



Oncor's Position on Harassment & Discrimination

Various policies govern employment activities and the workplace environment with respect to Oncor Electric Delivery Holdings Company LLC and all of its subsidiaries including Oncor Electric Delivery Company LLC (collectively, "Oncor"), including, but not limited to, Oncor's Code of Conduct, Harassment and Sexual Harassment Policy, and Employment Policy. The following statements represent Oncor's position on harassment and discrimination with respect to Oncor employment activities and workplace environment. Oncor employees receive education on harassing and discriminatory conduct as part of annual Oncor Code of Conduct training.

Oncor is committed to providing a safe work environment, free of discrimination and harassment. Oncor complies with all employment laws and affords equal employment opportunity to individuals in all aspects of employment. All hiring, termination, promotions, selections for job opportunities, pay, and other employment actions will, as applicable, be based on Oncor's business needs and the qualifications, skills, relative abilities, and performance of the individual being considered, without regard to an individual's race, color, religion, sex, sexual orientation, gender identity, pregnancy, national origin, citizenship, age, disability, military or veteran status, genetic information, or any other protected status.

No Oncor employee will discriminate against or harass any individual, or allow conduct they reasonably believe to constitute discrimination or harassment to go unreported. Inappropriate conduct or comments based on race, color, religion, sex, sexual orientation, gender identity, pregnancy, national origin, citizenship, age, disability, military or veteran status, genetic information, or any other conduct contrary to creating an environment free of discrimination and harassment, will not be tolerated and will subject an Oncor employee to severe disciplinary action, up to and including termination. Oncor will not tolerate any form of harassment of Oncor employees, whether imposed by an Oncor employee, independent contractor, vendor, or visitor. Oncor also expects its contractors, vendors, and other business partners to uphold standards of conduct consistent with this position in their interactions with Oncor employees.

Prohibited conduct includes, but is not limited to, disparaging, abusive and/or sexual words, phrases or materials; slurs; negative stereotyping; threatening, intimidating, or hostile acts, including jokes or pranks that might reasonably be perceived as hostile or demeaning; unwelcome touching; written or graphic material or objects that are sexually-oriented, obscene or criticize or show hostility or aversion toward an individual or group. Due to Oncor's strong stance against harassing and discriminatory conduct, in addition to prohibiting conduct that violates local, state and federal law, Oncor also prohibits conduct described herein even if it does not necessarily rise to the level of unlawful harassment.

Oncor offers options to report any concerns and/or suspected harassment or discrimination by reporting to Oncor management, Oncor's Human Resources department, Oncor's Chief Ethics Officer, Oncor's Chief Compliance Officer, and/or Oncor's anonymous Ethics & Compliance Helpline at 1-877-776-1003 or <https://oncor.alertline.com>. No Oncor employee will be subject to any form of retaliation for pursuing a good faith claim or providing truthful information during an investigation of any claim of harassment or discrimination. All reports of harassment or discrimination will be taken seriously and investigated promptly and thoroughly. Oncor will take appropriate corrective action where a violation is found.