



**MAKING
ENERGY
WORK
BETTER**

2024 SUSTAINABILITY REPORT
HIGHLIGHTS



PERFORMANCE



\$45B base capital plan

\$16B tax credit savings

\$465M award funding

99.98% electric reliability



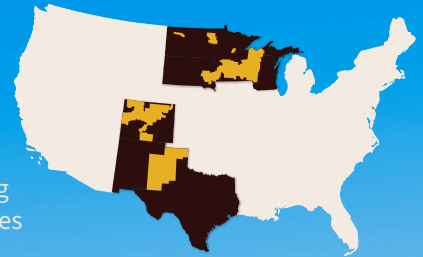
3.9M electric customers



2.2M natural gas customers

8 states

4 operating companies





A dark, industrial background featuring a complex network of metal structures, pipes, and stairs, likely part of a power plant or refinery. The lighting is dim, with some highlights on the metal surfaces.

**Through 2024, we continued
to reduce carbon emissions by
57%, from 2005 levels, as we
powered our local economies
and communities.**

Net-Zero Energy Provider by 2050

Goals that cover electricity, natural gas service and transportation

2030

80%
lower electric
carbon emissions



**ELECTRIFICATION-
FIRST**
customer options



**NET-ZERO
METHANE**
gas service



2035

1.5M
EVs enabled by
charging infrastructure



20%
of fleet converted
to EVs



2050

ZERO-CARBON
electric emissions

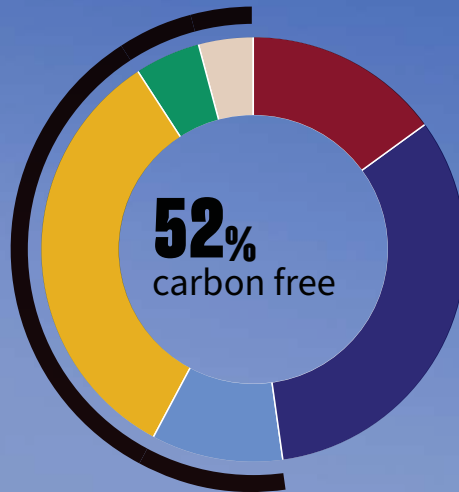
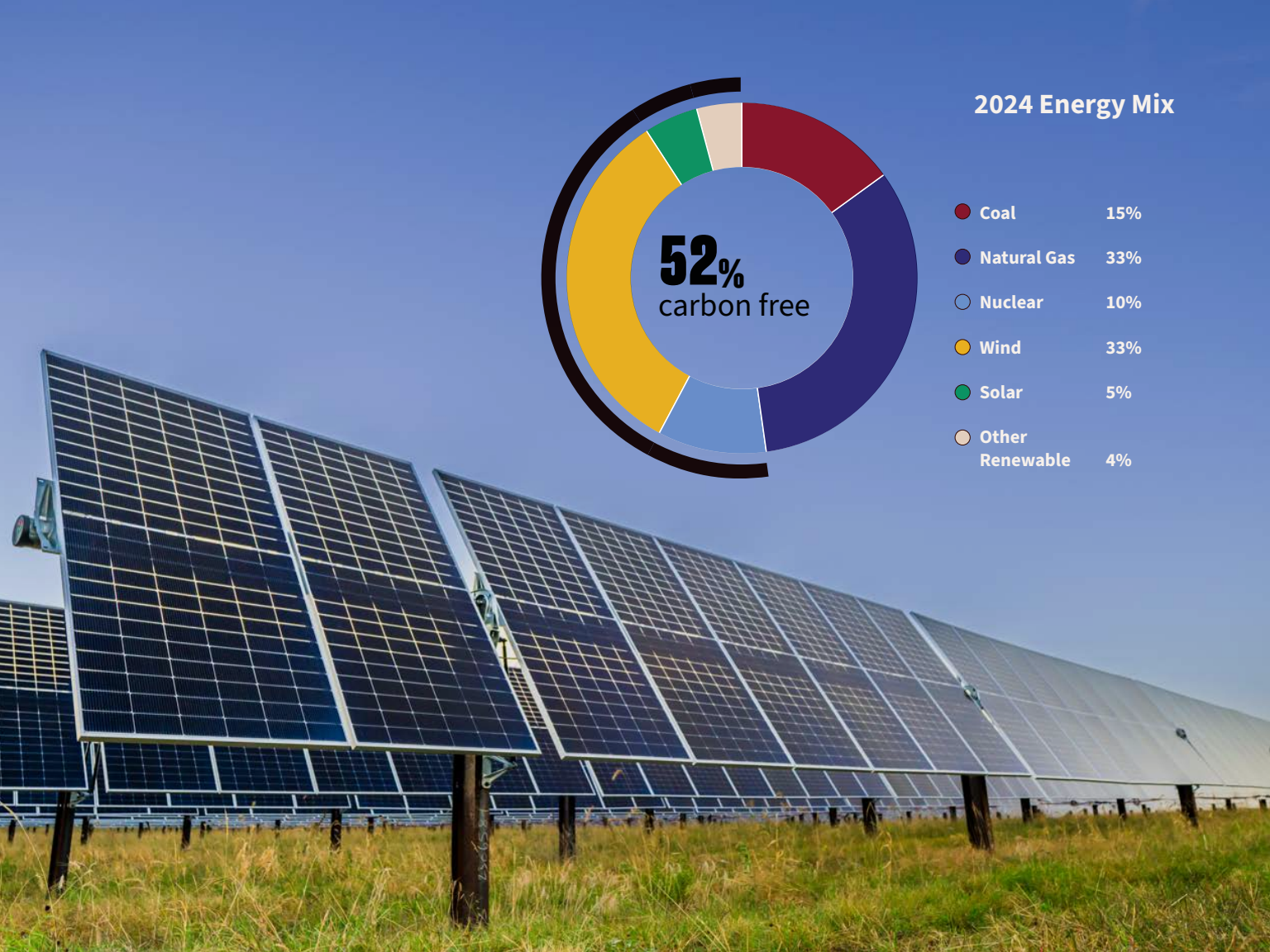


NET-ZERO
gas service



ZERO-CARBON
fuel within 1 mile





2024 Energy Mix

Coal	15%
Natural Gas	33%
Nuclear	10%
Wind	33%
Solar	5%
Other Renewable	4%

CUSTOMERS

\$5.2B spent with small, local businesses

\$5B in customer savings from wind energy

\$175M in energy assistance

\$4.6M focus area grants

\$3M economic impact through volunteering

89k volunteer hours

3.2k jobs created

PEOPLE

11.4k employees

1.1k new hires

45% bargaining units

31% female Board of Directors

10% veterans

484 community boards served

13 Business Resource Groups





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