



RANGER  
ONCOR.

ONCOR.

CORPORATE  
**SUSTAINABILITY**  
OVERVIEW

2023



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## OUR BUSINESS

At December 31, 2023

**~13M**

Oncor service territory estimated population

**143,000+**

Circuit miles of transmission and distribution lines

**~4,800**

Employees serving Texans

**100+**

Years of history serving the Lone Star State

**~24%**

Of all ERCOT wind and solar generation in commercial operation is interconnected to the grid through Oncor

**120+**

Counties in Texas in which our transmission and distribution assets are located

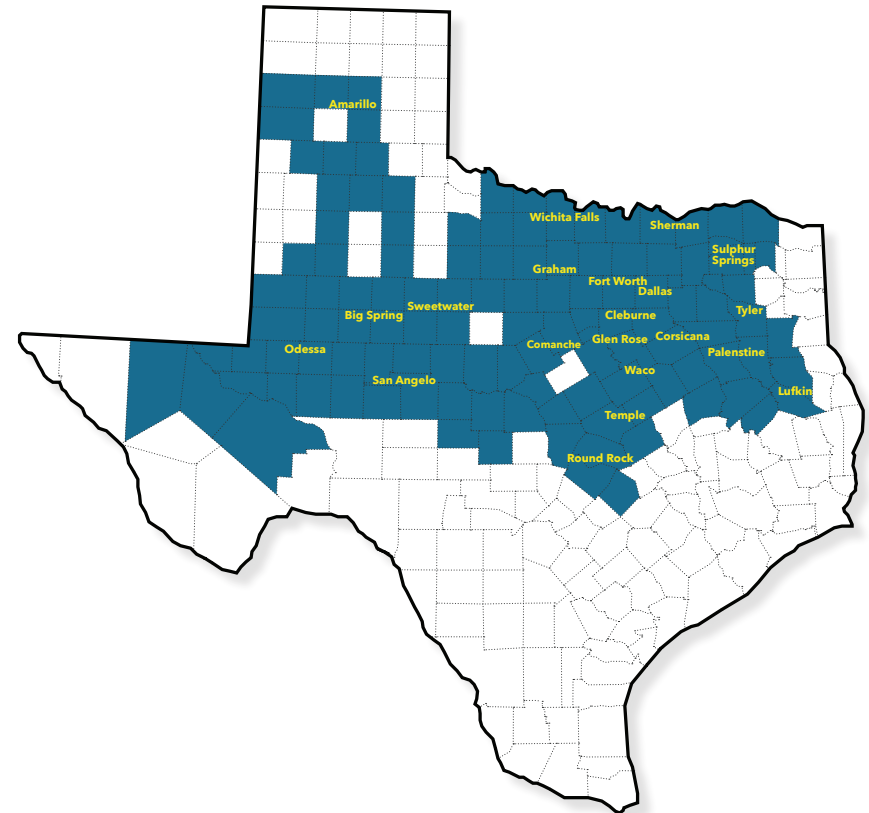


## OUR BUSINESS

### Oncor

Oncor Electric Delivery Company LLC (Oncor)<sup>1</sup> is a regulated electricity transmission and distribution company headquartered in Dallas, Texas that provides the essential service of delivering electricity safely, reliably, and economically to end-use consumers through our electrical systems, as well as providing transmission grid connections to merchant generation facilities and interconnections to other transmission grids in Texas. We operate the largest electric transmission and distribution system in Texas, based on both the number of end-use customers and circuit and line miles of transmission and distribution lines at December 31, 2023. We deliver electricity to more than 4 million homes and businesses across a distribution service territory that has an estimated population of approximately 13 million and we operate more than 143,000 circuit miles of transmission and distribution lines across the state of Texas. We provide electric transmission and distribution services under regulations established by the Public Utility Commission of Texas (PUC) and the Electric Reliability Council of Texas, Inc. (ERCOT). We are not a seller of electricity, nor do we purchase electricity for resale.

Oncor does more than simply keep the lights on – Oncor plans, builds, operates, and maintains a network with transmission and distribution assets in over 120 counties and more than 400 incorporated municipalities. The approximately 4,800 dedicated employees who make up Oncor are advocates for delivering electricity safely, reliably, and economically. For more than 100 years, Oncor has built a reputation as a company that cares about communities, including being good stewards of the environment, promoting electric safety, and providing resilient and reliable electric service in a cost-effective manner.



**Oncor Service Territory/  
Transmission Footprint by County**

<sup>1</sup>Oncor is a privately held Delaware limited liability company. Oncor Electric Delivery Holdings Company LLC (Oncor Holdings), which is indirectly and wholly owned by Sempra, owns 80.25% of our membership interests and Texas Transmission Investment LLC (Texas Transmission) owns 19.75% of our membership interests. Oncor and Oncor Holdings are each subject to ring-fencing measures that enhance their separateness from their owners. As a result of these ring-fencing measures, the operations of each of Oncor and Oncor Holdings are conducted independently from Sempra and any other direct or indirect owners. For more information, see “[Ring Fencing Measures](#)” in this Overview and “Business and Properties” in Oncor’s Annual Report on [Form 10-K](#) for the year ended December 31, 2023 filed with the Securities and Exchange Commission on February 27, 2024 (2023 Annual Report on Form 10-K). For more information on Oncor’s ownership, see “Security Ownership of Certain Beneficial Owners and Management and Related Stockholder Matters” in our 2023 Annual Report on [Form 10-K](#). Oncor’s operations are solely within the state of Texas. Our corporate headquarters is located at 1616 Woodall Rodgers Freeway, Dallas, Texas 75202.



## Sustainability Strategy

Deeply embedded in our corporate culture is careful consideration of how the decisions we make today can impact the families, businesses, and communities of the future. We are committed to building a business with long-term sustainable growth.

We aim to:

- hold ourselves accountable through strong governance and a commitment to ethical conduct at all levels of the company;
- promote economic growth, equity, and safety across the communities we serve; and
- limit our environmental footprint and help support our customers' efforts to limit their environmental footprint.

## Sustainable Enterprise

A 2023 Environmental, Social, and Governance (ESG) Risk Rating Summary Report by Sustainalytics<sup>2</sup> described Oncor's strong overall management of ESG issues that Sustainalytics identifies as material<sup>3</sup> and as of the date of the report, placed Oncor in the 2nd percentile of Sustainalytics-rated electric utilities (1st percentile = lowest risk). The 2023 ESG Risk Rating assigned to Oncor by Sustainalytics reflected a year-over-year improvement in Oncor's management of sustainability risk.

## Reporting Boundary

Unless otherwise specified, data in this Overview is as of or for the year ended December 31, 2023.

References in this report to "we," "our," "us" and "the company" are to Oncor and/or its subsidiaries as apparent in the context. See "[Glossary](#)" for definitions of terms and abbreviations used in this report.



<sup>2</sup>Sustainalytics ESG Risk Rating, issued October 2023. Sustainalytics, a Morningstar Company, is a leading independent ESG research, ratings, and data firm and has provided the ESG Risk Rating research set forth in the ESG Risk Rating Summary Report available in the Investor Relations section of Oncor's website. Copyright © 2024 Morningstar Sustainalytics. All rights reserved. The ESG Risk Rating Summary Report contains information developed by Sustainalytics ([www.sustainalytics.com](https://www.sustainalytics.com)). Such information and data are proprietary of Sustainalytics and/or its third-party suppliers and are provided for informational purposes only. They do not constitute an endorsement of any product or project, nor an investment advice and are not warranted to be complete, timely, accurate, or suitable for a particular purpose. Their use is subject to conditions available at <https://www.sustainalytics.com/legal-disclaimers>.

<sup>3</sup>Notwithstanding anything to the contrary, no use of the words "material" or "materiality" in this Overview is intended to refer to or incorporate the concept of materiality under U.S. securities laws or for any other purpose.



### A MESSAGE FROM OUR CHIEF EXECUTIVE



As we reflect on our progress and accomplishments throughout 2023, it's clear that our sustainability activities continue to strongly overlap with our century-long tradition of delivering electricity safely, reliably, and economically to Texas families, businesses, and communities. Oncor is also experiencing extraordinary, diverse growth across our service area, which is driving major investments, planning, and collaboration to better serve customers and help deliver a safer, smarter, and more resilient electric grid.

At the cornerstone of every accomplishment acknowledged in this report are the dedicated and innovative Oncor employees, contractors, and partners who recognize that the work we do today is helping to shape and support the future. I am greatly appreciative of their tireless efforts and look forward to what we will continue to achieve for our company, our customers, and our state.

Allen Nye

### A MESSAGE FROM OUR CHIEF SUSTAINABILITY OFFICER



From supporting the continued growth of renewable energy as outlined in the spend report of our inaugural green bond issuance; to receiving multiple external awards and recognitions related to our sustainability efforts, innovation, emergency response, community engagement, diversity, and more; to starting the development of a system resiliency plan following the passage of Texas House Bill 2555, including projects that would bring wildfire planning into the Texas utility regulatory framework – 2023 marked an incredible year of continued progress for Oncor's sustainable business practices.

In particular, I want to mark a major milestone in this year's report, and that is Oncor's first-ever publication of certain of our estimated scope 1 and 2 greenhouse gas emissions (GHGs). While work continues to help ensure that we have the data necessary to fully report those scopes, this estimated, partial GHG publication represents an important moment in Oncor's sustainability journey. Our team continues to refine this process, and we hope to provide additional components of our GHG emission profile in future annual sustainability overviews.

Mike Grable



## Awards and Recognitions

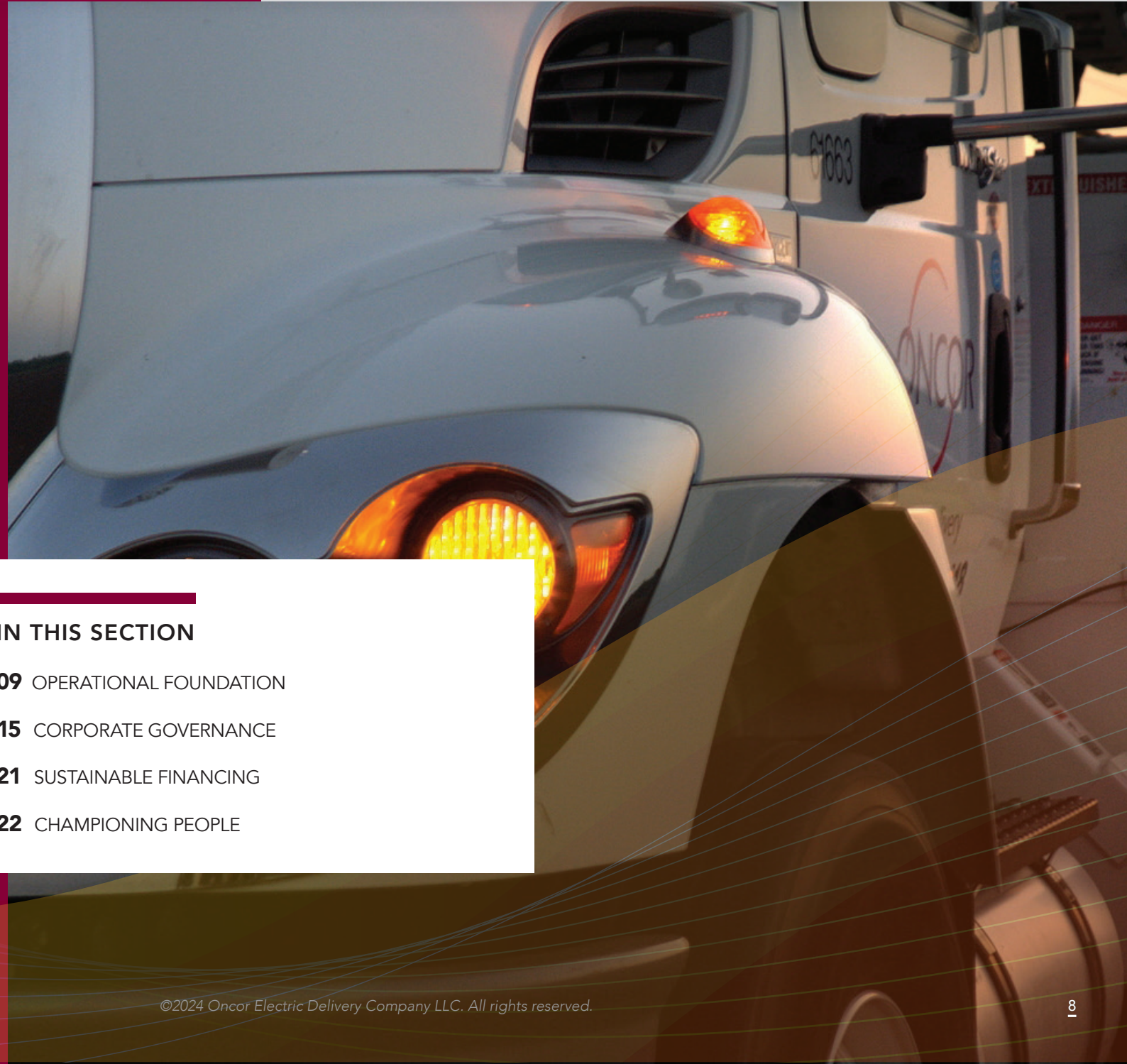
- Business Intelligence Group: Big Innovation Awards
- "D CEO" Magazine: Finalist - Sustainability Leadership
- "D CEO" Financial Executive Awards Finalist: Midsize Private Company: Don Clevenger, Senior Vice President and Chief Financial Officer
- Dallas Business Journal: Most Admired CEO: Allen Nye, Chief Executive & Director
- Dallas Business Journal Leaders in Diversity: Scott Trapp, Vice President of Diversity, Equity, and Inclusion
- Dallas Business Journal 40 Under 40: Hilary Worrell, Director of Smart Grid Communications
- Dallas Innovates Future 50: Enterprise – Electric Transformer: Joel Austin, Senior Vice President and Chief Digital Officer
- Disability:IN Best Places to Work for Disability Inclusion
- Forbes: Best Midsize Employers
- Platts Global Energy: Grid Edge Award Finalist
- PRNEWS Platinum Awards: Community Engagement – Honorable Mention: Super Safe Kids
- Southwest Minority Supplier Development Council: Corporation of the Year – Energy (Pictured on right)
- The American Business Awards: Energy Company of the Year
- The American Business Awards Executive of the Year: Allen Nye, Chief Executive & Director
- The American Business Awards Human Resources Executive of the Year: Angela Guillory, Senior Vice President, Human Resources & Corporate Affairs
- TITAN Women in Business Awards: Best-in-Class Customer Service, Best-in-Class Utility – Customer Service Team of the Year
- WiNGS: Ebby Empowering Women Award: Debbie Dennis, Senior Vice President, Chief Customer Officer and Chief HR Officer
- Women's Business Council – Southwest: Corporate Volunteer of the Year - Graciela Hastings, Supplier Diversity Manager
- Women's Enterprise USA: Best of the Decade Top 100 Corporations





## DRIVING RESPONSIBLE CONDUCT

Holding ourselves accountable through strong governance and a commitment to ethical decisions at all levels of our company.



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## OPERATIONAL FOUNDATION

### Ring-Fencing Measures

Since 2007, various ring-fencing measures have been put in place at Oncor and Oncor Holdings to enhance our credit quality and the separateness between us and entities with ownership interests in Oncor or Oncor Holdings. The regulatory commitments, governance mechanisms, and restrictions in effect to ring-fence us from our owners are set out in our limited liability company agreement and the March 2018 PUCT order approving Sempra's indirect acquisition of a majority of our outstanding equity interests. As a result of these ring-fencing measures, Sempra does not control Oncor, and the ring-fencing measures limit Sempra's ability to direct the management, policies and operations of Oncor, including the deployment or disposition of Oncor's assets, declarations of dividends, strategic planning and other important corporate issues and actions.

These ring-fencing measures, include, among others:

- Management by a board of directors, not our members. A majority of our board of directors is required to consist of individuals who qualify as independent in all material respects under New York Stock Exchange standards in relation to Sempra or its subsidiaries and affiliated entities and any entity with a direct or indirect ownership interest in Oncor or Oncor Holdings. These directors are referred to as disinterested directors.

In addition, our board of directors cannot be overruled by the board of directors of Sempra or any of its subsidiaries on dividend policy, the issuance of dividends or other distributions (except for contractual tax payments), debt issuance, capital expenditures, operation and maintenance expenditures, management and service fees, and appointment or removal of members of the board of directors, provided that certain actions may also require the additional approval of the Oncor Holdings board of directors.

- A majority of our disinterested directors and the directors designated by Texas Transmission that are present and voting (of which at least one must be present and voting) must approve any annual or multi-year budget if the aggregate amount of capital expenditures or operation and maintenance expenditures in such budget is more than a 10% increase or decrease from the corresponding amounts of such expenditures in the budget for the preceding fiscal year or multi-year period, as applicable of capital expenditures or operation and maintenance expenditures in such budget is more than a 10% increase or decrease from the corresponding amounts of such expenditures in the budget for the preceding fiscal year or multi-year period, as applicable.





- We are prohibited from paying dividends or making other distributions (except for contractual tax payments) to our direct and indirect owners in certain circumstances, including if a majority of our disinterested directors or a director appointed by Texas Transmission determines that it is in Oncor's best interest to retain those amounts to meet our expected future requirements, if a distribution would cause our debt-to-equity ratio to exceed the debt-to-equity ratio approved by the PUCT, or, unless otherwise allowed by the PUCT, if our secured debt credit rating by any of the three major rating agencies were to fall below a certain threshold.
- Neither Oncor nor Oncor Holdings will lend money to, borrow money from or share credit facilities with Sempra or any of its affiliates (other than Oncor subsidiaries), or any entity with a direct or indirect ownership interest in Oncor or Oncor Holdings.
- There must be maintained certain "separateness measures" that reinforce the legal and financial separation of Oncor from its owners, including a requirement that dealings between Oncor, Oncor Holdings and their subsidiaries, and any entity with a direct or indirect ownership interest in Oncor or Oncor Holdings, must be on an arm's-length basis, limitations on affiliate transactions, separate recordkeeping requirements and a prohibition on Sempra or its affiliates or any entity with a direct or indirect ownership interest in Oncor or Oncor Holdings pledging Oncor assets or membership interests for any entity other than Oncor.

Our limited liability company agreement requires PUCT approval of certain revisions to the agreement, including, among other things, revisions to our governance structure and other various ring-fencing measures.





### Board of Directors

Oncor is governed by a board of directors consisting of seven disinterested directors, two directors designated by Sempra through Oncor Holdings, two directors designated by Texas Transmission, and two former or current officers of Oncor.<sup>4</sup> In addition to meeting the other disinterested director requirements in our limited liability company agreement, our board of directors has also determined that each of the disinterested directors qualifies as an independent director under the New York Stock Exchange independence requirements.

### Sustainability Governance

Our board of directors oversees the company with perspective and knowledge developed from a diverse range of backgrounds. Professionally, our directors have experience across a wide variety of industries, which we believe gives them valuable insight into sustainability-related topics and sustainable business practices.

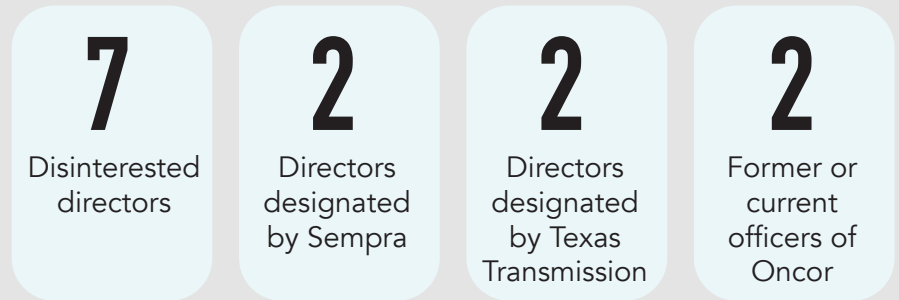
Our board has delegated certain specific areas of focus to the following standing committees of the board. The membership of each such standing committee consists of a majority of disinterested directors.

- **The Governance and Sustainability Committee** is charged with overseeing various governance- and sustainability-related matters. From a governance perspective, the committee reviews the company’s corporate governance guidelines, the organization practices and processes of the board, and the board’s committee structure; the committee also recommends nominees for board committees. From a sustainability perspective, the committee oversees Oncor’s sustainability-related strategies and activities. The Committee receives regular reports on matters relating to sustainability, sustainable finance, Diversity, Equity & Inclusion (DEI) initiatives, and regulatory and legislative affairs from the officers overseeing Oncor’s activities in these areas.

# ~ 38%

of Oncor’s board of directors, as of December 31, 2023, identified as a minority<sup>5</sup>, versus the ~25% average for members of Edison Electric Institute (EEl).<sup>6</sup>

### Oncor Board of Directors



<sup>4</sup>For more information on our board of directors, executive officers, and corporate governance, including our board committees and the nomination and appointment process for disinterested directors, please see “Directors, Executive Officers and Corporate Governance” in our 2023 Annual Report on [Form 10-K](#).

<sup>5</sup>For purposes of their benchmarking, EEl methodology considers anyone who is listed as a race/ethnicity other than “white/Caucasian” as a minority.

<sup>6</sup>EEl data based on a review of its members 2023 proxy statements. EEl is a trade association that represents all U.S. investor-owned electric companies.



- **The Audit Committee** assists the board in its oversight of: the quality and integrity of our financial statements; our compliance with legal and regulatory requirements; our independent auditor's qualifications and independence; the performance of our internal audit function and independent auditor; our system of internal controls over financial reporting, accounting, legal compliance, and ethics, including the effectiveness of disclosure controls over processes that could have a significant impact on the financial statements. The Audit Committee also fosters open communications among our independent auditor, financial and senior management, Internal Audit, and our board of directors. The Audit Committee also plays a significant role in Oncor's risk management and compliance practices, as discussed in more detail under "[Risk Management](#)".
- **The Organization and Compensation Committee** reviews and approves the compensation of our Chief Executive and other executive officers of Oncor, and has set certain corporate goals through its development of incentive compensation metrics. These goals include various metrics designed to enhance our service to customers, including metrics relating to safety and reliability. The safety metric promotes the health and welfare of our employees. Lowering the number of accidents also reduces our operating costs, which in turn contributes to lower rates for our customers. The reliability metric promotes our commitment to reducing service interruptions to our customers, as the lower the Non-storm System Average Interruption Duration Index (SAIDI) level for the year, the greater our customers' service level and satisfaction.<sup>7</sup>



<sup>7</sup>For more information on our executive incentive plans, see "Executive Compensation" in our 2023 Annual Report on [Form 10-K](#).



## Management Committees and Initiatives

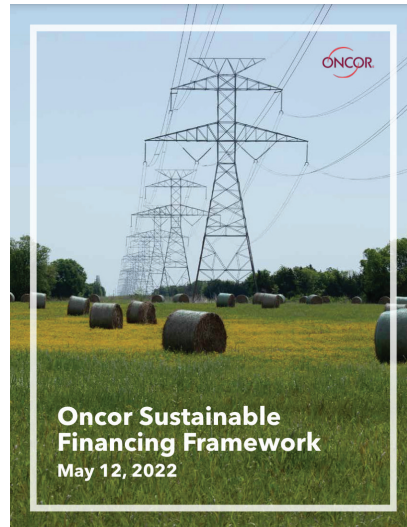
### Core Values and One Oncor

Our core values—excellence, intensity, ethical conduct, respect, and innovation—drive our mission and vision and provide the foundation for everything we do as a company. These values also provide the context for our One Oncor framework, which encourages all employees to share a “one team, one outcome” mentality to deliver value for our customers.



### Sustainability and Sustainable Finance Committee

The Sustainability and Sustainable Finance Committee (the Sustainability Committee) oversees our sustainability efforts, as well as supporting our sustainable financing efforts. Oncor’s Treasurer and our Chief Sustainability Officer serve as Co-Chairs of the Sustainability Committee, with officers and other management representatives from various departments across the company serving as members. In 2023, the Sustainability Committee met 5 times, including meetings to oversee the project evaluation and use of proceeds allocation related to the green bonds issued by Oncor in 2022. For more information on that evaluation and allocation, please see [“Green Bond Eligible Projects Spend Report”](#) in this Overview.



### Compliance Steering Committee

Oncor’s Compliance Steering Committee provides oversight, leadership, and guidance on the design and implementation of compliance programs throughout the company. The core principles of the Compliance Steering Committee include facilitating compliance by serving as an informational and advisory resource for all Compliance Steering Committee members and reviewing and analyzing compliance-related issues, rulings, regulations, and best practices potentially impacting the company’s operations. The Compliance Steering Committee works to accomplish these principles by meeting at least quarterly to discuss relevant best practices, review updates related to compliance expectations from key regulators, and to analyze enterprise-wide compliance practices to implement, modify or correct current compliance practices across the organization.





### Code of Conduct Compliance Leadership Team

The Code of Conduct Compliance Leadership Team coordinates Code of Conduct-related compliance matters across Oncor functions to help ensure appropriate representation and participation in such matters and the review and resolution of matters on a timely, consistent, and comprehensive basis. The Code of Conduct Compliance Leadership Team meets at least quarterly to review and discuss Code of Conduct-related matters, including incidents raised via Oncor's ethics and compliance helpline and other Oncor reporting channels. Leadership Team members are senior level Oncor employees with relevant subject matter responsibility, including leaders from the compliance, ethics, internal audit, employee relations, corporate security, and legal teams.

### Diversity, Equity, and Inclusion (DEI) Steering Committee

Our DEI initiatives are supported by the shared commitment of our chief executive and executive officer team, as well as our 12-member, officer-level DEI Steering Committee that represents various departments across the company. Our DEI Steering Committee is under the leadership of our Vice President of DEI and Senior Vice President of Human Resources and Corporate Affairs. This committee meets quarterly to review DEI initiatives and offer strategic insights. Our board of directors also provides oversight of the Company's DEI initiatives. Our Vice President of DEI provides a quarterly update on DEI initiatives to the Sustainability and Governance Committee as well as an update to our full, 13-member board of directors annually. For more information, please see "[Championing People](#)" in this Overview.





## CORPORATE GOVERNANCE

### Culture of Procedures

Oncor has continued its “Culture of Procedures” effort to transition from a psychology of relying on institutional knowledge gathered by employees over decades to a more sustainable, procedure-based framework in which practices are documented, standardized, and formalized. Since the program’s inception in 2021, more than 550 new procedures have been created – the vast majority of which were documented by subject matter experts, tested in the field, reviewed by company leaders, and deployed to employees online and in accessible mobile apps.

### Policies

Oncor regularly reviews company policies to identify, develop, and facilitate responsible governance practices. This includes maintaining a **Supplier Code of Business Conduct**, which we expect all suppliers to commit to following; a **Stakeholder Engagement Policy** to help ensure the development and maintenance of relationships with stakeholders across the service area; a **Human Rights Policy**, which outlines our work to prevent, mitigate, and account for potential human rights risks and impacts that could arise from our activities; an **Oncor Compliance Charter**, which describes our intent to

help ensure that the company is proactively identifying, monitoring, and mitigating significant compliance risks and that our compliance goals are met; and a **policy related to lobbying expenditures, political activities and contributions**, which helps to ensure official employee activities remain guided by our **Code of Conduct**, company ethical standards, and our commitment to conducting all activities with the highest regard for applicable laws, rules, and regulations.





## Risk Management

The board of directors has delegated its risk management oversight to the Audit Committee, whose charter provides that it is responsible for discussing with management our major risk exposure, and the steps management takes to monitor and control such exposure, including our risk assessment and risk management process, guidelines, policies, and practices. Management of the company actively monitors and manages potential risks to the company, including through a quarterly risk management forum led by our Chief Risk Officer, where a cross-functional group of leaders from across the company discuss significant risks facing the company. Discussions at these risk management forums include mitigation strategies and actions to provide oversight and assign responsibility for ongoing treatment and monitoring of each identified risk. Risk management information collected at these meetings is then distributed at least quarterly to the Audit Committee of our board of directors as well as our full board of directors.

## Internal Audit

Oncor's internal audit group (Internal Audit) works in an independent capacity, reports directly to the Audit Committee, and reports administratively to the Chief Financial Officer. Annually, Internal Audit develops an audit plan that is approved by the Audit Committee with audit progress updates provided to the Audit Committee at each quarterly Audit Committee meeting. In 2023, Internal Audit completed 24 audits related to risks, various third-party contracts, company procedures, and other compliance activities relevant to Oncor.

In conjunction with the Company's Controller, Internal Audit is also responsible for maintaining Oncor's Sarbanes-Oxley program, which includes an annual evaluation of fraud risks and the policies, procedures, and internal controls in place to mitigate the fraud risks. In addition, as part of every audit, Internal Audit considers the risk of fraud and designs audit procedures to address those risks as needed. Finally, Internal Audit is integrated into multiple cross-functional teams, including the Compliance Steering Committee and also our Code of Conduct Compliance Leadership Team.







## Code of Conduct & Employee Training

Oncor expects ethical conduct of its employees, and its Code of Conduct applies to all of the company's employees and all members of its board of directors.

The Code of Conduct provides individuals with rules and guidance with respect to engaging in Oncor business and relationships, maintaining a respectful working environment, using, and protecting Oncor assets, acting with integrity, upholding Oncor's core values, and avoiding conflicts of interests.

Every Oncor employee – from entry level to senior leadership – is required to complete annual training related to the Code of Conduct to reinforce the policy and help ensure that our people understand and practice the ethical and legal standards consistent with our Code of Conduct.

In support of Oncor's overall compliance program, Oncor's Chief Ethics Officer is responsible for developing, implementing, maintaining, and providing management oversight of Oncor's Code of Conduct and Code of Conduct training program as well as managing Oncor's Ethics and Compliance Helpline and Oncor's corporate policies. Oncor's Chief Ethics Officer is accountable to, and reports to, Oncor's Audit Committee regarding Oncor's Code of Conduct and ethics program.

## Ethics and Compliance Reporting

Reports of unethical behavior and policy violations may be made through a number of different means within Oncor, including reports made to management or Oncor's Ethics and Compliance Helpline. The number of reports made in 2023 was 153, with approximately 97% of those cases closed by year-end (100% of cases carried over from 2022 were also closed by year-end). Oncor's Ethics and Compliance Helpline is available via phone or web to anonymously report unethical behavior and policy violations securely, 24 hours a day, seven days a week. The helpline is monitored by an independent

third-party service, making it a private and confidential reporting outlet. When making a report, helpline professionals collect all of the pertinent information and turn it over to an Oncor ethics and compliance resource member for further review and follow up and all reports are provided to our Code of Conduct Compliance Leadership Team. Reporting individuals will remain anonymous unless they choose to be identified.



**In 2023, employee training hours on the Code of Conduct totaled approximately 3,400 hours.**

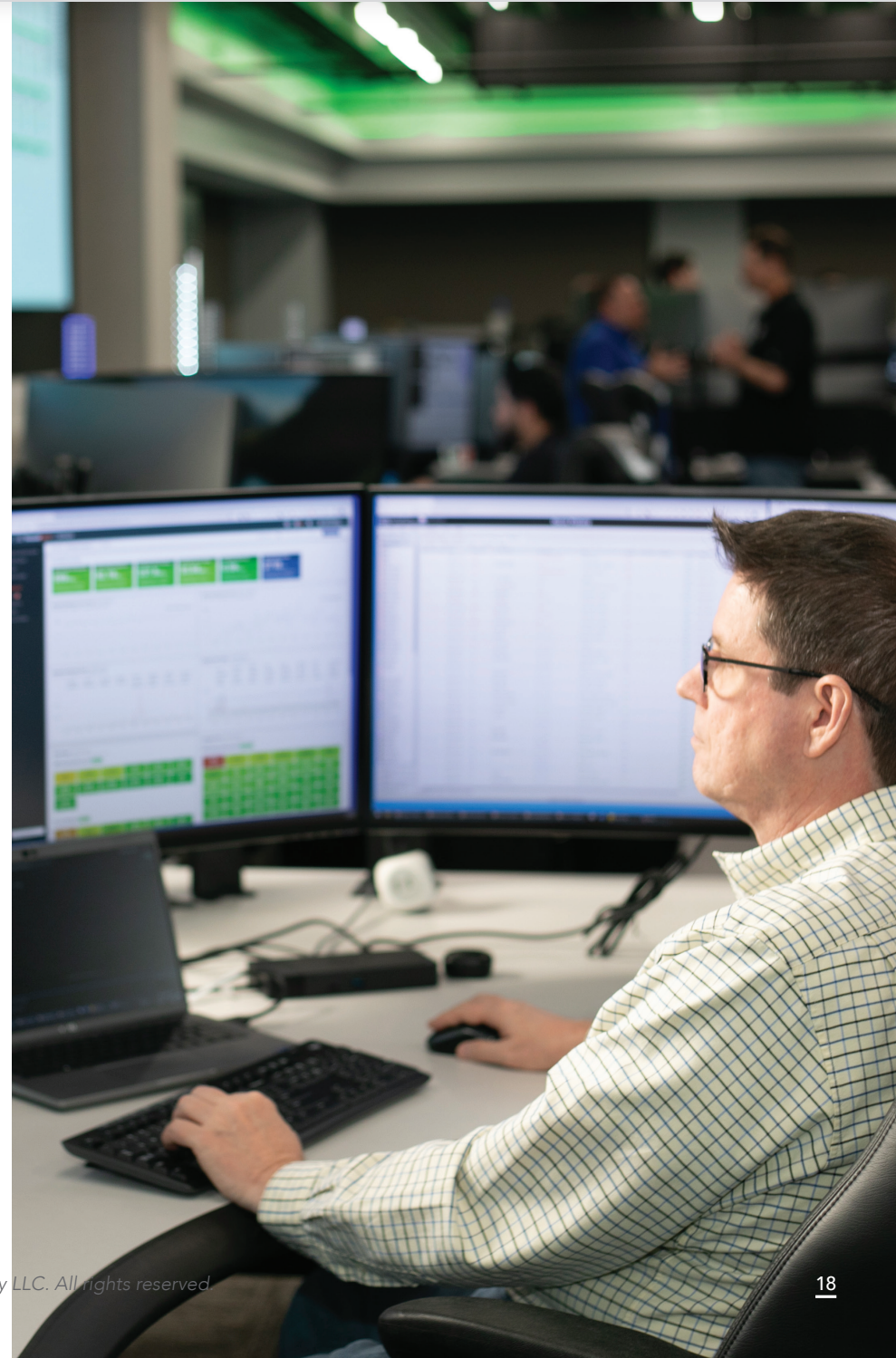


## Cybersecurity<sup>8</sup>

Maintaining a robust cybersecurity strategy to safeguard and protect the confidentiality, integrity, and availability of our critical infrastructure assets as well as all other information systems and the information residing in them is critically important to our business. With an ever-increasing share of our operational and administrative activity being dependent on our information systems, we strive to create a company-wide culture of cyber safety that continually monitors risk.

Our cybersecurity strategy is built on “defense-in-depth” as recommended by the National Institute of Standards and Technology. We have processes in place to identify, assess, and manage material risks from cybersecurity threats. We have developed and implemented, and we continue to develop and implement, protective measures to reduce risk, manage incidents, and sustain our security posture. For example, in our efforts to lower the risk of ransomware attacks, we have increased our cybersecurity operations by strengthening our defense-in-depth approach to protections and controls, operational resiliency, cyber hygiene, and monitoring. Specific steps include tool deployments to mitigate ransomware threats and impacts, as well as implementation of practices and enhancements to reduce the risk of ransomware launching and spreading across the organization. An additional protective measure to reduce risk with respect to the unauthorized access to confidential and sensitive data in Oncor’s possession includes our data risk management (DRM) program. Our DRM program focuses on data loss prevention, including as the result of unauthorized access or acquisition, by taking proactive steps to limit confidential and sensitive information from being managed or distributed electronically in an unsecure manner. Led by our executive leadership team, as well as a governance committee and operational stakeholders, our DRM group provides formal guidance, including policies and standards, to reduce our data risk. We continue to participate, review, assess and adjust our mix of activities to improve our grid operations, digital perimeter security, and information security.

<sup>8</sup>For more information on our cybersecurity strategy, cybersecurity team and cybersecurity governance, please see “Cybersecurity” in our 2023 Annual Report on [Form 10-K](#).





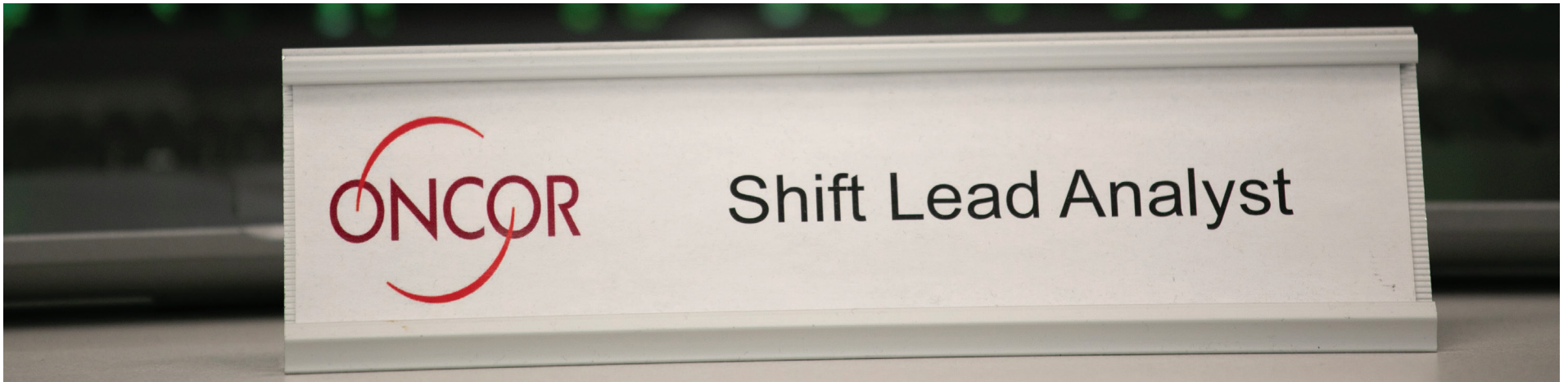
We have policies and procedures in place to identify, protect, detect, respond, and recover from cybersecurity incidents. The life cycle of our incident response includes: (i) preparation through employee training and drills, including regular simulation exercises that include management from various departments in addition to representatives from our information technology security team; (ii) detection and analysis of a cybersecurity incident; (iii) assembling the appropriate response team and escalating the incident to the appropriate parties internally and externally; (iv) containment, eradication, recovery, and monitoring; and (v) post incident activity to document the root cause and discuss areas of improvement.

We are also subject to mandatory and enforceable regulatory standards for critical infrastructure protection, which include cybersecurity-related standards.

In addition, we participate in, and work with, multiple federal, state, industry, and academic groups dedicated to cybersecurity, such as the U.S. Department of Homeland Security's Cybersecurity & Infrastructure Security Agency, the Federal Bureau of Investigations' InfraGard, an ERCOT critical infrastructure protection working group, the Electricity Information Sharing and Analysis Center, and the Texas Information Sharing and Analysis Organization. This includes information-sharing and coordination with ERCOT, the PUCT, and other ERCOT market participants with a view toward protecting and enhancing the ERCOT grid from cyber and physical attacks and response preparation. In addition, we participate on various technical and advisory boards, such as the advisory board of the Energy Sector Security Consortium, Inc., a nonprofit organization that supports energy sector organizations

with the security of their critical technology infrastructures, and the Electricity Subsector Coordinating Council. We believe that our participation and membership within these groups and organizations contributes to security improvements that directly impact our cyber operations.

We believe that cyber safety is everyone's responsibility at Oncor. We take proactive steps to train, re-train, educate, and test our workforce on cyber safety practices and work to strengthen the cyber community within our company. We require an annual cybersecurity training of all credentialed individuals and in October 2023 we held our 2nd annual cyber awareness month, which included informational events, speakers, and additional training resources to increase our workforce's engagement in cyber safety.





## Physical Security

We work closely with local, state, and federal law enforcement partners, along with private/public entities to facilitate continued vigilance and preparedness against emerging and evolving physical security risks. Due to the sensitive nature of our efforts to protect and maintain our electric grid, we do not publicly discuss specific security measures. However, we continue to invest in our security capabilities and maintain aggressive monitoring system and response to potential threats and vulnerabilities as part of our over 100-year commitment to providing safe, reliable, and affordable energy to Texans. Physical security of critical infrastructure was also an item the Texas Legislature sought to address in its 2023 legislative session with Senate Bill 947, which implemented criminal penalties for certain incidents involving damaging or vandalizing critical electric infrastructure facilities.





## SUSTAINABLE FINANCING

### Green Bond Eligible Projects Spend Report

In May 2023, we published our Eligible Green Projects Spend Report relating to our first green bond issuance, which was issued in May 2022 (the Green Bond). As described in that report, an amount equal to or in excess of the approximately \$394.8 million in net proceeds from the Green Bond issuance was allocated/dispensed to finance and/or refinance, investments in or expenditure on our transmission projects that aim to connect renewable wind and solar energy facilities to the ERCOT grid. Eligible green projects also related to the deployment of smart grid technology, specifically projects in connection with Oncor's distribution automation (DA) program.

As reported in the Eligible Green Projects Spend Report, the spend incurred during the spend period described in the report involved projects to connect approximately 65 solar and wind generators with a commercial nameplate capacity of up to 15,300 megawatts (MW) to the ERCOT grid,<sup>9</sup> as well as deployment of smart grid technology, specifically DA projects. We estimate that the DA projects prevented a significant number of customer electric interruptions that would have occurred otherwise and that use of the automated systems allowed our crews to avoid several thousand miles of driving. The Eligible Projects Spend Report was issued pursuant to the Framework that governed the 2022 Green Bond issuance.

Learn more about Oncor's [Framework](#) and [the Green Bond](#) at [Oncor.com/sustainability](https://www.ou.com/sustainability).

### Sustainability-Linked Credit Facility

Our \$2.0 billion revolving credit agreement (Credit Facility) includes two sustainability-related key performance indicator (KPI) metrics that can increase or decrease the applicable margin and commitment fee under the Credit Facility. The first metric is an employee safety metric, calculated based on a three-year rolling average Days Away, Restricted or Transferred (DART) rate defined in the Credit Facility (which excludes COVID-19 cases). As of December 31, 2023, this

three-year rolling average DART rate performance was 0.349, which was better than the threshold rate set forth in the Credit Facility. Since the threshold rate was met, there is no pricing increase required under the Credit Facility related to the employee safety KPI metric.

The second metric is an environmental metric, calculated based on the number of bucket trucks in our fleet that qualify as partial electrification bucket trucks (as defined in the Credit Facility), with the number of such trucks necessary to meet the annual KPI thresholds and targets increasing each year. Due to continued supply chain constraints, at December 31, 2023, we had 30 such bucket trucks in our fleet, which was below the threshold amount set forth in the Credit Facility. Failing to meet the bucket truck threshold metric for 2023 will result in a pricing increase under the Credit Facility. In the aggregate the applicable margin and commitment fee for the Credit Facility will increase by +.005% and +0.25%, respectively. That pricing increase is expected to take effect in the third quarter of 2024.



<sup>9</sup>Assumes the full nameplate of all projects and commercial operation of such capacity at ERCOT, including those projects still in process.



## CHAMPIONING PEOPLE Diversity, Equity, and Inclusion

Oncor is committed to maintaining a culture of Diversity, Equity, and Inclusion (DEI) and fostering an environment that gives each employee a sense of belonging and inclusion.

Oncor believes that an inclusive culture allows employees to explore and achieve their full potential. This is further facilitated through our eight Employee Resource Groups (ERGs):



The BELIEVE (Black Employees Leading in Inclusion, Excellence, Vision, and Education) ERG is dedicated to leveraging Oncor’s Black employees diverse experiences in promoting an inclusive work environment, professional development and community engagement.



FAMILIA is committed to empower and equip the Hispanic and Latino workforce through networking, professional development, mentoring, and leadership opportunities that focus on recruitment and retention, while actively engaging in the social and cultural interest of the Hispanic and Latin community.



InspirAsianPI provides insights, perspectives, and solutions that address challenges and create opportunities for Asian-Americans across Oncor, with a focus on recruitment, retention, education, and advancing equity.



Oncor Families work together to build a community of families and equip them to be more successful at work and at home.



Oncor Women’s Network’s intention is to empower women at Oncor to be their authentic selves and achieve their evolving goals through education, dialogue, self-advocacy, collective action, and development of allies.



People With Abilities (PWA) raises awareness of those with visible and invisible disabilities. PWA empowers its members to reach new heights by collaborating with advocates to offer work solutions and resources for their unique abilities.



Oncor PRIDE strives to Be Seen, Be Heard and Belong. The Oncor Pride community serves as a bridge between the LGBTQIA+ community and the broader Oncor communities to educate, raise awareness, promote alliances, and make it safe for our workforce to learn and celebrate each other, where we are and as we are.



Veterans Advancing, Leading, and Optimizing Results (VALOR) seeks to advance the interest and goals of veterans and allies to harness strengths to serve our company, community, and customers better in hiring, retention, professional development, and continued service.



ERGs focus on leveraging diverse perspectives of Oncor's workforce and increasing networking and professional development opportunities for employees while strengthening our culture of inclusion and belonging. In 2023, Oncor also launched Potential, a collaborative ERG Mentorship Pilot Program that connects ERG members with leaders at Oncor for direct mentorship and coaching during a 9-month period. The inaugural Potential class includes 32 mentor/mentee pairings.

ERG participation grew year-over-year with nearly 20% of Oncor's employees participating in at least one ERG as of December 2023, compared to 17% in 2022. Members of the various ERGs were encouraged throughout the year to engage in any of the more than 100 activities sponsored by ERGs that included employee or cultural activities, educational events, or community service.

ERGs have also served as great avenues to strengthen our collaborations in the community. For example:

- The OWN ERG led a clothing drive for Dress for Success Dallas (DSFD). The OWN ERG partnered with the nonprofit for the Career Attire Clothing Drive by collecting clothing, shoes, and accessories to help female professionals on a tight budget get back into the office.
- The BELIEVE ERG sponsored a water station to help hydrate walkers at Opal Lee's Walk for Freedom, a 2.5-mile community walk to observe Juneteenth.
- The Familia, InspirAsian PI, OWN, and PRIDE ERGs collaborated to lead a toy drive for Safe Haven, a DFW-area shelter providing refuge to women and families affected by domestic abuse.
- The PWA ERG and Live Well Champions participated at Autism Speaks 5k/1k at Lone Star Park in Grand Prairie to help raise the awareness of autism and support inclusivity for those on the autism spectrum.

Oncor's Live Well and DEI teams partnered with ERG leaders to plan and execute Oncor's first Mental Health Awareness event in 2023. Employees were able to attend in-person or virtually, to hear a mental health professional discuss tips to practice good mental hygiene and self-care. We believe the event was a driver in increased engagement with our Employee Assistance Program (EAP), as EAP engagement for the quarter in which the event was held was approximately 18% greater than EAP engagement in the same quarter of 2022. Oncor's EAP includes resources and experienced professionals to assist employees and their family members with their physical and mental health.

In 2023, Oncor was recognized as a "Best Place to Work for Disability Inclusion" by Disability:IN for its commitment to fostering an inclusive work environment for employees with disabilities. Disability:IN uses a comprehensive benchmarking tool that helps companies build a roadmap of measurable, tangible actions toward disability inclusion and equality.

In addition, Oncor has implemented pay policies and practices to help reduce potential gender or ethnic/race pay gaps. Oncor monitors the effectiveness of its pay policies and practices by conducting both a gender and an ethnic/race pay gap analysis quarterly.





### DEI Training Modules

Beginning in 2023, Oncor launched a new required training for all employees which focuses on foundational DEI terms and concepts to help all individuals recognize workplace scenarios where there are opportunities to be more inclusive. The DEI Awareness Modules are now an annual requirement for all employees and required for all new hires. The online, interactive learning series offers foundational key terms and concepts that guide team members as we continue our journey of expanding our inclusive culture.

### Human Capital Development

Oncor maintains robust leadership and workforce development programs to provide for continued professional growth among employees. In addition, our board of directors annually reviews our talent management strategy, including talent development programs, and our executive officer talent pipeline. Our executive officers also conduct regular ongoing succession planning with respect to other members of management. Various available programs have been designed to enhance employees' overall company knowledge, strengthen leadership skills, and expand employees' professional networks. Oncor leverages training programs for those areas requiring specialized, job specific, training, such as designers, distribution lineworkers, substation & transmission electricians, meter technicians, and system operators.

Depending on the nature of the role, training takes the form of classroom training, field training, on-the-job training, and mentoring, or a combination of methods. Craft and technical employees are enrolled in formal knowledge and skills demonstration programs that guide them in their progression through Oncor's internal operations training organization.



The commitment our employees and leaders have demonstrated to become more diverse and inclusive has strengthened our One Oncor culture. To become more intentional in this work, it is important to offer everyone the same opportunity to develop an understanding of the experiences that could impact any one of us.



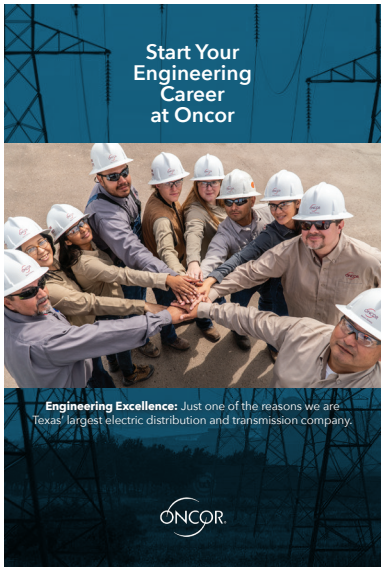
**Angela Guillory**  
Senior Vice President of Human Resources & Corporate Affairs







New Oncor engineers have a specific program dedicated to their development as they start with the company. The New Engineer Development Program is a three-year program designed to facilitate early career development for new engineers via technical training sessions. In addition to technical training, this program provides mentoring, site visits, community outreach events and social events to help build and establish professional connections.



Oncor focuses on first-time and new-at-Oncor people managers to help ensure they are provided the tools and resources needed to be strong leaders. **In 2023, more than 65 new people managers were trained through a management orientation program.** Additional opportunities for employees include formal development programs geared towards individual contributors who aspire to management roles as well as employees who are currently in managerial roles desiring to enhance their leadership qualities. In 2023, employees throughout the enterprise participated in one of **five formal development programs** designed to enhance leadership, communication, and critical thinking skills, broaden participant's business knowledge, and expand employees' professional networks. **Oncor also offers regular Lean Six Sigma training courses** and certifications that build on the Define, Measure, Analyze, Improve, and Control methodology and lean process improvement concepts.

Continuing education opportunities are another significant priority for us, including offering employees up to \$10,000 reimbursement per calendar year for tuition and other eligible expenses for certain higher education, degrees, professional certifications, and professional licenses that enhance and improve performance and role development. In 2023, more than 175 Oncor employees utilized the education reimbursement program, including more than 50 employees who pursued undergraduate degrees, nearly 60 employees who pursued graduate and post graduate degrees, approximately 55 employees who pursued professional licenses or participation in work study programs, and the remaining seeking certifications or recertifications. Oncor also supports employees who are involved in electrician and metering associate work study programs allowing employees to work while attending school. The costs of these programs are reimbursed through Oncor's tuition reimbursement program described above.

Collectively, employees completed over 280,000 hours of job-related training throughout 2023.



## Developing the Next Generation

Oncor has a long tradition of meeting its current and future workforce needs by utilizing a philosophy of hiring at the entry level and developing and promoting from within. We are actively focused on attracting and developing employees at all levels as our workforce grows, as well as to replace employees who may retire in the next few years. A number of strategies are employed to facilitate a steady pipeline of well qualified, diverse candidates exists for each of the major roles for which Oncor recruits in higher volumes - engineers, designers, technicians, and craft workers. These strategies include building relationships with and recruiting from:

- many of the major four-year colleges and universities within and near Texas with strong engineering and engineering technology Bachelor degree programs,
- community colleges in and around the Oncor service territory with strong linemen colleges and technology programs leading to an Associate degree, and
- other two-year and four-year colleges and universities with strong general business and technology Associate and Bachelor degree programs for other career paths within the company.

We maintain a multi-faceted recruiting strategy with a strong commitment to DEI to help attract, develop, retain, and enable innovation and sustained growth for generations to come. Collectively, Oncor recruits from over 30 different institutions, which provides us with access to pools of diverse talent for our recruiting needs. We also actively recruit former members of the U.S. Armed Services, many of whom have the experience and training to fill critical and highly specialized functions. Even with these robust sources of talent, Oncor is always exploring ways to create new talent pools, including helping higher education and technical institutions develop lineworker schools and courses, and regularly deploying recruiting teams to college campuses.

## Internship Opportunity – Oncor’s Secondary Education Outreach Program



A recent partnership with Tarrant County College, and Pathways in Technology Early College High School (P-TECH) programs within the Dallas Independent School District and Ft. Worth Independent School District with a one-year internship, during which the interns attend Tarrant County College’s Line Technician training program to pursue an Electrical Line Technician certification. Upon successful completion of the Line Technician program and other requirements, the interns may be hired as regular Oncor employees.

Oncor covers tuition, books, personal protective equipment, and other required tools, and interns are compensated for the hours they work during the internship (including attending classes). In addition, interns participate in regular engagements with Oncor to learn the company’s policies, procedures, and commitment to safety. In 2023, Oncor welcomed a third cohort of interns into the program.



Oncor is an employer partner with North Texas LEAD, a 501(c)(3) nonprofit organization that provides free services to experienced job seekers and partner organizations. Since 1999, North Texas LEAD has remained committed to helping employers that embrace diversity and inclusion connect with executive talent and to preparing senior-level job seekers to compete for roles within member organizations.

## Employee Engagement

Oncor recognizes that the more engaged employees are, the more productive they are and the more likely they are to remain with the company. In 2023, Oncor conducted its third annual company-wide employee engagement assessment with workplace survey firm Gallup, which indicated a further increase in the number of engaged employees versus prior years' results. Managers across the company also held team-level "State of the Team" meetings to review their team results for the prior year and identify team-specific

action items to address focus areas. Gallup's Accountability Index research strongly suggests that when organizations emphasize local level conversations that lead to clear goals and progress around engagement, a greater culture of engagement and improvement will exist. How engaged our workforce is and how committed our employees are to their work and the company are important to Oncor, and the 2023 survey results will be used to help continue to strengthen our employee engagement strategy.

## TMC Summer Internship

Oncor's Technology Measurement and Customer Engagement (TMC) team recruited interns for their TMC Summer Internship Program (TMC Program) in 2023 by attending university campuses to meet students in person. The TMC team interviewed, selected, and placed nearly 20 interns into their roles across the TMC Program. Interns in the TMC Program not only receive support from their colleagues, but are also each assigned a mentor to provide guidance, advice, feedback, and support. The TMC Program is a 12-week program that provides a structured approach to gaining a fundamental understanding of Oncor's innovative spirit and core values, operations, and business practices. Interns get the opportunity to network with Oncor's leaders, tour facilities, participate in team building activities, and work on team projects that are meaningful and engaging.

The 2023 TMC Program resulted in a more than 75% retention rate among graduating participants who went on to accept full-time job offers with Oncor or committed to return for the 2024 TMC Program.





## Live Well

Oncor's Live Well brand focuses on employee health and wellness through engagement initiatives and community outreach programs. The Live Well team spearheads our health and wellness initiatives for employees through insurance benefits, retirement and savings programs, community fitness event sponsorships throughout our service territory, volunteer service grants, on-site exercise space, and monetary incentive programs that encourage employees to adopt healthy living habits.

In 2023, we continued to offer employees and eligible family members enrolled in certain Oncor medical options a variety of health and wellness programs that focus on: high blood pressure, diabetes, muscular/skeletal pain, weight management, and tobacco cessation. Employees were also offered quarterly wellbeing challenges to earn Live Well incentive funding. The challenges in 2023 focused on wellbeing areas such as creating healthy habits, creating connections, mental health, and heart health. Incentive funding was also offered to encourage volunteering in the communities we serve.

In addition, Oncor held various on site and virtual events during 2023 to focus on mental health and highlight the various resources that are available to help support our employees and their families. Several employees also participated in a number of fitness events, ranging from walking and cycling events to triathlons, to benefit nonprofits in our local communities.





## SERVING OUR STAKEHOLDERS

Promoting economic growth, equity, and safety while powering Texas communities.

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## ADVANCING RELIABLE OPERATIONS

### Sustainably Supporting Texas Growth

According to estimates from the U.S. Census Bureau, in 2023 Texas experienced the largest numeric population change in the nation, adding nearly 1,300 people each day. Texas’ years of steady growth is only expected to continue. With a service area that covers more than one-third of the estimated state population, Oncor and our customers have directly experienced this growth. In fact, Oncor serves four of the 10 largest growing counties in America by numeric growth over the last year based on estimates from the U.S. Census Bureau. We maintained a strong operational tempo in 2023, constructing new projects that support growth across our service territory and the state of Texas and support reliability for the ERCOT market. In 2023, we built, rebuilt, or re-conducted more than 3,200 circuit miles of transmission and distribution lines and placed in service a total of 34 switching station projects.

Ongoing growth within Texas as a whole and Oncor’s service territory in particular continues to be a driver of distribution and

transmission operational activity. During 2023, we increased the number of points of delivery by approximately 73,000. Our distribution system has also grown an average of nearly 2% per year over the last five years based on the number of distribution system points of delivery we serve.

Oncor’s employees endeavored to provide Texans with reliable power in 2023 as the state experienced significantly higher than normal summer temperatures. The ERCOT market saw 10 new peak demand records and reached a new all-time record peak demand of 85,508 MW on August 10, 2023, reflecting a 6.7% increase over the prior year’s peak. For the industry’s primary benchmark for reliability, SAIDI (non-storm), Oncor’s customers experienced on average five fewer minutes of outage in 2023 compared to 2022 – an improvement of approximately 7%. The extreme heat experienced during the summer months of 2023 and extreme cold spell experienced in early January 2024, when ERCOT set a new record winter peak demand of 78,138 MW, demonstrate the continuing need for, and effectiveness of, system hardening and resiliency projects.

## 2023 Growth Snapshot

**3,200+**

circuit miles of transmission and distribution lines built, rebuilt or re-conducted

**34**

switching station projects placed in service

**~73,000**

points of delivery increase year-over-year

**~2%**

average annual distribution system growth over the last 5 years based on points of delivery

**4**

Oncor served 4 of the 10 largest growing counties in America by numeric growth (U.S. Census Bureau estimates)



## Coordination with State & Industry Partners

A crucial component of Oncor’s commitment to delivering safe and reliable electric service to our customers is working with state partners to forecast growing demand and future energy needs, and ultimately help build the infrastructure to meet it. As the largest transmission and distribution utility in Texas, Oncor has extensive experience with overseeing and completing major transmission projects with an emphasis on efficiency and cost effectiveness. These projects often include an amendment to Oncor’s existing Certificate of Convenience and Necessity (CCN), which authorizes the construction or extension of transmission facilities. Legislation passed in 2023 reduced the CCN approval time from 365 to 180 days, which should allow Oncor to more quickly obtain approvals needed to help meet growth needs more quickly across its service area. In addition, Texas House Bill 5066, also passed in the 2023, requires ERCOT to include prospective load identified by transmission service providers like Oncor in its load forecasting and planning processes. Furthermore, our facilities and expanding electric grid help various customers reduce their environmental impacts. For instance, connecting oil and gas customers, such as

those in West Texas’ Permian Basin, helps them reduce their environmental impacts by displacing diesel generators, reduces natural gas flaring, and helps to enable expanded pipeline deliveries to customers and liquefied natural gas facilities.

Oncor’s relationship with key stakeholders was highlighted in proceedings relating to its comprehensive base rate review, PUCT Docket No. 53601. We believe we received a constructive outcome in the proceeding, and we are particularly proud of positive statements made by Commissioners in the proceeding regarding Oncor’s operations.

## Resiliency and Adaptation

In 2023, the Texas Legislature’s House Bill (HB) 2555 was enacted. The bill authorizes an electric utility to file for approval of a plan to increase the resiliency of its transmission and distribution system, such as hardening and modernizing legacy distribution infrastructure and load serving substations, enhanced vegetation management, expanded wildfire mitigation efforts, cyber and physical security investments, and deploying system automation and other enabling technology to restore service to customers more rapidly, and provides recovery options for certain of those costs. This legislation is designed

to allow utilities like Oncor to implement PUCT-approved planned resiliency measures related to, among other things, hardening infrastructure, vegetation management, flood mitigation, and wildfire mitigation. HB 2555 sets out various examples of resiliency measures that may be included in system resiliency plans.



[Oncor has] put in a lot of work to develop very sophisticated and high-powered capabilities to minimize outages, recover from storms quickly, recover from outages quickly.<sup>10</sup>

**Peter Lake**

PUCT Chairman 2021-2023

We have heard nothing but good comments, good results, from our consumer base of all classes on behalf of Oncor.<sup>10</sup>

**Will McAdams**

PUCT Commissioner 2021-2023

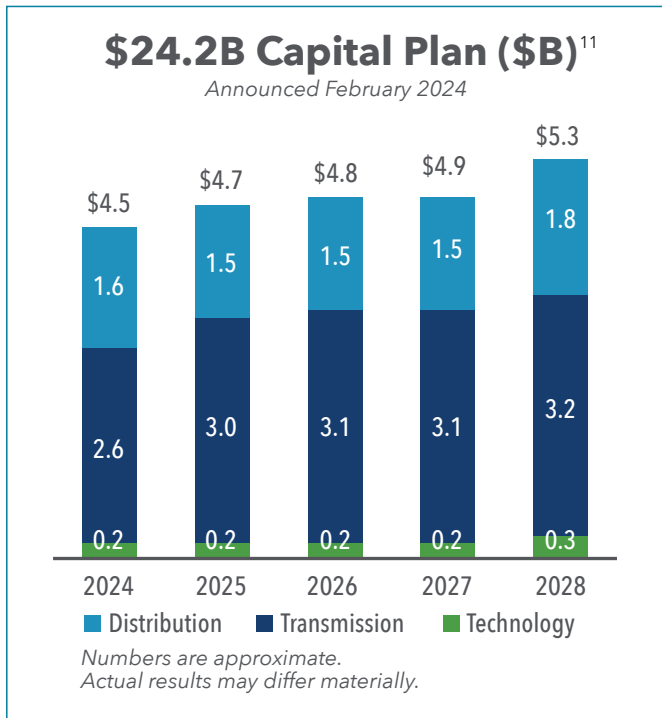


<sup>10</sup>Statements made by PUCT Commissioners in PUCT Docket No. 53601 during the open meeting held March 9, 2023.



### Continued Investments in Enhanced Service Reliability

We are aiming to create a safer, smarter, and more reliable power grid through capital investments in transmission and distribution infrastructure, new technology, and innovation. These investments have helped modernize the grid and strengthen reliability, as well as address the needs of our growing state and service territory. The dynamic growth across our service territory demonstrates the rapid growth taking place in Texas and the continued opportunity to deploy capital to grow and enhance the Oncor system. Our capital expenditures totaled approximately \$3.8 billion in 2023, and in February 2024 we announced a five-year capital plan of \$24.2 billion over the 2024-2028 period, not including additional potential capital expenditure amounts in system resiliency plans approved by the PUCT.<sup>11</sup>



To help ensure our capital investments are consistent with customer and market needs, we utilize an investment strategy framework that allows the company to prioritize our many capital needs to meet the most critical ones first. We then regularly monitor and adjust those programs and projects as necessary based upon changing business, operational, security, and technology environments with the goal of providing customers with a modern electric grid in an efficient and cost-effective manner. Oncor also recognizes the potential impact of rising expenses for customers and therefore remains focused on making appropriate and necessary investments in an efficient and cost-effective manner, while continuing to provide safe and reliable service. In fact, Oncor’s rates are among the lowest of the investor-owned utilities in Texas.

### Distribution Automation Program

As of the end of 2023, Oncor completed year 7 of what was originally announced as a 10-year, approximately \$700 million DA program. This program is now mature and will remain embedded in Oncor’s current and on-going standard distribution construction practices. DA is smart grid technology designed to allow individual devices to automatically sense local operating conditions to make adjustments for enhanced performance, including identifying faulted areas of the network and rerouting power to quickly restore service, or to avoid outages entirely. More automated devices covering the Oncor distribution grid are scheduled to be installed and are expected to support increased reliability, greater situational awareness, and advanced analytical capabilities.

<sup>11</sup>The \$24.2 billion five-year capital plan announced in February 2024 excludes additional potential capital expenditure amounts in system resiliency plans approved by the PUCT. In May 2024, we filed a system resiliency plan (PUCT Docket No. 56545) requesting PUCT approval of certain transmission and distribution system resiliency-related measures over a three-year period (anticipated to be 2025-2027), including \$2.9 billion of potential capital expenditures. We cannot predict the outcome of this proceeding.





## Innovating Aggregate Distributed Energy Resource

In 2023, the PUCT announced two “virtual power plants” were qualified and able to provide dispatchable power to the Texas electric grid, marking a first for the state’s electricity market as part of the Aggregate Distributed Energy Resource (ADER) pilot project. One of these two inaugural ADERs is built upon Dallas-area customers served by Oncor. The pilot project tests how consumer-owned, small energy devices, such as battery energy storage systems, backup generators, and controllable Electric Vehicle (EV) chargers, can be virtually aggregated and participate as a resource in the wholesale electricity market, strengthening grid reliability.

## LiDAR for Service Reliability and Safety

LiDAR, which stands for Light Detection and Ranging, is a remote sensing method that uses light in the form of a pulsed laser to measure distances and create a computerized representation of the surveyed environment. LiDAR data collected by Oncor’s vegetation management team is utilized annually by the transmission team to evaluate the vertical clearances across our transmission system in order to help ensure public safety and grid reliability. LiDAR reports are able to display and classify electric infrastructure, surrounding vegetation, and nearby buildings or objects, as well as their proximity to electric lines – and can also be programmed to evaluate ground clearance and line sway. In 2023, approximately 6,000 circuit miles of electrical lines were analyzed using LiDAR and the data was reviewed as part of Oncor’s ongoing effort to evaluate 100% of overhead transmission facilities for compliance with National Electrical Safety Code vertical clearance requirements by year-end 2024. LiDAR data is also used to help ensure that accurate structure data, such as coordinates, is contained within Oncor’s Transmission Information System, and to identify new and existing encroachments on the transmission right of way that may impede access to Oncor’s facilities or the safe and reliable operation of the transmission line.





## Weather Preparedness

Severe weather can develop quickly in Texas. Oncor’s service territory covers a highly variable range of geographic, climatic, and vegetative regions. This can result in a diverse possibility of extreme weather conditions, including extreme heat and extreme cold, thunderstorms, tornadoes, ice storms, wildfires, floods, and hail events.

Oncor employs our own American Meteorological Society Certified Broadcast Meteorologist and has contracted with private weather information providers to review available weather information. Weather monitoring occurs 24 hours a day, seven days a week, and is available to field locations through a secure web-based application. We also utilize predictive weather modeling and historical weather and outage data to estimate potential damage locations and outage impacts ahead of severe weather events.

Oncor Meteorologist Kaiti Blake also helps oversee Weather Current, a community outreach effort that leverages the power of our weather monitoring systems to keep customers informed about potentially dangerous conditions in their area, with an additional emphasis on community, public and electric safety.

Emergency material staging and storage sites are maintained across the service area to facilitate quick deployment of resources, and predictive weather monitoring often allows for sites to be pre-staged so that material and equipment is in place and ready for use as soon as weather conditions allow restoration work to safely begin.



Oncor’s goal is to keep everyone we serve safe, including our customers, employees, and their loved ones. Weather Current is helping us do that, rain or shine.



**Kaiti Blake**  
Oncor Meteorologist





## Seasonal Preparedness

To prepare our facilities for extreme temperatures during both summer and winter weather, Oncor has developed robust preparation measures to help ensure our facilities are ready to serve during these times. These preparation measures are completed months before the hot or cold seasons begin, with general seasonal planning occurring year-round. Examples of these comprehensive preparation measures include:



Performing ground inspections (on-foot patrols) and aerial inspections (specialty equipment, including drones, helicopters, and airplanes) of thousands of electrical facilities, including stations and main feeder lines;



Utilizing forecasting and predictive analytics to identify potential high load areas so equipment upgrades or replacements can be completed before failures might occur;



Increasing material inventory and securing additional contract resources to help ensure full availability of supplies and support ahead of potentially severe weather events;



Performing personal protective equipment checks for employee safety; and



Completing regular emergency preparedness training sessions to help ensure our employees are familiar with company practices and prepared to quickly and safely respond to potential disaster events.

ERCOT, which operates the Texas grid, has also performed regular inspections of Oncor facilities as required by state regulations. These ERCOT inspections of Oncor facilities in 2023 continued to find no

material non-compliance with the requirements of the applicable PUCT weatherization rule. In 2023, Oncor, at ERCOT’s invitation, co-presented on extreme-weather readiness topics during ERCOT’s fall transmission utility training session to share Oncor’s practices and policies with other utilities.

We also undertake annual system planning assessments and seasonal preparedness studies to help ensure we have adequate facilities to support a wide range of temperatures. Additionally, we have continued our previously reported five-year program to expand remotely controlled voltage-reduction capabilities to certain substation transformers. Once complete, we believe this program has the potential to reduce demand by approximately 500 MW during peak load conditions.





## Wildfire Risk Mitigation

Our transmission and distribution footprint in Texas covers over 54,000 square miles of the state, with a highly diverse range of geographic, climatic, and vegetative regions encompassing over 120 counties, with widely varying population densities. Average annual precipitation varies from less than 15 inches in the western portions of the Oncor service territory to more than 45 inches in the eastern portions. Vegetation ranges from desert-scrub in the West to pine forests in the East, with grasslands and other diverse vegetation intermixed. Ground fuel and topography hazards, combined with rapid population growth into wildland-urban interface areas and increased frequency of fire weather conditions, can pose wildfire risks. Oncor has maintained a wildfire mitigation plan for several years that has been integrated into our operational processes. In 2023, we undertook a comprehensive review of that plan and our wildfire risk mitigation efforts with a view toward incorporating industry best practices and improvement opportunities identified through our relationships with industry partners and external stakeholders, including the Texas A&M Forest Service and San Diego Gas & Electric.



Our wildfire mitigation plan employs a proactive approach to reduce the risk of Oncor equipment and facilities becoming a wildfire ignition source, as well as harden our infrastructure to better withstand fire incidents. A key focus of our plan involves the use of risk modeling to identify elevated risk areas and raise situational awareness. Risk modeling also informs asset management initiatives and operational protocols during elevated risk conditions.

A major component of our asset management approach includes performing inspections of our facilities in order to proactively address structures and other components in need of repair or replacement and remediate potential hazards, including wildfire hazards, discovered during those inspections. Through the implementation of our various other proactive maintenance programs and through our reactive maintenance efforts, we also identify additional needs to remediate potential hazards. While the purpose of those inspections is not solely to identify potential wildfire hazards, our operational protocol is to proactively address any wildfire hazards discovered during that work. We have deployed various protective devices that allow us to remotely enact certain fire-safe protection schemes during elevated wildfire risk conditions, including the ability to de-energize portions of powerlines as needed. We also use concrete or steel structures when constructing new transmission lines and are systematically replacing wooden crossarms on existing transmission structures with upgraded steel crossarms.



Our operational protocol also incorporates the monitoring of fire-weather conditions such as red flag warnings and Southern Plain Wildfire Outbreak forecasts that are issued by the National Weather Service and the Texas A&M Forest Service. When these fire-weather conditions are present for any part of our service territory, our system operators and other appropriate field personnel are alerted of the condition to increase awareness of fire danger and facilitate proper measures are taken to mitigate the risk of igniting a wildfire. We also have automated processes to enhance situational awareness that utilize current conditions data such as National Weather Service fire-weather forecasts and active incidents through the Integrated Reporting of Wildland Fire Information. These processes incorporate the external data-sets with Oncor facility and operational data to implement potential responses across our diverse service territory. This analysis is regularly updated as new information is available, which allows our operations teams to make decisions based on current conditions to reduce fire hazards and mitigate exposure to the ignition and rapid spread of wildfires.

Vegetation management is also a key component of our wildfire mitigation plan. We have practices in place to prune and remove vegetation away from our facilities. Oncor's tree risk management program is used to reduce the risk of hazard trees falling and striking powerlines. Leveraging LiDAR data, we conduct vegetation clearance assessment and prioritize remediation work on the transmission system. Additionally, on a periodic basis our employees attend safety and information meetings to receive briefings on wildfire mitigation procedures.

Wildfire mitigation, as noted above, is also one of the ten categories of resiliency measures outlined in Texas HB 2555 for inclusion in system resiliency plans.<sup>12</sup>



<sup>12</sup>In May 2024 we filed a system resiliency plan (PUCT Docket No. 56545) requesting PUCT approval of certain system resiliency-related measures, including an aggregate of approximately \$900 million in capital and operational expenditures over a three-year period that could further enhance our wildfire mitigation efforts. We cannot predict the outcome of this proceeding.



## Emergency Response & Preparedness

Addressing emergency conditions in a safe and reliable manner is paramount for Oncor. We maintain a detailed emergency operations plan, which is submitted and reviewed by the PUCT, and other emergency response protocols to prepare for potentially severe weather events or other emergencies that may impact our transmission and distribution system. These emergency operations plans and protocols are overseen by executive leadership, including our Chief Operating Officer, and members of our Mutual Assistance and Emergency Preparedness group.

Oncor hosts or participates in regular emergency preparedness drills, including ERCOT's annual Severe Weather Drill, which incorporates all Transmission Operators and other utility partners across the ERCOT system. Additionally, all Oncor employees identified as having a critical role in emergency coordination and communication are trained in emergency management and response. Many of these individuals, as well as Oncor Area Managers—who most often work with federal, state, and local public officials—have received the Federal Emergency Management Agency's National Incident Management System training, which provides principles, structures, and processes that link the nation's responders together.

## Mutual Assistance

Certain members of our leadership team and other company personnel have been assigned the responsibility of maintaining open communication with external stakeholders across our service territory during emergency drills or events. We also actively participate in several organizations and associations aimed at furthering best practices in the utility industry, including emergency response and mutual assistance efforts. Our employees also often maintain leadership roles within mutual assistance groups and industry associations. Our mutual assistance collaborations and related industry association memberships include: Edison Electric Institute, Association of Edison Illuminating Companies, the Texas Mutual Assistance Group, Southeastern Electric Exchange, Midwest Mutual Assistance Group, Electricity Subsector Coordinating Council, and All Hazards Consortium.

Through these organizations, we are able to request emergency labor and material assistance from other participating utilities when a storm or other disaster is or is expected to be of such a magnitude that we need assistance to restore power quickly. We are also able to provide support to other participating utilities when they are faced with a storm or other disaster that results or is expected to result in a high number of power outages. For example, while we do not have any facilities located within a hurricane evacuation zone, as defined by the Texas Division of Emergency Management, the company does commonly perform hurricane recovery efforts in the service areas of neighboring utility partners through the use of our mutual assistance collaborations.





## Temporary Use Mobile Generators

As of the end of 2023, Oncor had leased approximately 11 MW of temporary-use generation assets strategically located across our service territory to provide for temporary electric energy in support of restoration efforts, system reliability, and customer service during certain emergency events. These temporary-use generation assets are designed to support critical infrastructure facilities that would otherwise temporarily be without power, such as hospitals, health care facilities,

law enforcement facilities, fire stations, or water facilities. Two examples of this temporary use generation response occurred in February 2023 when Oncor deployed its temporary-use generation assets to Elgin Water Pump Station and Taylor Water Pump Station following severe winter weather and ice impacts. In each case, the deployment of the temporary-use generator allowed the power to remain on for these critical operations while Oncor personnel worked simultaneously to restore grid power.





## ACHIEVING WORLD-CLASS SAFETY

### Safety Vision

Oncor’s Safety Vision is “**Safety Excellence – Going Beyond Zero.**” We continue to make positive strides in our safety performance with many of our locations achieving zero incidents each year. We also remain steadfast in building on our successes and remaining focused to “**go beyond zero**” to further strengthen our safety programs and culture.

The following objectives guide our path to Safety Excellence:

**Safety Culture** – Ensuring that a vibrant safety culture is pervasive throughout the company based on Oncor core values, safety principles, and team and personal accountability.

**Process Standardization** – Standardizing safety programs and practices to help ensure consistency across the company to proactively manage current and emergent safety risks and achieve performance goals.

**Continuous Learning & Improvement** – Achieving industry-leading safety programs and performance by implementing innovative safety improvements and strategic initiatives aimed to position Oncor ahead of the curve in safety.

**Safety Performance** – Achieving and maintaining industry-leading performance in safety and health and preventing Life-Changing Events involving employees, contractors, and the public.

### Oncor’s Safety Principles

Oncor’s safety principles are a foundational part of our overall safety culture, and include: Actively Caring, Safety Always, and Teamwork.

**Actively Caring** – Watching out for one another, being your brother’s and sister’s keeper with the mutual goal of ensuring everyone goes home safely every day. Demonstrating mutual respect, accountability, and operational discipline (doing the right thing, the right way, every time) are ways we create a culture of actively caring.

**Safety Always** – No matter the task, the setting, or the workgroup. We perform our work as soon as safely possible, and we take the time to pause and evaluate the situation, ask questions, and better understand the hazards to help ensure we perform our tasks safely and successfully.

**Teamwork** – Is essential for achieving our mission to safely deliver reliable electric service to our customers, and the only way teams truly work collaboratively and effectively is when there is trust – among peers, subordinates, managers/supervisors, and leaders. The safety theme for 2023 was “Own the Moment,” which was also captured in our 2023 safety coin, an annually updated token that serves as an enduring reminder to all employees of our commitment to stay safe. This theme served to remind us that avoiding incidents requires all of us, as One Oncor team, to build a commitment to safety at work and home through safe decisions and actions one moment at a time.

2023 Safety Coin  
(front and back)







### Safety Achievements

Oncor’s commitment to safety extends to every Oncor employee, customer, and location served by the company.

Employees are regularly educated and trained on safety issues and receive regular communication, including daily safety meetings at each field location. In addition, employees are incentivized to work in a safe manner through our annual incentive plans, which at both the executive and non-executive levels include a heavily-weighted safety performance metric that increases or decreases incentive payouts based on the level of performance. Additionally, all of our employees have and are expected to exercise Stop Work Authority in any situation that potentially impacts the safety of a worker, the public, our equipment and system, or the environment. The Stop Work Authority card and process, which is provided to all new employees and regularly referenced in continued safety training, provides a mechanism for any employee to ask questions when in doubt and proactively stop potentially unsafe work practices and behaviors.

We recognized employees’ commitment to safety improvement and innovation in our annual Spirit of Innovation - Safety Excellence Award, which was created to honor individual or team projects or initiatives that exemplify the Oncor Safety Principles and Core Values, and yield positive impacts to safety performance locally or company-wide. Teams from across the company were recognized for their commitment to continuous safety improvement related to safety culture, safe driving, safe by design, and safety excellence.

### Heroism and Life Saving Awards

For more than 30 years, we have recognized and celebrated employees that perform heroic or life-saving acts on or off the job. In 2023, 14 Oncor employees were recognized with the Heroism or Life Saving Award for using the skills and training learned in Oncor’s safety training to provide critical assistance such as administering CPR and life-saving first aid to individuals, including family members, customers, or members of the public.



Executive Vice President and Chief Operating Officer Jim Greer presented an Oncor employee with the company’s Heroism Award at Oncor’s Mid-Year Safety Conference in July 2023.



### DesignWise

A team of Oncor employees was recognized with the 2023 Spirit of Innovation Safety Excellence Award for their efforts to document situations that could have led to potentially negative project impacts. This bi-annual publication, which Oncor calls its "DesignWise" booklet, enables drafters, designers, technical specialists, and engineers to thoroughly review design situations, key learnings, and discussion prompts. Oncor employees apply this knowledge to help prevent potentially negative situations from occurring in the future.



### Summer Safety Awareness Campaign

In 2023, the Oncor safety team launched a new 10-week summer safety awareness campaign, "Let's Get CHARGED-UP for Safety" in recognition of the growing number of high-temperature days and work projects. The campaign consisted of messages related to Oncor safety, health, and human performance incident prevention topics for sharing and group discussion during weekly safety meetings, pre-job briefings, and staff meetings.

One example of the "Let's Get CHARGED-UP for Safety" topics was understanding the risk factors, readiness, and recovery steps to prevent heat-related illnesses. As the Dallas-Fort Worth area experienced 55 days of at least 100-degree weather in 2023, heat stress mindfulness and preparation remain a critical safety focus across the company.



### Telematics and Near Real Time Driving Data

During 2023, Oncor enhanced its ability to use fleet telematics data to better understand driver behavior and habits that are not always detectable during driving observations or other reviews. Telematics is a method of monitoring cars, trucks, equipment, and other assets by using GPS technology and on-board diagnostics to plot the asset's movements on a computerized map. Oncor's fleet that are equipped with telematic devices provide a near real-time assessment of performance data, including vehicle maintenance and fuel efficiency, and driver safety habits, including driving hours and acceleration incidents, that can be monitored, and recorded in order to improve driving behavior and help to improve overall fleet safety.





## Contractor and Supplier Safety

Our commitment to safety also extends to our contractor and supplier workforce. Our contractor safety program provides contractors access to company-specific safety and health information, including safety orientation and training materials, construction standards, emergency response information, transmission and distribution contractor safety handbooks and rules, mutual assistance restoration plans, and other safety-critical information and resources. The program also includes quarterly review meetings with contractors that perform electrical line and substation maintenance and vegetation management services to review performance and incidents, share best practices, and review safety initiatives and objectives.

Our Supplier Code of Business Conduct also outlines our expectations that suppliers provide a safe working environment that supports accident prevention and helps reduce exposure to health risks, and are responsible for knowing and understanding the health and safety laws and regulations impacting the goods and services they provide. Suppliers have an obligation to report any conduct of an Oncor employee or another supplier that a supplier honestly believes may constitute a violation of Oncor's policies or, with respect to a supplier, a violation of our Supplier Code of Business Conduct, by either notifying their primary Oncor relationship manager or by contacting Oncor's Ethics and Compliance Helpline.





## ENGAGING OUR COMMUNITY

### Ask Oncor

In 2023, Oncor completed the 14th year of the Ask Oncor program, a traveling customer road show that allows Oncor to connect with the community and share important messaging about our company and the programs and tools that help improve the customer experience. Oncor held more than 30 Ask Oncor events across the service territory in 2023.

Ask Oncor often travels to community events like fairs, festivals, and Chamber of Commerce business expos. With the benefit of face-to-face interaction, many customer issues and questions are handled or explained on the spot. Customers with issues or questions that require additional review are connected to an Area Manager or another appropriate group within Oncor to help ensure accurate responses and feedback.



### Area Managers Across the Territory

Oncor recognizes the importance of connecting with local residents, local officials, and local business and industry representatives. Leading many of our stakeholder engagement efforts are our more than thirty-five Area Managers, who have been deployed to live and work in various regions across our service territory to help ensure every city we serve has at least one dedicated individual familiar with the specific needs of their assigned region.

These Area Managers represent the company in all local government, civic, and community related initiatives and assist with a variety of local issues, including energy service and delivery needs, economic development projects, and public education opportunities. Area Managers are also active members or leaders within various local organizations, such as chambers commerce, economic development foundations, home builders associations, and rotary clubs.

Oncor’s service territory includes customers in more than 40 percent of all Texas legislative districts. Representatives with Oncor’s legislative affairs and regulatory teams regularly work collaboratively with Area Managers and state leaders to advocate on behalf of our customers and employees and in keeping with our commitment to building a safer, smarter, and more reliable electric grid.





## Oncor Cares Community Councils

Oncor employees have formed Oncor Cares Community Councils across its service territory, which are voluntary employee groups focused on identifying local community organizations and causes to support through volunteer opportunities and fundraisers. For instance, nearly all of the councils participated in 2023's "Holiday Heroes" project, which included fundraising and collecting donations, such as bikes, toys, clothes, blankets, and food, for various local nonprofits across the service area, including Toys for Tots, Operation Blue Santa, Salvation Army, and more. In addition, Oncor maintains a 501(c)(3) private foundation, the Oncor Cares Foundation, to help support the many communities where its employees work and live.



## Community Giving



### Giving

In 2023, Oncor gave over \$2 million to charitable organizations through donations and event sponsorships. In addition, Oncor also supports the communities within its service territory through chamber of commerce and rotary club memberships, industry association memberships, and sponsorships of various community events, programs, and economic development activities.



### Good Natured

In 2023, Oncor announced a \$1 million commitment toward "Good Natured," a Fort Worth Greenspace Initiative that seeks to bring public and private partners together to shape and enhance greenspace investment in Fort Worth.



### Oncor Power Lab

Oncor also entered into a \$150,000 gift agreement with Texas A&M University-Commerce to support the university's electrical engineering program. A portion of this donation will be used to fund operating costs and equipment needs of the newly named "Oncor Power Lab," a training system within the university's Department of Engineering and Technology.





### American Heart Association

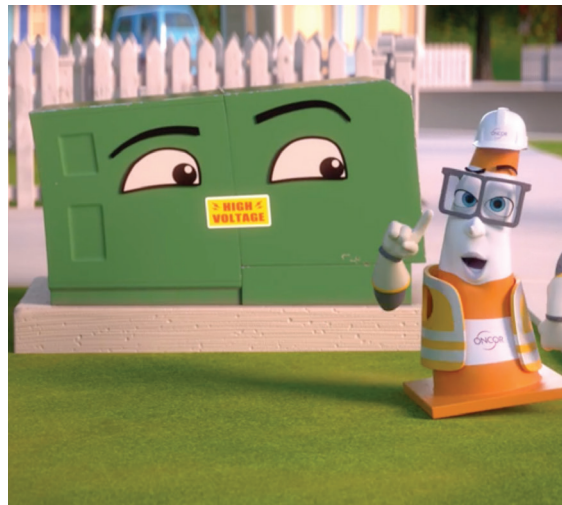
Oncor also encourages employee volunteerism and participation in community events, and 2023 marked Oncor’s 12th year supporting the American Heart Association (AHA) through a company-wide initiative, with Oncor employees and suppliers helping to raise or contribute nearly \$700,000 for the annual campaign in addition to a \$125,000 contribution from Oncor. We hosted 10 Heart Walk celebrations across the company, allowing regional districts and service centers to host their own local events for employees, contractors, and family members, with more than 6,000 total registered walkers. Since 2012, we, together with our employees and suppliers, have raised or contributed more than \$8.7 million for education, research, and other AHA programs that combat heart disease and stroke.



### Oncor Super Safe Kids

Oncor’s award-winning Super Safe Kids Program continued to tour Texas classrooms and help bridge the gap in electric safety education for Texas’ public-school students. In 2023, the program completed 40 events across nine Texas independent school districts, reaching more than 16,000 students.

The 40-minute interactive session uses memorable songs, hands-on activities, and unforgettable demonstrations to teach elementary students in Oncor’s service area how to stay safe around electricity. With lessons on what to do in electrical emergencies – from power outages to lightning storms to downed power lines – participating students are provided with information to inspire a healthy respect for electricity and knowledge of how to stay out of danger.



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### United Way

Oncor also hosts an annual month-long employee giving campaign with the United Way to help support the creation and maintenance of programs that strengthen education, income, and health across Texas. Our annual Volunteer Week also takes place during this campaign, giving employees additional opportunities to actively support their local communities.

In 2023, our employee-run United Way volunteer team helped raise nearly \$700,000 through employee giving and Oncor’s related employer match, as well as fundraisers.

### Texas Parks and Wildlife Collaboration

Oncor also completed the second year of its ongoing collaboration with the Texas Park & Wildlife Department to increase communities’ focus on boating safety around power lines that cross over Texas lakes. In 2023, Oncor continued the installation of safety signs at lakes within its service territory and provided a training module that includes power line safety guidance as part of state boater education certification.





## SUPPORTING ECONOMIC GROWTH & DIVERSITY

### Supporting Economic Development in Texas

We understand that economic development serves as an engine for economic growth and requires careful collaboration and planning. We work to support the communities that we serve with their efforts to recruit job creating and capital-intensive industries to our service territory. That is why we consider economic development as one of our core competencies, and why helping to bring new jobs, facilities, and investment is one of the important ways we help facilitate long-term growth and prosperity within the communities we serve.

Oncor's Economic Development Office includes a team of dedicated economic development professionals who support community interests by working directly with local, regional, and state economic development offices and community stakeholders across the company's service territory. We are committed to doing our part in sharing the benefits of investing in Texas with economic development and business leaders across the country.

### Rural Economic Seminar

Oncor hosted an inaugural Rural Economic Development Seminar in February 2023 for East Texas communities. The event was attended by elected officials and citizens from many small and mid-sized towns (population of 5,000-10,000) in Oncor's service territory. The event facilitated discussions on topics such as economic development fundamentals, industry attraction, an overview of East Texas and community collaboration and regionalism. Members of Oncor's economic development team attended to provide information on Oncor's economic development support and opportunities. Oncor intends to continue hosting similar seminars for various communities across our service area.





Team members respond to local requests for information on electric infrastructure, attend site visits for potential business locations, and help educate out-of-state partners on Texas' electricity market – all with a commitment to accurate, timely, and confidential service. In fact, the mission of Oncor's economic development team is supported by four pillars of focus:

- **Economic Development Project Support:**  
Requests for information response and coordinating plans and timelines for electric service
- **Targeted Marketing & Recruitment:**  
Acting as a catalyst for growth by generating leads from manufacturing trade shows, recruitment missions with partners, and site selection consultant relationships
- **Economic Development Industry Collaborations:**  
Providing expertise and leadership in collaboration with statewide, regional, and local Economic Development Organizations, including the Governor's Office of Economic Development & Tourism
- **Industrial Development Relationships:**  
Serving as the trusted advisor to site selection consultants and the industrial development community in regards to development planning for the effective utilization of electric infrastructure

Oncor's relationships with national, state, and local economic development partners provides us the opportunity to discuss energy and electric service needs early in the site-selection process, which is a helpful benefit for bringing new business to Texas. Oncor participated in more than 225 new economic development projects in 2023 and saw a 17% increase in requests for information over 2022, showing continued year over year growth.

## Examples of projects announced in 2023 supported by Oncor Economic Development Team

- A global leading provider for photovoltaic (PV) module and smart energy solutions is building a PV manufacturing facility in our service territory that is expected to result in 1,500 new local jobs.
- One of the world's largest solar technology and renewable energy companies, is building a PV module manufacturing plant in Mesquite, Texas – its first U.S. manufacturing facility. The new facility represents an investment of over \$250 million and will create approximately 1,500 skilled jobs once completed.







### Investments in Supplier Diversity

Oncor is committed to supplier diversity and to having a positive impact on the communities in which we operate. Oncor’s spend with women-owned business enterprise (WBE) suppliers (businesses owned 51% or more by a woman), minority-owned business enterprise (MBE) suppliers (businesses owned 51% or more by a member of a minority group), disability-owned business enterprise (DOBE) suppliers (Disability Owned Business Enterprise, a business owned 51% or more by a person with a disability), and veteran business enterprise (VBE) suppliers (businesses owned 51% or more by a military veteran) has grown from an aggregate of approximately \$207 million in 2017 to approximately \$407 million in 2023.

In 2023, Oncor’s WBE, MBE, VBE, and DOBE supplier spend represented close to 10% of all supplier spend. Through our relationships with these suppliers, we seek to support economic development across our service area and help ensure the diversity of the communities where we live and serve is also reflected within our choice of suppliers.

### The Economic Impact of Oncor's Supplier Diversity Program During 2023<sup>13</sup>



#### OUR PROGRAM

We are committed to embedding supplier diversity throughout the organization to positively impact the communities we serve and where our employees live and work every day. Through our partnerships with women business enterprise (WBE), minority business enterprise (MBE), veteran business enterprise (VBE) and disability-owned business enterprise (DOBE) businesses, we seek to create economic development in our communities and move those communities forward.

#### ECONOMIC IMPACT

Oncor’s spending with diverse suppliers supports jobs and economic growth at these businesses and in their communities. This spending is expected to create a multiplier effect in the economy through additional purchases and spending by these suppliers and their employees, helping support the growth and development of these communities.

**\$407.2M**

**PURCHASES**  
from diverse businesses

#### ONCOR'S TOTAL DIVERSE SUPPLIER ECONOMIC IMPACT IN 2023

**\$1.14B**

**TOTAL SPENDING (OUTPUT)**  
supported in the economy

**\$617.3M**

**PRODUCTION (VALUE ADDED)**  
contribution to the economy

**6,185**

**TOTAL JOBS**  
supported in the economy

**\$357.1M**

**TOTAL WAGES**  
earned through supported jobs

#### ECONOMIC IMPACT METRICS

1. Spending: Spending or economic output measures the total output of all businesses engaged directly or indirectly because of Oncor’s purchases from diverse businesses.
2. Production: Production or value added measures the contribution to the gross domestic product resulting from Oncor’s purchases from diverse businesses.
3. Jobs: The number of jobs supported within Oncor’s supply chain and in the broader economy as a result of Oncor’s purchases.
4. Wages: The wages and benefits earned by the people employed in the supported jobs.

#### TOTAL SPENDING (OUTPUT)

<b>\$407.2M</b> Direct	<b>\$301.0M</b> Indirect	<b>\$433.4M</b> Induced
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#### JOBS

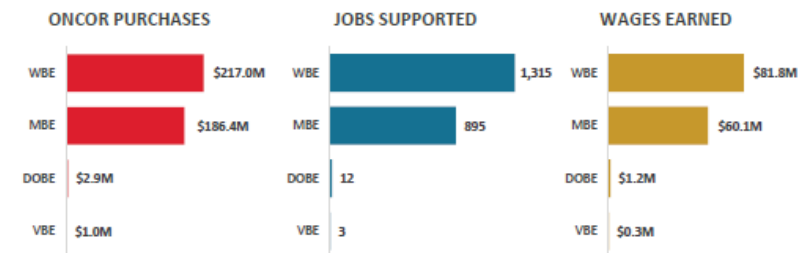
<b>2,225</b> Direct	<b>1,352</b> Indirect	<b>2,607</b> Induced
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#### WAGES

<b>\$143.3M</b> Direct	<b>\$85.3M</b> Indirect	<b>\$128.4M</b> Induced
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Note: Direct, Indirect, and Induced numbers may not add up to the total due to rounding.

#### DIRECT IMPACT ON OUR DIVERSE SUPPLIERS



Impact DataSource, LLC

<sup>13</sup>Diverse supplier spend impact data is based on a report issued in May 2024 by a third party. Dollar amounts rounded to the nearest million.



# PROTECTING THE ENVIRONMENT

Limiting our environmental footprint and helping support our customers' efforts to limit theirs.

## IN THIS SECTION

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## BEING CARBON CONSCIOUS

### Delivering Cleaner Energy

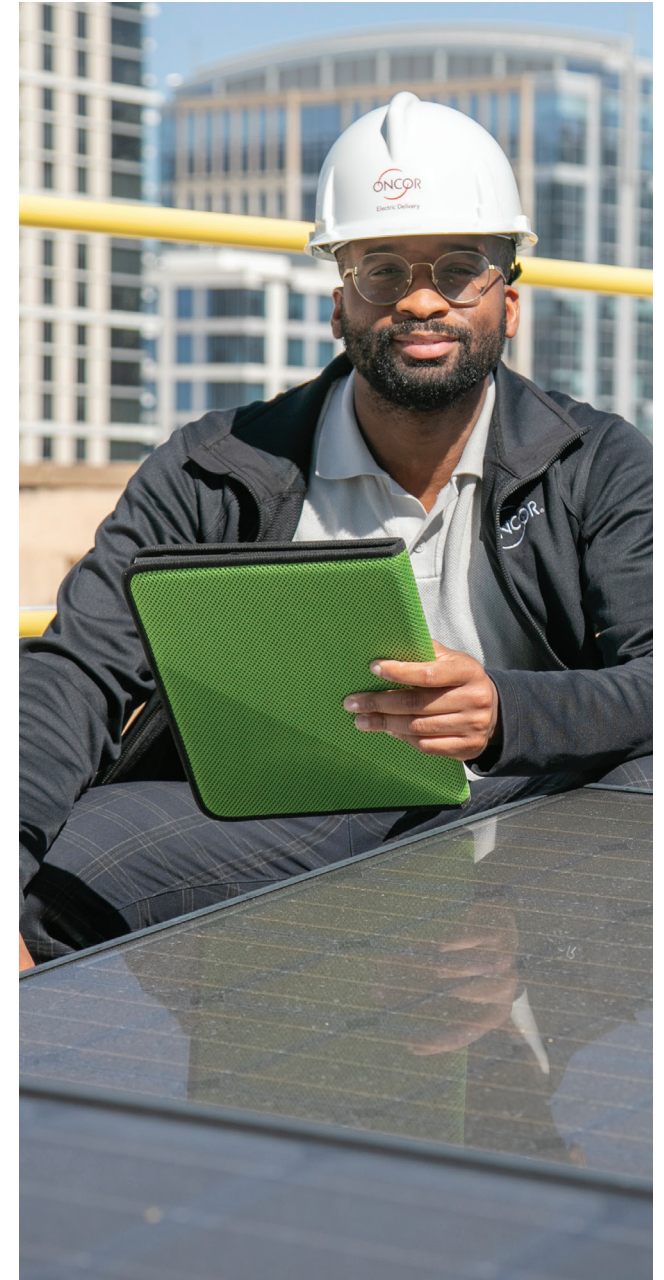
Texas leads the nation in clean power (land-based wind, offshore wind, utility-scale solar, and battery storage technology) capacity, and in 2023 Texas installed nearly twice as much renewable energy capacity as any other state. At Oncor, we have consistently invested in facilities that help bring these cleaner energy sources of generation to our customers. We aim to fulfill 100% of new renewable energy requests for interconnection each year.

As of December 31, 2023, Oncor had interconnected 108 renewable generators to the ERCOT grid, representing over 22,500 MW of renewable generation capacity, about 14,000 MW of which (through 80 generators) had achieved commercial operation. The amount of renewable generation in commercial operation through Oncor interconnection represents approximately 24% of all ERCOT wind and solar generation in commercial operation as of December 31, 2023. At the end of 2023, Oncor also had agreements in place with numerous generators—representing nearly 28,000 MW of renewable and/or battery generation—that the company expects to connect to its facilities and achieve commercial operation over the next few

years. Based on projects that are in the ERCOT interconnection queue for Oncor's region, Oncor expects renewable and battery generation projects to continue to increase across its system.

### Distributed Generation

Distributed generation (DG) is growing in the ERCOT market. DG allows for a variety of energy technologies to generate electricity at or near the point where it will be used. Oncor's DG interconnection process helps make it easier for residential and small commercial customers submitting new applications for rooftop solar, solar plus storage, or other onsite energy resources, to be approved by Oncor in less than 30 days, with over 98% of the residential and small commercial applications Oncor received in 2023 achieving approval on that timeline. Implementation of automated processes, document recognition, and machine learning supports Oncor's goal to provide customer solutions for effective review and timely approval of their DG projects. In 2023, Oncor approved nearly 20,000 residential and small commercial customers interconnected DG facilities capable of generating approximately 250 MW of electricity in the aggregate. There are approximately 1,800 MW of DG on Oncor's distribution grid—of which, just over half is solar.





## Estimated, Partial Green House Gas Emissions

Oncor has a smaller environmental and greenhouse gas (GHG) footprint than typical electric utilities because of our narrower focus on the transmission and distribution of power. Unlike most electric utilities, we do not generate power for use on the electric grid, and we do not take title to or sell the power we deliver to our customers. That said, we do recognize that we have a GHG footprint, and as a result we joined The Climate Registry (TCR) in 2023 with the intention of moving toward reporting our GHG emissions. Over the past year, teams across Oncor have worked together to confirm the data necessary to begin reporting certain Scope 1 and Scope 2 GHG emissions. Oncor has been a member of the EPA's sulfur hexafluoride (SF6) Emission Reduction Partnership for Electric Power Systems since 1999, and in connection with that membership we have reported fugitive SF6 emissions annually and publicly via the EPA during that time. We continue to be in the midst of an enterprise-wide project, kicked off in 2023, to collect and review comprehensive data to report our full Scope 1 and Scope 2 emissions; however in the interest of giving some context to our GHG footprint, this Overview presents partial Scope 1 and Scope 2 emissions estimates

for 2023 based on the information available to date. Oncor believes that this initial reporting of partial data is in accordance with TCR's Transitional Reporting onramp, applicable during a member's first five years of participation in TCR, which enables Oncor to report partial data and exclude various groups of potential emissions sources while we work to improve our data awareness and validation processes in those areas.<sup>14</sup> Those 2023 exclusions are explained in detail below.

Oncor's reporting organizational boundary for these emissions estimates includes the GHG sources within Oncor's operational control.<sup>15</sup>

Oncor's 2023 direct (Scope 1) emissions partial results were derived from sources or assets that we own or control, including certain stationary combustion, direct fugitive emissions, and mobile combustible fleet assets. We are not including in our emissions data emissions from hydrofluorocarbons and perfluorocarbons from refrigeration and air conditioning equipment at our facilities in the total below.<sup>16</sup> Data for mobile combustible fleet assets is limited to telematics readings for Oncor vehicles that had telematics installed and operating during some part of 2023. Telematics monitor and communicate the mileage traveled by a vehicle. In 2023 we began the

process of installing telematics devices in each of our active on-road fleet assets. As telematics were installed in an increasing percentage of our active fleet assets on a rolling basis throughout 2023, complete data with respect to mileage traveled by all such fleet assets is not available for the full year. For the 2023 reporting period, approximately 165 of our nearly 3,400 total fleet vehicles at December 31, 2023, had telematics installed for the entire 12 months of the year. Approximately 55% of our fleet vehicles (~1,845) had telematics installed for at least one month during 2023, with the average cumulative length of time such vehicles had telematics reporting being 6 months.



<sup>14</sup>TCR's general verification protocol provides members with the option to report less than complete emissions data during their first five years of participation in TCR, and to do so on various selected bases, after which point a member must apply for a waiver to continue to report on a transitional basis.

<sup>15</sup>Operational control: Reflects the activities where the organization or its subsidiaries has the full authority to introduce and implement operating policies. The organization that holds the operating license for an activity typically has operational control.

<sup>16</sup>We continue to review and refine our process for capturing refrigeration and air conditioning data. At December 31, 2023, our refrigeration and air conditioning units that would be included in our Scope 1 emissions but are not consist of the following: ~360 domestic refrigerators, ice machines, minifridges and freezers; ~2,610 HVAC units; and, ~2,950 vehicle air conditioning systems.



Estimated partial GHG emissions includes the following:

- **Partial Scope 1: 64,307.15 mt CO<sub>2</sub>e**
  - o Inputs included in Partial Scope 1 calculation:
    - **Mobile Combustion**<sup>17</sup> – Emissions associated with fuel combustion from ~1,845 fleet assets discussed above. Not included in this information are active fleet assets that did not have telematics installed for at least one month during 2023.
    - **Stationary Combustion**<sup>18</sup> – The onsite combustion of natural gas<sup>19</sup> used to heat and cook at certain work centers across Oncor’s service territory, as well as diesel fuel to power [Temporary Use Generators](#).
    - **Fugitive Emissions**<sup>20</sup> – SF<sub>6</sub> from Oncor’s transmission and distribution system (see [Reducing Our Emissions](#)).

Oncor’s 2023 estimated indirect (scope 2) emissions consist of purchased electricity used in our office buildings, service centers, warehouse, substations, and certain other properties. For one leased facility where we do not have access to known electricity consumption, we have employed TCR’s Area Method.<sup>21</sup> to calculate energy consumption attributed to the space used and occupied by Oncor.

- **Scope 2, Location Based:**<sup>22</sup>  
**17,333.42 mt CO<sub>2</sub>e**
- **Scope 2, Market Based:**<sup>23</sup>  
**2,389.25 mt CO<sub>2</sub>e**



<sup>17</sup>Emissions from ~440 off-road assets and ~1,100 on-road assets that were not reporting telematics data are excluded in accordance with TCR’s Transitional Reporting; emissions from internal combustion small engine equipment assets are excluded following TCR miniscule sources exclusion.  
<sup>18</sup>Combustion of fuel to power other stationary assets including substation, emergency, facility, and telecom generators is excluded in accordance with TCR’s Transitional Reporting and is not included in this partial Scope 1 emissions calculation.  
<sup>19</sup>Natural gas consumption at two leased facilities where Oncor is the lessee and natural gas is included as a component of Oncor’s lease payments is not included in Oncor’s Scope 1 reported emissions.  
<sup>20</sup>Fugitive emissions associated with the handheld fire extinguishers and system wide fire suppression systems are excluded following TCR miniscule sources exclusion.  
<sup>21</sup>The area method allows organizations to estimate energy use based on their share of the building’s floor space and total electricity consumption.  
<sup>22</sup>Location Based: Per TCR, Scope 2 method that quantifies the average emissions from energy generated and consumed in an organization’s geographic region(s) of operations within the organization’s defined boundaries, primarily using grid average emission factors.  
<sup>23</sup>Market Based: Per TCR, Scope 2 method that quantifies emissions from energy generated and consumed within the organization’s defined boundaries, that the organization has purposefully purchased, using emission factors conveyed through contractual instruments between the organization and the electricity or product provider.



## Renewable Electricity Usage

Since June 2020, Oncor has contracted for 100% renewable energy at all of our office buildings, service centers, and warehouses that are within our distribution service territory and where we contract directly for retail electric service.<sup>24</sup>

## Reducing Our Emissions

Oncor is an electric delivery provider and does not own or operate grid-connected electric generation facilities, or conduct any other operations that would be responsible for carbon emissions on the scale that would be expected from electric utilities that generate power. However, certain greenhouse gases are currently necessary components of electricity delivery operations, such as SF<sub>6</sub>. While we cannot avoid the use of SF<sub>6</sub> in our operations completely, we continue to look for ways to reduce its impact.

In 2021, we made an update to our switching and protection standards to eliminate certain uses of SF<sub>6</sub> in the future. As part of that commitment, in 2023, Oncor installed additional solid dielectric switchgears, which have eliminated an estimated 119 lbs. of SF<sub>6</sub> that otherwise

could have been emitted<sup>25</sup> (1,268 mt CO<sub>2</sub>e)<sup>26</sup> of SF<sub>6</sub> from being added to our system.

We are also taking steps to reduce emissions from our vehicle fleet by incorporating electric and hybrid vehicles. Our Credit Facility uses the number of partial electrification bucket trucks in our fleet as a KPI, with the number of such trucks necessary to meet annual KPI thresholds increasing over time.

## Environmental Benefits of Advanced Meters

Advanced meters have provided our customers with better information about their electric use, allowing customers to be more efficient and providing the foundation for customer benefits like “Time of Use” pricing from retail electric providers. These meters have provided significant environmental benefits since deployment was completed in 2013.

From 2013 through 2023 our advanced meters have made it possible for us to remotely complete more than 46.5 million service orders without dispatching personnel and vehicles. We estimate that this has

eliminated the need to drive more than 230 million cumulative miles, including more than 21 million miles in 2023 alone.<sup>27</sup> By our estimate, avoiding these truck rolls has saved approximately 19.4 million cumulative gallons of fuel, including approximately 1.8 million gallons in 2023,<sup>28</sup> and prevented more than 189,000 cumulative tons of carbon dioxide from being released, including over 17,500 cumulative tons of carbon dioxide in 2023.<sup>29</sup>



<sup>24</sup>These facilities for which Oncor has contracted for renewable energy represent more than 85% of Oncor’s aggregate 2023 facilities electricity consumption.

<sup>25</sup>(7 Four-way gears) x 17lbs of SF<sub>6</sub>.

<sup>26</sup>Calculated using the EPA GHG equivalencies calculator.

<sup>27</sup>Miles avoided are calculated assuming 5 miles per service order.

<sup>28</sup>Gallons of fuel saved are calculated assuming 12 miles to the gallon for each mile avoided.

<sup>29</sup>Cumulative tons of carbon dioxide avoided are calculated based on 19.5 lbs. of carbon dioxide multiplied by each gallon of fuel saved, divided by 2,000 (lbs. per ton). Calculation also assumes gasoline, not diesel fuel, and 19.5 lbs. of carbon dioxide based on the U.S. EPA/Department of Transportation common conversion factor of 8,887 grams of carbon dioxide emissions per gallon of gasoline consumed.



## PARTNERING WITH CUSTOMERS

### Supporting Customer Electric Vehicle (EV) Fleet Growth

Oncor is committed to doing our part to help support the growth of electric vehicles and empower our customers with the information they need to make the EV decisions that work best for them. We work directly with municipalities and commercial customers on a variety of potential fleet electrification plans, from electric school buses to delivery vans to semi-trucks. We recognize that EV opportunities and needs can vary greatly by customer, and strive to proactively understand these potential needs so our infrastructure and team members remain prepared to deliver safe and reliable service to current and new EV customers. This includes offering special incentives for commercial customers with EV fleets and charging locations to partner with Oncor in studying their energy demand and consumption to better understand long-term EV impacts and planning strategies.

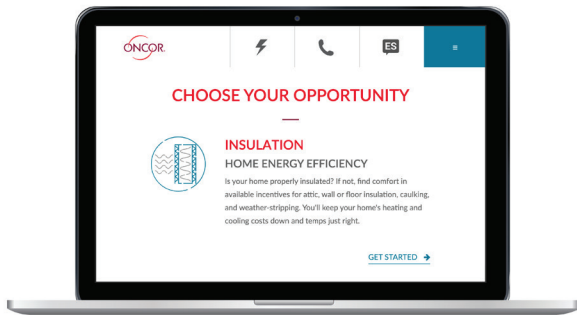
As part of Oncor's continued commitment to preparing for electric vehicle growth, 2023 saw the creation of a new "EVolution" program, which hosts in-person sessions for commercial and community customers, from delivery fleets to school districts, to walk through the sometimes-complex process of fleet electrification. As part of these interactive sessions, team members from multiple Oncor departments and representatives from the North Texas Council of Governments share streamlined information and address questions so customers can confidently determine the electrification plans that works best for them.





## Energy Efficiency Programs and Opportunities

We spent more than \$1 billion for our Take a Load Off, Texas<sup>®</sup> energy efficiency programs from 2002 through 2023, including approximately \$53 million in the last year alone. These programs have helped more than one million customers reduce their energy usage since 2002. During 2023, we provided approximately \$47 million in incentives under the programs to low income, other residential, and commercial customers.



### Take a Load Off Texas

In spring 2023, Oncor installed 14 billboards across the Tyler area in a pilot program to promote the company’s energy efficiency incentive programs. The location was chosen because of the area’s historically lower participation in our energy-efficiency programs, despite multiple opportunities for energy efficiency offerings and engagements. Each billboard promotes a message of saving energy and money and include the program’s web address: **www.TakeALoadOffTexas.com**. The campaign is also directed at local service providers to help them learn how to participate in Oncor’s incentive programs. Oncor pays the incentives to qualified service providers, which then pass on the savings to participating consumers and businesses. Oncor uses a variety of marketing tools, including digital media campaigns and the MyOncor digital application to increase awareness and participation in our energy efficiency programs.

## Small Business Direct

Oncor’s Small Business Direct Install Program offers financial incentives for small businesses that want to replace outdated electrical devices like old lighting, antiquated HVAC systems, and refrigeration, tune up existing HVAC equipment, or install new smart thermostats. To participate, small businesses must be located outside the DFW metro area (Dallas, Tarrant, Collin, Denton, and Rockwall counties) and have a peak demand of less than or equal to 200 kW in the past 12 months.

The Salvation Army store in Round Rock, Texas recently participated in the program to replace outdated fluorescent lights with new energy-efficient LED lights. An approved local lighting contractor in Austin replaced the lights, a \$38,000 project. Through the Small Business program, the project qualified for \$19,000 in Oncor incentives that were received by the contractor, and were then passed on to the Salvation Army to help offset project costs. Plus, the energy efficient lighting upgrades can potentially result in savings for the Salvation Army’s monthly electric bill.







## PROMOTING ENVIRONMENTAL STEWARDSHIP & BIODIVERSITY

### Environmental Policy

Oncor's environmental policy outlines our focus on environmental sustainability and biodiversity, including: reducing impact to our natural environment through a strong commitment to environmental protection; striving to reduce emissions, releases, and waste and use of water; regularly reviewing environmental programs and assessing performance; regularly reporting on environmental progress and accomplishments, as well as opportunities; and engaging with employees and external stakeholders to facilitate accountability.

Per the policy, we strive to integrate biodiversity preservation and enhancement considerations into our processes as a part of reducing our impact to these environmentally sensitive areas. We consider biodiversity conservation in the planning, construction, and maintenance of facilities, including in the identification of environmentally sensitive areas and implementation of our habitat conservation plan to avoid or reduce the impact to these areas.

We also engage with various community, government, and other stakeholders with biodiversity expertise on biodiversity matters, strive for transparency with respect to sharing our biodiversity challenges as well as our successes, and remain committed to the improvement and sharing of best practices with respect to biodiversity conservation.

### Supporting Biodiverse Habitats Through Integrated Vegetation Management (IVM)

An important part of delivering safe and reliable electric service is maintaining transmission rights-of-way, the property below and next to our high-voltage transmission lines. To do this, Oncor utilizes IVM practices that help ensure safe line clearances and maintenance access, while also supporting the growth of native low-growing grasses and plant communities that support biodiverse habitats.

IVM has been endorsed by federal, industry, and environmental leaders as an effective method for protecting critical electric infrastructure while restoring or maintaining the habitats of the Monarch butterfly, pollinators, songbirds, and wildlife. In fact, the EPA has recognized IVM practices as "appropriate, environmentally-sound, and cost-effective control methods" that can:

- Improve transmission reliability;
- Reduce vegetation management costs;
- Reduce utility customers' costs;
- Improve native plant and songbird habitat; and
- Provide other ecological benefits (e.g., reduce runoff, control invasive species, create wildlife habitat, etc.).

Oncor's team of vegetation management experts, including certified arborists and line-clearance qualified tree service providers, work diligently to oversee Oncor's IVM practices.





## Oncor and the Arbor Day Foundation

We have partnered with the Arbor Day Foundation's Energy-Saving Trees Program since 2012 to annually give away thousands of free trees to customers across our service territory. The available trees represent species indigenous or adapted to Texas communities and are mailed directly to customers just in time for planting season in the fall. The Energy-Saving Trees Program not only helps educate customers on the best home planting location for energy efficiency, but also for safe locations away from electrical equipment. Properly chosen and sited trees can help a homeowner save up to 20% on summer energy costs.

As of December 31, 2023, more than 89,000 trees have been provided at no cost to our customers through the program. This has resulted in the following 20-year projected cumulative environmental impact estimates, as estimated by the Arbor Day Foundation, and assuming trees were planted by customers as sited:

- Energy Savings (kWh): 165.2 million
- Storm Water Filtered (gallons): 1.4 billion
- Carbon Sequestered/Avoided (lbs.): 379.8 million
- Air Pollutants Absorbed (lbs.): 870,076

Since 2001, Oncor has also been annually recognized as a TreeLine USA® recipient by the Texas Forest Service and National

Arbor Day Foundation for our quality tree care standards, worker safety, and public outreach. The TreeLine USA® program exists to recognize best practices in public and private utility arboriculture, demonstrating how trees and utilities can co-exist for the benefit of communities and citizens. In order to meet the criteria for this recognition, Oncor and all other participants must meet the following five standards:

- **Quality Tree Care** — Industry standards for pruning, planting, removals, trenching, and tunneling near trees are consistently followed.
- **Annual Worker Training** — Utility employees and contract workers are trained at least annually in best practices.
- **Tree Planting and Public Education** — Tree planting and public education programs are available to the public and paying customers, demonstrating proper tree planting, placement, and pruning while expanding the tree canopy in the community.
- **Tree-Based Energy Conservation Program** — A formal tree-based energy conservation program is in place, putting special consideration on the value of trees in conserving energy.
- **Arbor Day Celebration** — Sponsorship of or participation in annual Arbor Day events at the community level are documented, including collaboration with community groups whenever possible.





## Hike and Bike Trails Around Transmission Rights-of-Way

We have also developed guidelines for cities to utilize certain Oncor transmission rights-of-way for recreational hike and bike trails, including incorporating native and low-maintenance landscape designs. These trails provide many benefits, including: providing communities with unique outdoor recreational spaces while promoting local health and fitness opportunities; enhancing safety and reliability of service by ensuring electrical clearance requirements around the transmission lines; preserving our ability to access facilities for ongoing inspection, operations, and maintenance needs; and enabling the continued planting of native grasses, wildflowers, shrubs and plants compatible with power lines, which also benefit wildlife.

Because each right-of-way is unique, Oncor personnel work hand-in-hand with local officials to design the hike and bike trail paths, suitable vegetation, and landscaping that meet the community's unique needs while still maintaining line safety and reliability. Localities are generally responsible for maintaining landscaping and any facilities within the right-of-way encompassed by the trail while we are responsible for the operation, maintenance, and safety of the lines.

## Annual Environmental Review of Line Miles

In 2023, we evaluated over 4,000 miles of transmission and distribution right-of-way to assess for the presence of federally listed threatened and/or endangered species habitat, cultural resources, or other environmentally significant areas.

## Protecting the Environment Through Automation

In 2023, Oncor created a new environmental review solution for construction planning. Specifically, it accurately screens for the potential habitat of the lesser prairie chicken – a species listed under the Endangered Species Act. This solution has helped capture various benefits, including:

- Replacing a manual process with an automated geographic information system database query and workflow;
- Supporting a comprehensive review process;
- Helping to reduce emissions through fewer site visits and vehicle miles traveled; and
- Serving as a potential technology model Oncor could use if future species are listed.





## Recycled and Repurposed Waste

We continue to integrate environmental considerations into our business planning and decision making to avoid or reduce environmental impacts. This includes working with regulatory authorities and other stakeholders, promoting the efficient use of resources, training our employees to conduct their activities in an environmentally responsible manner, and maintaining a dedicated commitment to reducing emissions and waste. In 2023, approximately 62%<sup>30</sup> of operational waste we generated—such as oil, poles, and other electrical equipment—was recycled or repurposed.



<sup>30</sup>Calculated as total pounds of recycled operational waste divided by the sum of total pounds of incinerated, recycled, and landfilled operational waste.



# APPENDIX



## IN THIS SECTION

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## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The United Nations launched Sustainable Development Goals (UN SDGs) in 2015 to focus global efforts in 17 key areas to protect the planet, end poverty and help create a more sustainable world by 2030. We believe many of our activities work towards and support certain of the UN SDGs. In particular, the UN SDGs that we believe are directly and indirectly supported by Oncor actions are as follows:



UN SDG	Goal Statement	Oncor Actions
	Achieve gender equality and empower all women and girls	<ul style="list-style-type: none"> <li>• <a href="#">Oncor Board of Directors</a><sup>31</sup></li> <li>• <a href="#">Investments in Supplier Diversity</a></li> <li>• <a href="#">Diversity, Equity, and Inclusion</a></li> </ul>
	Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> <li>• <a href="#">Green Bond Eligible Projects Spend Report</a></li> <li>• <a href="#">Delivering Cleaner Energy</a></li> <li>• <a href="#">Distributed Generation</a></li> <li>• <a href="#">Partnering With Customers</a></li> </ul>
	Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all	<ul style="list-style-type: none"> <li>• <a href="#">Sustainability-Linked Credit Facility</a></li> <li>• <a href="#">Achieving World-Class Safety</a></li> <li>• <a href="#">Supporting Economic Growth &amp; Diversity</a></li> </ul>
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	<ul style="list-style-type: none"> <li>• <a href="#">Sustainably Supporting Texas Growth</a></li> <li>• <a href="#">Coordination with State &amp; Industry Partners</a></li> <li>• <a href="#">Resiliency and Adaptation</a></li> <li>• <a href="#">Continued Investments to Enhance Service Reliability</a></li> <li>• <a href="#">Partnering With Customers</a></li> </ul>

<sup>31</sup>~23% of Oncor's Board of Directors are women.



UN SDG	Goal Statement	Oncor Actions
	<p>Reduce inequality within and among countries</p>	<ul style="list-style-type: none"> <li>• <a href="#">Investments in Supplier Diversity</a></li> <li>• <a href="#">Diversity, Equity, and Inclusion</a></li> </ul>
	<p>Make cities and human settlements inclusive, safe, resilient, and sustainable</p>	<ul style="list-style-type: none"> <li>• <a href="#">Advancing Reliable Operations</a></li> <li>• <a href="#">Partnering With Customers</a></li> <li>• <a href="#">Supporting Economic Development in Texas</a></li> </ul>
	<p>Ensure sustainable consumption and production patterns</p>	<ul style="list-style-type: none"> <li>• <a href="#">Environmental Policy</a></li> <li>• <a href="#">Recycled and Repurposed Waste</a></li> </ul>
	<p>Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> <li>• <a href="#">Green Bond Eligible Projects Spend Report</a></li> <li>• <a href="#">Being Carbon Conscious</a></li> <li>• <a href="#">Partnering With Customers</a></li> </ul>
	<p>Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<ul style="list-style-type: none"> <li>• <a href="#">LiDAR for Service Reliability and Safety</a></li> <li>• <a href="#">Promoting Environmental Stewardship &amp; Biodiversity</a></li> </ul>



## EDISON ELECTRIC INSTITUTE SUSTAINABILITY REPORTING TEMPLATE

The Edison Electric Institute (EEI) and the American Gas Association (AGA) have created a voluntary ESG/sustainability reporting template for regulated electric and gas companies. As the largest electric transmission and distribution provider in Texas, Oncor is proud to be among the utilities using the EEI/AGA voluntary sustainability reporting template for discussing our sustainability governance, recent achievements, and strategies to further build on those successes in the future. For the qualitative portion of the template, this Sustainability Overview outlines our Sustainability Governance and Strategy.







**Company:** ONCOR ELECTRIC DELIVERY COMPANY LLC

**Business Type(s):** Transmission & distribution only

**State(s) of Operation:** Texas

**State(s) with RPS Programs:** Texas

**Regulatory Environment:** Regulated

**Report Date:** June 26, 2024

Ref. No.	Refer to the 'EEI Definitions' tab in the EEI Sustainability Template for more information on each metric	2022	2023
<b>1</b>	<b>Owned Nameplate Generation Capacity at end of year (MW)</b>		
1.1	Coal	N/A	N/A
1.2	Natural Gas	N/A	N/A
1.3	Nuclear	N/A	N/A
1.4	Petroleum	N/A	N/A
1.5	Total Renewable Energy Resources	N/A	N/A
1.5.1	Biomass/Biogas	N/A	N/A
1.5.2	Geothermal	N/A	N/A
1.5.3	Hydroelectric	N/A	N/A
1.5.4	Solar	N/A	N/A
1.5.5	Wind	N/A	N/A
1.6	Other	N/A	N/A
<b>2</b>	<b>Net Generation for the data year (MWh)</b>		
2.1	Coal	N/A	N/A
2.2	Natural Gas	N/A	N/A
2.3	Nuclear	N/A	N/A
2.4	Petroleum	N/A	N/A



Ref. No.	Portfolio	2022	2023
	<b>Net Generation for the data year (MWh) continued</b>		
2.5	Total Renewable Energy Resources	N/A	N/A
2.5.1	Biomass/Biogas	N/A	N/A
2.5.2	Geothermal	N/A	N/A
2.5.3	Hydroelectric	N/A	N/A
2.5.4	Solar	N/A	N/A
2.5.5	Wind	N/A	N/A
2.6	Other	N/A	N/A
<b>3</b>	<b>Capital Expenditures and Energy Efficiency (EE)</b>		
3.1	Total Annual Capital Expenditures (nominal dollars)	\$3,049,000,000	\$3,824,000
3.2	Incremental Annual Electricity Savings from EE Measures (MWh) <sup>32</sup>	302,381	232,915
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars) <sup>32</sup>	\$48,948,389	\$52,057,138
<b>4</b>	<b>Retail Electric Customer Count (at end of year)<sup>32</sup></b>		
4.1	Commercial <sup>33</sup>	515,487	517,530
4.2	Industrial	10,657	10,704
4.3	Residential	3,341,766	3,407,874

<sup>32</sup>As reported on U.S. Energy Information Administration Form 861.

<sup>33</sup>Commercial customer count includes 1 transportation customer.



Ref. No.	Emissions	2022	2023
<b>5</b>	<b>GHG Emissions: Carbon Dioxide (CO<sub>2</sub>) and Carbon Dioxide Equivalent (CO<sub>2</sub>e)</b>		
<b>5.1</b>	<b>Owned Generation</b>		
5.1.1	Carbon Dioxide (CO <sub>2</sub> )	N/A	N/A
5.1.1.1	Total Owned Generation CO <sub>2</sub> Emissions (MT)	N/A	N/A
5.1.1.2	Total Owned Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWh)	N/A	N/A
5.1.2	Carbon Dioxide Equivalent (CO <sub>2</sub> e)	N/A	N/A
5.1.2.1	Total Owned Generation CO <sub>2</sub> e Emissions (MT)	N/A	N/A
5.1.2.2	Total Owned Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWh)	N/A	N/A
<b>5.2</b>	<b>Purchased Power</b>		
5.2.1	Carbon Dioxide (CO <sub>2</sub> )	N/A	N/A
5.2.1.1	Total Purchased Generation CO <sub>2</sub> Emissions (MT)	N/A	N/A
5.2.1.2	Total Purchased Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWh)	N/A	N/A
5.2.2	Carbon Dioxide Equivalent (CO <sub>2</sub> e)	N/A	N/A
5.2.2.1	Total Purchased Generation CO <sub>2</sub> e Emissions (MT)	N/A	N/A
5.2.2.2	Total Purchased Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWh)	N/A	N/A
<b>5.3</b>	<b>Owned Generation + Purchased Power</b>		
5.3.1	Carbon Dioxide (CO <sub>2</sub> )	N/A	N/A
5.3.1.1	Total Owned + Purchased Generation CO <sub>2</sub> Emissions (MT)	N/A	N/A
5.3.1.2	Total Owned + Purchased Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWh)	N/A	N/A
5.3.2	Carbon Dioxide Equivalent (CO <sub>2</sub> e)	N/A	N/A
5.3.2.1	Total Owned + Purchased Generation CO <sub>2</sub> e Emissions (MT)	N/A	N/A
5.3.2.2	Total Owned + Purchased Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWh)	N/A	N/A
<b>5.4</b>	<b>Non-Generation CO<sub>2</sub>e Emissions of Sulfur Hexafluoride (SF<sub>6</sub>)</b>		
5.4.1	Total CO <sub>2</sub> e emissions of SF <sub>6</sub> (MT) <sup>34</sup>	26,935	48,462
5.4.2	Leak rate of CO <sub>2</sub> e emissions of SF <sub>6</sub> (lbs/Net MWh)	N/A	N/A

<sup>34</sup>Oncor is a member of the EPA's SF<sub>6</sub> Emission Reduction Partnership for Electric Power Systems and annually reports emissions in accordance with requirements found in the Greenhouse Gas Reporting Rule, 40 CFR Part 98 Subpart DD, Electric Transmission and Distribution Equipment Use. For purposes of this Electric Company ESG/Sustainability Quantitative Information, CO<sub>2</sub>e is calculated using global warming potentials (GWPs) from the IPCC Fourth Assessment Report. For SF<sub>6</sub>, the GWP is 22,800.



Ref. No.	Emissions	2022	2023
<b>6</b>	<b>Nitrogen Oxide (NOx), Sulfur Dioxide (SO2), Mercury (Hg)</b>		
6.1	Generation basis for calculation	N/A	N/A
<b>6.2</b>	<b>Nitrogen Oxide (NOx)</b>		
6.2.1	Total NOx Emissions (MT)	N/A	N/A
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	N/A	N/A
<b>6.3</b>	<b>Sulfur Dioxide (SO2)</b>		
6.3.1	Total SO2 Emissions (MT)	N/A	N/A
6.3.2	Total SO2 Emissions Intensity (MT/Net MWh)	N/A	N/A
<b>6.4</b>	<b>Mercury (Hg)</b>		
6.4.1	Total Hg Emissions (kg)	N/A	N/A
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	N/A	N/A



Ref. No.	Resources	2022	2023
<b>7</b>	<b>Human Resources</b>		
7.1	Total Number of Employees (average number over the year) <sup>35</sup>	4,561	4,753
7.2	Percentage of Women in Total Workforce	20%	20%
7.3	Percentage of Minorities in Total Workforce <sup>36</sup>	37%	38%
7.4	Total Number on Board of Directors/Trustees	13	13
7.5	Percentage of Women on Board of Directors/Trustees <sup>37</sup>	15%	23%
7.6	Percentage of Minorities on Board of Directors/Trustees <sup>37</sup>	31%	38%
7.7	<b>Employee Safety Metrics<sup>38</sup></b>		
7.7.1	Recordable Incident Rate	0.95	1.18
7.7.2	Lost-time Case Rate	0.08	.15
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	0.28	.39
7.7.4	Work-related Fatalities	0.00	0.00
<b>8</b>	<b>Fresh Water Resources used in Thermal Power Generation Activities</b>		
8.1	Water Withdrawals - Consumptive (Millions of Gallons)	N/A	N/A
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	N/A	N/A
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	N/A	N/A
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	N/A	N/A
<b>9</b>	<b>Waste Products</b>		
9.1	Amount of Hazardous Waste Manifested for Disposal (MT)	0.0770	0.0000
9.2	Percent of Coal Combustion Products Beneficially Used	N/A	N/A

<sup>35</sup>Calculated based on the sum of all employees at the end of each calendar month and dividing the total by twelve.

<sup>36</sup>Includes employees who have identified as being a member of a minority group or as being of two or more races.

<sup>37</sup>As of December 31, 2023.

<sup>38</sup>All employee safety metrics reported in 7.7.1-7.7.4 are exclusive of COVID-19 cases to the extent applicable.



## GLOSSARY

When the following terms and abbreviations appear in the text of this Overview, they have the meanings indicated below:

<b>2023 Annual Report on Form 10-K</b>	Oncor's Annual Report on Form 10-K for the year ended December 31, 2023 filed with the US Securities and Exchange Commission on February 27, 2024.
<b>\$</b>	U.S. Dollar
<b>%</b>	Percentage
<b>ADER</b>	Aggregate Distributed Energy Resource
<b>AGA</b>	American Gas Association
<b>AHA</b>	American Heart Association
<b>CCN</b>	Certificate of Convenience and Necessity
<b>CO2</b>	Carbon Dioxide
<b>CO2e</b>	Carbon Dioxide Equivalent
<b>Credit Facility</b>	Revolving Credit Agreement, dated as of November 9, 2021, among Oncor, as borrower, the lenders from time-to-time party thereto, JPMorgan Chase Bank, N.A., as administrative agent and swingline lender, the fronting banks from time-to-time parties thereto, and the other financial institutions party thereto, including Citibank N.A. and Wells Fargo Securities, LLC, as co-sustainability structuring agents, as amended
<b>DA</b>	Distribution Automation
<b>DART</b>	Days Away, Restricted or Transferred
<b>DEI</b>	Diversity, Equity, and Inclusion
<b>DFW</b>	Dallas – Fort Worth Metroplex
<b>DG</b>	Distributed Generation
<b>DOBE</b>	Disability Owned Business Enterprise, a business owned 51% or more by a person with a disability

<b>DRM</b>	Data Risk Management
<b>EAP</b>	Employee Assistance Program
<b>EEI</b>	Edison Electric Institute, a trade association that represents all U.S. investor-owned utilities
<b>EPA</b>	Environmental Protection Agency
<b>ERCOT</b>	Electric Reliability Council of Texas
<b>ERG</b>	Employee Resource Group
<b>ESG</b>	Environmental, Social, Governance
<b>EV</b>	Electric Vehicle
<b>Framework</b>	Oncor Sustainable Financing Framework, effective May 2022
<b>GHG</b>	Green House Gas
<b>GPS</b>	Global Positioning System
<b>Green Bonds</b>	Oncor's 4.15% Senior Secured Notes due 2032, issued in May 2022
<b>HB</b>	House Bill
<b>Hg</b>	Mercury
<b>HVAC</b>	Heating, Ventilation, and Air Conditioning
<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>IVM</b>	Integrated Vegetation Management
<b>kg</b>	kilogram
<b>KPI</b>	key performance indicator
<b>kWh</b>	kilowatt hour



<b>lbs.</b>	Pounds
<b>LED</b>	Light-Emitting Diode
<b>LiDAR</b>	Light Detection and Ranging
<b>MT</b>	Metric Ton
<b>MW</b>	megawatts
<b>MBE</b>	Minority Business Enterprise, a business owned 51% or more by a member of a minority group
<b>MWh</b>	megawatt hour
<b>NOx</b>	Nitrogen Oxide
<b>Oncor</b>	Oncor Electric Delivery Company LLC
<b>Oncor Holdings</b>	Oncor Electric Delivery Holdings Company LLC
<b>Overview</b>	This 2023 Corporate Sustainability Overview
<b>PUCT</b>	Public Utility Commission of Texas
<b>PV</b>	Photovoltaic
<b>SAIDI</b>	System Average Interruption Duration Index
<b>Sempra</b>	Sempra, a California corporation that owns an indirect 80.25% equity interest in Oncor

<b>SF6</b>	Sulfur Hexafluoride
<b>SEC</b>	Securities and Exchange Commission
<b>SO2</b>	Sulfur Dioxide
<b>Sustainability Committee</b>	Sustainability and Sustainable Finance Committee
<b>Texas Transmission</b>	Texas Transmission Investment LLC, a limited liability company that owns a 19.75% equity interest in Oncor
<b>TMC</b>	Technology, Measurement, and Customer Engagement
<b>TPWD</b>	Texas Parks and Wildlife Department
<b>U.S.</b>	United States of America
<b>UN SDGs</b>	United Nations Sustainable Development Goals
<b>VBE</b>	Veteran Business Enterprise, a business owned 51% or more by a military veteran
<b>VPP</b>	Virtual Power Plants
<b>WBE</b>	Women-Owned Business Enterprise, a business owned 51% or more by a woman



## FORWARD-LOOKING STATEMENTS

**Forward-Looking Statements:** This Overview contains “forward-looking statements,” which are subject to risks and uncertainties. All statements, other than statements of historical facts, that are included in this report, as well as statements made in presentations, in response to questions or otherwise, that address activities, events or developments that we expect or anticipate to occur in the future, including such matters as projections, capital allocation, future capital expenditures, business strategy, competitive strengths, goals, future acquisitions or dispositions, development or operation of facilities, market and industry developments and the growth of our business and operations (often, but not always, through the use of words or phrases such as “intends,” “plans,” “will likely result,” “are expected to,” “will continue,” “is anticipated,” “estimated,” “forecast,” “should,” “projection,” “target,” “goal,” “objective” and “outlook”), are forward-looking statements. Although we believe that in making any such forward-looking statement our expectations are based on reasonable assumptions, any such forward-looking statement involves risks, uncertainties, and assumptions. Factors that could cause our actual results to differ materially from those projected in such forward-looking statements include, but are not limited to:

- legislation, governmental policies and orders, and regulatory actions, including those of the U.S. Congress, the President of the U.S., the Texas Legislature, the Governor of Texas, the U.S. Federal Energy Regulatory Commission, the PUCT, ERCOT, the North American Electric Reliability Corporation, the Texas Reliability Entity, Inc., the U.S. Department of Energy, the U.S. Environmental Protection Agency, and the Texas Commission on Environmental Quality, and including with respect to:
  - authorized rate of return;
  - permitted capital structure;
  - industry, market, and rate structure;
  - rates and recovery of investments;
  - acquisition and disposal of assets and facilities;
  - ownership, operation and construction of assets and facilities;
  - changes in tax laws and policies; and
  - changes in and compliance with environmental, sourcing/supply chain, reliability and safety laws and policies;
- legal and administrative proceedings and settlements, including the exercise of equitable powers by courts;
- weather conditions and other natural phenomena, including any weather impacts due to climate change;
- acts of sabotage, wars, terrorist activities, cybersecurity attacks, wildfires, fires, explosions, hazards customary to the industry, or other emergency events and the possibility that we may not have adequate insurance to cover losses or third-party liabilities related to any such event;
- actions by credit rating agencies;
- health epidemics and pandemics, including their impact on our business and the economy in general;
- interrupted or degraded service on key technology platforms, facilities failures, or equipment interruptions;
- economic conditions, including the impact of a recessionary environment, inflation, supply chain disruptions, competition for goods and services, service provider availability, and labor availability and cost;
- unanticipated population growth or decline, or changes in market demand and demographic patterns, particularly in the ERCOT region;
- ERCOT grid needs and ERCOT market conditions, including insufficient electric capacity within ERCOT or disruptions at power generation facilities that supply power within ERCOT;
- changes in business strategy, development plans or vendor relationships;
- changes in interest rates or rates of inflation;
- significant changes in operating expenses, liquidity needs and/or capital expenditures;
- inability of various counterparties to meet their financial and other obligations to us, including failure of counterparties to timely perform under agreements;
- general industry and ERCOT trends;
- significant decreases in demand or consumption of electricity delivered by us, including as a result of increased consumer use of third-party distributed energy resources or other technologies;

- changes in technology used by and services offered by us;
- significant changes in our relationship with our employees, including the availability of qualified personnel, and the potential adverse effects if labor disputes or grievances were to occur;
- changes in assumptions used to estimate costs of providing employee benefits, including pension and other post-employment employee benefits, and future funding requirements related thereto;
- significant changes in accounting policies or critical accounting estimates material to us;
- commercial bank and financial market conditions, macroeconomic conditions, access to capital, the cost of such capital, and the results of financing and refinancing efforts, including availability of funds and the potential impact of any disruptions in U.S. capital and credit markets;
- circumstances which may contribute to future impairment of goodwill, intangible or other long-lived assets;
- financial and other restrictions under our debt agreements;
- our ability to generate sufficient cash flow to make interest payments on our debt instruments; and
- our ability to effectively execute our operational strategy.

Any forward-looking statement speaks only as of June 26, 2024, the date this Overview is published, and, except as may be required by law, we undertake no obligation to update any forward-looking statement to reflect events or circumstances after the date on which it is made or to reflect the occurrence of unanticipated events. Further discussion of risks and uncertainties that could cause actual results to differ materially from management’s current projections, forecasts, estimates, and expectations is contained in filings made by Oncor with the U.S. Securities and Exchange Commission. Specifically, Oncor makes reference to the section entitled “Risk Factors” in its annual and quarterly reports. New factors emerge from time to time, and it is not possible for us to predict all of them; nor can we assess the impact of each such factor or the extent to which any factor, or combination of factors, may cause results to differ materially from those contained in any forward-looking statement. As such, you should not unduly rely on such forward-looking statements.

This Overview references Oncor policy and intent, is subject to change and is not intended to, nor can it be relied on, to create legal relations, rights, or obligations. This Overview is intended to provide non-exhaustive, general information. This Overview may contain or incorporate by reference public information not separately reviewed, approved or endorsed by Oncor and, accordingly, no representation, warranty or undertaking, express or implied, is made and no responsibility or liability is accepted by Oncor as to the fairness, accuracy, reasonableness, or completeness of such information. None of the future projections, expectations, estimates or prospects in this Overview should be taken as forecasts or promises nor should they be taken as implying any indication, assurance or guarantee that the assumptions on which such future projections, expectations, estimates or prospects have been prepared, are correct or exhaustive or, in the case of assumptions, fully stated in this Overview.

For more publicly available information on Oncor generally, please see our annual, quarterly, and other periodic reports and information filed with the SEC. Please see our 2023 Annual Report on Form 10-K for information that is traditionally found in an issuer’s proxy statement. These SEC filings are available to the public over the Internet at the SEC’s website at [www.sec.gov](http://www.sec.gov). Information about Oncor is also available on our website at [www.oncor.com](http://www.oncor.com). All website references and hyperlinks throughout this Overview are provided for convenience only. None of the content contained on or that can be accessed through any referenced website or hyperlink is incorporated by reference in, or in any respect a part of, this Overview. With respect to website or hyperlinked content contained on the website of Oncor, all such content speaks only as of the date specified in the linked document or the relevant portion of the website and we assume no obligation to update or revise any such content as a result of new information, future events or otherwise. With respect to third-party content contained on a referenced or hyperlinked website, we assume no responsibility for any such content.