



# CORPORATE **SUSTAINABILITY** REPORT

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## OUR BUSINESS

At December 31, 2024

~13M

Oncor service  
territory estimated  
population

144,000+

Circuit miles of  
transmission  
and distribution lines

120+

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

100+

Years of history serving  
the Lone Star State

~25%

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

5,000+

Employees serving Texans



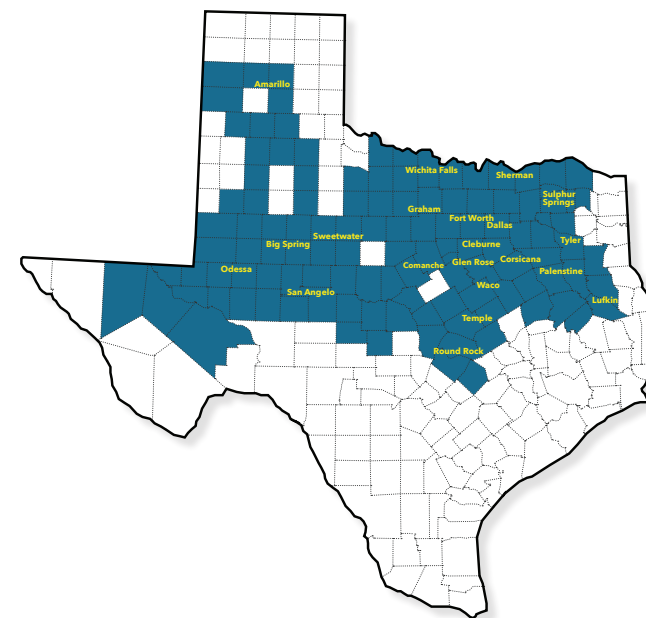
## OUR BUSINESS

### Oncor

Oncor Electric Delivery Company LLC (Oncor)<sup>1</sup> is a regulated electricity transmission and distribution company headquartered in Dallas, Texas. We operate the largest 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, 2024, delivering electricity to more than 4.0 million homes and businesses and operating more than 144,000 circuit miles of transmission and distribution lines, all with a focus on safety, reliability, and affordability. We provide wholesale transmission and distribution services, and we also provide transmission grid connections to merchant generation facilities and interconnections to other transmission grids in Texas. The rates we charge for our electricity delivery services are set pursuant to tariffs approved by the Public Utility Commission of Texas (PUCT) and

certain cities and, in the case of transmission service related to limited interconnections to other markets, the U.S. Federal Energy Regulatory Commission. 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 more than 120 counties and more than 400 incorporated municipalities. Oncor and its over 5,000 dedicated employees 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 through being a good steward 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 on these ring-fencing measures, see "Driving Responsible Conduct—Operational Foundation—Ring Fencing Measures" on page 12 of this Report and "Business and Properties" in Oncor's Annual Report on Form 10-K for the year ended December 31, 2024 filed with the Securities and Exchange Commission on February 25, 2025 (2024 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 2024 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 will impact the people, businesses, and communities that we serve, today and in the future. We remain 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 and safety across the communities we serve; and
- limit our environmental footprint and help support our customers' efforts to limit their environmental footprint.

## Sustainability Materiality<sup>2</sup> Assessment

In 2024, we completed our first-ever, Sustainability Impact Materiality Assessment (the Sustainability Assessment) to evaluate our most relevant non-financial sustainability risks and opportunities. Our approach to this Sustainability Assessment was based on industry best practices to help ensure we captured key inputs across various stakeholder groups. This involved individually interviewing key **external stakeholders**, including community leaders, customers, regulators, elected officials, representatives of local government, and investors, as well as **engaging internally with key leaders** at various levels of the company, including retirees. These interviews

provided valuable insights that allowed us to **identify and verify key themes** and topics. We **shared these results with management and the Governance & Sustainability Committee of Oncor's Board of Directors** and began applying key lessons.



<sup>2</sup>No use of the words "material" and "materiality" is intended to refer to or incorporate the concept of materiality under U.S. securities laws or for any other purpose.



## Sustainability Materiality Assessment, Cont.

The Sustainability Assessment identified the following key themes, among others, that resonated across the various stakeholder interviews:

### Reliability and Resiliency

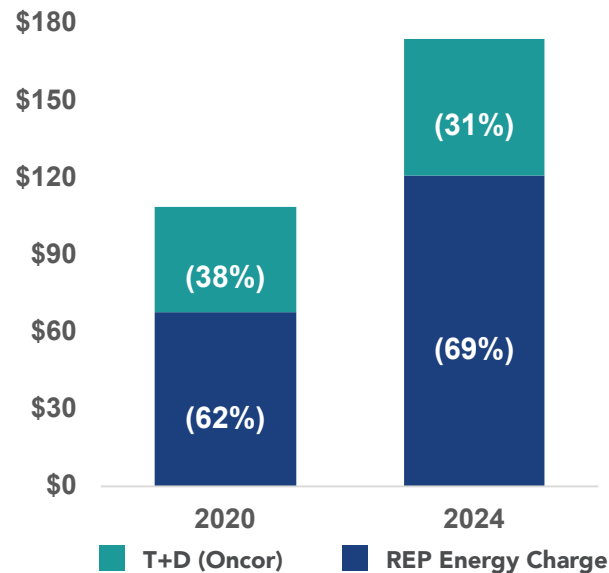
Maintaining reliable operations in the face of increasing extreme weather and similar climate-related challenges. Key measures include non-storm SAIDI, SAIFI, and CAIDI results.

	2024 <sup>3</sup>
Non-Storm System Average Interruption Duration Index (SAIDI)	74.7
Non-Storm System Average Interruption Frequency Index (SAIFI)	1.1
Non-Storm Customer Average Interruption Duration Index (CAIDI)	69.8

## Affordability

Meeting growth while maintaining affordability. A key measurement is customer bills. Between 2020 and 2024, the share of Oncor's portion of the bill for an ERCOT residential customer using 1,000 kWh per month declined from 38% to 31%<sup>4</sup>.

### 1,000 kWh Monthly Texas Residential Bills Comparison<sup>5</sup>



## Community Engagement

Fostering a strong connection between Oncor and its customers and other key community leaders. Key activities in this area in 2024 included:

	2024
Area Managers	36
Ask Oncor Events	40
Donations to nonprofits	\$3M+

<sup>3</sup>SAIDI is the average number of minutes electric service is interrupted per consumer in a 12-month period. SAIFI is the average number of electric service interruptions per consumer in a 12-month period. CAIDI is the average duration in minutes per electric service interruption in a 12-month period. In each case, our non-storm reliability performance reflects electric service interruptions of one minute or more per customer. Each of these results excludes outages during significant storm events.

<sup>4</sup>Analysis based on data from the U.S. Energy Information Administration (EIA) and the Public Utility Commission of Texas.

<sup>5</sup>REP energy charge considers a yearly average for the seven benchmark PUCT REPs for Oncor's territory under the 1,000 kWh from 2020–2024. Oncor rates represent a yearly average of T&D delivery charges per month for each respective year.



## Sustainability Materiality Assessment, Cont.

### Cyber and Physical Security

Maintaining the physical security and cybersecurity of Oncor critical infrastructure. Key activities in this area in 2024 included:

#### 2024

**Cyber awareness trainings completed during Cyber Awareness Month in 2024**

~6,500+

**Physical Security Threat and Vulnerability Risk Assessments (TVRA)**

Completed TVRA at our primary, centralized supply warehouse facility.

**Planned System Resiliency Plan (SRP) Spend on Enhanced Digital Grid**

\$525M<sup>6</sup>

### Workforce

Obtaining, training, retaining, and supporting a workforce to execute on the company's goals and objectives. Key metrics in this area include Oncor's turnover rate, number of employees, and average tenure of employees.

#### 2024

**Turnover Rate**

Oncor's 2024 turnover rate of 4.8%<sup>7</sup> is more than one-quarter lower than Oncor's average of 6.6%<sup>8</sup> for the six years prior to 2024.

**Employees Added in 2024**

More than 550 new hires in 2024 to help meet growth needs.

**Average Tenure**

12.5 years, average tenure in 2024, slightly below the 2023 average tenure of 12.7 years, which is expected as we continue to meet the hiring demands needed to support continued anticipated growth in our service territory.

<sup>6</sup>Oncor's SRP was approved in 2024, with the majority of the spend to occur during 2025-2027.

<sup>7</sup>Includes approximately 1.8% that was attributable to retirements.

<sup>8</sup>Includes approximately 2.8% that was attributed to retirements over the same time period.





## Reporting Boundary

Unless otherwise specified, data in this Report is as of or for the year ended December 31, 2024. We include data for Oncor and its consolidated subsidiaries, as a whole.

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” on page 94 for definitions of terms and abbreviations used in this report.

Oncor’s organizational boundary for greenhouse gas (GHG) reporting purposes, discussed more fully below, is based on the Operational Control boundary approach.<sup>9</sup>



<sup>9</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.



## A MESSAGE FROM OUR CHIEF EXECUTIVE



In 2024, our Company's sustainability activities once again contributed to our long history of safely and reliably delivering electricity to our customers and communities. As our state's unprecedented growth continues, we are taking action to successfully serve today's Texans, as well as the families and businesses that will call Texas home far into the future.

Notably, throughout 2024, dozens of Oncor employees worked to develop our Company's first System Resiliency Plan (SRP). The plan includes approximately \$3 billion to strengthen the resiliency of our transmission and distribution system, with a significant portion of that spend related to wildfire mitigation efforts. These investments will enable our system to better withstand and recover from extreme events such as severe weather and cyberattacks, and, ultimately, substantially reduce outage minutes for our customers.

Thanks to our employees' tenacity and dedication, our SRP became the first in Texas to receive approval from the Public Utility Commission of Texas (PUCT). We began implementing the plan after its approval in November 2024, and I look forward to sharing updates about our progress.

I also want to recognize our team members who supported critical restoration efforts outside our service area, including those who spent weeks restoring service in hurricane-ravaged areas of Florida, Georgia and North Carolina in 2024. Their dedication to helping fellow Americans in need embody the very spirit and mission of our Company. They are a clear example of the strength and value of mutual assistance partnerships across the electric utility industry.

To all of us at Oncor, sustainability means making decisions that consider not just our Company's future, but the futures of our communities as well. We understand that our work is critical for Texas' continued prosperity, and I am thankful for our employees' efforts to carry out this extraordinary responsibility. I am confident our team will continue this consistently excellent work and have new achievements to share next year.

Allen Nye



## A MESSAGE FROM OUR CHIEF SUSTAINABILITY OFFICER



As the largest electric delivery utility in Texas, Oncor is uniquely poised to be an industry leader when it comes to implementing responsible, sustainable business practices that make a positive difference. I am honored to note the many ways our Company's sustainability practices have continued to progress over the past year.

Since 2023, multiple Oncor teams have been working together to compile comprehensive data to report our Company's estimated direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions. Their efforts paid off in 2024, when Oncor reported estimated initial, partial greenhouse gas emissions data based on the information collected and verified so far. While we are proud of this important milestone, we recognize the need to further improve our data collection and validation, and ongoing efforts are underway to measure emission sources and research ways we can reduce our carbon footprint.

As our Company works to better document its emissions, we also continue to partner with our customers in their efforts to reduce their own emissions, improve their energy efficiency, and lower their energy costs – all while continuing our primary mission to safely and reliably deliver electricity to more than 13 million Texans. The accomplishments noted throughout this Report make two things clear: Oncor remains committed to sustainability across its business, and Oncor remains equipped to serve and support Texans for many years to come.

We look forward to sharing further accomplishments in future sustainability reports. Thank you to all the Oncor employees who work tirelessly to continue Oncor's storied history of serving Texans and helping our state flourish.

Mike Grable



## DRIVING RESPONSIBLE CONDUCT

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

### IN THIS SECTION

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**32** CHAMPIONING PEOPLE



## 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 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.

The 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.





## Ring-Fencing Measures, Cont.

- 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.
- 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.





## Ring-Fencing Measures, Cont.

- 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>10</sup> In addition to meeting the other disinterested director requirements in our limited liability company agreement, a majority of our board of directors is required to consist of, and does 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. Our board of directors has also determined that each of our seven disinterested directors qualifies as an independent director by New York Stock Exchange standards.



<sup>10</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 2024 Annual Report on Form 10-K.



## Sustainability Governance

Our board of directors oversees the company with perspective and knowledge developed from a broad range of backgrounds. Professionally, our directors have earned experience across multiple industries and disciplines, 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, unless otherwise indicated.

- **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 organizational 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, inclusion and belonging initiatives, and regulatory and legislative affairs from the officers overseeing Oncor's activities in these areas.

- **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; and 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 the independent auditor, financial and senior management, internal audit, and the Board. Additionally, the Audit Committee receives regular reports regarding Oncor's cybersecurity program and plays a significant role in Oncor's risk management and compliance practices, as discussed in more detail on page 22.





## Sustainability Governance, Cont.

- **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 both safety and, separately, to reliability.<sup>11</sup>
- Finally, the **Finance Committee** (established in 2025) supports the board in its oversight and management of Oncor. The Finance Committee reviews and advises on our financing activities, including the assessment of risks associated with such activities, and reviews the performance of our retirement plans on an annual basis.<sup>12</sup>

<sup>11</sup>For more information on our executive incentive plans, see “Executive Compensation” in our 2024 Annual Report on Form 10-K.

<sup>12</sup>Membership of the Finance Committee does not consist of a majority of disinterested directors.





## 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.



Improving Customer  
Service Through:

**COLLABORATION**

**TRANSPARENCY**

**ACCOUNTABILITY**

### Sustainability and Sustainable Finance Committee

The Sustainability and Sustainable Finance Committee (the Sustainability Committee) oversees important aspects of 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 management representatives from various departments across the company serving as members. In 2024, the Sustainability Committee met 4 times, including meetings to discuss proposed eligible projects and use of proceeds allocation for Oncor's €500 million in green-labeled bonds that were issued in May 2024.

### 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 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 such as the U.S. Department of Justice, and analyze enterprise-wide compliance practices to implement, modify or correct current compliance practices across the organization.



## Management Committees and Initiatives, Cont.

### Code of Conduct Compliance Leadership Committee

The Code of Conduct Compliance Leadership Committee (CCCLC) reviews employee Code of Conduct-related compliance matters across Oncor's functions to help promote awareness of such matters, including trends over time, and resolution on a timely, consistent, and comprehensive basis. The CCCLC 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. Members are executive- and senior-level Oncor employees with relevant subject matter responsibility, including in compliance, ethics, internal audit, employee relations, corporate security, and legal functions.





## CORPORATE GOVERNANCE

### Culture of Procedures

Oncor has continued its “Culture of Procedures” effort to evolve 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, nearly 700 new procedures have been reviewed – 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, which are individually owned by a member of Oncor management, 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 guide 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; a **Paid Parental**

**Leave Policy**;<sup>13</sup> an **Oncor Compliance Charter**, which describes our intent to proactively identify, monitor, and mitigate significant compliance risks and meet our compliance goals; an **Anti-Bribery, Anti-Corruption, and Anti-Money-Laundering Policy** that explicitly defines and bans bribery, corruption, and/or facilitation payments; and a **policy related to lobbying expenditures, political activities and contributions**, which outlines requirements for all such expenditures, activities, and contributions and directs that employee activities remain guided by our employee **Code of Conduct**, company ethical standards and our commitment to conducting all activities with the highest regard for applicable laws, rules, and regulations.

Oncor is committed to upholding business practices that support responsible operations, and that commitment now extends to a “clawback” policy. In 2024, Oncor adopted the **Incentive Compensation Recovery Policy**, which gives the Organization and Compensation Committee of Oncor’s board of directors’ discretion to recover or “clawback” incentive compensation from officers to the extent such officer’s reckless or intentional misconduct contributed to certain financial statement restatements.



<sup>13</sup>For more information on Oncor’s Paid Parental Leave Policy, see page 44 of this Report.



## Responsible Advocacy

Oncor believes it serves all of its stakeholders by working closely with public officials within the bounds of state and federal laws and regulations. Oncor has in place two employee Political Action Committees (PAC), a Texas-registered state PAC, open to all employees, and a federal-registered PAC, open to employees meeting certain eligibility requirements, which are separately run by employee committees. Lobbying expenditures are governed by our “Lobbying Expenditures, Gifts, Gratuities and Entertainment, and Other Matters Relating to Public Officials” policy, which incorporates state and federal laws, as well as North American Electric Reliability Corporation (NERC) ethics standards. Oncor’s Senior Vice President of Governmental Affairs is responsible for the policy and disclosure requirements outlined by the policy. By Texas law, Oncor cannot make corporate contributions to a campaign or candidate. Contributions made by the employee PACs are publicly available on the Texas Ethics Commission website and the Federal Election Commission website, as applicable.





## Risk Management

In alignment with Oncor's Risk Management Policy, our board of directors has delegated most periodic 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.

In terms of process, management of the company actively monitors and manages potential risks to the company, including through quarterly Risk Management Committee (RMC) meetings led by our Chief Risk Officer, where a cross-functional group of leaders from across the company discuss significant risks facing the company, as well as mitigation strategies and actions. Risk management information collected at these meetings is then distributed to and discussed with the Audit Committee of our board of directors and/or our full board of directors at least quarterly. Examples of risks discussed by both the RMC and the Audit Committee include topics such as: cyberattack and operational technology risks and defenses, and related cybersecurity topics; risks

requiring emergency response; climate-related physical and transition risks; and asset integrity risks. Such risks are embedded and integrated into wider business processes and procedures wherever relevant. With respect to climate related physical risks in particular, further information is available in Oncor's SRP.

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 to and discussed with the Audit Committee of our board of directors and/or our full board of directors at least quarterly.





## Internal Audit

Oncor's internal audit group works in an independent capacity, reports directly to the Audit Committee, and reports administratively to the Chief Financial Officer. Annually, the internal audit group develops an audit plan that is approved by the Audit Committee with audit progress updates for ongoing audits provided to the Audit Committee at each quarterly Audit Committee meeting. Our internal audit group has broad discretion regarding the focus of its audit, but historically selects its audit focus based on levels of risk to Oncor. Types of audits conducted typically include: assurance audits (operational/ business processes, compliance, or

Sarbanes-Oxley), consulting engagements, contract compliance, and/or investigations. In 2024, our internal audit group completed 25 audits related to NERC compliance, GHG and SF6 reporting, various third-party contracts, safety, technology, financial controls, and other company procedures.

In conjunction with the Company's Controller, the internal audit team 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, the internal audit group considers the risk of fraud and designs audit procedures to address those risks as needed. The internal audit team is also integrated into multiple cross-functional teams, including the Compliance Steering Committee and also our Code of Conduct Compliance Committee.



## 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; complying with all anti-bribery, anti-corruption, and sanction laws and regulations; upholding Oncor's core values; and avoiding conflicts of interests.

Every Oncor employee (including part-time employees) – from entry level to senior leadership – is required to complete annual training related to the employee Code of Conduct to reinforce the policy and help our people understand and practice the ethical and legal standards consistent with our Code of Conduct.

## In 2024, employee training hours related to the Code of Conduct totaled more than 3,200 hours.<sup>14</sup>

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 employee Code of Conduct and the related 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 these matters.



<sup>14</sup>Includes the total number of times the Code of Conduct training was assigned in 2024 multiplied by the average number of minutes it took to complete the course (excluding outliers of 75 minutes or more).



## 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 employee Code of Conduct-related cases in 2024 was 139, with approximately 96% of those cases closed by year-end (100% of cases carried over from 2023 were also closed by the end of 2024).

With respect to Oncor's Ethics and Compliance Helpline, it is available 24 hours a day, seven days a week, via phone or web to report unethical behavior and policy violations securely and anonymously at the option of the reporting individual. The helpline may be accessed by Oncor employees as well as third parties, such as Oncor service providers and members of the public. The helpline is monitored by an independent third-party, making it a private and confidential reporting outlet.

When making a report to Oncor's Ethics and Compliance Helpline, helpline professionals collect pertinent information from the reporting individual and turn such information over to an Oncor ethics and compliance resource member for further review and action. Oncor's Compliance Program Policy outlines procedures to help ensure there will be no retaliation taken against an employee for the act of making a good faith report regarding a possible violation. Summaries and status updates relative to all such reports are provided to the CCCLC as discussed above, which meets quarterly to review and discuss Code of Conduct cases and associated status and outcome topics. Additionally, Oncor's Audit Committee receives quarterly Code of Conduct-related reports from our Chief Ethics Officer summarizing cases and activities.





## Cybersecurity<sup>15</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 and works to mitigate risk.

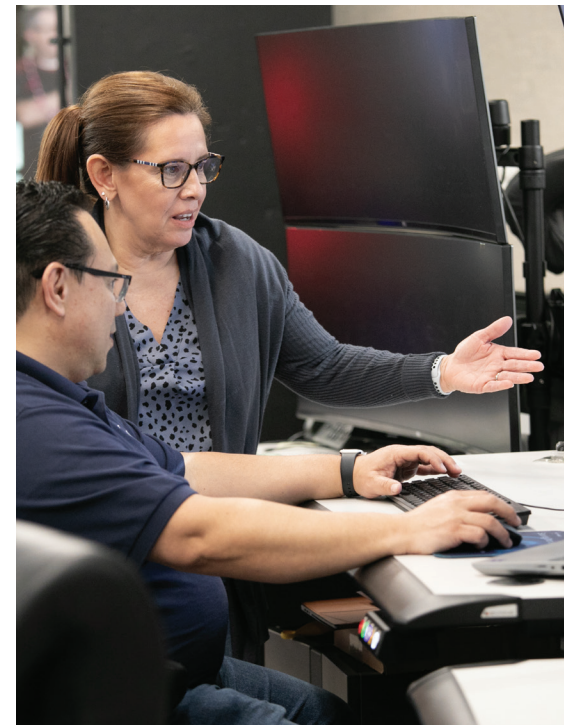
Our cybersecurity strategy is built on “defense-in-depth” as recommended by the National Institute of Standards and Technology. We have policies and processes in place to identify, assess, and manage material risks from cybersecurity threats. We have developed and implemented, and we continue to develop 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. These efforts also include the ongoing identification, review, and mitigation of vulnerabilities to our owned or operated systems. Finally, we regularly conduct internal and external assessments and exercises to address cyberattack risks, and Oncor’s Emergency Operations Plan (EOP) includes a specific cybersecurity annex that is focused on mitigating cybersecurity risks related to Oncor’s core operational technology.<sup>16</sup> Oncor’s EOP is filed annually with the PUCT, and we collaborate regularly with PUCT Staff on cybersecurity topics. In 2024, Oncor did not experience any cybersecurity incidents that had a material impact on Oncor.

## Data Privacy

A significant component of Oncor’s proactive cybersecurity strategy is our data risk management (DRM) program, which focuses on preventing data loss by limiting the unsecure management and distribution of confidential and sensitive information. Led by Oncor’s executive leadership team, a governance

committee (the Data Risk Governance Board), and operational stakeholders, Oncor’s DRM group provides formal guidance, policies, and standards designed to reduce the company’s data risks and has implemented processes and procedures to address any potential breaches affecting sensitive data.



<sup>15</sup>For more information on our cybersecurity strategy, cybersecurity team and cybersecurity governance, please see “Cybersecurity” in our 2024 Annual Report on Form 10-K.

<sup>16</sup>See Appendix E to Oncor Electric Delivery Company LLC’s Amended Public Utility Commission of Texas [Emergency Operations Plan, dated March 14, 2025](#), in PUCT Project No. 53385.



## Data Risk Governance Board

Oncor's Data Risk Governance Board (DRGB) was established in 2023 to measure and monitor the effectiveness of Oncor's DRM program. The DRGB consists of Oncor executives and leaders from across multiple functions including legal, technology, and compliance who focus on DRM goals, including:

- Program Effectiveness: Tracking the effectiveness of data enforcement criteria, changes to end user behavior, and number of data events blocked
- Prioritize High Risk Processes and Sensitive Data: Determining processes that pose a high data risk to Oncor and prioritize them for training, process, or technology improvement to reduce the data risk. The DRGB also determines what data is sensitive and should be controlled through data protection technology.

DRGB members meet at least once a quarter to facilitate executive and cross-functional alignment. The DRGB also created a data classification team to further identify, refine, and define protections around sensitive data and developed a data incident response plan for when sensitive data attempts to leave the company through unapproved means. Members of the DRGB also present updates to the Audit Committee of Oncor's board of directors.





## Technology Policies and Programs

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 are required to file an emergency operation plan with the PUCT, including our procedures relating to addressing cyber incidents. We also

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 helping protect the ERCOT grid from cyber and physical attacks and enhancing 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. Our participation and membership within these groups and organizations contributes to security improvements that directly impact our cyber operations.

We believe that cyber safety—like all safety topics—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.

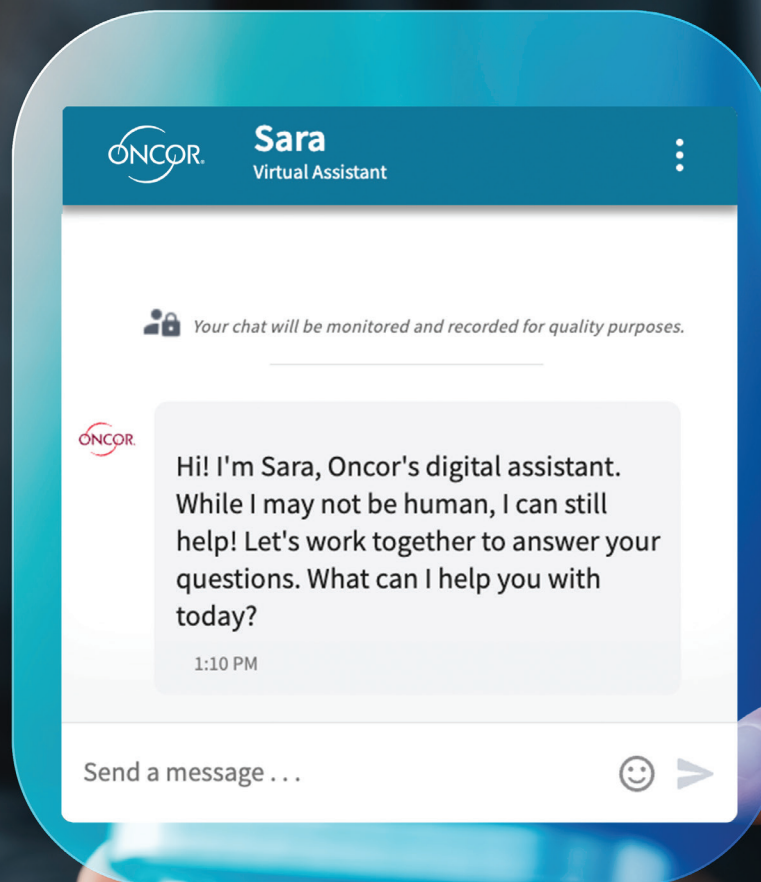
We require an annual cybersecurity training for all credentialed individuals and each year hold an annual cyber awareness month, which includes informational events, speakers, and additional training resources to increase our workforce's engagement in cyber safety.

Over 6,500 cyber awareness trainings were completed during Cyber Awareness Month in 2024, including trainings on social engineering and phishing.



## Artificial Intelligence

We currently use artificial intelligence in limited contexts. For instance, Oncor's Contact Center uses an advanced virtual assistant designed to provide fast and reliable support to users. When a user initiates a chat, the virtual assistant can immediately respond to certain common queries and resolve simple issues, escalating the live chat to a contact center representative when the conversation requires more complex assistance or exceeds the virtual assistant's capabilities. Our virtual assistant is also designed to provide around-the-clock customer support. In other areas, we are exploring additional uses of artificial intelligence to enhance our operations, including research, various coding tasks, language translation, and generative artificial intelligence.





## Physical Security

Our corporate security department (Corporate Security), led by our Vice President and Chief Security Officer, oversees an enterprise-wide security program. The corporate security management team brings a strong blend of public and private sector experience, including former U.S. military and federal law enforcement leaders, and others with utility-specific experience.

Our corporate security program utilizes a risk-based approach, designed to:

- Safeguard the human and physical assets of Oncor;
- Apply security solutions in accordance with industry best practices; and
- Assess physical and workplace security risk, and provide regular updates to Oncor's risk management forum, senior leadership team, and board of directors.

The program also partners closely with our cyber-security team to operate shared controls and mitigate overlapping risks or threats.

We leverage security technology solutions and defense-in-depth principals that are designed to deter, detect, deny, delay, and defend against potential threats. This framework aims to provide a layered security approach to protect people and property. The construction of a state-of-the-art Physical Security Operations Center (PSOC) is underway as the department embarks on a digital transformation, upgrading various tools and technology.

Our corporate security team actively engages with public sector organizations, such as the Federal Bureau of Investigation's Domestic Security Alliance Council and the Department of Homeland Security's Cybersecurity and Infrastructure Security Agency, as well as industry organizations such as the Electricity Information Sharing and Analysis Center and the American Society for Industrial Security. These engagements and benchmarks help to facilitate the appropriate deployment of security measures to defend against hazards.

Oncor remains committed to enhancing our security capabilities through strategic investments, advanced monitoring, and rapid response.





## SUSTAINABLE FINANCING

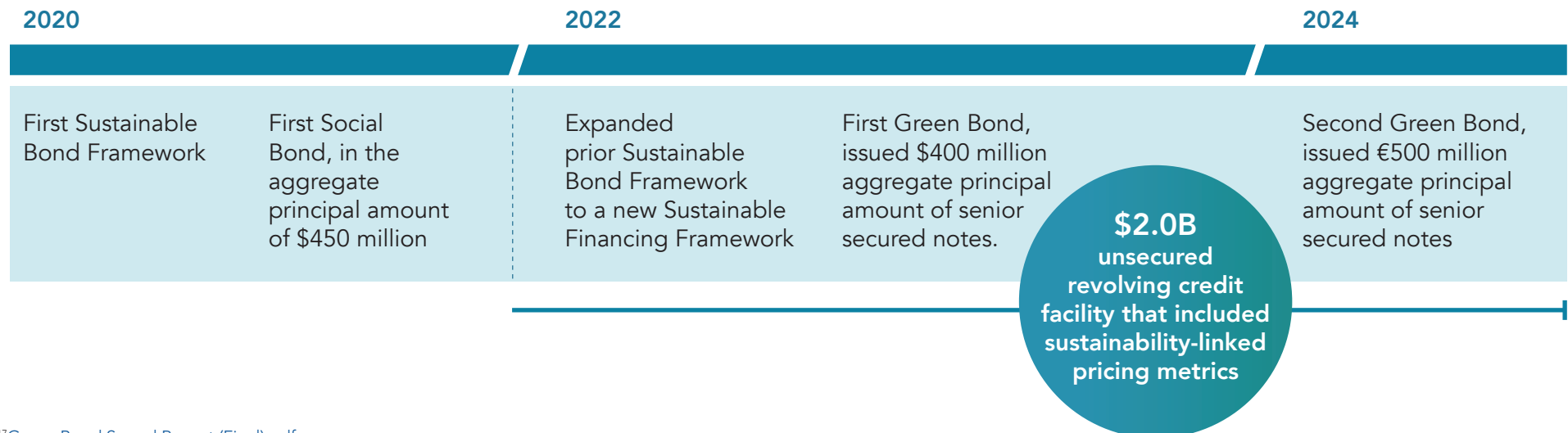
In addition to directly supporting sustainability measures, we believe sustainable financing benefits both the company and stakeholders by introducing additional potential investors and financing sources. This could spread debt across a larger number of investors and lenders, potentially helping to decrease borrowing costs and, ultimately, rates.

### Euro-Denominated 3.50% Senior Secured Notes due 2031

In May 2024, Oncor issued €500 million aggregate principal amount of its 3.50% Senior Secured Notes due 2031. Oncor has since allocated/disbursed an amount equal to, or in excess of, the net proceeds (in U.S. dollars) to finance/refinance one or more new and/or existing eligible green projects in accordance with its sustainable financing framework, as described in a spend report published on Oncor's website<sup>17</sup> in May 2025. The net proceeds were allocated/disbursed to eligible green projects that consisted of transmission and distribution projects connecting renewable energy sources

to the ERCOT grid, customer energy efficiency programs to reduce overall energy use, and deployment of smart grid technology, specifically projects in connection with Oncor's distribution automation program. This bond issuance was Oncor's second green-labeled bond, third labeled bond of any type, and first euro-denominated bond. Oncor's sustainable finance efforts are overseen by Oncor's treasury and sustainability teams, with significant input from our Sustainability and Sustainable Finance Committee, as noted above, which consists of officers and other management representatives from various departments across the company.

## Oncor Sustainable Financing History



<sup>17</sup>[Green Bond Spend Report \(Final\).pdf](#)



## CHAMPIONING PEOPLE

### Inclusion and Belonging

Oncor believes an inclusive culture helps employees explore and achieve their full potential. Improving employee engagement is an important objective for Oncor that we believe benefits both the company and our customers. Engaged employees, in general, are more committed to company objectives, stay in their jobs longer, and are more productive. This results in less turnover, a more dedicated workforce, and better customer service. Employee Resource Groups (ERGs), which are open to all employees, are an important part of our strategy to increase employee engagement and have provided a meaningful opportunity for our employees to connect with their peers, develop professionally, support the communities we serve, enhance our employee recruitment efforts, and strengthen their commitment to our company mission of delivering electricity safely and reliably to the over 13 million Texans we serve. All Oncor employees may join any of our ERGs, which as of 2024 were:



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.



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.



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.



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.



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 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.



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



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.



## Inclusion and Belonging, Cont.

Some examples of how ERGs have served as avenues to strengthen collaboration include:

- **Professional Development:** In addition to Oncor's Potential Mentorship Program, which was developed by 16 leaders from each of Oncor's 8 ERGs, OWN introduced a leadership development program, EmpowerHer, which targets aspiring or newly promoted managers with the goal of further preparing them to pursue more leadership roles. The first cohort launched in 2024 and is currently developing 22 employees. Also, the BELIEVE, Familia, InspirAsian PI, and Oncor Families ERGs hosted a number of events to support the personal and professional development of employees, such as resume and interview workshops, networking events, and leadership discussions and panels.
- **New Opportunities:** Approved in 2024, Oncor's most recently created ERG, the Oncor Men's Group, aims to provide a platform to facilitate meaningful dialogue, education, and mentorship on topics in the workplace, such as professional

development, mental health, and leadership. Beginning in 2025, through impactful programming, community engagement, and collaboration, this ERG is intended to help advance an inclusive and empowering culture.

- **Recruitment:** The VALOR ERG, working with our Talent Management team, helped lead the effort to establish Oncor as a partner of the Department of Defense's Skillsbridge program, which has enabled the Company to host interns comprised of military personnel who are moving out of military service and into corporate jobs. This engagement provides Oncor with direct opportunities to recruit and hire veterans.
- **Community Service:** BELIEVE ERG continued its support of the Ms. Opal Walk for Freedom Juneteenth Walk through a corporate sponsorship of \$10,000 dollars. Our PRIDE ERG participated in various community activities including to support United Way, Dallas Heart Walk, and holiday giving campaigns. In addition, our Oncor Cares program and the VALOR and People With Abilities ERGs sponsored Bolt, Oncor's second Canine Companions trainee.





## Inclusion and Belonging, Cont.

Oncor's collaborative Mentorship Program, Potential, led by Oncor's Inclusion and Belonging Team and a committee of ERG leaders, connects employees with leaders at Oncor for direct mentorship and coaching during a 9-month period. The inaugural Potential class, which ran from November 2023 through August 2024, included 32 mentor/mentee pairings.



**Diana**  
**Lab Manager**  
**Lancaster, Texas**

"Through Potential, I have gained a mentor who supports my professional development. I feel like I have someone in my corner whom I can share my ideas with, discuss difficult moments, and not feel judged. The modules help facilitate our conversations and allow the discussions to organically flow."



**Cameron**  
**Distribution Operations Supervisor**  
**Jacksonville, Texas**

"Potential has given me an opportunity to grow and expand my proficiencies to become a more well-rounded employee. I have strengthened work relationships with colleagues and have formed new relationships, as well. I am delighted to be a part of Potential and learning about my colleagues through constructive dialogue."



## Employee Turnover Rate

Employee turnover rate is a key measure we look at to help ensure our ongoing efforts to recruit, engage, and retain talent remain successful.

	2022	2023	2024
Employee Turnover Rate	8.3%*	6.1%†	4.8%‡

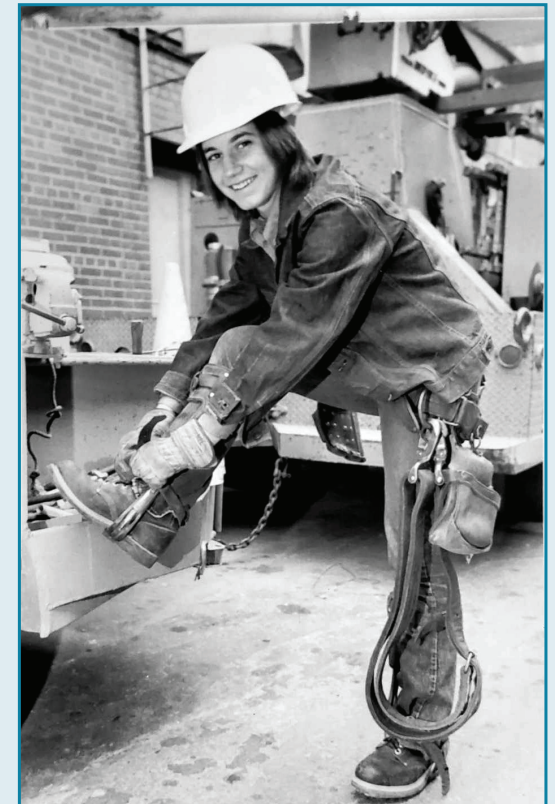
\* Includes approximately 3.0% that was attributed to retirements.

† Includes approximately 2.1% that was attributed to retirements.

‡ Includes approximately 1.8% that was attributed to retirements.

## Golden Feat: First Female Lineworker Reaches 50 Years of Service

Oncor employee, Vicki Rivas, became Oncor's first female lineworker in 1974 and her 50-year career is a testament to her dedication and hard work. Rivas said that when she started in 1974, the line crews "were definitely a man's world" and was determined to leave her mark. Vicki is proud of her achievements with Oncor, and is especially happy she persisted through those early years.



Oncor's Vicki Rivas today, left, at the West DOC and 50 years ago in Wichita Falls as she prepares for work as the company's first female lineworker. Rivas, a Sr. Distribution Services Operator, joined the company in 1974 after seeing an ad asking for women "to work in high places." In 2024, she celebrated her 50th service anniversary.



## Disability Equality Index

Oncor was recognized in 2024 for once again being a “Best Place to Work for Disability Inclusion.” The company earned a 90% score on the Disability Equality Index survey administered in 2024 by Disability:IN, marking a 10% increase from 2023.

The increase in Oncor’s Disability Equality Index score can be attributed to enhanced collaboration between the company’s ERGs and work departments. For example, the People with Abilities (PWA) ERG worked with Oncor’s facilities department to help ensure recent renovations to the Woodall Rodgers garage would be wheelchair-accessible.

In addition to internal improvements, Oncor bolstered its inclusivity efforts through its Oncor Cares program. Oncor Cares, in collaboration with the PWA and Valor ERGs, has facilitated significant outreach and volunteerism. Notable partnerships include Canine Companions, which supports individuals with disabilities through service animals, and Best Buddies, which focuses on autism awareness. These valuable partnerships not only help locally, but also contribute to a broader impact on disability inclusion as a whole.





## Human Capital Development

Oncor is committed to fostering professional growth through robust leadership and workforce development programs. Our board of directors annually reviews our talent management strategy, which includes talent development initiatives and the executive officer talent pipeline. Additionally, executive officers engage in regular succession planning for key management positions.

Oncor has been actively focused on retention and developing its existing talent through upskilling supervisors and increasing its customized talent offerings. We offer a variety of programs designed to enhance company knowledge, strengthen leadership skills, and expand professional networks. Depending on the nature of the role, training takes the form of classroom instruction, fieldwork, on-the-job training, mentoring, or a combination of these methods. Craft and technical employees progress through formal knowledge and skills demonstration programs within Oncor's internal training organization. For roles requiring specialized skills, such as designers, distribution lineworkers, electricians, meter technicians, and system operators, Oncor provides targeted training.

In 2024, Oncor expanded its human resources organization with the hiring of additional experienced senior managers of Talent Development and Talent Acquisition. These roles help to lead our talent management initiatives to refine Oncor's recruitment and onboarding processes, refresh training for our first-time people managers, and implement updated technologies, tools, and resources. Our talent management team put an emphasis on accessibility, automation, and digitalization of its processes and worked with various departments to implement updated tools and resources, including new talent recruiting software.

Oncor further expanded its recruiting efforts through more targeted activities, such as launching a Skillbridge program for military veteran hiring and recruiting initiatives. By offering internship opportunities to service members planning to leave the military, Oncor gains access to a pipeline of highly skilled, disciplined, and mission-driven individuals who bring unique perspectives and leadership experience to our workforce. The Skillbridge program not only supports military veterans in building meaningful civilian careers, but also supports Oncor's commitment to inclusion, community partnership, and long-term talent development.





## Employee Development

**Collectively, employees completed over 280,000 hours of job-related training throughout 2024.**

Newly hired Oncor engineers have a specific program dedicated to their development. This 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.

In 2024, we launched the Manager Development Series (MDS), which focuses on Oncor people managers. Our MDS program is expected to provide our managers with tools and resources to increase leadership capability and support employee growth, productivity, and engagement. MDS is designed and delivered to provide customized content that meets the development needs of people-leaders at every level.

Additional opportunities for employees include formal development programs geared towards individual contributors who aspire to take on management roles as well as employees who are currently in managerial roles desiring to enhance their leadership qualities.

In 2024, employees throughout the enterprise participated in one of seven 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 (DMAIC) methodology and lean process improvement concepts.

Continuing education opportunities are another significant priority for us, including offering employees up to \$10,000 in 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 2024, more than 200 Oncor employees utilized the education reimbursement program, including 70 employees who pursued undergraduate degrees, 76 employees who pursued graduate or post-graduate degrees, approximately 50 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.

In 2024, Oncor established the Analytics Accelerator program, a skill-development initiative focused on practical analytics skills like learning Structured Query Language (SQL) and Python programming language with more programs to be developed in the future. Nine employees completed the 12-week pilot program for SQL in December, investing significant time and effort into learning SQL fundamentals. The projects these employees developed as part of the program are helping bring data quality and efficiency to their respective teams.



## Developing the Next Generation

Oncor has a strong tradition of meeting workforce needs by hiring at the entry level and promoting from within. We focus on attracting and developing employees at all levels, particularly as we prepare for future retirements. To provide a steady pipeline of well-qualified candidates for key roles such as engineers, designers, technicians, and craft workers, we employ several recruitment strategies.

These strategies include partnerships with:

- Major four-year colleges and universities in Texas offering strong engineering and engineering technology programs,
- Community colleges with lineworker and technology programs that lead to an Associate's degree and are located in and around the Oncor service area, and
- Other two and four-year institutions with strong general business and technology Associate's and Bachelor's degree programs for other career paths within the Company.





## Internship Highlights

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

Over the last four years, Oncor has provided eligible high school graduates of Pathways in Technology Early College High School (P-TECH) programs within the Dallas Independent School District and Ft. Worth Independent School District with one-year internships, 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 2024 Oncor welcomed a fourth cohort of interns into the program.

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### TMMC Summer Internship

Oncor’s Technology, Measurement, Market Relations, and Customer Engagement (TMMC) team recruited interns for its TMMC Summer Internship Program (TMMC Program) by attending university career fairs. The TMMC team interviewed, selected, and placed 22 interns into roles within the TMMC organization. Interns in the TMMC Program received support from their colleagues and were also assigned a mentor to provide guidance, advice, feedback, and support.

The TMMC 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 2024 TMMC Program resulted in a more than 75% retention rate, which included graduating participants who accepted either full-time job offers or contract positions with Oncor as well as students committed to return for the following year’s TMMC Program.

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### All-Intern Event

The Talent Acquisition team hosted the first All-Intern event for Oncor in 2024, bringing together interns from across the company to connect, collaborate, and gain a deeper insight into Oncor’s mission and operations. The event provided an opportunity for interns to build professional networks, engage with company

leadership, and learn about the roles and responsibilities of their peers. It also reinforced Oncor’s commitment to developing early-career talent and fostering a strong, inclusive internship experience that supports both personal and professional growth.



### Focused Recruiting

Our recruiting efforts extend across over 40 institutions, providing access to a wide talent pool. We also actively recruit U.S. Armed Services veterans, many of whom possess critical skills for specialized roles. In addition to these efforts, Oncor continues to explore new talent sources, including supporting the development of lineworker schools and regularly visiting college campuses to engage with potential recruits.

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 belonging and inclusion connect with executive talent, as well as preparing senior-level job seekers to compete for roles within member organizations.

### Employee Engagement

Oncor recognizes that employee engagement leads to greater productivity and increases the likelihood of retention. In 2024, we partnered with Gallup to conduct our fourth annual company-wide engagement survey, which showed increased engagement, including the highest participation rate since the launch of annual engagement surveys in 2021.

Managers also hosted team-level “State of the Team” meetings across the enterprise to review results and identify action items for improvement within their groups. Gallup’s research emphasizes that manager-employee conversations, focused on clear goals and progress, foster a stronger culture of engagement.

The 2024 survey results will guide ongoing efforts to enhance employee engagement and strengthen our workforce commitment.



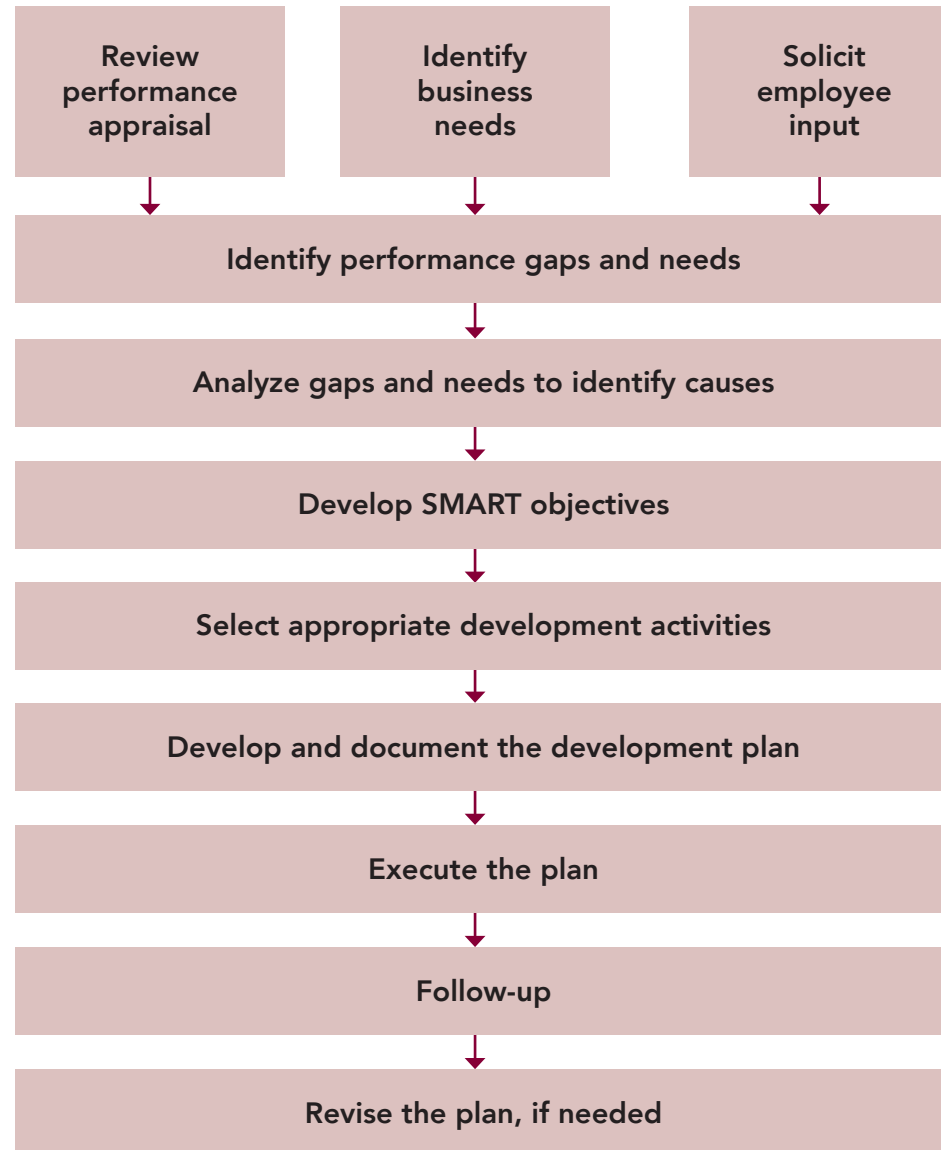
## Individual Development Planning

To further enable personal and professional growth, we refreshed our Individual Development Plan template that all people leaders are encouraged to use with their teams during the annual reviews that are conducted for all employees. This template, supported by training and a “Manager Guide”, promotes intentional career development conversations, and helps to align our leadership pipeline with both employee aspirations and organizational goals.

The simplified graphic below shows the major parts of our employee development process:

## EMPLOYEE DEVELOPMENT PROCESS

The major parts of the employee development process are shown in the simplified diagram below





## Annual Incentive Plans

Oncor's annual incentive programs are an important part of employee total rewards. Oncor's executive annual incentive plan, which applies to officers, and its general employee incentive plan, provides a performance-based annual cash award for the successful attainment of certain annual performance metrics and business objectives.

The performance metrics under both plans include a heavy weighting on the company's safety and reliability performance. The safety metric, calculated as the number of employee injuries using a Days Away, Restricted or Transferred (DART) rate with a modifier for fatalities resulting from a safety violation, promotes the health and welfare of our employees. In addition, lowering the number of accidents also reduces our operating costs, which in turn contributes to lower rates for our customers. The reliability metric is our non-storm SAIDI rate, which measures the average number of minutes electric service is interrupted per customer in a year. This promotes our commitment to reducing service interruptions to our customers, as the lower the SAIDI level for the year, the greater our customers' service level and satisfaction.





## Workforce Policies

Oncor understands that when employees feel supported outside of the workplace, they are more engaged and higher contributors at work. Oncor has in place numerous programs and policies to help support employees personally, outside of work, including: the **Adoption Assistance** policy, which provides financial adoption assistance

of up to \$5,000 per child to reimburse qualified adoption-related expenses; the **Energy Conservation Program for Employees' Homes** policy, which allows employees to finance the purchase and installation of approved energy conservation equipment and/or materials through Company-provided financing; the **Military Leave of Absence** policy, which grants paid time

off to any employee who serves in the United States or state military, including reservists; and the **Paid Parental Leave** policy, which entitles: (a) all eligible new parents to two (2) weeks of paid parental leave after the birth, adoption, or fostering of the child; and (b) birth mothers to an additional eight (8) weeks of paid parental leave, for a total of up to ten (10) weeks.



## Live Well

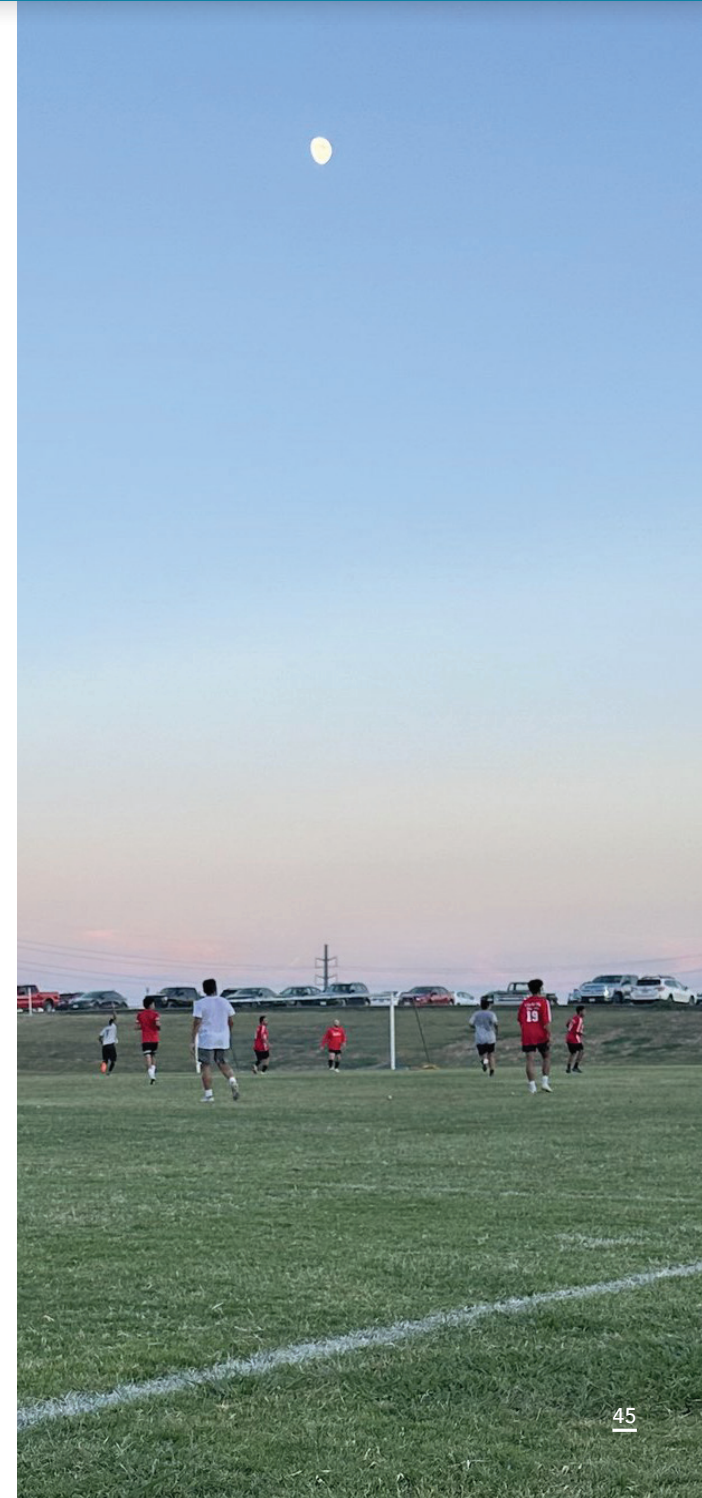
Oncor's Live Well initiative focuses on employee health and wellness through engagement initiatives and community outreach programs. The Live Well team spearheads our health and wellness initiatives for employees through insurance benefits, retirement and savings programs, community fitness event sponsorships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

In 2024, 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 throughout the year. The challenges in 2024 focused on wellbeing areas such as financial fitness, sleep health, resilience, lifestyle changes, nutrition, and physical activity. Incentive funding was also offered to encourage volunteering in the communities we serve.

Also in 2024, a cancer support group was formed and hosted lunch and learns on cancer topics to support and assist those impacted directly or indirectly by cancer.

In addition, Oncor held various on site and virtual events during 2024 to focus on mental health and highlight the various resources that are available to help support our employees and their families. Among these events was a company-facilitated discussion featuring five male employees who engaged in an open dialogue about mental health in an effort to help reduce the stigma surrounding men's mental health.

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

### Prioritizing System Resiliency

In November 2024, as noted above, Oncor became the first Texas utility to have an SRP approved by the PUCT. The Texas Legislature designed the SRP concept in 2023 to equip electric utilities to better avoid, withstand, and more quickly recover from outages resulting from a range of extreme weather, wildfire, cybersecurity, and other challenging events.

The SRP calls for Oncor to invest approximately \$3 billion in the resiliency of our transmission and distribution system above and beyond normal maintenance, with the majority of the spend expected to occur between 2025 and 2027, with a substantial amount related to investments that will occur in Wildfire Mitigation Zones.

To develop the SRP, Oncor completed a **vulnerability assessment** of both climate and other risks using more

than twenty years of weather, damage location, and customer impact data. This data identified key priorities and investments within the SRP designed to improve service reliability and resiliency across our service area. The SRP—significant portions of which serve as an **adaptation plan**—focuses on modernizing Oncor’s overhead and underground infrastructure, implementing additional distribution automation, expanding vegetation management, improving wildfire mitigation, and further reducing physical and cyber security risks to the electric grid.

After the SRP was approved, multiple departments began enhanced infrastructure inspections – both by ground and with drones – to begin implementing the approved SRP measures.

### Oncor to Invest ~\$3 Billion in System Resiliency Plan

#### SRP Framework

<b>\$1,231M</b> Modernize & Harden Overhead System	<b>\$599M</b> Modernize & Harden Underground System	<b>\$525M</b> Enhanced Digital Grid (Cyber Security)	<b>\$480M</b> Flexible and Self-Healing Distribution System	<b>\$285M</b> Vegetation Management	<b>\$182M</b> Wildfire Mitigation	<b>\$80M</b> Oncor Secure (Physical Security)
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### \$908M out of \$3,382M is Wildfire Mitigation Related Spend

#### SRP Operational Overview

<b>14,000 Inspections</b> on Critical Equipment	<b>15,000 Miles</b> of Overhead System Hardening	<b>21,000 Miles</b> of Tree Trimming along Overhead Power Lines	<b>17,600 Poles</b> Wrapped with Fire Retardant Mesh in Wildfire Areas
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## Sustainably Supporting Texas Growth

According to the 2024 estimates from the U.S. Census Bureau, Texas has experienced its most significant population growth in recent history, with its total population surpassing 31 million people. Texas' 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.

As Oncor continues to support this growth, we've taken steps to expand the number of suppliers in our supplier base, particularly suppliers of high voltage circuit breakers, wood poles, and medium transformers. We've also completed our 420,000+-square-foot warehouse called the HUB. The HUB allows us to better serve our internal business partners and customers, by enhancing how we receive material requests, how we fulfill those requests, and how we pick, stage, and ship materials out to our service centers and other locations. Our supply chain department is also building three regional transmission material yards in Odessa, Waco, and Sweetwater to help make this process more efficient. We maintained a strong operational tempo in 2024, undertaking electric-transmission projects designed to increase resilience, support growth, and maintain reliability for the ERCOT

market. In 2024, we built, rebuilt, or re-conducted more than 4,200 circuit miles of transmission and distribution lines and placed in service more than 20 switching station projects.

## Continued Investments in Enhanced Service Reliability

With Texas continuing to experience rapid, dynamic growth, as well as unprecedented demand for new transmission and distribution capacity, Oncor remains focused on supporting the state's energy needs through significant capital investments. We are committed to building a safer, smarter, 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 service territory.

Our capital expenditures totaled approximately \$4.68 billion in 2024, and in February 2025, we announced a five-year capital plan of approximately \$36.1 billion for the 2025 to 2029 period, and we currently anticipate incremental capital expenditure opportunities over that same period may exceed \$12 billion.





## Continued Investments in Enhanced Service Reliability, Cont.

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 and meet critical capital needs. 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.

## Coordination with State and 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.

Often new lines require an amendment to Oncor's existing Certificate of Convenience and Necessity (CCN), which authorizes the construction or extension of transmission facilities.

Oncor has processes in place to perform outreach and analyze many data sources that are considered when determining the potential impact of a new line. For example, Oncor polls state and local agencies for data in the project area, in addition to pulling data from public agencies to assist in route development.





## Coordination with State and Industry Partners, Cont.

As part of route development, Oncor researches habitat, wildlife, infrastructure, human, and cultural resources that may be present from sources such as the Texas Parks and Wildlife Department, Texas Natural Diversity Database, Texas Historical Commission, US Fish and Wildlife Services, and USGS Protected Areas Database. This information is analyzed to help ensure electric infrastructure routing avoids areas such as those with high **biodiversity value**, consistent with PUCT requirements and Oncor's commitment to minimize impact on biodiversity to the extent possible.<sup>18</sup>

Throughout the course of preparing these CCN applications and working through the approval process, Oncor regularly engages with local community officials, residents, and landowners, as well as various state and federal entities, to help ensure that project feedback can be heard and incorporated where possible. Oncor does this by sending letters directly to these agencies, discussing on phone calls, and setting up meetings when requested, or needed.

On longer lines, in areas where there may be more landowner impact, Oncor will hold **public meetings** to better understand potential impacts and receive landowner feedback. To help enhance engagement, Oncor mails direct notice to landowners near any proposed routes, publishes meeting details in newspapers of each county crossed by a project, and hosts an online webpage with project details and contact information. Elected officials of impacted areas are made aware of potential projects and are invited to join Oncor in meetings to discuss the project. This level of outreach is a critical component of developing, refining, and processing Oncor's larger transmission lines expeditiously to provide safe and reliable power to our customers and the ERCOT system.

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 enables expanded pipeline deliveries to customers and liquefied natural gas facilities. Certain expansions also help to support the connection of an abundance of renewable generators to the system.

<sup>18</sup>For more on biodiversity, see Promoting Environmental Stewardship & Biodiversity on page 79.





## 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 2024, approximately 7,000 circuit miles of electrical lines were analyzed using LiDAR, successfully completing Oncor's multi-year effort to evaluate 100% of overhead transmission facilities for compliance with National Electric 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. Under the SRP, Oncor expects to more than double the vegetation management activities across its system and expand remote-sensing capabilities, such as satellite and LiDAR.





## Weather Preparedness

Severe weather can develop quickly in Texas, and Oncor's service territory spans a broad range of geographic, climatic, and vegetative regions. This large and diverse service territory brings the potential for a wide range of extreme weather events, including severe heat and cold, thunderstorms, tornadoes, ice storms, wildfires, floods, and hail.

To prepare and respond more effectively, Oncor employs an American Meteorological Society Certified Broadcast Meteorologist and contracts with private weather information providers. Our meteorologist and

communications team closely monitor weather conditions 24/7 and collaborate with internal teams across the company to share updates and align messaging. This includes decisions related to the activation of the outage map, storm banner, and other key communications tools.

These coordinated efforts facilitate timely, accurate, and proactive messaging that helps keep customers weather-aware, reduce risk and improve safety. Oncor engages with customers through a variety of platforms, including social media, to share severe weather updates, safety tips and restoration information before, during and after weather events.

Oncor also uses predictive weather modeling and historical outage data to estimate potential damage areas and plan resource deployment ahead of storms. Emergency material staging and storage sites are maintained throughout the service area, allowing materials and crews to be pre-positioned so restoration can begin expeditiously when conditions are safe.



## 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. 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. ERCOT's reports on their inspections of Oncor facilities in 2024 continued to state that ERCOT found no material non-compliance with the requirements of the applicable PUCT weatherization rule.





## Wildfire Risk Mitigation

Oncor's transmission and distribution network spans over 54,000 square miles across Texas, covering a wide range of geographic, climatic, and vegetative regions in more than 120 counties. These areas feature varying population densities and significant differences in climate, with annual precipitation ranging from less than 15 inches in the western parts of our service area to over 45 inches in the east. Vegetation types range from desert scrub in the west to pine forests in the east, with grasslands and other various vegetation scattered throughout. The growing population in wildland-urban interface zones and increasingly frequent fire weather conditions present heightened risks of wildfires.

Our proactive wildfire mitigation plan includes using advanced risk modeling to identify high-risk areas and increase situational awareness, informing our asset management and operational responses during elevated fire risk periods. Our wildfire mitigation plan, which is regularly reviewed and updated to incorporate the latest data and methods, includes the following elements:

**Risk modeling:** captures improvements made to our risk modeling tool to better identify risk and enhance our situational awareness.

**Asset management:** includes additional details on our current design/construction standards and installation of fire-safe equipment.

**Operational protocol:** captures enhanced notification process and proactive measures on elevated fire risk weather days.

**Vegetation management (VM):** includes additional details on our VM programs in line with wildfire risk mitigation.

**Metrics:** highlights the latest metrics which track mitigation progress and asset performance.





## Wildfire Risk Mitigation, Cont.

In addition to regular inspections to maintain infrastructure and address hazards, we deploy various protective devices that enable us to remotely implement fire-safety measures, such as disabling automatic reclosing for certain power lines in high-risk situations. To enhance resilience, Oncor is hardening and modernizing its transmission and distribution infrastructure across areas with elevated fire risk. These activities include preparing poles to meet extreme wind loading conditions and replacing wooden crossarms with steel or fiberglass ones. Oncor also uses concrete or steel structures for new transmission lines. Our protocol also includes monitoring of fire-weather conditions, such as red flag warnings, and integrates real-time data from external sources, like the National Weather Service and the Texas A&M Forest Service, to help our personnel make informed decisions to mitigate wildfire risks.

Vegetation management is a critical aspect of our wildfire mitigation strategy. We actively prune and remove vegetation near our facilities and use advanced technologies like LiDAR to assess vegetation clearance and prioritize remediation efforts. Oncor also maintains a tree risk management program to reduce the chance of trees falling and striking power lines. Regular training helps employees remain informed about the latest wildfire mitigation procedures. Wildfire mitigation is a key component of our broader system resiliency efforts, as outlined in Texas HB 2555 (2023), which mandates the inclusion of resiliency measures, including wildfire mitigation, in system plans. Through these comprehensive strategies, Oncor is committed to reducing wildfire risks and improving the resilience of our infrastructure to safeguard both our communities and operations.





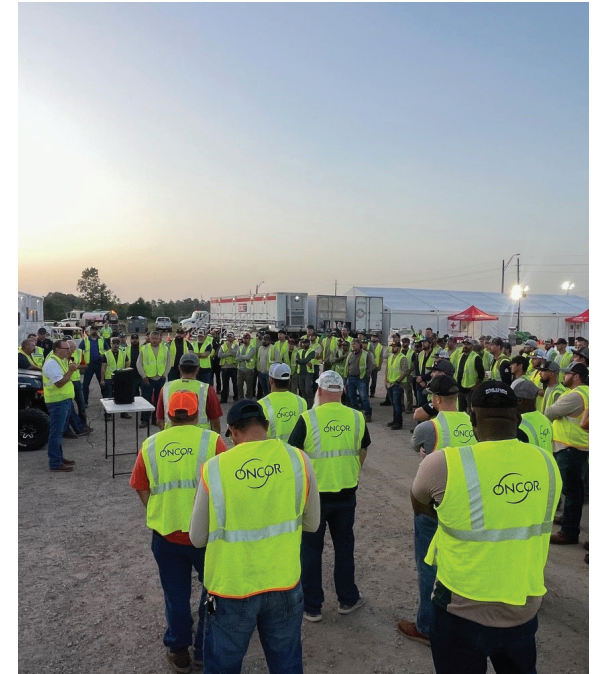
## Emergency Response & Preparedness

Addressing emergency conditions in a safe and reliable manner is paramount for Oncor. We maintain a detailed emergency operations plan<sup>19</sup>, 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.

Oncor's Emergency Preparedness/Business Continuity Policy covers all topics from operational risk assessment to incident prevention, planning, readiness, operating, monitoring, responding to, reporting, and coordinating externally with public and private entities to improve the resiliency of Oncor and guide the management of incidents and emergencies during and after the occurrence of a significant business disruption. It is Oncor's goal to reduce risks and enable business resumption, and status reporting to identify and address readiness concerns. These emergency operations plans and protocols are overseen by executive leadership, including the 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.

Oncor was recognized with the prestigious Edison Electric Institute (EEI) Emergency Response Award for our response in restoring power and aiding communities impacted by the severe storms in May 2024, a weather event that was ranked as the second worst storm in Oncor's 112-year history, as measured by customer outages.



“Throughout 2024, America's electric companies and their dedicated workforce answered the call to help restore power and hope to communities impacted by extreme weather events and natural disasters. EEI commends Oncor for its efforts to respond safely and efficiently to the aftermath of the derecho. Oncor and its storm response team are extremely deserving of this well-earned recovery award.”

EEI interim President and CEO  
Pat Vincent-Collawn

<sup>19</sup>Oncor Electric Delivery Company LLC's Amended Public Utility Commission of Texas [Emergency Operations Plan, dated March 14, 2025](#), in PUCT Project No. 53385.



## 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 will 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. In 2024, Oncor responded to multiple requests for assistance, sending more than 1,400 employees and contractors to help with outage restoration assistance in service territories other than our own.





## Mutual Assistance Efforts after Hurricane Beryl

Oncor assisted CenterPoint during power restoration after Hurricane Beryl hit the Houston area in early July 2024, sending more than 500 Oncor personnel and contractors, four 1.2-megawatt mobile generation units, and four 625 kW mobile generation units. "We bounced from one location to another," said Jerrell Adams, Oncor's mobile generation lead. "We would get the units up and running, placing contractors on-site to make sure everything kept running."



A team of Oncor employees and contractors set up eight of Oncor's largest mobile generators in Houston to help power a hospital, clinics, a cooling center, and more. Overseeing the efforts were, from left, Field Construction Coordinator (FCC) Supervisor Mike Anderson, Senior FCC Jason Edwards, FCC Supervisor Jared Benavides, and Systems Services & Construction Manager Jerrell Adams.

The team set up generators at a Houston hospital, two medical clinics, a church cooling center, a waste water station, a downtown detention center, a small convent, and a women's shelter. "We also placed a unit at a water bottling plant which was pretty critical because they were needing to distribute clean bottled water to people," Adams said. "That was a good location where we felt like we were making a difference."



Oncor's mobile generator made the difference in allowing the water bottling plant to return to operation at full capacity.



## ACHIEVING WORLD-CLASS SAFETY

Oncor's Director of Safety and Health, alongside their team of managers and specialists, develops our Annual Safety Plan to help ensure we consistently demonstrate our commitment to Safety Excellence. Achieving Safety Excellence requires leadership, employee commitment, and organization-wide accountability to foster a strong safety culture and protect our employees, systems, equipment, and communities we serve.

### 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 safety-related 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** – Promoting a vibrant safety culture that is pervasive throughout the company and 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 safety programs and high performance by implementing innovative safety improvements and strategic initiatives aimed to position Oncor ahead of the curve in safety.

**Safety Performance** – Achieving and high 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 coworker's keeper with the mutual goal of everyone going 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 us 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.

## 2024 Safety Coin

(front and back)



The 2024 Safety Theme was "BE THE ONE". Our Safety culture and achievements are a direct reflection of our personal and team values and commitments as demonstrated in the way we make safe decisions and perform safe work each day – without compromise.

Be The One Who:

- Speaks Up, Asks Questions, Seeks Clarification
- Leads By Example
- Makes the Right Decision
- Others Trust
- Listens Intently
- Teaches and Serves Others



## Safety Achievements

Oncor's top priority is the safety of its customers, employees, and service-area communities. All Oncor employees share the responsibility of working safely and performing to our culture of safety at all times, each and every workday.

In 2024, Oncor employees improved on many safety metrics from the previous year including a 26% year-over-year improvement to our OSHA DART Rate and 27% year-over-year improvement of our Lost Time Injury Rate. Employees continue to receive regular safety education and training, and field projects continue to begin with safety meetings.

The information on this table provides a statistical snapshot of Oncor's 2024 Safety performance for comparison to YE 2022, YE 2023, and Oncor's 5-year average.

Additionally, Oncor recognizes employees' commitment to safety improvement and innovation with our annual Spirit of Innovation – Safety Excellence Award, which was created to honor projects and initiatives that exemplify the Oncor Safety Principles and Core Values, and yield positive impacts to safety performance. In 2024,

a team that continues to improve Oncor's collection and use of safety information across our service territory was honored with this significant award, and other teams from across the company were recognized for their commitment to ongoing safety improvement related to safety culture, safe driving, safe by design, and safety excellence.

Metric	5Y Avg. (20-24)	2022 YE	2023 YE	2024 YE	2023YE v 2024YE
Total Recordable Injury Rate <sup>20</sup>	0.97	0.95	1.18	0.79	(~34%) 43 Recordables
OSHA DART <sup>21</sup>	0.35	0.28	0.39	0.29	(~26%) 16 DARTs
LTI Rate <sup>22</sup>	0.13	0.08	0.15	0.11	(~27%) 6 LTIs
Employee Fatality Rate	0.00	0.00	0.00	0.00	---

<sup>20</sup>TRIR: Number of recordable incidents x 200,000 / total work hours.

<sup>21</sup>DART Case Rate: Number of work-related injuries and illnesses involving days away, restricted work activity, or job transfer x 200,000 / total work hours (note: 200,000 represents the hours worked by one hundred full-time employees per year).

<sup>22</sup>LTIR: Number of work-related injuries and illnesses involving days away x 200,000 / total work hours.



## Safety Achievements, Cont.

Also in 2024, a mandatory operations intern safety & health orientation was developed for operations team interns. This orientation includes a focus on several safety areas such as limitations of work, safety rules and expectations and a formal pole climbing assessment. The orientation is completed prior to participants performing physical work tasks including office, yard, or job site assignments.

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.





## Contractor and Supplier Safety

Our commitment to safety also extends to our contractor and supplier workforce; Oncor is committed to helping our contractors protect the health of their employees. Our contractor safety program sets guidelines that provide 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. During 2024, to our knowledge there were no contractor fatalities involving Oncor's facilities or projects.<sup>23</sup>

Generally, certain of our master service agreement terms include certain safety related service level KPIs and our Contractor Safety Extranet Site hosts-contractor safety information specific to the Oncor system, safety programs, and Engineering Design Standards. 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.



<sup>23</sup>Based on information available to Oncor and/or OSHA.



## Public Safety

### Oncor Super Safe Kids

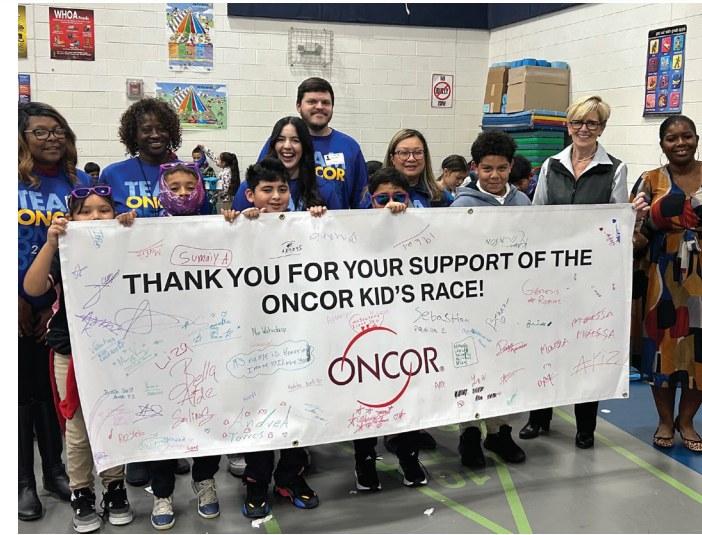
Oncor's award-winning Super Safe Kids Program continued to tour Texas classrooms and help bridge the gap in electric safety education for Texas' public-school students. In 2024, the program completed over 40 events across thirteen Texas independent school districts, reaching more than 16,000 students.

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.

In 2024, Oncor also partnered with nonPareil, a nonprofit center in Plano, to launch a video game based on Oncor's Super Safe Kids program. Oncor coordinated with the students at nonPareil to design and develop the interactive game, which is now available on interactive TVs at Ask Oncor community events.



## Texas Parks and Wildlife Collaboration

Oncor also completed the third 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 2024, 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.



## ENGAGING OUR COMMUNITY

### Oncor Kid's Race – Dallas Marathon

Oncor sponsored one of the nation's largest free running events for kids. The race, which was held in downtown Dallas, brought together thousands of young participants from Dallas ISD to promote physical activity and a healthy lifestyle. Team Oncor employees, family members and friends joined in the fun, running alongside the students, and handing out giveaways at the finish line. The event continues to reflect Oncor's commitment to supporting our local communities, and the importance of prioritizing personal health.

### Ask Oncor

Oncor held more than 40 Ask Oncor events across the service territory in 2024. Ask Oncor events allow Oncor to connect with the community and share important messaging about the company and the programs and tools that help improve the customer experience.

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 provide 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 so that 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 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 of commerce, economic development foundations, home builders associations, and rotary clubs.

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





## Oncor Cares Community Councils

Oncor employees have formed 19 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 2024'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.

## Community Giving

Oncor maintains the Oncor Cares Foundation, a 501(c)(3), to help support the many communities where its employees work and live. In the summer of 2024, the Oncor Cares Foundation announced a total of \$650,000 in donations to 26 volunteer fire departments across 17 counties in West and North Texas. Each department selected received a grant of \$25,000, primarily focused on purchasing new firefighting equipment or training to elevate the departments' preparedness and response capabilities.

The fire departments that received donations were specifically selected based on their volunteer status, community value and the unique, arid climates in which they are located. Environmental conditions in West and Northwest Texas have long posed specific challenges for fire departments, particularly due to low humidity, high winds, scorching temperatures and limited rainfall.





## Giving

In 2024, Oncor gave over \$3 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.

### Donation to African American Museum

Oncor donated \$100,000 to the African American Museum of Dallas in August 2024 to help celebrate the institution's 50th anniversary. The money will be used to continue the museum's mission of preserving and promoting African American history and culture, while also ensuring it remains a beacon of inspiration for generations to come.

### Employees and the Holidays

Oncor employees across our service territory exemplified the spirit of Oncor by sharing gifts and dollars during the 2024 holiday season. In Stephenville, Oncor employees contributed enough funds to fulfill the Christmas wishes of multiple Angel Tree children. And in the Arlington, Benbrook, Cleburne District, employees donated dozens of winter coats and raised over \$2,000 for a local charity.





### American Heart Association

Oncor also encourages employee volunteerism and participation in community events. 2024 marked Oncor's 13th year supporting the American Heart Association (AHA) through a company-wide initiative, with Oncor employees and suppliers helping to raise or contribute nearly \$800,000 for the annual campaign in addition to a \$125,000 contribution from Oncor. Since 2012, we, together with our employees and suppliers, have raised or contributed more than \$9.6 million for education, research, and other AHA programs that combat heart disease and stroke. Oncor's CEO Allen Nye served as chair of the 2024 Dallas Heart Challenge campaign, leading a team of 12 Dallas executives as part of the annual Heart Walk campaign and celebration.



### United Way

Oncor also hosts an annual month-long employee giving campaign with 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 2024, our employee-run United Way volunteer team helped raise more than \$600,000 through employee giving and Oncor's related employer match, as well as fundraisers.





## SUPPORTING ECONOMIC GROWTH

### 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 economic development is 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.

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' restructured 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 220 new economic development projects in 2024.



## Rural Economic Seminar

Oncor hosted two Rural Economic Development Seminars in 2024 for Northeast and West Texas communities. The events were 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 events facilitated discussions on topics such as economic development fundamentals, industry attraction, community collaboration and regionalism.

Oncor's economic development team provided information on Oncor's economic development initiatives, community support and opportunities. Economic development partners from the Governor of Texas' economic development office and other statewide economic development organizations also joined in the Seminar.

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## Example of projects announced in 2024 supported by Oncor Economic Development Team

- A leading specialized steel manufacturer is building a \$110 million facility that will create 100 jobs to produce high performance steels often used in aerospace, automotive, and power generation.
- A leading US Retailer selected Robinson, Texas near Waco, Texas for a milk processing facility that creates 400 jobs and represent a \$380 million capital investment that will serve the southwestern region of the United States.





## 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 has led the nation in clean power installations since 2017, and in 2024, Texas installed as much capacity as the next three states combined. 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, 2024, Oncor had interconnected 122 renewable generators to the ERCOT grid, representing over 26,000 MW of renewable generation capacity, about 17,000 MW of which (through 90 generators) had achieved commercial operation. The amount of renewable generation in commercial operation through Oncor interconnection represents approximately 25% of all ERCOT wind and solar generation in commercial operation as of December 31, 2024. At the end of 2024, Oncor also had agreements in place with numerous generators—representing nearly 31,000 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 2024 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 2024, Oncor approved more than 15,000 residential and small commercial customers DG interconnections capable of generating approximately 320 MW of aggregate electricity. There are approximately 2,080 MW of aggregate DG connected capacity on Oncor's distribution grid—of which, nearly half is solar.





## Transmission Loss Rate

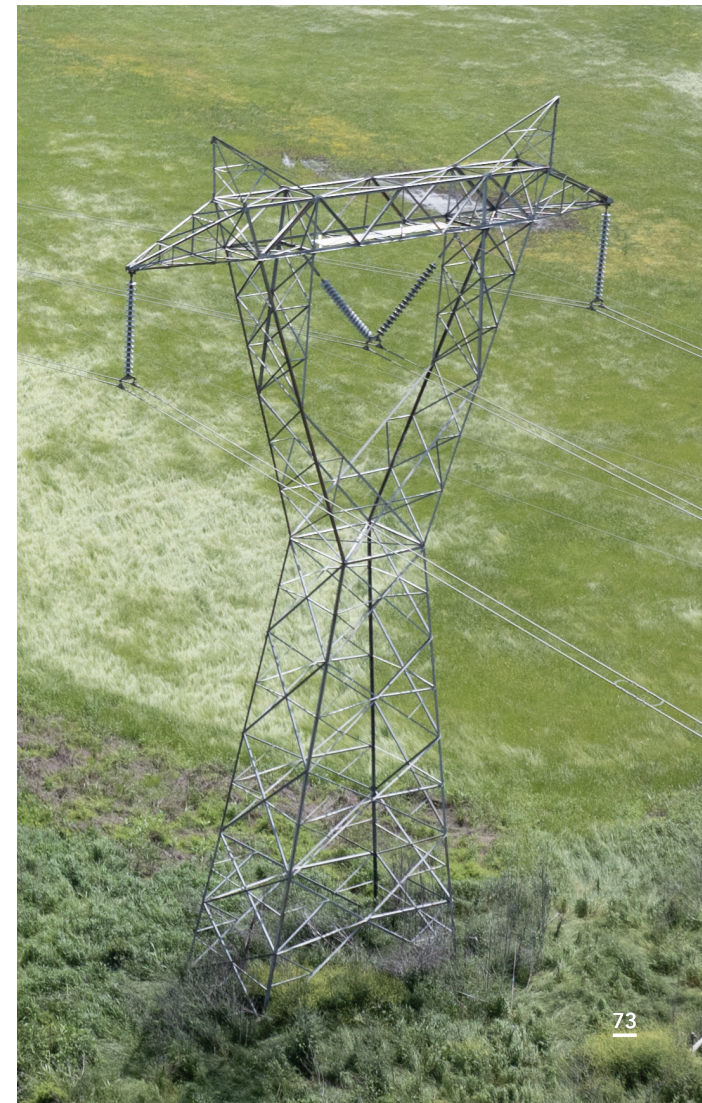
Oncor is one of several transmission and distribution utilities that operate within the grid run by the Electric Reliability Council of Texas, Inc. (ERCOT), and ERCOT as the independent system operator performs several functions that would have historically been performed by a fully vertically integrated utility. Setting policy for, and monitoring, transmission losses is one of those functions.

Section 13 of the ERCOT Nodal Protocols sets forth the method for calculating losses and the responsibilities of various market participants with respect to these losses. ERCOT is responsible for deriving seasonal transmission loss factors based on the annually updated ERCOT on-peak and off-peak load flow base cases analysis. These transmission loss factors are not subdivided or allocated to specific Transmission Service Providers (TSPs). Rates for ERCOT as a whole are disclosed, and for 2024 they varied seasonally between 2.0% and 3.7%.

Transmission losses are a consideration in the design of Oncor's standard transmission structures and conductor selection. As an example, as a part of Oncor's efforts associated with the Competitive Renewable Energy Zone (CREZ) Transmission Plan in the last decade, Oncor installed a larger diameter conductor for its high-capacity transmission circuits in part because of the lower loss profile as compared to smaller diameter conductors with equivalent ampacity ratings.

Moreover, Oncor has long promoted utility efforts to analyze and optimize transmission line capacity. In 2014, Oncor completed a dynamic line rating (DLR) demonstration project showing that "monitor[ing] the real-time capacities" of transmission lines demonstrated "increased reliability, reduced cost of electricity, and improved access to renewable energy." In its operations today, Oncor utilizes ambient adjusted rating (AAR) processes on the vast majority of its transmission lines, providing significant increased capacity based on real-time ambient temperatures.

Year	ERCOT Transmission Loss Rate (Seasonal Variation)
2022	between 1.2% and 3.6%
2023	between 2.0% and 3.6%
2024	between 2.0% and 3.7%





## ESTIMATED, PARTIAL GREENHOUSE GAS EMISSIONS

Oncor has a smaller environmental and 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 are a member of The Climate Registry (TCR). Over the past two years, teams across Oncor have worked together to start compiling the data necessary for reporting our estimated Scope 1 and Scope 2 GHG emissions. Oncor has been a member of the EPA's sulfur hexafluoride (SF<sub>6</sub>) Emission Reduction Partnership for Electric Power Systems since 1999, and in connection with that membership we have reported fugitive SF<sub>6</sub> emissions annually and publicly via the EPA during that time. In 2023, we kicked off an enterprise wide project to collect and review comprehensive data to report our

estimated, partial Scope 1 and partial Scope 2 emissions<sup>24</sup>; however, that process remains ongoing and this Report presents only estimated, partial Scope 1 and Scope 2 emissions data for 2024 based on the information available to date. Oncor believes that this 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 reporting of partial data and excluding various groups of potential emissions sources while we work to improve our data awareness and validation processes in those areas.<sup>25</sup> Those 2024 exclusions are explained in detail below.

Oncor's reporting organizational boundary includes the GHG sources within Oncor's operational control.<sup>26</sup>

Oncor's 2024 estimated 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 data emissions from hydrofluorocarbons and perfluorocarbons from refrigeration and air conditioning equipment at our facilities.<sup>27</sup> Data for mobile combustible fleet assets is limited to telematics readings for Oncor vehicles that had telematics installed and operating during at least one month of 2024. 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 2024, complete data with respect to mileage traveled by all such fleet assets is not available for the full year.



<sup>24</sup>In connection with third party verification of our 2023 initial, partial emissions for TCR, we identified changes to the 2023 emissions reported in our 2023 Corporate Sustainability Overview (2023 CSO). As a result of those changes, our initial, partial estimated emissions for 2023 were reported to TCR as (a) Partial Scope 1: 75,945.83 mt CO<sub>2</sub>e (18% increase from the 2023 CSO reported amount of 64,307.15 mt); (b) Partial Scope 2, Location Based: 18,131.03 mt CO<sub>2</sub>e validated (5% increase from the 17,333.42 mt CO<sub>2</sub>e reported in the 2023 CSO); and (c) Partial Scope 2, Market Based, 3,186.86 mt CO<sub>2</sub>e validated (33% increase from the 2,389.25 mt CO<sub>2</sub>e reported in the 2023 CSO).

<sup>25</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>26</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>27</sup>We continue to review and refine our process for capturing refrigeration and air conditioning data. At December 31, 2024, our domestic refrigerators, ice machines, mini fridges, freezers, HVAC units, and vehicle air conditioning systems were not included in our reported partial Scope 1 emissions.



## ESTIMATED, PARTIAL GREENHOUSE GAS EMISSIONS, CONT.

For the 2024 reporting period, nearly 1,175 of our 3,500 total fleet vehicles at December 31, 2024, had telematics installed for the entire 12 months of the year. Approximately 80% of our fleet vehicles (~2,815) had telematics installed for at least one month during 2024, with the average cumulative length of time such vehicles had telematics reporting being 9 months. Partial Scope 1 estimated emissions also reflect results from a project begun in 2024 to review and refine SF6 emissions data collection processes.

Oncor's estimated initial, partial emissions data reported in 2024 (of calendar-year 2023 data) received positive limited assurance verification from an independent third-party and was accepted by TCR.

- **Partial Scope 1: 44,771.27 mt CO<sub>2</sub>e**

- Mobile Combustion<sup>28</sup> – Emissions associated with fuel combustion from ~2,815 fleet assets, for the months in which such assets had telematics installed, as discussed above. Not included in this information are active fleet assets that did not have telematics installed for at least one month during 2024.
- Stationary Combustion<sup>29</sup> – The onsite combustion of natural gas<sup>30</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>31</sup> – SF6 emissions from Oncor's transmission and distribution system (see page 76 to read more about the use of SF6 and how we are working to reduce our use).

Oncor's 2024 estimated indirect (scope 2) emissions consist of purchased electricity used in our office buildings, service centers, warehouse, substations, and certain other properties. For leased facilities, we have employed TCR's Area Method<sup>32</sup> to estimate energy consumption attributed to the space used and occupied by Oncor.

- **Scope 2, Location Based<sup>33</sup>: 17,337.14 mt CO<sub>2</sub>e**

- **Scope 2, Market Based<sup>34</sup>: 3,094.53 mt CO<sub>2</sub>e**

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>35</sup>

<sup>28</sup>Emissions from ~430 off-road assets (such as forklifts and water vehicles) and ~275 on-road assets that were not reporting any telematics data are excluded following Transitional Reporting; emissions from internal combustion small engine equipment assets are excluded following TCR minuscule sources exclusion.

<sup>29</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 requirements and is not included in this Scope 1 calculation.

<sup>30</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>31</sup>Fugitive emissions associated with the handheld fire extinguishers and system wide fire suppression systems are excluded following TCR minuscule sources exclusion.

<sup>32</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>33</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>34</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.

<sup>35</sup>These facilities for which Oncor has contracted for renewable energy represent approximately 80% of Oncor's aggregate 2024 facilities electricity consumption.



## 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 sulfur hexafluoride (SF<sub>6</sub>). While we do not believe we can completely avoid the use of SF<sub>6</sub> in our operations at this time, due to its dielectric properties, we continue to look for ways to reduce its impact.

In 2021, as part of our efforts to explore key mitigation technologies, we began updating our switching and protection standards to eliminate certain uses of SF<sub>6</sub> in the future. As part of that commitment, in 2024, Oncor installed additional solid dielectric switchgears, which we believe may have helped to eliminate an estimated 276 pounds (2,942 mt CO<sub>2</sub>e)<sup>36</sup> of SF<sub>6</sub> from being added to our system.<sup>37</sup> A GHG Reduction Subcommittee made up of various leaders from across the company has also begun meeting to seek further reduction opportunities.

<sup>36</sup>Calculated using the EPA GHG equivalencies calculator.

<sup>37</sup>((3 Three-way gears x 13lbs of SF<sub>6</sub>) + (9 Four-way gears x 17lbs of SF<sub>6</sub>) + (4 Five-way gears x 21lbs. of SF<sub>6</sub>)).





## 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 2024 our advanced meters have made it possible for us to remotely complete more than 51.1 million service orders without dispatching personnel and vehicles. We estimate that this has eliminated the need to drive more than 255 million cumulative miles, including more than 23 million miles in 2024 alone.<sup>38</sup> By our estimate, avoiding these truck rolls has saved approximately 21.3 million cumulative gallons of fuel, including approximately 1.9 million gallons in 2024<sup>39</sup>, and prevented more than 207,000 cumulative tons of carbon dioxide from being released, including over 18,500 cumulative tons of carbon dioxide in 2024.<sup>40</sup>

<sup>38</sup>Miles avoided are calculated assuming 5 miles per service order.

<sup>39</sup>Gallons of fuel saved are calculated assuming 12 miles to the gallon for each mile avoided.

<sup>40</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

### 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 2024, including more than \$59 million in the last year alone. These programs have helped more than one million customers reduce their energy usage since 2002. During 2024, we provided over \$52 million in incentives under the programs to low income, other residential, and commercial customers.

### SmartSavingsTX.com

At the end of 2023, Oncor launched a website where homeowners can purchase energy-efficient products at discounted prices. Oncor residential customers whose homes receive electric delivery from Oncor can visit [smartsavingstx.com](https://smartsavingstx.com) to take advantage of these savings, as well as coupons that can be used for some products at retailers that participate in the discount program. Oncor continued to add products and discounts to the online marketplace through 2024.

### Commercial High Efficiency Foodservice (CHEF) Program

Commercial kitchens are among the highest energy-consuming sectors in the commercial and industrial industries. Oncor's Commercial High Efficiency Foodservice (CHEF) Program offers commercial kitchens incentives for purchasing high-efficiency appliances, which can help reduce energy usage and operational costs. The CHEF Program targets a wide range of participants, including commercial foodservice establishments, kitchen retailers, designers, service technicians, and manufacturer representatives.

### Multifamily HVAC Retrofit Program

Oncor's Multifamily HVAC Retrofit Program was honored as an exemplary program in 2024 in the Low-Income category by the American Council for an Energy-Efficient Economy. The program incentivizes multifamily housing complexes in low-income areas within the Oncor service territory to replace their air conditioners and electric resistance heating systems with energy-efficient versions.

In 2024, the program funded projects at more than 30 multifamily communities for a total of more than \$11.6 million in incentives. Of those, 21 communities were low-income-qualified households.

Since 2018, the program has installed over 25,000 heat pumps, with nearly 12,500 being low-income-qualified installations. Financial incentives can cover between \$1,700 to \$3,000 per HVAC unit of project costs based on the size and efficiency. In addition to receiving new heat pumps, residents can also receive smart thermostats.



## PROMOTING ENVIRONMENTAL STEWARDSHIP & BIODIVERSITY

### Environmental Policy

Oncor's environmental policy, overseen by our Environmental Director, outlines our focus and goals surrounding 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; creating environmental awareness internally and, where appropriate, externally; 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.

Our Environmental team continuously works with business units across the company to integrate environmental best practices into standard business operations by (1) putting in place plans, policies, and procedures to help ensure all applicable rules and regulations are met and followed; (2) establishing goals and providing training to critical resources; (3) monitoring progress of goals, objectives, and deadlines to help mitigate any risks and support continuous improvements; and (4) addresses any areas of concern and implement corrective actions.

We remain committed to the improvement and sharing of best practices with respect to biodiversity conservation.

Two examples include our **habitat conservation plan**, and our efforts to **protect migratory birds**, as detailed on page 80.





## Habitat Conservation Plan

Oncor has in place a habitat conservation plan which covers eleven species, including a variety of plants, invertebrates, amphibians and reptiles, fishes, birds, and mammals. The plan covers approximately 100 counties.

The Endangered Species Act requires that the conservation program of a habitat conservation plan include measures to mitigate impacts to the covered species to the maximum extent practicable. Oncor has identified many conservation measures, including avoidance, and best management practices, to protect covered species and believes that these measures would also serve to reduce impacts to vegetation and wildlife, as well as to protect sensitive areas such as wetlands, surface waters, groundwater resources, riparian areas, and other species of special interest. These best management practices are designed to avoid/reduce potential impacts to covered species and, while some are standard practice for Oncor, many are more comprehensive than typical operating procedures. Oncor's habitat conservation plan includes specific avoidance and mitigation

measures for both new facilities and operation and maintenance of existing facilities.

For the fifth year in a row, the U.S. Fish and Wildlife Service's annual report issued on Oncor's Native Endangered and Threatened Species Habitat Conservation Plan, noted that for reporting year 2024:

- No occupied habitat was impacted during the reporting year;
- No potential habitat was impacted during the reporting year;
- Oncor did not observe any additional takes during the reporting year, and
- Oncor did not directly or indirectly impact habitat from any of the species covered by the U.S. Fish and Wildlife Service Permit.

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## Migratory Bird Protection

At Oncor, environmental stewardship is a core part of our mission. Our environmental team plays an active role in protecting bird species across Texas. When birds nest on or near electrical equipment, it can pose a risk to both the birds and the electric system. That's why our team works closely with wildlife professionals to safely remove nests when necessary, while working to ensure that birds, eggs, or chicks are carefully handled and transported to licensed wildlife rehabilitation centers as required by our U.S. Fish and Wildlife Service permit.

We believe these centers provide the care and nurturing needed to help young or injured birds recover and mature and, once healthy and ready, they're released back into their natural habitats. This compassionate process reflects our ongoing dedication to balancing safe, reliable electric service with the preservation of Texas wildlife.



## 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 designed to achieve 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, 2024, more than 95,000 trees have been provided at no cost to our customers through the program. This has resulted in 20-year projected cumulative environmental impact estimates below, as estimated by the Arbor Day Foundation, and assuming trees are planted by customers as sited.

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.

**171.8** **Energy**  
**million** **Savings (kWh)**

**1.44** **Storm Water**  
**billion** **Filtered (gal.)**

**392.9** **Carbon**  
**million** **Sequestered/  
Avoided (lbs.)**

**895,089** **Air Pollutants**  
**Absorbed (lbs.)**



## 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 outdoor recreational spaces while promoting local health and fitness opportunities; enhancing safety and reliability of service by complying with 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 different, 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 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 2024, we evaluated nearly 6,000 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.





## Recycled and Repurposed Waste

In alignment with our Environmental policy commitment to reduce emissions, releases, solid waste, hazardous waste, and uses of water, 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 2024, approximately 40%<sup>41</sup> of operational waste we generated—such as oil, poles, and other electrical equipment—was recycled or repurposed. These ongoing efforts have helped to establish Oncor as a ‘Very Small Quantity Generator’ of hazardous waste with Texas Commission on Environmental Quality (TCEQ). We are also actively engaged in attempting to reduce or recycle our solid waste.

<sup>41</sup>Calculated as total pounds of recycled operational waste divided by the sum of total pounds of incinerated, recycled, and landfilled operational waste.

## Optical Ground Wire (OPGW) Recycling

An example of our commitment to reducing or recycling solid waste is our Optical Ground Wire (OPGW) recycling program. Until recently, OPGW, also known as fiber optic, could not be processed in the United States for recycling and was considered an export only item. Over the last several years Oncor stored approximately 1.8 million pounds of the OPGW to avoid sending it to landfills, and worked with vendors to come up with a solution that would allow for the OPGW to be recycled. In 2024, the Recycling and Waste Management Services team found a vendor to work with Oncor to retool an entire chopping line so that these commodities could be recycled domestically. This innovation has allowed Oncor to recycle nearly ~10,000 lbs. of OPGW in 2024.





## APPENDIX

### IN THIS SECTION

**86** UNITED NATIONS SUSTAINABLE  
DEVELOPMENT GOALS

**88** EDISON ELECTRIC INSTITUTE  
SUSTAINABILITY REPORTING TEMPLATE

**94** GLOSSARY



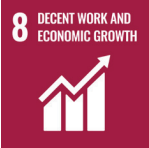

**96** FORWARD-LOOKING STATEMENTS



## 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>42</sup></li> <li>• <a href="#">Inclusion and Belonging</a></li> </ul>
	Ensure access to affordable, reliable, sustainable and modern energy for all	<ul style="list-style-type: none"> <li>• <a href="#">Sustainable Financing</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="#">Championing People</a></li> <li>• <a href="#">Achieving World Class Safety</a></li> <li>• <a href="#">Supporting Economic Growth</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 and Industry Partners</a></li> <li>• <a href="#">Prioritizing System Resiliency</a></li> <li>• <a href="#">Continued Investments in Enhanced Service Reliability</a></li> <li>• <a href="#">Partnering With Customers</a></li> </ul>

<sup>42</sup>As of December 31, 2024 ~23% of Oncor's board of directors consisted of women.



UN SDG	Goal Statement	Oncor Actions
	Reduce inequality within and among countries	<ul style="list-style-type: none"><li>• <a href="#">Inclusion and Belonging</a></li></ul>
	Make cities and human settlements inclusive, safe, resilient, and sustainable	<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>
	Ensure sustainable consumption and production patterns	<ul style="list-style-type: none"><li>• <a href="#">Environmental Policy</a></li><li>• <a href="#">Recycled and Repurposed Waste</a></li></ul>
	Take urgent action to combat climate change and its impacts	<ul style="list-style-type: none"><li>• <a href="#">Sustainable Financing</a></li><li>• <a href="#">Being Carbon Conscious</a></li><li>• <a href="#">Partnering With Customers</a></li></ul>
	Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	<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 (EEl) 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 EEl/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 Report outlines our ESG/Sustainability Governance and our ESG Sustainability Strategy.





## EEI TEMPLATE: QUANTITATIVE SECTION

Note: Oncor provides electric transmission and distribution services under regulations established by the PUCT and ERCOT. Oncor is solely a transmission and distribution utility and does not generate electricity for sale or purchase electricity for resale to customers, thus, many of the indicators below are Not Applicable (N/A) to Oncor. Under the EEI sustainability reporting template, NOx, SO2, and mercury emissions reporting is recommended only for generators. Oncor is not a power-grid generator and therefore does not report these measures. Reporting under these metrics must follow regulations outlined by the EPA's Acid Rain Reporting Program and Mercury and Air Toxics Standard (MATS), which also do not apply to Oncor. Finally, given its transmission- and distribution-only operations, Oncor is not subject to the EPA's Subpart C: General Stationary Fuel Combustion Sources nor Subpart D: Electricity Generation reporting. Renewable Electricity Usage.

**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:** August 29, 2025

Ref. No.	Refer to the 'EEI Definitions' tab in the EEI Sustainability Template for more information on each metric	2023	2024
<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	2023	2024
	<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)	3,824,000,000	4,683,000,000
3.2	Incremental Annual Electricity Savings from EE Measures (MWh) <sup>43</sup>	232,915	196,624
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	\$52,057,138	\$52,807,719
<b>4</b>	<b>Retail Electric Customer Count (at end of year)<sup>44</sup></b>		
4.1	Commercial <sup>45</sup>	517,530	523,112
4.2	Industrial	10,704	10,645
4.3	Residential	3,407,874	3,477,215

<sup>43</sup>As reported on U.S. Energy Information Administration Form 861.

<sup>44</sup>As reported on U.S. Energy Information Administration Form 861.

<sup>45</sup>Commercial customer count includes 1 transportation customer.



Ref. No.	Emissions	2023	2024
<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>46</sup>	61,598 <sup>47</sup>	9,740
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>46</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 Fifth Assessment Report. For SF<sub>6</sub>, the GWP is 23,000. In reporting year 2024, we improved processes that resulted in what we believe to be more accurate estimates and a more fulsome inclusion of equipment containing SF<sub>6</sub>.

<sup>47</sup>2023 total CO<sub>2</sub>e emissions of SF<sub>6</sub> has been adjusted in this Report to reflect the figure validated through third party verification and reported to TCR.



Ref. No.	Emissions	2023	2024
<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
<b>6.2.2</b>	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	2023	2024
<b>7</b>	<b>Human Resources</b>		
7.1	Total Number of Employees (average number over the year) <sup>48</sup>	4,753	4,920
7.2	Percentage of Women in Total Workforce	20%	21%
7.3	Percentage of Minorities in Total Workforce <sup>49</sup>	38%	39%
7.4	Total Number on Board of Directors/Trustees	13	13
7.5	Percentage of Women on Board of Directors/Trustees <sup>50</sup>	23%	23%
7.6	Percentage of Minorities on Board of Directors/Trustees <sup>51</sup>	38%	38%
<b>7.7</b>	<b>Employee Safety Metrics<sup>49</sup></b>		
7.7.1	Recordable Incident Rate	1.18	0.79
7.7.2	Lost-time Case Rate	0.15	0.11
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	0.39	0.29
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>48</sup>Calculated based on the sum of all employees at the end of each calendar month and dividing the total by twelve.

<sup>49</sup>Includes employees who have identified as being a member of a minority group or as being of two or more races.

<sup>50</sup>As of December 31, 2024.

<sup>51</sup>As of December 31, 2024.



## GLOSSARY

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

<b>2024 Annual Report on Form 10-K</b>	Oncor's Annual Report on Form 10-K for the year ended December 31, 2024 filed with the US Securities and Exchange Commission on February 18, 2025.	<b>DRGB</b>	Data Risk Governance Board
<b>\$</b>	U.S. Dollar	<b>DRM</b>	Data Risk Management
<b>%</b>	Percentage	<b>EE</b>	Energy Efficiency
<b>AAR</b>	Ambient Adjusted Rating	<b>EEI</b>	Edison Electric Institute, a trade association that represents all U.S. investor-owned utilities.
<b>AGA</b>	American Gas Association	<b>EOP</b>	Emergency Operations Plan
<b>AHA</b>	American Heart Association	<b>EPA</b>	Environmental Protection Agency
<b>AI</b>	Artificial Intelligence	<b>ERCOT</b>	Electric Reliability Council of Texas
<b>BELIEVE ERG</b>	The BELIEVE (Black Employees Leading in Inclusion, Excellence, Vision and Excellence) ERG aims to engage Black employees and their allies.	<b>ERG</b>	Employee Resource Group
<b>CAIDI</b>	Customer Average Interruption Duration Index	<b>Familia ERG</b>	The Familia ERG aims to engage Hispanic and Latino employees, and their allies.
<b>CCCLC</b>	Code of Conduct Compliance Leadership Committee	<b>FCC</b>	Field Construction Coordinator
<b>CCN</b>	Certificate of Convenience and Necessity	<b>Framework</b>	Oncor Sustainable Financing Framework, effective May 2022.
<b>CHEF</b>	Commercial High Efficiency Foodservice	<b>gal.</b>	Gallon
<b>Clean Power</b>	Clean power includes land-based wind, offshore wind, utility-scale solar, and battery storage technology.	<b>GHG</b>	Greenhouse Gas
<b>CO2</b>	Carbon Dioxide	<b>GWP</b>	Global Warming Potential
<b>CO2e</b>	Carbon Dioxide Equivalent	<b>HB</b>	House Bill
<b>CREZ</b>	Competitive Renewable Energy Zone	<b>Hg</b>	Mercury
<b>CSO</b>	Corporate Sustainability Overview	<b>HVAC</b>	Heating, Ventilation, and Air Conditioning
<b>DART</b>	Days Away, Restricted or Transferred	<b>I &amp; B</b>	Inclusion and Belonging
<b>DG</b>	Distributed Generation	<b>InspirAsian PI (Pacific Islander) ERG</b>	The InspirAsian PI ERG aims to engage Asian American, Native Hawaiian, and Pacific Islander employees, and their allies.
<b>DLR</b>	Dynamic Line Rating	<b>IPCC</b>	Intergovernmental Panel on Climate Change
		<b>IVM</b>	Integrated Vegetation Management



<b>kg</b>	kilogram
<b>kWh</b>	kilowatt hour
<b>lbs.</b>	Pounds
<b>LED</b>	Light-Emitting Diode
<b>LiDAR</b>	Light Detection and Ranging
<b>LTIR</b>	Lost Time Incident Rate
<b>MATS</b>	Mercury and Air Toxics Standards
<b>MDS</b>	Manager Development Series
<b>MT</b>	Metric Ton
<b>MW</b>	megawatts
<b>MWh</b>	megawatt hour
<b>NERC</b>	North American Electric Reliability Corporation
<b>NOx</b>	Nitrogen Oxide
<b>NYSE</b>	New York Stock Exchange
<b>Oncor</b>	Oncor Electric Company LLC
<b>Oncor Families ERG</b>	The Oncor Families ERG aims to support working families.
<b>Oncor Holdings</b>	Oncor Electric Delivery Holdings Company LLC
<b>Oncor Women's Network (OWN) ERG</b>	The OWN ERG aims to engage women and their allies.
<b>OPGW</b>	Optical Ground Wire
<b>OSHA</b>	Occupational Safety and Health
<b>PAC</b>	Political Action Committee
<b>People With Abilities (PWA) ERG</b>	The PWA ERG aims to increase accessibility for individuals with a disability, caregivers, and their allies.
<b>PRIDE ERG</b>	The PRIDE ERG aims to connect employees who identify as members of the LGBTQIA+ community with allies and resources.
<b>PSOC</b>	Physical Security Operations Center

<b>PUCT</b>	Public Utility Commission of Texas
<b>PV</b>	Photovoltaic
<b>Report</b>	This 2024 Corporate Sustainability Report
<b>RMC</b>	Risk Management Committee
<b>SAIDI</b>	System Average Interruption Duration Index
<b>SAIFI</b>	System Average Interruption Frequency Index
<b>SEC</b>	Securities and Exchange Commission
<b>Sempra</b>	Sempra, a California corporation that owns an indirect 80.25% equity interest in Oncor.
<b>SF6</b>	Sulfur Hexafluoride
<b>SO2</b>	Sulfur Dioxide
<b>SQL</b>	Structured Query Language
<b>SRP</b>	System Resiliency Plan
<b>Sustainability Committee</b>	Sustainability and Sustainable Finance Committee
<b>TCEQ</b>	Texas Commission on Environmental Quality
<b>TCR</b>	The Climate Registry
<b>Texas Transmission</b>	Texas Transmission Investment LLC, a limited liability company that owns a 19.75% equity interest in Oncor.
<b>TLR</b>	Transmission Loss Rate
<b>TMMC</b>	Technology, Measurement, Market Relations, and Customer Engagement
<b>TRIR</b>	Total Recordable Incident Rate
<b>TVRA</b>	Threat and Vulnerability Risk Assessment
<b>U.S.</b>	United States of America
<b>UN SDGs</b>	United Nations Sustainable Development Goals
<b>VALOR ERG</b>	The VALOR (Veterans Advancing, Leading and Optimizing Results) ERG aims to increase the support and representation of veterans.
<b>VM</b>	Vegetation Management



## FORWARD-LOOKING STATEMENTS

**Forward-Looking Statements:** This Report 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,” “expects,” “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, NERC, the Texas Reliability Entity, Inc., the U.S. Department of Energy, the EPA, and the TCEQ, and including with respect to:
  - authorized rate of return;
  - permitted capital structure;
  - industry, market, and rate structure;
  - rates and recovery of investments;
  - approvals of applications;
  - 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 regulatory requirements, including 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 severe weather events, natural disasters or wildfires;
- cyber-attacks on us or our third-party vendors;
- changes in expected ERCOT and service territory growth;
- changes in, or cancellations of, anticipated projects, including customer requested interconnection projects;
- physical attacks on our system, acts of sabotage, wars, terrorist activities, wildfires, fires, explosions, natural disasters, hazards customary to the industry, or other emergency events;
- our ability to obtain adequate insurance on reasonable terms and the possibility that we may not have adequate insurance to cover all losses incurred by us or third-party liabilities;
- adverse 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, foreign policy, and global trade restrictions;
- supply chain disruptions, including as a result of tariffs, global trade disruptions, competition for goods and services, and service provider availability;
- unanticipated changes in electricity demand in ERCOT or our service territory;
- ERCOT grid needs and ERCOT market conditions, including insufficient electricity generation within the ERCOT market or disruptions at power generation facilities that supply power within the ERCOT market;
- changes in business strategy, development plans or vendor relationships;
- changes in interest rates, foreign currency exchange 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;
- changes in employee and contractor labor availability and cost;
- significant changes in our relationship with our employees, 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. or foreign capital and credit markets;



## FORWARD-LOOKING STATEMENTS

- financial market volatility and the impact of volatile financial markets on investments, including investments held by our pension and other post retirement employee benefit plans;
- circumstances which may contribute to future impairment of goodwill, intangible or other long-lived assets;
- our adoption and deployment of artificial intelligence;
- 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 and financing strategy.

Any forward-looking statement speaks only as of August 29, 2025 the date this Report is published, or the date on which it is made, 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 Report references Oncor policies and intent, and is subject to change and is not intended to, nor can it be relied on, to create legal relations, rights, or obligations. This Report is intended to provide non-exhaustive, general information. This Report 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 Report 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 Report.

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 2024 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 Report 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 Report. 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.