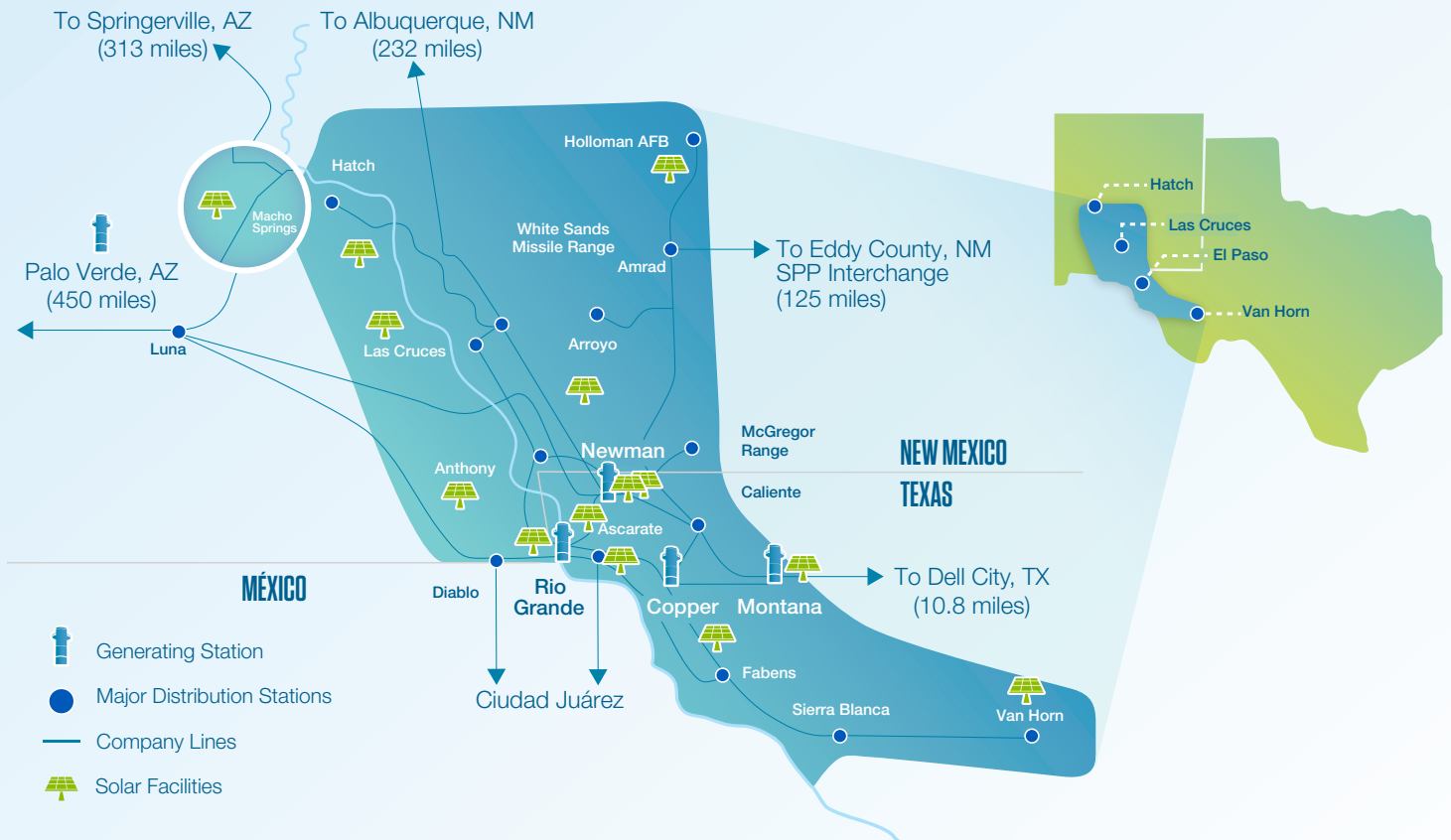
OPTIMIZE ORGANIZATIONAL STRUCTURE FOR EFFECTIVENESS AND AGILITY

COMPANY OVERVIEW

EPE began serving customers on August 30, 1901 as the El Paso Electric 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



2022 STATISTICS



RESIDENTIAL

452,097 CUSTOMERS



PUBLIC AUTHORITY



INDUSTRIAL



WHOLESALE CUSTOMERS



1,128 EMPLOYEES



\$1.2 MILLION

IN COMMUNITY PARTNER GRANT AWARDS TO
133 CIVIC & CHARITABLE ORGANIZATIONS



IN RELIABILITY

AMONG TEXAS INVESTOR-OWNED UTILITIES



10,890

VOLUNTEER HOURS

11,326,993 MWh NET GENERATION

2,570 MW OF OWNED GENERATION

2,201 MW 2022 PEAK LOAD

47% FROM CARBON-FREE RESOURCES



1,853 miles

TRANSMISSION LINES



128 SUBSTATIONS

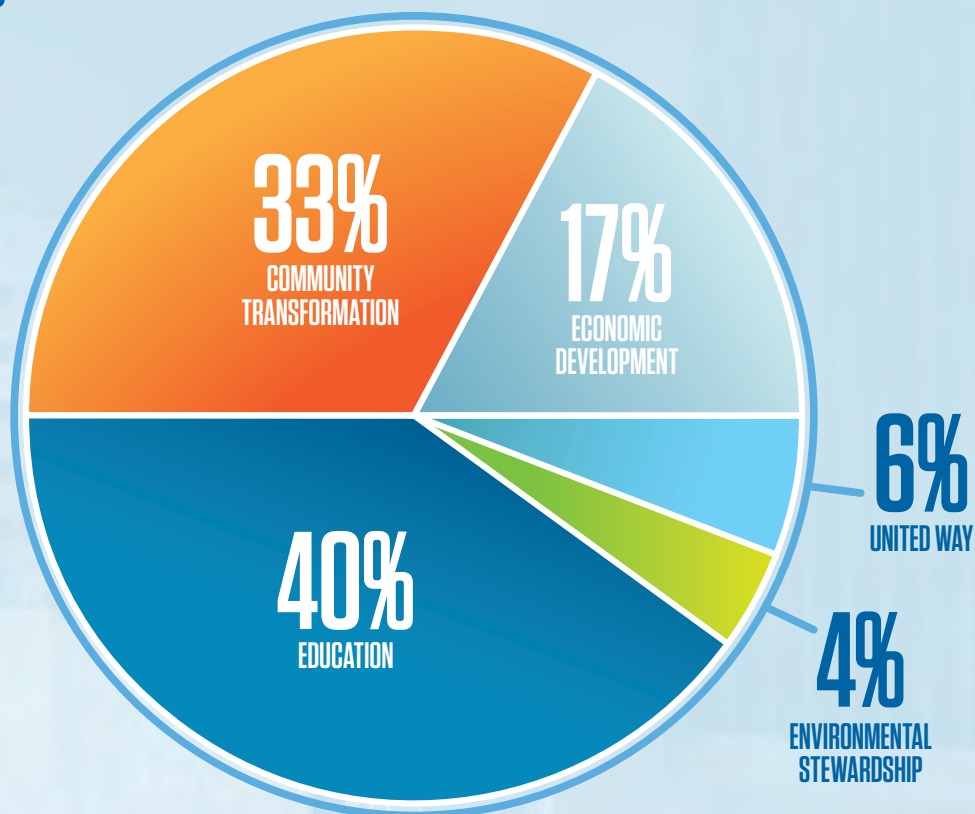


8,186 miles

DISTRIBUTION LINES

2022 COMMUNITY PARTNER PROGRAM

FOCUS AREAS



ECONOMIC PROFILE

FINANCIAL SUMMARY

Year ¹	2020	2021	2022
Operating Revenues ²	\$917,510	\$1,059,818	\$1,310,484
Operating Income ²	\$184,779	\$189,700	\$239,411
Net Income ^{2,3}	\$77,873	\$145,716	\$112,356
Total Assets ^{1,2}	\$4,048,387	\$4,410,142	\$4,625,137

¹Numbers are for the calendar years except for Total Assets which are as of year-end

²Numbers are in thousands

³In connection with the Merger, the Company recorded \$71.7 million of strategic transaction costs in the year ended 2020. Net Income includes the impact of changes in the fair value of equity securities and realized gains (losses) from the sale of both equity and fixed income securities in the Company's Palo Verde nuclear decommissioning trust funds.

CORPORATE SUSTAINABILITY

At EPE, operating sustainably means reliably and affordably serving our customers while protecting the environment, supporting our communities, engaging our employees, and maintaining focus on long-term results. EPE is committed to continuously improving our customers' experience, reliability, and overall satisfaction. We recognize that our region's energy needs are evolving, and EPE remains dedicated to meeting those needs.

CARBON REDUCTION GOALS



**CARBON-FREE
ENERGY BY
2035**



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

EPE has established a mission to transform the energy landscape with a focus on bold carbon-free energy goals defined by a commitment to 80% carbon-free energy by 2035 and the pursuit of 100% decarbonization of our generation portfolio by 2045.

To meet our 2035 goal, we will expand our generation portfolio with renewable energy and storage solutions, while continuing the use of existing carbon-free nuclear resources and improving efficiencies of new fuel technologies. EPE will continue evaluating alternative energy technologies and strategy solutions as they develop over the next decade to achieve ultimate decarbonization of our energy portfolio.

SUSTAINABILITY GOVERNANCE

The electric utility sector is rapidly evolving to meet changing customer expectations, achieve better environmental performance and comply with shifting regulatory direction. EPE's sustainability hinges on our collective ability to harness and respond to these industry changes.

At EPE, all our employees have sustainability-related performance goals that are overseen by their respective divisional leadership, while corporate performance goals are overseen by the Executive Leadership Team and Board of Directors. EPE's strategic plan prioritizes a culture of workforce accountability to attain the identified goals, and a focus on strong governance ensures that we always serve our community with transparency and responsibility.

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

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

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



Corporate Governance and Nominating Committee

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

People and Remuneration Committee

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

Audit and Risk Committee

- Financial reporting
- Risk Management
- Cyber Security

NEW SUSTAINABILITY AND ENERGY SOLUTIONS DEPARTMENT

In 2022, EPE introduced a new division and executive leadership role to accelerate clean energy solutions and prioritize sustainability initiatives within the company. Under the direction of the Vice President of Sustainability and Energy Solutions, the new Sustainability and Energy Solutions department will prioritize clean energy generation projects, transportation electrification, and other sustainable solutions to meet our regions' changing demands.

SUSTAINABILITY REPORTING

EDISON ELECTRIC INSTITUTE

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

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

GRESB, A GLOBAL ESG BENCHMARK

Global Real Estate Sustainability Benchmark (“GRESB”) is an independent organization that provides validated ESG performance data and peer benchmarks on a global scale. EPE participates in the Infrastructure Asset Assessment which provides a basis for systematic reporting, objective scoring and peer benchmarking of ESG management and performance. Over the first two reporting years, EPE has scored above GRESB averages and has a stated performance goal to increase scores on an annual basis.



CLIMATE RISKS

The electric utility industry continues to revolutionize the world's energy transition with unprecedented changes in technology solutions and customer demands.

EPE uses several strategies to evaluate the effect of climate change to optimize our generation portfolio and mitigate the risk of service disruptions, including:

- weather forecasting, models and analytical tools;
- resource planning and load research;
- resiliency planning and coordination;
- grid hardening to include replacements and structure upgrades;
- generation resource portfolio transition; and
- wild-fire preparation (vegetation management/prescribed burning).

While EPE recognizes that climate risks are best addressed through long term resource and portfolio transitions, it is important that we also identify and implement nearer term projects and strategies to help mitigate climate change impacts, including:

- dedicated renewable energy, battery storage and microgrid resources to government and large commercial customers;
- voluntary renewable energy subscriptions for residential and small commercial customers;
- transportation electrification plans; and
- demand response programs.

The global prioritization of a low to no-carbon energy future to slow the pace of climate change creates transition risks as EPE works to keep pace with regulatory/policy change, technology evolution, and customer demands. Federal legislation passed in 2022 represents the most significant action taken by any Congress to address climate change in our country. The Infrastructure Investment and Jobs Act ("IIJA") and the Inflation Reduction Act ("IRA"), created historically unprecedented funding opportunities to help accelerate and advance grid modernization and clean energy solutions.



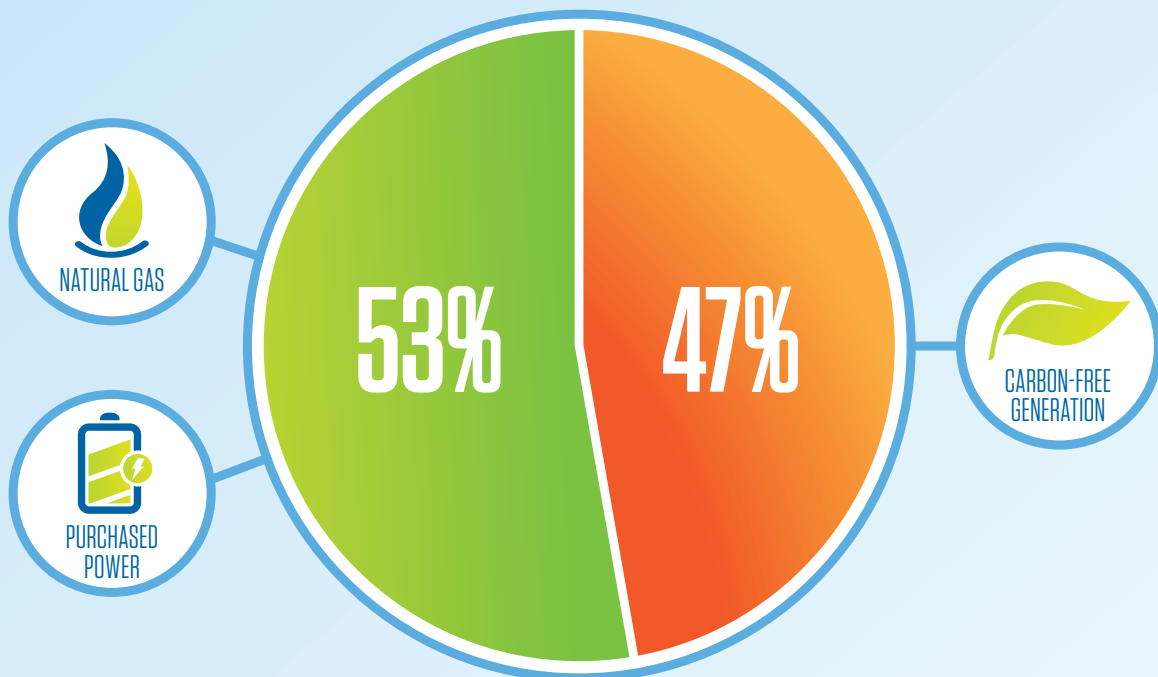
RESOURCE PORTFOLIO

NET GENERATION

Fuel Type	Net Generation (MWh) ¹		
	2020	2021	2022
Coal	NA	NA	NA
Natural Gas	4,800,344	4,523,151	4,485,493
Nuclear	4,976,312	4,997,511	5,045,366
Renewables (Solar)	17,459	17,408	20,017
Photovoltaic Purchased Power	289,705	278,989	272,594
Purchased Power (other)	1,292,104	1,104,222	1,503,523
Carbon Free Generation	46.4%	48.5%	47.1%
Natural Gas & Purchase Power	53.6%	51.5%	52.9%

¹Net Generation as reported in EPE's FERC Form 1

2022 CARBON GENERATION PROFILE



TIMELINE FOR CARBON REDUCTION

JOURNEY TO A CLEAN ENERGY FUTURE

2014



SOLAR POWER SPRINGS TO LIFE
Macho Springs and Newman Solar Facilities energized
50 MW AND 10 MW

2015

POWERING UP
Montana Power Station units 1 & 2 go online
88 MW EACH



GOODBYE COAL
EPE divests its ownership of Four Corners and coal
108 MW

2016

COMPLETING THE SET
Montana Power Station units 3 & 4 begin operations
88 MW EACH

PLANNING FOR THE FUTURE
EPE issues RFP to meet growing energy needs by 2023

2017

PIONEERING SOLAR
Texas' first community solar program launches in Montana Vista with 100% subscription rate
3 MW



2018

SOLAR TAKES OFF
Holloman Air Force Base Atlas Solar Array goes online
5 MW

2019

EMBRACING THE FUTURE
EPE selects new and sustainable generation sources

SUNNY SUCCESS
Waitlist added for TX Community Solar program expansion
2 MORE MW, 5 MW TOTAL

2025



BRIGHTER TOMORROW
More solar + battery storage facilities coming online in NM and TX
280 MW TOTAL

EMPOWERING BUSINESSES
Launch of Business Community Solar program with **50 MW** capacity



2024

A BRIGHT OUTLOOK
TX Community Solar program to expand and add income-qualified option
10 MW

RENEWABLE GROWTH
An additional **150 MW** of solar expected in New Mexico by June

2023

CLEAN ENERGY BLOSSOMS
Buena Vista Energy Center to launch and boost clean energy capacity
120 MW WITH 50 MW OF BATTERY STORAGE

POWERING PROGRESS
Aging generating units will be replaced by a state-of-the-art, hydrogen-ready gas turbine

2021



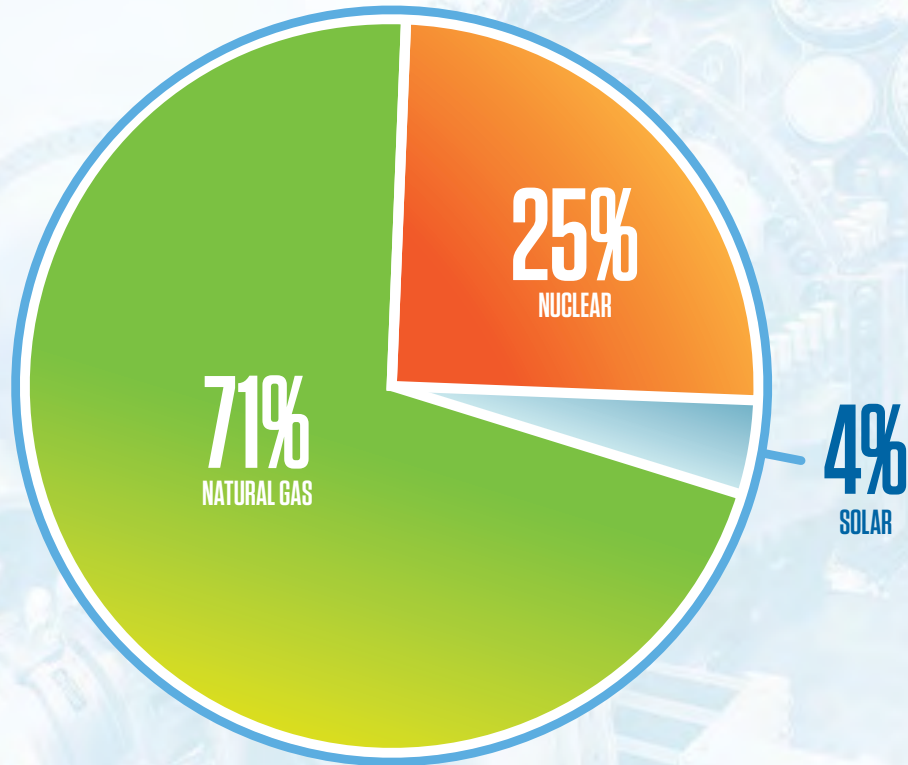
LEADING THE CHARGE
NMSU's Aggie Power solar facility goes online
3 MW, 1 MW BATTERY STORAGE

NEWMAN UNIT 6: SUPPORTING A CLEANER FUTURE

EPE believes that innovation is central to achieving a brighter and cleaner future for our community. That is why we are replacing older and less efficient generating units with Newman Unit 6 — a state-of-the-art 228-megawatt natural gas replacement unit, scheduled to come online in 2023. With fast start and cycling capabilities, enhanced pollution control and dry cooling technologies, Newman Unit 6 will reduce the environmental impact of our gas fleet and compliment the tripling of our renewable portfolio in the next three years.



EXISTING EPE-OWNED RESOURCES, YEAR END 2022

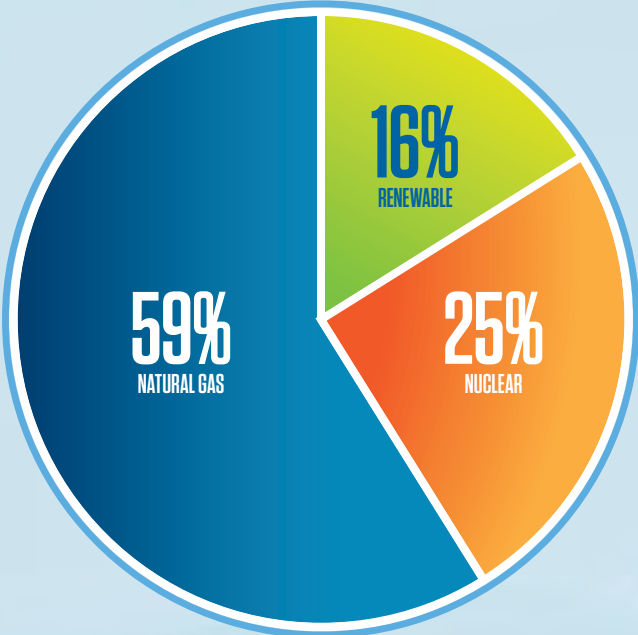


PLANNED RESOURCES

Resources	Resource Type	Nameplate Capacity (MW)	Location	COD
Newman 6	Natural Gas	228	TX	Summer 23
Buena Vista Energy Center 1	Solar/Storage	100/50	NM	June 23 <small>(originally planned May 2022)</small>
Buena Vista Energy Center 2	Solar	20	NM	June 23 <small>(originally planned May 2022)</small>
Hecate Energy 1	Solar	100	NM	June 24 <small>(originally planned Dec. 2022)</small>
Hecate Energy 2	Solar	50	NM	June 24 <small>(originally planned Dec. 2022)</small>
TX Community Solar Expansion	Solar	10	TX	June 24
New Mexico Solar Resource	Solar/Storage	130/65	NM	May 25
New Texas Solar Resource	Solar/Storage	150/75	TX	May 25
EPE Texas Resource	Solar	100	TX	May 25
Business Solar Power	Solar	50	TX	May 25

FUTURE PLANS

2023



Includes 2023 planned abandonment filings of two natural gas units at Rio Grande Power Station and Newman Generating Station



CLEAN ENERGY FUTURE

BIG PLANS FOR CLEAN ENERGY

We want to do more to create a cleaner, brighter energy future for everyone. That's why we're working to achieve two major milestones that bring us closer to this goal:

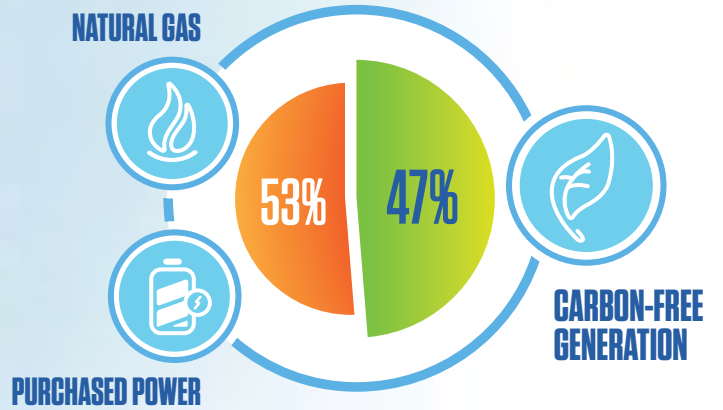


CARBON-FREE ENERGY BY 2035

DECARBONIZED BY 2045

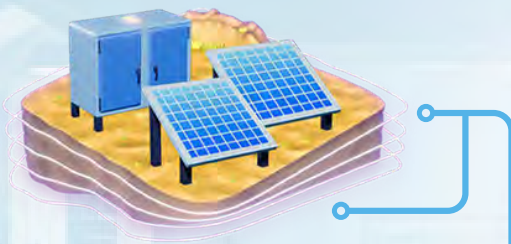
Our investments in innovative energy infrastructure, EVs, and renewable energy developments are all part of the bold changes we're enacting today.

OUR 2022 ENERGY PORTFOLIO AT A GLANCE



A BRIGHT OUTLOOK FOR 2025

Expanding solar energy is key to building a brighter future for our region. That's why we're committed to making it more accessible and affordable for our customers every day.



700 MORE MW OF SOLAR
powering 50,000 more homes



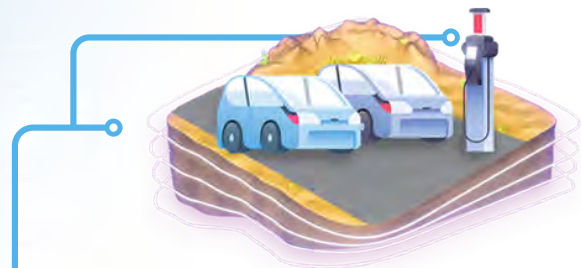
3X MORE SOLAR
first of its kind at NMSU



10 ADDITIONAL SOLAR FACILITIES
powering 1/3 of NMSU's campus

ELECTRIFYING A CLEANER FUTURE

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



\$1.2 MILLION IN EV INCENTIVES
available for customers



7% ELECTRIFIED FLEET
consists of hybrids, plug-in hybrids, all-electric vehicles and ePTO bucket trucks



100% ELECTRIC BY 2025
of all light-duty vehicle replacements powered by electricity

RENEWABLE ENERGY PORTFOLIO

EPE is in the midst of implementing a long-term energy supply plan to make our portfolio cleaner and more sustainable. In 2020, EPE obtained required regulatory approvals for purchased power agreements ("PPAs") to expand renewable energy and energy storage projects. These PPAs provide for the purchase of 270 MW of solar energy generation and 50 MW of battery storage capacity to be constructed in southern New Mexico. These energy resource additions will nearly triple EPE's renewable energy portfolio, a landmark achievement since EPE's announcement in 2016 as the first utility in Texas and New Mexico to become 100% coal-free. EPE aims to have the new facilities online by 2025, providing more than 450,000 MWh of generation in their first year of operation.

In 2022, EPE's renewable energy portfolio consisted of 107 MW of solar capability and 3.2 MW of biogas through PPAs and 11.2 MW of EPE-owned solar facilities.

AGGIE POWER

As part of EPE's ongoing efforts to expand renewable energy resources and offset climate change, EPE partnered with New Mexico State University (NMSU) to create Aggie Power — an advanced 3 MW solar and battery storage facility located on NMSU's Arrowhead Park.

Aggie Power was designed to complement NMSU's existing solar facilities with technology that includes single-access tracking solar panels and a 1 MW Tesla battery pack. Aggie Power has the capacity to power almost one-third of NMSU's 900-acre campus.

In addition to its clean energy potential, the project will serve as a living laboratory that provides research and hands-on training opportunities for faculty and electrical engineering students.

COMMUNITY SOLAR PROGRAM

Initially implemented in 2017 and expanded to 5 MW in 2019, EPE's voluntary community solar program in Texas remains fully subscribed. The program offers customers the ability to reserve a portion of the energy produced by the Community Solar facility for their homes or businesses.

2022 COMMUNITY SOLAR STATISTICS

Customer Class	Number of Customers	Approved Capacity (kW)
Residential	2,175	4,616
Small Commercial	48	163
Commercial and Industrial	13	154
Total	2,236	4,933

Community Solar is Growing!

On December 1, 2022, EPE filed for approval by the Public Utility Commission of Texas ("PUCT") to expand its Texas Community Solar Program with an additional 10 MW solar facility in San Elizario, Texas. This new solar facility will add to EPE's existing, fully subscribed, Texas Community Solar Program and offer a discounted rate for income-qualified customers. Upon approval, the expansion will bring the program's total capacity to 15 MW of community solar energy. This project will be the second expansion of our community solar program since its initial launch in April 2017, giving even more customers the option of receiving their energy from a local, renewable energy resource without having to install their own distributed generation system.

Texas customers can learn more or sign up for the Texas Community Solar program waitlist at epelectric.com/communitysolar.



Join the Texas
Community Solar
Waiting List



Coming soon: Community Solar programs in New Mexico

In March 2022, the New Mexico Public Regulation Commission (NMPRC) announced the adoption of the New Mexico Community Solar Act to bring New Mexican families and businesses the opportunity to participate in the clean energy transition. EPE is excited to bring similar community solar resources to our New Mexico customers and submitted a project for the NMPRC's consideration.



DISTRIBUTED GENERATION

Customer installation of distributed generation continues to grow across EPE’s service territory. Since 2008, EPE has been interconnecting customer-owned systems. In 2022, more than 5,600 customers interconnected with EPE, increasing the total interconnected capacity from 127 to 155 MW.

2022 DISTRIBUTED GENERATION

2022	Number of Customers	Capacity (MW)
Texas	20,506	107
New Mexico	7,940	48
Total	28,446	155

INTERCONNECTED DISTRIBUTED GENERATION

Year	2020 ²	2021	2022
New Interconnection Applications ¹	5,544	4,503	5,615
Total Interconnected Capacity (kW)	27,992	29,255	32,848

¹Including battery storage

²2020 changes from previously reported values are accounting for corrections in the Net Metering Database, and adjustments to how system expansions were counted



RELIABILITY

EPE’s core function is to provide safe and reliable electric service to our customers, and we are proud to be a leader in reliability among Texas investor-owned utilities for six years running, as reported to the PUCT. In 2022, our System Average Interruption Duration Index ("SAIDI") was less than one-third the utility average in Texas, while our System Average Interruption Frequency Index ("SAIFI") was less than half the utility average in Texas.

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

SYSTEM AVERAGE INTERRUPTION DURATION INDEX ("SAIDI") (MINUTES)

Year	2020	2021	2022
EPE SAIDI ¹	48.57	74.75	66.81
Texas IOU Average ²	124.15	155.65	143.11
EPE Rank (in Texas)	1	2	1

¹Includes Texas and New Mexico

²Texas Investor-Owned Utilities Average

SYSTEM AVERAGE INTERRUPTION FREQUENCY INDEX ("SAIFI")

Year	2020	2021	2022
EPE SAIFI ¹	0.533	0.69849	0.076
Texas IOU Average ²	1.050	1.27	1.19
EPE Rank (in Texas)	1	1	1

¹Includes Texas and New Mexico

²Texas Investor-Owned Utilities Average

2022 SYSTEM RELIABILITY¹

	EPE ¹	TX- IOU ²
SAIDI (min)	66.81	143.11
SAIFI	0.622	1.19

¹Includes Texas and New Mexico

²Texas Investor-Owned Utilities Average

EXTREME WEATHER RESPONSE

Rain, shine or even snow, EPE's crews work 24/7 to ensure that our system is reliable and that our customers stay connected. To prepare for extreme heat and maintain reliable service during the hot summer months, each spring, our crews work diligently to identify areas within our infrastructure that need to be updated, repaired, or replaced. Similarly, in September, EPE initiates winter preparation protocol to weatherize generation stations and the power grid for the possibility of extreme cold temperatures. When unforeseen circumstances do occur, EPE is ready to respond safely and quickly to restore power to our customers. It is an honor to work for our customers and we appreciate their kind words of appreciation.



“ Dear El Paso Electric,

I wanted to thank the crew that worked until 2 a.m. Wednesday night to restore power to the homes at and around in Northeast El Paso. They worked in very adverse weather conditions and kept going. I just wanted to say thank you from all of us and God bless you.

Thank you and God bless,
Dr. Crider

”

“ Dear El Paso Electric,

I wanted to acknowledge the crew that came over Saturday night and fixed our power outage. They are a great team! Your crews were very friendly and respectable.

They are a big asset to your company.

Sincerely,
Mr. & Mrs. Clark

”

ENVIRONMENTAL STEWARDSHIP

EPE is committed to responsible resource stewardship to minimize adverse impacts to the environment. In all aspects of planning and operations, EPE places a premium on the reduction of air emissions, water consumption, waste generation and land disturbance to the greatest extent practicable.

ENVIRONMENTAL SCORECARD

Category	2020	2021	2022
Agency Inspections	25	21	10
Notices of Violation (NOV) ¹	1	0	1
Avian Incidents	10	9	5
Reportable Spills	13	7	3

¹2020 NOV was a notice of non-compliance for a right-of-way infraction. 2022 Failure to timely report Whole Effluent Toxicity sample results



AIR QUALITY

EPE's carbon emissions are below the national average of the largest U.S. power producers, ranking in the lowest emitting third¹ for both CO₂ emission rate and total CO₂ emissions from all generating sources.

EPE's increase of clean nuclear and renewable generation production during 2022 decreased carbon and criteria pollutant emissions that helped offset pollutants from local gas generation.

¹The Sustainability Institute by ERM (2022). Benchmarking Air Emissions of the 100 Largest Electric Power Producers in the United States

CO_{2e}¹ EMISSIONS (METRIC TONS)

Source	2020	2021	2022
Direct Emissions from Stationary Combustion Units	2,610,637	2,548,448	2,485,124
Direct Emissions from Mobile Combustion	4,464	4,268	4,406
Direct Emissions from Electric T&D	31,128	43,846	46,692
Direct Emissions from Natural Gas Fugitives	2,766	2,766	2,767
Indirect Emissions from Energy Purchased	26,393	19,650	24,619
Total CO_{2e} Emissions	2,675,386	2,618,978	2,563,609

¹CO_{2e} is comprised of carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and sulfur hexafluoride (SF₆).

EPE AIR QUALITY SCORECARD (SHORT TONS)¹

Parameter	2020	2021	2022
Nitrogen Oxides (NOx)	2,304	2,513	2,374
Carbon Monoxide (CO)	364	871	604
Particulate Matter (PM)	217	148	201
Sulfur Dioxide (SO ₂)	13	13	12

¹Criteria pollutant totals are for local generation only (natural gas).

CARBON FOOTPRINT

Since EPE's 2016 divestiture from all interests in coal-fired generation, direct emissions from natural gas stationary combustion are the major component of EPE's carbon footprint. As we transition toward a carbon-free portfolio, we will continue to report the intensity of our emissions (mass of carbon per MWh of generation).

For the purposes of carbon accounting, EPE's rate is inclusive of all carbon sources itemized in the CO_{2e} Emissions table and total load served (net generation). Progress is measured against a 2015 baseline.

CARBON FOOTPRINT¹ TREND (SHORT TONS OF CO_{2e} /MWh)

2015 Baseline Rate	0.282	Change from 2015 Baseline
2022 Rate	0.249	<11%

¹Carbon footprint is comprised of emissions of carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O) from the fuel combustion at the power plants, from fluorinated gases (SF₆) from transmission and distribution equipment, and CO₂ emissions from our vehicle fleet.

Although the most significant carbon reductions will be gained as we transition our generation portfolio to serve greater load with lower carbon resources, EPE is implementing our own internal processes including energy efficiency programs, facilities upgrades, fleet electrification, and transmission and distribution upgrades that will result in incremental greenhouse gas reductions in the near term.



ELECTRIC VEHICLES AND CHARGING

New Mexico Transportation Electrification Plan

EPE continues to drive toward a greener and more sustainable future with our New Mexico Transportation Electrification Plan (TEP). EPE's TEP launched on January 1, 2022 with a budget of \$1.2 million for residential programs and commercial programs, and a detailed customer outreach plan: epelectric.com/tep.

Throughout 2022, EPE allocated \$212,000 for residential, low-income and workplace smart-charging programs and customer education initiatives.

EV Online Shopping Tool for customers

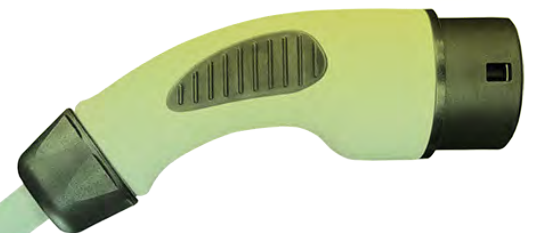
In May 2022, EPE launched a bilingual EV Online Shopping Tool to empower EPE's customers to find incentives, rebates, and electric vehicles best suited for their needs at ev.epelectric.com

A Shift Towards EVs

EPE demonstrated a commitment to electrification by increasing our own electrical vehicles ("EVs") portfolio by 10% in 2022. We continue to prioritize EVs in our light-duty vehicle fleet procurement, including bucket trucks with electric power take-off systems ("E-PTO"). Additionally, EPE installed seven dedicated charging stations for its employees at three EPE facilities in 2022 to encourage employees to drive the green journey.

ELECTRIC AND HYBRID VEHICLES IN EPE'S FLEET

Vehicle Make and Model	Number of Vehicles	Vehicle Power Source
Ford Fusion Hybrid	1	Flex E85
Toyota RAV4 Hybrid	3	Unleaded
Ford Fusion Energi Plug-Ins	3	Electricity and Flex E85
Ford F-550 ePTO Bucket Trucks	23	Diesel and Electricity
Chevy Bolt	12	Electricity
Lifts, Forklifts, and Off-Road Vehicles	10	Electricity
Total	52	



EV Public Charging Infrastructure Pilot Program

In December 2022, the City of El Paso approved an EPE pilot program to install up to 20 public Level 2 charging stations within city limits. With this pilot program, EPE will improve city access to EV infrastructure, reduce local greenhouse gas emissions, and breakdown barriers to EV adoption for residents of El Paso.

Grant funding for EV Charging Stations

The Texas Commission on Environmental Quality ("TCEQ") awarded EPE two grants totaling \$25,000 for the installation of ten public Level 2 electric EV charging stations. The grants were made possible by the Texas Volkswagen Environmental Mitigation Program at TCEQ. These charging stations will be installed by EPE in a variety of, high-traffic locations that were selected and approved in collaboration with the City of El Paso.

Commercial Customer Support

In 2022, EPE assisted our commercial customers with fleet electrification planning and grant applications. Funding for significant fleet transformation was awarded to numerous local school districts and regional transportation authorities totaling more than \$32 million.

- RoadRUNNER Transit (City of Las Cruces Public Transportation) - \$7.9 million to purchase new electric buses and install charging infrastructure
- Sun Metro (City of El Paso Public Transportation) - \$9 million to purchase new micro-transit passenger vehicles and install charging infrastructure
- South Central Regional District - \$5.5 million to purchase new transit vehicles and install charging infrastructure
- Socorro ISD - \$9.8 million to purchase new electric buses with an additional \$500,000 for charging infrastructure
- Las Cruces ISD \$1.975 million to purchase new electric buses



WATER

There is an inextricable link between conventional power generation and water consumption. As the consumer of over 2 billion gallons of water annually, EPE is acutely aware of our role in regional water management and the risks associated with such heavy water consumption in an arid region. As we continue transforming our generation portfolio, we will see significant reductions to our water consumption moving forward.



WATER CONSUMPTION RATE¹

Year	Rate (Liters/Net MWh)
2022	2,349
2021	2,474
2020	2,426

¹Water rates include reclaimed water provided to Newman Power Station from the Fred Hervey Water Reclamation Plant

Water consumption rate varies by generation technology. EPE’s local generation consumes water primarily for cooling purposes and secondarily as a pollution control method to reduce NOx emissions.



2022 WATER RATES: EPE-OWNED GENERATION

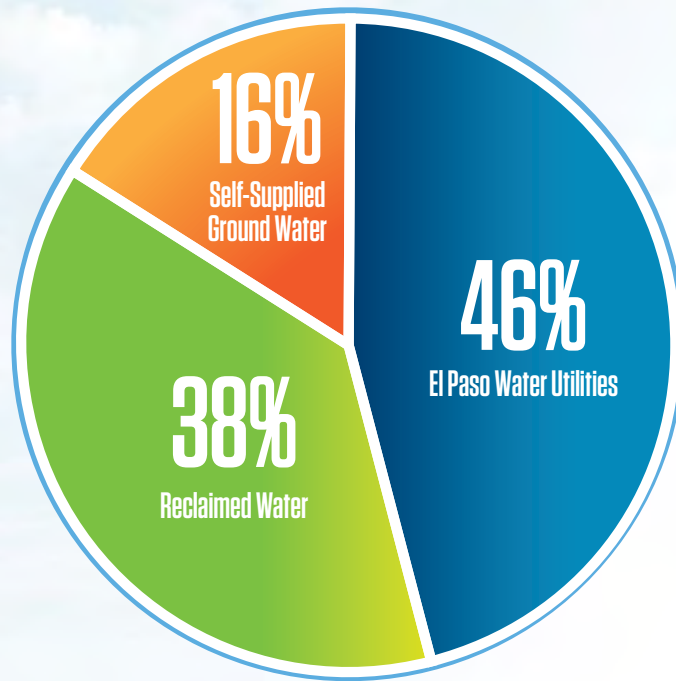
Power Station	Water Consumption ¹ (gal/kWh)
Montana	0.18
Rio Grande	0.64
Newman	0.55
Copper	0.10
Palo Verde ²	0.71

¹Water consumption data calculated based on gross generation

²Water consumption from Palo Verde is estimated as 15.8 percent (EPE’s ownership) of water consumed by Units 1, 2, and 3

Montana Power Station (“Montana”) has the most water-efficient cooling technology within our generation fleet. Rio Grande and Newman Power Stations (“Rio Grande” and “Newman”) have a combination of our older, more water intensive, boiler units and newer gas turbines. Copper Generating Station (“Copper”) does not have a cooling tower and primarily uses water for pollution control purposes.

SOURCES OF WATER FOR EPE'S LOCAL GENERATION



For 2022 EPE's local gas generation

- 38% of the total water used was from reclaimed water
- 46% was purchased from El Paso Water Utilities
- and the remaining 16% was self-supplied ground water, sourced from the Hueco-Mesilla Bolson aquifer

EPE minimizes consumptive water use by maximizing cycling of water through our cooling towers. Additionally, EPE maximizes water reuse by using blowdown water at Newman for irrigation through a permitted agreement with the neighboring ranch.

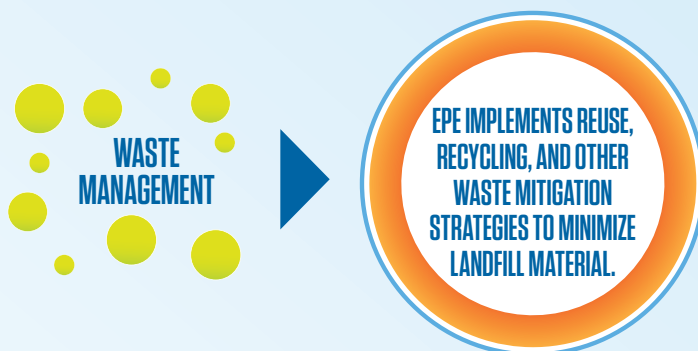
At Palo Verde Generating Station, more than 20 billion gallons of wastewater from surrounding municipalities are reclaimed and used to cool the nation's only nuclear plant not located adjacent to a natural water body.



WASTE MANAGEMENT

EPE is a small quantity generator of hazardous waste, and we implement pollution prevention and waste minimization strategies throughout our operations to minimize environmental impacts and employee exposure to hazardous substances.

We recognize source reduction as the preferred strategy to minimize regulated waste streams.



EPE HIGH VOLUME NON-HAZARDOUS WASTE STREAMS (LBS)

Non-Hazardous Waste	2020	2021	2022
Oily Water ¹	446,488	492,006	578,856
Petroleum Contaminated Soils	283,383	478,322	262,804
Oil Rags/Debris	21,672	32,576	22,439

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

EPE HIGH VOLUME HAZARDOUS/TOXIC WASTE STREAMS (LBS)

Hazardous/Toxic Waste	2020	2021	2022
Asbestos Containing Material ¹	30,950	19,600	121,730
PCB Waste (Landfilled) ²	42,861	5,999	1,030
Corrosives ³	5,397	29,395	31,637

¹2020 Includes two large substation abatement projects at Dallas and Shearman substations. 2022 Increases due to removal of asbestos coated metal pipe from Rio Grande Power Plants

²2020 PCB Waste includes several transformer spills with contaminated debris that could not be incinerated

³2021 Includes waste generated from one episodic event at the Rio Grande Power Plant and one event at the Montana Power Station. 2022 Includes planned episodic events at Rio Grande Power Plant acid tank cleaning and Newman Power Station neutralization tank cleaning



EEL ELECTRIC COMPANY ESG/SUSTAINABILITY QUANTITATIVE INFORMATION

Parent Company: Infrastructure Investments Fund
Operating Company(s): El Paso Electric Company
Business Type(s): Vertically integrated
State(s) of Operation: Texas and New Mexico
State(s) with RPS Programs: New Mexico
Regulatory Environment: Regulated
Report Date: April 2023

Ref. No.	Refer to the 'EEL Definitions' Appendix for more information on each metric	2020	2021	2022	Comments, Links, Additional Information, and Notes
PORTFOLIO					
1	Owned Nameplate Generation Capacity at end of year (MW)				
1.1	Coal	NA	NA	NA	
1.2	Natural Gas	1,894	1,895	1,895	Source: FERC Form 1
1.3	Nuclear	665	665	665	Source: FERC Form 1. EPE owns 15.8% interest in Palo Verde Generating Station in Wintersburg, Arizona
1.4	Petroleum	NA	NA	NA	
1.5	Total Renewable Energy Resources	8	8	11	Summation of Items 1.5.1-1.5.5
1.5.1	Biomass/Biogas	NA	NA	NA	
1.5.2	Geothermal	NA	NA	NA	
1.5.3	Hydroelectric	NA	NA	NA	
1.5.4	Solar	8	8	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	4,800,344	4,523,151	4,485,493	Source: FERC Form 1
2.3	Nuclear	4,976,312	4,997,511	5,045,366	Source: FERC Form 1
2.4	Petroleum	NA	NA	NA	
2.5	Total Renewable Energy Resources	17,459	17,408	20,017	Summation of Items 2.5.1-2.5.5
2.5.1	Biomass/Biogas	NA	NA	NA	
2.5.2	Geothermal	NA	NA	NA	
2.5.3	Hydroelectric	NA	NA	NA	
2.5.4	Solar	17,459	17,408	20,017	
2.5.5	Wind	NA	NA	NA	
2.6	Total Purchased Power	1,581,809	1,383,211	1,776,117	Summation of items 2.6.1 and 2.6.2
2.6.1	Purchased Power (Other)	1,292,104	1,104,222	1,503,523	
2.6.2	Photovoltaic Purchased Power	289,705	278,989	272,594	
3	Investing in the Future: Capital Expenditures, Energy Efficiency (EE), and Smart Meters				
3.1	Total Annual Capital Expenditures (nominal dollars)	\$245,383,000	\$333,984,000	\$353,018,000	
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	51,676	42,132	33,099	
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	\$8,819,000	\$7,420,000	\$8,000,854	
4	Retail Electric Customer Count (at end of year)				
4.1	Commercial	50,049	50,807	51,466	
4.2	Industrial	48	46	49	
4.3	Residential	387,446	394,794	400,582	
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)	2,608,220	2,546,313	2,482,890	
5.1.1.2	Total Owned Generation CO2 Emissions Intensity (MT/Net MWh)	0.266	0.267	0.260	
5.1.2	Carbon Dioxide Equivalent (CO2e)				
5.1.2.1	Total Owned Generation CO2e Emissions (MT)	2,610,872	2,548,897	2,485,414	
5.1.2.2	Total Owned Generation CO2e Emissions Intensity (MT/Net MWh)	0.267	0.267	0.260	
5.2	Purchased Power				
5.2.1	Carbon Dioxide (CO2)				
5.2.1.1	Total Purchased Generation CO2 Emissions (MT)	26,246	19,562	24,519	
5.2.1.2	Total Purchased Generation CO2 Emissions Intensity (MT/Net MWh)	0.017	0.014	0.014	
5.2.2	Carbon Dioxide Equivalent (CO2e)				
5.2.2.1	Total Purchased Generation CO2e Emissions (MT)	26,393	19,650	24,619	
5.2.2.2	Total Purchased Generation CO2e Emissions Intensity (MT/Net MWh)	0.017	0.014	0.014	

Ref. No.	Refer to the 'EEI Definitions' Appendix for more information on each metric	2020	2021	2022	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)	2,634,465	2,565,875	2,507,409	
5.3.1.2	Total Owned + Purchased Generation CO2 Emissions Intensity (MT/Net MWh)	0.232	0.235	0.221	
5.3.2	Carbon Dioxide Equivalent (CO2e)				
5.3.2.1	Total Owned + Purchased Generation CO2e Emissions (MT)	2,637,264	2,568,547	2,510,033	
5.3.2.2	Total Owned + Purchased Generation CO2e Emissions Intensity (MT/Net MWh)	0.232	0.235	0.222	
5.4	Non-Generation CO2e Emissions of Sulfur Hexafluoride (SF6)				
5.4.1	Total CO2e emissions of SF6 (lbs)	31,128	43,846	46,692	
5.4.2	Leak rate of CO2e emissions of SF6 (lbs/Net MWh)	0.00318	0.00460	0.00489	
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)	2,090	2,280	2,152	
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	0.000213	0.000239	0.000225	
6.3	Sulfur Dioxide (SO2)				
6.3.1	Total SO2 Emissions (MT)	13	12	10	
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	1,142	1,081	1,128	
7.2	Percentage of Women in Total Workforce	27%	27%	27%	
7.3	Percentage of Minorities in Total Workforce	80%	83%	85%	
7.4	Total Number of Board of Directors/Trustees	10	10	10	
7.5	Percentage of Women on Board of Directors/Trustees	30%	20%	20%	
7.6	Percentage of Minorities on Board of Directors/Trustees	20%	20%	20%	
7.7	Employee Safety Metrics				
7.7.1	Recordable Incident Rate	1.70	1.98	1.24	
7.7.2	Lost-time Case Rate	0.70	0.86	0.44	
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	1.00	0.95	0.53	
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)	5,075	5,249	5,030	
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	NA	NA	NA	
8.3	Water Withdrawals - Consumptive Rate (Gallons/Net MWh)	519	551	528	The units for this metric are different than 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	191	14	69.87	2020 Hazardous Waste increase due to Rio Grande Boiler cleaning episodic generation
9.2	Percent of Coal Combustion Products Beneficially Used	NA	NA	NA	

SOCIAL RESPONSIBILITY

SAFETY

Safety is the core value at the center of EPE’s strategic framework and all of our operations. Our safe work environment is foundational to optimizing performance and creating an inclusive culture for all employees and customers.

SAFETY SCORECARD¹

Year	2020	2021	2022 ²
OSHA Recordable Rate (EPE)	1.70	1.98	1.24
OSHA Recordable Rate (Industry)	1.50	1.5	N/A
OSHA Lost Workday Case Rate (EPE)	0.70	0.86	0.44
OSHA Lost Workday Case Rate (Industry)	0.60	0.70	N/A

¹EPE OSHA injury rates as of 3/1/2022. 2020 EPE OSHA Recordable and Lost Workday Case rate include 3 COVID-19 cases

²2022 OSHA Industry Rates were not available at the time of preparation of this report. Prior years’ Industry rates are Electric Power Generation, Transmission, Distribution NAICS 221100, Average Rate All Establishments (All Size)

In collaboration with International Brotherhood of Electrical Workers (“IBEW”) 960 leadership, EPE continues to adopt new strategies to:

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



EMPLOYEES

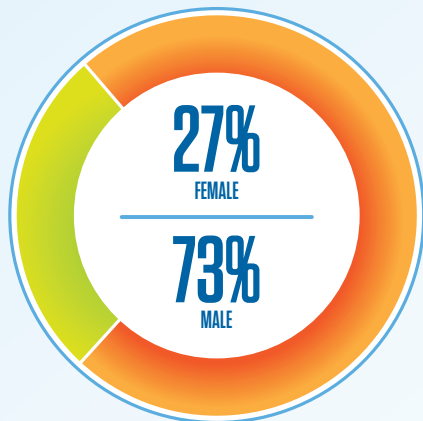
Our continued success at EPE is rooted in our employees, and we are committed to cultivating a diverse and inclusive workplace.

2022 EMPLOYEE PROFILE

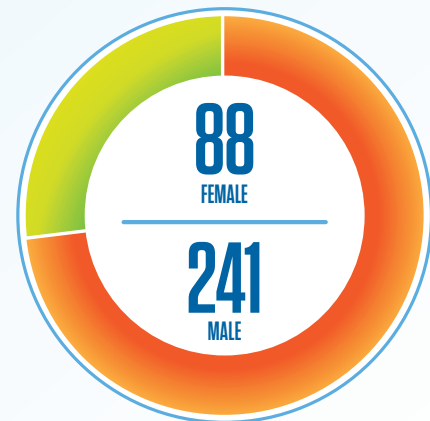
Ethnicity	Male	Female
Hispanic or Latino ¹	672	259
White	108	37
Black or African American ¹	10	5
Native Hawaiian or Pacific Islander ¹	2	0
Asian ¹	2	1
American Indian or Alaskan Native ¹	3	2
Two or More Races	17	4
Unknown	5	1
Total Workforce	1,128	

¹Minorities in Workforce

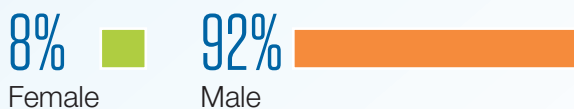
2022 WORKFORCE COMPOSITION



2022 PROMOTIONS



UNION



INTERNSHIPS



DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY

In 2022, EPE hired a Culture and Inclusion Specialist and provided Diversity, Equity, and Inclusion ("DEI") training for our management team totaling 180 participants. Each manager participated in at least eight hours of diversity training to learn the foundations of DEI, study societal impacts from a historical perspective, and take a deep dive into unconscious bias in the workplace.

PWR: Power-ful Women's Resources



Power-ful Women's Resources (PWR) is an EPE sponsored affinity group open to all employees who are committed to encouraging and supporting Women in achieving professional and personal excellence through growth and development opportunities.

BRAVE: Building Resiliency & Advocacy for Veterans and Employees



In 2022, EPE established an employee resource group focused on the needs of veterans in the workplace, their families and their allies.

#LOVEISPOWER

In June 2022, EPE employees were proud to celebrate alongside our community members, family, and friends at the El Paso Sun City Pride Parade! Pride is a time to celebrate the LGBTQ+ community and be proud of living openly and authentically.



Supplier Diversity

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

2022 SUPPLIER DIVERSITY STATISTICS

2022	In Texas	Outside of Texas
Total non-fuel purchases	\$144 million	\$347 million
Non-fuel purchases from HUBs	\$50 million	\$46 million
% of non-fuel purchases from HUBs	35%	13%

CUSTOMERS

Our mission to transform the energy landscape extends well beyond the generation and delivery of power. It also applies to how we communicate and interact with our customers and expand the technologies and programs we offer so that everyone has affordable energy solutions. Over the past two years we have seen a decline in our customer satisfaction surveys. We are paying attention and stand committed to keep improving our customers’ experience.

OVERALL CUSTOMER SATISFACTION SCORES

Year	Residential Average		Small Commercial Average	
	EPE Score	MSI National Score ¹	EPE Score	MSI National Score ²
2022	74	77	78	80
2021	76	79	81	82
2020	80	80	85	83

¹Benchmarking comparisons are based on surveys conducted with Residential customers of electric and electric-gas utilities included in Market Strategies’ (MSI’s) National Energy Utility Benchmarking Database

²Benchmarking comparisons are based on surveys conducted with Small/Medium Commercial customers of electric and electric-gas utilities included in Market Strategies’ (MSI’s) National Energy Utility Benchmarking Database

Bright Hearts Fund Relaunches to Now Assist All Residential El Paso Electric Customers



EPE’s Bright Hearts Fund matches community donations to assist customers who are behind on electric bill payments. The Bright Hearts Fund represents a partnership between EPE, El Paso Community Foundation, and several local faith-based communities including Temple Mount Sinai, the Catholic Diocese, the Interfaith Alliance.

All donations made to the Fund were matched dollar-for-dollar by EPE with \$89,000 being distributed to more than 600 local families in 2022.

ENERGY EFFICIENCY AND LOAD MANAGEMENT

How we collectively use and consume energy defines the energy landscape. To transform it we must always consider solutions that enable conservation and efficient use of resources. Our energy efficiency programs promote energy savings and potentially alleviate customer costs with strategies and incentives that reduce energy consumption.

EPE's New Mexico EnergySaver Program provides no-cost energy efficiency services to low-income qualified customers. The program is designed to lower customers' monthly energy bill while making their home more comfortable. In 2022, the program helped 378 qualified customers by installing a variety of energy efficiency measures, ranging from attic insulation, duct sealing and air infiltration, to advanced power strips, smart thermostats and LEDs. EPE also installed 356 high-efficiency evaporative coolers, plus low flow kitchen and bathroom faucet aerators, low-flow showerheads, and water heater pipe and tank insulation – making a real difference for a large number of low-income qualified customers.

Since 2020, our customers have been able to access the **EP Electric Marketplace**, our online store that offers convenient, cost-effective energy efficiency items directly to customers.

2022 was the third year our residential energy load management program was available across our service territory. **The Energy Wise Savings Program**, is now a staple energy efficiency program that synergizes our partnership with our customers to help reduce energy load during the summer. During times of high energy use, EPE may initiate demand response events by sending a signal to enrolled customers' smart thermostats to slightly modify temperature settings. In assisting EPE in controlling peak loads, customers are eligible for \$25 enrollment and annual participation incentives.

ENERGY STAR® PARTNER OF THE YEAR AWARD

Each year, ENERGY STAR® recognizes businesses and organizations that have made outstanding contributions to protecting the environment through superior energy achievements. The Environmental Protection Agency (EPA) and the U.S. Department of Energy presented EPE with the 2022 ENERGY STAR Partner of the Year Award for our dedication to helping customers save on energy consumption and efforts in customer outreach and education on energy efficiency. EPE also earned the ENERGY STAR® Residential New Construction Market Leader Award in 2021 and 2022. This award honors EPE's noteworthy achievements in offering ENERGY STAR® certified homes to families throughout our service area.



COMMUNITY

ECONOMIC DEVELOPMENT

SunCycle

2022 marked a full year of 'rollin with EPE'!

As the title sponsor for El Paso's public bike-share program, "SunCycle", managed by the Camino Real Regional Mobility Authority, EPE supports a low cost environmentally-friendly transportation option to get around town with 176 bikes and 18 bike docking stations available throughout the city of El Paso.

With more than 10,300 rides in 2022, El Pasoans offset 53,097 pounds of carbon emissions in our region.

Bike Share Stats	Q1 2022	Q2 2022	Q3 2022	Q4 2022	2022 Total
Rides Taken	3,145	1,647	2,545	2,963	10,300
Total Rides (Miles)	16,372	9,362	14,383	15,852	55,969
Average Ride (Miles)	5.21	5.68	5.65	5.35	5.43
Carbon Offset (Pounds)	15,534	8,887	13,650	15,026	53,097
Calories Burned	653,048	373,569	573,940	631,753	2,232,310



COMMUNITY OUTREACH

During National Rebuilding Day, team EPE joined Rebuilding Together El Paso to help brighten our community.



Box-Fan Giveaway in Partnership with Senator Blanco

Every summer, Texas State Senator Cesar Blanco hosts a giveaway drive to provide box fans to seniors in the community. In 2022, EPE supported the distribution of more than 90 fans to citizens in El Paso and Sierra Blanca.

The Power of Our Vote

The EPE Political Action Committee (PAC) is committed to providing employees with the most up-to-date information on local and state politics affecting the industry and economic development. In 2022, the EPE PAC hosted candidate forums for the City of El Paso November election. Each forum was facilitated with a question-and-answer format that focused on issues pertaining to the economic prosperity of the region and EPE.

During the election, the EPE PAC held voting events for all employees to exercise their civic duty and distributed newsletters with registration deadlines, polling locations, sample ballots, and candidate information to facilitate the process.



INTERNSHIP PROGRAMS

EPE offers college internships to seniors and graduate students from across the country who have a vested interest in the power industry. EPE's Summer College Internship Program celebrated 11 years in 2022 and welcomed ten college and graduate scholars into the cohort. In 2022, EPE redesigned the Summer College Internship Program to provide volunteer opportunities to ensure that students gain hands-on community engagement experience and learn the significance of corporate social responsibility.

EDUCATIONAL COLLABORATION

Discover-E Engineering and Computing Lab

EPE collaborated with the University of Texas at El Paso (UTEP) to develop the Discover-E Engineering Computing Lab, a UTEP mobile K-12 classroom that teaches energy and engineering concepts and exposes students to STEM-related careers. The Discover-E mobile classroom is a solar powered trailer with a 5 kW battery storage system.

Inside the Discover-E Engineering and Computing Lab, students can discover how energy is generated, distributed and consumed, and learn about energy efficiency, sustainability, smart thermostats, electric vehicles, and more.



Anthony Elementary

EPE attended Anthony Elementary's Career Day to showcase the future of the industry and career opportunities.

DACC Lineworker Certification Program

EPE collaborated with Doña Ana Community College on a Lineworker Certification and Internship Program. In 2022, the program provided ten students with on-the-job training, classroom instruction, and mentoring to prepare participants for a challenging and rewarding career as a lineworker. Throughout their internships, students develop the technical skills required to safely and successfully complete a lineworker apprenticeship.

All-Employee Town Hall: Empowering People with Energy

EPE held an all-employee town hall meeting at the Don Haskins Center at the University of Texas at El Paso. Employees had the opportunity to submit questions to EPE leadership on any topic and CEO Kelly Tomblin hosted a fun trivia game with topics ranging from Sustainability Goals to Generation Projects. The meeting ended with EPE's Retiree Group welcoming mascot, Ernie G. Watts, to the retiree group! It was the perfect ending to his 24 years of service as an ambassador for El Paso Electric.

DEFINITIONS FOR ELECTRIC COMPANY ESG/SUSTAINABILITY METRICS

Ref. No.	Metric Name	Definition
Portfolio		
1	Owned Nameplate Generation Capacity at end of year (MW)	Provide generation capacity data that is consistent with other external reporting by your company. 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 Form 860 Generator Information . 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	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.
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. Provide net generation data that is consistent with other external reporting by your company. The alternative default is to provide owned generation data as reported to EIA on Form 923 Schedule 3 and align purchased power data with the Federal Energy Regulatory Commission (FERC) Form 1 Purchased Power Schedule , 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 Form 861 . 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 Form 861 .

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

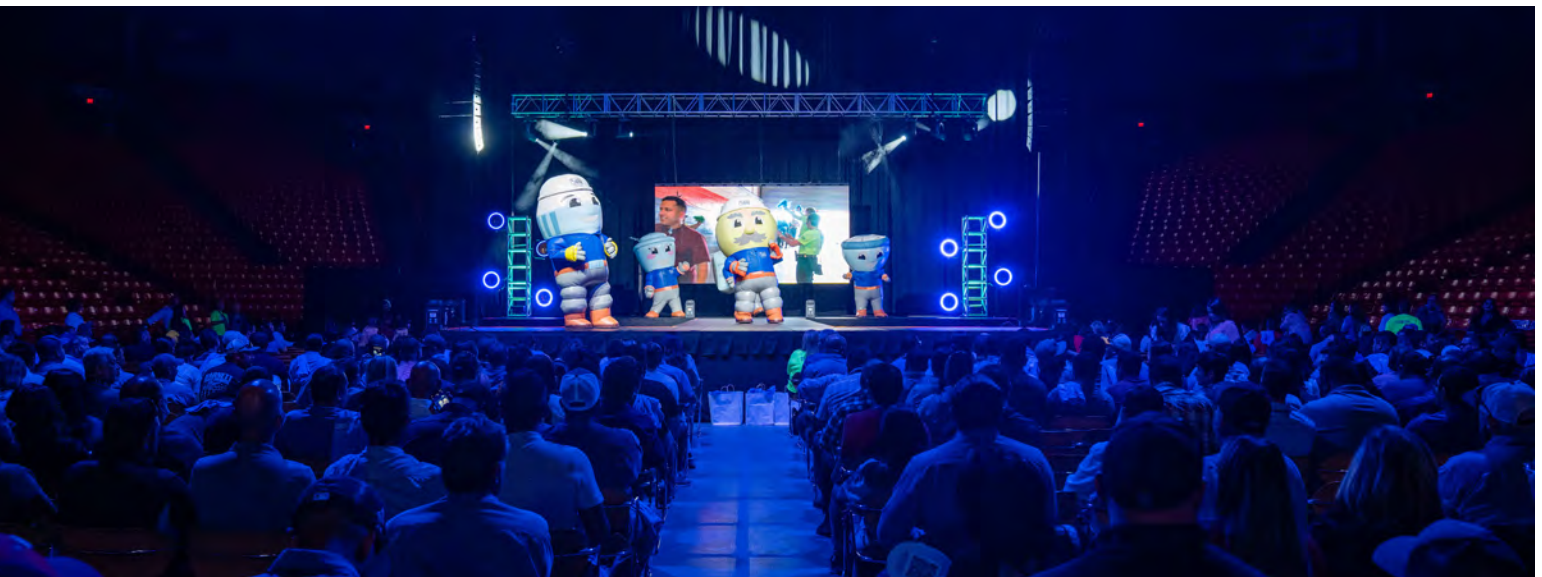
Ref. No.	Metric Name	Definition
4	Retail Electric Customer Count (at end of year)	Electric customer counts should be aligned with the data provided to EIA on Form 861 - Sales to Utility Customers .
4.1	Commercial	An energy-consuming sector that consists of service-providing facilities and equipment of 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 GHG Reporting Program (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 owned 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 GHG Reporting Program (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 owned 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 rates: - ISO/RTO-level emission factors - Climate Registry emission factors - E-Grid emission factors
5.2.1.2	Total Purchased Generation CO2 Emissions Intensity	Total purchased power CO2 emissions from 5.2.1.1, divided by total MWh of purchased 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 rates: - ISO/RTO-level emission factors - Climate Registry emission factors - E-Grid emission factors
5.2.2.2	Total Purchased Generation CO2e Emissions Intensity	Total purchased power CO2e emissions from 5.2.2.1, divided by total MWh of purchased 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 owned and purchased 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 owned and purchased 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: www.eia.gov/survey/form/eia_861/instructions.pdf .
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> , https://www.eia.gov/tools/glossary/ .
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> , https://www.eia.gov/tools/glossary/ .
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> , https://www.eia.gov/tools/glossary/ .
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	

Ref. No.	Metric Name	Definition
Emissions		
5.4	Non-Generation CO2e Emissions of Sulfur Hexafluoride (SF6)	
5.4.1	Total CO2e emissions of SF6	Total CO2e emissions of SF6 in accordance with EPA's GHG Reporting Program (40 CFR Part 98, Subpart DD).
5.4.2	Leak rate of CO2e emissions of SF6	Leak rate of CO2e emissions of SF6 in accordance with EPA's GHG Reporting Program (40 CFR Part 98, Subpart DD)
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 Acid Rain Reporting Program (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 SO2 Emissions	Total SO2 emissions from company equity-owned fossil fuel combustion generation. In accordance with EPA's Acid Rain Reporting Program (40 CFR, part 75) or regulatory equivalent.
6.3.2	Total SO2 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 (MATS). In the absence of performance-based measures, report value aligned with Toxics Release Inventory (TRI) 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, www.bls.gov/respondents/iif/annualavghours.htm . 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, www.archives.gov/eoo/terminology.html . 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, www.archives.gov/eoo/terminology.html . 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, www.archives.gov/eoo/terminology.html . 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, www.archives.gov/eoo/terminology.html . 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 Liters/Net MWh	Annual	Partially sourced from EPRI, <i>Metrics to Benchmark Electric Power Company Sustainability Performance</i> , 2018 Technical Report.
Millions of Liters/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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