

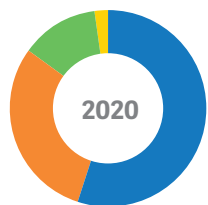
Sustainability Snapshot



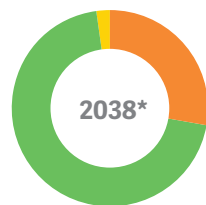
Environmental

Energy resource diversification and carbon emissions reductions are major components of TEP's sustainability strategy.

Retail Energy Mix

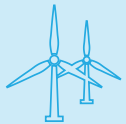


50% – COAL
31% – NATURAL GAS
14% – RENEWABLES
5% – MARKET PURCHASE



54% – RENEWABLES
37% – NATURAL GAS
9% – MARKET PURCHASE

2024 By the Numbers



1,247 MW

Total renewable generating capacity, including community scale and private systems



1,155

Square miles of territory



1,761

Employees



13,146

Hours volunteered in 2024

New Clean Energy Resources

Coming online in:

2025

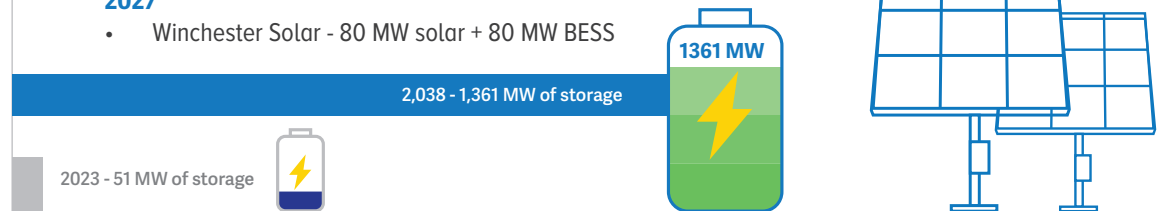
- Roadrunner Reserve 1 - 200-megawatt (MW) battery energy storage systems (BESS)

2026

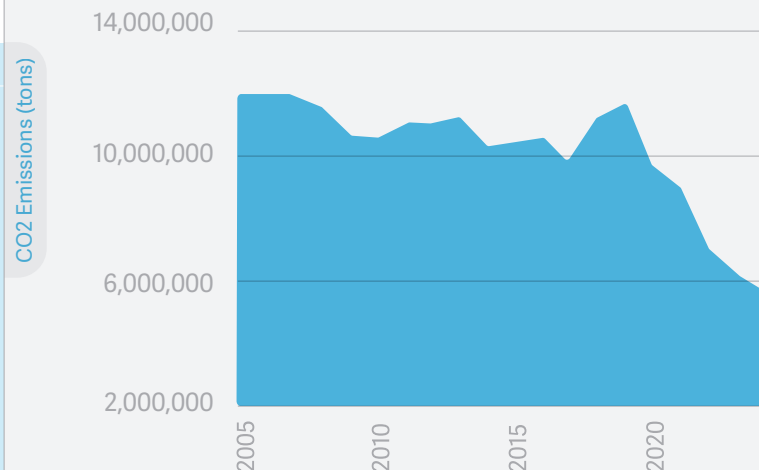
- Roadrunner Reserve 2 - 200 MW BESS
- Babacomari Solar - 160 MW Cochise County solar project
- Wilmot Energy Center 2 - 100 MW solar + 100 MW BESS

2027

- Winchester Solar - 80 MW solar + 80 MW BESS



TEP's Progress to Net Zero By 2050



**Goals outlined in 2020 & 2023 TEP Integrated Resource Plan.*

Our Sustainability Framework



Social



We're committed to improving the quality of life in the communities we serve.

TEP is dedicated to being a good neighbor and providing assistance to our most vulnerable residents, helping to address complex issues such as homelessness and poverty, social and environmental inequities, hunger, domestic violence and other areas of need.

By working to address these needs, we're giving individuals and families new opportunities for a better life, and supporting our business community in efforts to create a stronger, healthier and more vibrant community.



Donated \$1.6 million in support of 167 nonprofits



Volunteered more than 13,146 hours to nonprofit organizations who support our community and protect our natural resources



Helped **create 435 jobs in 2024 alone** in Southern Arizona through continued efforts to stimulate economic development

tep.com/powering-growth



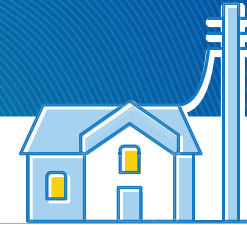
Working to **strengthen equity and inclusion** at our company and in our community



For more information please visit tep.com/sustainability

2024 social impact numbers

Governance



We're enhancing the value our company provides to our customers, community and stakeholders through responsible governance.

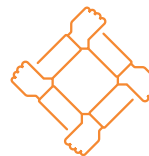
We have systems in place that help us operationalize our goals, measure our progress and ensure accurate, reliable and timely reporting.



Invested more than \$3 billion over five years (2020-2024) to expand and upgrade our energy systems to reliably serve our growing community's expanding energy needs



Continued **Sustainability Officer Strategy Team** efforts to hold sustainability central to our business strategy



Formed a **Resource Planning Advisory Council** with a diverse set of stakeholders, including customers, to provide transparency and gather input in the development of TEP's 2023 Integrated Resource Plan

05/25