2025

CORPORATE SUSTAINABILITY REPORT

CONTENTS

OUR BUSINESS

At December 31, 2025.

OUR BUSINESS

Oncor Electric Delivery Company LLC (Oncor)[1] is a regulated electricity transmission and distribution company headquartered in Dallas, Texas. We operate the largest transmission and distribution system in Texas, based on the number of end-use customers and circuit miles of transmission and distribution lines at December 31, 2025, delivering electricity to more than 4.1 million homes and businesses and operating more than 145,000 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 over 120 counties and more than 400 incorporated municipalities. Oncor and its approximately 5,600 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.

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.

ONE | ONCOR

Improving Customer Service Through:

COLLABORATION

TRANSPARENCY

ACCOUNTABILITY

[1]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 (NYSE: SRE) , owns 80.25% of our membership interests and Texas Transmission Investment LLC (Texas Transmission) owns 19.75% of our membership interests. Texas Transmission is indirectly owned by OMERS Administration Corporation and GIC Private Limited. 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 13 of this Report and "Business and Properties" in Oncor's Annual Report on Form 10-K for the year ended December 31, 2025 filed with the Securities and Exchange Commission on February 26, 2026 (2025 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 2025 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.

About this Report

Reporting Boundaries

Unless otherwise specified, data in this Report is as of – or for the year ended – December 31, 2025. We include data for Oncor and its subsidiaries, as a whole.

Requests for additional information[2] may be submitted to **Sustainability@oncor.com**

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 81 for definitions of terms and abbreviations used in this Report.

Oncor's organizational boundary for greenhouse gas (GHG) reporting purposes is based on the Operational Control boundary approach.[3]

[2]Additional information with respect to Oncor and its business can be found in its filings with the SEC, which are available to the public, free of charge, at the SEC's website at https://www.sec.gov. Additionally, Oncor makes such information available to the public, free of charge, on the Investor Relations section of Oncor's Website as soon as reasonably practicable after the filings have been filed with or furnished to the SEC. Additional information regarding Oncor's Sustainability efforts can also be found on the Investor Relations section of Oncor's website. Information on Oncor's website or available by hyperlink from Oncor's website does not constitute part of this Report.

[3]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.

Frameworks and Standards

Oncor's Annual Sustainability Report provides an integrated view of certain non-financial sustainability topics and has been prepared in consideration of:

- Certain United Nations Sustainable Development Goals (UN SDGs) on page 68.
- The Edison Electric Institute (EEI) Sustainability Reporting Template on page 70.
- The Global Reporting Initiative Index (GRI) on page 76.

In this 2025 Report, Oncor has enhanced its sustainability reporting by introducing a GRI Index for the first time.

The inclusion of a GRI Index is anticipated to improve transparency and comparability across disclosures. It also gives stakeholders clearer insight into how Oncor's sustainability performance measures against established standards. Overall, it reflects our continued commitment to elevating reporting quality and accountability.

Additional information is available at Oncor.com/Sustainability – including certain policies, Oncor's sustainable financing documentation, and prior Sustainability Reports.

Data Verification and Report Review

We collect, review, verify, and aggregate data for this Report and its supporting documentation from our business units, with input from subject matter experts from across Oncor. Oncor senior leaders review and approve the data and information included within this Report. Oncor's Sustainability and Sustainable Finance Committee also review the Report. Any restatements of information from last year's Report are noted throughout this Report.

We obtain third-party verification of our estimated, partial greenhouse gas (GHG) emissions data. The 2024 estimated, partial Scope 1 and Scope 2 GHG emissions data included in our 2024 Corporate Sustainability Report was unverified at the time of publication, but was subsequently verified at a limited level of assurance. Any updates to the 2024 estimated, partial GHG emissions data that occurred as a result of that verification process are reflected in this Report. Verification of our 2025 estimated, partial GHG emissions is expected to occur after the publication of this Report and to the extent any updates to the 2025 estimated, partial GHG emissions data are necessary, we intend to state those updates in our 2026 Corporate Sustainability Report.

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.

Our Key Goals Are:

Creating accountability through strong governance and ethical conduct throughout the company and instilling corporate values and training through workforce development.

Promoting economic growth, equity, and safety across Texas communities.

Limiting Oncor's direct environmental footprint and helping support customers' efforts to limit their environmental footprints.

Sustainability Materiality[4] Assessment

In 2024, we completed our first-ever, comprehensive Sustainability 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 from across our value chain that allowed us to identify and verify key themes and topics as stakeholders ranked sustainability topics and discussed emerging operational and regulatory considerations. Their evaluation considered potential impacts such as the scale and scope of potential impacts, the likelihood of occurrence, and alignment with obligations and long-term planning. We shared these results with management and the Governance and Sustainability Committee of Oncor's board of directors and are now in the process of applying key lessons.

Oncor manages its identified sustainability material topics through established governance structures, operational controls, and regulatory oversight. Sustainability materiality topics are reviewed periodically, at the board and executive level, to help ensure continued alignment with operating conditions and stakeholder expectations. Performance data related to certain identified sustainability material topics is included throughout this Report and aligned, where applicable, with relevant GRI Topic Standards.

[4]No use of the words "material" and "materiality" in this section "Sustainability Materiality Assessment" is intended to refer to or incorporate the concept of materiality under U.S. securities laws or for any other purpose.

Sustainability Materiality Assessment – (continued)

The Sustainability Assessment identified the following key themes, among others, that resonated across the various stakeholder interviews and which continue to be at the center of our sustainability efforts:

Reliability and Resiliency: Maintaining reliable operations in the face of increasing extreme weather and similar climate-related challenges. Key measurements include non-storm SAIDI, SAIFI, and CAIDI results.[5]

78.1 Non-Storm System Average Duration Index (SAIDI)

1.1 Non-Storm System Average Interruption Frequency Index (SAIFI)

70.4 Non-Storm Customer Average Interruption (CAIDI)

Community Engagement: Fostering a strong connection between Oncor and its customers and other key community leaders. Key activities in this area in 2025 included:

40+ Area Managers deployed to live and work in various regions across our service territory

40 Ask Oncor Events

$3M+ Donations to Non-profits

Cyber and Physical Security: Maintaining the physical security and cybersecurity of Oncor critical infrastructure. Key activities in this area in 2025 included:

37% Increase in attendance at Oncor's security day events year-over-year

24x7 Enterprise Security Resilience Center established in 2025 is providing expanded coverage for security of company assets, executives and corporate events.

[5] 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.

Sustainability Materiality Assessment – (continued)

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 and Gallup Engagement Survey participation rate:

5.4%[6] This 2025 employee turnover rate is lower than Oncor's average of 6.3%[7] for the 5 years prior to 2025.

~85% Our 2025 Gallup employee engagement participation rate continues to increase year-over-year since 2021.

Affordability: We remain committed to affordability by aligning necessary rate increases with prudent, targeted investments that strengthen system reliability and resilience, helping to ensure long-term value for our customers.

[6]Includes approximately 1.8% that was attributed to retirements.
[7]Includes approximately 2.5% that was attributed to retirements over the same time period.

A MESSAGE FROM OUR CHIEF EXECUTIVE

Oncor's role in Texas has never been more important. As our state continues to grow at an extraordinary pace, the need for a strong, reliable electric grid is increasing just as quickly. Meeting that need requires disciplined planning, significant investment, and a clear focus on long-term performance.

This year, we continued executing on one of the most ambitious investment programs in our company's history. Across our system, we are expanding capacity, enhancing reliability, and positioning the grid to support sustained economic growth and evolving energy demands. These efforts are grounded in a commitment to operational excellence and guided by our responsibility to serve millions of Texans every day.

In 2025, we filed a request with the Public Utility Commission of Texas for a base rate review. This filing addressed significant storm-related costs incurred in recent years and supported continued investment in critical infrastructure. It also reflected the importance of maintaining the financial strength needed to access capital at competitive rates, an important factor in delivering long-term value and reliability for the customers we serve. In 2026, we requested and received approval of an unopposed, comprehensive rate case settlement as part of that base rate review, reflecting a collaborative regulatory process that is expected to support continued investment in system reliability and resiliency.

We remain mindful that the work we do ultimately impacts households and businesses across our service area. Affordability will continue to be a key consideration as we make decisions about how best to operate, maintain, and strengthen the system. Our approach is grounded in efficiency, disciplined execution, and a long-term view that seeks to deliver value over time.

None of this progress is possible without our employees and contractors. Their professionalism, expertise, and dedication are the foundation of our success. I am proud of the work they do each day to help ensure that Oncor continues to deliver safe, reliable service in an increasingly complex environment.

As we look ahead, we are focused on building on this momentum, continuing to invest with purpose, operate with discipline, and deliver results for the customers and communities we serve.

Allen Nye

A MESSAGE FROM OUR CHIEF SUSTAINABILITY OFFICER

At Oncor, sustainability means planning, investing, and operating in a manner that positions us to reliably serve our customers for generations to come. With electricity demand in Texas continuing to reach never-before-seen heights, meeting this expectation has never been more complex or more important. And yet, our employees and contractors continue to rise to the occasion. It is my honor to share their latest accomplishments in Oncor's 2025 Corporate Sustainability Report.

This Report marks an important step forward in Oncor's sustainability journey by aligning our disclosures with the Global Reporting Initiative (GRI) Standards for the first time. This milestone reflects our commitment to transparency, comparability, and continuous improvement in how we communicate our sustainability performance.

As we work to meet the power needs of Texans across our service territory, we are committed to doing so in a way that reflects responsible and sustainable growth. This means not only investing in critical infrastructure, but doing so with a focus on efficiency, affordability, and long-term value creation. We are navigating a pivotal moment that calls for significant investment while maintaining a strong commitment to our customers and communities.

In 2025, Oncor made significant progress to plan for critical infrastructure to deliver more power with fewer corridors, helping reduce overall land use while improving system efficiency and lowering line losses. We also implemented critical upgrades throughout our distribution system to strengthen resilience against extreme weather and evolving physical and cybersecurity risks, while also deploying various advanced technologies to help elevate our customer experience.

By emphasizing disciplined planning, thoughtful resource management, and strategic prioritization, we are strengthening the grid in a way that we believe supports resilience, economic vitality, and a more sustainable energy future for Texas.

Texas is experiencing a transformative moment of growth and prosperity, and Oncor plays a critical role in sustaining that momentum. This Report highlights the progress we made in 2025 and the opportunities that lie ahead. As we look forward, we remain committed to continuous improvement, responsible growth, and open dialogue – working alongside our stakeholders to build a stronger Texas.

Mike Grable

DRIVING RESPONSIBLE CONDUCT

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

DRIVING RESPONSIBLE CONDUCT

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 Oncor Holdings. 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.

Ring-Fencing Measures (continued)

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.
- 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 senior secured debt credit rating by any of the three major rating agencies were to fall below BBB (or the equivalent).
- 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 with Sempra, any of Sempra's other affiliates, or 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 record-keeping 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.

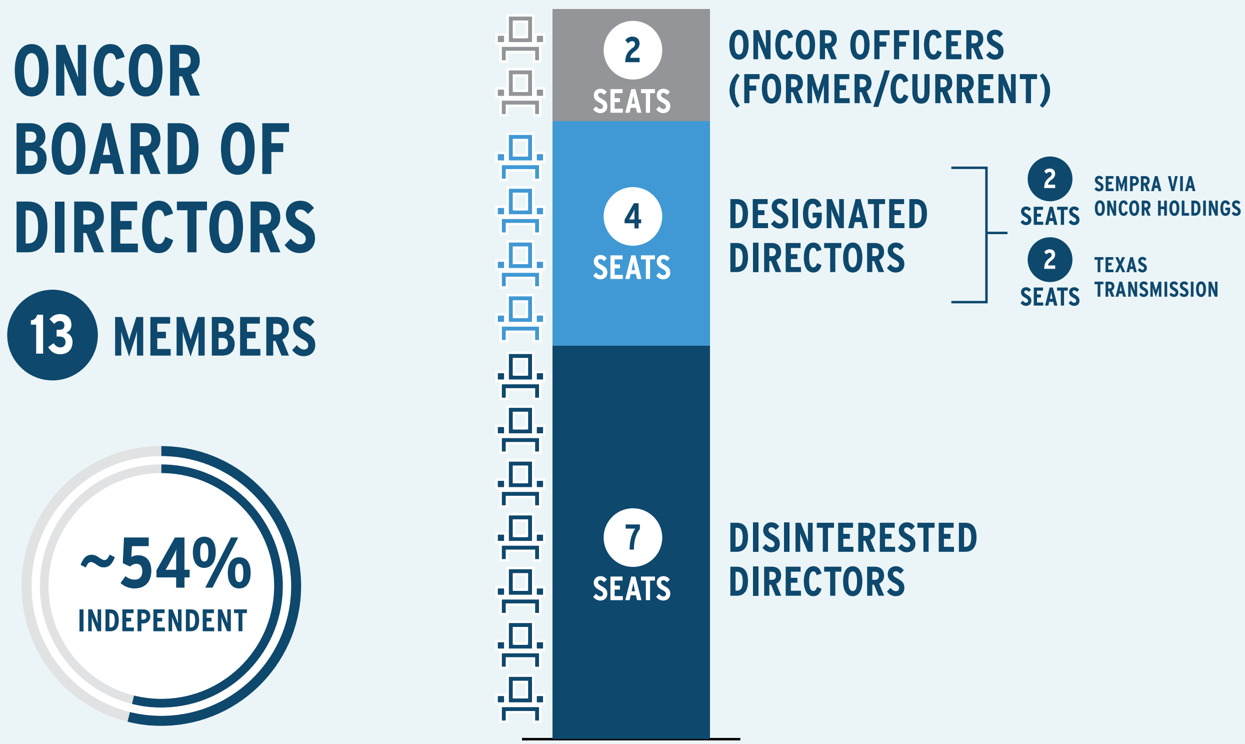
Our limited liability company agreement requires PUCT approval of certain revisions to the agreement, including, among other things, revisions to our governance structure and other various ring-fencing measures.

Governance[8]

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.[9]

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.



[8]For additional information see the Corporate Governance and Board of Directors section on the Investor Relations section of the Oncor website. Information on Oncor's website or available by hyperlink from Oncor's website does not constitute part of this Report.
[9]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 2025 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.

BOARD COMMITTEES

GOVERNANCE AND SUSTAINABILITY COMMITTEE
Oversees governance and sustainability matters, reviews governance guidelines, practices, processes, and committee structure, recommends committee nominees, and monitors sustainability strategies, activities, reporting, inclusion, and regulatory affairs.

AUDIT COMMITTEE[10]
Assists the board with overseeing our financial statements, legal compliance, auditor qualifications and performance, internal audit, controls, disclosure effectiveness, and promotes communication among auditors, management and the board.

ORGANIZATION AND COMPENSATION COMMITTEE
Reviews and approves compensation, sets executive incentive goals[11], and administers Oncor's clawback policy allowing recovery of incentive pay for misconduct causing financial restatements.

FINANCE COMMITTEE
Supports the board in overseeing and managing Oncor, reviews financing activities and risks, and annually evaluates retirement plan performance[12].

CORPORATE GOVERNANCE COMMITTEES

SUSTAINABILITY AND SUSTAINABLE FINANCE COMMITTEE (S&SFC)[13]
Oversees key sustainability efforts and supports sustainable financing. It is co-chaired by Oncor's Treasurer and Oncor's Chief Sustainability Officer, with cross-functional management representatives also serving as members.

COMPLIANCE STEERING COMMITTEE
Provides oversight, leadership, and guidance on compliance programs, serves as an advisory resource, reviews regulations and risks, and meets quarterly to assess and improve Oncor's compliance practices.

CODE OF CONDUCT COMPLIANCE COMMITTEE
Reviews Code of Conduct compliance matters, monitors trends and resolutions, meets quarterly to address incidents, and includes cross-functional senior leaders from compliance, ethics, audit, legal and security.

[10] The Audit Committee plays a significant role in Oncor's risk management and compliance practices, as discussed in more detail under Enterprise Risk Management on page 17.
[11] For more information on our executive incentive plans, see "Executive Compensation" in our 2025 Annual Report on Form 10-K.
[12] Membership of the Finance Committee does not consist of a majority of disinterested directors.
[13] In 2025, the S&SFC met 5 times, including meetings to discuss greenhouse gas emissions reporting, sustainability data collection, sustainability related ratings, and spend related to eligible green projects allocated toward Oncor's €500 million in green-labeled bonds that were issued in May 2024.

Strategic Resiliency

Enterprise Risk Management

Oncor's board of directors has delegated primary responsibility for risk management oversight to the Audit Committee. In accordance with the Audit Committee charter, the Audit Committee reviews the company's major risk exposures and management's processes for identifying, monitoring, and managing those risks. Additionally, Oncor's Risk Management Policy defines the primary purpose and key principles from which to expand, clarify, or specifically address key risk exposures.

With the endorsement of Oncor's board of directors, Oncor's Senior Leadership Team and Oncor's Chief Risk Officer have established a risk management framework and operating framework that drives Oncor's business and operating functions to actively manage, mitigate and report risks within Oncor's defined risk framework. Management oversees risk through an enterprise-wide program that includes a risk management committee led by the Chief Risk Officer that meets at least quarterly and brings together cross-functional leaders to assess significant risks, discuss mitigation strategies, and assign accountability for ongoing monitoring. Key insights from these discussions are communicated to the Audit Committee and, as appropriate, the full board of directors on at least a quarterly basis.

Enterprise Risk Management Framework

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 2025, our internal audit group completed 25 audits related to North American Electric Reliability Corp (NERC) compliance, environmental, 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 our Code of Conduct Compliance Committee.

Business Ethics

Oncor strives to conduct business in accordance with ethical standards and in compliance with applicable laws and regulations. Oncor regularly reviews company policies to identify, develop, and facilitate responsible governance practices. Detailed policies and procedures are available to all employees through our Policy Manual available on our intranet site. Furthermore, our Code of Conduct provides employees with rules and guidance for acceptable workplace behavior (including no discrimination or harassment), engaging and managing Oncor's business and business relationships, acting with integrity, protecting Oncor's information and other assets, complying with anti-bribery and anti-corruption laws and regulations, upholding Oncor's core values, and avoiding conflicts of interest.

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.

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

In support of Oncor's overall compliance program, Oncor's Chief Ethics Officer is responsible for developing, implementing, maintaining, and providing management oversight of Oncor's 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.

In 2025, employee training hours related to the Code of Conduct totaled more than 3,400 hours.[14]

Policies

To support this commitment, Oncor maintains a comprehensive policy manual that is available to all employees, providing clear guidance on expected conduct, decision-making, and accountability across the organization. Together with related charters and standards, these policies form the foundation of our governance framework and promote responsible operations throughout our service territory. Collectively, they help ensure alignment with our core values, regulatory responsibilities, and stakeholder expectations.

Examples of these policies include:

- **Human Rights Policy**, which outlines our approach to respecting human rights and our efforts to prevent, mitigate, and account for potential human rights risks and impacts that could arise from our activities, supply chain, and business relationships.
- **Paid Parental Leave Policy**, which supports employees and families by providing eligible employees with up to ten (10) weeks of paid parental leave. This includes two (2) weeks of paid parental leave following the birth, adoption, or foster placement of a child for eligible employees, with birth mothers entitled to an additional eight (8) weeks of paid time away from work to care for and bond with their child.
- **Oncor Compliance Charter**, which describes our commitment to proactively identifying, monitoring, and mitigating significant compliance risks and helping ensure our compliance goals are met. The Charter reinforces management accountability, oversight structures, and a culture of ethical conduct.

Additional information on these and other governing documents is available in the Governance, Policy, and other Sustainability-Related Documents section of the Appendix and on Oncor.com.

[14] Includes the total number of times the Code of Conduct training was assigned in 2025 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 2025 was 145, with 100% of those cases closed by year-end (100% of cases carried over from 2024 were also closed by the end of 2025). Oncor's Code of Conduct; Compliance Program Policy; and Accounting, Internal Accounting Control and Auditing Complaints and Related Retaliation and Employee Fraud Policy each outline 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.

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. Summaries and status updates relative to all such reports are provided to the Code of Conduct Compliance Committee 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.

Strategic Sourcing

Oncor values strong, collaborative relationships with suppliers who help us deliver safe, reliable, and efficient electric service across Texas. We are committed to working with qualified businesses that share our dedication to quality, safety, innovation, and operational excellence. Our Supplier Code of Business Conduct expands upon this fundamental commitment by providing guidance in making the right choices regarding behavior. All Oncor suppliers are expected to commit to our Supplier Code of Business Conduct, as well as all applicable laws and regulations.

In 2025, Oncor Strategic Sourcing was focused on enhancing supply chain resiliency to support grid reliability. Key initiatives aimed at end-to-end continuity across sourcing, logistics, inventory, and field execution. These efforts included improving visibility into material availability, strengthening logistics coordination, and ensuring inventory readiness for storm response and capital work.

Oncor implemented multiple initiatives to further strengthen its supply chain, including strengthening index-based contracts with guardrails to help mitigate price volatility and supplier margin risk. Advanced purchase commitments and volume lock-ins were used to help secure manufacturing capacity and material availability. Oncor diversified and regionalized its supplier base to reduce single-point-of-failure risk and increase engagement with diverse and local suppliers to improve execution reliability.

Supplier risk governance was enhanced to address areas such as compliance, safety, and operational risk. Inventory management for critical materials was prioritized, with improved visibility across warehouses and service centers. Continuous improvement initiatives focused on process efficiency, system integration, and cross-functional coordination.

Supplier engagement and development at Oncor is more than a policy — it's a long-term strategy for innovation, competitiveness, and community impact.

Building Opportunities and Leading Transformation

Oncor's supplier development program, Building Opportunities and Leading Transformation (BOLT), advances our sustainability strategy by helping to strengthen supplier capability, foster economic inclusion, and enhance supply chain resilience. Through targeted education, mentoring, and direct engagement with Oncor's subject matter experts, BOLT equips suppliers with the knowledge and tools needed to meet Oncor's safety, operational, and business expectations. The program builds long-term supplier readiness, deepens engagement, and supports a broader, more resilient supplier network—creating shared value for Oncor, our suppliers, and the communities we serve.

DFW Business Council Award

Oncor was recognized with the DFW Business Council's Buying Entity Award for championing business inclusion and development during 2024 and 2025. The Buying Entity Award category highlights best practices in supplier diversity as well as program structure, innovation, and long-term development of under-resourced, under-financed, and under-scaled businesses.

In 2025, Oncor spent about $3.48 billion with local suppliers in Texas, which was about 52% of our total procurement spend.

Responsible Advocacy

Oncor engages in public policy discussions to support the safe, reliable, resilient, and cost-effective delivery of electricity across Texas. As a regulated transmission and distribution utility, we believe it is important to participate constructively in legislative and regulatory processes that directly affect grid reliability, public safety, infrastructure investment, and customer affordability.

Oncor's lobbying and government affairs activities are expected to be conducted in compliance with all applicable federal, state, and local lobbying, ethics, and disclosure laws including registration, reporting, and recordkeeping requirements related to lobbying activities and political expenditures.

Lobbying expenditures are governed by our 'Lobbying Expenditures, Gifts, Gratuities, and Entertainment, and Other Matters Relating to Public Officials' policy.

By Texas law, Oncor cannot make corporate contributions to a campaign or candidate. Contributions made by the employee Political Action Committees are publicly available on the Texas Ethics Commission website and the Federal Election Commission website, as applicable.

Oncor participates in select industry trade associations and professional organizations to support collaboration, technical expertise, and informed public policy dialogue related to electric transmission and distribution. These associations provide important forums for advancing grid reliability, public safety, workforce development, and sustainability. Membership does not imply endorsement of all association positions, and Oncor periodically reviews participation to help ensure alignment with company values and strategic priorities.

- Focus areas include grid reliability and resilience, safety, regulatory policy, and infrastructure investment.
- Memberships are periodically reviewed for alignment with business objectives and sustainability commitments.
- Oncor engages directly where material differences in policy positions arise.

Security

Oncor continues to strengthen operational resilience and safeguard critical infrastructure through integrated cybersecurity and physical security programs. In 2025, the company expanded workforce engagement, maintained strong training completion rates, and improved overall security awareness and preparedness, reinforcing a culture of safety, reliability, and risk management across both digital and physical environments. Our 2025 Security Awareness Month theme, "Secure Our World," reflects our shared responsibility to safeguard not only Oncor, but also the communities and customers who depend on us.

Cybersecurity[15]

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.

Our cybersecurity strategy is built on "defense-in-depth" as recommended by the National Institute of Standards and Technology. We have policies and procedures in place to identify, protect, detect, respond and recover from cybersecurity incidents. 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.

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 Investigation's InfraGard, an ERCOT critical infrastructure protection working group, the Electricity Information Sharing and Analysis Center, and the Texas Information Sharing and Analysis Organization.

[15]For more information on our cybersecurity strategy, cybersecurity team and cybersecurity governance, please see "Cybersecurity" in our 2025 Annual Report on Form 10-K.

Cybersecurity (continued)

This includes information-sharing and coordination with ERCOT, the PUCT, and other ERCOT market participants with a view toward protecting and enhancing the ERCOT grid from cyber and physical attacks and response preparation. In addition, we participate on various technical and advisory boards, such as the advisory board of the Energy Sector Security Consortium, Inc., a nonprofit organization that supports energy sector organizations with the security of their critical technology infrastructures, and the Electricity Subsector Coordinating Council. 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. Oncor regularly conducts cyber response preparedness activities, including drills, tabletop exercises and we require an annual cybersecurity training for all credentialed individuals. As part of our commitment to cyber safety we hold 3 formal cyber drills facilitated by industry training cyber professionals. Two of these are conducted at a purpose-built cyber range facilitated with the third held onsite in our Integrated Operations Center. In addition, each year we hold an annual cyber awareness month, which includes informational events, speakers, and additional training resources to increase our workforce's engagement in cyber safety.

Oncor has also incorporated cybersecurity awareness and training in its three-year SRP as part of the Technology group's cyber resiliency and governance program to enhance the knowledge and skills for those individuals who perform relevant critical infrastructure tasks with cybersecurity risks in mind. In 2025, these same individuals completed cybersecurity awareness and training as part of the ~1,940 cyber resiliency training hours.

Incident Response

The life cycle of our incident response includes: (i) preparation through 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.

Data Privacy

Oncor has implemented policies, practices, and procedures intended to protect data privacy as well as overall data privacy management and controls to mitigate associated data protection risks. As an integral part of our cybersecurity risk management processes, Oncor aims to protect the confidentiality and integrity of Oncor data and systems (please refer to the cybersecurity section immediately above). A significant component of Oncor's proactive cyber and data protection strategy is our data risk management (DRM) program which focuses on protecting Oncor data, including the privacy of such data, by assessing and monitoring the management and use of Oncor confidential and sensitive information in alignment with Oncor policies, by limiting the unsecure management and distribution of such confidential and sensitive information, and by identifying data protection risk areas and mitigation plans. Led by members of Oncor's executive leadership team, the Oncor Data Risk Governance Board (the DRM governing body), and operational stakeholders, Oncor's DRM group provides formal data use assessments, determinations, policies, and standards designed to protect Oncor data, including the privacy of such data. In connection with Oncor's cybersecurity risk management processes, Oncor has implemented data breach-related notification processes and procedures to timely address any potential breach and associated notification responsibilities. The Audit Committee and the Oncor board of directors receive quarterly reports concerning Oncor's DRM program and cybersecurity matters. Additionally, Oncor employees receiving training on the protection of sensitive Oncor data through required annual Code of Conduct training as well as cybersecurity awareness training and, for necessary roles, HIPAA training and NERC-Critical Infrastructure Protection training.

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. In 2025, Oncor's DRGB expanded its membership to include additional officer-level stake-holders with a focus on key elements such as: reviewing identified initiatives with operational impact and high data risk, enabling structured, cross functional evaluation of risks across legal, audit, technology, and operational perspectives.

Responsibilities of Oncor's DRGB include:

- Equipping the workforce to leverage data to power Oncor's mission,
- Providing organizational guidance,
- Educating the workforce,
- Determining risk strategy,
- Enabling controls, and
- Supporting enforcement

DRGB members meet at least once a quarter to facilitate executive and cross-functional alignment and present updates to the Audit Committee of Oncor's board of directors.

Artificial Intelligence

Looking ahead, we are committed to safely, securely, and intentionally leveraging artificial intelligence (AI) to innovate and add value to our delivery of services to our customers, including to help make our grid smarter, more efficient, and more reliable than ever before. Among other anticipated benefits, AI is expected to predictively analyze massive amounts of data, anticipate system needs, and proactively address challenges before they impact our customers. From optimizing load flows and improving asset maintenance to enhancing storm response and accelerating restoration times, AI is expected to help us deliver greater operational excellence, resiliency, and reliability.

Physical Security

Oncor's Corporate Security team strives to understand the critical risks to Oncor from an operational and business perspective, and to give Oncor's leaders the tools necessary to make informed, risk-based decisions. In 2025, we established a new 24x7 Enterprise Security Resilience Center to support our security operations.

Our Corporate Security team has the responsibility for protection of the company's people and physical property, with workplaces and physical grid assets divided into criticality levels. Each criticality level has specific minimum physical security controls, reducing residual risk to an acceptable level. Risk assessments identify, monitor, and remediate any misalignment or deficiencies in relation to those standards.

Corporate Security has developed a formal framework to provide protection across the enterprise. This includes an investigative function that has aided Oncor in partnering with law enforcement on external investigations. Additionally, this function is working with stakeholders on threat assessment programs.

SERVING OUR STAKEHOLDERS

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

SERVING OUR STAKEHOLDERS

Oncor's approach to stakeholder engagement is guided by its Stakeholder Engagement Policy, which establishes expectations for identifying, engaging, and communicating with a broad range of stakeholders across its service territory.

The policy applies to all employees and emphasizes proactive, respectful, and transparent engagement to understand stakeholder perspectives and support informed decision-making. Stakeholder input is considered during routine operations and heightened circumstances, including system events, public safety issues, and major infrastructure projects, helping ensure engagement activities align with Oncor's values, regulatory obligations, and long-term business objectives.

Examples of Stakeholders and Engagement

STAKEHOLDERS MAY INCLUDE:

- Owners
- Community Leaders
- Elected Officials
- Customers
- Regulators
- Representatives of Local Government
- Investors
- Company Leaders
- Employees
- Emergency Services
- Contractors and Suppliers
- Retirees

AVENUES OF ENGAGEMENT MAY INCLUDE:

- Conferences, meetings, calls
- Financial Presentations
- SEC Filings
- MyOncorApp
- Emergency Ethics Helpline
- Charitable Opportunities
- Employee Resource Groups
- Training Sessions
- Oncor.com
- Local Chamber of Commerce Meetings and Other Local Public Forums
- Doorhangers
- Text Message
- Social Media
- Meetings with State Leaders

Safety

Safety is a core value at Oncor and fundamental to how we operate and serve our customers, communities, employees, and contractors. Our 2025 safety theme, “Safety Habits Save Lives,” reinforces the importance of consistent behaviors, personal accountability, and disciplined work practices to prevent injuries and life changing events. This focus is supported by enterprise-wide safety programs, leading indicators, and continuous learning.

Oncor maintains a comprehensive occupational health and safety management framework, Oncor’s Commitment to Safety Excellence, that applies to all employees and contractors performing work on the company’s behalf. Safety expectations are embedded in policies, procedures, and operational standards, including Oncor’s Safety Handbooks and Life Saving Absolutes. In 2025, Oncor reviewed and updated more than 60 safety procedures and guidelines as part of a multi-year cycle to help ensure work practices reflect current risks, lessons learned, and operational realities.

Oncor Safety Management System (SMS) Elements

Employee Safety

Employee participation is central to Oncor's safety culture and is embedded in both daily operations and formal safety governance. Through mechanisms such as Safety Monday, a companywide forum held at the start of each week where employees and leaders engage in open, two-way communication to review recent incidents, share lessons learned, and reinforce safe work practices. Participation is further supported through regular tailboards and field observations, which are documented in Oncor's Operation and Safety Information System platform. In 2025, employees conducted nearly 24,000 safety observations, supporting proactive identification of hazards and reinforcing shared accountability for safety across the organization. Employee input is also formalized through a network of safety committees at the enterprise, region, and local levels, comprised of both frontline employees and management, which review safety performance, assess risks, and recommend improvements to programs, procedures, and training. In addition, Oncor supports employee health and emergency preparedness through programs focused on injury prevention, first aid, and response readiness. In 2025, Oncor began deploying Automated External Defibrillators (AEDs) to all company locations and selected vehicles, distributing more than 300 AED devices, and expanding CPR and first aid training. These efforts have contributed to multiple Life Saving Awards recognizing employees who provided emergency assistance to coworkers and members of the public.

2025 Safety Challenge Coin

These coins are distributed to field-facing employees to remind them of daily safety commitments.

Oncor has a tradition of using Safety challenge coins to focus attention and help prevent accidents and injuries. There are many traditions that build camaraderie, but few are as well-respected as the practice of carrying a challenge coin—a small medallion or token that signifies a person is a member of an organization. Each year, these coins help team members visualize safety excellence and remind them of our daily commitment to safety.

Employee Safety (continued)

Oncor tragically experienced an employee fatality in November 2025. The employee was fatally struck during a post-job roadside briefing by a vehicle operated by a member of the public alleged to be intoxicated and traveling in excess of the posted speed limit. No Oncor or contractor safety violations were identified during the post-event safety review.

All incidents, including injuries, near misses, and high potential events, are reported, investigated, and analyzed. In 2025, Oncor conducted six TapRoot® Event Learning analyses following incidents in both Distribution and Transmission operations. These reviews identify root causes and corrective actions, with lessons learned communicated broadly to support continuous improvement and prevent recurrence. Safety training remains foundational to Oncor's operations. Employees receive role specific, task based, and refresher training designed to address the hazards associated with their work. In 2025, Oncor delivered extensive safety and technical training, including through the modernized Oncor Lineworker Apprenticeship Program (OLAP) and specialized programs such as Distribution Substation Switching and Qualified Non-Electrical Employee training.

Oncor evaluates safety performance using both leading and lagging indicators, including near misses, observations, vehicle telematics, and injury rates. In 2025, Oncor continued to enhance its use of fleet safety telematics, with ~83% of fleet vehicles equipped and ~75+% of drivers classified as low risk, helping reduce driving related safety exposures. These insights, along with feedback from employees and bench-marking, support ongoing refinement of safety programs and controls.

Oncor successfully maintained strong safety performance while supporting a ~9% increase in hours worked in 2025 compared to 2024, reflecting greater operational activity and workforce exposure.

Oncor's Lost Time Incident Rate (LTIR) consistently performs among the top decile of EEI peer utilities year over year.

This sustained top-tier positioning underscores the strength of Oncor's safety culture and its ability to deliver industry-leading outcomes even as system demands grow.

Examples of 2025 Safety Accomplishments

~24,000 Safety observations

300+ AED devices distributed to Oncor locations and selected vehicles

~645 Transmission safety training sessions completed

550+ Distribution rescue training sessions conducted

Contractor Safety

At Oncor, contractor safety is grounded in a shared commitment to protecting people, property, and the reliability of the electric system through clear expectations, accountability, and a strong safety culture. This commitment is implemented through formal contractual requirements and operating guidelines that define safety responsibilities and performance expectations. The contractor safety program provides access to company-specific safety and health information, including safety orientation, required qualifications, construction standards, emergency response procedures, contractor safety handbooks and rules, mutual assistance restoration plans, engineering design standards, and other safety critical resources. Contractor safety requirements are enforced through prescreening processes and monitored through a combination of field audits, inspections, ongoing performance evaluations, and quarterly review meetings with contractors performing electrical line and substation maintenance and vegetation management services. Contractor safety objectives and targets focus on injury prevention, reduction of serious incidents, and consistent compliance with safety standards, regulatory requirements, and safety related service level key process indicators included in the applicable master service agreement.

The Contractor Safety Program Provides Resources Such As:

- Access to company-specific safety and health information
- Safety orientation
- Required qualifications
- Construction standards
- Emergency response procedures
- Contractor safety handbooks and rules
- Mutual assistance restoration plan
- Engineering design standards
- Other safety critical resources

In January 2025, Oncor hosted a Contractor Safety Conference with approximately 160 transmission contractors, reinforcing a "back to safety basics" approach through live demonstrations of Oncor's safety practices. Contractor safety performance is tracked through internal incident reporting systems, with incidents investigated and corrective actions documented and monitored. Safety performance trends and findings are reviewed by leadership to assess risks and drive continuous improvement in contractor safety management. To our knowledge, there were no contractor fatalities involving Oncor facilities or projects during 2025[16].

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.

[16] Based on information available to Oncor and/or OSHA.

Public and Infrastructure Safety

Safety is fundamental to Oncor's mission and is embedded in how the company operates, educates, and serves communities across Texas. Oncor's commitment to public safety extends beyond its workforce to customers, contractors, and the millions of residents who live and work near its electric infrastructure. Through education, preventative programs, and clear emergency guidance, Oncor works to reduce risk and promote safer interactions with electricity across its service territory.

Electrical Safety Education and Outreach

Oncor actively champions electrical safety by empowering communities with practical knowledge and engaging education programs. Through outreach to customers, families, and schools, Oncor helps Texans better understand the risks associated with electricity and how to avoid them. Specialized, kid-focused resources foster early awareness and instill safe habits that can last a lifetime.

Downed Power Line Awareness and Emergency Response

Downed power lines present an immediate and life-threatening danger, and Oncor works diligently to ensure the public knows how to respond. Clear guidance urges individuals to stay away, leave the area, and contact 911 so trained professionals can secure the scene. By reinforcing consistent emergency messaging and offering multiple reporting options, Oncor helps protect lives and reduce the risk of serious injury.

Severe Weather Preparedness

As extreme weather becomes more frequent and unpredictable, preparedness is essential to keeping communities safe. Oncor equips customers with timely guidance to help them anticipate hazards, minimize electrical risks, and respond safely during severe weather events. These efforts support broader emergency response operations and reinforce Oncor's commitment to safeguarding Texans when conditions are most challenging.

High-Performance Culture

Oncor's ability to deliver safe, reliable electricity depends on a workforce that is capable, committed, and supported to perform at a high level. Workforce strategies are designed to strengthen hiring outcomes, improve retention, and sustain engagement in a competitive labor market, while targeted development investments build the skills needed to meet evolving operational and system demands. Comprehensive benefits and well-being programs further support workforce stability and productivity, enabling employees to perform consistently and safely. Together, these efforts reinforce operational performance and help ensure long-term value for customers and communities.

2025 Gallup Employee Engagement Survey

2025 Gallup employee engagement participation rate: ~85%

2025 overall employee engagement score: Top Quartile

Engagement and Inclusion

Employee engagement is supported through structured feedback mechanisms, inclusive programs, and opportunities for employees to connect, develop, and contribute. Oncor uses Gallup's engagement survey framework to measure engagement drivers and inform action planning at the team and enterprise level. Survey participation and results are reviewed annually, with leaders responsible for developing and tracking engagement action plans aligned to business needs.

Oncor maintains a long-standing commitment to inclusion and belonging through leadership-sponsored initiatives, feedback forums, and employee-led communities. In 2025, Oncor continued to advance its social sustainability strategy by strengthening an inclusive workplace culture that supports employee wellbeing, engagement, and long-term workforce resilience. Inclusion was intentionally embedded into core people systems—including leadership development, employee engagement, and workforce connection—reinforcing accountability and alignment rather than relying on stand-alone initiatives.

Oncor's eight Employee Resource Groups (ERGs) played a central role in fostering belonging, supporting professional growth, and expanding engagement across the company, including field-based employees. To enhance transparency and data-informed decision-making, Oncor encouraged voluntary self-identification through its I Belong initiative, which helps identify programming initiatives for veterans and individuals with disabilities at Oncor.

Oncor's progress in accessibility and inclusive practices was further validated through external benchmarking, including a 100 percent score on the Disability Equality Index. Together, these efforts reflect Oncor's commitment to responsible human capital management and to sustaining a workplace culture that attracts, retains, and supports a resilient workforce.

~23% ERG participation rate and total membership in 2025

~85% ERG Mentorship Program Participation in 2025

Workforce Development

Oncor's workforce development strategy is designed to ensure the company has the right capabilities in place today while building a sustainable talent pipeline for the future. By connecting recruitment efforts to structured development pathways and leadership readiness, Oncor supports workforce continuity, operational performance, and long-term system reliability.

Recruitment and Early-Career Pipeline Development

Effective workforce development begins with attracting and preparing skilled talent aligned to Oncor's operational needs. In 2025, Oncor continued to invest in early-career recruitment programs and education partnerships that support technical readiness and create pathways into utility careers. Our recruiting efforts extend across over 50 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. Through our coordination with the Department of Defense, we launched the inaugural SkillBridge program through which we welcomed 14 military interns, the majority of whom have transitioned to full-time civilian roles at Oncor.

Through long-standing partnerships with school districts and higher-education institutions across our service territory, Oncor supports workforce pipelines for skilled-trade and technical roles.

Programs such as the Secondary Education Outreach Program connect students with classroom instruction, hands-on field experience, and exposure to Oncor's safety culture, helping participants develop job-ready skills and awareness of career opportunities within the electric utility sector. Internship and work-based learning opportunities are structured to align with operational requirements and long-term hiring needs.

Employee Training and Skills Development

Once onboarded, employees participate in ongoing training and development designed to strengthen technical proficiency, safety performance, and professional capabilities. Oncor delivers structured learning across operational, compliance, technical, and professional disciplines to support evolving system demands and workforce demographics.

Training programs are designed to help ensure employees maintain the certifications, skills, and knowledge required to perform work safely and effectively, while also supporting cross-functional learning and career progression. In 2025, Oncor continued to emphasize continuous learning as a contributor to workforce readiness and productivity.

2025 Workforce Development Examples

~375 Internship and early-career participants in 2025

~46% Internship and early-career participants converted to full-time roles in 2025

~451,880 Total training hours completed in 2025

~47 Hours of training per employee in 2025

Career Development and Leadership Readiness

In addition to role-specific training, Oncor supports career growth through structured development planning and leadership development programs that strengthen internal mobility and succession planning. Employees are encouraged to engage in development planning aligned to both individual goals and organizational capability needs.

In 2025, Oncor expanded its manager development series, launched in 2024, which has reached approximately 75% of people leaders and is a part of mandatory onboarding for first time supervisors. These trainings are designed to develop stronger frontline and mid-level leadership resulting in driving engagement, productivity, and accountability.

Oncor's nine leadership development programs are designed to build leadership capability, decision-making, and strategic thinking across multiple career stages. These programs support the development of future leaders and help ensure continuity in leadership roles critical to operational and organizational performance.

Oncor also offers regular Lean Six Sigma training courses and certifications that build on the Define, Measure, Analyze, Improve, and Control methodology and lean process improvement concepts.

Continuing Education

Continuing education opportunities are a significant priority, 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 2025, more than 200 Oncor employees utilized the education reimbursement program.

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.

Measuring Workforce Development Impact

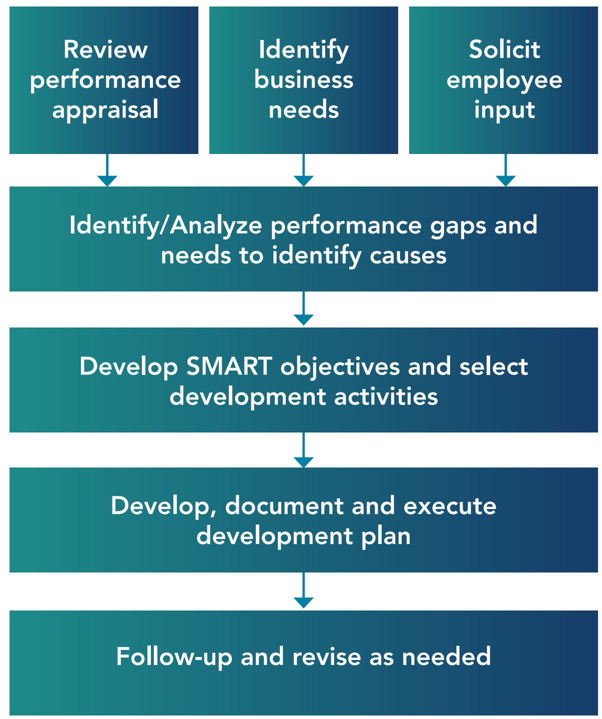
Recruitment outcomes, training participation, development planning, and leadership readiness are reviewed alongside engagement and retention indicators to assess workforce development effectiveness. These measures help Oncor align talent investments with operational needs and long-term business objectives, supporting sustained performance and employee growth.

Individual Development Plans (IDPs) support workforce development by creating a consistent structure for career conversations between employees and their leaders. Managers are encouraged to use IDPs during annual performance reviews for all employees to help identify development priorities, clarify career pathways, and align individual growth with organizational needs. Supported by leader guidance and training, this approach strengthens workforce capability and supports a sustainable leadership pipeline.

In 2025, our average employee tenure was about 11 years.

The simplified graphic below illustrates the core elements of Oncor's employee development process.

EMPLOYEE DEVELOPMENT PROCESS



Oncor's compensation programs reinforce a strong connection between performance, safety, reliability, and business outcomes. These programs include an annual incentive plan applicable to officers, as well as a general employee incentive plan, each providing performance-based annual awards tied to the achievement of specific business objectives.

Incentive plans place significant weight on safety and reliability performance, reflecting Oncor's operational priorities. The safety metric is based on the Days Away, Restricted or Transferred (DART) rate and includes a modifier for fatalities resulting from safety violations, reinforcing accountability for employee health and well-being.

Reliability performance is measured using Oncor's non-storm System Average Interruption Duration Index (SAIDI), which reflects the average number of minutes customers experience service interruptions annually. Improved SAIDI performance supports Oncor's commitment to reliable service, benefiting customers through fewer outages and increased satisfaction.

Together, these incentive structures align employee performance with outcomes that matter most to employees, customers, and communities.

More information on compensation and Oncor's broader benefits and total rewards offerings is available at Oncor.com/Careers.

Community Engagement

Oncor's commitment to community engagement is grounded in the belief that strong, resilient communities are essential to long-term reliability, economic vitality, and shared success. As a Texas-based electric delivery company, Oncor works to make a positive difference in the areas it serves by investing resources, building partnerships, and supporting local economic growth.

Through strategic philanthropy, active community engagement, and support for economic development initiatives, Oncor aims to strengthen the communities where employees live and work while creating lasting value for customers and stakeholders. These efforts reflect Oncor's role as both an infrastructure provider and a community partner committed to helping Texas communities thrive.

40 Total Ask Oncor Events

40+ Total Area Managers deployed to live and work in various regions across our service territory

20 Total Oncor Cares Community Councils

Oncor Cares Foundation

Oncor maintains the Oncor Cares Foundation, a 501(c)(3), to help support the many communities where its employees work and live. In 2025, Oncor Cares Foundation donated $520,000 to volunteer fire departments (VFDs) that respond to the Oncor service area. The grants went to 26 VFDs across 18 counties in West, North, and Central Texas to support critical training and equipment.

Community Foundation Giving

Oncor donated $100,000 to the Community Foundation of the Texas Hill Country to support Texans and communities impacted by the catastrophic flooding that devastated Central Texas over the 2025 Fourth of July weekend. Contributions made to the foundation were distributed to vetted local organizations providing rescue, relief, recovery services and flood assistance across Boerne, Hunt, Ingram, Kerrville, Center Point, and Comfort through the Kerr County Flood Relief Fund.

Corporate Giving

In 2025, 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.

Community Outreach, Feedback, and Local Partnerships

Oncor engages proactively with the communities it serves through structured, ongoing programs designed to build trust, gather feedback, including complaints and grievances, and support local development. A cornerstone of this approach is the Ask Oncor mobile exhibit, a long-running traveling community outreach program that connects Oncor directly with customers at local events across our service territory, providing education on topics such as system operations, storm preparedness, energy efficiency, and safety while offering opportunities for two-way dialogue. Oncor supplements this direct engagement with established feedback channels, including dedicated Area Managers, digital platforms, and local stakeholder interactions, ensuring that community concerns are documented, addressed, and incorporated into operational planning. In addition, Oncor supports community resilience and economic well-being through financial contributions, sponsorships, and partnerships with local organizations, chambers of commerce, and public agencies focused on safety, education, and infrastructure resilience.

Stay Connected with Oncor

Download the MyOncor App to report and track outage status

Text REG to 66267 to sign up for MyOncor Alerts

Live Chat with an Agent or a Virtual Assistant

Contact us through Social Media

Scan the QR code for phone, e-mail and other ways to get in touch

Coordination with State and Industry Partners

Oncor coordinates closely with state agencies, industry partners, and local stakeholders to support reliable electric service while responsibly planning and expanding the grid to meet Texas' growing energy needs. Oncor integrates local community engagement, impact assessment, and stakeholder input into the planning and development of major infrastructure projects, using data-driven analyses and early outreach to help identify and mitigate potential environmental, social, and community impacts.

Engagement occurs through ongoing collaboration with state and local agencies, elected officials, landowners, and residents, supported by transparent communication channels, public meetings where appropriate, and accessible project information. These practices are designed to help ensure community perspectives are considered, feedback mechanisms are available, and potential impacts are addressed proactively. Through this coordinated approach, Oncor helps to support grid resiliency while enabling broader community and environmental benefits, including improved safety, economic development, reduced emissions for certain customer segments, and increased integration of renewable energy resources.

Affordability

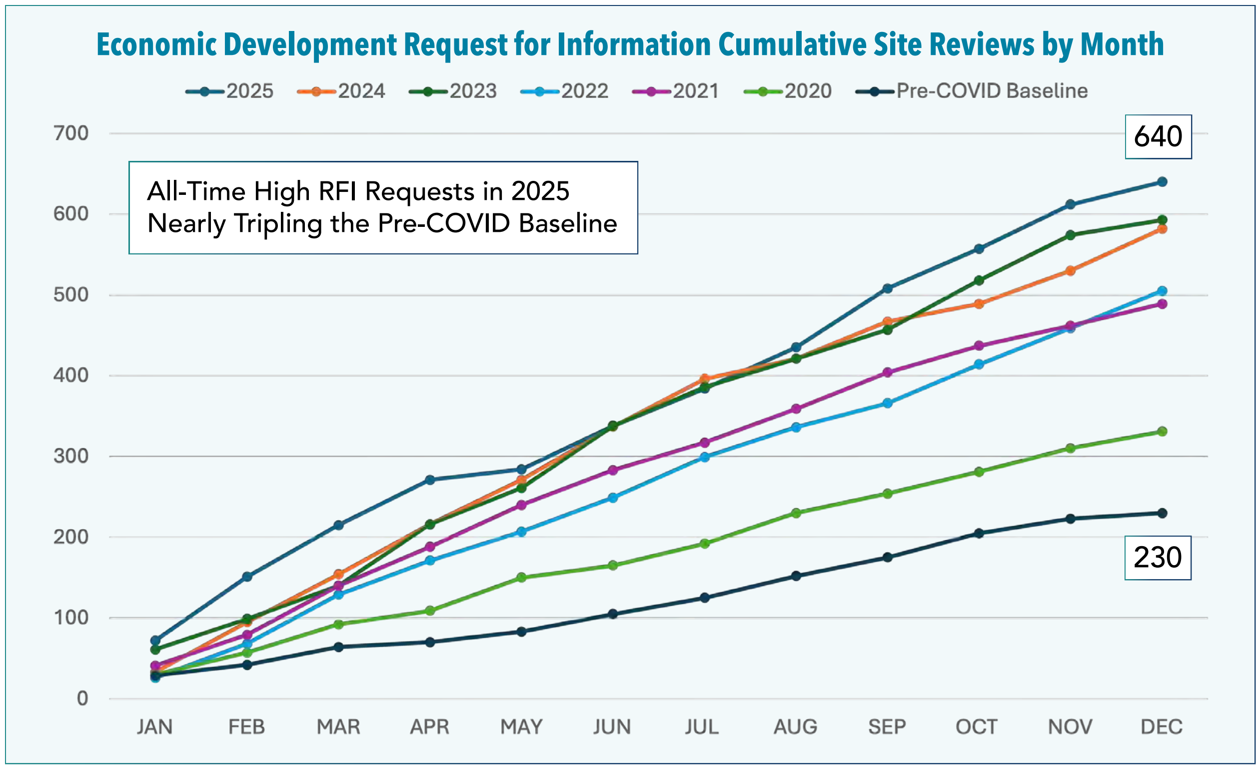
As electricity demands grow and infrastructure investment accelerates, we remain focused on delivering reliable service while helping maintain affordable customer bills over the long term. While Oncor does not set retail electric rates, we play a critical role in managing the delivery portion of customer bills through disciplined cost management, efficient infrastructure investment, and support for programs that help customer reduce their overall energy use.

We focus on operating and expanding the grid as efficiently as possible to support reliability while working to minimize long-term cost impacts.

Supporting Economic Growth

Oncor supports long-term community growth by working closely with local, regional, and state economic development partners to attract job-creating and capital-intensive industries to our service territory. Economic development is a core competency for Oncor and an important way we help foster economic resilience and shared prosperity across the communities we serve. Sustained growth expands the Oncor customer base and balances system costs more broadly, helping to reduce upward pressure on customer bills over time.

Through its Economic Development Office, Oncor provides project-specific electric infrastructure information, supports site selection and due-diligence activities, and helps educate prospective businesses on Texas' restructured electricity market. The team collaborates with economic development organizations and site selection consultants to engage early in the investment process, supporting informed planning and timely decision-making.



Energy Efficiency Overview

In support of programs and technologies that help customers manage usage and lower bills, we have spent more than $1 billion on our Take a Load Off, Texas® energy efficiency programs from 2002 through 2025, including more than $63 million in 2025 alone. These programs have helped more than one million customers reduce their energy usage since 2002.

In 2025 alone, we provided over $55 million in incentives to low-income, other residential, and commercial customers.

Collectively, our energy efficiency programs have delivered more than $253 million in net avoided demand and energy savings benefits, including nearly 240 MW of peak demand savings and 207,000 MWh of energy savings, providing meaningful benefits to both the electric grid and our customers. And, Oncor's income-qualified energy efficiency programs, delivered through service providers, provided an average incentive of $1,100 per household to approximately 13,000 income-qualified customers.

Energy Efficiency Opportunities

We have also 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 25% of the energy a typical household uses.

As of December 31, 2025, more than 98,000 trees have been provided at no cost to our customers through the program. This has resulted in 40-year projected cumulative environmental impact estimates below, as estimated by the Arbor Day Foundation, and assuming trees are planted by customers as sited.

~$68m combined energy and community benefits

~364m lbs. of CO2 sequestered

~169m gallons of runoff saved

Energy Efficiency Program Examples

Residential Income-Qualified and Hard-To-Reach Customers

Oncor's Residential Hard-To-Reach and Targeted Low-Income programs are core components of Oncor's energy efficiency portfolio designed to ensure equitable access to energy savings for the underserved and vulnerable population. Oncor offers 5 unique customer program offerings that caters to residential Hard-To-Reach and Low-Income customers through partnerships with service providers, implementation contractors and the Texas Association of Community Action Agencies. The programs are designed to provide whole-home energy improvements for qualifying households and provide comprehensive weatherization and equipment upgrades,including insulation, air sealing, windows, HVAC systems and energy efficient appliances. These home improvements are provided at a low to no-cost incremental impact to the low-income customer by removing barriers to participation and ensuring that the benefits of energy efficiency are shared broadly, with the goal of improving the home's comfort and customer's quality of life. In 2025, Oncor's Hard-To-Reach and Targeted Low-Income program offerings provided an average incentive of $1,100 per household to 13,000 of Oncor's income-qualified customers.

Residential Connected Thermostat Market Transformation Program

Launched in late 2024, the Residential Connected Thermostat Program focuses on deploying smart thermostats to residential customers through customer incentives provided to Retail Electric Providers (REPs). The REP-driven delivery model has quickly become a cornerstone of Oncor's energy efficiency residential energy strategy to increase customer access and participation. Following its initial rollout, the program demonstrated strong performance and rapid growth. Expanded REP partnerships drove higher customer participation, accelerating adoption of smart thermostat technologies. This growth helped establish an increasing base of connected, demand-responsive devices across the service territory enhancing customer energy management capabilities through Retail Electric Providers. In 2025, the program delivered over 21,000 MWh of energy savings and over $18.5M in net avoided energy savings benefits.

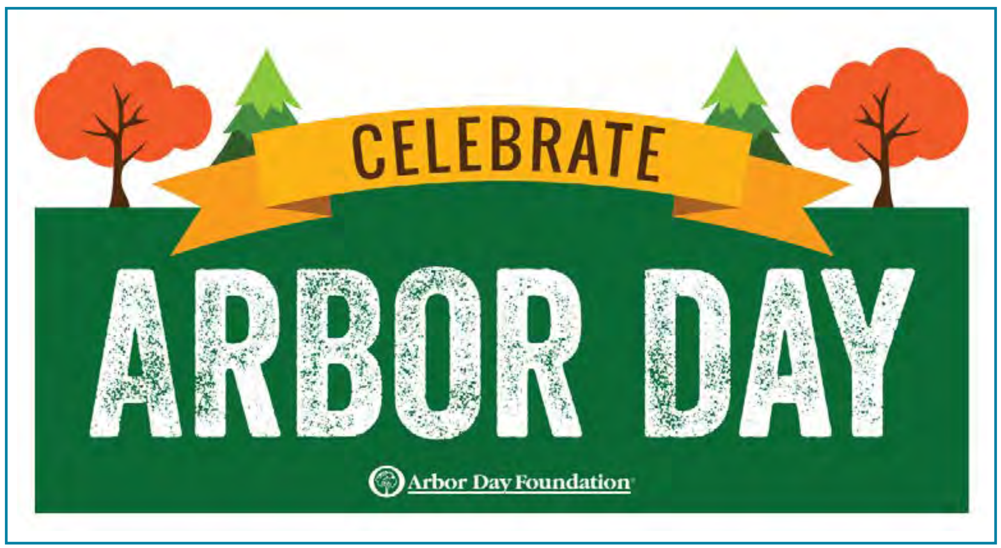
Commercial Strategic Energy Management (SEM) Program

Since program launch in 2022, the Commercial Strategic Energy Management (SEM) Market Transformation Program has successfully delivered sustained and growing energy savings by engaging large commercial and industrial customers, in continuous energy performance improvement. The program has consistently provided energy savings driven by increased participation, enhanced customer engagement, and a focus on both operational and capital efficiency measures. SEM continues to be a critical, high-impact component of Oncor's energy efficiency portfolio, delivering long-term system and customer value. Since 2022, the program has delivered over $36M in net avoided energy and demand benefits, 6.3 MW of peak demand reduction and 47,000 MWh energy savings and provided over $7M customer incentives.

Treeline USA™ Recognition

For nearly 20 years, 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.



Advancing Reliable Operations

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 $6.8 billion in 2025, and in February 2026, we announced a five-year capital plan of approximately $47.5 billion for the 2026 to 2030 period. In February 2026, we also announced that we had identified approximately $10 billion of incremental capital expenditure opportunities that could occur during that same five-year period.

To help ensure our capital investments are consistent with customer and market needs, we utilize an investment strategy framework 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.

System Resiliency Plan

Oncor completed a number of significant system upgrades in 2025 as part of our first-ever System Resiliency Plan (SRP)[17]. The plan, approved by the PUCT in November 2024, calls for approximately $3 billion in upgrades to enhance the resiliency of Oncor's distribution system. These upgrades are designed to help reduce the impact and duration of severe weather outages and address other physical and cybersecurity risks to Oncor's electric grid.

2025 System Resiliency Plan Accomplishments Include:

- ~153,000 poles assessed for upgrades to meet extreme wind and ice loading conditions.
- ~ 9,400 poles in high wildfire threat zones cleared of nearby ground vegetation to mitigate ignition risk.
- ~23,600 miles of vegetation risk analysis conducted via advanced aerial surveying.
- ~ 8,000 miles of power lines cleared of encroaching vegetation.
- ~ 17,800 poles replaced with ones that meet more resilient design standards.
- ~ 29,500 crossarms replaced with ones that meet more resilient design standards.
- ~ 2,000 fire-safe devices deployed to mitigate wildfire ignition risk.
- ~ 12,700 poles in high-risk areas wrapped with fire-retardant material.
- Continued Investments in Enhance Efficient and Resilient Electric Delivery

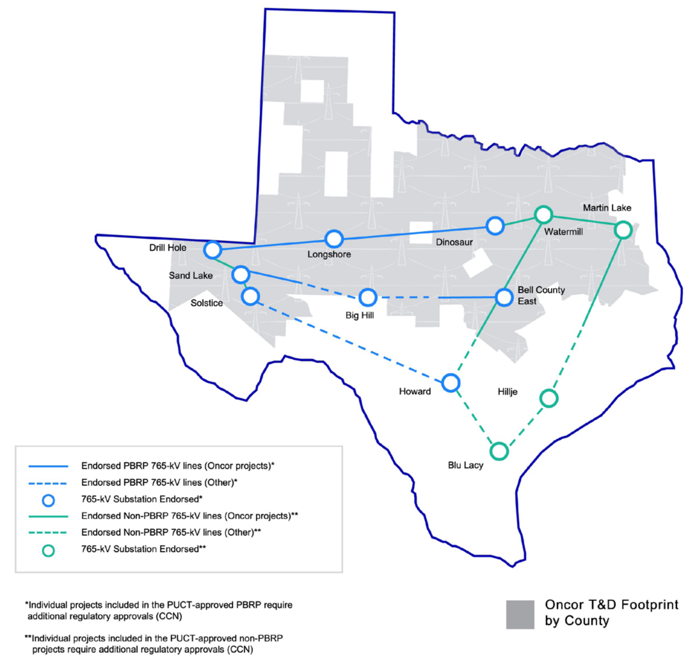
[17] Oncor's SRP was approved in 2024, with the majority of the spend to occur during 2025-2027.

Continued Investments to Enhance Efficient and Resilient Electric Delivery

ERCOT's Strategic Transmission Expansion Plan (STEP) is Texas' long-term vision to build a high-capacity, statewide backbone of transmission lines. This network is designed to meet rapidly rising electricity demand in high-growth regions and provide the flexibility and resiliency needed to support Texas' unprecedented current and future power needs. By creating a stronger, more interconnected transmission grid, STEP is expected to enable lower-cost power to move efficiently across the state, enhance reliability during extreme conditions, and help ensure Texas can continue to support economic expansion at scale. As part of STEP, a newly designed set of 765kV transmission lines will form the foundation of a future-ready power system, enabling more electricity to move across the state farther and more efficiently.

Also, as part of STEP, in April 2025, the Public Utility Commission of Texas (PUCT) adopted the Permian Basin Reliability Plan (PBRP) and approved ERCOT's recommendation to build the state's first 765kV lines, citing, among other factors, higher efficiency, fewer required corridors, reduced congestion, and less landowner disruption compared to lower-voltage alternatives. Oncor is expected to construct and operate roughly half of the investment related to the overall STEP plan. The regulatory-approval process for certain Oncor projects began in 2025.

Texas Strategic Transmission Expansion Plan (STEP)



Emergency Response and Preparedness

Oncor maintains a comprehensive emergency preparedness and response program[18] designed to protect employees, contractors, communities, and the environment while supporting rapid restoration of service during severe weather and other emergency events. As part of our responsibility to operate critical energy infrastructure across a large and diverse service territory, Oncor continuously evaluates risks associated with extreme weather, natural hazards, and environmental incidents and integrates those risks into operational planning and response readiness.

Oncor has formal emergency response plans, procedures, and training programs in place to address potential environmental and operational incidents, including storms, flooding, wildfires, equipment failures, and hazardous material releases. These plans define clear roles, escalation protocols, and coordination mechanisms across operations, environmental, safety, communications, and external agencies, enabling timely and effective response when incidents occur.

Oncor's emergency management personnel who are designated to interact with local, state, and federal emergency management officials during emergency events have received the latest IS-100, IS-200, IS-700, and IS-800 National Incident Management System training.

Oncor regularly conducts emergency preparedness activities, including drills, tabletop exercises, and coordination with state and local emergency management agencies, to test readiness and continuously refine response capabilities. Lessons learned from past events and exercises are incorporated into updated procedures, training, and system improvements to strengthen response effectiveness and resilience.

Environmental considerations are integrated into emergency response planning and execution. Oncor maintains protocols for spill prevention, containment, and remediation related to fuels, oils, and other materials used in operations, and works with qualified response partners when needed. These measures help minimize environmental impacts during emergency conditions and support compliance with applicable environmental regulations.

System hardening, vegetation management, infrastructure inspections, and the deployment of advanced monitoring and automation technologies further support emergency preparedness by reducing the likelihood and severity of incidents and enabling faster response and restoration. Oversight of emergency preparedness and response activities is supported by internal governance structures and leadership accountability, ensuring alignment with enterprise risk management and sustainability priorities.

Through this structured and continually evolving emergency response program, Oncor seeks to protect human health, preserve environmental resources, and maintain reliable service during emergency events, supporting both regulatory expectations and stakeholder confidence as climate-related and operational risks continue to evolve.

Mutual Assistance and External Coordination

Mutual assistance is a critical component of Oncor's emergency response strategy. The company participates in established mutual assistance networks and maintains readiness to both provide and receive support from other utilities during large-scale events. Pre-established agreements, standardized processes, and coordinated logistics help enable efficient deployment of personnel, equipment, and resources, supporting faster and safer restoration for customers and communities.

[18] Oncor Electric Delivery Company LLC's Amended Public Utility Commission of Texas Emergency Operations Plan, dated March 13, 2026, in PUCT Project No. 53385.

Seasonal Preparedness

Oncor maintains a proactive, seasonal preparedness framework designed to anticipate and respond to unpredictable weather-related risks throughout the year. Preparations include pre-season planning, system inspections, targeted maintenance, staging of crews and materials, and coordination across operations, safety, environmental, and communications teams. These activities are informed by lessons learned from prior events and are refined annually to strengthen readiness for peak storm seasons and extreme temperature conditions.

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 2025 continued to state that ERCOT found no material non-compliance with the requirements of the applicable PUCT weatherization rule.

Wildfire Mitigation and Response

Wildfire risk management is integrated into Oncor's emergency preparedness and operational planning. Oncor has maintained a Wildfire Mitigation Plan for more than a decade, with proactive practices embedded into our day-to-day operations to reduce the risk of electric infrastructure igniting or contributing to wildfire conditions. The plan is subject to ongoing review and continuous improvement as risks, technology, and best practices evolve. Mitigation measures include vegetation management practices, infrastructure inspections, system hardening, and situational awareness during periods of elevated fire risk. Emergency response plans incorporate protocols for responding to fire-related incidents, coordinating with local emergency responders, and implementing environmental protection measures expected to help minimize potential impacts. These efforts are anticipated to help reduce the likelihood of wildfire-related incidents and support safe, coordinated response when conditions warrant heightened vigilance.

~2,000 fire-safe devices deployed to mitigate wildfire ignition risk

~12,700 poles in high-risk areas wrapped with fire retardant materials

During the 2025 legislative session, Texas enacted House Bill 145, which requires electric utilities, cooperatives, and municipally owned utilities in high risk areas to develop, submit, and implement comprehensive Wildfire Mitigation Plans approved by the PUCT. The law outlines core expectations for vegetation management, infrastructure inspection, and emergency protocols to help reduce wildfire related risks. Following passage of HB 145, the PUCT initiated a rulemaking process to establish detailed requirements for these plans. As the rulemaking progressed through late 2025, Oncor began enhancing its existing Wildfire Mitigation Plan to align with the developing standards. Oncor filed its Wildfire Mitigation Plan pursuant to the passage of HB 145 with the PUCT in May 2026.

PROTECTING THE ENVIRONMENT

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

PROTECTING THE ENVIRONMENT

Environmental Management

Oncor is committed to protecting the environment while delivering safe, reliable electricity across Texas. Our approach is designed to identify, prevent, reduce, and mitigate environmental impacts associated with the operation, maintenance, and expansion of our transmission and distribution system.

Our Environmental Policy, approved by senior management, reflects our commitment to environmental protection, regulatory compliance, and continuous improvement. The policy emphasizes responsible resource use, pollution prevention, waste reduction, and proactive engagement with employees, contractors, landowners, regulators, and other stakeholders. Environmental awareness is integrated into training programs and operational procedures, reinforcing accountability at every level of the organization.

Our environmental commitments support biodiversity protection, efficient use of natural resources, and transparent reporting of environmental performance. Through regular disclosures and continuous policy review, Oncor monitors performance and adapts practices to emerging environmental risks and stakeholder expectations.

Oncor maintains a comprehensive Environmental Management System (EMS) that governs how environmental risks are identified, managed, and monitored across operations. The EMS assigns clear roles and responsibilities, establishes internal controls to ensure compliance with environmental regulations, and incorporates corrective actions to drive continual improvement.

Environmental Management System Key Elements Include:

- Identification of activities with potential environmental impacts
- Environmental performance monitoring and recordkeeping
- Internal and external communication channels for environmental issues
- Employee training and awareness programs
- Internal audits and management review
- Environmental objectives, targets, and performance tracking

Being Carbon Conscious

Delivering Cleaner Energy

In 2025, ERCOT reached a major milestone as solar power surpassed coal for the first year ever and became the grid's third-largest energy source. Clean energy sources—including wind, solar, nuclear, and hydro—accounted for a record 46% of total generation through the first nine months of the year. At Oncor, we have consistently invested in the interconnection 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, 2025, Oncor had interconnected 141 renewable generators to the ERCOT grid, representing over 30,000 MW of renewable generation capacity, about 21,000 MW of which (through 108 generators) had achieved commercial operation. The amount of renewable generation in commercial operation through Oncor interconnection represents approximately 27% of all ERCOT wind and solar generation in commercial operation as of December 31, 2025. At the end of 2025, Oncor also had agreements in place with numerous generators—representing over 29,000 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.

ONCOR APPROVED: MORE THAN

11,000

NEW RESIDENTIAL & SMALL COMMERCIAL DG INTERCONNECTIONS

NEARLY

90%

APPROVED WITHIN 30 DAYS

APPROXIMATELY

2,320 MW

TOTAL DG CAPACITY CONNECTED, NEARLY HALF IS SOLAR.

Distributed Generation

Distributed generation (DG) continues to grow across ERCOT, enabling electricity to be produced at or near the point of use. In 2025, Oncor approved more than 11,000 residential and small commercial DG interconnections—nearly 90% of which were approved within 30 days of receiving a completed application—representing approximately 300 MW of new capacity, supported by automated review processes, document recognition, and machine learning tools. As of the end of 2025, approximately 2,320 MW of aggregate DG capacity is connected to Oncor's distribution grid, nearly half of which is solar.

BIDIRECTIONAL CHARGING – ENERGY FLOWS BACK TO THE ELECTRIC GRID

Collaboration with Toyota

In 2025, Oncor and Toyota advanced the vehicle to grid (V2G) work started in 2022 by moving from early microgrid based testing to a fully operational phase at Toyota's North American headquarters in Plano, TX. Demonstrating real world benefits of bidirectional charging. The expanded pilot now evaluates how battery electric vehicles could flow energy from their batteries back onto the electric grid and potential customer applications.

Transmission Loss Rate

Oncor is one of several transmission and distribution utilities that operate within the grid run by ERCOT. As the independent system operator, ERCOT performs several functions that would have historically been performed by a fully vertically integrated utility, including establishing policy for and monitoring transmission losses.

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. Historically, ERCOT derived seasonal transmission loss factors based on annually updated ERCOT on-peak and off-peak load flow base cases analysis.

Effective March 28, 2025, ERCOT transitioned from seasonal transmission loss factors to state estimator-based loss factor calculations to more accurately calculate transmission loss factors by using actual system conditions at the 15-minute interval level. Based on ERCOT-published historical loss factor data, 2025 loss factors ranged approximately from 1.3% to 3.8%. The seasonal transmission loss factors and state estimator-based loss factors were not subdivided or allocated to specific Transmission Service Providers; rather, ERCOT-wide rates were calculated and disclosed.

The following chart reflects total ERCOT system rates:

Year	ERCOT System Transmission Loss Rate (Seasonal Variation)
2023	Between 2.0% and 3.6%
2024	Between 2.0% and 3.7%
2025	Between 1.3% and 3.8%

Transmission losses are a consideration in the design of Oncor's standard transmission structures and conductor selection. Oncor has long promoted utility efforts to analyze and optimize transmission line capacity. In its operations today, Oncor utilizes ambient adjusted rating processes on the vast majority of its transmission lines, providing significant increased capacity based on real-time ambient temperatures.

GHG 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). This Report presents only estimated, partial Scope 1 and Scope 2 emissions data for 2025 based on the information available to date. Oncor believes that this reporting of estimated, partial data is in accordance with TCR's Transitional Reporting on-ramp, 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.[19] Those 2025 exclusions are explained in detail below.

Oncor's reporting organizational boundary includes the GHG sources within Oncor's operational control.[20]

Oncor's 2025 estimated, partial direct (Scope 1) emissions 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.[21] 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 2025. Telematics monitor and communicate the mileage traveled by a vehicle. For the 2025 reporting period, more than 1,900 of our nearly 3,700 total fleet vehicles at December 31, 2025, had telematics installed for the entire 12 months of the year.

Approximately 82% of our fleet vehicles (~3,050) had telematics installed for at least one month during 2025, with the average cumulative length of time such vehicles had telematics reporting being 10 months.

As telematics were only partially installed in 2025, complete data with respect to mileage traveled by all our fleet assets is not available for the full year.

Oncor's 2025 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 to calculate energy consumption attributed to the space used and occupied by Oncor.

[19] 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.

[20] 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.

[21] We continue to review and refine our process for capturing refrigeration and air conditioning data. At December 31, 2025, 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.

GHG Emissions (continued)

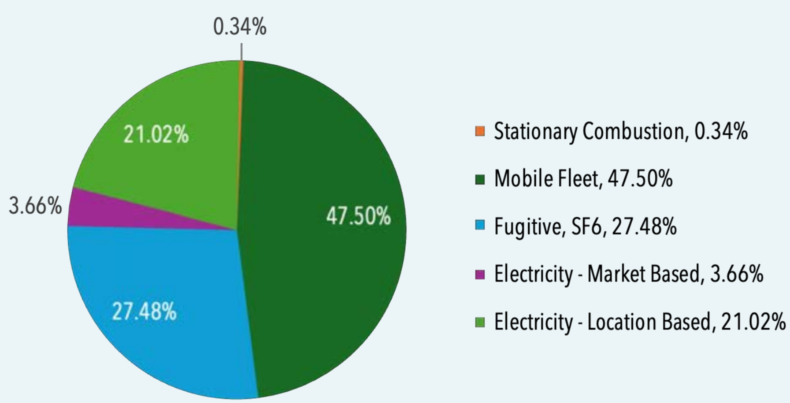
- Scope 1, estimated, partial: 63,622.88 mt CO2e

- Mobile Fleet[22]: Emissions associated with fuel combustion from ~3,050 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 2025 or estimates for those vehicles that only had telematics for a portion of the year.

- Stationary Combustion[23]: The onsite combustion of natural gas 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[24]: SF6 emissions from Oncor's transmission and distribution system (see page 55 to read more about the use of SF6 and ways we look to reduce our use).

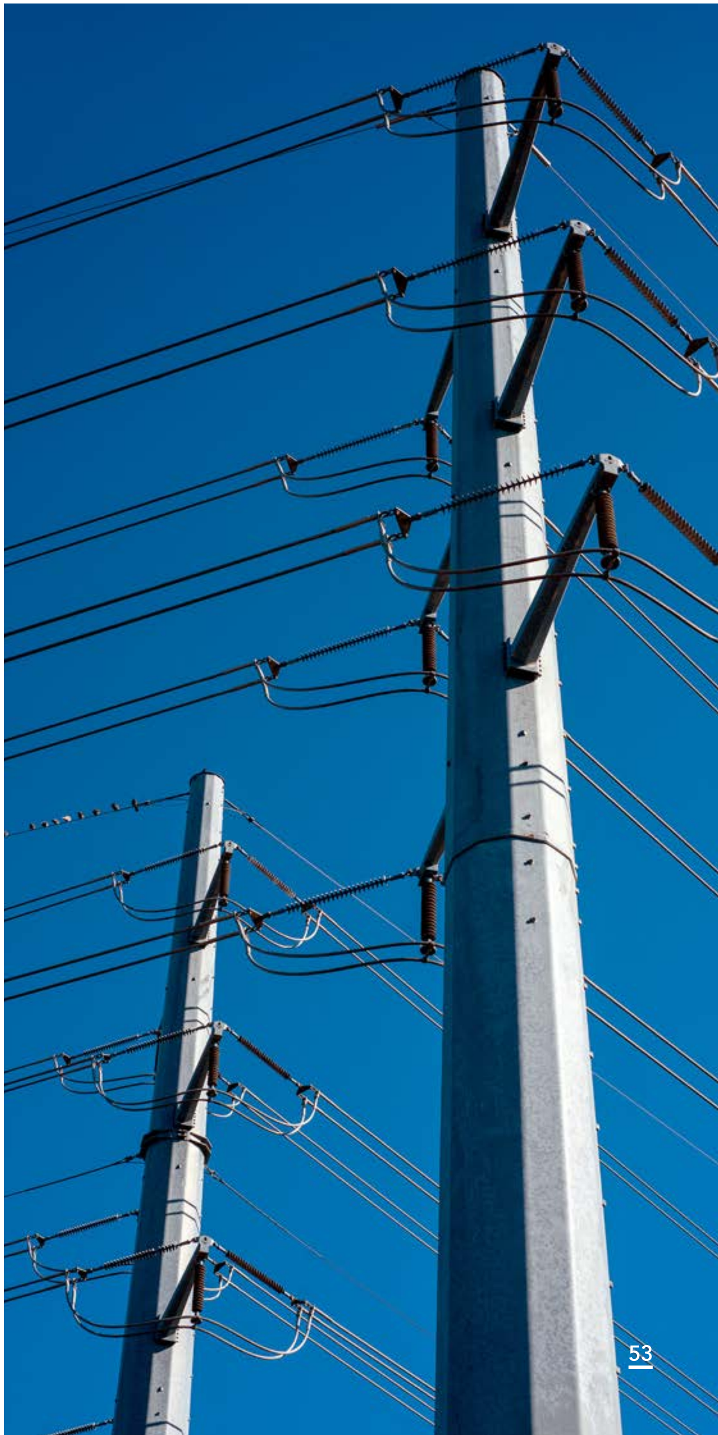
2025 Estimated, Partial Scope 1 and Scope 2 GHG Emissions



[22]Emissions from ~403 off-road assets (such as forklifts and water vehicles) and ~243 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.

[23]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. 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.

[24]Fugitive emissions associated with the handheld fire extinguishers and system wide fire suppression systems are excluded following TCR minuscule sources exclusion. Partial scope 1 estimated emissions also reflect results from an ongoing project to review and refine SF6 emission data collection processes.



GHG Emissions (continued)

- Scope 2, Location Based[25]: 17,753.32 mt CO2e
- Scope 2, Market Based[26]: 3,091.32 mt CO2e
  - Electricity Consumption: 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[27] to estimate energy consumption attributed to the space used and occupied by Oncor.

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.[28]

Limited Assurance Verification
Oncor's initial, partial, emissions data reporting in 2025 (of calendar year 2024 data) received limited assurance verification from an independent third-party verifier and was accepted by TCR.

In connection with third party verification of our 2024 estimated, partial emissions for TCR, we identified changes to 2024 estimated, partial Scope 1 emissions reported in our 2024 Corporate Sustainability Report (2024 Report). As a result of those changes, our estimated, partial emissions Scope 1 emissions for 2024 were reported to TCR as estimated, partial Scope 1: 44,195.66 mt CO2e validated (1.3% decrease from the 2024 Report reported amount of 44,771.27).

[25] 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.
[26] 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.
[27] The area method allows organizations to estimate energy use based on their share of the building's floor space and total electricity consumption.
[28] These facilities for which Oncor has contracted for renewable energy represent approximately 83% of Oncor's aggregate 2025 facilities electricity consumption.

Reducing our Footprint

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 (SF6). While we do not believe we can completely avoid the use of SF6 in our operations at this time, due to its dielectric properties, we continue to look for ways to reduce its impact.

Through practical operational actions, Oncor looks at ways to help reduce certain GHG emissions, such as:

Adoption of key mitigation technologies

- Our switching and protection standards were updated to eliminate certain uses of SF6 in the future. As part of that commitment, in 2025, Oncor installed additional solid dielectric switchgears, which we believe may have helped to eliminate an estimated 68 pounds (725 mt CO2e)[29] of SF6 from being added to our system[30].
- ~99% of our customers have smart meters, which has made it possible for us to remotely complete more than 56.1 million service orders without dispatching personnel and vehicles. We estimate that this has eliminated the need to drive more than 280 million cumulative miles, including more than 24 million miles in 2025 alone.[31]

Avoiding truck dispatches/rolls have:

- Saved about 2.1 million gallons of fuel in 2025.[32]
- Saved ~23 million cumulative gallons of fuel since installing smart meters.[32]
- Prevented the release of more than 20,450 cumulative tons of carbon dioxide from being released in 2025.[33]
- Prevented the release of more than 228,150 cumulative tons of carbon dioxide from being released since installing smart meters.[33]

Emissions Monitoring

- Managing vehicle fleets, fuel use, and equipment maintenance help ensure efficient operation
- Tracking estimated, partial Scope 1 and Scope 2 emissions to understand trends and performance

Non-GHG Air Emissions Management

- While Oncor's direct air emissions are limited due to the absence of generation operations, we do manage non-greenhouse gas air emissions associated with fleet operations, emergency backup power at our facilities, and infrastructure maintenance activities. Efforts such as monitoring fuel use, equipment maintenance, and implementing operational efficiencies, are integrated into our broader environmental management practices and continuous improvement initiatives.

Risk Management

- Weather/climate-related risks are managed through Board and senior management oversight embedded within enterprise risk management and business planning processes. Risks are assessed qualitatively across short, medium, and long-term horizons and considered in system planning, regulatory engagement, and investment decisions.
- A GHG Reduction Subcommittee made up of various leaders from across the company seeks further reduction opportunities.

[29] Calculated using the EPA GHG equivalencies calculator.
[30] (4 Four-way gears x 17 lbs. of SF6).
[31] Miles avoided are calculated assuming 5 miles per service order.
[32] Gallons of fuel saved are calculated assuming 12 miles to the gallon for each mile avoided.
[33] 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.

Biodiversity and Land Use

As the largest TDU in Texas, we recognize that infrastructure development may affect communities and landscapes, particularly in densely populated or environmentally sensitive areas. We proactively engage with landowners, municipalities, regulators, and other stakeholders, including Oncor leaders and our board of directors, to address concerns related to potential construction impacts, land access, aesthetics, and environmental protection.

Through early engagement, transparent communication, and adherence to environmental standards, Oncor seeks to manage potential environmental risks and strengthen community trust. Environmental planning for new construction and maintenance activities integrates ecological considerations, including habitat fragmentation, species protection, and land-use change. We remain committed to the improvement and sharing of best practices with respect to biodiversity conservation.

Oncor applies a mitigation hierarchy: avoid, minimize, restore, and offset, when planning and executing projects. Environmental and ecological assessments help identify areas of highest biodiversity, sensitive habitats, and locally relevant species concerns. Where feasible, project designs may be adjusted to reduce disturbance, and restoration practices may be implemented following construction.

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 habitat conservation plan includes measures to mitigate impacts to the covered species to the maximum extent practicable. Oncor has identified many conservation measures, including avoidance, minimization, and best management practices, to protect covered species and believes that these measures would also serve to reduce impacts to non-listed 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/minimize 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, minimization, and mitigation measures for both new facilities and operation and maintenance of existing facilities.

For the sixth 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 2025:

- 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.

Supporting Biodiversity and Grid Resiliency Through Integrated Vegetation Management

Maintaining clear and accessible transmission rights-of-way is an essential component of delivering safe, reliable, and resilient electric service. Oncor manages the land beneath and adjacent to its transmission lines using Integrated Vegetation Management (IVM) practices that balance infrastructure protection with environmental stewardship. These practices are designed to achieve required safety clearances and maintenance access while also encouraging the growth of native, low-growing grasses and plant communities that support biodiverse habitats.

IVM is widely endorsed by federal agencies, industry groups, and environmental organizations as an effective approach for protecting critical electric infrastructure while restoring or maintaining habitat for species such as the Monarch butterfly, native pollinators, songbirds, and other wildlife.

The U.S. Environmental Protection Agency has recognized IVM as an "appropriate, environmentally sound, and cost-effective control method," citing benefits that can include:

- improved transmission reliability,
- reduced vegetation-related outages,
- lower long-term vegetation management and customer costs, and
- meaningful ecological benefits.

These benefits include improved native plant communities, reduced stormwater runoff, control of invasive species, and enhanced wildlife habitat—outcomes that also contribute to greater system resiliency over time.

Oncor's IVM program is overseen by a team of vegetation management professionals, including certified arborists and line-clearance qualified tree service providers, who apply science-based practices tailored to local conditions across our service territory. To further support environmental protection and regulatory compliance, Oncor conducts annual environmental reviews of its right-of-way corridors. In 2025, we evaluated nearly 4,800 miles of transmission and distribution rights-of-way to assess the potential presence of federally listed threatened or endangered species habitats, cultural resources, and other environmentally sensitive areas. These reviews help inform vegetation management planning and ensure that operational decisions support both reliable electric service and responsible land stewardship.

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 Oncor 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 and reported annually to the Wildlife Service.

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.

Recycling and Waste Management

In alignment with our environmental policy commitment to reduce emissions, releases, solid waste, hazardous waste, and water use, Oncor integrates environmental considerations into business planning and decision-making to avoid or minimize environmental impacts. This approach includes working with appropriate stakeholders, promoting the efficient use of resources, training employees to conduct activities in an environmentally responsible manner, and maintaining a dedicated focus on emissions and waste reduction.

Waste management activities are overseen through established environmental compliance and operational processes, with responsibility shared across environmental affairs, operations, and compliance functions. Oncor tracks and categorizes operational waste stream, such as oil, poles, transformers, and other electrical equipment, to support appropriate handling, recycling, reuse, or disposal in accordance with applicable laws and regulations.

Consistent with the waste hierarchy, Oncor prioritizes waste prevention, material reuse, and recycling before disposal where practicable. In 2025, approximately 38%[34] of operational waste generated was recycled or repurposed. These practices have contributed to Oncor's classification as a very small quantity generator of hazardous waste under Texas Commission on Environmental Quality regulations.

Oncor works with licensed and approved third-party vendors for the transport, recycling, treatment, or disposal of waste materials and maintains oversight to help ensure compliance with regulatory requirements. We continue to evaluate opportunities to further reduce waste generation and increase recycling rates across our operations.

[34]Calculated as total pounds of recycled operational waste divided by the sum of total pounds of incinerated, recycled, and landfilled operational waste.

APPENDIX


BE THE ELECTRIC
DELIVERY COMPANY
OF CHOICE
FOR ALL CUSTOMERS
AND EMPLOYEES.

APPENDIX
Sustainability Data Table

	2022	2023	2024	2025
ENERGY DELIVERED				
Total Electricity Delivered to Residential Customers (MWh)	48,624,782.00	47,913,732	46,588,719.00	46,972,158.00
Total Electricity Delivered to Other Retail Customers (MWh)	371,190.00	364,958	355,995.00	342,143.00
Total Electricity Delivered to Industrial Customers (MWh)	50,355,953.00	58,299,083	65,710,986.00	74,198,589.00
Total Electricity Delivered to Commercial Customers (MWh)	49,310,904.00	49,572,668	49,551,376.00	49,614,154.00
INTERCONNECTION REQUESTS (MW)				
Interconnection Requests Completed (MW)	1,806	4,793	4,338	7,032
Renewable Generation Capacity Connected to Grid in Reporting Year	3,131	4,236	3,653	4,020
Number of Renewable Generators Connected to Grid in Reporting Year	11	20	14	19
Renewable Generation Capacity of All Renewable Generators Connected to Grid (MW)	18,631	22,798	26,451	30,471
Cumulative Total Number of Renewable Generators Connected to Grid	89	108	122	141

Sustainability Data Table (continued)

	2022	2023	2024	2025
EMISSIONS[35]				
Scope 1 (mt CO2e)				
Stationary Combustion	*	270.32	520.26	288.90
Mobile Combustion	*	14,077.31	34,508.31	40,119.37
Fugitive SF6 Emissions	*	61,598.20	9,167.10	23,214.6
Total Scope 1	*	75,945.83	44,195.67	63,622.88
Scope 2 (mt CO2e)				
Location Based	*	18,131.03	17,337.14	17,753.32
Market Based	*	3,186.86	3,094.53	3,091.32
Power Line Losses				
Percentage[36]	7.75%	7.63%	7.71%	7.50%
Intensity Factor				
CO2e - MT/MWh delivered	*	0.000602	0.000258	0.000475
INFRASTRUCTURE				
Transmission Lines (circuit miles)	18,268	18,298	18,324	18,418
Distribution Lines (circuit miles)	123,500	125,116	125,975	127,398

[35]This data presents only estimated, partial Scope 1 and Scope 2 emissions data for 2025 based on the information available to date. Oncor believes that this reporting of estimated, partial data is in accordance with TCR's Transitional Reporting on ramp, 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. For information on exclusion data from these figures, see page 53.
[36]Figures represent the aggregate sum of Transmission and Distribution line losses.

Sustainability Data Table (continued)

	2022	2023	2024	2025
RELIABILITY				
Non-Storm System Average Interruption Duration Index (SAIDI) - Minutes	75.0	70.0	74.7	78.1
Non-Storm System Average Interruption Frequency Index (SAIFI) - Number of Interruptions	1.2	1.0	1.1	1.1
Customer Average Interruption Duration Index (CAIDI) - Minutes	63.5	65.9	69.8	70.4
WASTE AND RECYCLING (METRIC TONS)				
Total Hazardous Waste - Metric Tons	0.09	0	0.03	2.04
Total Non- Hazardous Waste - Metric Tons	45,005	50,774	95,299	124,198
Non-Hazardous Waste Recycled - Metric Tons	28,660	31,465	38,439	46,999
COMMUNITY IMPACT				
Oncor Cares Foundation Giving	$253,000.00	$0.00	$650,000.00	$520,000.00
Charitable Giving	$3,991,200.00	$2,019,921.36	$3,155,135.94	$3,458,257.29
Other Giving	$1,769,254.58	$1,119,394.11	$602,643.75	$513,396.28
Total Giving	$5,760,454.58	$3,139,315.47	$4,407,779.69	$3,971,653.57

Sustainability Data Table (continued)

	2022	2023	2024	2025
WORKFORCE				
Total Number of Employees[37]	4,561	4,753	4,920	5,369
Total Number of Part-Time Employees[37]	9	19	24	29
% of Employees Covered Under Collective Bargaining Agreement	16%	17%	16%	15%
% of Women Employees	20%	20%	21%	22%
% of Minority Employees	37%	38%	39%	41%
% of Veteran Employees	7%	7%	7%	7%
% of Traditionalists (1945 and Before)	0%	0%	0%	0%
% of Baby Boomers (1946 - 1964)	17%	14%	12%	9%
% of Generation X (1965 - 1980)	26%	26%	25%	24%
% of Millennials (1981 - 1996)	47%	47%	48%	48%
% of Generation Z (1997 and Beyond)	10%	14%	18%	23%
Annual Employee Involuntary Turnover Rate	0.8%	1.0%	0.7%	0.7%
Annual Employee Voluntary Turnover Rate	7.50%	5.10%	4.10%	4.7%

[37]Employee count information is calculated based on the sum of all employees at the end of each calendar month and dividing the total by twelve.

Sustainability Data Table (continued)

	2022	2023	2024	2025
SAFETY				
Employee Safety				
Employee DART Rate[38]	0.28	0.39	0.29	0.29
Total Employee Recordable Incident Rate (TRIR)[39]	0.95	1.18	0.79	1.01
Employee Lost Time Incident Rate (LTIR)[40]	0.08	0.15	0.11	0.08
Employee Fatalities[41]	0	0	0	1
Recordable Incidents	47	61	43	60
Number of Hours Worked	9,851,593	10,358,212	10,907,350	11,846,115
Contractor Safety				
Contractor Fatalities[42]	0	0	0	0
CUSTOMER ENERGY EFFICIENCY PROGRAMS				
Incremental Annual Electricity Savings from EE Measures (MWh)	302,381	232,915	196,624	206,741
Incremental Annual Investment in EE Programs (nominal dollars)	$48,948,389	$52,057,138	$52,807,719	$56,987,864
% of total Electric Customers with Smart Meters	99%	99%	99%	99%

[38] 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).
[39] TRIR: Number of recordable incidents x 200,000 / total work hours.
[40] LTIR: Number of work-related injuries and illnesses involving days away x 200,000 / total work hours.
[41] Oncor tragically experienced an employee fatality in November 2025. The employee was fatally struck during a post-job roadside briefing by a vehicle operated by a member of the public alleged to be intoxicated and traveling in excess of the posted speed limit. No Oncor or contractor safety violations were identified during the post-event safety review.
[42] Occurring during contracted work on Oncor's system and based on information available to Oncor and/or OSHA.

Sustainability Data Table (continued)

	2022	2023	2024	2025
GOVERNANCE[43]				
Women Board Members	2	3	3	4
Minority Board Members	4	5	5	4
Number of Independent Directors	7	7	7	7
Total Board Members	13	13	13	13
Director Age				
40s	0	0	0	0
50s	5	6	5	4
60+ years	8	7	8	9
Director Tenure				
0-5 Years	6	6	5	7
6-10 Years	2	4	3	3
> 10 Years	5	3	5	3
EMPLOYEE DEVELOPMENT				
% of Employees Receiving Annual Ethics and Compliance Training (includes annual compliance training)	100%	100%	100%	100%
Average hours of training[44] per year per full time employee	25	29	31	47
Number of Employees Participating in Tuition Reimbursement	151	177	216	235

[43]As of December 31, 2025.
[44]Average includes learning completed in LMS system and does not account for hours of learning completed outside of the LMS system.

Sustainability Data Table (continued)

	2022	2023	2024	2025
SUPPLY CHAIN				
Total Supply Chain Spend	$3,245,440,837	$4,076,509,547	$4,991,454,522	$6,708,786,458
Total Local Supplier Spend	$1,664,664,731	$2,130,174,720	$2,212,130,375	$3,481,118,005

Governance, Policy, and other Sustainability-Related Documents

Publicly Available Documents

The following publicly available documents are available at Oncor.com/Sustainability.

Environment

- Environmental Policy
- Habitat Conservation Plan

Social

- Oncor Core Values
- Human Rights Policy
- Military Leave of Absence
- Oncor's Position on Harassment and Discrimination
- Supplier Engagement and Development

Governance

- Code of Conduct
- Supplier Code of Business Conduct
- Privacy Policy
- Stakeholder Engagement
- Anti-Bribery, Anti-Corruption, and Anti-Money Laundering
- Emergency Preparedness – Business Continuity
- 2026 Emergency Operations Plan
- Corporate Governance Guidelines
- Audit Committee Charter
- Finance Committee Charter
- Governance and Sustainability Charter
- Organization and Compensation Committee Charter
- 2025 Form 10-K
- Lobbying Expenditures, Gifts, Gratuities and Entertainment, and Other Matters Relating to Public Officials

Internal Documents

Many company policies are only available internally. All employees have access to all policies through our internal site.

Social

- Employment
- Harassment and Sexual Harassment
- Paid Parental Leave

Governance

- Compliance Program
- Enterprise Data
- Incentive Compensation Recovery
- Procedures for Protection of Confidential Information
- Risk Management

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
5 GENDER EQUALITY	Achieve gender equality and empower all women and girls	• Board of Directors[45] • Engagement and Inclusion
7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	• Affordability • Delivering Cleaner Energy • Reducing Our Footprint
8 DECENT WORK AND ECONOMIC GROWTH	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all	• Serving Our Stakeholders • High-Performance Culture
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	• Strategic Resiliency • Serving Our Stakeholders • Community Engagement • Advancing Reliable Operations

[45] As of December 31, 2025, 31% of Oncor's board of directors consisted of women.

UN SDG	Goal Statement	Oncor Actions
10 REDUCED INEQUALITIES	Reduce inequality within and among countries	• Engagement and Inclusion
11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient, and sustainable	• Public and Infrastructure Safety • Community Engagement • Affordability • Advancing Reliable Operations
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	• Protecting the Environment • Recycling and Waste Management
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	• Being Carbon Conscious • Affordability
15 LIFE ON LAND	Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	• Protecting the Environment

Edison Electric Institute Sustainability Reporting Template

The Edison Electric Institute (EEI) and the American Gas Association (AGA) have created a voluntary ESG/sustainability reporting template for regulated electric and gas companies. As the largest electric transmission and distribution provider in Texas, Oncor is proud to be among the utilities using the EEI/AGA voluntary sustainability reporting template for discussing our sustainability governance, recent achievements, and strategies to further build on those successes in the future. For the qualitative portion of the template, this Sustainability 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. 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. Additionally, this data presents only estimated, partial Scope 1 and Scope 2 emissions data for 2025 based on the information available to date. Oncor believes that this reporting of estimated, partial data is in accordance with TCR's Transitional Reporting on ramp, 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. For information on exclusion data from these figures, see page 53.

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: July 6, 2026

Ref. No.	Refer to the 'EEI Definitions' tab in the EEI Sustainability Template for more information on each metric	2024	2025
1	**Owned Nameplate Generation Capacity at end of year (MW)**		
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

Ref. No.	Portfolio	2024	2025
2	**Net Generation for the data year (MWh)**		
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
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
3	**Capital Expenditures and Energy Efficiency (EE)**		
3.1	Total Annual Capital Expenditures (nominal dollars)	$4,683,110,043	$6,760,815,327
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)[46]	$196,624	$206,741
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	$52,807,719	$56,987,864
4	**Retail Electric Customer Count (at end of year)**[47]		
4.1	Commercial[48]	523,112	528,369
4.2	Industrial	10,645	10,613
4.3	Residential	3,477,215	3,545,814

[46]As reported on U.S. Energy Information Administration Form 861.
[47]As reported on U.S. Energy Information Administration Form 861.
[48]Commercial customer count includes 1 transportation customer.

Ref. No.	Emissions	2024	2025
5	**GHG Emissions: Carbon Dioxide (CO_2) and Carbon Dioxide Equivalent (CO_2e) Note: The alternatives available below are intended to provide flexibility in reporting GHG emissions, and should be used to the extent appropriate for each company.**		
5.1	**Owned Generation**		
5.1.1	Carbon Dioxide (CO_2)	N/A	N/A
5.1.1.1	Total Owned Generation CO_2 Emissions (MT)	N/A	N/A
5.1.1.2	Total Owned Generation CO_2 Emissions Intensity (MT/Net MWh)	N/A	N/A
5.1.2	Carbon Dioxide Equivalent (CO_2e)	N/A	N/A
5.1.2.1	Total Owned Generation CO_2e Emissions (MT)	N/A	N/A
5.1.2.2	Total Owned Generation CO_2e Emissions Intensity (MT/Net MWh)	N/A	N/A
5.2	**Purchased Power**		
5.2.1	Carbon Dioxide (CO_2)	N/A	N/A
5.2.1.1	Total Purchased Generation CO_2 Emissions (MT)	N/A	N/A
5.2.1.2	Total Purchased Generation CO_2 Emissions Intensity (MT/Net MWh)	N/A	N/A
5.2.2	Carbon Dioxide Equivalent (CO_2e)	N/A	N/A
5.2.2.1	Total Purchased Generation CO_2e Emissions (MT)	N/A	N/A
5.2.2.2	Total Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	N/A	N/A
5.3	**Owned Generation + Purchased Power**		
5.3.1	Carbon Dioxide (CO_2)	N/A	N/A
5.3.1.1	Total Owned + Purchased Generation CO_2 Emissions (MT)	N/A	N/A
5.3.1.2	Total Owned + Purchased Generation CO_2 Emissions Intensity (MT/Net MWh)	N/A	N/A
5.3.2	Carbon Dioxide Equivalent (CO_2e)	N/A	N/A
5.3.2.1	Total Owned + Purchased Generation CO_2e Emissions (MT)	N/A	N/A
5.3.2.2	Total Owned + Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	N/A	N/A

Ref. No.	Emissions	2024	2025
5.4	**Non-Generation CO2e Emissions of Sulfur Hexafluoride (SF6)**		
5.4.1	Total CO2e emissions of SF6 (MT)[49]	9,167.1	23,214.6[50]
5.4.2	Leak rate of CO2e emissions of SF6 (lbs/Net MWh)	N/A	N/A
6	**Nitrogen Oxide (NOx), Sulfur Dioxide (SO2), Mercury (Hg)**		
6.1	Generation basis for calculation	N/A	N/A
6.2	**Nitrogen Oxide (NOx)**		
6.2.1	Total NOx Emissions (MT)	N/A	N/A
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	N/A	N/A
6.3	**Sulfur Dioxide (SO2)**		
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
6.4	**Mercury (Hg)**		
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
7	**Human Resources**		
7.1	Total Number of Employees (average number over the year)[51]	4,920	5,369
7.2	Percentage of Women in Total Workforce	21%	22%
7.3	Percentage of Minorities in Total Workforce[52]	39%	41%
7.4	Total Number on Board of Directors/Trustees	13	13
7.5	Percentage of Women on Board of Directors/Trustees[53]	23%	31%
7.6	Percentage of Minorities on Board of Directors/Trustees[54]	38%	31%

[49]Oncor is a member of the EPA's SF6 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, CO2e is calculated using global warming potentials (GWPs) from the IPCC Fifth Assessment Report. For SF6, the GWP is 23,000.
[50]The increase in SF_6 emissions is primarily due to higher year-end gas inventories and increased bulk purchases, rather than changes in operational emissions. Greater volumes of gas were stored across districts, including more equipment stored with gas, and purchasing patterns likely reflect normal cyclical ordering.
[51]Calculated based on the sum of all employees at the end of each calendar month and dividing the total by twelve.
[52]Includes employees who have identified as being a member of a minority group or as being of two or more races.
[53]As of December 31, 2025.
[54]As of December 31, 2025.

Ref. No.	Resources	2024	2025
7.7	**Employee Safety Metrics[55]**		
7.7.1	Recordable Incident Rate	0.79	1.01
7.7.2	Lost-time Case Rate	0.11	0.08
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	0.29	0.29
7.7.4	Work-related Fatalities	0.00	1
8	**Fresh Water Resources used in Thermal Power Generation Activities**		
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
9	**Waste Products**		
9.1	Amount of Hazardous Waste Manifested for Disposal (MT)	0.025	2.04
9.2	Percent of Coal Combustion Products Beneficially Used	N/A	N/A

[55]Figures match official OSHA compliance filings for employee safety.

Global Reporting Initiative Index

Oncor Electric Delivery has reported the information cited in this GRI content index for the period of January 1 to December 31, 2025, with reference to the GRI Standards. Oncor Electric Delivery discloses additional information through the GRI Electric Utility Sector Supplement, providing industry-specific information.

GRI 1: Foundation 2021

GRI 2: GENERAL DISCLOSURES 2021		
2-1	Organizational details	About Us Our Business 1616 Woodall Rodgers Fwy, Dallas, TX 75202. Oncor Electric Delivery operates solely in Texas, and 100% of taxes are paid in the United States.
2-2	Entities included in the organization's sustainability reporting	About this Report
2-3	Reporting period, frequency and contact point	Oncor Electric Delivery's Corporate Sustainability Report covers January 1 to December 31, 2025. For questions about this Report, contact: sustainability@oncor.com.
2-4	Restatements of information	Any restatements of information are noted throughout this Report.
2-5	External assurance	Data Verification and Report Review
2-6	Activities, value chain and other business relationships	About Us Our Business Strategic Sourcing
2-7	Employees	Our Business Sustainability Data Table | Workforce
2-9	Governance structure and composition	Governance Board Governance 2025 Form 10-K (pg. 7-9, 122-129, 153, 180-181) LLC Agreement (Section 10, pages 5-19)
2-10	Nomination and selection of the highest governance body	Governance Board Governance 2025 Form 10-K (pg. 7-9, 127-128) LLC Agreement (Section 10) Governance & Sustainability Committee Charter
2-11	Chair of the highest governance body	Board of Directors Board Governance 2025 Form 10-K (pg. 180) Governance & Sustainability Committee Charter
2-12	Role of the highest governance body in overseeing the management of impacts	Governance Board Governance 2025 Form 10-K (pg. 7-9) Governance & Sustainability Committee Charter

2-13	Delegation of responsibility for managing impacts	Governance Corporate Governance 2025 Form 10-K Governance & Sustainability Committee Charter
2-14	Role of the highest governance body in sustainability reporting	Governance
2-15	Conflicts of interest	Enterprise Risk Management Ethics and Compliance Reporting
2-16	Communication of critical concerns	Ethics and Compliance Reporting
2-17	Collective knowledge of the highest governance body	Sustainability Governance Governance & Sustainability Committee Charter
2-18	Evaluation of the performance of the highest governance body	2025 Form 10-K (pg. 140) Governance & Sustainability Committee Charter
2-21	Annual total compensation ratio	2025 Form 10-K (pg. 169)
2-22	Statement on sustainable development strategy	Letters from Our Leaders Sustainability Strategy
2-23	Policy commitments	Governance, Policy, and other Sustainability-Related Documents Policies, Programs, and Documents
2-24	Embedding policy commitments	Strategic Resiliency Governance, Policy, and other Sustainability-Related Documents
2-25	Processes to remediate negative impacts	Ethics and Compliance Reporting Environmental Management
2-26	Mechanisms for seeking advice and raising concerns	Ethics and Compliance Reporting
2-27	Compliance with laws and regulations	Strategic Resiliency Responsible Advocacy Environmental Management Governance, Policy, and other Sustainability-Related Documents
2-28	Membership associations	Responsible Advocacy
2-29	Approach to stakeholder engagement	Serving Our Stakeholders
2-30	Collective bargaining agreements	Sustainability Data Table I Workforce 2025 Form 10-K (pg. 13)

GRI 3: MATERIAL TOPICS 2021		
3-1	Role of the highest governance body in sustainability reporting	Governance
3-2	Conflicts of interest	Enterprise Risk Management Ethics and Compliance Reporting
3-3	Communication of critical concerns	Ethics and Compliance Reporting
GRI 101: BIODIVERSITY 2024		
101-1	Policies to halt and reverse biodiversity loss	Protecting the Environment
101-2	Management of biodiversity impacts	Biodiversity and Land Use
101-4	Identification of biodiversity impacts	Biodiversity and Land Use
101-5	Locations with biodiversity impacts	Biodiversity and Land Use
101-6	Direct drivers of biodiversity loss	Biodiversity and Land Use
101-7	Changes to the state of biodiversity	Biodiversity and Land Use
101-8	Ecosystem services	Biodiversity and Land Use
GRI 201: ECONOMIC PERFORMANCE 2016		
201-1	Direct economic value generated and distributed	Sustainability Data Table I Community Impact Sustainability Data Table I Supply Chain Strategic Sourcing 2025 Form 10-K (pg. 63-67)
201-2	Financial implications and other risks and opportunities due to climate change	2025 Form 10-K (pg. 18-19, 24-25, 36)
201-3	Defined benefit plan obligations and other retirement plans	Employee Benefits 2025 Form 10-K (pg. 18-19, 24-25, 36)
GRI 203: INDIRECT ECONOMIC IMPACTS 2016		
203-1	Infrastructure investments and services supported	Advancing Reliable Operations Being Carbon Conscious Energy Efficiency Overview and Opportunities Sustainability Data Table I Customer Energy Efficiency Programs
203-2	Significant indirect economic impacts	Advancing Reliable Operations Energy Efficiency Overview and Opportunities Community Engagement Public and Infrastructure Safety Sustainability Data Table I Customer Energy Efficiency Programs Sustainability Data Table I Community Impact

GRI 204: PROCUREMENT PRACTICES 2016		
204-1	Proportion of spending on local suppliers	Strategic Sourcing Sustainability Data Table l Supply Chain
GRI 205: ANTI-CORRUPTION 2016		
205-1	Operations assessed for risks related to corruption	Enterprise Risk Management Ethics and Compliance Reporting
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct and Employee Training
GRI 207: TAX 2019		
207-1	Approach to tax	2025 Form 10-K (pg. 6, 37, 45, 50, 71-72, 78-79, 81-83)
207-3	Stakeholder engagement and management of concerns related to tax	2025 Form 10-K (pg. 6, 37, 45, 50, 71-72, 78-79, 81-83)
GRI 302: ENERGY 2016		
302-1	Energy consumption within the organization	GHG Emissions Sustainability Data Table l Emissions
GRI 305: EMISSIONS 2016		
305-1	Direct (Scope 1) GHG emissions	GHG Emissions Sustainability Data Table l Emissions
305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions Sustainability Data Table l Emissions
305-4	GHG emissions intensity	GHG Emissions Sustainability Data Table l Emissions EEI Template
305-5	Reduction of GHG emissions	Reducing Our Footprint
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	EEI Template
GRI 306: EFFLUENTS AND WASTE 2016		
306-1	Waste generation and significant waste-related impacts	Recyling and Waste Management Sustainability Data Table l Emissions
GRI 401: EMPLOYMENT 2016		
401-1	New employee hires and employee turnover	Employee Turnover Rate Sustainability Data Table l Workforce
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce Development Employee Benefits
401-3	Parental leave	Employee Benefits

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1	Occupational health and safety management system	Safety
403-2	Hazard identification, risk assessment, and incident investigation	Safety
403-3	Occupational health services	Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety
403-5	Worker training on occupational health and safety	Safety
403-6	Promotion of worker health	Employee Benefits
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety
403-8	Workers covered by an occupational health and safety management system	Safety
403-9	Work-related injuries	Safety Sustainability Data Table I Employee Safety
GRI 404: TRAINING AND EDUCATION 2016		
404-1	Average hours of training per year per employee	Employee Training and Skills Development Sustainability Data Table I Employee Development
404-2	Programs for upgrading employee skills and transition assistance programs	High-Performance Culture
404-3	Percentage of employees receiving regular performance and career development reviews	Career Development and Leadership Readiness
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1	Diversity of governance bodies and employees	Board of Directors Sustainability Data Table I Governance Sustainability Data Table I Workforce
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement Public and Infrastructure Safety Employee Training and Skills Development Career Development and Leadership Readiness
GRI 415: PUBLIC POLICY 2016		
415-1	Political contributions	Responsible Advocacy Policies, Programs, and Documents
GRI 418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No substantiated complaints identified.

Glossary

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

2025 Annual Report on Form 10-K	Oncor's Annual Report on Form 10-K for the year ended December 31, 2025 filed with the US Securities and Exchange Commission on February 26, 2026.
$	U.S. Dollar
%	Percentage
AED	Automated External Defibrillators
AGA	American Gas Association
AHA	American Heart Association
AI	Artificial Intelligence
BOLT	Oncor's supplier development program, Building Opportunities and Leading Transformation
CAIDI	Customer Average Interruption Duration Index
CO2	Carbon Dioxide
CO2e	Carbon Dioxide Equivalent
DART	Days Away, Restricted or Transferred
DFW	Dallas – Fort Worth
DG	Distributed Generation
DRGB	Data Risk Governance Board
DRM	Data Risk Management
EEI	Edison Electric Institute, a trade association that represents all U.S. investor-owned utilities
EIA	U.S. Energy Information Administration
EMS	Environmental Management System
EPA	Environmental Protection Agency
ERCOT	Electric Reliability Council of Texas
ERG	Employee Resource Group
FERC	Federal Energy Regulatory Commission
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
GWP	Global Warming Potential
Hg	Mercury
HIPAA	Health Insurance Portability and Accountability Act
HVAC	Heating, Ventilation, and Air Conditioning
IDP	Individual Development Plans
IPCC	Intergovernmental Panel on Climate Change
IVM	Integrated Vegetation Management
kg	Kilogram
kWh	Kilowatt hour
lbs.	Pounds
LTIR	Lost Time Incident Rate
MT	Metric Ton
MW	Megawatts
MWh	Megawatt hour

NERC	North American Electric Reliability Corp
NOx	Nitrogen Oxide
NYSE	New York Stock Exchange
OLAP	Oncor Lineworker Apprenticeship Program
Oncor	Oncor Electric Delivery Company LLC
Oncor Holdings	Oncor Electric Delivery Holdings Company LLC
OSHA	Occupational Health and Safety Administration
PUCT	Public Utility Commission of Texas
Report	This 2025 Corporate Sustainability Report
SAIDI	System Average Interruption Duration Index
SAIFI	System Average Interruption Frequency Index
SEC	Securities and Exchange Commission
Sempra	Sempra, a California corporation that owns an indirect 80.25% equity interest in Oncor
SF6	Sulfur Hexafluoride

SO2	Sulfur Dioxide
SRP	System Resiliency Plan
STEP	Strategic Transmission Expansion Plan
S&SFC	Sustainability and Sustainable Finance Committee
TCR	The Climate Registry
TDU	Transmission and Distribution Utility
Texas Transmission	Texas Transmission Investment LLC, a limited liability company that owns a 19.75% equity interest in Oncor and is indirectly owned by OMERS Administration Corporation (acting through its infrastructure investment entity, OMERS Infrastructure Management Inc.) and GIC Private Limited
TRIR	Total Recordable Incident Rate
U.S.	United States of America
UN SDGs	United Nations Sustainable Development Goals
VFD	Volunteer Fire Department
VM	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," "are expected to," "will continue," "is anticipated," "estimated," "forecast," "should," "projection," "target," "goal," "objective" and "outlook"), are forward-looking statements. Although we believe that in making any such forward-looking statement our expectations are based on reasonable assumptions, any such forward-looking statement involves risks, uncertainties, and assumptions. Factors that could cause our actual results to differ materially from those projected in such forward-looking statements include, but are not limited to:

- legislation, governmental policies and orders, and regulatory actions, including those of the U.S. Congress, the President of the U.S., the Texas Legislature, the Governor of Texas, the U.S. Federal Energy Regulatory Commission, the PUCT, ERCOT, the North American Electric Reliability Corporation, the Texas Reliability Entity, Inc., the U.S. Department of Energy, the EPA, and the Texas Commission on Environmental Quality, and including with respect to:
  - authorized rate of return;
  - permitted capital structure;
  - industry, market, and rate structure;
  - rates and recovery of investments;
  - 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;
- ERCOT protocols, rules, policies, regulations, guidelines, directives, and orders applicable to our business;
- weather conditions and other natural phenomena, including 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, industrial strain and global trade restrictions;
- supply chain disruptions, including as a result of tariffs, war, volatile commodity prices, manufacturing and shipping shortages, 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, including the availability of qualified personnel, and the potential adverse effects if labor disputes or grievances were to occur;
- changes in assumptions used to estimate costs of providing employee benefits, including pension and other post-employment employee benefits, and future funding requirements related thereto;
- significant changes in accounting policies or critical accounting estimates material to us;
- commercial bank and financial market conditions, macroeconomic conditions, access to capital, the cost of such capital, and the results of financing and refinancing efforts, including availability of funds and the potential impact of any disruptions in 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 benefit plans;
- circumstances which may contribute to future impairment of goodwill, intangible or other long-lived assets;
- our adoption and deployment of AI;
- 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 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 policy and intent, is subject to change and is not intended to, nor can it be relied on, to create legal relations, rights, or obligations.

This 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 2025 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. Information about Oncor is also available on our website at 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.