WEC Energy Group

Edison Electric Institute
and American Gas Association

ESG/Sustainability Reporting Template

EEI and AGA ESG/Sustainability Reporting Template
Section 1: Qualitative Information

Based in Milwaukee, Wisconsin, WEC Energy Group is one of the nation's premier energy holding companies, with subsidiaries serving customers in Wisconsin, Illinois, Minnesota and Michigan.

As a member of the American Gas Association (AGA) and Edison Electric Institute (EEI), we participate in an initiative led by these organizations to promote consistency and transparency in sustainability reporting. This template is designed to make environmental, social and governance (ESG) metrics and information more accessible and comparable across the electric and natural gas sectors.

Additional information on our ESG-related efforts can be found on the WEC Energy Group website (www.wecenergygroup.com/csr).

ESG/Sustainability Governance

Sustainability is key to governance policies and practices across WEC Energy Group. To support an enduring enterprise, we manage short- and long-term risks and account for economic, environmental and social factors in our decision-making.

Our board of directors oversees our risk environment and associated management practices. Of the 12 directors who have been in place throughout 2023, 10 are independent. To carry out its oversight function, the board and its committees routinely meet throughout the year to discuss these matters, and receive regular briefings from management and outside advisers about ongoing and emerging risks.

While the board delegates specified risk oversight duties to its committees, the board retains collective responsibility for comprehensive risk oversight, including short- and long-term critical risks that could impact the company's sustainability. This includes oversight of risks that have the potential to result in significant financial or reputational consequences, such as the potential impact of climate change on the utility sector, and review and approval of significant capital projects and investments.

To foster an enterprisewide approach to identifying and managing risk, we have established an Enterprise Risk Steering Committee (ERSC), chaired by our CEO and composed of senior-level management. The committee regularly reviews key risk areas and provides input into the development and implementation of effective compliance and risk management practices, including external audits, and routinely reports the results of its efforts to the board.

Due to its importance in our industry, cybersecurity is among the risk areas under ERSC oversight. The chief executive officer and the chief administrative officer, who is also our chief technology officer, report regularly to the board and its Audit and Oversight Committee on cybersecurity matters and risks. Using recognized cybersecurity framework and maturity models from the National Institute of Standards and Technology and the Department of Energy, we continuously assess the maturity of our cybersecurity program and incorporate improvements as needed, while also striving to follow industry best practices for computer network protection and effective physical security for our critical cyber assets. We participate in information sharing and vulnerability analysis with federal, state and industry organizations, as well as GridEx, the grid security exercise sponsored by the North American Electric Reliability Corp.

Social responsibility

The Audit and Oversight Committee of our board of directors has oversight responsibility for social policies, including the company's Code of Business Conduct, while our Ethics and Compliance office, working at the direction of senior management, is responsible for the development and implementation of these policies. We educate all employees on our Code of Business Conduct policies, which cover our expectations for fair, lawful and ethical business conduct. All employees are trained on ethical standards, including respect for diversity, anti-harassment and protection of consumer information.

As a top priority across our companies, employee safety is supported by engagement and accountability at all levels. Our Executive Safety Committee directs our safety and health strategy and works to ensure consistency across work groups. Management and represented employees work together to identify risks and prevent injuries. Through Safety Action teams and Regional Safety teams, every employee has a voice.

Environmental responsibility

Our governance structure and practices support a strategic focus on environmental issues. Senior leadership has specific responsibility for managing risk across the corporation. The vice president — environmental, in collaboration with members of her team, takes the lead on analyzing the environmental impacts, including climate-related impacts of our strategies and related tactics. The WEC Infrastructure and Fuels team and Environmental team engage with other functional areas of the company to identify cost-effective options for reducing emissions. The vice president — environmental provides regular updates on environmental issues, including new and proposed laws and regulations, to the Audit and Oversight Committee of our board of directors at meetings and through formal quarterly reports.

The Climate Risk Committee brings together senior-level officers responsible for overall climate-related corporate strategy. The committee meets at least quarterly to review and discuss our current climate-related goals, as well as initiatives that involve risks and opportunities in achieving those goals.

Responsibility for environmental compliance lies within our operating units and the Environmental department. Any significant noncompliance is reported to senior management. The quarterly report to the Audit and Oversight Committee includes the status of environmental compliance and any significant findings of noncompliance. This committee is responsible for discussing, among other things, major environmental risk exposures and the steps management has taken to monitor and control such exposures.

The full board provides oversight of climate-related risks, opportunities and strategy, and annually reviews the Corporate Responsibility Report and its accompanying environmental policy statement.

Additional resources

- Board of directors
- Ethics and Compliance policies and commitments
- Corporate Responsibility Report
- Management team

ESG/Sustainability Strategy

Business environment

Our operations cover diverse service areas in the Upper Midwestern United States, from Chicago to the Upper Peninsula of Michigan. This regional diversity requires us to adapt to and plan for a variety of environmental, economic and regulatory factors.

Due to the region's climate, storage is an important aspect of our natural gas business. Our natural gas storage facilities in Michigan and Illinois allow our companies to purchase supplies in summer months, when prices are lower, improving the reliability and affordability of natural gas service during the long heating season.

For our electric operations, We Energies, Wisconsin Public Service and Upper Michigan Energy Resources follow a comprehensive approach to address electricity supply and reliability issues in a way that considers both the economy and the environment. We are reshaping our generation fleet to reduce costs to customers, preserve fuel diversity and reduce greenhouse gas (GHG) emissions in a responsible way.

Evolving business conditions have influenced the development of our electric fleet. Utility-scale solar generation became a cost-effective option for our company in recent years, and it fits well with Wisconsin's summer demand curve. In the Upper Peninsula of Michigan, the need for a long-term generation solution that is reliable, efficient and flexible led us to invest in modular natural gas-fueled generation.

Our companies evaluate environmental impacts and environmental regulations, including regulation of GHG emissions, in all facets of their strategic business planning. Current GHG emissions regulation, as well future legislation or regulation that may be adopted, carries with it a wide range of possible effects on our energy business; therefore, we strive for the flexibility to address these potential outcomes while ensuring a secure, low-cost and reliable supply of fuel for our generating needs.

Risks and opportunities

Climate-related and other environmental issues are integrated into multidisciplinary risk identification, assessment and management processes across our company. We continuously monitor our assets as well as the legislative, regulatory and legal developments in areas of major environmental risks and opportunities. For example, legislative or regulatory developments could affect the economics of operating some of our generating facilities.

Our companies are members of, and actively participate in, several industry organizations (such as AGA, EEI and affiliated organizations) that are involved in the legislative and regulatory process. We also collaborate with our industry peers on research and development through organizations including EPRI and the Gas Technology Institute.

Our companies have contributed to sustainable technology and research areas including generation system efficiency improvements, distribution automation, smart grids, cybersecurity, renewable energy and demand-side energy efficiency. Our recent research includes a collaborative project blending hydrogen with natural gas in one of our efficient reciprocating internal combustion engine generating units, a first-of-its-kind experiment. In 2022, we also became one of the founding members of EPRI's Climate Resilience and Adaptation Initiative (READi), and we continue to participate in sustainability groups.

We also worked with EPRI to conduct a risk assessment to understand potential decarbonization pathways, as detailed in our climate report. The assessment focused on variables such as cost, feasibility, policy, technology and probability of adoption that could influence potential decarbonization pathways for Wisconsin. This study has helped us evaluate risks and opportunities associated with our regional energy future.

Additionally, we engaged ERM, an independent third-party sustainability consultant, to conduct a climate scenario analysis across all segments of our natural gas utilities business. This scenario analysis was used to test the resilience of our gas utility assets and operations against potential future climate-related transitional risks and decarbonization pathways. This assessment provided insight on the importance of adopting an emissions reduction pathway that provides both environmental and economic sustainability, while supporting a resilient and reliable delivery system.

Through scenario analysis, we confirmed WEC Energy Group has established ambitious greenhouse gas reduction goals for our electric generating fleet and natural gas distribution system, aligned with or surpassing global emissions pathways aimed at limiting warming to 1.5°C.

As we work to reduce GHG emissions, we remain focused on safety, reliability and financial discipline. Our financial performance depends on the successful operation of our electric generation and natural gas and electric distribution facilities. The operation of these facilities involves many physical risks, including the potential breakdown or failure of equipment or processes. Breakdown or failure may occur due to severe weather, catastrophic events, significant changes in water levels in waterways, or operating limitations that may be imposed by environmental or other regulatory requirements. Results of our operations and cash flows also can be affected by weather conditions, which influence energy demand.

To manage equipment-related risks and protect the safety of our employees and the public, we monitor natural gas and electric distribution lines. We complete risk analyses on our natural gas networks annually and identify high-consequence areas. We have made significant reliability-related investments in recent years, and plan to continue strengthening our generation fleet and electric and natural gas distribution networks.

We further address the safety risks of our industry generally and company specifically by proactively sharing electric and natural gas safety information with audiences including students, teachers, families, contractors and first responders.

Growing customer demand for energy-efficient and lower-emitting options creates opportunities as well as risks from the changing market. To meet this demand, we offer a range of energy efficiency tools and programs to our residential and business customers. These programs include energy management services to improve efficiency in business operations. In addition, two "green pricing" programs in Wisconsin allow customers to purchase specified amounts of electricity from renewable sources.

Plans and progress

Our strategic planning evolves to anticipate and meet environmental challenges, and our environmental performance demonstrates the effectiveness of that process. In 2000, we began to reshape our portfolio of electric generation facilities, resulting in reduced environmental impact and improved environmental performance. Air quality control systems and other measures at our facilities have led to combined sulfur dioxide, nitrogen oxide and mercury emissions reductions of approximately 97% when compared to 2000 emissions. We believe that our multi-emission reduction strategy will continue to achieve greater environmental benefit for lower cost.

Reducing GHG emissions from our electric generation continues to be integral to our strategic planning process, demonstrating commitment to environmental stewardship while fulfilling an obligation to provide reliable, affordable energy for customers. As the regulation of GHG emissions takes shape, our plan for our electric generation is to work with our industry partners, environmental groups and governing bodies with a goal of reducing carbon dioxide (CO_2) emissions by **60% below 2005 levels by the end of 2025 and 80% below 2005 levels by the end of 2030**. In addition, we have set a long-term goal for our electric generation to be **net carbon neutral by 2050.**

Our capital plan for 2024-2028 supports our focus on sustainability with the planned addition of 3,800 megawatts (MW) of solar, wind and battery storage to our regulated utility fleet. We expect this plan to facilitate our transition away from coal. By the end of 2030, we plan to use coal only as a backup fuel for electric generation, and our goal is to exit coal entirely by the end of 2032.

We also have set a goal for our natural gas operations across our energy companies: **achieving net-zero methane emissions from our natural gas distribution systems by the end of 2030**.

We are reducing methane emissions by addressing aging infrastructure in sections of our natural gas distribution systems. We also plan to invest in opportunities to blend renewable natural gas (RNG) from dairy farms and other sources with conventional natural gas. Our Wisconsin utilities received regulatory approval for their RNG pilot programs, and RNG is now in use in our distribution network. Our ongoing work in research and development, including participation in EPRI and GTI's Low-Carbon Research Initiative, will help to inform our longer-term strategy.

We continue to evaluate sustainability-related risks and opportunities and update our approach as technology, products and markets evolve.

Additional resources

- 2022 Form 10-K
- Pathway to a Clean Energy Future
- We Energies (Wisconsin electric and natural gas subsidiary)
- Wisconsin Public Service (Wisconsin electric and natural gas subsidiary)
- Peoples Gas (Illinois natural gas subsidiary)
- North Shore Gas (Illinois natural gas subsidiary)
- Minnesota Energy Resources (Minnesota natural gas subsidiary)
- Michigan Gas Utilities (Michigan natural gas subsidiary)
- Upper Michigan Energy Resources (Michigan electric and natural gas subsidiary)

Last updated: Dec. 29, 2023

Section 2: Quantitative Information

Goal Applicability	Baseline Year	Target Year	Reduction Goal Description (Short)	Source for all goals (URL)
WEC Energy Group	2005	2025	60% reduction in carbon emissions from electric generation by the end of 2025.	2022 Corporate Responsiblility Report, pages 35 and 40
WEC Energy Group	2005	2030	80% reduction in carbon emissions from electric generation by the end of 2030.	
WEC Energy Group	2005	2050	Net carbon neutral target for our generation fleet by 2050.	Pathway to a Clean Energy Future: 2022 Climate Report, pages 6, 13 and 47
WEC Energy Group	2011	2030	Net-zero methane emissions from our natural gas distribution system by the end of 2030.	

Notes

1. Additional information on the emissions goals listed above, including how they will be achieved, can be found in the Qualitative section.

WEC Energy Group ESG/Sustainability Quantitative Information

	Baseline 2005	Last Year 2020	Last Year 2021	Current Year 2022	Next Year 2023	Future Year 2025	Future Year 2030	Future Year 2050	Comments, Links, Additional Information, and Notes
Portfolio									
Owned nameplate generation capacity at end of year (MW)		**9,037**	**9,299**	**9,585**	**10,534**				CDP 2023 Climate Change Response, pages 111-118
Coal		3,548	3,548	3,543	3,468				
Natural Gas		3,946	3,691	3,712	4,151				
Nuclear		0	0	0	0				
Petroleum[1]		0	245	245	245				
Total Renewable Energy Resources		1,543	1,815	2,085	2,670				
Biomass/Biogas		58	58	58	58				
Geothermal		0	0	0	0				
Hydroelectric		156	154	156	154				
Solar		111	208 [2]	213	493				
Wind-utility		498	498 [2]	498	580				
Wind - infrastructure [4]		720	897	1,160	1,385				
Other		0	0	0	0				
[1] In 2021, a facility classification occurred to have oil be the primary fuel source for the appropriate units. Petroleum nameplate capacity for 2020 parameters is included in natural gas.									
[2] Value restated.									
Owned net generation for the data year (MWh) [1]		**32,479,000**	**34,286,000**	**33,576,000**			100%	Net carbon neutral	2022 Corporate Responsibility Report, page 8
Coal		14,315,000	16,352,000	13,071,000			<5%		
Natural Gas		14,373,000	12,994,000	14,047,000			32%		
Nuclear		0	0	0			24%		
Petroleum		0	13,000	4,000					
Total Renewable Energy Resources		3,791,000	4,927,000	6,454,000			39%		
Biomass/Biogas		64,000	139,000	200,000					
Geothermal		0	0	0					
Hydroelectric		1,007,000	745,000	803,000					
Solar		29,000	213,000	439,000					
Wind - utility		1,147,000	1,051,000	1,225,000					
Wind - infrastructure		1,544,000	2,779,000	3,787,000					
Other		0	0	0					
[1] In 2021, a facility classification occurred to have oil be the primary fuel source for the appropriate units.									
Contracted net generation for the data year (MWh) [2]		10,732,000	10,426,000	10,660,000					
Coal		0	0	0					
Natural Gas		872,000	879,000	962,000					
Nuclear		8,964,000	8,687,000	8,704,000					
Petroleum		0	0	0					
Total Renewable Energy Resources		896,000	860,000	994,000					
Biomass/Biogas		0	228,000	249,000					
Geothermal		0	0	0					
Hydroelectric		896,000	568,000	674,000					
Solar		0	10,000	11,000					
Wind - utility		0	54,000	60,000					
Wind - infrastructure		0	0	0					
Other		0	0	0					
[2] In 2021, new methodology to include additional contracted generation sources to serve our load was developed. This methodology is not reflected in 2020 data and does not include MISO purchases.									
Investing in the future									
Total annual capital expenditures (nominal dollars)		$2,874,300,000	$2,372,700,000	$2,696,900,000					WEC Energy Group 10-K, page 137
Incremental annual electricity savings from energy efficiency measures (MWh)		386,210	422,664	356,140					
Incremental annual investment in electric energy efficiency programs (nominal dollars)		$56,563,427	$55,106,905	$ 57,585,463					
Retail electric customer count (at end of year)*									
Commercial/industrial		180,000	178,600	179,800					WEC Energy Group 10-K, page 6
Residential		1,455,700	1,460,400	1,471,400					WEC Energy Group 10-K, page 6
*Customer counts updated to reflect changes in most recent Form 10-K disclosure									
Emissions									
GHG emissions: carbon dioxide (CO_2) and carbon dioxide equivalent (CO_2e)									
Owned generation									
Carbon dioxide (CO_2)									
Total owned generation CO_2 emissions (metric tons)		19,389,000	21,151,000	18,388,000					2023 CDP Climate Change, page 95 2022 CDP Climate Change page 67 2021 Climate Report, page 25
Carbon dioxide equivalent (CO_2e)									
Total owned generation CO_2e emissions (metric tons)		19,471,000	21,245,000	18,466,000					2023 CDP Climate Change page 79 (Scope 1 emissions from fossil fuel and biogenic carbon) 2022 CDP Climate Change page 59 (Scope 1 emissions from fossil fuel and biogenic carbon) 2021 Climate Report, page 25
Purchased power[3]									
Carbon dioxide (CO_2)									
Total purchased generation CO_2 emissions (metric tons)		2,766,000							2020 Corporate Responsibilty Report, page 24 2021 Climate Report, page 25
Carbon dioxide equivalent (CO_2e)									
Total purchased generation CO_2e emissions (metric tons)		2,766,000							2020 Corporate Responsibilty Report, page 24 2021 Climate Report, page 25
Opportunity sales[3]									
Carbon dioxide (CO_2)									
Total opportunity sales CO_2 emissions (metric tons)		2,686,000							2020 Corporate Responsibilty Report, page 24 2021 Climate Report, page 25
Carbon dioxide equivalent (CO_2e)									
Total opportunity sales CO_2e emissions (metric tons)		2,686,000							2020 Corporate Responsibilty Report, page 24 2021 Climate Report, page 25
Contracted generation[3]									
Carbon dioxide (CO_2)									
Total opportunity sales CO_2 emissions (metric tons)			389,000	422,000					2022 Corporate Responsibilty Report, page 19
Carbon dioxide equivalent (CO_2e)									
Total opportunity sales CO_2e emissions (metric tons)			389,000	422,000					2021 Corporate Responsibilty Report, page 24
MISO purchases[3]									
Carbon dioxide (CO_2)									
Total MISO purchases CO_2 emissions (metric tons)			2,942,000	2,847,000					2022 Corporate Responsibilty Report, page 19
Carbon dioxide equivalent (CO_2e)									
Total MISO purchases CO_2e emissions (metric tons)			2,953,000	2,859,000					2021 Corporate Responsibilty Report, page 24
MISO sales[3]									
Carbon dioxide (CO_2)									
Total MISO sales CO_2 emissions (metric tons)			3,314,000	2,383,000					2022 Corporate Responsibilty Report, page 19
Carbon dioxide equivalent (CO_2e)									
Total MISO sales CO_2e emissions (metric tons)			3,327,000	2,393,000					2021 Corporate Responsibilty Report, page 24
Wholesale sales[3]									
Carbon dioxide (CO_2)									
Total wholesale sales CO_2 emissions (metric tons)			1,243,000	1,092,000					2022 Corporate Responsibilty Report, page 19
Carbon dioxide equivalent (CO_2e)									
Total wholesale sales CO_2e emissions (metric tons)			1,243,000	1,097,000					2021 Corporate Responsibilty Report, page 24
Owned and Contracted Generation [3,4,5]									
Carbon dioxide (CO_2)									
Total net CO_2 emissions (metric tons)	35,700,000	19,469,000	21,540,000	18,810,000		14,300,000	7,140,000	0	
Total net CO_2 emissions intensity (metric tons/net MWh)		0.42	0.48	0.43					
Carbon dioxide equivalent (CO_2e)									
Total net CO_2e emissions (metric tons)		19,551,000	21,634,000	18,888,000					2021 Corporate Responsibilty Report, page 24
Total net CO_2e emissions intensity (metric tons/net MWh)		0.42	0.48	0.43					2022 Corporate Responsibility Report
Net Supply to meet Customer load (includes distribution losses) [3,4,6]									
Carbon dioxide (CO_2)									
Total net CO_2 emissions (metric tons)	35,700,000		19,925,000	18,182,000		14,300,000	7,140,000	0	2022 Corporate Responsibilty Report, page 19
Total net CO_2 emissions intensity (metric tons/net MWh)			0.51	0.47					
Carbon dioxide equivalent (CO_2e)									
Total net CO_2e emissions (metric tons)			20,017,000	18,257,000					2021 Corporate Responsibilty Report, page 24
Total net CO_2e emissions intensity (metric tons/net MWh)			0.51	0.47					

[3] Sections added/revised starting in 2021; For 2020, emissions from contracted generating facilities, market purchases, and market sales. Market purchases were determined from each utility and utilized the regional factors supplied by the Michigan Public Service Commission. For 2021-2022, CO2 emissions produced to support wholesale sales and market sales are netted with CO2 emissions from contracted generating facilities and market purchases. Market purchases and sales were determined for the combined utilities and utilized EIA CO2 rates by fuel type and Midcontinent Independent System Operator (MISO) fuel data mix. MISO purchases are included in 2020 MWh intensities.

[4] Includes owned generation from WEC Infrastructure wind farms. The environmental attributes of the WEC Infrastructure renewable facilities are or may be the property of third parties. As such, these third parties are solely entitled to the reporting rights and ownership of the environmental attributes such as renewable energy credits, offsets, allowances and the avoided emissions of greenhouse gases.

[5] New calculation methodology for determining corporate generation intensity established in 2021.

WEC Energy Group ESG/Sustainability Quantitative Information

	Baseline 2005	Last Year 2020	Last Year 2021	Current Year 2022	Next Year 2023	Future Year 2025	Future Year 2030	Future Year 2050	Comments, Links, Additional Information, and Notes
* New calculation methodology for determining net supply generation intensity established in 2021 utilizing customer load MWh.									
Total CO2e emissions of SF6 (metric tons)		N/A	N/A	N/A					WEC's electric facilities do not exceed the EPA's reporting threshold for SF6.
Leak rate of CO2e emissions of SF6 (metric tons/net MWh)		N/A	N/A	N/A					
Nitrogen oxides (NOx), sulfur dioxide (SO_2), mercury (Hg)									
generation basis for calculation	Fossil								

WEC Energy Group ESG/Sustainability Quantitative Information

	Baseline 2005	Last Year 2020	Last Year 2021	Current Year 2022	Next Year 2023	Future Year 2025	Future Year 2030	Future Year 2050	Comments, Links, Additional Information, and Notes
Resources									
Human resources									
Total number of employees		7,279	6,945 [a]	7,029					2022 Corporate Responsibility Report, page 49
Percentage of women in total workforce		26%	25%	25%					2022 Corporate Responsibility Report, page 49
Percentage of minorities in total workforce		26%	25%	26%					2022 Corporate Responsibility Report, page 49
Total number on board of directors		12	10	12					
Percentage of women on board of directors		25%	30%	33%					
Percentage of minorities on board of directors		25%	40%	33%					
Employee safety metrics									
Recordable incident rate		2.52	2.58	1.69					2022 Corporate Responsibility Report, page 58
Lost-time case rate		0.75	0.84	0.37					2022 Corporate Responsibility Report, page 58
Days away, restricted, and transfer (DART) rate		1.80	1.98	1.07					2022 Corporate Responsibility Report, page 58
Work-related fatalities		0	0	0					2022 Corporate Responsibility Report, page 58
Fresh water resources used in thermal power generation activities									
Water withdrawals - consumptive (millions of gallons)		2,600	2,600	2,600					Converted from billion cubic meters in 2022 Corporate Responsibility Report, page 20
Water withdrawals - non-consumptive (millions of gallons)		710,000	780,000	800,000					
Water withdrawals - consumptive rate (millions of gallons/net MWh)		0.0001	0.0001	0.0001					
Water withdrawals - non-consumptive rate (millions of gallons/net MWh)		0.02	0.03	0.03					
Waste products									
Amount of hazardous waste manifested for disposal (metric tons)		35	51	13					2022 Corporate Responsibility Report, page 21
Percent of coal combustion products beneficially used		95%	95%	93%					2022 Corporate Responsibility Report, page 23

[a] Value restated.

Definitions for Electric Company ESG/Sustainability Metrics

Ref. No.	Metric Name	Definition	Units Reported in	Time Period (if applicable)	Reference to Source (if applicable)
	Portfolio				
1	**Owned Nameplate Generation Capacity at end of year (MW)**	**Provide generation capacity data that is consistent with other external reporting by your company**. The alternative default is to use the summation of the nameplate capacity of installed owned generation in the company portfolio, as reported to the U.S. Energy Information Administration (EIA) on **Form 860 Generator Information**. Note that data should be provided in terms of equity ownership for shared facilities. Nameplate capacity is defined as the maximum rated output of a generator, prime mover, or other electric power production equipment under specific conditions designated by the manufacturer. Installed generator nameplate capacity is commonly expressed in megawatts (MW) and is usually indicated on a nameplate physically attached to the generator.	Megawatt (MW): One million watts of electricity.	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/. Form 860 instructions available at: www.eia.gov/survey/form/eia_860/instructions.pdf.
1.1	Coal	Nameplate capacity of generation resources that produce electricity through the combustion of coal (a readily combustible black or brownish-black rock whose composition, including inherent moisture, consists of more than 50 percent by weight and more than 70 percent by volume of carbonaceous material. It is formed from plant remains that have been compacted, hardened, chemically altered, and metamorphosed by heat and pressure over geologic time).	MW	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
1.2	Natural Gas	Nameplate capacity of generation resources that produce electricity through the combustion of natural gas (a gaseous mixture of hydrocarbon compounds, the primary one being methane).	MW	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
1.3	Nuclear	Nameplate capacity of generation resources that produce electricity through the use of thermal energy released from the fission of nuclear fuel in a reactor.	MW	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
1.4	Petroleum	Nameplate capacity of generation resources that produce electricity through the combustion of petroleum (a broadly defined class of liquid hydrocarbon mixtures. Included are crude oil, lease condensate, unfinished oils, refined products obtained from the processing of crude oil, and natural gas plant liquids).	MW	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
1.5	Total Renewable Energy Resources	Energy resources that are naturally replenishing but flow-limited. They are virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time. Renewable energy resources include biomass, hydro, geothermal, solar, wind, ocean thermal, wave action, and tidal action.	MW	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
1.5.1	Biomass/Biogas	Nameplate capacity of generation resources that produce electricity through the combustion of biomass (an organic nonfossil material of biological origin constituting a renewable energy source).	MW	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
1.5.2	Geothermal	Nameplate capacity of generation resources that produce electricity through the use of thermal energy released from hot water or steam extracted from geothermal reservoirs in the earth's crust.	MW	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
1.5.3	Hydroelectric	Nameplate capacity of generation resources that produce electricity through the use of flowing water.	MW	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
1.5.4	Solar	Nameplate capacity of generation resources that produce electricity through the use of the radiant energy of the sun, which can be converted into other forms of energy, such as heat or electricity.	MW	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
1.5.5	Wind	Nameplate capacity of generation resources that produce electricity through the use of kinetic energy present in wind motion that can be converted to mechanical energy for driving pumps, mills, and electric power generators.	MW	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
1.6	Other	Nameplate capacity of generation resources that are not defined above.	MW	End of Year	
2	**Net Generation for the data year (MWh)**	Net generation is defined as the summation of the amount of gross generation less the electrical energy consumed at the generating station(s) for station service or auxiliaries. Data can be provided in terms of total, owned, and/or purchased, depending on how the company prefers to disseminate data in this template. **Provide net generation data that is consistent with other external reporting by your company**. The alternative default is to provide owned generation data as reported to EIA on **Form 923 Schedule 3** and align purchased power data with the Federal Energy Regulatory Commission (FERC) **Form 1 Purchased Power Schedule**, Reference Pages numbers 326-327. Note: Electricity required for pumping at pumped-storage plants is regarded as electricity for station service and is deducted from gross generation.	Megawatthour (MWh): One thousand kilowatt-hours or one million watt-hours.	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/. Form 923 instructions available at: www.eia.gov/survey/form/eia_923/instructions.pdf.
2.1	Coal	Net electricity generated by the combustion of coal (a readily combustible black or brownish-black rock whose composition, including inherent moisture, consists of more than 50 percent by weight and more than 70 percent by volume of carbonaceous material. It is formed from plant remains that have been compacted, hardened, chemically altered, and metamorphosed by heat and pressure over geologic time).	MWh	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
2.2	Natural Gas	Net electricity generated by the combustion of natural gas (a gaseous mixture of hydrocarbon compounds, the primary one being methane).	MWh	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
2.3	Nuclear	Net electricity generated by the use of the thermal energy released from the fission of nuclear fuel in a reactor.	MWh	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
2.4	Petroleum	Net electricity generated by the combustion of petroleum (a broadly defined class of liquid hydrocarbon mixtures. Included are crude oil, lease condensate, unfinished oils, refined products obtained from the processing of crude oil, and natural gas plant liquids).	MWh	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
2.5	Total Renewable Energy Resources	Energy resources that are naturally replenishing but flow-limited. They are virtually inexhaustible in duration but limited in the amount of energy that is available per unit of time. Renewable energy resources include biomass, hydro, geothermal, solar, wind, ocean thermal, wave action, and tidal action.	MWh	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
2.5.1	Biomass/Biogas	Net electricity generated by the combustion of biomass (an organic nonfossil material of biological origin constituting a renewable energy source).	MWh	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
2.5.2	Geothermal	Net electricity generated by the use of thermal energy released from hot water or steam extracted from geothermal reservoirs in the earth's crust.	MWh	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
2.5.3	Hydroelectric	Net electricity generated by the use of flowing water.	MWh	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
2.5.4	Solar	Net electricity generated by the use of the radiant energy of the sun, which can be converted into other forms of energy, such as heat or electricity.	MWh	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
2.5.5	Wind	Net electricity generated by the use of kinetic energy present in wind motion that can be converted to mechanical energy for driving pumps, mills, and electric power generators.	MWh	Annual	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
2.6	Other	Net electricity generated by other resources that are not defined above. If applicable, this metric should also include market purchases where the generation resource is unknown.	MWh	Annual	
3	**Capital Expenditures and Energy Efficiency (EE)**				
3.1	Total Annual Capital Expenditures	Align annual capital expenditures with data reported in recent investor presentations or financial filings. Total capital expenditures should reflect all investments made at the company level (i.e., parent level or operating company) for which other data (e.g., number of customers, emissions, etc.) is reported. A capital expenditure is the use of funds or assumption of a liability in order to obtain physical assets that are to be used for productive purposes for at least one year. This type of expenditure is made in order to expand the productive or competitive posture of a business.	Nominal Dollars	Annual	Accounting Tools, *Q&A,* http://www.accountingtools.com/questions-and-answers/what-is-a-capital-expenditure.html
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	Incremental Annual Electricity Savings for the reporting year as reported to EIA on **Form 861**. Incremental Annual Savings for the reporting year are those changes in energy use caused in the current reporting year by: (1) new participants in DSM programs that operated in the previous reporting year, and (2) participants in new DSM programs that operated for the first time in the current reporting year. A "New program" is a program for which the reporting year is the first year the program achieved savings, regardless of when program development and expenditures began.	MWh	End of Year	U.S. Energy Information Administration, *Form EIA-861 Annual Electric Power Industry Report Instructions.* Available at: www.eia.gov/survey/form/eia_861/instructions.pdf.
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	Total annual investment in electric energy efficiency programs as reported to EIA on **Form 861**.	Nominal Dollars	End of Year	U.S. Energy Information Administration, *Form EIA-861 Annual Electric Power Industry Report Instructions.* Available at: www.eia.gov/survey/form/eia_861/instructions.pdf.
4	**Retail Electric Customer Count (at end of year)**	Electric customer counts should be aligned with the data provided to EIA on **Form 861 - Sales to Utility Customers**.			U.S. Energy Information Administration, *Form EIA-861 Annual Electric Power Industry Report Instructions.* Available at: www.eia.gov/survey/form/eia_861/instructions.pdf.
4.1	Commercial	An energy-consuming sector that consists of service-providing facilities and equipment of businesses; Federal, State, and local governments; and other private and public organizations, such as religious, social, or fraternal groups. The commercial sector includes institutional living quarters. It also includes sewage treatment facilities. Common uses of energy associated with this sector include space heating, water heating, air conditioning, lighting, refrigeration, cooking, and running a wide variety of other equipment. Note: This sector includes generators that produce electricity and/or useful thermal output primarily to support the activities of the above-mentioned commercial establishments.	Number of end-use retail customers receiving electricity (individual homes and businesses count as one).	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
4.2	Industrial	An energy-consuming sector that consists of all facilities and equipment used for producing, processing, or assembling goods. The industrial sector encompasses the following types of activity manufacturing (NAICS codes 31-33); agriculture, forestry, fishing and hunting (NAICS code 11); mining, including oil and gas extraction (NAICS code 21); and construction (NAICS code 23). Overall energy use in this sector is largely for process heat and cooling and powering machinery, with lesser amounts used for facility heating, air conditioning, and lighting. Fossil fuels are also used as raw material inputs to manufactured products. Note: This sector includes generators that produce electricity and/or useful thermal output primarily to support the above-mentioned industrial activities. Various EIA programs differ in sectoral coverage.	Number of end-use retail customers receiving electricity (individual homes and businesses count as one).	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
4.3	Residential	An energy-consuming sector that consists of living quarters for private households. Common uses of energy associated with this sector include space heating, water heating, air conditioning, lighting, refrigeration, cooking, and running a variety of other appliances. The residential sector excludes institutional living quarters. Note: Various EIA programs differ in sectoral coverage.	Number of end-use retail customers receiving electricity (individual homes and businesses count as one).	End of Year	U.S. Energy Information Administration, *Online Glossary,* https://www.eia.gov/tools/glossary/.
	Emissions				
5	**GHG Emissions: Carbon Dioxide (CO_2) and Carbon Dioxide Equivalent (CO_2e)**				
5.1	**Owned Generation**				
5.1.1	**Carbon Dioxide (CO_2)**				
5.1.1.1	Total Owned Generation CO_2 Emissions	Total direct CO_2 emissions from company equity-owned fossil fuel combustion generation based on EPA's **GHG Reporting Program** (40 CFR, part 98, Subpart C – General Stationary Fuel Combustion and Subpart D – Electricity Production), using a continuous emission monitoring system (CEMS) or other relevant protocols.	Metric Tons	Annual	U.S. Environmental Protection Agency, *Greenhouse Gas Reporting Program* (40 CFR, part 98, Subparts C and D).
5.1.1.2	Total Owned Generation CO_2 Emissions Intensity	Total direct CO_2 emissions from 5.1.1.1, divided by total MWh of owned net generation reported in the Utility Portfolio section.	Metric Tons/Net MWh	Annual	
5.1.2	**Carbon Dioxide Equivalent (CO_2e)**				
5.1.2.1	Total Owned Generation CO_2e Emissions	Total direct CO_2e emissions (CO_2, CH_4, and N_2O) from company equity-owned fossil fuel combustion generation in accordance with EPA's **GHG Reporting Program** (40 CFR, part 98, Subpart C – General Stationary Fuel Combustion and Subpart D – Electricity Production), using a continuous emission monitoring system (CEMS) or other approved methodology.	Metric Tons	Annual	U.S. Environmental Protection Agency, *Greenhouse Gas Reporting Program* (40 CFR, part 98, Subparts C and D).
5.1.2.2	Total Owned Generation CO_2e Emissions Intensity	Total direct CO_2e emissions from 5.1.2.1, divided by total MWh of **owned** net generation reported in the Utility Portfolio section.	Metric Tons/Net MWh	Annual	
5.2	**Purchased Power**				
5.2.1	Carbon Dioxide (CO_2)				

Definitions for Electric Company ESG/Sustainability Metrics

Ref. No.	Metric Name	Definition	Units Reported in	Time Period (if applicable)	Reference to Source (if applicable)
5.2.1.1	Total Purchased Generation CO2 Emissions	Purchased power CO2 emissions should be calculated using the most relevant and accurate of the following methods: (1) For direct purchases, such as PPAs, use the direct emissions data as reported to EPA. (2) For market purchases where emissions attributes are unknown, use applicable regional or national emissions rate: - ISO/RTO-level emission factors - Climate Registry emission factors - E-Grid emission factors	Metric Tons	Annual	
5.2.1.2	Total Purchased Generation CO2 Emissions Intensity	Total purchased power CO2 emissions from 5.2.1.1, divided by total MWh of **purchased** net generation reported in the Utility Portfolio section.	Metric Tons/Net MWh	Annual	
5.2.2	Carbon Dioxide Equivalent (CO2e)				
5.2.2.1	Total Purchased Generation CO2e Emissions	Purchased power CO2e emissions should be calculated using the most relevant and accurate of the following methods: (1) For direct purchases, such as PPAs, use the direct emissions data as reported to EPA. (2) For market purchases where emissions attributes are unknown, use applicable regional or national emissions rate: - ISO/RTO-level emission factors - Climate Registry emission factors - E-Grid emission factors	Metric Tons	Annual	
5.2.2.2	Total Purchased Generation CO2e Emissions Intensity	Total purchased power CO2e emissions from 5.2.2.1, divided by total MWh of **purchased** net generation reported in the Utility Portfolio section.	Metric Tons/Net MWh	Annual	
5.3	**Owned Generation + Purchased Power**				
5.3.1	Carbon Dioxide (CO2)				
5.3.1.1	Total Owned + Purchased Generation CO2 Emissions	Sum of total CO2 emissions reported under 5.1.1.1 and 5.2.1.1.	Metric Tons	Annual	
5.3.1.2	Total Owned + Purchased Generation CO2 Emissions Intensity	Total emissions from 5.3.1.1, divided by total MWh of **owned and purchased** net generation reported in the Utility Portfolio section.	Metric Tons/Net MWh	Annual	
5.3.2	Carbon Dioxide Equivalent (CO2e)				
5.3.2.1	Total Owned + Purchased Generation CO2e Emissions	Sum of total CO2e emissions reported under 5.1.2.1 and 5.2.2.1.	Metric Tons	Annual	
5.3.2.2	Total Owned + Purchased Generation CO2e Emissions Intensity	Total emissions from 5.3.2.1, divided by total MWh of **owned and purchased** net generation reported in the Utility Portfolio section.	Metric Tons/Net MWh	Annual	
5.4	**Non-Generation CO2e Emissions of Sulfur Hexafluoride (SF6)**				
5.4.1	Total CO2e emissions of SF6	Total CO2e emissions of SF6 in accordance with EPA's **GHG Reporting Program** (40 CFR Part 98, Subpart DD).	Pounds (lbs)	Annual	U.S. Environmental Protection Agency, *Greenhouse Gas Reporting Program* (40 CFR, part 98, Subpart DD).
5.4.2	Leak rate of CO2e emissions of SF6	Leak rate of CO2e emissions of SF6 in accordance with EPA's **GHG Reporting Program** (40 CFR Part 98, Subpart DD)	Pounds/Net MWh	Annual	U.S. Environmental Protection Agency, *Greenhouse Gas Reporting Program* (40 CFR, part 98, Subpart DD).
6	**Nitrogen Oxide (NOx), Sulfur Dioxide (SO2), Mercury (Hg)**				
6.1	Generation basis for calculation	Indicate the generation basis for calculating SO2, NOx, and Hg emissions and intensity. Fossil: Fossil Fuel Generation Only Total: Total System Generation Other: Other (please specify in comment section)			
6.2	**Nitrogen Oxide (NOx)**				
6.2.1	Total NOx Emissions	Total NOx emissions from company equity-owned fossil fuel combustion generation. In accordance with EPA's **Acid Rain Reporting Program** (40 CFR, part 75) or regulatory equivalent.	Metric Tons	Annual	U.S. Environmental Protection Agency, *Acid Rain Reporting Program* (40 CFR, part 75).
6.2.2	Total NOx Emissions Intensity	Total from above, divided by the MWh of generation basis as indicated in 6.1.	Metric Tons/Net MWh	Annual	
6.3	**Sulfur Dioxide (SO2)**				
6.3.1	Total SO2 Emissions	Total SO2 emissions from company equity-owned fossil fuel combustion generation. In accordance with EPA's **Acid Rain Reporting Program** (40 CFR, part 75) or regulatory equivalent.	Metric Tons	Annual	U.S. Environmental Protection Agency, *Acid Rain Reporting Program* (40 CFR, part 75).
6.3.2	Total SO2 Emissions Intensity	Total from above, divided by the MWh of generation basis as indicated in 6.1.	Metric Tons/Net MWh	Annual	
6.4	**Mercury (Hg)**				
6.4.1	Total Hg Emissions	Total Mercury emissions from company equity-owned fossil fuel combustion generation. Preferred methods of measurement are performance-based, direct measurement as outlined in the EPA Mercury and Air Toxics Standard (**MATS**). In the absence of performance-based measures, report value aligned with Toxics Release Inventory (**TRI**) or regulatory equivalent for international operations.	Kilograms	Annual	EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
6.4.2	Total Hg Emissions Intensity	Total from above, divided by the MWh of generation basis as indicated in 6.1.	Kilograms/Net MWh	Annual	
	Resources				
7	**Human Resources**				
7.1	Total Number of Employees	Average number of employees over the year. To calculate the annual average number of employees: (1) Calculate the total number of employees your establishment paid for all periods. Add the number of employees your establishment paid in every pay period during the data year. Count all employees that you paid at any time during the year and include full-time, part-time, temporary, seasonal, salaried, and hourly workers. Note that pay periods could be monthly, weekly, bi-weekly, and so on. (2) Divide the total number of employees (from step 1) by the number of pay periods your establishment had in during the data year. Be sure to count any pay periods when you had no (zero) employees. (3) Round the answer you computed in step 2 to the next highest whole number.	Number of Employees	Annual	U.S. Department of Labor, Bureau of Labor Statistics, Steps to estimate annual average number of employees, www.bls.gov/respondents/iif/annualavghours.htm. EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
7.2	Percentage of Women in Total Workforce	Percentage of women (defined as employees who identify as female) in workforce.	Percent of Employees	Annual	U.S. Equal Employment Opportunity Commission, EEO Terminology, www.archives.gov/eeo/terminology.html. EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
7.3	Percentage of Minorities in Total Workforce	Percentage of minorities in workforce. Minority employees are defined as "the smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. Minority is used to mean four particular groups who share a race, color or national origin." These groups are: "(1) American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community; (2) Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa; (3) Black (except Hispanic). A person having origins in any of the black racial groups of Africa; (4) Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race."	Percent of Employees	Annual	U.S. Equal Employment Opportunity Commission, EEO Terminology, www.archives.gov/eeo/terminology.html. EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
7.4	Total Number of Board of Directors/Trustees	Average number of employees on the Board of Directors/Trustees over the year.	Number of Employees	Annual	
7.5	Percentage of Women on Board of Directors/Trustees	Percentage of women (defined as employees who identify as female) on Board of Directors/Trustees.	Percent of Employees	Annual	U.S. Equal Employment Opportunity Commission, EEO Terminology, www.archives.gov/eeo/terminology.html. EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
7.6	Percentage of Minorities on Board of Directors/Trustees	Percentage of minorities on Board of Directors/Trustees. Minority employees are defined as "the smaller part of a group. A group within a country or state that differs in race, religion or national origin from the dominant group. Minority is used to mean four particular groups who share a race, color or national origin." These groups are: "(1) American Indian or Alaskan Native. A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community; (2) Asian or Pacific Islander. A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa; (3) Black (except Hispanic). A person having origins in any of the black racial groups of Africa; (4) Hispanic. A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race."	Percent of Employees	Annual	U.S. Equal Employment Opportunity Commission, EEO Terminology, www.archives.gov/eeo/terminology.html. EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
7.7	Employee Safety Metrics				
7.7.1	Recordable Incident Rate	Number of injuries or illnesses x 200,000 / Number of employee labor hours worked. Injury or illness is recordable if it results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness. You must also consider a case to meet the general recording criteria if it involves a significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. Record the injuries and illnesses of all employees on your payroll, whether they are labor, executive, hourly, salary, part-time, seasonal, or migrant workers. You also must record the recordable injuries and illnesses that occur to employees who are not on your payroll if you supervise these employees on a day-to-day basis. If your business is organized as a sole proprietorship or partnership, the owner or partners are not considered employees for recordkeeping purposes. For temporary employees, you must record these injuries and illnesses if you supervise these employees on a day-to-day basis. If the contractor's employee is under the day-to-day supervision of the contractor, the contractor is responsible for recording the injury or illness. If you supervise the contractor employee's work on a day-to-day basis, you must record the injury or illness.	Percent	Annual	U.S. Department of Labor, Occupational Health and Safety Administration, OSHA Recordable Incidents. EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
7.7.2	Lost-time Case Rate	Calculated as: Number of lost-time cases x 200,000 / Number of employee labor hours worked. Only report for employees of the company as defined for the "recordable incident rate for employees" metric. A lost-time incident is one that resulted in an employee's inability to work the next full work day.	Percent	Annual	U.S. Department of Labor, Occupational Health and Safety Administration, OSHA Recordable Incidents. EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	Calculated as: Total number of DART incidents x 200,000 / Number of employee labor hours worked. A DART incident is one in which there were one or more lost days or one or more restricted days, or one that resulted in an employee transferring to a different job within the company.	Percent	Annual	U.S. Department of Labor, Occupational Health and Safety Administration, OSHA Recordable Incidents. EPRI, *Metrics to Benchmark Sustainability Performance for the Electric Power Industry* , 2018 Technical Report.
7.7.4	Work-related Fatalities	Total employee fatalities. Record for all employees on your payroll, whether they are labor, executive, hourly, salary, part-time, seasonal, or migrant workers. Include fatalities to those that occur to employees who are not on your payroll if you supervise these employees on a day-to-day basis. For temporary employees, report fatalities if you supervise these employees on a day-to-day basis.	Number of Employees	Annual	U.S. Department of Labor, Occupational Health and Safety Administration, OSHA Recordable Incidents. EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
8	**Fresh Water Resources used in Thermal Power Generation Activities**				
8.1	Water Withdrawals - Consumptive (Millions of Gallons)	Amount of freshwater consumed for use in thermal generation. "Freshwater" includes water sourced from fresh surface water, groundwater, rain water, and fresh municipal water. Do NOT include recycled, reclaimed, or gray water. Water consumption is defined as water that is not returned to the original water source after being withdrawn, including evaporation to the atmosphere.	Millions of Gallons	Annual	Partially sourced from EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	Amount of fresh water withdrawn, but not consumed, for use in thermal generation."Freshwater" includes water sourced from fresh surface water, groundwater, rain water, and fresh municipal water. Do NOT include recycled, reclaimed, or gray water. Information on organizational water withdrawal may be drawn from water meters, water bills, calculations derived from other available water data or (if neither water meters nor bills or reference data exist) the organization's own estimates.	Millions of Gallons	Annual	Partially sourced from EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	Rate of freshwater consumed for use in thermal generation. "Freshwater" includes water sourced from fresh surface water, groundwater, rain water, and fresh municipal water. Do NOT include recycled, reclaimed, or gray water. Water consumption is defined as water that is not returned to the original water source after being withdrawn, including evaporation to the atmosphere. Divide millions of gallons by equity-owned total net generation from all equity-owned net electric generation as reported under Metric 2, Net Generation for the data year (MWh).	Millions of Gallons/Net MWh	Annual	Partially sourced from EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.

Definitions for Electric Company ESG/Sustainability Metrics

Ref. No.	Metric Name	Definition	Units Reported in	Time Period (if applicable)	Reference to Source (if applicable)
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	Rate of fresh water withdrawn, but not consumed, for use in thermal generation."Freshwater" includes water sourced from fresh surface water, groundwater, rain water, and fresh municipal water. Do NOT include recycled, reclaimed, or gray water. Information on organizational water withdrawal may be drawn from water meters, water bills, calculations derived from other available water data or (if neither water meters nor bills or reference data exist) the organization's own estimates. Divide millions of gallons by equity-owned total net generation from all equity-owned net electric generation as reported under Metric 2, Net Generation for the data year (MWh).	Millions of Gallons/Net MWh	Annual	Partially sourced from EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
9	**Waste Products**				
9.1	Amount of Hazardous Waste Manifested for Disposal	Metric tons of hazardous waste, as defined by the Resource Conservation and Recovery Act (RCRA), manifested for disposal at a Treatment Storage and Disposal (TSD) facility. Methods of disposal include disposing to landfill, surface impoundment, waste pile, and land treatment units. Hazardous wastes include either listed wastes (F, K, P and U lists) or characteristic wastes (wastes which exhibit at least one of the following characteristics - ignitability, corrosivity, reactivity, toxicity). Include hazardous waste from all company operations including generation, transmissions, distribution, and other operations.	Metric Tons	Annual	Partially sourced from EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.
9.2	Percent of Coal Combustion Products Beneficially Used	Percent of coal combustion products (CCPs) - fly ash, bottom ash, boiler slag, flue gas desulfurization materials, scrubber bi-product - diverted from disposal into beneficial uses, including being sold. Include any CCP that is generated during the data year and stored for beneficial use in a future year. Only include CCP generated at company equity-owned facilities. If no weight data are available, estimate the weight using available information on waste density and volume collected, mass balances, or similar information.	Percent	Annual	Partially sourced from EPRI, *Metrics to Benchmark Electric Power Company Sustainability Performance,* 2018 Technical Report.

WEC Energy Group
ESG/Sustainability Quantitative Information

Parent Company: WEC Energy Group
Operating Company(s): WEC Energy Group
ESG/Sustainability Quantitative Information
Business Type(s): Natural gas storage and distribution
State(s) of Operation: Wisconsin, Illinois, Minnesota and Michigan
Regulatory Environment: Regulated
Report Date: 12/29/2023
Note: Data from from operating companies is rolled up to the corporate level.

	Prior Year 2020	Last Year 2021	Current Year 2022	Definitions
Natural Gas Distribution				
				All methane leak sources per 98.232 (i) (1-6) are included for Distribution. Combustion sources are excluded. CO_2 is excluded.
METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS				
Number of Gas Distribution Customers	2,950,000 [1]	2,962,000	2,982,000	Total natural gas customers of WEC Energy Group
Distribution Mains in Service				
Plastic *(miles)*	26,798 [1]	27,280	27,715	WEC Energy Group natural gas distribution companies that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.
Cathodically Protected Steel - Bare & Coated *(miles)*	11,199 [1]	11,087	10,964	
Unprotected Steel - Bare & Coated *(miles)*	0.37	0.38	0.46	
Cast Iron / Wrought Iron - without upgrades *(miles)*	1,262	1,199	1,158	
Plan/Commitment to Replace / Upgrade Remaining Miles of Distribution Mains *(# years to complete)*				
Unprotected Steel (Bare & Coated) (*# years to complete*)	2	3	2	The Peoples Gas commitment under the US EPA's Methane Challenge Program is to replace its remaining iron natural gas mains at an annual rate of at least 2% for five years, beginning in 2017.
Cast Iron / Wrought Iron (*# years to complete*)	2	3	2	
Distribution CO2e Fugitive Emissions				
CO2e Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	325,375	318,008	313,297	
CH4 Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	13,015	12,720	12,532	
CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	678	663	653	
Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (*Mscf/year*)	600,344,529	596,501,353	641,547,078	This metric provides gas throughput from distribution (quantity of natural gas delivered to end users) reported under Subpart W, 40 C.F.R. 98.236(aa)(9)(iv), as reported on the Subpart W e-GRRT integrated reporting form in the "Facility Overview" worksheet Excel form, Quantity of natural gas delivered to end users (column 4).
Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)	570,327	566,676	609,470	
Fugitive Methane Emissions Rate (Percent *MMscf of Methane Emissions per MMscf of Methane Throughput*)	0.12%	0.12%	0.11%	Calculated annual metric: (MMSCF methane emissions/MMSCF methane throughput)
[1] Value restated				
Natural Gas Transmission and Storage				
				All methane leak sources per 98.232 (e) (1-8), (f)(1-8), and (m) are included for Transmission and Storage. Combustion sources are excluded. CO_2 and N_2O are excluded.
Underground Natural Gas Storage Methane Emissions				Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (f) (1-8), CO2 and N2O emissions are excluded from this section.
Pneumatic Device Venting (metric tons/year)	369.1	367.5	157.8	Value reported using calculation in 40 CFR 98 Sub W Section 236(b)(4)
Flare Stack Emissions (metric tons/year)	0.0	0.0	0.0	Value reported using calculation in 40 CFR 98 Sub W Section 236(n)(11)
Centrifugal Compressor Venting (metric tons/year)	0.0	0.0	0.0	Value reported using calculation in 40 CFR 98 Sub W Section 236(o)(2)(ii)(D)(2)
Reciprocating Compressor Venting (metric tons/year)	45.7	4.2	0.0	Value reported using calculation in 40 CFR 98 Sub W Section 236(p)(2)(ii)(D)(2)
Equipment leaks from valves, connectors, open ended lines, pressure relief valves, and meters (metric tons/year)	126.7	100.4	156.6	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)
Other Equipment Leaks (metric tons/year)	0.0	0.0	0.0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)
Equipment leaks from valves, connectors, open-ended lines, and pressure relief valves associated with storage wellheads	0.0	0.0	0.0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)
Other equipment leaks from components associated with storage wellheads (metric tons/year)	0.0	0.0	0.0	Value reported using calculation in 40 CFR 98 Sub W Section 232(q)(2)(v)
Total Storage Compression Methane Emissions (metric tons/year)	541.5	472.1	314.4	
Total Storage Compression Methane Emissions (CO_2e/year)	13,537.5	11,802.8	7,860.0	
Total Storage Compression Methane Emissions (MSCF/year)	28,203.1	24,589.1	16,375.0	Density of Methane = 0.0192 kg/ft3 per 40 CFR Sub W EQ. W-36
Summary and Metrics				
Total Transmission and Storage Methane Emissions (MMSCF/year)	28.2	24.6	16.4	
Annual Natural Gas Throughput from Gas Transmission and Storage Operations (MSCF/year)	31,630,419.0	28,715,000.0	35,080,000.0	Quantity of gas injected into storage in the calendar year [98.236(aa)(5)(i)]
Annual Methane Gas Throughput from Gas Transmission and Storage Operations (MMSCF/year)	30,048.9	27,279.3	33,326.0	Methane content in natural gas equals 95% based on 40 CFR 98 Sub W 233(u)(2)(vii)
Methane Emissions Intensity Metric (Percent MMscf of Methane Emissions per MMscf of Methane Throughput)	0.09%	0.09%	0.05%	

Peoples Gas
ESG/Sustainability Quantitative Information

Parent Company: WEC Energy Group
Operating Company(s): The Peoples Gas Light and Coke Co.
Business Type(s): Natural gas storage and distribution
State(s) of Operation: Illinois
Regulatory Environment: Regulated
Report Date: 12/29/2023
Note: Data from from operating companies is rolled up to the corporate level.

	Prior Year 2020	Last Year 2021	Current Year 2022	Definitions
Natural Gas Distribution				
				All methane leak sources per 98.232 (i) (1-6) are included for Distribution. Combustion sources are excluded. CO_2 is excluded.
METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS				
Number of Gas Distribution Customers	878,000	880,000	884,000	
Distribution Mains in Service				
Plastic *(miles)*	2,189	2,296	2385	
Cathodically Protected Steel - Bare & Coated *(miles)*	1,169	1,139	1135	
Unprotected Steel - Bare & Coated *(miles)*	0.37	0.38	0.46	
Cast Iron / Wrought Iron - without upgrades *(miles)*	1,262	1,199	1158	
Plan/Commitment to Replace / Upgrade Remaining Miles of Distribution Mains *(# years to complete)*				
Unprotected Steel (Bare & Coated) (*# years to complete*)	2	3	2	The Peoples Gas commitment under the US EPA's Methane Challenge Program is to replace its remaining iron natural gas mains at an annual rate of at least 2% for five years, beginning in 2017. Commitment e**xtended by 3 years in 2021.**
Cast Iron / Wrought Iron (*# years to complete*)	2	3	2	
Distribution CO2e Fugitive Emissions				
CO2e Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	166,183	158,661	153,631	
CH4 Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	6,647	6,346	6,145	
CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	346	331	320	
Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (*Mscf/year*)	150,031,932	150,967,264	158,899,028	
Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)	142,530	143,419	150,954	
Fugitive Methane Emissions Rate (Percent *MMscf of Methane Emissions per MMscf of Methane Throughput*)	0.24%	0.23%	0.21%	
Natural Gas Transmission and Storage				
Underground Natural Gas Storage Methane Emissions				
Pneumatic Device Venting (metric tons/year)	369.1	367.5	157.8	
Flare Stack Emissions (metric tons/year)	0	0	0	
Centrifugal Compressor Venting (metric tons/year)	0	0	0	
Reciprocating Compressor Venting (metric tons/year)	45.7	4.2	0	
Equipment leaks from valves, connectors, open ended lines, pressure relief valves, and meters (metric tons/year)	126.7	100.4	156.6	
Other Equipment Leaks (metric tons/year)	0	0	0	
Equipment leaks from valves, connectors, open-ended lines, and pressure relief valves associated with storage	0	0	0	
Other equipment leaks from components associated with storage wellheads (metric tons/year)	0	0	0	
Total Storage Compression Methane Emissions (metric tons/year)	541.5	472.1	314.4	
Total Storage Compression Methane Emissions (metric tons CO2e/year)	13,537.5	11,802.8	7,860.0	
Total Storage Compression Methane Emissions (MSCF/year)	28,203.1	24,589.1	16,375.0	
Summary and Metrics				
Total Transmission and Storage Methane Emissions (MMSCF/year)	28.2	24.6	16.4	
Annual Natural Gas Throughput from Gas Transmission and Storage Operations (MSCF/year)	31,630,419.0	28,715,000.0	35,080,000.0	
Annual Methane Gas Throughput from Gas Transmission and Storage Operations (MMSCF/year)	30,048.9	27,279.3	33,326.0	
Methane Emissions Intensity Metric (Percent MMscf of Methane Emissions per MMscf of Methane Throughput)	0.09%	0.09%	0.05%	

Wisconsin Electric Power Co.
ESG/Sustainability Quantitative Information

Parent Company: WEC Energy Group
Operating Company(s): Wisconsin Electric Power Co., Gas Operations
Business Type(s): Natural gas distribution
State(s) of Operation: Wisconsin
Regulatory Environment: Regulated
Report Date: 12/29/2023
Note: Data from from operating companies is rolled up to the corporate level.

	Prior Year 2020	Last Year 2021	Current Year 2022	Definitions
Natural Gas Distribution				
				All methane leak sources per 98.232 (i) (1-6) are included for Distribution.
METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS				
Number of Gas Distribution Customers	497,000	500,000	505,000	
Distribution Mains in Service				
Plastic *(miles)*	6,597 [1]	6,671 [1]	6741	
Cathodically Protected Steel - Bare & Coated *(miles)*	2,851 [1]	2,831 [1]	2808	
Unprotected Steel - Bare & Coated *(miles)*	0	0	0	
Cast Iron / Wrought Iron - without upgrades *(miles)*	0	0	0	
Distribution CO2e Fugitive Emissions				
CO2e Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	42,511 [1]	42,288 [1]	42,609	
CH4 Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	1,700 [1]	1,692 [1]	1,704	
CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	89	88	89	
Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (*Mscf/year*)	85,170,846	84,307,342	96,152,888	
Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)	80,912	80,092	91,345	
Fugitive Methane Emissions Rate (Percent *MMscf of Methane Emissions per MMscf of Methane Throughput*)	0.11%	0.11%	0.10%	Calculated annual metric: (MMSCF methane emissions/MMSCF methane throughput)

[1] Value restated

Wisconsin Gas Co.
ESG/Sustainability Quantitative Information

Parent Company: WEC Energy Group
Operating Company(s): Wisconsin Gas Company
Business Type(s): Natural gas distribution
State(s) of Operation: Wisconsin
Regulatory Environment: Regulated
Report Date: 12/29/2023
Note: Data from from operating companies is rolled up to the corporate level.

	Prior Year 2020	Last Year 2021	Current Year 2022	Definitions
Natural Gas Distribution				
				All methane leak sources per 98.232 (i) (1-6) are included for Distribution.
METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS				
Number of Gas Distribution Customers	645,000	646,000	651,000	
Distribution Mains in Service				
Plastic *(miles)*	7,406 [1]	7,519 [1]	7661	
Cathodically Protected Steel - Bare & Coated *(miles)*	4,241 [1]	4,198 [1]	4150	
Unprotected Steel - Bare & Coated *(miles)*	0	0	0	
Cast Iron / Wrought Iron - without upgrades *(miles)*	0	0	0	
Distribution CO2e Fugitive Emissions				
CO2e Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	51,065 [1]	51,154 [1]	51,822	
CH4 Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	2,043 [1]	2,046 [1]	2,073	
CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	106	107	108	
Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (*Mscf/year*)	190,739,561	178,748,799	196,576,579	
Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)	181,203	169,811	186,748	
Fugitive Methane Emissions Rate (Percent *MMscf of Methane Emissions per MMscf of Methane Throughput*)	0.06%	0.06%	0.06%	Calculated annual metric: (MMSCF methane emissions/MMSCF methane throughput)

[1] Value restated

Wisconsin Public Service Corporation
ESG/Sustainability Quantitative Information

Parent Company: WEC Energy Group
Operating Company(s): Wisconsin Public Service Corporation
Business Type(s): Natural gas distribution
State(s) of Operation: Wisconsin
Regulatory Environment: Regulated
Report Date: 12/29/2023
Note: Data from from operating companies is rolled up to the corporate level.

	Prior Year 2020	Last Year 2021	Current Year 2022	Definitions
Natural Gas Distribution				
				All methane leak sources per 98.232 (i) (1-6) are included for Distribution.
METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS				
Number of Gas Distribution Customers	336,000	338,000	341,000	
Distribution Mains in Service				
Plastic *(miles)*	6,848	6,938	7,016	
Cathodically Protected Steel - Bare & Coated *(miles)*	1,501	1,489	1,454	
Unprotected Steel - Bare & Coated *(miles)*	0	0	0	
Cast Iron / Wrought Iron - without upgrades *(miles)*	0	0	0	
Distribution CO2e Fugitive Emissions				
CO2e Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	39,352	39,271	39,461	
CH4 Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	1,574	1,571	1,578	
CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	82	82	82	
Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (*Mscf/year*)	85,380,400	89,880,360	95,976,757	
Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)	81,111	85,386	91,178	
Fugitive Methane Emissions Rate (Percent *MMscf of Methane Emissions per MMscf of Methane Throughput*)	0.10%	0.10%	0.09%	Calculated annual metric: (MMSFC methane emissions/MMSCF methane throughput)

Minnesota Energy Resources
ESG/Sustainability Quantitative

Parent Company: WEC Energy Group
Operating Company(s): Minnesota Energy Resources
Business Type(s): Natural gas distribution
State(s) of Operation: Minnesota
Regulatory Environment: Regulated
Report Date: 12/29/2023
Note: Data from from operating companies is rolled up to the corporate level.

	Prior Year 2020	Last Year 2021	Current Year 2022	Definitions
Natural Gas Distribution				
	#679121	*#745,009*	#799704	***All methane leak sources per 98.232 (i) (1-6) are included for Distribution.***
METHANE EMISSIONS AND MITIGATION FROM DISTRIBUTION MAINS				
Number of Gas Distribution Customers	244,000	246,000	248,000	
Distribution Mains in Service				
Plastic *(miles)*	3,758	3,856	3,912	
Cathodically Protected Steel - Bare & Coated *(miles)*	1,437	1,430	1,417	
Unprotected Steel - Bare & Coated *(miles)*	0	0	0	
Cast Iron / Wrought Iron - without upgrades *(miles)*	0	0	0	
Distribution CO2e Fugitive Emissions				
CO2e Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	26,265	26,634	25,775	
CH4 Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*	1,051	1,065	1,031	
CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	55	55	54	
Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (*Mscf/year*)	89,021,790	92,597,588	93,941,826	
Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)	84,571	87,968	89,245	
Fugitive Methane Emissions Rate (Percent *MMscf of Methane Emissions per MMscf of Methane Throughput*)	0.06%	0.06%	0.06%	Calculated annual metric: (MMSCF methane emissions/MMSCF methane throughput)

Cautionary statement regarding forward-looking information

In this report, we make statements concerning our expectations, beliefs, plans, objectives, goals, strategies, and future events or performance. These statements are “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Readers are cautioned not to place undue reliance on these forward-looking statements. Forward-looking statements may be identified by reference to a future period or periods or by the use of terms such as “anticipates,” “believes,” “could,” “estimates,” “expects,” “forecasts,” “goals,” “guidance,” “intends,” “may,” “objectives,” “plans,” “possible,” “potential,” “projects,” “seeks,” “should,” “targets,” “will,” or variations of these terms.

Forward-looking statements include, among other things, statements concerning management’s expectations and projections regarding social, environmental and climate strategies, policies and goals; completion of capital projects; sales and customer growth; environmental and other regulations, including associated compliance costs; legal proceedings; fuel costs; sources of electric energy supply; coal and natural gas deliveries; remediation costs; climate-related matters; capital resources; and other matters. Forward-looking statements are subject to a number of risks and uncertainties that could cause our actual results to differ materially from those expressed or implied in the statements. These risks and uncertainties include those described under “Risk Factors” in our Annual Report on Form 10-K for the year ended Dec. 31, 2022, and subsequent quarterly reports on Form 10-Q and those identified below:

- Factors affecting utility and non-utility energy infrastructure operations such as catastrophic weather-related damage, environmental incidents, unplanned facility outages and repairs and maintenance, and electric transmission or natural gas pipeline system constraints;
- Factors affecting the demand for electricity and natural gas, including political or regulatory developments; varying, adverse or unusually severe weather conditions, including those caused by climate change; changes in economic conditions; customer growth and declines; commodity prices; energy conservation efforts; and continued adoption of distributed generation by customers;
- The timing, resolution, and impact of rate cases and negotiations, including recovery of deferred and current costs and the ability to earn a reasonable return on investment, and other regulatory decisions impacting our regulated operations;
- The impact of federal, state and local legislative and/or regulatory changes, including changes in rate-setting policies or procedures, deregulation and restructuring of the electric and/or natural gas utility industries, transmission or distribution system operation, the approval process for new construction, reliability standards, pipeline integrity and safety standards, allocation of energy assistance, energy efficiency mandates, electrification initiatives and other efforts to reduce the use of natural gas, and tax laws, including those that affect our ability to use production tax credits and investment tax credits, as well as changes in the interpretation and/or enforcement of any laws or regulations by regulatory agencies;
- Federal, state, and local legislative and regulatory changes relating to the environment, including climate change and other environmental regulations impacting generation facilities and renewable energy standards, the enforcement of these laws and regulations, changes in the interpretation of regulations or permit conditions by regulatory agencies, and the recovery of associated remediation and compliance costs;
- The ability to obtain and retain customers, including wholesale customers, due to increased competition in our electric and natural gas markets from retail choice and alternative electric suppliers, and continued industry consolidation;
- The timely completion of capital projects within budgets and the ability to recover the related costs through rates;
- The impact of changing expectations and demands of our customers, regulators, investors and other stakeholders, including heightened emphasis on environmental, social and governance concerns;
- The risk of delays and shortages, and increased costs of equipment, materials or other resources that are critical to our business operations and corporate strategy, as a result of supply chain disruptions (including disruptions from rail congestion), inflation, and other factors;
- The impact of public health crises, including epidemics and pandemics, on our business functions, financial condition, liquidity and results of operations;
- Factors affecting the implementation of our carbon dioxide emission and/or methane emission reduction goals and opportunities and actions related to those goals, including related regulatory decisions; the cost of materials, supplies and labor; technology advances; the feasibility of competing generation projects; and our ability to execute our capital plan;
- The financial and operational feasibility of taking more aggressive action to further reduce greenhouse gas emissions in order to limit future global temperature increases;
- The risks associated with inflation and changing commodity prices, including natural gas and electricity;
- The availability and cost of sources of natural gas and other fossil fuels, purchased power, materials needed to operate environmental controls at our electric generating facilities, or water supply due to high demand, shortages, transportation problems, nonperformance by electric energy or natural gas suppliers under existing power purchase or natural gas supply contracts, or other developments;
- Any impacts on the global economy, supply chains and fuel prices, generally, from global conflicts, including between Russia and Ukraine and related sanctions;
- Changes in credit ratings, interest rates and our ability to access the capital markets, caused by volatility in the global credit markets, our capitalization structure, and market perceptions of the utility industry, us or any of our subsidiaries;
- Any impacts associated with switching from London Interbank Offered Rate to Secured Overnight Financing Rate as the reference rate for our variable debt;
- Costs and effects of litigation, administrative proceedings, investigations, settlements, claims and inquiries;
- The direct or indirect effect on our business resulting from terrorist or other physical attacks and cybersecurity intrusions, as well as the threat of such incidents, including the failure to maintain the security of personally identifiable information, the associated costs to protect our utility assets, technology systems and personal information, and the costs to notify affected persons to mitigate their information security concerns and to comply with state notification laws;
- Restrictions imposed by various financing arrangements and regulatory requirements on the ability of our subsidiaries to transfer funds to us in the form of cash dividends, loans or advances that could prevent us from paying our common stock dividends, taxes, and other expenses, and meeting our debt obligations;
- The risk of financial loss, including increases in bad debt expense, associated with the inability of our customers, counterparties and affiliates to meet their obligations;
- Changes in the creditworthiness of the counterparties with whom we have contractual arrangements, including participants in the energy trading markets and fuel suppliers and transporters;
- The financial performance of American Transmission Co. LLC and its corresponding contribution to our earnings;
- The investment performance of our employee benefit plan assets, as well as unanticipated changes in related actuarial assumptions, which could impact future funding requirements;
- Factors affecting the employee workforce, including loss of key personnel, internal restructuring, work stoppages, and collective bargaining agreements and negotiations with union employees;
- Advances in technology, and related legislation or regulation supporting the use of that technology that result in competitive disadvantages and create the potential for impairment of existing assets;
- Risks related to our non-utility renewable energy facilities, including unfavorable weather, changes in the financial performance or creditworthiness of counterparties to the offtake agreements, the ability to replace expiring long-term power purchase agreements under acceptable terms, the availability of reliable interconnection and electricity grids, and exposure to the rules and procedures of the power markets in which these facilities are located;
- The risk associated with the values of goodwill and other long-lived assets, including intangible assets, and equity method investments, and their possible impairment;
- Potential business strategies to acquire and dispose of assets or businesses, which cannot be assured to be completed timely or within budgets, and legislative or regulatory restrictions or caps on non-utility acquisitions, investments or projects, including the State of Wisconsin’s public utility holding company law;
- The timing and outcome of any audits, disputes, and other proceedings related to taxes;
- The effect of accounting pronouncements issued periodically by standard-setting bodies; and
- Other considerations disclosed elsewhere herein and in reports we file with the Securities and Exchange Commission or in other publicly disseminated written documents.

Except as may be required by law, we expressly disclaim any obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.