El Paso Electric Company Excess Benefit Plan

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Section 3 : Participant data

3.1 Summary of participant data

	All monetary amounts shown in US Dollars			
Ce	ns	us Date	01/01/2023	01/01/2022
A	Pa	articipating Employees		
	1	Number	11	9
	2	Average expected plan compensation	466,926	528,278
	3	Average age	56.27	57.22
	4	Average credited service	3.77	9.49
в	Pa	articipants with Deferred Benefits		
	1	Number	1	2
	2	Total annual pension	12,618	150,030
	3	Average annual pension	12,618	75,015
	4	Average age	55.00	54.00
с	Pa	articipants Receiving Benefits		
	1	Number	22	20
	2	Total annual pension	665,974	550,256
	3	Average annual pension	30,272	27,513
	4	Average age	67.36	67.55
	5	Distribution at January 1, 2023		
		Age	Number	Annual Pension
		Under 55	0	0
		55-59	3	144,328
		60-64	5	71,131
		65-69	8	244,795
		70-74	3	159,203
		75-79	з	46,518
		80-84	0	0
		85 and over	0	0

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El Paso Electric Company Excess Benefit Plan

3.2 Participant reconciliation

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		Active	Deferred Inactive	Currently Receiving Benefits	Total
1 At	01/01/2022 valuation	9	2	20	31
2 CI	nange due to:				
а	New hire and rehire	3	0	0	3
b	Non-vested termination	0	0	0	0
с	Vested termination	0	0	0	0
d	Retirement	(1)	(1)	2	0
е	Disability	0	0	0	0
f	Death	0	0	0	0
g	New beneficiary	0	0	0	0
h	Cashout	0	0	0	0
i	Miscellaneous	0	0	0	0
j	Net change	2	(1)	2	3
3 At	01/01/2023 valuation	11	1	22	34

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El Paso Electric Company Excess Benefit Plan

Appendix A : Statement of actuarial assumptions, methods and data sources

Plan Sponsor

El Paso Electric Company

Statement of Assumptions

The assumptions disclosed in this Appendix are for the fiscal year 2023 benefit cost.

Assumptions and methods for pension cost purposes

Actuarial Assumptions and Methods — Pension Cost		
Economic Assumptions		
Equivalent single discount rate for benefit obligations	5.49%	
Equivalent single discount rate for service cost	5.44%	
Equivalent single discount rate for interest cost	5.38%	
Annual rates of increase:		
Consumer Price Index (CPI)	2.50%	
Compensation:	4.50%	
Cash balance interest credit rate	4.30%	
Lump sum conversion for annuity substitution	Valuation interest rates and the "applicable mortality table" under Code Section 417(e)(B)	

As required by the U.S. GAAP accounting standard, the yield curve reflecting returns on high quality corporate bonds (AA and AAA) is used to determine the obligations and service cost, and thus the net periodic benefit cost for the plan. Because these assumptions are required by the U.S. GAAP accounting standard, and reflect current market conditions (specifically, the market conditions as of the measurement date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.

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Demographic and Other Assun	nptions
Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
New or rehired employees	It was assumed there will be no new or rehired employees.
Benefit commencement dates:	
 Preretirement death benefit 	The later of the death of the active participant or the date the participant would have attained age 55.
 Deferred vested benefit 	The later of age 55 or termination of employment.
 Disability benefit 	Upon disablement.
Retirement benefit	Upon termination of employment.
Form of payment:	
 Individuals who became Participants before April 1, 2014 	100% Single Life Annuity.
 Individuals who became Participants on or after April 1, 2014 	100% Lump Sum.
Percent married	75% of participants eligible for pre-retirement death benefits are assumed to have an eligible spouse.
Spouse age	Wife three years younger than husband.
Covered pay	Assumed plan compensation for the year beginning on the valuation date was determined as basic compensation and bonus paid to the Company's "short term bonus plan" earned during the prior year provided by the employer.



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Mortality:	
 Healthy mortality rates 	Base Mortality Table (Male Table used for males; Female Table use for Females)
	 Base table: Pri-2012 Base mortality table year: 2012 Table type: White Collar Healthy or Disabled: Healthy Table weighting: Benefit Blending of annuitants and non-annuitants: Separate rates f annuitants and non-annuitants (based on Employees table) Blending of retirees and contingent annuitants: Retiree mortality used for both retirees and contingent annuitants
	Mortality Improvement Scale (Male Table used for males; Female Table used for Females)
	 Base scale: MP-2021 Projection Type: Generational
 Disabled life mortality rates 	 Base table: Pri-2012 Disabled Retiree Base mortality table year: 2012 Table type: No Collar Heatthy or Disabled: Disabled Blending of annuitants and non-annuitants: Single blended table of rates for annuitants and non-annuitants
	Mortality Improvement Scale
	 Base scale: MP-2021 Projection Type: Generational
Disability rates	The rates at which participants are assumed to become disabled by age are shown below:
	Percentage assumed to become disabled during the year Attained Age Males and Females

Percentage assumed to beco	ome disabled during the year
Attained Age	Males and Females
20	0.14%
25	D. 15%
30	0.16%
35	0.19%
40	0.30%
45	0.45%
50	0.69%

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Termination (not due to

disability or retirement) rates

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The rates at which participants are assumed to terminate employment by age and gender are shown below:

Representative Termination Rates

Percentage assumed to leave during the year				
Attained Age	Males	Females		
20	5.00%	6.00%		
25	5.00%	6.00%		
30	5.00%	6.00%		
35	4.00%	6.00%		
40	3.00%	6.00%		
45	2.00%	4.00%		
50	1.00%	2.00%		

Retirement

Rates at which participants are assumed to retire by age are shown below.

Percentage assumed to retire during the year				
	Ac			
	Final Aven	age Pay		
Age	Reduced Early Retirement	Unreduced Retirement	Cash Balance	Terminated Vested Participants
55	3%	5%	10%	3%
56 - 59	3%	5%	10%	3%
60	3%	10%	10%	15%
61	3%	10%	10%	5%
62	20%	20%	20%	5%
63	10%	10%	10%	5%
64	10%	10%	10%	20%
65-69	25%	25%	25%	40%
70+	100%	100%	100%	100%

Additional Assumptions

Administrative expenses

\$0; the plan sponsor pays administrative expenses directly.

Cash flow:

The assumptions used are collectively called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.



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Decrement timing

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Timing of benefit payments	Benefit payments are assumed to be made uniformly throughout the year and, on average, at mid-year.
 Amount and timing of contributions 	Contributions are assumed to be made throughout the year and, on average, at mid-year.
Funding policy	This is an unfunded plan so the funding policy is to pay benefits directly from employer assets as they come due.

Methods – Pension Cost and Funded Position		
Census date	January 1, 2023.	
Measurement date	January 1, 2023.	
Service cost and projected benefit obligation	The Unit Credit Cost Method is used to determine the Projected Benefit Obligation (PBO) related current service cost. Under this method, the accrued benefit is calculated based upon service as of the measurement date. The PBO is the present value of this benefit and the service cost is the present value of the increase in the benefit due to service in the upcoming year. In normal circumstances the "accrued benefit" is based upon the Plan's accrual formula. However, if service in later years leads to a materially higher level of benefit than in earlier years, the "accrued benefit" is calculated by attributing benefits on a straight-line basis over the relevant period.	
	The benefits described above are used to determine both ABO and PBO except that final average pay is assumed to remain constant in the future when calculating ABO.	
	PBO and service cost are measured by separately discounting the projected benefit payments underlying these measures, determined using the methodology described above, using the spot rates on the December 31, 2021 WTW RATE Link 40:90 yield curve. Interest cost was measured by summing the individual interest costs associated with each future benefit payment underlying the PBO and service cost. These individual interest costs are developed by multiplying the present value of each benefit payment, discounted using the applicable spot rate on the yield curve relating to the future benefit payment, by that spot rate. Equivalent single discount rates that would reproducing the resulting benefit obligation, service cost and interest cost have been determined and disclosed.	
Market-related value of assets	Since this is an unfunded plan, the asset method is not applicable.	

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Amortization of unamortized amounts:

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 Recognition of past service cost/(credit) 	Amortization of net prior service cost/(credit) resulting from a plan change is included as a component of Net Periodic Benefit Cost/(Income) in the year first recognized and every year thereafter until it is fully amortized. The annual amortization payment is determined in the first year as the increase in PBO due to the plan change divided by the average remaining service period of active participants expected to receive benefits under the plan.
	However, when a plan change reduces the PBO, existing positive prior service costs are reduced or eliminated starting with the earliest established before a new prior service credit base is established.
 Recognition of gains or losses 	Amortization of the net gain or loss resulting from experience different from that assumed and from changes in assumptions (excluding asset gains and losses not yet reflected in market-related value) is included as a component of Net Periodic Benefit Cost/(Incorne) for a year.
	If, as of the beginning of the year, that net gain or loss exceeds 10% of the greater of the PBO and the market-related value of plan assets, the amortization is that excess divided by the average remaining service period of active plan participants.
	Under this methodology, the gain/loss amounts recognized in AOCI are not expected to be fully recognized in benefit cost until the plan is terminated (or an earlier event, like a settlement, triggers recognition) because the average expected remaining service of active participants expected to benefit under the plan over which the amounts are amortized is redetermined each year and amounts that fall within the corridor described above are not amortized.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.



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Sources of Data and Other Information

The plan sponsor furnished participant data as of January 1, 2023. Information on benefit payments and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. A summary of these assumptions can be found in our email dated June 20, 2023.

Accumulated other comprehensive (income)/loss amounts shown in the report are shown prior to adjustment for deferred taxes. Any deferred tax effects in AOCI should be determined in consultation with the Company's tax advisors and auditors.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Discount rate(s)	As required by U.S. GAAP the discount rate methodology was chosen by the plan sponsor based on market information on the measurement date. Based on WTW's interest rate model, RATE:Link, that uses a yield curve derived from current, high quality (rated AA and above) corporate bonds to discount expected pension cash flows, and thus determine discount rates, we believe the discount rate chosen does not significantly conflict with what would be reasonable.
Cash balance interest crediting rate	Based on 20-year expectation of long-term government bonds, since the plan credits interest to cash balance accounts using the 30-year Treasury rate, but with a minimum interest credit rate of 3.8%. We believe this assumption does not significantly conflict with what would be reasonable.
Lump sum conversion rate	Lump sum benefits are valued using "annuity substitution". We believe this assumption does not significantly conflict with what would be reasonable.
Rates of increase in compensation	Assumed increases were chosen by the plan sponsor and, as required by U.S. GAAP they represent an estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.
Assumptions Rationale - Sign	ificant Demographic Assumptions
Healthy Mortality	Assumptions were selected by the plan sponsor and, as required by U.S. GAAP represent a best estimate of future experience. We

would be reasonable.

believe this assumption does not significantly conflict with what

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Disabled Mortality	Assumptions used for accounting purposes were selected by the plan sponsor and, as required by U.S. GAAP represent a best estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.
Termination	Termination rates were based on an experience study conducted in 2017, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Disability	Disability rates were based on an experience study conducted in 2017, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Retirement	Retirement rates were based on an experience study conducted in 2017, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Benefit commencement date for deferred benefits:	
 Preretirement death benefit 	Surviving spouses are assumed to begin benefits at the earliest permitted commencement date. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
Deferred vested benefit	Deferred vested participants are assumed to begin benefits based on rates applied to a number of commencement ages based on an analysis of actual commencement patterns.
Form of payment	The percentage of retiring participants assumed to take lump sums or an annuity is based on expectations given plan provisions. The form of payment is restricted to an annuity for members who entered prior to April 1, 2014 and restricted to a lump sum for those who entered after April 1, 2014.



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El Paso Electric Company Excess Benefit Plan

Percent married	The assumed percentage married is based on historical experience of marital statuses, with annual consideration of changes expected to occur in marriage patterns of retirement age individuals in the future.
Source of Prescribed Methods	
Accounting methods	The methods used for accounting purposes as described in Appendix A are "prescribed methods set by another party", as defined in the actuarial standards of practice (ASOPs). As required by U.S. GAAP, these methods were selected by the plan sponsor.
Changes in Assumptions, Metho	ods and Estimation Techniques
Change in assumptions since prior valuation	The single equivalent PBO discount rate increased from 2.94% as of January 1, 2022 to 5.49% as of January 1, 2023 to reflect the change in yields on high-quality corporate bonds.
	The single equivalent service cost discount rate increased from 2.87% as of January 1, 2022 to 5.44% as of January 1, 2023 to reflect the change in yields on high-quality corporate bonds.
	The single equivalent interest cost discount rate increased from 2.51% as of January 1, 2022 to 5.38% as of January 1, 2023 to reflect the change in yields on high-quality corporate bonds.
	The "applicable mortality table" under Code Section 417(e)(B) used for lump sum conversions was updated to reflect an additional year of data.
	The interest crediting rate was updated from 3.80% to 4.30%.
	The inflation rate was updated from 2.40% to 2.50%.
Change in methods since prior valuation	None.
Change in estimation techniques since prior valuation	None.

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Quantify	Quantify is the WTW centrally developed, tested and maintained
	Global actuarial valuation system. It is used to perform valuations of clients' benefit plans.
	Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards, and generate client reports.
	Quantify parameters provide significant flexibility to model populations and plan designs. Various demographic, economic and benefit related assumptions exist for users to model multiple demographic and economic situations.
	Plan liabilities are calculated based on standard actuarial techniques, developing actuarially reasonable results using the population and parameters entered. The calculation and presentation of liabilities in Quantify relies on the assumptions used and the reasonability of the assumptions selected.
	Quantify incorporates standard liability methodologies that are intended to reasonably reflect a variety of economic or demographic conditions. The model itself does not evaluate any assumptions entered for reasonableness, consistency or probability of occurrence.
	Quantify is designed specifically for these purposes, and we know or no material limitations that would prevent the system from being suitable for these intended purposes. The actuaries signing this report have relied on the actuaries who develop, test and maintain this system, and have also performed a limited review of results to ensure that system parameters have been set appropriately and plan provisions coded correctly.

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RateCalc/RATE:Link	RateCalc is used as one component in developing the single equivalent discount rate that reflects the characteristics of the client's employee benefit plan. It references a yield curve (often a RATE:Link curve) and expected plan benefit payments. The projected benefit payments from the client's plan are matched to the spot rates along the yield curve to determine their present values. A single equivalent discount rate is then solved for, which produces the same total present value as the spot rates.
	RATE:Link is a methodology to develop spot rates to be used for liability and cost measurements related to employee benefit plans. The same core methodology is used to develop all RATE:Link curves. The RATE:Link process develops term structures of interest rates from corporate bond data for each covered geography (e.g., the U.S. for this valuation).
	The construction of RATE:Link yield curves relies on bond data collected as of the measurement date.
	Information regarding quoted bond prices, yields and other bond related data is from Bloomberg Finance L.P.
Published Demographic Tables	Certain demographic tables described above are standard published tables or are based on standard published tables from models developed by organizations with the requisite expertise.

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Appendix B : Summary of principal plan provisions

Prior to April 1, 2014, participation was restricted to certain participants of the Retirement Income Plan, as selected by the Company. Generally, the officers of the Company were selected to participate. Beginning April 1, 2014, any employee who holds the office of Vice President or above. Date of becoming a covered employee.
participants of the Retirement Income Plan, as selected by the Company. Generally, the officers of the Company were selected to participate. Beginning April 1, 2014, any employee who holds the office of Vice President or above.
President or above.
Date of becoming a covered employee.
One year for each 1,000-hour calendar year of employment.
One year for each 1,000-hour calendar year of employment.
A participant's basic compensation received from the Company, including regular wages and bonuses paid pursuant to the Company's "short term bonus plan", but excluding overtime pay, expense allowances, profit sharing, bonuses from other sources, and any other extra compensation in any form.
The monthly average of a participant's Considered Earnings computed by summing his Considered Earnings as of any date and for each of the days beginning the four years preceding such date and dividing by sixty.
For a Cash Balance Member who is employed by the employer as of April 1, 2014 and becomes a Cash Balance Member as of April 1, 2014, the monthly average of a Member's Considered Earnings computed by summing his Considered Earnings as of March 31, 2014 and as of March 31 of the preceding four calendar years and dividing by sixty.

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Accrued benefit:			
Final Average Pay	The monthly accrued benefit payable as a single life annuity upon Normal Retirement is the difference between (a) and (b) below:		
	a) The monthly amount to which the participant would be entitled under the Retirement Income Plan based on the participant's Average Monthly Earnings as defined in this plan and benefit accrual service as determined under the Retirement Income Plan, without giving effect to any limitations on benefits imposed by any provisions of the Internal Revenue Code.		
	b) The monthly amount of the Retirement Income Plan benefit payable to the participant from the Retirement Income Plan.		
Cash Balance	a) The cash balance account to which the participant would be entitled under the Retirement Income Plan if pay credits were calculated based on considered earnings as defined in this plan, years of vesting service as determined under the Retirement Income Plan, and interest credits calculated in the manner provided under the Retirement Income Plan, without giving effect to any limitations on benefits imposed by any provisions of the Internal Revenue Code.		
	b) The cash balance account to which the participant is entitled under the Retirement Income Plan.		
Monthly preretirement death benefit	If the participant has attained age 50 and completed at least 10 years of vesting service, 50% of the monthly pension benefit as of the date of death with no reductions for early commencement or optional forms of payment.		
	In all other cases, 50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55 th birthday.		
Eligibility for Benefits			
Normal retirement	Retirement on NRD.		
Early retirement	Retirement before NRD and on or after both attaining age 55 and is fully vested in a benefit under the Qualified Plan.		
Postponed retirement	Retirement after NRD.		
Deferred vested termination	Termination for reasons other than death or retirement and participant is fully vested in a benefit under the Qualified Plan.		

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Disability	Permanent and total disability prior to NRD, and participant is		
	receiving a Social Security disability benefit.		
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.		
Benefits Paid Upon the Followir	ng Events		
Normal retirement	The monthly pension benefit determined as of NRD.		
Early retirement	The monthly pension benefit determined as of NRD reduced under the reduction schedule provisions of the qualified plan.		
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.		
Deferred vested termination	Accrued Normal Retirement Benefit with actuarial reductions.		
Preretirement death	If participant has attained age 50 and earned at least 10 years of vesting service, then the monthly preretirement death benefit payable on behalf of an active employee is unreduced for form of payment and early retirement.		
	In all other cases, the monthly preretirement death benefit payable is reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD.		
Other Plan Provisions			
Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as an annuity, if the individual became a participant prior to April 1, 2014. Optional forms of annuities are joint and survivor annuity with selected percentages up to 100%, a ten-year certain and life annuity, or a single life annuity. Otherwise, benefits are paid in the form of a lump sum. Actuarial equivalence for annuity forms uses the 1971 Group Annuity Mortality Table for males, set back three years, and an interest rate of 6% compounded annually. Actuarial equivalence for lump sum purposes is the "applicable mortality table" under Code Section 417(e)(3)(C) determined as of the fifth month immediately preceding the first day of the Plan Year in which the distribution is being made.		
Pension Increases	None.		
Plan participants' contributions	None.		

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Maximum limits on benefits None.
and pay

Future Plan Changes

No future plan changes were recognized in determining pension cost or funding requirements. WTW is not aware of any future plan changes that are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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January 24, 2024

Steven Seirra El Paso Electric Company P.O. Box 982 El Paso, TX 79960

Year-End 2023 Financial Statement and Disclosure Information

El Paso Electric Company (the Company) engaged Willis Towers Watson US LLC ("WTW") to value the Company's pension plans.

As requested by the Company, this report provides information for year-end financial reporting purposes required by FASB Accounting Standards Codification Topic 715-20-50 (ASC 715) for your fiscal year ending December 31, 2023 for the Plans:

Retirement Income Plan (RIP) ٠

- Excess Benefit Plan
- Supplemented Retirement and Survivor Income Plan, Executive • Postretirement Benefit Programs
- Retirement Agreements, and Directors' Retirement Plan (SERP)

(OPEB) The exhibits present year-end financial reporting information in accordance with ASC 715-20-50, including net

balance sheet position of the Plans, cash flow, plan asset information, amortization amounts during the fiscal year, participant information, the provisions on which the valuation is based, and the actuarial assumptions and methods used in the calculations. Additional input is required (as described below) by the Company in relation to the plan asset disclosures specified in ASC 715-20-50-1(d) (public entities) or ASC 715-20-50-5(c) (nonpublic entities).

In addition, this report presents the Net Periodic Benefit Cost/(Income) (Benefit Cost), in accordance with ASC 715, for the fiscal year beginning January 1, 2024. Both year-end financial reporting and benefit cost results are based on a valuation of the Plans as of December 31, 2023.

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Willis Towers Watson US LLC

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Steven Seirra January 24, 2024

Limitations

This valuation has been conducted for the purposes described above and may not be suitable for any other purpose. In particular, please note the following:

- 1. As described above, certain year-end financial reporting information in accordance with ASC 715-20-50 is not included in this report and must be provided by the Company, as follows:
 - Classification of plan assets within the fair value hierarchy, actual asset allocation at December 31, 2023 and December 31, 2022, and the target asset allocation for 2024.
 - A description of the Company's investment policy for the assets held by the pension plans.
 - A description of the basis used to determine the expected long-term rate of return on plan assets.
- The expected contributions to the qualified pension plan(s) were set at \$1,700,000 contributed evenly over the first nine months of 2023. The expected contribution to the OPEB plan was set at \$1,200,000. The expected contributions to the SERP and Excess pension plans were set at \$0.

Note that any significant change in the amounts contributed or expected to be contributed in 2024 from what is disclosed at December 31, 2023 may require disclosure in the interim financial statements, but should not affect the expected return on plan assets absent a remeasurement for another purpose.

- 3. There may be certain events that have occurred since the valuation date that are not reflected in the current valuation. See Subsequent Events in the Basis for Valuation section below for more information.
- This report is not intended to constitute a certification of the Adjusted Funding Target Attainment Percentage (AFTAP) under IRC §436 for any plan year.
- 5. This report does not determine funding requirements under IRC §430.
- 6. This report does not present liabilities on a plan termination basis, for which a separate extensive analysis would be required. No funded status measure included in this report is intended to assess, and none may be appropriate for assessing, the sufficiency of plan assets to cover the estimated cost of settling benefit obligations, as all such measures differ in some way from plan termination obligations. In addition, funded status measures shown in this report do not reflect the current costs of settling obligations by offering immediate lump sum payments to participants and/or purchasing annuity contracts for the remaining participants (e.g., insurer profit, insurer pricing of contingent benefits and/or provision for anti-selection in the choice of a lump sum vs. an annuity).
- 7. The comparisons of plan obligations as determined for accounting and financial reporting purposes to plan assets presented in this report cannot be relied upon to determine the need for nor the amount of required future plan contributions. Nevertheless, such comparisons may be useful to assess the need for future contributions because they reflect current interest rates at the measurement date in determining benefit obligations. However, asset gains and losses, demographic experience different from assumed, changes in interest rates, future benefit accruals, if any, and other factors will all affect the need for and amount of future contributions. In addition, if a plan is not required by law to be funded, benefit payments may also be paid directly by the plan sponsor as they come due.

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Steven Seirra January 24, 2024

Comments on Results

The consolidated actuarial gains/(losses) due to demographic experience, including any assumption changes, and investment return different from assumed during the prior year were \$(7,364,036) and \$5,863,584 respectively.

Change in net periodic cost and funded position

The net periodic cost increased from (6,587,853) in fiscal 2023 to 317,105 in fiscal 2024 and the funded position improved from (57,852,034) to (54,809,789).

Significant reasons for these changes include the following:

- The single equivalent discount rate used to measure (A)PBO decreased compared to the prior year, which
 increase plan obligations and deteriorated the funded position.
- Contributions to the plans during the prior year improved the funded status and therefore reduced the net periodic cost.
- Updates in the medical claims assumption reduced obligations and improved the funded position of the OPEB plan. In addition, the elimination of the \$1,000 deductible option for retirees effective January 1, 2024 is a negative plan amendment that resulted in the \$1.9 million prior service credit.
- Demographic assumption updates selected by EPE and supported by the 2023 experience study resulted in a net reduction in plan obligations (primarily RIP and OPEB) which improved the funded status.
- The actual return on the fair value of plan assets since the prior measurement date was greater than assumed, which improved the funded position.
- The final amoritzation installment of the RIP plan's 2014 prior service credit was recognized during 2023, resulting in an increase to expense for fiscal year 2024.

Effects of Health Care Reform

This valuation reflects our understanding of the relevant provisions of the Patient Protection and Affordable Care Act (PPACA) and Health Care and Education Reconciliation Act (HCERA), and subsequent legislation (the SECURE Act of 2019) that eliminated the Cadillac tax, medical device tax and health insurance issuer tax. It also reflects our understanding of the effects of the Inflation Reduction Act of 2022 on retiree medical costs. The IRS and the Centers for Medicare Services (CMS) have yet to issue final guidance with respect to many aspects of these laws. It is possible that future guidance may conflict with our understanding of these laws based on currently available guidance and could therefore affect the results shown in this report. The valuation does not anticipate the effects of any additional possible future changes.

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Basis for valuation

Appendix A summarizes the assumptions, methods and models used in the valuation. Appendix B summarizes our understanding of the principal provisions of the plans being valued. Both of these appendices include a summary of any changes since the prior valuation. Unless otherwise described below under Subsequent Events, assumptions were selected based on information known as of the measurement date.

Subsequent events

None.

Additional information

None.

Actuarial Certification

This valuation has been conducted in accordance with generally accepted actuarial principles and practices. However, please note the information described below regarding this valuation.

Reliances

In preparing the results presented in this report, we have relied on information regarding plan provisions, participants, assets, and sponsor accounting policies and methods provided by the Company and other persons or organizations designated by the Company. See the Sources of Data and Other Information section of Appendix A for further details. We have relied on all the data and information provided as complete and accurate. We have reviewed this information. Based on discussions with and concurrence by the plan sponsor, assumptions or estimates may have been made if data were not available. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations. The results presented in this report are directly dependent upon the accuracy and completeness of the underlying data and information. Any material inaccuracy in the data, assets, plan provisions or other information provided to us may have produced results that are not suitable for the purposes of this report and such inaccuracies, as corrected by the Company, may produce materially different results that could require that a revised report be issued.

Measurement of benefit obligations, plan assets and balance sheet adjustments

Census date/measurement date

The measurement date is December 31, 2023. The benefit obligations were measured as of the Company's December 31, 2023 fiscal year-end and are based on participant data as of the census date, which is displayed by Plan in Exhibits provided. The benefit obligations were determined by discounting the plan's projected benefit payments, beginning in FY2024, using the spot rates on the December 31, 2023 WTW RATE:Link 40:90 yield curve. The projected benefit payments were developed based on January 1, 2023 census data (January 1, 2024 for the SERP), and reflect the key assumptions and plan provisions at December 31, 2023, benefit payments during 2023, expected 2023 accruals, and any significant changes in plan demographics that occurred during the year.

This is the same data that was used for the calculation of the Net Periodic Benefit Cost/(Income) for the fiscal year ending December 31, 2024.

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Steven Seirra January 24, 2024

Plan assets and balance sheet adjustments

Information about the fair value of plan assets and the general ledger account balances for the benefit plans cost at December 31, 2023, which reflect the expected funded status of the plans was reviewed for reasonableness and consistency, but no audit was performed.

Accumulated other comprehensive (income)/loss amounts shown in the report are shown prior to adjustment for tax effects. Any tax effects in AOCI should be determined by the Company in consultation with its tax advisors and independent accountants.

Assumptions and methods under U.S. GAAP

As required by U.S. GAAP, the actuarial assumptions and methods employed in the development of the benefit cost and other financial reporting have been selected by the Company. WTW has evaluated the assumptions used and believes that they do not significantly conflict with what would be reasonable. In addition, we believe that the combined effect of assumptions is expected to have no significant bias. See Appendix A for a description of each significant saturationale for concluding that it does not significantly conflict with what would be reasonable or our determination that we were unable to assess it.

U.S. GAAP requires that each significant assumption "individually represent the best estimate of the plan's future experience solely with respect to that assumption."

The results shown in this report have been developed based on actuarial assumptions that, to the extent evaluated by WTW, we believe do not significantly conflict with what would be reasonable. Other actuarial assumptions could also be considered to not significantly conflict with what would be reasonable. Thus, reasonable results differing from those presented in this report could have been developed by selecting different reasonable assumptions.

A summary of the assumptions, methods and sources of data and other information used is provided in Appendix A. Note that any subsequent changes in methods or assumptions for the December 31, 2023 measurement date will change the results shown in this report.

Certain models (as described in ASOP No. 56) were used in preparing the information presented herein. Further information on these models can be found in Appendix A.

Nature of actuarial calculations

The results shown in this report are estimates based on data that may be imperfect and on assumptions about future events that cannot be predicted with any certainty. The effects of certain plan provisions may be approximated, or determined to be insignificant and therefore not valued. Reasonable efforts were made in preparing this valuation to confirm that items that are significant in the context of the actuarial liabilities or costs are treated appropriately, and are not excluded or included inappropriately. Any rounding (or lack thereof) used for displaying numbers in this report is not intended to imply a degree of precision, which is not a characteristic of actuarial calculations.

If overall future plan experience produces higher benefit payments or lower investment returns than assumed, the relative level of plan costs reported in this valuation will likely increase in future valuations (and vice versa). Future actuarial measurements may differ significantly from the current measurements presented in this report due to many factors, including: plan experience differing from that anticipated by the economic or demographic assumptions, increases or decreases expected as part of the natural operation of the methodology used for the measurements (such as the end of an amortization period),

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Steven Seirra January 24, 2024

and changes in plan provisions or applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of such future measurements.

See Basis for Valuation above for a discussion of any material events that have occurred after the valuation date that are not reflected in this valuation.

Limitations on use

This report is provided subject to the terms set out herein and in our engagement letter dated January 24, 2023 and any accompanying or referenced terms and conditions.

The information contained in this report was prepared for the internal use of the Company and its independent accountants in connection with our actuarial valuation of the pension plans as described above. It is not intended for and may not be used for other purposes, and we accept no responsibility or liability in this regard. The Company may distribute this actuarial valuation report to the appropriate authorities who have the legal right to require the Company to provide them this report, in which case the Company will use best efforts to notify WTW in advance of this distribution. Further distribution to, or use by, other parties of all or part of this report is expressly prohibited without WTW's prior written consent. WTW accepts no responsibility for any consequences arising from any other party relying on this report or any advice relating to its contents.

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Professional qualifications

The undersigned are members of the Society of Actuaries and meet the "Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States" relating to pension plans. Our objectivity is not impaired by any relationship between the plan sponsor and our employer, Willis Towers Watson US LLC.

Cat Kenagy

Cat Kenagy, FSA, EA Senior Director, Retirement Valuation Actuary 23-07490 January 24, 2024

Ŷ dusin

David Anderson, ASA, EA Senior Director, Retirement Valuation Actuary 23-07493 January 24, 2024

Konnerino Pitzingeo

Katherine Pitzinger, ASA, EA Associate Director, Retirement Valuation Actuary 23-8096 January 24, 2024

Banghi

Barry Lichman, FSA, MAAA Director, Health and Benefits Pricing Specialist January 24, 2024

The Pricing Specialist is responsible for developing and/or determining the reasonableness of retiree welfare plan trend and participation assumptions as well as assumed per capita claims costs (including the aging/morbidity assumption if applicable). The Valuation Actuary is responsible for other aspects of the valuation (e.g., developing and/or reviewing the reasonableness of other valuation assumptions and methods, ensuring that the valuation model reasonably reflects the substantive plan, preparing demographic data, performing the valuation, implementing the appropriate accounting or funding calculations, etc.).

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The information contained in this exhibit is incomplete without the supporting letter.



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isclosure for Fiscal Year Ending 31-Dec-23 under US GAAP	TOBAL HIS	Universities the Plan ID USD		Ratzament F
aciased Senefit Cast	310+-23	15.Dec.23	31.Dec.22	23.Dec
Dischased Berrefit Cast				
Employer service cost	7,849,235	7,593,252	191,983	
2 Intrassut cant.	17.514.996	16.251.576	470.087	10.0.0
3 Expected return on plan assem	(23.616.165)	(23.618.165)	-0	
4 Gatema	1,554,068	329,765	662,080	- 598.2
5 hist processes (militanes) emotizable:	(8,074,544)	(X.074,144)		
6 Netkos/gav) amortizatori	411,945	-0-	6	-4113
6 Net periodic benefit cidd(/nonne)	12.862.1999	12.014.144	100.000	- 419.9
9 Curtained Landian	(1)(070,120)	(2.345.301)	(62,000	1.005.1
10 Gettement (gen)/min		0	0	
11 Special contractual termination benefits	5		1	
12 Eliscicoset net benefit cost	(3.17)(3.23)	12.745.3011	462.080	1.005
		The Part I		
Presentation of Benefit Cost Pursuant to ABC 716-30 Employee service cost	7305395	7.683.952	191,925	
2 Citiver compresents of twit periodic benalit cost	0.903.400	C10.438.733	470.097	1.005
3 Other adjustments in the period, sense city	Increase and	(10,488,723)	-anumi	1.00%
d Discount number and cost	(1,078,120	1274453815	447.000	1.005
	1,000,000	- M.J. 41.2010	2004/0002	1997
Assumptions Used to Determine Benefit Cost	Table 1			
1 Epile wied stigle discourt rate for benefit obligations	NEW	0.54%	0.49%	5.4
2 Equivalent single discount talls for service cost	5256	5.61%	5.335	53
3 Equivalent single discourt take for interest cold 4 Expected Averyteen rate of relative or give ansats.	April .	1005	5.00%	
 Copercise comprehension encodes Falls of comprehension encodes 	TUA	4.50%	4 50%	
	Tank.	1998	91,000	
mince Sheet Asset/Listenty)				
Development of Balance Sheet Asset(Liability)				
1 Projected behink obligation (FBO)	1340,041,0273	(520,254,114)	(0.355.680)	(11,213.)
2 Fair value of pain antiets, excluding receivable comparisons	277,818,445	217,810,445	0.	
- 3 Net balance pleet poset(labity)	168.031.1621	(42,403,000)	(0).62.65	(11)2533
Current and Noncurrent Classification				
E Nobdurreité esseit.			D.	
2 Carriet Indity	(2,010,962)	0	(664.304)	1,346
A functional killery	1813 (030) (030)	127,2011000	18,629,565	19.867
4 Net Siturce sheet asses(idDity)	(注意)、163	(42,483,583)	(0.353,860)	(11,213)
Reconciliation of Net Balance Sheet Asset/(Liability)				
1 Feet bailance sheet annet/jubility) at end of prov fracal year	158,035,247)	237,717,000	(9,430,015)	(13,888)
2 Englique service cost	(7,005,235)	(7.66).352)	[191,983]	
3 Internut curt	(17,214,096)	(16.201.576)	(470.067)	/568.
4 Espected reference plan waarts 6 Pige groen diterts	33,816,165	23,016,161		
	0.315.200	10		
		(8,517,837) 1,700,000	600.221	1,000.1
6 Actuana gamiliona)			-1409-221	1.504.
6 Actuana gamilona) 7 Employee contributore	3.873.478		100	
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6 Actioned generational 7 Employee constrained to 8 Seconds paid the ddy by the Company 9 Teacher paid the ddy by the Company 16 Acceptible-relations 10 Acceptible-relations	3.872.478 0 0	0 0	0 0 0	
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6 Actioned generational 7 Employee constrained to 8 Seconds paid the ddy by the Company 9 Teacher paid the ddy by the Company 16 Acceptible-relations 10 Acceptible-relations	3,872,430 0 0 0 0	0 0	0 0 0	11.213.
6 A-chained genetilecta) F Employee contributions Formatory and the ddy by the Company 9 Teamsthe pagements 10 Acquiterouties theses 11 Cartainments 12 Settlements (# Martinel using components (anth) 13 Special control of termination boundts 14 Het batteries thirded asset (filadisty) at which of barriers fiscal year	3,872,438 0 0 0 0 0	0 0 0 0 0	0000	(120)
0 A Channel geomolycolig 1 Employee combinations 3 Employee combinations 5 Employee combinations 6 A could/combine tetrans 10 Contrainmontp 11 Contaministry 12 Settlements 12 Settlements 13 Settlements 14 Host statement fittability; all will all content fitual year Assumptions and Dates Used for Disclosure	3,872,438 0 0 0 0 0	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0000	(11213)
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				Teapennetical Rollinson and Carlonan Income Pla Executive Partners Agreements, and Dissibil References Pla
Nan Name Disclosure for Fiscal Year Ending 31-Dec-23 under US GAAP	Toiai USD	Reinwestlicine Par E	cess Bellete Plat. USD	Radiament Pla
Accumulated Other Comprehensive (Income)/Lose				
Accumulated Other Comprehensive (Income)/Luss				
1 Net prior aerisio costiticienti	0			
2 Not kessigani	00.417.500	8X 965 907	22,409	4 6 1 2 1 3
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Thetes activities for the effected	第45560	33,952,557	22,429	4,512,55
E Development of Accumulated Other Comprehensive (Income)/Lass (AOC))	100000000000	12700.000	10000	10.000
1 AOCL at prior flac of year en 8 2 Amounts anontized during the year	89,540,008	84,760,616	81.623	4.007.01
a. Net gran service (implified)	100540344	3,074,144	10	
The Trial Classic/gam	(411,945)			6411,04
8. Counting during the year				
 Mat processorial conditionents 			2	
b. Netitions/gamil	8,285,295	0.117.037	[69,200]	236,08
4. Amounts recognized due to custament/sattement				
 Het print service (contitued); Neit (territigen) 		8	2	
to and conception to a constant fraction of the COA 3	34.407.503	23 065 427	22.429	4.632.63
	1000	These and a	10250	2011/072
Idditional Disclosure Information				
Accumulated Berwitt Obligation (ABO)				
1 ABO at content frical year wild	(337.301.723)	(206.047.346)	19.300.5291	(11)212.54
Expected Future Benefit Payments				
1 Damig/Ascal year ending Departmen 31, 2024	22,952,198	20.885.546	682,491	1,588,11
2 During Notal year ending December 31, 2025	24,100.038	22,070,004	778,124	1.318,51
3 During Nacal year ending December 31, 2020	34,154,930	22.091.888	8000,054	1.263.59
4 During Inical year entiting December 31, 2027	34,321,195	22,340,757	788,250	3,100.10
5 Daring Stock year ending December 31, 2028 In During Book years anding December 31, 2029/through December 31, 2029	34,825,036	22.979.076- 120.414.544	4.005.035	1.116.02 4.516.05
	1.458/04/01-1408	1501414.044	4,000,004	4,010,00
C Expected Contributions during Flocal Year ending December 31, 2004 1 Employed	1,700,000	1.700.000	10	
J Plan participants	1.100.000	1.100.000		
N. M. BORNELLING			- 27	
Charliges in Diactosed Plan Obligations and Assets				
Change in Projected Benefit Obligation (PBO)				
1 PBO at prochable year and	三和708.211	905,397,763	9,400,018	11,008,21
3 Employer terrice cost 8 Interest crest	7,005,035	7.562,952	191,083	498.22
4 Activity Incol(gain)	0.748.708	0.501.250	(89:200)	236.00
5 Pier perhipsent contributions.		Port Land	0	100.00
6 Excells paid from plan appate	(2230003900)	(19.000),0220	1000.2211	1,604.25
7 Benefits paid from Company assets	0	0	0	
é Transfers Fort (III) offer plans.	.0	0.	.0	
9 Administrative expension paid	(2,748,154)	(2.744.154)	.0	
10 Plan anwendments 11 Accentions(Idweidtares)	0		0	
12 Curtainente			÷	
TA Gettlements	0		0	
14. Special/contractual termination benefits	i i		0	
15 PEO at current frical year and	340.647.827	370,274,114	9.85.09	112751.94
Change in Plan Assets				
1 Fair value of plan movies at poor fincal year and	271,870,914	211.670.914	.0.	
2 Actual return on plan, essets	27,079,529	27,079,578		
3 Employee contributions	1,700.000	1,700,000	0	
4 Plan participants' contributions 5 Eventtis pdat	2110.005.0001	210.055.0525	2	
6. Tomiske paymenti	110,000,0000	(19, and 2021)	0	
7 Administrative expenses paid	(2,744,194)	(2,744,154)	10	
8 Acquisitorni divestitanesi	10.1795.1990	E. Contraction		
9 Settements	8	0	2	
	212.010.025	277315.445		

The information contained in this exhibit is incomplete without the supporting letter.



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4 Bits of cultures 0 0 0 - 5 Note word: 0 0 0 0 - 5 Note word: 0 0 0 0 0 - 5 Note word: 0	2 Amortization emount				
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S Experience Scoppant) 8.255.295 5.572.351 (HE 200) 20.000 C Beyl of a sender 0	1 field amount at prior frictal year and		17.334.700	91.037	
4 Bet of a creating 0		8,205,205	8.117.857	1809.20081	238.00
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Network of Pair Value of Pair Assets 1 For value of pair sales 271 877,914 271 877,914 271 877,914 271 877,914 271 877,914 271 877,914 271 979,914 971 971 971 971 971 971 971 971 971 971	velopment of Plan Assets for Benefit Cost				_
1 For value of pare material 31 Dec 22 277 MT7914 271 MT79144 0 2 Attable Ministro plane material 315 Dec 23 310 M 535 0 0 3 Fear plane contributions 3.832 AHB 1.000,000 MBB,221 1.564.2 4 Fear plane contributions 1.274 M 546 0 0 0 0 5 Benchmark contributions 1.274 M 546 0					
2 Actas Matrix on plan ansets 27.079.578 27.079.578 0 3 Ensurement contributions 3.337.478 1.000.00 988.21 1.004.2 4 Response parts 12.248.1581 100.000 988.21 1.004.2 5 Antivitations - spensor part 12.248.1581 100.000 988.21 1.004.2 6 Antivitations - spensor part 12.248.1581 100.000 988.21 1.004.2 7 Anaphitomisestitates 0 0 0 0 0 7 Anaphitomisestitates 0		271.070.914	271870.014	10	
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6 Additional diservations 0 0 0 7 Additional diservations 0 0 0 8 Descriptions 0 0 0 0 9 Ear value of plans module at 81-Dec. 23 277 310.448 0 0 0 1 Maintervalue of plans module at 81-Dec. 23 Sel (414,724 0					
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III. 0 0 0 0 0 D Fair value of plan model 2017 210 446 2017 210 446 20 D Marke related value of plan model 2017 210 446 2017 210 446 20 D Marke related value of plan model 2017 210 446 2017 210 446 20 2 Actuar trains of plan model 2017 210 446 2017 210 446 20 3 Empsyaw contributions 300 300 600 201 100 200 60 3 Empsyaw contributions 300 300 (19.995,300)					
0 File value of plan method at 01-Dec.23 277.310.448 277.310.448 0 Neconciliation of Marked Value of Plan Assets 1 Ministeriositical 81-Dec.22 Sel,414,724		0			
1 Maintenended-values of plane sectors 211-Dec.22 SAIA 414,724 6 2 Actual entrop of plan sectors 112,202,010 0 0 3 Emproymer (cettributions 0,873,478 170,000 688,221 1,504,00 4 Emproymer (cettributions 0		277,010;445	211310.046	6	
2. Active instance on plane answer (H2,202,200) (H2,202,200) 0 3. Empsyon vortifications 0.003,000 0.003,000 0.003,000 4. Peak participant's contributions 0.003,000 0.003,000,000 0.003,000,000 5. Empsyon vortifications 0.000,000,000,000,000 0.000,000,000,000,000,000,000 0.000,000,000,000,000,000,000,000,000,0	Reconciliation of Market-Related Value of Plan Assets				
3 5.000,000 6.000,000 6.000,000 6.000,000 4 Prote performance continuumes 0	1 Mailton conduct value of plan accents at 21-Dec 22	348,414,724	348,414,724		
4 Peak participant Constitutions 0 0 0 0 6 Denotity suck (12,000,000) <td></td> <td></td> <td></td> <td></td> <td></td>					
5 0 022,000,000 (19,005,000 </td <td></td> <td></td> <td></td> <td></td> <td>1,504.3</td>					1,504.3
6 A Administrative excession part 12,744,1560 0 0 6 Administrative excession part 0 0 0 0 6 Administratives () 0 0 0 0 0 6 Ministratives () 0					10.0000
I Acquitations[[develtaries] 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 1 Wooghed intervented masts 2019.465.561 012.575 0.30076					11,004,2
0 0 0 0 0 0 Monitorenderic durate of priore amenda at 21-Dec 23 212,286.201 312,286.201 0 Rate of Pertian on Invested Assets 0 0 0 0 0 1 Weighted Invested Assets 011,286.201 212,286.201 0 0 0 2 Balan of Induity 10,267.56 10,267.56 0,305.76 0,305.76 0,005.76<	F Acapitibom/Edveratures)				
Retain on Invested Assets Unit optimized Assets Unit optimized Assets Optimized Assets <t< td=""><td>é Seffements</td><td>0</td><td></td><td>0</td><td></td></t<>	é Seffements	0		0	
1 Workfried Evented ansatz 21 (Just Steel 24 Just Steel 0 1 Factor 10 (JUST) 10 (JUST) 0 (J	9 Markateroindid culor of gian amount at \$1-Dec.23	212,266.811	312,296,301	.0	
2 Fasis of valuer 10.357% 0.367%			1000		
Investment Local/Carry 27,078,378 21,076,878 0 1 Actual Hum 27,078,378 21,076,878 0 2 Expected Hum 18,19,444 12,85,484 0 3 Longitudi Hum 18,719,4374 12,85,484 0 4 Company 18,744,084 12,7516,426 0 1 Fair value of pail means at 25,500,23 277,916,445 27,916,445 0 2 Colleme meanment guent (wint ware endry 35,000,37 11,744,094 0 0 4 Owner/ Luna 18,744,094 18,784,094 14 6 Detervise meantrine meaninement ware endry 35,000,37 144 22,2375 146,4 9 Permit Secorycord 104 22,2375 146,4 14 9 Permit Secorycord 104 22,2375 146,4 14 9 Detervise anothrow meansument year endry 35,000,326 146,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 14,4 <t< td=""><td></td><td></td><td></td><td></td><td>1.000</td></t<>					1.000
1 Advancements 27,078,528 21,078,578 0 2 Expected relation 10,311,434 12,1076,578 0 3 Expected relation 10,718,528 12,7076,578 0 4 Expected relation 10,718,528 12,7076,578 0 4 Expected relation 11,7076,578 0 0 Marked Sharked Value of Assets 1 Environment state measurement year ending 31,506,023 27,316,445 0 4 Event demonth Secontral state measurement year ending 31,506,023 10,442,034 0,8356,0864 NPA 6 Event demont secontral measurement year ending 31,506,023 10,442,7199 16,342,759 NPA 6 Deferred demont funct measurement year ending 31,506,023 10,942,7199 10,442,7199 NPA 7 Order of demont funct measurement year ending 31,506,023 10,942,7199 10,442,7199 NPA 8 Person demont funct measurement year ending 31,506,023 10,942,7199 NPA 144 9 Person demond 10,442,7199 10,444 144 144 9 Person demond 10,44 10,3344 144 10,3344 144		101.000 St.	The first of	COLUMN ST	17.55.0
2 Expected relation 18,319,484 12,319,484 12,319,484 0 3 Locatigneric 18,704,094 18,704,094 0 4 Locatigneric 17,704,094 18,704,094 0 1 Fair value of pair metals at 51,006,23 277,310,441 27,310,441 0 2 Defensed memory tagen (and these tor the late 3 year). 0 0 0 2 Defensed memory tagen (and these tor the late 3 year). 0 0 0 4 Defensed memory tagen (and these tor the late 3 year). 0 0 0 6 Defensed memory tagen (and these tor the late 3 year). 0 0 0 8 Defensed memory tagen (and these tor the late 3 year). 0 0 0 8 Percent decount secongrave 0 0 0 0 9 Defensed arount secongrave 0 0 0 0 0 9 Defensed arount these secongraved 10 0 0 0 0 9 Defensed arount secongraved 10 0 0 0 0 0 10 Defensed arount secongraved 10		100,000,000	11 AND 470		
A Leaningam1 (K,794,094) (K,784,094)					
Matrix Planted Value of Assets 277,916.445 277,916.445 277,916.445 0 1 Deleved amount true measurement year endrog 31-Dec.23 101,916.445 277,916.445 0 0 4 Deleved amount true measurement year endrog 31-Dec.23 10,916.456,046 NVA 0 10,916.046 0 9 Premits recognized 104,729 10,744.014 10,754.014 NVA 10,916.014 10 9 Premits recognized 104 2,0297% 104,411 10,916.016 104,916 104,916 10,916.016 104,916 104,916 104,916 10,916.916 104,916 1					
I Fair value of part metal at 31-Dec.23 277.310.445 277.310.445 27.310.445 2 2 Delatered memorit gam inframes for the last 5 years. 3 </td <td>and the second se</td> <td></td> <td></td> <td></td> <td></td>	and the second se				
e. Deferred amount their measurement year ending 31-Dec 23 10.794.0184 0.7154.0184 10.794.0184 10.7		277,016,946	217,910,946	20	
4 10.744.0184 01.756.0840 NyA. 6 Ferrorit defende NyA. 10.764.0184 NyA. 8. Ferrorit defende NyA. 66.057% NyA. 8. Ferrorit defende NyA. 66.057% NyA. 9. Defended personnt 10.44.27599 NyA. 10. Defended personnt from measurement peak anding 31.0ex-32 120.045799 NyA. 11. Defended personnt from measurement peak anding 31.0ex-32 120.045.098 120.0457.091 NyA. 11. Persong defende NyA. 86.586% NyA. 12.00.011 NyA. 86.586% NyA. 14.00.011 Defended annual from measurement per enting 31.0ex-21 41.200.010 NyA. 11.00.011 / Long 111.000.0401 111.050.0401 NyA. 11.000.011 / Long NyA. 400.0001% NyA. 11.000.011 / Long NyA. 400.0001% NyA. 11.000.011 / Long NyA. 400.0001% NyA. 10.00011 / Long NyA. 400					
in Premit troopened MA Kongened Kong		101102011010		1000	
iii. Farcent detend IAA 69.007% SUA iv. Defend arount time maintenant page androg 35.Dec.22 (0.442.719) (0.442.719) IXA iv. Defend arount time maintenant page androg 35.Dec.22 120.003.900 120.002.000 NA iv. Percent defend 130.003.900 120.002.000 NA 14 iv. Percent defend NA 65.660% NA 14 iv. Percent defend NA 65.660% NA 14 iv. Defend arount time maintenant recognized NA 65.660% NA 14 iv. Defend arount time maintenant type ending 31.256.21 40.290.700 40.290.700 40.400.000% NA iv. Defend facent type ending 31.256.21 111.050.9401 NA 14 10.000% NA 14 iv. Defend facent type ending 31.256.21 111.050.9401 NA 14 10.000% NA iv. Defend facent type ending 41.256.21 114 0.0007% NA 14 10.000% NA <td></td> <td></td> <td></td> <td></td> <td></td>					
N. Defend arount (5.442.759) (5.442.759) NA IL Defend arount time measurement year ending 31.0xi; 32 120.003.958 120.003.958 120.003.958 120.003.958 100.001 NA 1 IL Tohen/Loss NA 65.660.0 NA 1 NA N					
Buildwide answer finite measurement peak ending MLDes, 32 Statistics Statistics Statistics NVA 9 Permet propositie NVA 66.56476, NVA 1 8 Permet propositie NVA 65.56476, NVA 1 8 Permet propositie NVA 85.56476, NVA 1 9 Deferred amount from measurement year enting 31.566,211 411.200,305 80.286,700 NVA 1 Other V Statistics NVA 11.556,0401 NVA 8 Permet recognised NVA 00.5005,0401 NVA 9 Permet recognised NVA 00.5005,0401 NVA 9 Permet deferred NVA 00.5005,0401 NVA					
9 Permit pergended NNA 66.56% SUA III Permit pergendence NNA 66.56% SUA IV Defend amount 60.266.705 SUA SUA IV Defend amount 60.266.705 SUA SUA IV Defend amount 11.256.2461 NNA SUA IV Defend amount from measurement year energi 31.25%.21 11.256.2461 NNA IV Defend amount from general from the second s					
B Percent definition NMA BLBAMS NMA N Defined amount 401200.000 40200.000 50A C Defined amount measurement year enting 31.2xe.21 111.050.0401 111.555.0401 NMA I Percent defined amount measurement year enting 31.2xe.21 111.050.0401 NMA III I Percent defined amount measurement year enting 31.2xe.21 111.050.0401 NMA IIII I Percent defined amount measurement year enting 31.2xe.21 111.050.0401 NMA IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII	x (()wr)/(Loop				
Nr. Defended ansould WD.298.705 WD.298.705 SUA C. Defende ansould term measurement yoar ending 21.0es.31 111.000,0403 (11.000,0403 NVA I. Defende ansould term measurement yoar ending 21.0es.31 111.000,0403 (11.000,0403 NVA II. Percent recognition 144.4 000,0004 SUA III. II. Percent recognition 144.4 000,0004 SUA III. II. Percent recognition 144.4 000,0004 SUA III. II. Defended ansould 144.4 000,0004 SUA III. III. SUA III. SUA III. SUA III. SUA SUA III. SUA III. SUA III. SUA S					1
C. Defensed annuality time measurement year ending 21-Des.21 11.200.0401 (11.200.0401 NA II Percent defensed 194A 00.000% 54A NA II Percent defensed 194A 0.000% 54A NA II Delived annual 194 0.000% 54A NA II Delived annual 19 0 54A 0.000% 10A C. Total inference annual 194,455,566 54A 455,566 10A					
i 10-bit/Loss (11.000.0401) N/A i Percent incognosis N/A 00.000% N/A i Percent defenset N/A 00.000% N/A i Percent defenset N/A 0.000% N/A i Defenset N/A 0.000% N/A i Defenset 0 0 N/A i Defenset 19.455.566 N/A N/A		40,299,705	40,296,705	241A	1
ii Percent elegended N/A 00.000% SUA iii Percent deferred N/A 0.000% N/A iii Deferred amount N/A 0.000% N/A iii Deferred amount N/A 0.000% N/A iii Deferred amount N/A 0.000% N/A		111 220 (402)	(11:500.0421)	Date:	
in Percent defends 1974 0.000% 1924 in Defends annual 0 0 104 0 in Train defends annual 19,465,546 54,455,546 104 10					
s. Delvind amount 10					i i
	 Deferred amount 	10		BUA.)
	 Timil deferred arrowshill Manual initiated value of arrowshill 	14,455,946 212,268,991	34,855,340	NA 0	

The information contained in this exhibit is incomplete without the supporting letter.



				Supportential Rollinson and Sarriso Income Par Executive Partners Ageometry, and Desitor
Nan Name	Total - Re	downed lictime Plate E		Petrement Flag
Disclosure for Fiscal Year Ending 31-Dec-23 under US GAAP	1960	USD.	V50	
lummary and Comparison of Benefit Cost and Cash Flows	31-0+024	31-0+c-24	31-Dec 24	21-0+0-3
Total Benefit Cost Employer service cost	0.374.290	0.175.225	109.055	
2 Intrassit curit.	10,000,007	15800.000	457.000	432.547
3 Expected return on plan assem	121.101.929	(21,101,925)	0	- 1
4 Subtrant 5 Telefonos exervise constitutement amontization	3.953.753	3,769,340	655.075	527.557
 Net lock/gant) amortization 	2,616,120	2100.000	5	448.141
1 Syttem	2.618.129	2,106,3999	10	- 449, 142
6 Het periodic benefit códb(intum) 9 Curtalinent (jamúlias	# 570.391	4,006,308	058.075	076,411
10 Cettlement (gam)/hite	0		0	
11 SpecialUnitrarium bermination benefits				
12 Tatai hereitt bogt.	8.570.891	4,908.339	656,075	976,477
Assumptions	2010	2.07	200	
 Equivalent single discount talls for benefit obligations. Equivalent single discount rate for service cost. 	NUA. VIDA	521%	5.34%	5.07%
3 Epinaleet night datument tale for interest cost	10A	507%	S.DPh.	5.04%
-4 Expected long-term rate of referr on paid ansists	5456	700%	1976	10
5 Pate of compensation accesses 6 Cash deserve (or sublightmusis) interest crediting rate	5426. April	Oracled Scale	Graded Scale 4.03%	940 144
Claim beliefs of some normality ordered control rates	1UA	5.1m-22	1.586.22	Film: 3
Plan Assets at Beginning of Year				
I Fair value	277,810,445	217,016,045	10	
2 Marion related value	312,200,303	312,206,391	0	0
Espected Cash Flows				
1 Employee constitutions 2 Plan participanty contributions	1,700,000	1,790,990	8	
3 Events paid from Company analysis	1005.001		682,291	1.505.118
4 Elevelite posit from plan apparts	20,006,549	20.000.549	.0.	R
Amortization Period	100A	12.08448	7.54894	F.50027
articipant Information - Census Date	NA	1-Jan 23	1Jan23	1-Jan-2
Participating Employees		a second a s		
1 Fumber 2 Average annual compensation/salary	10.4	1,129	496.929	0
3 Average age	1426	43.00	26.21	0.00
A Average credited service	harm.	9.70	3.77	11-04
Participants with Defened Benefits				
I Numbel [Average api	100	372	55.00	11.250
3 Faticiparts with deleased among benefits.				
a Total b. Average annual benefits	1256	1.991,000	\$2,815 \$2,810	5
4 Farticipants with account balance barretts				
a. Total h. Average halance	ARA Sila	2.148.556 17.434	0.0	0
Participants Receiving Benefits				
1 Number	306	326	23	
2 Average annulal benefit playments 5 Average age	52.P.	10,645	90,272 67.38	12,000
econiciliation of Prior Service Cost/Credit) Bases			_	
Amortization Details of Flan Amendment \$1				
1 Measurement dama estatilitied:	2016	25-Feb-14	204	NO
2 Grigenal Amount 5 failt amount at 15 Dec 23	N/A N/A	13,074,1440	2014	947 845
4 Amortization amount during 2021	1000	3,074,144	1418	199
9 Effect (# cutaements) 8 Other events	NUM.	0	12A 16A	240
7 Neat amount at 31-Dec/23	540.00		124	290
6 Flamming amontization percell.	16A	0.00000	N/A	547

The information contained in this exhibit is incomplete without the supporting letter.

	Paso Electric Company staticement Baseff Programs for Employees of El Base Electric Company	
Dis	stretirement Benefit Programs for Employees of El Paso Electric Company sciosure for Fiscal Year Ending 31-Dec-23 under US GAAP	US Dollars
ljş	closed Benefit Cost	31-Dec-23
	Disclosed Benefit Cost	
	1 Employer service cost	2.047.729
	2 Interest cast	1.993.444
	3 Expected return on plan assets	(2.944.159)
	4 Subtotal	1.097.014
	5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization	(3.084.506) (3.522.22 8)
	7 Subtotal	(6.606.734)
	8 Net periodic postretirement benefit cost/(income)	(5.509.720)
	9 Curtailment (gain)loss	0
	10 Settlement (gain)/loss	0
	11 Special/contractual termination benefits	0
	12 Disclosed net benefit cost	(5.509.720)
	Presentation of Benefit Cost Pursuant to ASC 715-20	
	1 Employer service cost	2.047.729
	2 Other components of net periodic benefit cost	(7.557.449)
	3 Other adjustments to net benefit cost	0
	4 Disclosed net benefit cost	(5.509.720)
	Assumptions Used to Determine Benefit Cost	
	1 Equivalent single discount rate for benefit obligations	5.59%
	2 Equivalent single discount rate for service cost	5.73%
	3 Equivalent single discount rate for interest cost	5.43%
	4 Expected long-term rate of return on plan assets	7.45%
	5 Current health care cost trend rate*	6.50%
	6 Utimate health care cost brend rate	4.50%
	7 Year of ultimate brend rate "Intak-Sultrant set to 0 k for 2006 to reflect the guaranteed flat premium for 2006-2024	2026
3	ance Sheet Asset/(Liability) Development of Balance Sheet Asset/(Liability)	
	1 Accumulated postretirement benefit obligation (APBO)	(35.753.973)
	2 Fair value of plan assets, excluding receivable contributions	43.975.366
	3 Net balance sheet asset/(liability)	8.221.393
	Current and Noncurrent Classification	
	1 Noncurrent asset	8.221.393
	2 Current liability	0
	3 Noncurrent liability	
		0
	4 Net balance sheet asset/(liability)	0 8.221.393
	4 Net balance sheet asset/(liability) Reconciliation of Net Balance Sheet Asset/(Liability)	-
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year	-
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost	8.221.393 1,183,263 (2,047,729)
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost	6.221.393 1,183,263 (2,047,729) (1,993,444)
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets	6.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,159
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments	8.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,159 1,944,888
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/loss)	8.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,159 1,944,888 4,784,843
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/(loss) 7 Employer contributions	8.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,159 1,944,888 4,784,843 1,200,000
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/loss) 7 Employer contributions 8 Benefits paid directly by the Company. net of retiree contributions	8.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,159 1,944,888 4,784,843
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/(loss) 7 Employer contributions	8.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,169 1,944,888 4,764,843 1,200,000 205,413
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/loss) 7 Employer contributions 8 Benefits paid directly by the Company, net of retiree contributions 9 Medicare Part D subsidy on benefits paid during the year	6.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,159 1,944,883 4,784,843 1,200,000 205,413 0
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/(loss) 7 Employer contributions 8 Benefits paid directly by the Company, net of retiree contributions 9 Medicare Part D subsidy on benefits paid during the year 10 Acquisitions/divestitures	8.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,159 1,944,159 1,944,883 4,784,843 1,200,000 205,413 0 0 0
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/(loss) 7 Employer contributions 9 Bedicare Part D subsidy on benefits paid during the year 10 Acquisitions/divestures 11 Curtaliments 12 Settlements (if settle using corporate cash) 13 Special/contractual termination benefits	8.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,189 1,944,883 4,784,843 1,200,000 205,413 0 0 0 0 0 0 0 0 0 0 0 0 0
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/loss) 7 Employer contributions 8 Benefits paid directly by the Company. net of retiree contributions 9 Medicare Part D subsidy on benefits paid during the year 10 Acquisitions/divestures 11 Curtailments 12 Settlements (if settled using corporate cash)	8.221.393 1,183,263 (2,047,729) (1,983,444) 2,944,159 1,944,158 4,764,843 1,200,000 205,413 0 0 0 0 0 0 0 0
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/(loss) 7 Employer contributions 8 Berefits paid directly by the Company. net of retiree contributions 9 Medicare Part D subsidy on benefits paid during the year 10 Acquisitions/divestitures 11 Curtailments 12 Settlements (if settled using corporate cash) 13 Special/contractual termination benefits 14 Net balance sheet asset (liability) at end of current fiscal year	8.221.393 1,183,263 (2,147,729) (1,993,444) 2,944,159 1,944,888 4,784,843 1,200,000 205,413 0 0 0 0 0 0 0 0 0 0 8,221,393
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/(loss) 7 Employer contributions 8 Benefits paid diredty by the Company. net of retiree contributions 9 Medicare Part D subsidy on benefits paid during the year 10 Acquisitions/divestitures 11 Curtailments 22 Settlements (if settled using corporate cash) 13 Special/contractual termination benefits 14 Net balance sheet asset /(liability) at end of current fiscal year Assumptions and Dates Used for Disclosure 1 Equivalent single discount rate for benefit obligations	8.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,189 1,944,888 4,784,843 1,200,000 205,413 0 0 0 0 0 0 8,221,393 5.26%
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/(loss) 7 Employer contributions 9 Medicare Part D subsidy on benefits paid during the year 10 Acquisitions/divestures 11 Special/contractual termination benefits 13 Special/contractual termination benefits 14 Net balance sheet asset /(liability) at end of current fiscal year Assumptions and Dates Used for Disclosure 1 Equivalent single discount rate for benefit obligations 2 Rate of compensation increase	8.221.395 1,183,263 (2,647,729) (1,993,444) 2,944,169 1,944,883 4,784,843 1,200,000 205,413 0 0 0 0 0 0 0 0 0 0 0 5.26% NA
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/loss) 7 Employer contributions 9 Medicare Part D subsidy on benefits paid during the year 10 Acquisitions/divestures 11 Curtailments 12 Settlements (if settled using corporate cash) 13 Special/contractual termination benefits 14 Net balance sheet asset (fiability) at end of current fiscal year Assumptions and Dates Used for Disclosure 1 Equivalent single discount rate for benefit obligations 2 Rate of compensation increase	8.221.393 1,183,263 (2,047,729) (1,993,444) 2,944,159 1,944,888 4,784,843 1,200,000 205,413 0 0 0 0 0 0 0 8,221,393 6.26% NAA 6.25%
	Reconciliation of Net Balance Sheet Asset/(Liability) 1 Net balance sheet asset/(liability) at end of prior fiscal year 2 Employer service cost 3 Interest cost 4 Expected return on plan assets 5 Plan amendments 6 Actuarial gain/(loss) 7 Employer contributions 9 Medicare Part D subsidy on benefits paid during the year 10 Acquisitions/divestures 11 Special/contractual termination benefits 13 Special/contractual termination benefits 14 Net balance sheet asset /(liability) at end of current fiscal year Assumptions and Dates Used for Disclosure 1 Equivalent single discount rate for benefit obligations 2 Rate of compensation increase	8.221.395 1,183,263 (2,647,729) (1,993,444) 2,944,169 1,944,883 4,784,843 1,200,000 205,413 0 0 0 0 0 0 0 0 0 0 0 5.26% NA

W/IW/

The information contained in this exhibit is incomplete without the supporting letter.

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P	Paso Electric Company stretirement Benefit Programs for Employees of El Paso Electric Company sciosure for Fiscal Year Ending 31-Dec-23 under US GAAP	US Dollars
Ac	cumulated Other Comprehensive (Income)/Loss	
A	Accumulated Other Comprehensive (Income)/Loss	
	1 Net prior service cost/(credit)	(13.052.770)
	2 Net loss/(gain)	(56.908.992)
	Accumulated other comprehensive (income)/loss	
	[Before adjustment for tax effects]	(69,961,762)
в	Development of Accumulated Other Comprehensive (Income)/Loss (AOCI)	
	1 AOCI at prior fiscal year end	(69.83 8 .765)
	2 Amounts amortized during the year	
	a. Net prior service (cost /credit	3.084.506
	b. Net (loss)/gain	3,522,228
	3 Occurring during the year	
	 Net prior service cost/(credit) 	(1,944,888)
	b. Net loss/(gain)	(4.784.843)
	4 Amounts recognized due to curtailment/settlement	
	a. Net prior service (cost//credit	0
	b. Net (loss)/gain	0
	5 AOCI at current fiscal year end	(69,961,762)
	ditional Disclosure Information	
A	Accumulated Postretirement Benefit Obligation (APBO)	35.753.973
в	Expected Future Benefit Payments, Net of Retiree Contributions, and Medicare Part D	Subsidies
	Benefit payments	
	1 During fiscal year ending December 31, 2024	2.100.091
	2 During fiscal year ending December 31, 2025	2.111.042
	3 During fiscal year ending December 31, 2026	2.134.513
	4 During fiscal year ending December 31, 2027	2.115.482
	5 During fiscal year ending December 31, 2028	2.178.190
	6 During fiscal years ending December 31, 2029 through December 31, 2033	12.482.174
	Medicare Part D Subsidies	
	1 During fiscal year ending December 31, 2024	N/A
	2 During fiscal year ending December 31, 2025	N/A
	3 During fiscal year ending December 31, 2026	N/A
	4 During fiscal year ending December 31, 2027	N/A
	5 During fiscal year ending December 31, 2028	N/A
	6 During fiscal years ending December 31, 2029 through December 31, 2033	N/A
с	Expected Contributions during Fiscal Year ending December 31, 2024	
	1 Employer	1.200.000
	1 Employer	1.200.000
	2 Plan participants	1.200.000



The information contained in this exhibit is incomplete without the supporting letter.

Pc Di	Paso Electric Company stretirement Benefit Programs for Employees of El Paso Electric Company sciosure for Fiscal Year Ending 31-Dec-23 under US GAAP anges in Disclosed Plan Obligations and Assets	US Dollars
	anges in Disclosed Flan Obligations and Assets	
А	Change in Accumulated Postretirement Benefit Obligation (APBO)	
	1 APBO at prior fiscal year end	39.014.240
	2 Employer service cost	2.047.729
	3 Interest cost	1.993.444
	4 Actuarial loss/(gain)	(2.384.672)
	5 Plan participants' contributions	979.51 8
	6 Benefits paid from plan assets	(3.624.301)
	7 Benefits paid from Company assets	(205.413)
	8 Medicare Part Disubsidy	ò
	9 Administrative expenses paid	(121.684)
	10 Plan amendments	(1.944.668)
	11 Acquisitions/(divestitures)	0
	12 Curtailments	ő
	13 Settlements	ő
	14 Special/contractual termination benefits	ŏ
	15 APBO at current fiscal year end	35.753.973
		00.700.070
В	Change in Plan Assets	
	 Fair value of plan assets at prior fiscal year end 	40.197.503
	2 Actual return on plan assets	5.344.330
	3 Employer contributions	1.200.000
	4 Plan participants' contributions	979.51 8
	5 Benefits paid	(3.624.301)
	6 Administrative expenses paid	(121.684)
	7 Acquisitions/(divestitures)	0
	8 Settlements	0
	9 Fair value of plan assets at current fiscal year end	43.975.366
Re	conciliation of Net Balances	
A	Reconciliation of Prior Service Cost/(Credit) Bases	
	1 Net amount at prior fiscal year end	(14,192,388)
	2 Amortization amount	3,084,506
	3 Plan amendments	(1,944,888)
	4 Effect of curtailments	0
	5 Other events 6 Net amount at current fiscal year end	(13.052.770)
	O Net anount at content notal year ond	(10.002.110)
В	Reconciliation of Net Loss/(Gain)	
	1 Net amount at prior fiscal year end	(55.646.377)
	2 Amount recognized	3.522.228
	3 Experience loss/(gain)	(4,784,843)
	4 Effect of curtailments 5 Effect of settlements	0
	6 Other events	0



The information contained in this exhibit is incomplete without the supporting letter.

1	stretirement Benefit Programs for Employees of El Paso Electric Company closure for Fiscal Year Ending 31-Dec-23 under US GAAP	US Dollar
e	elopment of Plan Assets for Benefit Cost	
	Reconciliation of Fair Value of Plan Assets	
	1 Fair value of plan assets at 31-Dec-22	40.197.503
	2 Actual return on plan assets	5.344.330
	3 Emplayer contributions	1.200.00
	4 Plan participants' contributions	979.518
	5 Benefits paid, net of retiree contributions	(3.624.30
	6 Administrative expenses paid	(121.68
	7 Acquisitions/(divestitures) 8 Settlements	(
	9 Fair value of plan assets at 31-Dec-23	43,975,36
	Reconciliation of Market-Related Value of Plan Assets	
	1 Market-related value of plan assets at 31-Dec-22	40.197.503
	2 Actual return on plan assets	5.344.33
	3 Employer contributions	1.200.00
	4 Plan participants' contributions	979.518
	5 Benefits paid, net of retiree contributions	(3.624.30
	6 Administrative expenses paid	(121.68
	7 Acquisitions/(divestitures)	
	8 Settlements	
	9 Market-related value of plan assets at 31-Dec-23	43.975.36
	Rate of Return on Invested Assets	
	1 Weighted invested assets 2 Rate of return	39.414.26% 13.5599
		13.3087
	Investment Loss/(Gain)	
	1 Actual return	5.344.330
	2 Expected return 3 Loss/(gain)	2.944.159 (2.400.171
	99 - 1	-
	nmary and Comparison of Benefit Cost and Cash Flows	-
	99 - 1	31-Dec-2
	nmary and Comparison of Benefit Cost and Cash Flows Total Benefit Cost	31-Dec-2
	nmary and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost	31-Dec-2 1.667.424 1.774.921
	nmany and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal	31-Dec-2 1.667.424 1.774.923 (2.913.081 529.27(
	Total Benefit Cost Total Benefit Cost and Cash Flows Total Benefit Cost I Employer service cost 2 Interest cost 3 Exposted return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization	31-Dec-2 1.667.424 1.774.927 (2.913.061 529.27((3.249.565
	many and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net pior service cost/(credit) amortization 6 Net loss/(gain) amortization	31-Dec-2 1.667.424 1.774.927 (2.913.061 529.27((3.249.565 (3.533.467)
	nmany and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal	S1-Dec-2 1.667.424 1.774.921 (2.913.061 529.27((3.249.566 (3.533.467) (6.783.056
	Total Benefit Cost Total Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Exposted return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income)	31-Dec-2 1.667.424 1.774.927 (2.913.06) 529.270 (3.249.568 (3.243.5467 (6.783.056 (6.253.766
	Total Benefit Cost I Employer service cost S Expected return on plan assets S Subtotal S Net pior service cost/(credit) amortization N Subtotal N S Net periodic postretirement benefit cost/(income) O Curtailment (gain)loss	31-Dece2 1.667.424 1.774.927 (2.913.061 529.270 (3.249.568 (3.533.467 (6.783.056 (6.253.706) (6.253.706) (6.253.706) (6.253.706) (7.255.706) (7.255.70
	Total Benefit Cost Total Benefit Cost I Employer service cost I Employer service cost Interest cost Septend return on plan assets Septend return on plan assets Set prior service cost/(credit) amortization Net point service cost/(credit) amortization Net periodic postretirement benefit cost/(income) Net periodic postretirement benefit cost/(income) Costlement (gain)/loss Settement (gain)/loss	31-Dec2 1.667.424 1.774.921 (2.913.061 529.270 (3.249.566 (3.533.467 (6.783.056 (6.253.760 (0.253.760 (0.253.760) (0.253.760
	many and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curtailment (gain)/loss 10 Settlement (gain)/loss 11 Special/contractual termination benefits	31-Dec2 1.667.42 1.774.92 (2.913.08) 529.27((3.249.58) (6.783.05) (6.783.05) (6.253.76) (6.253.76) (6.253.76) (6.253.76) (6.253.76) (6.253.76) (7.2
	Total Benefit Cost Total Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curtailment (gain)/loss 10 Settlement (gain)/loss 11 Specia/contractual termination benefits 12 Total benefit cost	31-Dec2 1.667.42 1.774.92 (2.913.08) 529.27((3.249.58) (6.783.05) (6.783.05) (6.253.76) (6.253.76) (6.253.76) (6.253.76) (6.253.76) (6.253.76) (7.2
	nmany and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curtailment (gain)/loss 10 Settlement (gain)/loss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions	31 EDec2 1.667.424 1.774.927 (2.913.061 529.277 (3.249.566 (3.533.467 (6.783.056 (6.253.766 (6.253.766
		31-Dec2 1.667.424 1.774.927 (2.913.061 529.270 (3.249.566 (6.253.766) (6.253.766 (6.253.766) (7.256) (7.256) (7
	many and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curtailment (gain)/loss 10 Settlement (gain)/loss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions 1 Equivalent single discount rate for benefit cobligations 2 Equivalent single discount rate for service cost	31-Dec-2 1.667.424 1.774.927 (2.913.061 529.277 (3.249.563 (3.249.563 (3.249.563 (6.253.766) (6.253.766 (6.253.766) (7.253.766) (7.2
	https://www.interview.com/comment/com	31-Dec-2 1.667.424 1.774.927 (2.913.06) 529.27((3.249.586 (5.253.766 (6.783.056 (6.783.056 (6.253.766 (6.253.766 (6.253.766 5.269 5.409 6.129
		31-Dcc2 1.667.424 1.774.927 (2.913.061 529.270 (3.249.566 (6.253.766) (6.253.766) (6.253.766) (6.253.766) (6.253.766) (6.253.766) (6.253.766) (6.253.766) (6.253.766) (6.253.766) (6.253.766) (6.253.766) (7.25)
		31-Dec-2 1.697.424 1.774.927 (2.913.061 529.277 (3.249.595 (6.253.796 (6.253.796 (6.253.796 (6.253.796 (6.253.796 (6.253.796 (7.253.796 (
	Annary and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curtailment (gain)/loss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions 1 Equivalent single discount rate for benefit obligations 2 Equivalent single discount rate for service cost 3 Equivalent might of previne to return on plan assets 5 Rate of compensation increase 6 Current health care cost trend rate	31-Dec2 1.667.424 1.774.927 (2.913.06) 529.27((3.249.586 (5.783.06) (6.783.06) (6.783.06) (6.253.766) (6.253.766 (6.253.766) (7.25) (7.2
	many and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net point service cost/(credit) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curtailment (gain)/loss 10 Settlement (gain)/loss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions 1 Equivalent single discount rate for benefit cost(ators) 2 Equivalent single discount rate for interest cost 3 Equivalent single discount rate for interest cost 4 Expected long-term rate of return on plan assets 5 Rate of compensation increase 6 Current health care cost trend rate 7 Utimate health care cost trend rate	31-Dcc2 1.667.424 1.774.927 (2.913.061 529.277 (3.249.566 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (7
	Annary and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curtailment (gain)/loss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions 1 Equivalent single discount rate for benefit obligations 2 Equivalent single discount rate for service cost 3 Equivalent might of previne to return on plan assets 5 Rate of compensation increase 6 Current health care cost trend rate	31-Dec2 1.667.42 1.774.92 (2.913.06 529.27 (3.249.56 (3.533.46) (6.783.05 (6.783.05 (6.253.76) (6.253.76) (6.253.76) (6.253.76) (7.20) 5.409 5.409 5.409 5.419 5.419 5.419 5.429 5.419 5.429
	nmary and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net los/(agin) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curaliment (gain)/Aoss 10 Settement (gain)/Aoss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions 1 Equivalent single discount rate for benefit obligations 2 Equivalent single discount rate for interest cost 3 Equivalent single discount rate for interest cost 3 Equivalent single discount rate for interest cost 4 Expected long-term rate of return on plan assets 5 Rate of compensation in ore ase 6 Current health care cost trend rate 9 Year of ultimate trend rate 9 Census date	31-Dec-2 1.667.424 1.774.927 (2.913.06) 529.27((3.249.566 (6.783.066 (6.783.066 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (7.253.766 (
	Annary and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curatilment (gain)/loss 10 Settlement (gain)/loss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions 1 Equivalent single discount rate for benefit obligations 2 Equivalent single discount rate for service cost 3 Equivalent single discount rate for interest cost 4 Expected long-term rate of return on plan assets 5 Rate of compensation in recase 6 Current health care cost trend rate 9 Year of ultimate trend rate 9 Year of ultimate trend rate 9 Census date	31-Dec-2 1.667.424 1.774.927 (2.913.06) 529.27((3.249.566 (6.783.066 (6.783.066 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (7.253.766 (
	Image: Second	31-Dec2 1.667.424 1.774.927 (2.913.064 (3.533.467 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (7.297 5.269 5.12
	Total Benefit Cost Total Benefit Cost I Employer service cost I Employer service cost I Employer service cost I Employer service cost I Employer service cost I Employer service cost/credit) amortization S Net prior service cost/credit) amortization Net periodic postretirement benefit cost/(income) C Cutaliment (gain)/loss S Net periodic postretirement benefit cost/(income) C Cutaliment (gain)/loss S Settement (gain)/loss I Special/contractual termination benefits I Equivalent single discount rate for benefit cobligations Equivalent single discount rate for service cost C Equivalent single discount rate for interest cost C Equivalent care cost trend rate C C E C E C E C E C E C E C E C E C E C	31-Dec2 1.667.424 1.774.927 (2.913.081 529.277 (3.249.566 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (7
	Annary and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curtailment (gain)/loss 10 Settlement (gain)/loss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions 1 Equivalent single discount rate for service cost 3 Equivalent single discount rate for service cost 3 Equivalent might count rate for interest cost 4 Expected Cong-term rate of return on plan assets 5 Rate of compensation in crease 6 Current health care cost trend rate 9 Year of ultimate trend rate 9 Year of ultimate trend rate 9 Census date Fair Value of Assets at Beginning of Year Expected Cash Flows Net of Medicare Part D Subsidy 1 Employer contributions 2 Pan participarts' contributions	31-Dec2 1.667.424 1.774.927 (2.913.06) 529.27((3.249.586 (5.783.06) (6.783.06) (6.783.06) (6.253.786 (6.253.786 (6.253.786 (6.253.786 (6.253.786 (7.200,0000 (7.200,000 (
	Annary and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net point expected return on plan assets 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curtailment (gain)/loss 10 Settlement (gain)/loss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions 1 Equivalent single discount rate for benefit cobligations 2 Equivalent single discount rate for service cost 3 Equivalent single discount rate for therest cost 4 Expected long-term rate of return on plan assets 5 Rate of compensation increase 6 Current health care cost trend rate 7 Utimate health care cost trend rate 9 Cares of attee Fair Value of Assets at Beginning of Year Expected Cash Flows Net of Medicare Part D Subsidy 1 Employer contributions 2 Plan participants' contributions 3 Benefit split from Company assets	31-Dcc-2 1.667.424 1.774.927 (2.913.064 (3.533.467 (6.783.066 (6.253.766) (6.253.766)
	Image and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net loss/(gain) amortization 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Cutrailment (gain)/loss 10 Settlement (gain)/loss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions 1 Equivalent single discount rate for benefit obligations 2 Equivalent single discount rate for service cost 3 Equivalent single discount rate for therest cost 4 Expected long-term rate of return on plan assets 5 Rate of compensation increase 6 Current health care cost trend rate 9 Census date Pair Value of Assets at Beginning of Year Expected Cash Flows Net of Medicare Part D Subsidy 1 Employer contributions 2 Plan participants' contributions 3 Benefits paid from Campany assets 4 Benefits paid from plan assets	31-Dec-2 1.667.424 1.774.927 (2.913.061 529.270 (3.249.596 (5.783.065 (6.783.066 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (7.200,0000 (7.200,000
	Annary and Comparison of Benefit Cost and Cash Flows Total Benefit Cost 1 Employer service cost 2 Interest cost 3 Expected return on plan assets 4 Subtotal 5 Net prior service cost/(credit) amortization 6 Net point expected return on plan assets 7 Subtotal 8 Net periodic postretirement benefit cost/(income) 9 Curtailment (gain)/loss 10 Settlement (gain)/loss 11 Special/contractual termination benefits 12 Total benefit cost Assumptions 1 Equivalent single discount rate for benefit cobligations 2 Equivalent single discount rate for service cost 3 Equivalent single discount rate for therest cost 4 Expected long-term rate of return on plan assets 5 Rate of compensation increase 6 Current health care cost trend rate 7 Utimate health care cost trend rate 9 Cares of attee Fair Value of Assets at Beginning of Year Expected Cash Flows Net of Medicare Part D Subsidy 1 Employer contributions 2 Plan participants' contributions 3 Benefit split from Company assets	31-Dec2 1.667.424 1.774.921 (2.913.061 529.27((3.249.566 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (6.253.766 (7.29) 5.129 5.129 5.409 5.129 5.429 1.130.257 (7.20) 0.120 0.000 (7.20) 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.0000 0.00000 0.00000 0.00000 0.00000 0.00000 0.00000 0.00000 0.00000 0.00000 0.00000 0.00000 0.000000 0.0000000 0.00000000



The information contained in this exhibit is incomplete without the supporting letter.

	Paso Electric Company estretirement Benefit Programs for Employees of 🗉 Paso Electric Company	
	sclosure for Fiscal Year Ending 31-Dec-23 under US GAAP	US Dollars
Pa	rticipant Information - Census Date	1-Jan-23
A	Participating Employees	
	1 Number	1,128
	2 Average annual compensation/salary 3 Average age	N/A 43.66
	4 Average credited service	9.70
в	Retirees, Dependents and Surviving Spouses	
	Medical Plan	
	1 Retirees	479 277
	2 Dependents of Retirees 3 Surviving spouses	64
	Life Insurance Plan	
	1 Average age	647
Re	conciliation of Prior Service Cost/(Credit) Bases	
	Amortization Details of Plan Amendment #1	
	1 Measurement date established	3-Oct-13
	2 Original amount	(97.440)
	3 Net amount at 31-Dec-22 4 Amortization amount during 2023	(1.618) 1.618
	5 Effect of curtailments	0
	6 Other events	ō
	7 Net amount at 31-Dec-23	0
	8 Remaining amortization period	0
	Amortization Details of Plan Amendment #2	
	1 Measurement date established	31-Dec-15
	2 Original amount	(823.872) (241.927)
	3 Net amount at 31-Dec-22 4 Amortization amount during 2023	(241.927) 83.135
	5 Effect of curtailments	00.100
	6 Other events	ō
	7 Net amount at 31-Dec-23	(158,792)
	8 Remaining amortization period	1.19005
	Amortization Details of Plan Amendment #3 1 Measurement date established	1-Oct-16
	2 Original amount	(32.697.299)
	3 Net amount at 31-Dec-22	(13.948.843)
	4 Amortization amount during 2023	2.999.753
	5 Effect of curtailments	0
	6 Other events	0
	7 Net amount at 31-Dec-23 8 Remaining amortization period	(10, 949,09 0) 3. 6500 0
	Amortization Details of Plan Amendment #4	
	1 Measurement date established	31-Dec-23
	2 Original amount	(1.944.688)
	3 Net amount at 31-Dec-22	0
	4 Amortization amount during 2023	o
	5 Effect of curtailments 6 Other events	0 (1.944,888)
	7 Net amount at 31-Dec-23	(1,944,668)
	8 Remaining amortization period	11.66694
	- '	

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ASC 960 (plan accounting) information for Retirement Income Plan for Employees of El Paso Electric Company

		All monetary amounts shown in US Dollars	
			Present Value
A	Pr	esent Value of Accumulated Benefits as of December 31, 2022	
	1	Vested accumulated benefits	
		a. Active employees	66,650,787
		b. Participants with deferred benefits	13,100,431
		c. Participants receiving benefits	170,345,608
		 Total vested accumulated benefits 	250,096,826
	2	Non-vested accumulated benefits	4,834,304
	3	Total accumulated benefits	254,931,130
	4	Market value of assets ¹	273,370,914
в	R e 1	conciliation of Present Value of Accumulated Benefits Present value of accumulated benefits as of December 31, 2021	254,442,178
	2	Changes during the year due to:	
		a. Benefits accumulated	5,231,606
		b. Actuarial (gains)/losses	3,136,892
		 Decrease in the discount period 	17,358,476
		d. Actual benefits paid	(23,391,122)
		e. Assumption changes	(1,846,900)
		f. Plan amendments	0
		g. Net increase/(decrease)	488,952
	3	Present value of accumulated benefits as of December 31, 2022	254,931,130

Actuarial Assumptions and Methods

The assumptions used to develop the present value of accumulated benefits, including any changes since the prior year, are described in Appendix A, respectively, except as noted below.

- A discount rate of 7.00% was used for this valuation. For the prior valuation, a discount rate of 7.00% was used.
- Cash balances are converted to annuities and annuities are converted to lump sums using the "applicable interest rates" under Code Section 417(e)(3)(C) determined as of August 2023 and the "applicable mortality table" under Code Section 417(e)(3)(B).

The discount rate used is the same as the expected rate of return on plan assets for the plan year under ASC 715-30-35 and, as required by that standard and further discussed in the report providing net periodic cost under ASC 715-30-35 for the 2023 fiscal year dated August 2023, was selected by the plan sponsor. WTW was unable to evaluate this assumption due to a lack of information about the asset classes in which the plan is invested. We

Assets include accrued contributions for the 2022 plan year of \$1,700.000 not yet deposited at January 1, 2023.

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understand that the expected return on assets assumption reflects the plan sponsor's estimate of future experience for trust asset returns, reflecting the plan's current asset allocation and any expected changes during the current plan year, current market conditions and the plan sponsor's expectations for future market conditions.

Plan Provisions

Plan provisions reflected in these calculations, including changes during the prior year, are described in Appendix B.

Accumulated and Vested Benefits

Accumulated benefits include benefits eamed under the plan's benefit formula based on service rendered and compensation earned before the measurement date.

Benefits included in vested benefits are the same as described above for accrued benefits, except the following benefits, if applicable, are excluded:

- For participants who are not disabled on the measurement date, disability benefits in excess of the value of standard termination benefits (retirement benefits for those eligible).
- For participants who have not yet satisfied the eligibility requirements for these benefits, early retirement benefits and supplements in excess of standard termination benefits.
- Death benefits in excess of the plan's QPSA.
- All benefits for participants who are not yet vested in their accrued benefits or eligible for other benefits.

Retirement Income Plan

Appendix A: Statement of actuarial assumptions, methods and data sources – Retirement Income Plan

Plan Sponsor

El Paso Electric Company

Statement of Assumptions

The assumptions disclosed in this Appendix are for the fiscal year ending December 31, 2023 financial reporting and the estimates fiscal year 2024 benefit cost.

Assumptions and methods for pension cost purposes

Actuarial Assumptions and Methods — Pensic	on Cost	
Economic Assumptions		
Pre-tax rate of return on assets for 2024 fiscal year		7.00%
Discount rate:		
Equivalent single discount rate for benefit obligations		5.21%
Equivalent single discount rate for service cost		5.36%
Equivalent single discount rate for interest cost		5.07%
Annual rates of increase:		
Consumer Price Index (CPI):		2.50%
Compensation	Age	Rate of Base Pay Increase
Compensation	25	8.00%
	30	7.00%
	35	6.00%
	40	5.00%
	45	4.00%
	50	3.50%
	55	3.00%
	60	2.50%



Retirement Income Plan

	65+	2.00%
Statutory limits on compensation and benefits		2.50%
Cash balance interest credit rate		4.03%

Annuity conversion Cash balances are converted to annuities using "annuity substitution" with valuation interest rates and the "applicable mortality table" under Code Section 417(e)(B).

The return on assets shown above is gross of investment expenses. Administrative expenses are accounted for as an addition to Service Cost, as described below.

As required by the U.S. GAAP accounting standard, the yield curve reflecting returns on high quality corporate bonds (AA and AAA) is used to determine the obligations and service cost, and thus the net periodic benefit cost for the plan. Because these assumptions are required by the U.S. GAAP accounting standard, and reflect current market conditions (specifically, the market conditions as of the measurement date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.

Demographic and Other Assumptions			
Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.		
New or rehired employees	It was assumed there will be no new or rehired employees.		
Benefit commencement date:			
Preretirement death benefit	The later of the death of the active participant or the date the participant would have attained age 55		
Deferred vested benefit	For participants under 65, assumed commencement age 65; otherwise, age 70		
Disability benefit	Upon disablement		
Retirement benefit	Upon termination of employment		
Form of payment			
Final Average Pay Participants	50% are assumed to elect a Single Life Annuity and 50% are assumed to elect a 100% Joint and Survivor Annuity		



Retirement Income Plan

Cash Balance Participants	90% of participants are assumed to elect a lump sum form of payment and 10% are assumed to elect a Single Life Annuity. Lump sums were valued using the substitution of annuity form under IRS Regulation $\$1.430(d)-1(f)(4)$ without application of generational mortality.
Lump Sum & Annuity Conversion	Cash balances are converted to annuities using "annuity substitution" with valuation interest rates and the "applicable mortality table" under Code Section 417(e)(B). Cash balance participants' frozen FAP benefits are converted to lump sum using "annuity substitution" with valuation interest rates and the "applicable mortality table" under Code Section 417(e)(B).
Percent married	75% of participants eligible for pre-retirement death benefits are assumed to have an eligible spouse.
Spouse age	Wife three years younger than husband.
Covered pay	Assumed plan compensation for the year beginning on the valuation date was determined as an employee's annualized rate of basic compensation, excluding overtime, bonuses, expense allowances, profit sharing, and any other extra compensation in any form.

Mortality:

٠	Healthy	mortality	rates
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Base Mortality Table (Male Table used for males; Female Table used for Females)

- 1. Base table: Pri-2012
- Base mortality table year: 2012
 Table type: White Collar for non-union participants, Blue-Collar for union participants, and Total Dataset for participants with an unknown union status
- Healthy or Disabled: Healthy
 Table weighting: Benefit
 Blending of annuitants and non-annuitants: Separate rates for annuitants and non-annuitants (based on Employees table)
- 7. Blending of retirees and contingent annuitants: Retiree mortality is used for both retirees and contingent annuitants.

Mortality Improvement Scale (Male Table used for males; Female Table used for Females)

- 1. Base scale: MP-2021
- 2. Projection Type: Generational

Base Mortality Table · Disabled life mortality

1. Base table: Pri-2012 Disabled Retiree

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rates



- 2. Base mortality table year: 2012
- Bade Instanty table year. Let
 Table type: No Collar
 Healthy or Disabled: Disabled
- Blending of annuitants and non-annuitants: Single blended table of rates for annuitants and non-annuitants

Mortality Improvement Scale

- 1. Base scale: MP-2021
- 2. Projection Type: Generational

Disability rates

The rates at which participants are assumed to become disabled by age are shown below:

Percentage assumed to become disabled during the year		
Age	Males and Females	
20	0.14%	
25	0.15%	
30	0.16%	
35	0.19%	
40	0.30%	
45	0.45%	
50	0.69%	

Termination (not due to disability or retirement) rates

The rates at which participants are assumed to terminate employment by age are shown below:

Representative Termination Rates

Percentage leaving during the year		
Attained Age	Males and Females	
20	7.00%	
25	6.40%	
30	5.65%	
35	4.90%	
40	4.15%	
45	3.40%	
50	2.65%	

Retirement

Rates at which participants are assumed to retire by age and eligibility for an unreduced early retirement are shown below.

Percentage assumed to retire during the year				
	A	ctive Participan	ts	_
	Final Aven	age Pay	_	_
Age	Reduced Early Retirement	Un reduced Retirement	Cash Balance	Terminated Vested Participants
55-59	4%	6%	8%	0%
60-61	4%	10%	8%	0%
62	12%	20%	8%	0%
63- 6 4	12%	12%	12%	0%
65	20%	20%	20%	90%
66-69	20%	20%	20%	0%
70+	100%	100%	100%	100%

Additional Assumptions	s
Administrative expenses	Service cost includes a load for administrative expenses expected to be paid from the trust from the trust during the current year, equal to 60 basis points of the market value of assets.
Cash flow:	
Decrement timing	The assumptions used are collectively called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.
Timing of benefit payments	Benefit payments are assumed to be made uniformly throughout the year and, on average, at mid-year.
Amount and timing of contributions	Contributions are assumed to be made on the schedule specified by the Company.
Funding policy	El Paso Electric Company's funding policy is to contribute an amount equal to the minimum required contribution with consideration for amounts included in customer rates. El Paso Electric Company considers each year whether to contribute additional amounts (e.g., to reach certain funded status thresholds to avoid benefit restrictions, at-risk status, ERISA §4010 filings or other requirements).



Methods – Pension Cost and Funded Position		
Census date	January 1, 2023.	
Measurement date	December 31, 2023.	
Service cost and projected benefit obligation	The Unit Credit Cost Method is used to determine the Projected Benefit Obligation (PBO) and related current service cost. Under this method, the accrued benefit is calculated based upon service as of the measurement date. The PBO is the present value of this benefit and the service cost is the present value of the increase in the benefit due to service in the upcoming year. In normal circumstances the "accrued benefit" is based upon the Plan's accrual formula. However, if service in later years leads to a materially higher level of benefit than in earlier years, the "accrued benefit" is calculated by attributing benefits on a straight-line basis over the relevant period.	
	The benefits described above are used to determine both ABO and PBO except that final average pay is assumed to remain constant in the future when calculating ABO.	
	PBO and service cost are measured by separately discounting the projected benefit payments underlying these measures, determined using the methodology described above, using the spot rates on the December 31, 2023 WTW RATE:Link 40:90 yield curve. Interest cost was measured by summing the individual interest costs associated with each future benefit payment underlying the PBO and service cost. These individual interest costs are developed by multiplying the present value of each benefit payment, discounted using the applicable spot rate on the yield curve relating to the future benefit payment, by that spot rate. Equivalent single discount rates that would reproducing the resulting benefit obligation, service cost and interest cost have been determined and disclosed.	
Market-related value of assets	The market-related value of assets is determined by adjusting the market value of assets to reflect the investment gains and losses (the difference between the actual investment return and the expected investment return) during each of the last 2 years at the rate of 33% per year. Expected investment return is a component of NPBC.	



Retirement Income Plan

Amortization of unamortized amounts:

Recognition of past service cost/(credit)	Amortization of net prior service cost/(credit) resulting from a plan change is included as a component of Net Periodic Benefit Cost/(Income) in the year first recognized and every year thereafter until it is fully amortized. The annual amortization payment is determined in the first year as the increase in PBO due to the plan change divided by the average remaining service period of active participants expected to receive benefits under the plan.
	However, when a plan change reduces the PBO, existing positive prior service costs are reduced or eliminated starting with the earliest established before a new prior service credit base is established.
Recognition of gains or losses	Amortization of the net gain or loss resulting from experience different from that assumed and from changes in assumptions (excluding asset gains and losses not yet reflected in market-related value) is included as a component of Net Periodic Benefit Cost/(Income) for a year.
	If, as of the beginning of the year, that net gain or loss exceeds 10% of the greater of the PBO and the market-related value of plan assets, the amortization is that excess divided by the average remaining service period of active plan participants.
	Under this methodology, the gain/loss amounts recognized in AOCI are not expected to be fully recognized in benefit cost until the plan is terminated (or an earlier event, like a settlement, triggers recognition) because the average expected remaining service of active participants expected to benefit under the plan over which the amounts are amortized is redetermined each year and amounts that fall within the corridor described above are not amortized.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor furnished participant data and claims data as of January 1, 2023. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. A summary of these assumptions can be found in our email dated June 20, 2023.

Accumulated other comprehensive (income)/loss amounts shown in the report are shown prior to adjustment for deferred taxes. Any deferred tax effects in AOCI should be determined in consultation with the Company's tax advisors and auditors.



We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions		
Discount rate(s)	As required by U.S. GAAP the discount rate methodology was chosen by the plan sponsor based on market information on the measurement date. Based on WTW's interest rate model, RATE:Link, that uses a yield curve derived from current, high quality (rated AA and above) corporate bonds to discount expected pension cash flows, and thus determine discount rates, we believe the discount rate chosen does not significantly conflict with what would be reasonable.	
Expected return on plan assets	We understand that the expected return on assets assumption reflects the plan sponsor's estimate of future experience for trust asset returns, reflecting the plan's current asset allocation and any expected changes during the current plan year, current market conditions and the plan sponsor's expectations for future market conditions. WTW was unable to evaluate this assumption because relevant information was not provided.	
Cash balance interest crediting rate	The interest crediting rate is equal to the daily 30-year treasury rate at the December 31 measurement date, but with a minimum interest credit rate of 3.80%. We believe this assumption does not significantly conflict with what would be reasonable.	
Annuity conversion rate	Cash balances are converted to annuities using "annuity substitution". We believe this assumption does not significantly conflict with what would be reasonable.	
Rates of increase in compensation	Assumed increases were chosen by the plan sponsor based on an experience study conducted in 2023 and, as required by U.S. GAAP they represent an estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.	
Administrative expenses	Administrative expenses are estimated based on an assumption of past expenses paid from the trust assets as a percentage of held assets. We believe this assumption does not significantly conflict with what would be reasonable.	



lealthy Mortality	Assumptions were selected by the plan sponsor and, as required
	by U.S. GAAP represent a best estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.
Disabled Mortality	Assumptions used for accounting purposes were selected by the plan sponsor and, as required by U.S. GAAP represent a best estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.
Termination	Termination rates were based on an experience study conducted in 2023, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Disability	Disability rates were selected by the plan sponsor with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Retirement	Retirement rates were based on an experience study conducted in 2023, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Benefit commencement date for deferred benefits:	
Preretirement death benefit	Surviving spouses are assumed to begin benefits at the earliest permitted commencement date because ERISA requires benefits to start then unless the spouse elects to defer. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
Deferred vested benefit	Based on plan sponsor's historical experience reviewed during the 2023 experience study, and expectations for the future with periodic adjustment based on observed gains and losses.



Retirement Income Plan

Form of payment	The percentage of retiring participants assumed to take lump sums or an annuity is based on historical experience reviewed during the 2023 experience study, and best expectations for the future with consideration of whether any conditions have changed that would be expected to produce different results in the future.
Percent married	The assumed percentage married is based on historical experience of marital statuses, with consideration of changes expected to occur in marriage patterns of retirement age individuals in the future.
Spouse age	The assumed age difference for spouses is based on plan sponsor expectations.
Source of Prescribed Methods	(Required for ASOP compliance, otherwise optional)
Accounting methods	The methods used for accounting purposes as described in Appendix A, including the method of determining the market- related value of plan assets, are "prescribed methods set by another party", as defined in the actuarial standards of practice (ASOPs). As required by U.S. GAAP, these methods were selected by the plan sponsor.
Changes in Assumptions, Meth	rods and Estimation Techniques
Change in assumptions since prior valuation	The single equivalent PBO discount rate decreased from 5.54% as of January 1, 2023 to 5.21% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
	The single equivalent service cost discount rate decreased from 5.69% as of January 1, 2023 to 5.36% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
	The single equivalent interest cost discount rate decreased from 5.41% as of January 1, 2023 to 5.07% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
	The "applicable mortality table" under Code Section 417(e)(B) used for lump sum conversions was updated to reflect an additional year of data.
	The retirement rates were updated to reflect observations found in an experience study conducted in 2023.
	The termination rates were updated to reflect observations found in an experience study conducted in 2023.
	The rate of base pay increases was updated to reflect observations found in an experience study conducted in 2023.



Retirement Income Plan

	The form of payment assumptions for the final average pay participants were updated to reflect observations found in an experience study conducted in 2023.
	The interest crediting rate was updated from 4.30% to 4.03%.
Change in methods since prior valuation	None.
Change in estimation techniques since prior valuation	None.
Model Descriptions and Disclo	sures (in accordance with ASOP No. 56)
Quantify	Quantify is the WTW centrally developed, tested and maintained Global actuarial valuation system. It is used to perform valuations of clients' benefit plans.

Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards, and generate client reports.

Quantify parameters provide significant flexibility to model populations and plan designs. Various demographic, economic and benefit related assumptions exist for users to model multiple demographic and economic situations.

Plan liabilities are calculated based on standard actuarial techniques, developing actuarially reasonable results using the population and parameters entered. The calculation and presentation of liabilities in Quantify relies on the assumptions used and the reasonability of the assumptions selected.

Quantify incorporates standard liability methodologies that are intended to reasonably reflect a variety of economic or demographic conditions. The model itself does not evaluate any assumptions entered for reasonableness, consistency or probability of occurrence.

Quantify is designed specifically for these purposes, and we know of no material limitations that would prevent the system from being suitable for these intended purposes. The actuaries signing this report have relied on the actuaries who develop, test and maintain this system, and have also performed a limited review of results to ensure that system parameters have been set appropriately and plan provisions coded correctly.

Quantify FR

Quantify Financial Reporting (FR) is intended to calculate funding results, accounting results and produce the associated client



	reports under selected accounting standards. The calculations and reports are based on various user specified inputs including liability results and asset values.
	Quantify FR develops valuation results for various accounting and funding purposes using standard actuarial techniques.
	Calculation of disclosure liabilities and results are based on roll forward liabilities.
	Liability roll-forwards are used in accounting scenarios where the date as of which liabilities are valued does not coincide with the fiscal year measurement date. The roll-forwards consist of adjusting liabilities for the passage of time.
	The estimate of the following year's expense is calculated based on the obligations and assets used for disclosure and incorporates service cost that may be based on a projection in the associated Quantify liability run, depending on the relationship of the liability valuation date to the fiscal year.
	The Roll Forward accounting calculations assume that applicable rules will not change during the roll-forward period. Actuaries make adjustments to the data, plan provisions and assumptions reflected in the calculation of the liabilities that are rolled forward so that the results reflect conditions at the measurement date, and/or make similar adjustments to the results of the roll forward, including reflecting any changes in applicable accounting standards.
RateCalc/RATE:Link/US Treasury	RateCalc is used as one component in developing the single equivalent discount rate that reflects the characteristics of the client's employee benefit plan. It references a yield curve (often a RATE:Link curve) and expected plan benefit payments. The projected benefit payments from the client's plan are matched to the spot rates along the yield curve to determine their present values. A single equivalent discount rate is then solved for, which produces the same total present value as the spot rates.
	RATE:Link is a methodology to develop spot rates to be used for liability and cost measurements related to employee benefit plans. The same core methodology is used to develop all RATE:Link curves. The RATE:Link process develops term structures of interest rates from corporate bond data for each covered geography (e.g., the U.S. for this valuation).
	The construction of RATE:Link yield curves relies on bond data collected as of the measurement date.
	Information regarding quoted bond prices, yields and other bond related data is from Bloomberg Finance L.P.



Retirement Income Plan

US Treasury: A yield curve consistent with published US Treasury rates has been used for measurements related to employee benefit plans.

Published Demographic Tables Certain demographic tables described above are standard published tables or are based on standard published tables from models developed by organizations with the requisite expertise



Retirement Income Plan

Appendix B: Summary of principal plan provisions

The most recent amendment r	eflected in the following plan provisions was adopted on April 1, 2014.
Covered employees	All employees.
Participation date	Prior to April 1, 2014, each employee who has completed a year of Eligibility Service shall become a Member in the plan. An employee receives a year of Eligibility Service if he completes 1,000 or more Hours of Service within a 12-month period commencing with his date of employment or any anniversary date.
Definitions	Effective April 1, 2014, an employee hired or re-hired on or after April 1, 2014 shall become a Cash Balance Member on his employment commencement date or re-employment commencement date. An employee hired or re-hired before December 31, 2013 could affirmatively elect to become a Cash Balance Member on April 1, 2014 to accrue future benefits under the Plan as a Cash Balance Benefits rather than as final average pay benefits. An employee who is hired or re-hired after December 31, 2013 and before April 1, 2014 shall become a Cash Balance Member on April 1, 2014.
Definitions	
Vesting service	One year for each 1,000-hour calendar year of employment with El Paso Electric Company.
Benefit service:	
Final Average Pay	One year for each 1,000-hour calendar year of employment.
Cash Balance	Prior to January 1, 2014, a Member receives credit for one full year for each Plan Year in which he completes 1,000 or more hours of service. A Cash Balance Member (other than a Cash Balance Member who is hired or re-hired after December 31, 2013 and before April 1, 2014) who completes at least one Hour of Service during the period beginning January 1,2014 and ending March 31, 2014 shall receive credit for 0.25 year of Benefit Accrual Service for the 2014 Plan Year. After March 31, 2014, no additional Benefit Service shall be earned by a Cash Balance Member.



Retirement Income Plan

Pensionable pay	An employee's annualized rate of basic compensation, excluding overtime, bonuses, expense allowances, profit sharing, and any other extra compensation in any form.
Average earnings:	
Final Average Pay	The monthly average of a participant's pensionable pay computed by summing his pensionable pay as of any date and for each of the days beginning the four years preceding such date and dividing by sixty.
Cash Balance	For a Cash Balance Member who is employed by the employer as of April 1, 2014 and becomes a Cash Balance Member as of April 1, 2014, the monthly average of a Member's pensionable pay computed by summing his pensionable pay as of March 31, 2014 and as of March 31 of the preceding four calendar years and dividing by sixty.
Normal retirement date (NRD)	First day of the month coinciding with or next following the attainment of age 65 with five years of benefit service.
Accrued benefit:	
Final Average Pay	The monthly accrued benefit payable as a single life annuity upon Normal Retirement is the greater of (a), (b), (c) or (d) below, less any frozen benefit provided under group annuity contracts deemed
	purchased prior to August 1, 1989 as illustrated in Appendix A of the plan document:
	(a) 1-1/4% of Average Monthly Earnings multiplied by years of benefit service.
	(b) \$25.00 multiplied by years of projected benefit service at normal retirement date, not to exceed 10.
	This amount multiplied by the ratio of years
	of benefit service earned to date,
	divided by years of projected benefit service at normal retirement date. This benefit shall be no greater than \$250 per month.
	(c) Amount of benefit payable in accordance with the Plan in effect on June 30, 1982 with Earnings frozen at the rate on June 30, 1982.
	(d) Amount of accrued benefit earned as of October 17, 1990 under the prior benefit formula



Cash Balance	The Accrued Benefit for	a Cash Balance Member is
	(a) plus (b), as follows:	
	• •	under the Plan prior to becoming a Cash determined under the Final Average Pay
	(b) The Cash Balance Ad interest credits.	ccount, consisting of pay credits and
Pay Credits	For each Plan Year beginning on January 1, 2014, a Cash Balance Member shall receive a pay credit to his Cash Balance Account as of the last day of the Plan year (or termination date, if earlier). The pay crediting rate is based on the member's age and years of Vesting Service, as shown below:	
	Age Plus Vesting Per Service	rcentage of Base Pay for the Plan Year
	Less than 30	3.00%
	30-39	4.00%
	40-49	5.00%
	50-59	6.00%
	60-69	7.00%
	70-79	8.00%
	80 or More	9.00%
Interest Credits	last day of each month. multiplying the Cash Bal preceding month by the which when compounde Year, is equal to the 30- ³	ated to the Cash Balance Account as of the The interest credit is determined by ance Account as of the last day of the 30-Year Treasury Bond Rate for the month, d monthly for the 12 months of the Plan Year Treasury Bond Rate for August of the ess than 3.80% for the Plan Year,
Monthly preretirement death benefit:		
Before Normal Retirement Age	who had completed 5 ye dies before attaining age payable to the spouse, to during the one year perio of the amount the partici	of a participant employed by the company ars of Vesting Service. If the participant s 50 with 10 years of service, the amount o whom the participant was legally married od immediately preceding his death, is 50% pant would have been entitled to had the m service on the date of his death, survived
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Retirement Income Plan	
	to the earliest retirement age, retired with an immediate qualified joint and survivor annuity and died the day after the earliest retirement age. If the participant dies after attaining age 50 with 10 years of service, the amount payable to the eligible spouse is 50% of the participant's Accrued Benefit, commencing immediately.
After Normal Retirement Age	If the participant dies after his Normal Retirement Age but before benefit payments commence, survivorship benefits will be paid in accordance with the form in which the participant's benefits would be paid if he had retired on the first day of the month following his date of death.
Eligibility for Benefits	
Normal retirement	Retirement on NRD.
Early retirement:	
Final Average Pay	After attainment of age 55 and completion of 5 years of Vesting Service, the participant may elect to commence his Accrued Benefit on a reduced basis prior to age 65. If the participant retires with at least 20 years of Vesting Service, he may receive his Accrued benefit as early as age 62 without any reduction. If the sum of the participant's age and years of Vesting Service equals or exceeds 85, he may receive his Accrued Benefit without any reduction.
Cash Balance	Early retirement under the plan is age 55 and completion of 3 years of Vesting Service.
Postponed retirement	Retirement after NRD.
Deferred vested termination	Termination for reasons other than death or retirement after completing five years of vesting service for a Final Average Pay participant or three years of vesting service for a Cash Balance Member.
Disability	Permanent and total disability prior to NRD, and participant is receiving a Social Security disability benefit.
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

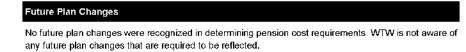


Normal retirement	The monthly pension benefit determined as of NRD.
Early retirement:	
Final Average Pay	The monthly pension benefit determined as of NRD reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD.
Cash Balance	The frozen accrued benefit excluding his Cash Balance Benefits determined as of NRD actuarially reduced to the commencement date. The Cash Balance Benefit determined as of the commencement date will be actuarially reduced to be equivalent to the member's Cash Balance Account.
Postponed retirement	The monthly pension benefit determined as of the actual retiremen date.
Deferred vested termination:	
Final Average Pay	The participant may elect to commence as early as their Early Retirement with the monthly pension benefit determined as of NRI reduced 6.667% for each of the first five years and 3.333% for eac of the next five years that payment precedes the participant's NRI
Cash Balance	The frozen accrued benefit excluding Cash Balance Benefits will b payable as of NRD or may elect to commence at any time after termination with actuarial reductions. 100% of the Cash Balance account is payable on the first day of any month following termination.
Disablement:	
Final Average Pay	Payable to a participant beginning at NRD after becoming totally and permanently disabled while employed by the company. The annuity payable is based on Average Monthly Earnings at date of Disability and Benefit Service, including all credit for all years while disabled, at NRD. The qualified joint and spouse survivor death benefit will apply.
Cash Balance	Payable to a participant immediately after becoming totally and permanently disabled while employed by the company. The benef payable is the Frozen Final Average Pay Accrued Benefit as of March 31, 2014 and the Cash Balance Account based on Earning and Vesting Service through date of Disability.



Preretirement death	If participant has attained age 50 and earned at least 10 years of vesting service, then the monthly preretirement death benefit payable on behalf of an active employee is unreduced for form of payment and early retirement. In all other cases, the monthly preretirement death benefit payable is reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's
	NRD.
Other Plan Provisions	
Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of a 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a 25%, 75% and 100% joint and survivor annuity, a ten-year certain and life annuity, (for married participants) a life annuity, or (for Cash Balance Members) a lump sum distribution.
	Actuarial equivalence for annuity forms uses the 1971 Group Annuity Mortality Table for males, set back three years, and an interest rate of 6% compounded annually. Actuarial equivalence for lump sum purposes is the "applicable mortality table" under Code Section 417(e)(3)(B) and the "applicable interest rate" under Code Section 417(e)(3)(C) determined as of the fifth month immediately preceding the first day of the Plan Year in which the distribution is being made.
Pension Increases	None.
Plan participants' contributions	None.
Automatic Cash Out	Upon termination of service, if the lump sum value of the accrued benefit is less than \$1,000, the lump sum amount is paid as soon as practical after termination.
Maximum limits on benefits and pay	All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes take effect.





Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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El Paso Electric Company Excess Benefit Plan

Appendix A: Statement of actuarial assumptions, methods and data sources – Excess Benefit Plan

Plan Sponsor

El Paso Electric Company

Statement of Assumptions

The assumptions disclosed in this Appendix are for the fiscal year ending December 31, 2023 financial reporting and the estimated fiscal year 2024 benefit cost.

Assumptions and methods for pension cost purposes

Actuarial Assumptions and Methods — Pension Cost		
Economic Assumptions		
Discount rate:		
Equivalent single discount rate for benefit		5.14%
obligations	5.10%	
Equivalent single discount rate for service cost		5.07%
Equivalent single discount rate for interest cost		
Annual rates of increase:		
Consumer Price Index (CPI):		2.50%
Compensation:	Age	Rate of Base Pay Increase
	25	8.00%
	30	7.00%
	35	6.00%
	40	5.00%
	45	4.00%
	50	3.50%
	55	3.00%
	60	2.50%
	65+	2.00%
Cash balance interest credit rate		4.03%

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Annuity conversion

Cash balances are converted to annuities using "annuity substitution" with valuation interest rates and the "applicable mortality table" under Code Section 417(e)(B)

As required by the U.S. GAAP accounting standard, the yield curve reflecting returns on high quality corporate bonds (AA and AAA) is used to determine the obligations and service cost, and thus the net periodic benefit cost for the plan. Because these assumptions are required by the U.S. GAAP accounting standard, and reflect current market conditions (specifically, the market conditions as of the measurement date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.

Demographic and Other Assumptions		
Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.	
New or rehired employees	It was assumed there will be no new or rehired employees.	
Benefit commencement dates:		
 Preretirement death benefit 	The later of the death of the active participant or the date the participant would have attained age 55	
Deferred vested benefit	For participants under 65, assumed commencement age 65; otherwise, age 70	
Disability benefit	Upon disablement	
Retirement benefit	Upon termination of employment	
Form of payment:		
 Individuals who became Participants before April 1, 2014 	50% are assumed to elect a Single Life Annuity and 50% are assumed to elect a 100% Joint and Survivor Annuity	
 Individuals who became Participants on or after April 1, 2014 	100% Lump Sum	
Percent married	75% of participants eligible for pre-retirement death benefits are assumed to have an eligible spouse.	
Spouse age	Wife three years younger than husband.	
Covered pay	Assumed plan compensation for the year beginning on the valuation date was determined as basic compensation and bonus paid to the Company's "short term bonus plan" earned during the prior year provided by the employer	



Base Mortality Table (Male Table used for Fernales)	used for males; Female Table
deba ibi i billaldey	-
 Table type: White Collar Healthy or Disabled: Health Table weighting: Benefit Blending of annuitants and 	thy d non-annuitants: Separate rates
table) 7. Blending of retirees and o	
Mortality Improvement Scale (Male Table used for Females)	e Table used for males; Female
 Base scale: MP-2021 Projection Type: Generat 	ional
 Base mortality table year: Table type: No Collar Healthy or Disabled: Disal Blending of annuitants and 	2012 bled d non-annuitants: Single blended
Mortality Improvement Scale	
 Base scale: MP-2021 Projection Type: Generat 	ional
The rates at which participants are age are shown below:	assumed to become disabled by
	 Base mortality table year: Table type: White Collar Healthy or Disabled: Healt Table weighting: Benefit Blending of annuitants and for annuitants and non-anitable) Blending of retirees and or mortality used for both retire Mortality Improvement Scale (Male Table used for Fernales) Base scale: MP-2021 Projection Type: Generati Base table: Pri-2012 Disa Base mortality table year: Table type: No Collar Healthy or Disabled: Disal Blending of rates for annuitants table of rates for annuitants and table of rates for annuitant Mortality Improvement Scale Base scale: MP-2021 Projection Type: Generati

Percentage assumed to become disabled during the year		
Attained Age	Males and Females	
20	0.14%	
25	0.15%	
30	0.16%	
35	0.19%	
40	0.30%	
45	0.45%	
50	0.69%	



Termination (not due to disability or retirement) rates

The rates at which participants are assumed to terminate employment by age are shown below:

Representative Termination Rates

Percentage assumed to leave during the year			
Attained Age	Males and Females		
20	7.00%		
25	6.40%		
30	5.65%		
35	4.90%		
40	4.15%		
45	3.40%		
50	2.65%		

Retirement

Rates at which participants are assumed to retire by age and eligibility for an unreduced early retirement are shown below.

	Percentage assumed to retire during the year			
	Active Participants			
	Final Aver	age Pay	_	
Age	Reduced Early Retirement	Unreduced Retirement	Cash Balance	Terminated Vested Participants
55-59	4%	6%	8%	0%
60-61	4%	10%	8%	0%
62	12%	20%	8%	0%
63-64	12%	12%	12%	0%
65	20%	20%	20%	90%
66-69	20%	20%	20%	0%
70+	100%	100%	100%	100%

Additional Assumptions

Administrative expenses

\$0; the plan sponsor pays administrative expenses directly.

Cash flow:

Decrement timing

The assumptions used are collectively called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.



 Timing of benefit payments Amount and timing of contributions Funding policy	Benefit payments are assumed to be made uniformly throughout the year and, on average, at mid-year. Contributions are assumed to be made throughout the year and, on average, at mid-year. This is an unfunded plan so the funding policy is to pay benefits directly from employer assets as they come due.
Methods – Pension Cost and	
Census date	January 1, 2023.
Measurement date	December 31, 2023.
Service cost and projected benefit obligation	The Unit Credit Cost Method is used to determine the Projected Benefit Obligation (PBO) related current service cost. Under this method, the accrued benefit is calculated based upon service as of the measurement date. The PBO is the present value of this benefit and the service cost is the present value of the increase in the benefit due to service in the upcoming year. In normal circumstances the "accrued benefit" is based upon the Plan's accrual formula. However, if service in later years leads to a materially higher level of benefit than in earlier years, the "accrued benefit" is calculated by attributing benefits on a straight-line basis over the relevant period. The benefits described above are used to determine both ABO and
	PBO except that final average pay is assumed to remain constant in the future when calculating ABO.
	PBO and service cost are measured by separately discounting the projected benefit payments underlying these measures, determined using the methodology described above, using the spot rates on the December 31, 2023 WTW RATE:Link 40:90 yield curve. Interest cost was measured by summing the individual interest costs associated with each future benefit payment underlying the PBO and service cost. These individual interest costs are developed by multiplying the present value of each benefit payment, discounted using the applicable spot rate on the yield curve relating to the future benefit payment, by that spot rate. Equivalent single discount rates that would reproducing the resulting benefit obligation, service cost and interest cost have been determined and disclosed.

Market-related value of assets Since this is an unfunded plan, the asset method is not applicable.



Amortization of unamortized amounts:

•	Recognition of past service cost/(credit)	Amortization of net prior service cost/(credit) resulting from a plan change is included as a component of Net Periodic Benefit Cost/(Income) in the year first recognized and every year thereafter until it is fully amortized. The annual amortization payment is determined in the first year as the increase in PBO due to the plan change divided by the average remaining service period of active participants expected to receive benefits under the plan.
		However, when a plan change reduces the PBO, existing positive prior service costs are reduced or eliminated starting with the earliest established before a new prior service credit base is established.
•	Recognition of gains or losses	Amortization of the net gain or loss resulting from experience different from that assumed and from changes in assumptions (excluding asset gains and losses not yet reflected in market-related value) is included as a component of Net Periodic Benefit Cost/(Income) for a year.
		If, as of the beginning of the year, that net gain or loss exceeds 10% of the greater of the PBO and the market-related value of plan assets, the amortization is that excess divided by the average remaining service period of active plan participants.
		Under this methodology, the gain/loss amounts recognized in AOCI are not expected to be fully recognized in benefit cost until the plan is terminated (or an earlier event, like a settlement, triggers recognition) because the average expected remaining service of active participants expected to benefit under the plan over which the amounts are amortized is redetermined each year and amounts that fall within the corridor described above are not amortized.
Benef	its not valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor furnished participant data as of January 1, 2023. Information on benefit payments and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available. A summary of these assumptions can be found in our email dated June 20, 2023.



El Paso Electric Company Excess Benefit Plan

Accumulated other comprehensive (income)/loss amounts shown in the report are shown prior to adjustment for deferred taxes. Any deferred tax effects in AOCI should be determined in consultation with the Company's tax advisors and auditors.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions		
Discount rate(s)	As required by U.S. GAAP the discount rate methodology was chosen by the plan sponsor based on market information on the measurement date. Based on WTW's interest rate model, RATE:Link, that uses a yield curve derived from current, high quality (rated AA and above) corporate bonds to discount expected pension cash flows, and thus determine discount rates, we believe the discount rate chosen does not significantly conflict with what would be reasonable.	
Cash balance interest crediting rate	The interest crediting rate is equal to the daily 30-year treasury rate at the December 31 measurement date, but with a minimum interest credit rate of 3.80%. We believe this assumption does not significantly conflict with what would be reasonable.	
Annuity conversion rate	Cash balances are converted to annuities using "annuity substitution". We believe this assumption does not significantly conflict with what would be reasonable.	
Rates of increase in compensation	Assumed increases were chosen by the plan sponsor based on an experience study conducted in 2023 and, as required by U.S. GAAP they represent an estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.	
Assumptions Rationale - Significant Demographic Assumptions		
Healthy Mortality	Assumptions were selected by the plan sponsor and, as required by U.S. GAAP represent a best estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.	
Disabled Mortality	Assumptions used for accounting purposes were selected by the plan sponsor and, as required by U.S. GAAP represent a best estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.	



Termination	Termination rates were based on an experience study conducted in 2023, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Disability	Disability rates selected by the plan sponsor with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Retirement	Retirement rates were based on an experience study conducted in 2023, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Benefit commencement date for deferred benefits:	
Preretirement death benefit	Surviving spouses are assumed to begin benefits at the earliest permitted commencement date. If the spouse elects to defer, actuarial increases from the earliest commencement date must be given, so that a later commencement date is expected to be of approximately equal value, and experience indicates that most spouses do take the benefit as soon as it is available.
Deferred vested benefit	Deferred vested participants are assumed to begin benefits based on rates applied to a number of commencement ages based on an analysis of actual commencement patterns.
Form of payment	The percentage of retiring participants assumed to take lump sums or an annuity is based on expectations given plan provisions. The form of payment is restricted to an annuity for members who entered prior to April 1, 2014 and restricted to a lump sum for those who entered after April 1, 2014.
Percent married	The assumed percentage married is based on historical experience of marital statuses, with annual consideration of changes expected to occur in marriage patterns of retirement age individuals in the future.
Spouse age	The assumed age difference for spouses is based on plan sponsor expectations.



Accounting methods	The methods used for accounting purposes as described in Appendix A are "prescribed methods set by another party", as defined in the actuarial standards of practice (ASOPs). As required by U.S. GAAP, these methods were selected by the plan sponsor.
Changes in Assumptions, N	lethods and Estimation Techniques
Change in assumptions since prior valuation	The single equivalent PBO discount rate decreased from 5.49% as of January 1, 2023 to 5.14% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
	The single equivalent service cost discount rate decreased from 5.44% as of January 1, 2023 to 5.10% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
	The single equivalent interest cost discount rate decreased from 5.38% as of January 1, 2023 to 5.07% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
	The "applicable mortality table" under Code Section 417(e)(B) used for lump sum conversions was update to reflect an additional year of data.
	The retirement rates were updated to reflect observations found in an experience study conducted in 2023.
	The termination rates were updated to reflect observations found in an experience study conducted in 2023.
	The rate of base pay increases was updated to reflect observations found in an experience study conducted in 2023.
	The interest crediting rate was updated from 4.30% to 4.03%.
Change in methods since prior valuation	None.
Change in estimation techniques since prior valuation	None.
Model Descriptions and Dis	closures in accordance with ASOP No. 56
Quantify	Quantify is the WTW centrally developed, tested and maintained Global actuarial valuation system. It is used to perform valuations of clients' benefit plans.
	Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards,



and generate client reports.

Quantify parameters provide significant flexibility to model populations and plan designs. Various demographic, economic and benefit related assumptions exist for users to model multiple demographic and economic situations.

Plan liabilities are calculated based on standard actuarial techniques, developing actuarially reasonable results using the population and parameters entered. The calculation and presentation of liabilities in Quantify relies on the assumptions used and the reasonability of the assumptions selected.

Quantify incorporates standard liability methodologies that are intended to reasonably reflect a variety of economic or demographic conditions. The model itself does not evaluate any assumptions entered for reasonableness, consistency or probability of occurrence.

Quantify is designed specifically for these purposes, and we know of no material limitations that would prevent the system from being suitable for these intended purposes. The actuaries signing this report have relied on the actuaries who develop, test and maintain this system, and have also performed a limited review of results to ensure that system parameters have been set appropriately and plan provisions coded correctly.

Quantify FR

Quantify Financial Reporting (FR) is intended to calculate funding results, accounting results and produce the associated client reports under selected accounting standards. The calculations and reports are based on various user specified inputs including liability results and assets values.

Quantify FR develops valuation results for various accounting and funding purposes using standard actuarial techniques.

Calculation of disclosure liabilities and results are based on roll forward liabilities.

Liability roll-forwards are used in accounting scenarios where the date as of which liabilities are valued does not coincide with the fiscal year measurement date. The roll-forwards consist of adjusting liabilities for the passage of time.

The estimate of the following year's expense is calculated based on the obligations and assets used for disclosure and incorporates service cost that may be based on a projection in the associated Quantify liability run, depending on the relationship of the liability



valuation date of the fiscal year.

	The Roll Forward accounting calculations assume that applicable rules will not change during the roll-forward period. Actuaries make adjustments to the data, plan provisions and assumptions reflected in the calculation of the liabilities that are rolled forward so that the results reflect conditions at the measurement date, and/or make similar adjustments to the results of the roll forward, including reflecting any changes in applicable accounting standards.
RateCalc/RATE:Link/US Treasury	RateCalc is used as one component in developing the single equivalent discount rate that reflects the characteristics of the client's employee benefit plan. It references a yield curve (often a RATE:Link curve) and expected plan benefit payments. The projected benefit payments from the client's plan are matched to the spot rates along the yield curve to determine their present values. A single equivalent discount rate is then solved for, which produces the same total present value as the spot rates.
	RATE: Link is a methodology to develop spot rates to be used for liability and cost measurements related to employee benefit plans. The same core methodology is used to develop all RATE:Link curves. The RATE:Link process develops term structures of interest rates from corporate bond data for each covered geography (e.g., the U.S. for this valuation).
	The construction of RATE:Link yield curves relies on bond data collected as of the measurement date.
	Information regarding quoted bond prices, yields and other bond related data is from Bloomberg Finance L.P.
	US Treasury : A yield curve consistent with published US Treasury rates has been used for measurements related to employee benefit plans.
Published Demographic Tables	Certain demographic tables described above are standard published tables or are based on standard published tables from models developed by organizations with the requisite expertise



Appendix B: Summary of principal plan provisions

Plan Provisions	
Effective January 1, 2004. The adopted on April 1, 2014.	most recent amendment reflected in the following plan provisions was
Covered employees	Prior to April 1, 2014, participation was restricted to certain participants of the Retirement Income Plan, as selected by the Company. Generally, the officers of the Company were selected to participate.
	Beginning April 1, 2014, any employee who holds the office of Vice
	President or above.
Participation date	Date of becoming a covered employee.
Definitions	
Vesting service	One year for each 1,000-hour calendar year of employment.
Pension service	One year for each 1,000-hour calendar year of employment.
Pensionable pay	A participant's basic compensation received from the Company, including regular wages and bonuses paid pursuant to the Company's "short term bonus plan", but excluding overtime pay, expense allowances, profit sharing, bonuses from other sources, and any other extra compensation in any form.
Average monthly earnings:	
 Final Average Pay 	The monthly average of a participant's Considered Earnings computed by summing his Considered Earnings as of any date and for each of the days beginning the four years preceding such date and dividing by sixty.
Cash Balance	For a Cash Balance Member who is employed by the employer as of April 1, 2014 and becomes a Cash Balance Member as of April 1, 2014, the monthly average of a Member's Considered Earnings computed by summing his Considered Earnings as of March 31, 2014 and as of March 31 of the preceding four calendar years and dividing by sixty.



Normal retirement date (NRD)	First of month coinciding with or next following the attainment of age 65 with five years of pension service.		
Accrued benefit:			
Final Average Pay	The monthly accrued benefit payable as a single life annuity upon Normal Retirement is the difference between (a) and (b) below:		
	a) The monthly amount to which the participant would be entitled under the Retirement Income Plan based on the participant's Average Monthly Earnings as defined in this plan and benefit accrual service as determined under the Retirement Income Plan, without giving effect to any limitations on benefits imposed by any provisions of the Internal Revenue Code.		
	 b) The monthly amount of the Retirement Income Plan benefit payable to the participant from the Retirement Income Plan. 		
• Cash Balance	a) The cash balance account to which the participant would be entitled under the Retirement Income Plan if pay credits were calculated based on considered earnings as defined in this plan, years of vesting service as determined under the Retirement Income Plan, and interest credits calculated in the manner provided under the Retirement Income Plan, without giving effect to any limitations on benefits imposed by any provisions of the Internal Revenue Code.		
	b) The cash balance account to which the participant is entitled under the Retirement Income Plan.		
Monthly preretirement death benefit	If the participant has attained age 50 and completed at least 10 years of vesting service, 50% of the monthly pension benefit as of the date of death with no reductions for early commencement or optional forms of payment.		
	In all other cases, 50% of the monthly pension benefit as of the date of death, reduced for the 50% joint and survivor election and reduced for payment as early as the participant's 55 th birthday.		
Eligibility for Benefits			
Normal retirement	Retirement on NRD.		
Early retirement	Retirement before NRD and on or after both attaining age 55 and is fully vested in a benefit under the Qualified Plan.		
Postponed retirement	Retirement after NRD.		



Deferred vested termination	Termination for reasons other than death or retirement and participant is fully vested in a benefit under the Qualified Plan.	
Disability	Permanent and total disability prior to NRD, and participant is receiving a Social Security disability benefit.	
Preretirement death benefit	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.	
Benefits Paid Upon the Following Events		
Normal retirement	The monthly pension benefit determined as of NRD.	
Early retirement	The monthly pension benefit determined as of NRD reduced under the reduction schedule provisions of the qualified plan.	
Postponed retirement	The monthly pension benefit determined as of the actual retirement date.	
Deferred vested termination	Accrued Normal Retirement Benefit with actuarial reductions.	
Preretirement death	If participant has attained age 50 and earned at least 10 years of vesting service, then the monthly preretirement death benefit payable on behalf of an active employee is unreduced for form of payment and early retirement.	
	In all other cases, the monthly preretirement death benefit payable is reduced 6.667% for each of the first five years and 3.333% for each of the next five years that payment precedes the participant's NRD.	
Other Plan Provisions		
Forms of payment	Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as an annuity, if the individual became a participant prior to April 1, 2014. Optional forms of annuities are joint and survivor annuity with selected percentages up to 100%, a ten-year certain and life annuity, or a single life annuity. Otherwise, benefits are paid in the form of a lump sum. Actuarial equivalence for annuity forms uses the 1971 Group Annuity Mortality Table for males, set back three years, and an interest rate of 6% compounded annually. Actuarial equivalence for lump sum purposes is the "applicable mortality table" under Code Section 417(e)(3)(C) determined as of the fifth month immediately preceding the first day of the Plan Year in which the distribution is being made.	



El Paso Electric Company Excess Benefit Plan

Pension Increases	None.
Plan participants' contributions	None.

Maximum limits on benefits None. and pay

Future Plan Changes

No future plan changes were recognized in determining pension cost or funding requirements. WTW is not aware of any future plan changes that are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.



El Paso Electric Company Supplemented Retirement and Survivor Income Plan. Executive Retirement Agreements, and Directors' Retirement Plan

Appendix A: Statement of actuarial assumptions, methods and data sources – SERP Plan

Plan Sponsor

El Paso Electric Company

Statement of Assumptions

The assumptions disclosed in this Appendix are for the fiscal year ending December 31, 2023 financial reporting and the estimated fiscal year 2024 benefit cost.

Assumptions and methods for pension cost purposes

Actuarial Assumptions and Methods — Pension Cost Economic Assumptions		
Equivalent single discount rate for benefit obligations	5.07%	
Equivalent single discount rate for service cost	N/A	
Equivalent single discount rate for interest cost	5.04%	

As required by the U.S. GAAP accounting standard, the yield curve reflecting returns on high quality corporate bonds (AA and AAA) is used to determine the obligations, and thus the net periodic benefit cost for the plan. Because these assumptions are required by the U.S. GAAP accounting standard, and reflect current market conditions (specifically, the market conditions as of the measurement date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.

Demographic Assumptions

Mortality:

Healthy mortality rates

Base Mortality Table (Male Table used for males; Female Table used for Females)

- 1. Base table: Pri-2012
- 2. Base mortality table year: 2012
- 3. Table type: White Collar
- 4. Healthy or Disabled: Healthy



- Table weighting: Benefit
 Blending of annuitants and non-annuitants: Separate rates used for annuitants and non-annuitants
- Blending of retirees and contingent annuitants: Retiree rates used for retirees and contingent annuitants

Mortality Improvement Scale (Male Table used for males; Female Table used for Females)

- Base scale: MP-2021
 Projection Type: Generational

Disabled life mortality rates	None
Healthy non-active service mortality rates	None
Disability rates	None.
Termination (not due to disability or retirement) rates	None.
Retirement	None.
Additional Assumptions	
Administrative expenses	\$0; the plan sponsor pays administrative expenses directly
Death Benefits	Death benefits are valued in accordance with the optional death benefit chosen by each participant with the election form on file with the company. If there is no election form on file, the participant is assumed to have elected the lump sum option and the benefit will be paid at the end of the participant's life expectancy as computed on the valuation date.
Cash flow:	
Decrement timing	The assumptions used are collectively called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occur at the middle of year during which the eligibility condition will be met or the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest integer age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year.



Timing of benefit payments	Benefit payments are assumed to be made uniformly throughout the year and, on average, at mid-year.
Amount and timing of contributions	Contributions are assumed to be made throughout the year and, on average, at mid-year.
Funding policy	This is an unfunded plan so the funding policy is to pay benefits directly from employer assets as they come due.

Methods – Pension Cost and Funded Position	
Census date	January 1, 2024.
Measurement date	December 31, 2023.
Projected benefit obligation	The Unit Credit Cost Method is used to determine the Projected Benefit Obligation (PBO). Under this method, the accrued benefit is calculated based upon service as of the measurement date. The PBO is the present value of this benefit.
	The benefits described above are used to determine both ABO and PBO.
	PBO is measured by discounting the underlying projected benefit payments, determined using the methodology described above, using the spot rates on the December 31, 2023 WTW RATE:Link 40:90 yield curve. Interest cost was measured by summing the individual interest costs associated with each future benefit payment underlying the PBO. This individual interest cost is developed by multiplying the present value of each benefit payment, discounted using the applicable spot rate on the yield curve relating to the future benefit payment, by that spot rate. Equivalent single discount rates that would produce the resulting benefit obligation and interest cost have been determined and disclosed.

Market-related value of assets Since this is an unfunded plan, the asset method is not applicable.



Amortization of unamortized amounts:

Recognition of past service cost/(credit)	Amortization of net prior service cost/(credit) resulting from a plan change is included as a component of Net Periodic Benefit Cost/(Income) in the year first recognized and every year thereafter until it is fully amortized. The annual amortization payment is determined in the first year as the increase in PBO due to the plan change divided by the average remaining life expectancy of inactive participants, or the average remaining period over which benefits will be paid if shorter.
	However, when a plan change reduces the PBO, existing positive prior service costs are reduced or eliminated starting with the earliest established before a new prior service credit base is established.
Recognition of gains or losses	Amortization of the net gain or loss resulting from experience different from that assumed and from changes in assumptions (excluding asset gains and losses not yet reflected in market- related value) is included as a component of Net Periodic Benefit Cost/(Income) for a year.
	If, as of the beginning of the year, that net gain or loss exceeds 10% of the greater of the PBO and the market-related value of plan assets, the amortization is that excess divided by the average remaining lifetime of inactive plan participants, or the period for which benefits will be paid if shorter.
	Under this methodology, the gain/loss amounts recognized in AOCI are not expected to be fully recognized in benefit cost until the plan is terminated (or an earlier event, like a settlement, triggers recognition) because the average expected remaining lifetime of inactive participants over which the amounts are amortized is redetermined each year and amounts that fall within the corridor described above are not amortized.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.



Sources of Data and Other Information

The plan sponsor furnished participant data as of 1/1/2024. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

Accumulated other comprehensive (income)/loss amounts shown in the report are shown prior to adjustment for deferred taxes. Any deferred tax effects in AOCI should be determined in consultation with El Paso Electric Company's tax advisors and auditors. We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Discount rate(s)	As required by U.S. GAAP the discount rate methodology was chosen by the plan sponsor based on market information on the measurement date. Based on WTW's interest rate model, RATE:Link, that uses a yield curve derived from current, high quality (rated AA and above) corporate bonds to discount expected pension cash flows, and thus determine discount rates we believe the discount rate chosen does not significantly conflic with what would be reasonable.
Assumptions Rationale - S	ignificant Demographic Assumptions
Healthy Mortality	Assumptions were selected by the plan sponsor and, as required by U.S. GAAP represent a best estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.
Death Benefit	The lump sum option is the automatic payment form for a post- retirement death benefit. We believe this assumption does not significantly conflict with what would be reasonable.
Source of Prescribed Meth	ods
Accounting methods	The methods used for accounting purposes as described in Appendix A, are "prescribed methods set by another party", as defined in the actuarial standards of practice (ASOPs). As required by U.S. GAAP, these methods were selected by the plan sponsor.



Change in assumptions since prior valuation	The single equivalent PBO discount rate decreased from 5.42% as of January 1, 2023 to 5.07% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
	The single equivalent interest cost discount rate decreased from 5.31% as of January 1, 2023 to 5.04% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
Change in methods since prior valuation	None.
Change in estimation techniques since prior valuation	None.
Model Descriptions and Disclos	ures in accordance with ASOP No. 56
Quantify	Quantify is the WTW centrally developed, tested and maintained Global actuarial valuation system. It is used to perform valuations of clients' benefit plans.
	Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards, and generate client reports.
	Quantify parameters provide significant flexibility to model populations and plan designs. Various demographic, economic and benefit related assumptions exist for users to model multiple demographic and economic situations.
	Plan liabilities are calculated based on standard actuarial techniques, developing actuarially reasonable results using the population and parameters entered. The calculation and presentation of liabilities in Quantify relies on the assumptions used and the reasonability of the assumptions selected.
	Quantify incorporates standard liability methodologies that are intended to reasonably reflect a variety of economic or demographic conditions. The model itself does not evaluate any assumptions entered for reasonableness, consistency or



	Quantify is designed specifically for these purposes, and we know of no material limitations that would prevent the system from being suitable for these intended purposes. The actuaries signing this report have relied on the actuaries who develop, test and maintain this system, and have also performed a limited review of results to ensure that system parameters have been set appropriately and plan provisions coded correctly.
Quantify FR	Quantify Financial Reporting (FR) is intended to calculate funding results, accounting results and produce the associated client reports under selected accounting standards. The calculations and reports are based on various user specified inputs including liability results and assets values.
	Quantify FR develops valuation results for various accounting and funding purposes using standard actuarial techniques.
	Calculation of disclosure liabilities and results are based on roll forward liabilities.
	Liability roll-forwards are usd in accounting scenarios where the date as of which liabilities are valued does not coincide with the fiscal year measurement date. The roll-forwards consist of adjusting liabilities for the passage of time.
	The estimate of the following year's expense is calculated based on the obligations and assets used for disclosure and incorporates service cost that may be based on a projection in the associated Quantify liability run, depending on the relationship of the liability valuation date of the fiscal year.
	The Roll Forward accounting calculations assume that applicable rules will not change during the roll-forward period. Actuaries make adjustments to the data, plan provisions and assumptions reflected in the calculation of the liabilities that are rolled forward so that the results reflect conditions at the measurement date, and/or make similar adjustments to the results of the roll forward, including reflecting any changes in applicable accounting standards.
RateCalc/RATE:Link/US Treasury	RateCalc is used as one component in developing the single equivalent discount rate that reflects the characteristics of the client's employee benefit plan. It references a yield curve (often a RATE:Link curve) and expected plan benefit payments. The projected benefit payments from the client's plan are matched to the spot rates along the yield curve to determine their present values. A single equivalent discount rate is then solved for, which produces the same total present value as the spot rates.



RATE:Link is a methodology to develop spot rates to be used for liability and cost measurements related to employee benefit plans. The same core methodology is used to develop all RATE:Link curves. The RATE:Link process develops term structures of interest rates from corporate bond data for each covered geography (e.g., the U.S. for this valuation).

The construction of RATE:Link yield curves relies on bond data collected as of the measurement date.

Information regarding quoted bond prices, yields and other bond related data is from Bloomberg Finance L.P.

US Treasury: A yield curve consistent with published US Treasury rates has been used for measurements related to employee benefit plans.

Published Demographic Tables Certain demographic tables described above are standard published tables or are based on standard published tables from models developed by organizations with the requisite expertise

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Appendix B: Summary of principal plan provisions – SERP Plan

Plan Provisions for the Supp	emental Retirement and Survivor Income Plan	
Effective Date	July 1, 1984. Amended and restated July 26, 1988. Discontinue for active employees effective February 1996.	
Covered employees and participation date	Participation is restricted to participants who commenced receipt of benefits by the date of discontinuance. The benefits for all participants have been calculated and initiated by the Company.	
Benefits Paid Upon the Follo	owing Events	
Death after Retirement	The participant may select from the following two optional forms of death benefit:	

1. A lump sum settlement paid to the beneficiary based on the following schedule:

Year of Retirement	% of Final Average Salary
1	300%
2	2 85 %
3	270%
-4	2 55 %
5	240%
6	225%
7	210%
8	195%
9	180%
10	165%
11 and over	150%

 Installment payments equal to 35% of the participant's final salary, payable to a surviving spouse for the remainder of his/her lifetime, or to a spouse or non-spouse beneficiary for a limited period of time.



Plan Provisions for Other Plan Agreements

1993 Retirement Agreements

The benefit amounts were determined based on individual retirement agreements with the Company. The annual benefit amounts of the following former executives were calculated and initiated by the Company. According to the retirement agreements, the benefits were reduced when the executive reached age 55 by the amount that the executive could have received as an early retirement pension under the Company's Retirement Income Plan. The annual ongoing benefits are as follows:

	Benefit on or After Age 55	1 st of the Month Following Age 55 Date
L. Dow.	\$40,099.20	03/01/1994
W. Joh.	\$82,332.84	08/01/1996
F. Mat.	\$61,952.16	03/01/2000
W. Roy.	\$74,520.36	12/01/1999
I. Tro.	\$67,052.76	10/01/2001

The post-retirement death benefit options for these participants are the same as those provided by the Supplemental Retirement and Survivor Income Plan. All have elected the survivor annuity option.

1996 Retirement Agreements

The benefit amounts were determined based on individual retirement agreements with the Company. The annual benefit amounts of the following former executives were calculated and initiated by the Company. Depending on the individual retirement agreement, the benefit may have been reduced when the executive reached age 55 by the amount that the executive could receive as an early retirement pension under the Company's Retirement Income Plan.

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The annual ongoing benefits are as follows:

	Benefit on or After Age 55	1 st of the Month Following Age 55 Date
J. Dro.	\$ 51,916.80	07/01/1993
R. Gon.	\$ 36,451.20	09/01/2000
R. Hac.	\$ 33,498.36	08/01/1992
C. Hos.	\$ 151,200.00	05/01/1992
D. Jac.	\$ 21,703.44	03/01/1996
R. Key.	\$ 33,770.04	05/01/1999
J. Ski.	\$ 39,024.72	03/01/1984
H. V og.	\$ 35,182.92	11/01/1996
J. Wac.	\$ 41,750.88	05/01/2000
D. Wig.	\$232,400.04	05/01/2002

The post-retirement death benefit options for these participants are the same as those provided by the Supplemental Retirement and Survivor Income Plan, with the following exceptions:

Upon the death of Mr. C. Hos. prior to the end of his life expectancy (24 years as of March 1996), his monthly benefit will continue to his beneficiary until the earlier of the death of his beneficiary or March 1, 2020. If Mr. Hos. survives beyond March 1, 2020, his benefit will cease upon his death.

Upon the death of Mr. D. Wig. prior to May 1, 2031, his monthly benefit will continue to his beneficiary until the earlier of the death of his beneficiary or May 1, 2031.

Directors' Retirement Plan

The benefit amounts were determined based on the terms of the Directors' Retirement Plan. The annual benefit amounts for the following former Directors were calculated and initiated by the Company. The annual ongoing benefits are as follows:

	Annual Benefit
W. Bin.	\$28,000.00
T. Smi.	\$28,000.00

The above benefits are payable as single life annuities with no death benefits owed to beneficiaries upon the death of participants.

Future Plan Changes



WTW is not aware of any future plan changes that are required to be reflected.

Changes in Benefits Valued Since Prior Year

There have been no changes in benefits valued since the prior year.

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Postretirement Benefit Programs for Employees of El Paso Electric Company

Appendix A: Statement of actuarial assumptions, methods and data sources – OPRB Plan

Plan Sponsor

El Paso Electric Company

Statement of Assumptions

The assumptions disclosed in this Appendix are for the fiscal year ending December 31, 2023 financial reporting and the estimated fiscal year 2024 benefit cost.

Assumptions and methods for other postretirement benefit cost purposes

Actuarial Assumptions and Methods — Other Postretirement Benefit Cost	
Economic Assumptions	
Discount rate	
Equivalent single discount rate for benefit obligations	5.26%
Equivalent single discount rate for service cost	5.40%
Equivalent single discount rate for interest cost	5.12%
Annual rates of increase	
Consumer Price Index (CPI)	2.50%
Return on plan assets	6.72% after-tax return

As required by the U.S. GAAP accounting standard, the yield curve reflecting returns on high quality corporate bonds (AA and AAA) is used to determine the obligations and service cost, and thus the net periodic benefit cost for the plan. Because these assumptions are required by the U.S. GAAP accounting standard, and reflect current market conditions (specifically, the market conditions as of the measurement date) they may from time to time be inconsistent with other economic assumptions used in the valuation, which may reflect both current economic conditions and assumed future conditions.



The return on assets shown above is gross of investment expenses and administrative expenses assumed to be paid from the trust.

Demographic and Other Ass	umptions	
Inclusion date	The valuation date coincident to the employee is hired.	with or next following the date on which
New or rehired employees	It was assumed there will be n	o new or rehired employees.
Benefit commencement dates		
Disability benefit	Upon disablement if participan service greater than 65	t is at least age 41, with age and
Retirement benefit	Upon termination of participan	t on or after eligibility
Participation Assumptions for	or Plan	
	Current Retirees	Future Retirees
Participation	Describer and the first second	
r antopation	Based on valuation census data	85% of future retirees are assumed to elect medical coverage at retirement. Current retired plan participants are assumed to continue coverage.
Medical Plan Participation		elect medical coverage at retirement. Current retired plan participants are
·	data Based on valuation census	elect medical coverage at refirement. Current refired plan participants are assumed to continue coverage. 100% of future refirees are assumed
Medical Plan Participation	data Based on valuation census data Based on valuation census	 elect medical coverage at refirement. Current refired plan participants are assumed to continue coverage. 100% of future refirees are assumed to elect the \$2,250 Plan



Demographic Assumptions Mortality: Base Mortality Table (Male Table used for males; Female Table used Healthy mortality rates for Females) Base table: Pri-2012 1. Base mortality table year: 2012 2 Table type: White Collar for non-union participants, Blue-З. Collar for union participants, and Total Dataset for participants with an unknown union status 4. Healthy or Disabled: Healthy 5. Table weighting: Benefit 6. Blending of annuitants and non-annuitants: Separate rates for annuitants and non-annuitants 7 Blending of retirees and contingent annuitants: Retiree mortality is used for both retirees and contingent annuitants Mortality Improvement Scale (Male Table used for males; Female Table used for Fernales) Base scale: MP-2021 1. 2. Projection Type: Generational Disabled life mortality rates Base Mortality Table (Male Table used for males; Female Table used for Females) Base table: Pri-2012 1. 2. Base mortality table year: 2012 З. Table type: No Collar 4 Healthy or Disabled: Disabled 5.

 Blending of annuitants and non-annuitants: Single blended table of rates for annuitants and non-annuitants

Mortality Improvement Scale

- 1. Base scale: MP-2021
- 2. Projection Type: Generational

Disability rates

The rates at which participants are assumed to become disabled by age are shown below:

Percentage	assumed to become	disabled	during	the	yea
Attained Age					
45		0.45%			
55		1.19%			
65+		1.93%			



Termination (not due to disability or retirement) rates

The rates at which participants are assumed to terminate employment by age are shown below:

Representative Termination Rates

Percentage ass	umed to leave during the year
Attained Age	Males and Females
20	7.00%
25	6.40%
30	5.65%
35	4.90%
40	4.15%
45	3.40%
50	2.65%

Retirement

Rates at which participants are assumed to retire by age and eligibility for an unreduced early retirement are shown below.

	Percentage as	ssumed to re	etire during the	уеаг
	Active Participants			
	Final Aven	age Pay		
Age	Reduced Early Retirement	Unreduced Retirement	Cash Balance	Terminated Vested Participants
55-59	4%	6%	8%	0%
60-61	4%	10%	8%	0%
62	12%	20%	8%	0%
63-64	12%	12%	12%	0%
65	20%	20%	20%	90%
66-69	20%	20%	20%	0%
70+	100%	100%	100%	100%

Trend Rates

Health care cost trend rate: Plan trend rates are the annual rates of increase expected for benefits payable from the plan (both medical and prescription); these rates include Health Care Cost Trend plus any leveraging effect of plan design. Assumed plan trend rates are shown below:

Year	Pre-65	Post-65
2024	6.25%	6.25%
2025	5.75%	5.75%
2026	5.25%	5.25%
2027	4.75%	4.75%
2028+	4.50%	4.50%

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Postretirement Benefit Programs for Employees of El Paso Electric Company

	Pre-65 Average Annual Per Capita Claims Cost
Per Capita Claims Costs	
Participant contribution trend rates	Same as applicable medical plan trend rate.
Administrative expense inflation	4.50%,

Age	\$2,250 Deductible
50-54	\$8,571
55-59	\$10,291
60-64	\$12,735
Post-65 Average An	nual Per Capita Claims Cost
	Age

Additional Assumptions	
Administrative expenses	Pre-65 per-adult administrative fee of \$925.88 annually based upon 2024 fees charged for medical administration (BCBSTX), pharmacy administration (Express Scripts), stop loss premiums (BCBSTX), medical consulting services (Gallagher), and pharmacy consulting services (Innovative Rx Strategies).
	No administrative fees for the post-65 plan as administrative costs are built into the fully-insured premiums.
	Assumed expenses of 0.4% of plan assets are added to the Service Cost component of expense.
Cash flow	
Decrement timing	The assumptions used are collectively called rounded middle of year (rounded MOY) decrement timing. Most events are assumed to occu at the middle of year during which the eligibility condition will be met of the start/end date will occur. For death and disability decrements, the rate applied is based on the participant's rounded age (nearest intege age) at the beginning of the year, to align with the methodology generally used to create those rate tables. For retirement and withdrawal decrements: the age is generally the participant's rounded age at the middle of the year. Retiree medical claims costs are based on the nearest age at the beginning of the year, to align with how claims costs tables are typically developed.

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Timing of benefit payments	Benefit payments are assumed to be made uniformly throughout the year and, on average, at mid-year.
Amount and timing of contributions	Contributions are assumed to be made throughout the year and, on average, at mid-year.
Methods – Other Postretiren	ent Benefit Cost and Funded Position
Census date	January 1, 2023.
Measurement date	December 31, 2023.
Service cost and accumulated postretirement benefit obligation	Costs are determined using the Projected Unit Credit Cost Method. The annual service cost is equal to the present value of the portion of the projected benefit attributable to service during the upcoming year, and the Accumulated Postretirement Benefit Obligation (APBO) is equal to the present value of the portion of the projected benefit attributable to service before the measurement date. Service from hire date through the expected full eligibility date is counted in allocating costs.
	APBO and service cost are measured by separately discounting the projected benefit payments underlying these measures, determined using the methodology described above, using the spot rates on the December 31, 2023 WTW RATE:Link 40:90 yield curve. Interest cost was measured by summing the individual interest costs associated with each future benefit payment underlying the APBO and service cost. These individual interest costs are developed by multiplying the present value of each benefit payment, discounted using the applicable spot rate on the yield curve relating to the future benefit payment, by that spot rate. Equivalent single discount rates that would produce the resulting benefit obligation, service cost and interest cost have been determined and disclosed.
Market-related value of assets	The fair value of assets is used to determine the expected investment return during the year.



Amortization of unamortized amounts:

Recognition of past service cost/(credit)	Amortization of net prior service cost/(credit) resulting from a plan change is included as a component of Net Periodic Postretirement Benefit Cost/(Income) in the year first recognized and every year thereafter until it is fully amortized. The annual amortization payment is determined in the first year as the increase in APBO due to the plan change divided by the average remaining service period to full eligibility for active participants expected to receive benefits under the plan.
	However, when a plan change reduces the APBO, existing positive prior service costs are reduced or eliminated starting with the earliest established before a new prior service credit base is established.
Recognition of gains or losses	Amortization of the net gain or loss resulting from experience different from that assumed and from changes in assumptions (excluding asset gains and losses not yet reflected in market-related value) is included as a component of Net Periodic Postretirement Benefit Cost/(Income) for a year.
	If, as of the beginning of the year, that net gain or loss exceeds 10% of the greater of the APBO and the market-related value of plan assets, the amortization is that excess divided by the average remaining service period of active plan participants.
	Under this methodology, the gain/loss amounts recognized in AOCI are not expected to be fully recognized in benefit cost until the plan is terminated (or an earlier event, like a settlement, triggers recognition) because the average expected remaining service of active participants expected to benefit under the plan over which the amounts are amortized is redetermined each year and amounts that fall within the corridor described above are not amortized.
Benefits not valued	All benefits described in the Plan Provisions section of this report were valued. WTW has reviewed the plan provisions with the plan sponsor and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor furnished participant data as of January 1, 2023 and claims data as of November 1, 2023. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.



Accumulated other comprehensive (income)/loss amounts shown in the report are shown prior to adjustment for deferred taxes. Any deferred tax effects in AOCI should be determined in consultation with El Paso Electric Company's tax advisors and auditors.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Discount sets(a)	As serviced by U.C. CAAD the discount acts we thend it
Discount rate(s)	As required by U.S. GAAP the discount rate methodology was chosen by the plan sponsor based on market information on the measurement date. Based on WTW's interest rate model, RATE:Link, that uses a yield curve derived from current, high quality (rated AA and above) corporate bonds to discount expected pension cash flows, and thus determine discount rates, we believe the discount rate chosen does not significantly conflict with what would be reasonable.
Expected return on plan assets	We understand that the expected return on assets assumption reflects the plan sponsor's estimate of future experience for trust asset returns, reflecting the plan's current asset allocation and any expected changes during the current plan year, current market conditions and the plan sponsor's expectations for future market conditions. WTW was unable to evaluate this assumption because relevant information was not provided.
Administrative expenses	Administrative fees for the pre-65 plan are based upon 2024 fees charged for medical administration (BCBSTX), pharmacy administration (Express Scripts), stop loss premiums (BCBSTX), medical consulting services (Gallagher), and pharmacy consulting services (Innovative Rx Strategies). No administrative fees for the post-65 plan as administrative costs are built into the fully-insured premiums. Administrative expenses are estimated based on an assumption of past expenses paid from the trust assets as a percentage of held assets. We believe this assumption does not significantly conflict with what would be reasonable.
Claims cost trend rates	Assumed increases were chosen by the plan sponsor and, as required by U.S. GAAP they represent an estimate of future experience, informed by an analysis of recent plan experience, leading to select and ultimate assumed trend rates and reflecting the expected near-term effect of recently enacted plan changes. We believe this assumption does not significantly conflict with what would be reasonable.



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Participant contribution trend rates	Assumed increases were chosen by the plan sponsor and, as required by U.S. GAAP they represent an estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.
Per capita claims costs	Per capita claims costs were chosen by the plan sponsor to be the best estimate of the plan's per capita claims costs including expenses in the plan year beginning on the measurement date (with any expected changes in future years reflected in the trend rate assumption).
	Pre-65 medical and prescription drug per capita claim costs were developed based on historical claims, enrollment, and prescription drug rebate information for 2020-2022 as provided by BCBSTX and Express Scripts for the El Paso Electric active and pre-65 retiree populations. Raw per capitas for each population were developed and adjusted for completion (i.e. conversion from a paid to incurred basis), and trend. Adjustments were made for historical stop loss reimbursements and plan design changes, including the elimination of the \$1,000 Deductible plan for retirees in 2024. 2020 and 2021 claims experience was also adjusted to reflect aberrant utilization patterns resulting from the COVID-19 pandemic. Due to the small size of the pre-65 retiree population, the results were adjusted for credibility using demographically and plan-design adjusted active costs. Average per capitas were distributed by age using WTW's AgeDist model (2015 version).
	Post-65 medical and prescription drug per capita claim costs were developed based upon the 2024 fully-insured premium charged by Humana.
Assumptions Rationale - Sig	gnificant Demographic Assumptions
Healthy Mortality	Assumptions were selected by the plan sponsor and, as required by U.S. GAAP represent a best estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.
Disabled Mortality	Assumptions used for accounting purposes were selected by the plan sponsor and, as required by U.S. GAAP represent a best estimate of future experience. We believe this assumption does not significantly conflict with what would be reasonable.
Termination	Termination rates were based on an experience study conducted in 2023, with annual consideration of whether any conditions have changed that would be expected to produce different results in the



	future. We believe this assumption does not significantly conflict with what would be reasonable.
Disability	Disability rates were selected by the plan sponsor with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Retirement	Retirement rates were based on an experience study conducted in 2023, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future. We believe this assumption does not significantly conflict with what would be reasonable.
Participation:	
Participants	Assumed participation rates reflect historical experience as well as expectations for the future with periodic consideration of whether any conditions have changed that would be expected to produce different results in the future.
Covered spouses	Assumed coverage rates for spouses reflect historical experience as well as anticipated future experience.
Benefit commencement date:	Retirees are assumed to begin benefits immediately on eligible retirement because the plan does not permit a delay without forfeiting the right to participate.
Medical Plan Election	Assumed medical plan election rates for future retirees for the pre-65 retiree plan reflect that there is now only one plan available.
Marital Assumptions:	The assumed age and percentage married is based on an experience study conducted in 2023, with annual consideration of whether any conditions have changed that would be expected to produce different results in the future.
Source of Prescribed Method	ls
Accounting methods	The methods used for accounting purposes as described in Appendix A, including the method of determining the market-related value of plan assets, are "prescribed methods set by another party", as defined in the actuarial standards of practice (ASOPs). As required by U.S. GAAP, these methods were selected by the plan sponsor.



Changes in Assumptions, №	lethods and Estimation Techniques
Change in assumptions since prior valuation	The single equivalent APBO discount rate decreased from 5.59% as of January 1, 2023 to 5.26% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
	The single equivalent service cost discount rate decreased from 5.70% as of January 1, 2023 to 5.40% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
	The single equivalent interest cost discount rate decreased from 5.42% as of January 1, 2023 to 5.12% as of December 31, 2023 to reflect the change in yields on high-quality corporate bonds.
	The after-tax return on plan assets was updated from 7.45% at January 1, 2023 to 6.72% at December 31, 2023.
	The pre-and post-65 per capita costs were updated for 2024.
	Retiree contribution amounts for 2024 were updated to reflect actual rates provided by El Paso Electric.
	The retirement rates were updated to reflect observations found in an experience study conducted in 2023.
	The termination rates were updated to reflect observations found in an experience study conducted in 2023.
Change in methods since prior valuation	None.
Change in estimation techniques since prior valuation	None.
Model Descriptions and Disc	closures in accordance with ASOP No. 56
Quantify	Quantify is the WTW centrally developed, tested and maintained Global actuarial valuation system. It is used to perform valuations of clients' benefit plans.
	Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards, and generate client reports.
	Quantify parameters provide significant flexibility to model populations and plan designs. Various demographic, economic and benefit related assumptions exist for users to model multiple demographic and economic situations.



	Plan liabilities are calculated based on standard actuarial techniques, developing actuarially reasonable results using the population and parameters entered. The calculation and presentation of liabilities in Quantify relies on the assumptions used and the reasonability of the assumptions selected.
	Quantify incorporates standard liability methodologies that are intended to reasonably reflect a variety of economic or demographic conditions. The model itself does not evaluate any assumptions entered for reasonableness, consistency or probability of occurrence.
	Quantify is designed specifically for these purposes, and we know of no material limitations that would prevent the system from being suitable for these intended purposes. The actuaries signing this report have relied on the actuaries who develop, test and maintain this system, and have also performed a limited review of results to ensure that system parameters have been set appropriately and plan provisions coded correctly.
Quantify FR	Quantify Financial Reporting (FR) is intended to calculate funding results, accounting results and produce the associated client reports under selected accounting standards. The calculations and reports are based on various user specified inputs including liability results and assets values.
	Quantify FR develops valuation results for various accounting and funding purposes using standard actuarial techniques.
	Calculation of disclosure liabilities and results are based on roll forward liabilities.
	Liability roll-forwards are usd in accounting scenarios where the date as of which liabilities are valued does not coincide with the fiscal year measurement date. The roll-forwards consist of adjusting liabilities for the passage of time.
	The estimate of the following year's expense is calculated based on the obligations and assets used for disclosure and incorporates service cost that may be based on a projection in the associated Quantify liability run, depending on the relationship of the liability valuation date of the fiscal year.
	The Roll Forward accounting calculations assume that applicable rules will not change during the roll-forward period. Actuaries make adjustments to the data, plan provisions and assumptions reflected in the calculation of the liabilities that are rolled forward so that the



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similar adjustments to the results of the roll forward, including reflecting any changes in applicable accounting standards. RateCalc/RATE:Link/US RateCalc is used as one component in developing the single equivalent discount rate that reflects the characteristics of the client's Treasury employee benefit plan. It references a yield curve (often a RATE:Link curve) and expected plan benefit payments. The projected benefit payments from the client's plan are matched to the spot rates along the yield curve to determine their present values. A single equivalent discount rate is then solved for, which produces the same total present value as the spot rates. RATE:Link is a methodology to develop spot rates to be used for liability and cost measurements related to employee benefit plans. The same core methodology is used to develop all RATE:Link curves. The RATE:Link process develops term structures of interest rates from corporate bond data for each covered geography (e.g., the U.S. for this valuation). The construction of RATE:Link yield curves relies on bond data collected as of the measurement date. Information regarding quoted bond prices, yields and other bond related data is from Bloomberg Finance L.P. US Treasury: A yield curve consistent with published US Treasury rates has been used for measurements related to employee benefit plans. Published Demographic Certain demographic tables described above are standard published Tables tables or are based on standard published tables from models developed by organizations with the requisite expertise AgeDist AgeDist is a spreadsheet tool that applies relative cost factors by age to average per capita costs (pre and post 65) and census weights to produce age-graded plan costs for pre- and post-65 populations. The average per capita costs and census weights are provided as inputs to the tool which is then combined with a morbidity curve to produce a set of weighted average age-related costs that equal the average. The age-graded costs are used in the actuarial valuation. The morbidity curve was developed from a broad set of claims data aggregated by age and blended and may not reflect your specific morbidity. The model does not evaluate the average per capita costs or census weights for reasonableness or consistency.



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HealthMAPS	HealthMAPS includes rating manuals and software for medical, dental, Medicare Supplement, prescription drugs, state mandated benefits, specific stop loss and aggregate stop loss. The rating manuals and software enable the user to produce premium rates by type of coverage for specific benefit configurations. HealthMAPS is most commonly used as a tool for estimating the cost of medical and dental benefits or for estimating the effect of a change in plan provisions for use in other models and projections, most notably the Pricing and Underwriting Tool (PUT). HealthMAPS relies on underlying claims continuance tables developed from historic IBM Marketscan database data. This data includes national claims averages rather than client-specific information.
Pricing and Underwriting Tool (PUT)	The Pricing and Underwriting Tool (PUT) develops projected premium equivalent rates, employee contributions, and COBRA rates for self-insured employer health plans (medical, prescription drugs, dental, and vision). The tool develops rates by plan or in aggregate leveraging historic claims, enrollment, and plan design and administrative fee data for an employer. The model allows flexibility to incorporate plan design changes, seasonality, and multiple methods of estimating incurred claims amounts from paid claims data.

The models used for this analysis are designed specifically for these purposes and we know of no material limitations that would prevent the model from being suitable for these intended purposes.

We are not aware of any material inconsistencies among assumptions used in this work. The models themselves do not evaluate any assumptions entered for reasonableness, consistency or probability of occurrence. The calculations and presentation of results relies on the assumptions used and the reasonability of the assumptions selected. The output of the models used in this analysis is considered reasonable based on the aggregation of assumptions used. However, a different set of results could also be considered reasonable based on a range of possible values used for each assumption.

The individuals signing or delivering this report have relied on other WTW employees and actuaries who develop, test and maintain each of the proprietary models used for this analysis and have also performed a limited review of assumptions and results to ensure that the models have been set up appropriately and coded correctly. We have not relied on any external experts to develop, review, or validate the models used in this analysis.



Postretirement Benefit Programs for Employees of El Paso Electric Company

Appendix B: Summary of principal other postretirement benefit plan provisions – OPRB Plan

Substantive Plan Provision	15		
Covered employees	All employees hired before January 1, 2023. Date of becoming a covered employee.		
Participation date			
Definitions			
Eligibility service	Years and months of service	as a covered participant.	
Spouse	A spouse who was married to the participant both on the participant's retirement date and on the measurement date.		
Surviving spouse	A spouse who was married to the participant both on the participant's retirement date and on the date of his or her death		
Dependent	A child or other legal dependent of the retiree, who was such before attaining the age of 18. Eligible dependents shall remain eligible dependents until they reach age 26.		
Medical Benefits			
Eligibility	Age 55 with 5 years of service, or disabled with at least age 41 and 65 years of age and service combined.		
Dependent eligibility	Spouse, and children under age 26		
Survivor eligibility	Eligibility continues beyond death of retiree as long as Surviving Spouse remains unmarried.		
Retiree contributions	The tables below shows monthly retiree contributions for		
	Pre-65 monthly retiree contributions for 2024		
		\$2,250 Deductible Plan	
	Retiree Only	\$395.71	
	Retiree + Spouse	\$819.12	
	Retiree + Child(ren)	\$614.89	
	Retiree + Family	\$1,048.32	



		MAPD Plan
	Individual	\$31.20
	Individual + One	\$62.40
	Individual + Two	\$93.59
	Individual + Three	\$124.79
Under age 65 benefits	See Pre-65 Plan Provisions table section of this appendix. Medical and Pharmacy Benefits: Fully-insured Humana Medicare Advantage with Prescription Drug (MAPD) Plan. The 2024 monthly premium rate is \$63.67.	
Age 65 and older benefits		
Life Insurance Benefits		
Eligibility	Age 55 with 5 years of service, or disabled with at least age 41 and 65 years of age and service combined	
Benefits	Retirements prior to 1/1/2006:	
	One times salary at retirement with coverage reduction according to age as follows:	
	Age 65 but less than age 70: 65%	
	Age 70 but less than age 75: 50%	
	Age 75 or older: 30%	

Future Plan Changes

No future plan changes were recognized in determining postretirement welfare cost.

Changes in Benefits Valued Since Prior Year

Beginning January 1, 2024, the pre-65 \$1,000 deductible plan option has been eliminated and only the \$2,250 deductible option remains.



Postretirement Medical Plan Provisions as of January 1, 2024 (Retirees - Pre Age 65)

Carrier	Pre-65 Retires	BCBSTX - Medical
Benefit Plan	\$2,25	0 Deductible
	in-Network	Non-Network (1)
ifetime Maximum		N/A
Coinsurance	80%	60%
ndividual Calendar Year Deductible (Individual / Family) (2)	\$2,250 / \$8,750	\$8,7507\$20,250
Out of Pocket Maximum (Individual / Family) (2)	\$6,850 / \$13,700	\$20,550 / \$41,100
lospital Inpatient	80%, no ded	60% after \$500 per admission ded
Emergency Room Facility (3) Accidental Injury & Emergency Care	100% after \$300 Copay	
Emergency Room Physician Charges Accidental Injury & Emergency Care	80% after ded	
Emergency Room Facility (3) Non-Emergency Care	80% after \$450 Copay	60% after \$450 Copay
Emergency Room Physician Charges Non-Emergency Care	80% after ded	60% after ded
Urgent Care Center visit, including lab services (does not include X-Rays, surgical services and Certain Diagnostic Procedures)	\$75 copay	70% after ded
X-Rays, Surgical Services and Certain Diagnostic Procedures; such as Bone Scan, Cardiac Stress Test, CT-Scan, Ultrasound, MRI, Myelogram, PET Scan, surgical procedures and all other services and supplies	80% after ded	60% after ded
Preventative Services	100% (\$0 copay)	70% after ded
Physician Office Visit Copay including lab services (excludes X-rays, Surgery and Certain Diagnostic Procedures; such as Bone Scan, Cardiac Stress Test, CT-Scan, Ultrasound, MRI, Myelogram, PET Scan, surgical procedures and all other services and supplies) (4)	\$30 PCP / \$50 Spec	70% after ded
X-Rays, Surgical Services and Certain Diagnostic Procedures; such as Bone Scan, Cardiac Stress Test, CT-Scan, Ultrasound, MRI, Myelogram, PET Scan, surgical procedures and all other services and supplies	80% after ded	60% after ded
Dutpatient Lab	100% (\$0 copay)	70% after ded

(1) All out-of-network benefits listed are based on the carrier's allowable charges. Charges exceeding this amount will be the member's responsibility.

(2) Out of Network Deductible and Out of Pocket Maximum will NOT apply toward Network Deductible & Out of Pocket Maximum

(3) Copay waived if admitted to a network hospital

(4) X-Rays, Surgical Services and Advanced Imaging PET, MRI, CAT, SPECT subject to deductible and coinsurance



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