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## 2.3 Development of actuarial value of assets

All monetary amounts shown in US Dollars

Plan Year Beginning		January 1, 2024
<b>A Preliminary Actuarial Value of Assets before Corridor as of January 1, 2024</b>		
1	Market value of assets as of January 1, 2024	277,810,445
2	Discounted receivable employer contributions	4,898,127
3	Deferred investment gains/(losses) for prior periods	
	<b>Plan Year Beginning</b>	<b>Gain/(Loss)</b>
a.	10/01/2023	25,558,104
b.	07/01/2023	(31,328,168)
c.	04/01/2023	1,219,514
d.	01/01/2023	16,274,368
e.	10/01/2022	10,422,862
f.	07/01/2022	(32,929,656)
g.	04/01/2022	(55,775,139)
h.	01/01/2022	(34,819,901)
	<b>Total</b>	<b>(14,401,234)</b>
4	Preliminary actuarial value of assets before application of corridor	297,109,806
<b>B Lower Bound of Corridor</b>		254,437,716
<b>C Upper Bound of Corridor</b>		310,979,431
<b>D Actuarial Value of Assets after Corridor as of January 1, 2024</b>		297,109,806
<b>E Rate of Return</b>		5.92% for 2022 5.74% for 2023



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## 2.4 Calculation of minimum required contribution

All monetary amounts shown in US Dollars

Reconciliation of Funding Balances as of January 1, 2024	Funding Standard Carryover Balance	Prefunding Balance	Total
<b>A Determination of Funding Balances</b>			
1 Funding balance as of January 1, 2023	0	35,173,644	35,173,644
2 Amount used to offset prior year minimum required contribution <sup>1</sup>	0	11,776,311	11,776,311
3 Adjustment for investment experience	0	2,423,964	2,423,964
4 Amount of additional prefunding balance created by election	N/A	5,135,938	5,135,938
5 Amount of funding balance reduction for current year by election or deemed election	0	0	0
6 Funding balance as of January 1, 2024	0	30,957,235	30,957,235

Plan Year Beginning	January 1, 2024
<b>B Calculation of Minimum Required Contribution</b>	
1 Target normal cost	7,698,283
2 Funding surplus	0
3 Net shortfall amortization installment (see section 2.5)	3,257,182
4 Waiver amortization installment	0
5 Minimum required contribution	10,955,465
6 Funding balance available	30,957,235
7 Remaining cash requirement (assuming sponsor elects full use of the available funding balances)	0

The minimum required contribution is determined as of the plan's valuation date. Any payment made on a date other than the valuation date must be adjusted for interest using the plan's effective interest rate of 5.18%.

Additional details regarding the calculation of the minimum required contribution may be obtained from the Form 5500 Schedule SB forms and attachments.

<sup>1</sup> Net of revoked excess application of funding balance, if any.

2.5 Schedule of minimum funding amortization bases

All monetary amounts shown in US Dollars

Type of Base		Date Established	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1	Shortfall	01/01/2024	15.00000	236,768	21,640
2	Shortfall	01/01/2023	14.00000	33,758,448	3,235,542
Total				33,995,216	3,257,182



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## 2.6 Calculation of estimated maximum deductible contribution

All monetary amounts shown in US Dollars

Based on Plan Year	2024
<b>A Basic Maximum</b>	
1 Funding target	308,551,176
2 Target normal cost	8,070,567
3 Actuarial value of assets	297,109,806
4 50% of funding target	154,275,588
5 Additional funding target for future compensation or benefit increases	10,247,806
6 Basic maximum deductible contribution	184,035,331
<b>B At-risk Maximum<sup>1</sup></b>	
1 Funding target (at-risk assumptions)	N/A
2 Target normal cost (at-risk assumptions)	N/A
3 Actuarial value of assets	N/A
4 At-risk maximum deductible contribution	N/A
<b>C Minimum Required Contribution</b>	10,955,465
<b>D Estimated Maximum Deductible Contribution</b>	184,035,331

The estimated maximum deductible contribution applies to the tax year in which the plan year ends, and is based on our understanding of IRC §404(a)(1). No regulatory guidance has been provided by the IRS/Treasury. Allocations of costs to inventory have not been considered, and amounts deductible for state income tax purposes may differ. Deductibility can be influenced by timing of contributions, differences between fiscal year and plan year, and differences (if any) between the years to which prior contributions were assigned for minimum funding purposes and the years in which they were deducted. Our results have not been adjusted for non-deducted contributions included in the valuation assets, nor is it clear that such adjustment is appropriate post-PPA. We recommend the plan sponsor review with tax counsel the tax-deductibility of all contributions as WTW does not provide legal or tax advice.

In addition, the actuarial value of assets shown is the same as used for determining the minimum required contribution. Thus contributions receivable (if any) are discounted at stabilized rates, and the limit on the expected return on assets reflected in asset smoothing (if applicable) is the 3rd segment rate, reflecting stabilized rates as expressly allowed by IRS Notice 2012-61 when the stabilized 3rd segment rate is higher than the rate ignoring the corridors.

This limit has been determined without regard to the special rule of IRC §404(o)(2)(B) providing a potentially higher maximum deduction based on at-risk assumptions, which is available for plans that are not at risk.

<sup>1</sup> At-risk maximum applies only for plans not in at-risk status for purposes of determining maximum deductible contributions for the plan year.

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## 2.7 Calculation of PBGC premium

All monetary amounts shown in US Dollars

Premium Payment Year		2024
<b>A Flat Rate Premium</b>		
1	Participant count date	December 31, 2023
2	Total participants as of participant count date <sup>1</sup>	2,397
3	Applicable rate	101.00
4	Total flat rate premium	242,097
<b>B Variable Rate Premium</b>		
1	Assumptions and Methods Used to Determine Premium Funding Target	
a.	Premium funding target method	Standard
b.	Premium funding target method election date	2017
c.	UVB valuation date	January 1, 2024
d.	Discount rates	
i.	First segment rate	5.01%
ii.	Second segment rate	5.13%
iii.	Third segment rate	5.15%
2	Premium Funding Target	
a.	Attributable to active participants	87,189,777
b.	Attributable to terminated vested participants	17,370,606
c.	Attributable to retirees	190,795,361
d.	Total premium funding target <sup>2</sup>	295,355,744
3	Market Value of Assets	282,708,572
4	Unfunded Vested Benefits	12,648,000
5	Uncapped Variable Rate Premium <sup>3</sup>	657,696
6	Maximum VRP <sup>4</sup>	1,644,342
7	Variable Rate Premium	657,696
<b>C Total PBGC Premium</b>		899,793

<sup>1</sup> The participant count for PBGC premium purposes may reflect permitted adjustments to exclude certain records including those who became participants on this plan year begin date, certain alternate payees and multiple beneficiaries.

<sup>2</sup> Reflects at-risk status, if applicable.

<sup>3</sup> Using variable rate premium of \$52 per \$1,000 of unfunded vested benefits.

<sup>4</sup> Using maximum per-participant premium of \$686.



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## Section 3 : Participant data

### 3.1 Summary of participant data

All monetary amounts shown in US Dollars

Census Date	01/01/2024 <sup>1</sup>	01/01/2023
<b>A Active Employees</b>		
1 Number	1,107	1,128
2 Average plan compensation	93,249	88,579
3 Average age	43.89	43.66
4 Average credited service	7.17	9.70
<b>B Participants with Deferred Benefits</b>		
1 Number	391	372
2 Average age	51.28	51.72
3 Participants with deferred annuity benefits		
a. Total annual deferred annuity benefits	1,949,669	1,991,800
b. Average annual deferred annuity benefits	6,413	6,488
4 Participants with account balance benefits		
a. Total account balance benefits	2,928,651	2,149,356
b. Average account balance benefits	19,655	17,474
<b>C Participants Receiving Benefits</b>		
1 Number	930	926
2 Total annual pension	17,300,607	17,454,593
3 Average annual pension	18,603	18,849
4 Average age	72.98	72.40
5 Distribution at January 1, 2024		
	Age	Number Annual Pension
	Under 55	2 4,759
	55-59	19 494,800
	60-64	97 2,428,695
	65-69	242 4,732,240
	70-74	264 5,016,234
	75-79	159 2,502,131
	80-84	83 1,281,434
	85 and over	64 836,558

<sup>1</sup> Headcounts as of 01/01/2024 reflect 46 alternative payees, 15 of whom have survived the original participant.

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### 3.2 Participant reconciliation

	Active	Deferred Inactive	Currently Receiving Benefits	Total
1 Included in January 1, 2023 valuation	1,128	372	926	2,426
2 Change due to:				
a. New hire and rehire	68	(3)	0	65
b. Non-vested termination	(19)			(19)
c. Vested termination	(39)	39		0
d. Retirement	(10)	(14)	24	0
e. Disability	0	0	0	0
f. Death	(2)	(2)	(26)	(30)
g. New beneficiary		6	7	13
h. Cashout	(17)	(8)	0	(25)
i. Miscellaneous	(2)	1	(1)	(2)
j. Net change	(21)	19	4	2
3 Included in January 1, 2024 valuation <sup>1</sup>	1,107	391	930	2,428

<sup>1</sup> Headcounts as of 01/01/2024 reflect 46 alternative payees, 15 of whom have survived the original participant.



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### 3.3 Age and service distribution of participating employees

Number distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service <sup>1</sup>													40 & Over	Total
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39			
Under 25	34	3	3	3	1	0	0	0	0	0	0	0	0	44	
25-29	84	15	12	9	3	2	0	0	0	0	0	0	0	125	
30-34	113	4	1	2	4	0	1	0	0	0	0	0	0	125	
35-39	118	15	7	2	3	6	14	1	0	0	0	0	0	166	
40-44	84	6	10	1	0	14	15	12	2	0	0	0	0	144	
45-49	51	1	10	3	6	18	12	12	4	3	0	0	0	120	
50-54	44	6	6	3	4	15	26	18	16	3	12	0	0	153	
55-59	20	2	2	0	2	9	15	16	14	12	15	7	0	114	
60-64	8	0	0	2	1	3	9	8	10	12	12	10	8	83	
65-69	3	0	1	0	1	1	1	3	3	4	3	4	5	29	
70 & over	0	0	1	0	0	0	0	0	0	0	0	0	3	4	
Total	559	52	53	25	25	68	93	70	49	34	42	21	16	1,107	
Average:	Age	44	Number of Participants:			Fully vested			885	Males			811		
	Service	7				Partially vested			0	Females			296		
Census data as of January 1, 2024															

<sup>1</sup> Age and service for purposes of determining category are based on exact (not rounded) values.

## Section 4 : Adjusted Funding Target Attainment Percentage (AFTAP)

El Paso Electric Company retained Willis Towers Watson US LLC ("WTW") to perform a valuation of its pension plan for the purpose of measuring the plan's AFTAP for the plan year beginning January 1, 2024 in accordance with ERISA and the Internal Revenue Code. This valuation has been conducted in accordance with generally accepted actuarial principles and practices.

The enrolled actuaries making this certification are members of the Society of Actuaries and other professional actuarial organizations and meet their "Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States."

We hereby certify that the plan's AFTAP for the plan year beginning January 1, 2024 is 88.67%. This percentage is based on the assumptions, participant data, and plan provisions we relied upon to prepare the results shown in this report, reflects the valuation limitations discussed in this report and is also based on the following additional information:

### Annuity Purchases

- El Paso Electric Company's representation is that there were no annuity purchases for non-highly compensated employees made by the plan in the plan years beginning in 2022 and 2023.

### Funding Balances

- Our understanding is that El Paso Electric Company has elected to apply the plan's funding balances as of the first day of the 2023 plan year to the 2023 minimum required contribution as follows:

All monetary amounts shown in US Dollars

Date	Amount
February 23, 2024	11,776,311
Total	11,776,311

- Our understanding is that the plan is not subject to a deemed election to reduce the funding balances in 2024.
- Our understanding is that El Paso Electric Company has elected to apply the plan's funding balances as of the first day of the 2024 plan year to the 2024 minimum required contribution as follows:



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All monetary amounts shown in US Dollars

Date	Amount
March 8, 2024	2,944,078
July 15, 2024	2,944,078
Total	5,888,156

- Our understanding is that El Paso Electric Company **has not elected to reduce the plan's funding balance** as of the first day of the 2024 plan year.
- Our understanding is that El Paso Electric Company has elected to increase the prefunding balance as of the first day of the 2024 plan year as follows:

All monetary amounts shown in US Dollars

Date	Amount
January 1, 2024	5,135,938
Total	5,135,938

### Contributions

- Our understanding is that El Paso Electric Company has made the following employer contributions after December 31, 2023 and before September 15, 2024, for the 2023 plan year, as follows:

All monetary amounts shown in US Dollars

Date	Amount
January 31, 2024	188,000
February 2, 2024	189,000
March 12, 2024	663,000
April 3, 2024	660,000
May 6, 2024	660,000
June 4, 2024	660,000
July 8, 2024	660,000
August 2, 2024	660,000
September 4, 2024	660,000
Total	5,000,000

### Subsequent Events

We have relied on all the information provided as complete and accurate. The results presented in this report are directly dependent upon the accuracy and completeness of the underlying data and information. Any material inaccuracy in and such inaccuracies, as corrected by El Paso Electric Company, may produce materially different results that could require that a revised report be issued.

- There were no plan amendments that took effect in the current plan year.
- There were no unpredictable contingent event benefits (UCEBs) that took effect in the current plan year.
- There were no previously suspended accruals restored during the current plan.

## Elections

The plan sponsor selected, as prescribed by regulations under the Pension Protection Act of 2006 (PPA), key assumptions and funding methods (including the mortality assumption, asset valuation method and the choice among prescribed interest rates) employed in the development of the results presented in this report and communicated them to us in the letter dated September 13, 2024.

In making this certification, we relied on asset, contribution, funding balance election, and annuity purchase information provided by El Paso Electric Company, including dates and amounts of contributions made to the plan through the date of this certification, dates and amounts of funding balance elections by El Paso Electric Company through the date of this certification, and amounts of annuity purchases for non-highly compensated employees in the past two years, as shown above. We have reviewed this information for overall reasonableness and consistency but, consistent with the scope of our engagement, have neither audited nor independently verified this information. We do not certify to the accuracy or completeness of asset, contribution, funding balance election and annuity purchase information, and this certification relies on and is contingent on the accuracy and completeness of this information.



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The development of the AFTAP is shown below:

All monetary amounts shown in US Dollars

Plan Year Beginning	01/01/2024
Actuarial value of assets as of January 1, 2024 <sup>1</sup>	297,109,806
Funding standard carryover balance at January 1, 2024 <sup>2</sup>	0
Prefunding balance at January 1, 2024 <sup>131415</sup>	30,957,235
Funding target (disregarding at-risk assumptions)	300,147,787
AVA/funding target (disregarding at-risk assumptions)	98.98%
Assets for AFTAP calculation <sup>3</sup>	266,152,571
Annuity purchases for NHCEs during 2022 and 2023	0
<b>Reflection of Post-Valuation Date Events not Previously Reflected</b>	
Increase in funding target (disregarding at-risk assumptions) for 2024 amendments/UCERs/restored accruals <sup>4</sup>	N/A
IRC §436 contributions made to enable plan amendments/UCERs/restored accruals to take effect <sup>5</sup>	N/A
Adjusted funding target, disregarding at-risk assumptions, (includes NHCE annuity purchases for the prior two years and post-valuation date amendments)	N/A
Adjusted assets (includes NHCE annuity purchases for the prior two years and post-valuation date IRC §436 contributions)	N/A
<b>Specific AFTAP</b>	
Adjusted Funding Target Attainment Percentage (AFTAP)	88.67%

- 
- <sup>1</sup> Reflects discounted contributions made for the 2023 plan year only if paid on or before the certification date. Includes security posted by the beginning of the plan year in the form of a bond or cash held in escrow.
- <sup>2</sup> Reflects elections made to-date (other than elections to apply the funding balances to 2024 MRC), and reflects any elections to revoke excess use.
- <sup>3</sup> AVA if AVA/Funding Target (disregarding at-risk assumptions) >=100%; otherwise (AVA-funding balances).
- <sup>4</sup> If amendments/UCERs/restored accruals (i) took effect before this specific certification, (ii) were not reflected in the funding valuation and (iii) require AFTAP recertification, or if AFTAP recertification is not required but the plan sponsor decides to reflect the amendment/UCERs/restored accruals in the specific AFTAP certification.
- <sup>5</sup> Discounted to January 1, 2024 using the 2024 plan year effective interest rate.

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### Immediate Implications of AFTAP Certification

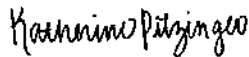
We believe that the certified AFTAP of 88.67% for the 2024 plan year has the following implications for benefit limitations described in IRC §436. El Paso Electric Company should review these conclusions with ERISA counsel:

- Benefit accruals called for under the plan without regard to IRC §436 must continue.
- Accelerated distributions called for under the plan without regard to IRC §436 must continue in full.
- Amendments that increase benefits must be evaluated at the time they would take effect to determine if they are permissible.
- Plant shutdown and other UCEBs must be evaluated at the time they would take effect to determine if they are permissible. However, El Paso Electric Company has advised us that the plan does not provide any benefits that would constitute UCEBs.

### Implications of 2024 AFTAP for Presumptions in Next Plan Year

Because the AFTAP for the 2024 plan year is at least 80% but less than 90%, the presumed AFTAP for the 2025 plan year would decline 10 percentage points on April 1, 2025 if the 2025 plan year AFTAP has not yet been certified. Based on our understanding of the application of IRC §436 to the Retirement Income Plan for Employees of El Paso Electric Company, as described above, we believe this decline in presumed AFTAP would cause accelerated distributions to be partially restricted. El Paso Electric Company should confirm these effects with your counsel.

Note however, that adoption of plan amendments and/or payment of UCEBs may change this result.



Katherine Pitzinger  
Associate Director, Retirement  
23-08096  
September 26, 2024



David Anderson  
Senior Director, Retirement  
23-07493  
September 26, 2024

Willis Towers Watson US LLC

September 2024



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

## Assumptions and methods for contribution purposes

### Interest rate basis

- Applicable month

January
- Interest rate basis

Segment Rates from Valuation Date

Interest rates	Reflecting Stabilization	Not Reflecting Stabilization
• First segment rate	4.75%	4.37%
• Second segment rate	4.96%	4.96%
• Third segment rate	5.59%	4.95%
• Effective interest rate	5.18%	4.92%

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates, and may be inconsistent with other economic assumptions used in the valuation.

Rates not reflecting stabilization are used to determine PBGC variable rate premiums if the alternative method is used, and are used to determine the PBGC FTAP and the PBGC 4010 FS.

### Annual rates of increase

- 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%
- Statutory limits on compensation

2.50%

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**Plan-related expenses** \$899,793

**Cash balance interest crediting rate** 4.03%

#### Demographic 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.

#### Mortality

- **Healthy** Separate rates for non-annuitants and annuitants based on Pri-2012 "Employees" and "Healthy Annuitants" (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024).
- **Disabled** Same as described above for Healthy Mortality

**Termination** Rates varying by age

#### 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%



**Disability** The rates at which participants become disabled by age and gender are shown below:

Percentage becoming 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%

**Retirement** Rates varying by age

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Percentage assumed to retire during the year				
Active Participants				
Final Average 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%

**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

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- 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
- 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.

#### Methods

<b>Valuation date</b>	First day of plan year
<b>Funding target</b>	Present value of accrued benefits as required by regulations under IRC §430.
<b>Target normal cost</b>	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.



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**Decrement timing**

The approach used is 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**.

**Actuarial value of assets for determining minimum required contributions**

Average of the fair market value of assets on the valuation date and 3, 6, 9, 12, 15, 18, 21, and 24 months preceding the valuation date, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the 2023 plan year).

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.

**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, 2024. 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 6, 2024.

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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

<b>Discount rate</b>	The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.
<b>Cash Balance Interest crediting rate</b>	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%.
<b>Annuity conversion rate</b>	As required by IRC §430, cash balances are converted to annuities using "annuity substitution", so that the interest rates assumed are effectively the same as described above for the discount rate.
<b>Plan-related expenses</b>	As required by regulations, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust).
<b>Rates of increase in:</b>	
• Compensation	Assumed compensation increases were chosen by the plan sponsor based on an experience study conducted in 2023.
• Increases in statutory limits (CPI)	The assumed CPI increases are based on forecasts prepared by Russell Investments.
• Assumed return for asset smoothing	The assumed return used for asset smoothing is the third segment rate.
<b>Healthy Mortality</b>	Assumptions used for funding purposes are as prescribed by IRC §430(h).
<b>Disabled Mortality</b>	Assumptions used for funding purposes are as prescribed by IRC §430(h).



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**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.

**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.

**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.

**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.

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**Spouse age** The assumed age difference for spouses is based on plan sponsor expectations.

#### Prescribed Methods

**Funding methods** The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are **"prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs)**. These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.

#### Changes in Assumptions and Methods

**Change in assumptions since prior valuation** The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC §430.

The mortality table used to calculate the funding target and target normal cost was updated to include one additional year of projected mortality improvement, as required by IRC §430.

The assumed plan-related expenses added to the target normal cost were changed from \$1,664,124 for the prior valuation to \$899,793 for the current valuation.

The cash balance interest crediting rate assumption was updated from the plan minimum of 4.30% to 4.03% based on 30-year treasury yields.

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 form of payment assumptions for the final average pay participants were updated to reflect observations found in an experience study conducted in 2023.

**Change in methods since prior valuation** None



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#### Model Descriptions and Disclosures (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.

##### 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

The most recent amendment reflected 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.

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



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Service for the 2014 Plan Year. After March 31, 2014, no additional Benefit Service shall be earned by a Cash Balance Member.

**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:

(a) The benefit accrued under the Plan prior to becoming a Cash Balance Member, as determined under the Final Average Pay formula above.

(b) The Cash Balance Account, consisting of pay credits and interest credits.

- 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 Service	Percentage 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

Interest credits are allocated to the Cash Balance Account as of the last day of each month. The interest credit is determined by multiplying the Cash Balance Account as of the last day of the preceding month by the 30-Year Treasury Bond Rate for the month, which when compounded monthly for the 12 months of the Plan Year, is equal to the 30-Year Treasury Bond Rate for August of the preceding year (but no less than 3.80% for the Plan Year, compounded monthly).



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**Monthly preretirement death benefit:**

Before Normal Retirement Age	Payable upon the death of a participant employed by the Company who had completed 5 years of Vesting Service. If the participant dies before attaining age 50 with 10 years of service, the amount payable to the spouse, to whom the participant was legally married during the one year period immediately preceding his death, is 50% of the amount the participant would have been entitled to had the participant separated from service on the date of his death, survived 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.

<b>Deferred vested termination</b>	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.
<b>Disability</b>	Permanent and total disability prior to NRD, and participant is receiving a Social Security disability benefit.
<b>Preretirement death benefit</b>	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

#### Benefits Paid Upon the Following Events

<b>Normal retirement</b>	The monthly pension benefit determined as of NRD.
<b>Early retirement:</b>	
• 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.
<b>Postponed retirement</b>	The monthly pension benefit determined as of the actual retirement date.
<b>Deferred vested termination:</b>	
• Final Average Pay	The participant may elect to commence as early as their Early Retirement with 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.



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- **Cash Balance** The frozen accrued benefit excluding Cash Balance Benefits will be 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 benefit payable is the Frozen Final Average Pay Accrued Benefit as of March 31, 2014 and the Cash Balance Account based on Earnings 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.

#### Future Plan Changes

No future plan changes were recognized in determining pension cost or funding requirements. Willis Towers Watson 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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## Appendix C : Statement of funding-related risks of plan in accordance with ASOP No. 51

### Potentially Significant Risks Associated with the Plan

The following sections discuss certain risks associated with the plan. The specific risks discussed below do not represent a comprehensive list of all risks that could potentially affect the plan, its participants, the sponsor, or any other party. In our professional judgment, we believe these risks to be most relevant to the **plan's future financial condition. Not all possible sources of risk were considered. We have not evaluated the ability or willingness of the plan sponsor (or members of their controlled group) to make contributions to the plan when due, nor have we assessed the likelihood or consequences of potential future changes in applicable law. Nothing contained in this report is intended to provide investment advice.**

The results shown in this report rely on assumptions regarding future economic and demographic experience. Actual future experience will deviate from the actuarial assumptions, and thus future actuarial measurements and future contribution requirements will differ (perhaps significantly) from the current measurements and contribution requirements presented in this report. Following is a discussion of some of the risks that have the potential to significantly increase the future contributions needed to satisfy legal requirements and secure the benefits of participants. While the discussion below focuses on elements that can increase contributions, contributions may also significantly decline, although not below \$0, if these elements move in the opposite direction than discussed below. *Note also that any assessment of the risk provided below is speculative and made by the actuary who may not have all the information necessary to evaluate the significance of the risk to El Paso Electric Company or plan participants of changes in the plan's funded status; the plan sponsor and its advisors should consider the assessment and any reasons given, and other information, and come to their own conclusions as to the significance of the risk presented.* A more complete understanding of these or other risks would require a separate analysis. Such analysis would provide information about the consequences of different plausible experience and about the severity of adverse experience that could be tolerated within a range of funding levels. We recommend that such an analysis be performed or considered.

We also note that the financial condition of a plan, as well as the contributions caused by this condition, tend to be highly leveraged amounts. **When referring to a plan's financial condition below, we generally mean the difference between the plan's assets and its liabilities.** As each of these numbers is typically much larger than their difference, even a small change in either one can cause a large percentage change in the financial condition and the resulting contributions.

## Financial Risks

Willis Towers Watson's Cost & Risk Management Channel is updated each year based on the most recent funding actuarial valuation and performs a high-level projection of funding requirements over the next few years, taking into account the projected stabilized interest rates. El Paso Electric Company has access to this tool as well as the ability to perform their own "what-if" scenarios if so desired. This tool can assist in El Paso Electric Company's understanding and assessment of the financial risks in this plan.

### Asset-Liability Mismatch Risk

There is generally a substantial risk to a plan's financial condition if the changes in asset values are not matched by changes in the value of liabilities. This risk exists because much of the plan's assets are invested in securities that would not be expected to move in any predictable pattern relative to plan liabilities. That said, there is a portion of the plan's assets which are invested in securities that are expected to move in the same direction as liabilities, which may serve to partially mitigate a portion of this risk.

### Investment Risk

Much of the plan's assets are invested in return-seeking asset classes that can experience volatile returns. Several consecutive years of moderately poor returns or a single year of exceptionally poor returns may cause a significant increase in minimum required contributions or in contributions required to reach desired funding targets (e.g., to fully fund plan termination liability, to fully fund the plan under the minimum funding rules, to avoid PBGC variable rate premiums or an ERISA §4010 filing, to avoid benefit restrictions or to meet other goals of the plan sponsor). Failure to compensate for adverse investment experience with increased contributions could result in further degradation of the funded status of the plan over time, even if investments return at expected rates thereafter.

Generally there is a substantial risk to a plan's financial condition if investment returns are lower than expected. In this situation the risk is present because some of the plan's assets are allocated to investments that would not be expected to move in any predictable pattern relative to plan liabilities.

### Interest Rate Risk

The funding requirements use a measure of plan obligations based on recent high quality (rated A or better) corporate bond yields, adjusted so that they do not deviate by more than a specified percentage (which differs by year) from a 25-year average of such yields. Under current law the effect of the averaging will decline over time because the specified percentage will be increased from the original 5% to 30%. If current market yields are well below the 25-year average, interest rates used to measure liabilities will decline, and the plan's funded status will deteriorate.

There is generally a substantial risk to a plan's financial condition due to changes in interest rates because plan liabilities increase as interest rates decline. In this situation the risk is somewhat mitigated because the plan's liabilities used to determine required contributions are determined based on stabilized interest rates.



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## Demographic Risks

The demographic risks discussed below are typically not as significant as the economic risks discussed above since both the degree of variation from assumptions and the effect on funded status tend to be smaller. However, situations do exist such as certain plan designs or corporate activity where the risks below may be more significant.

## Longevity Risk

Measurements of the plan obligations are based on the assumptions of participant longevity described in Appendix A. Expert opinions about future longevity vary widely. If lifespans of plan participants exceed those expected under the assumptions used in preparing the results presented in this report, future measures of the plan obligation and future contribution requirements will gradually increase over time. Furthermore, an emerging pattern of longer lifespans or new research that increases the plausibility of longer lifespans may require a future adjustment in the mortality assumptions that results in a permanent significant increase in the plan obligation measurements and contribution requirements.

## Retirement Risk

The plan includes valuable early retirement subsidies. As a result, plan costs will increase if participants retire at younger ages than assumed. This might occur, for example, if business conditions were to cause reductions in force. Currently, retirements are expected to occur at various ages, using the retirement rates summarized in Appendix A.

## Lump Sum Risk

The plan includes an annuity conversion of the cash balance accounts determined using interest rates under IRC §417(e). Due to the required use of annuity substitution under IRS funding rules, the amount of funding target included in the valuation will differ from the actual annuity amounts.

The risk of plan financial decline due to this assumption is mitigated under the current HATFA legislation given the funding target amount included in the valuation tends to exceed the actual annuity payments.

## Other Risks

Additional risks exist, including but not limited to liquidity risk, inflation risk, business-specific risk, and compliance risk. However, at this time we do not believe these risks to be as relevant or significant to the **plan's future financial condition as those outlined above. It is possible one or more of these risks** (in addition to some that are not listed) could become more prevalent and significant in the future depending on a wide range of factors including, but not limited to, changes in employee demographics, de-risking activities, legislative changes, unexpected economic movements, etc.

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## Historical Information

The following information is provided to demonstrate how fair value of assets, funding target, and funded percentage have varied over time. In order to better illustrate market movements, the effect of interest rate stabilization (first enacted in the Moving Ahead for Progress in the 21st Century (MAP 21) and since extended by subsequent legislation) has been excluded (i.e., the measures summarized below are calculated without reflecting stabilized interest rates). Note that the asset values and funding targets shown below were affected by the levels of plan sponsor contributions and benefits accruing, respectively, in addition to interest rates, asset gains and losses, and other experience.

All monetary amounts shown in US Dollars

Plan Year	Market Value of Assets	Funding Target	Funded Percentage
2024	277,810,445	308,551,176	90.04%
2023	271,670,914	358,335,573	75.81%
2022	389,309,759	393,052,569	99.05%
2021	375,327,497	370,706,150	101.24%
2020	327,152,316	330,215,292	99.07%



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## Appendix D : Descriptions of funded status measures

### Calculations for Funding Ratios Chart in Section 1: Summary of Results

#### Prior Year Ratios

Purpose of Ratio	Asset Measure	Obligation Measure
4 Test ability to apply funding balances to current year MRC	AVA – PFB	FTO
5 Quarterly contribution exemption test for current year	AVA – FSCB – PFB	FT
6 At-risk Prong 1 Test for current year	AVA – FSCB – PFB	FTO
7 At-risk Prong 2 Test for current year	AVA – FSCB – PFB	FTAR, but without loads

#### Current Year Ratios

Purpose of Ratio	Asset Measure	Obligation Measure
1 Test ability to apply funding balances to next year's MRC	Same as for analogous Prior Year Ratio	
2 Quarterly contribution exemption test for next year		
3 At-risk Prong 1 Test for next year		
4 At-risk Prong 2 Test for next year		
5 PBGC 4010 filing gateway test (PBGC FTAP) (to determine whether a filing is required next year for the current plan year)	AVA – FSCB – PFB	FTO ignoring interest rate stabilization
6 Exemption from establishing SAB in current year:		
– If PFB applied to current year MRC	AVA – PFB	FT
– If PFB not applied to current year MRC	AVA	FT
7 Eliminate SABs in current year	AVA – FSCB – PFB	FT

#### Benefit Restriction Ratios

Purpose of Ratio for Plan Year	Assets	Obligations	Year Ratio is Determined
Adjusted Funding Target	[AVA if AVA/FTO >= 100%; AVA – FSCB – PFB otherwise]	FTO <sup>1</sup> + annuity purchases for NHCEs in previous 2 years	Current
Attainment Percentage (AFTAP) – Application of Benefit Restrictions under IRC 436	+ annuity purchases for NHCEs in previous 2 years		

<sup>1</sup> If plan sponsor is in bankruptcy, FTO is calculated using interest rates that are not stabilized for purposes of restrictions on accelerated payments.

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## Definitions of terms

Term	Short for	Definition
FTAP	Funding target attainment percentage	$(AVA - FSCB - PFB) / FTO$
PBGC FTAP	FTAP for exemption from ERISA 4010	$(AVA - FSCB - PFB) / (FTO \text{ ignoring interest rate stabilization})$
FSCB	Funding standard carryover balance	Accumulated contributions in excess of those required in pre-PPA plan years, less amounts applied to MRC or forfeited
PFB	Prefunding balance	Accumulated contributions in excess of those required since PPA applied to the plan, to the extent the plan sponsor elected to create PFB, less amounts subsequently applied to MRC or forfeited
Funding balance	FSCB + PFB	
FTO	Ongoing funding target	Funding target as described in IRC 430, ignoring at-risk assumptions; equals FT for a plan that is not at-risk. <sup>1</sup>
FTO ignoring stabilization	FTO calculated ignoring interest rate stabilization	Same as FTO if the full yield curve is used, or stabilized segment rates fall within the corridors
FTAR	At-risk funding target	Funding target reflecting at-risk assumptions and any applicable loads, as described in IRC 430(i), with no phase-in
FT	Funding target	Funding target used to calculate MRC. Equals: <ul style="list-style-type: none"> <li>• FTO if the plan is not at-risk.</li> <li>• FTAR if the plan has been at risk for at least 5 consecutive plan years.</li> <li>• Otherwise, <math>FTO + 20\% * (\# \text{ of consecutive years at-risk}) * (\text{the excess, if any, of FTAR over FTO})</math>.</li> </ul>
FS	Funding shortfall (surplus)	$FT - (AVA - \text{funding balances})$
PBGC 4010 FS	Funding shortfall for determining whether a controlled group is exempt from an ERISA 4010 filing	FT (ignoring interest rate stabilization) - AVA See PBGC reporting requirements section of the report for more information.

<sup>1</sup> If plan sponsor is in bankruptcy, FTO is calculated using interest rates that are not stabilized for purposes of restrictions on accelerated payments.



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Term	Short for	Definition
SAB	Shortfall amortization base	An SAB is established each year equal to the FS less the present value of the SAls related to SABs established in earlier years. A plan may be exempt from establishing an SAB for a plan year in accordance with the test in the Funding Ratios chart in section 1
TNC	Target normal cost	Present value of benefits expected to accrue, and expenses expected to be paid from plan assets, for the year. Reflects at-risk assumptions if the plan is at-risk (phased-in if plan has been at-risk for fewer than 5 consecutive years as described above)
SAI	Shortfall amortization installment	Amortization for an SAB established in a particular year. SAls are eliminated if FS is less than or equal to \$0
MRC	Minimum required contribution	TNC plus SAls as of the valuation date (assumes no funding waivers and plan is not fully funded). See section 2.4 for more details on this calculation
AVA	Actuarial value of assets	"Plan assets" under PPA, including discounted receivables and reflecting any smoothing. See section 2.3 for more details



**El Paso Electric Company**  
**Retirement Income Plan**  
**Actuarial Valuation Report**  
**Benefit Cost for Fiscal Year Beginning**  
**January 1, 2023 under US GAAP**

**August 2023**

**wtwco.com**

This report is confidential and intended solely for the information and benefit of the intended recipient thereof. It may not be distributed to a third party unless expressly allowed under the "Actuarial Certification" section herein.



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Retirement Income Plan

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## Purposes of valuation

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

As requested by the Company, this report documents the results of an actuarial valuation of the Retirement Income Plan for Employees of El Paso Electric Company (the Plan) as of January 1, 2023.

The primary purpose of this valuation is to determine the Net Periodic Benefit Cost/(Income) (Benefit Cost), in accordance with FASB Accounting Standards Codification Topic 715 (ASC 715) for the fiscal year ending December 31, 2023. It is anticipated that a separate report will be prepared for year-end financial reporting purposes.

### 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. The expected contributions to the qualified pension plan(s) were set at \$1,700,000 as provided by El Paso Electric Company in January 2023 and matches the amount that we understand was disclosed in December 31, 2022 financials.

Note that any significant change in the amounts contributed or expected to be contributed in 2023 from what is disclosed at December 31, 2022 may require disclosure in the interim financial statements, but should not affect the expected return on plan assets absent a remeasurement for another purpose.

2. 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.
3. This report is not intended to constitute a certification of the Adjusted Funding Target Attainment Percentage (AFTAP) under IRC §436 for any plan year.
4. This report does not determine funding requirements under IRC §430.
5. This report does not provide information for plan accounting and financial reporting under ASC 960.
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).

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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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## Section 1 : Summary of key results

### 1.1 Benefit cost, plan assets & obligations

All monetary amounts shown in US Dollars

Fiscal Year Beginning		01/01/2023	01/01/2022
Benefit Cost/ (Income)	Net Periodic Benefit Cost/(Income)	(2,745,381)	(2,627,773)
	Benefit Cost/(Income) due to Special Events	0	0
	Total Benefit Cost/(Income)	(2,745,381)	(2,627,773)
Measurement Date		01/01/2023	01/01/2022
Plan Assets	Fair Value of Plan Assets (FVA)	271,870,914	389,309,759
	Market Related Value of Plan Assets (MRVA)	348,414,724	369,787,681
	Actual Return on Fair Value of Plan Assets during Prior Year	(24.99%)	10.17%
Benefit Obligations	Accumulated Benefit Obligation (ABO)	(294,948,249)	(393,328,341)
	Projected Benefit Obligation (PBO)	(311,073,760)	(424,001,787)
Funded Ratios	Fair Value of Plan Assets to ABO	92.1%	99.0%
	Fair Value of Plan Assets to PBO	87.3%	91.8%
Accumulated Other Comprehensive (Income)/Loss (Pre-tax)	Net Prior Service Cost/(Credit)	(3,074,144)	(6,541,222)
	Net Loss/(Gain)	89,520,537	83,949,024
	Total Accumulated Other Comprehensive (Income)/Loss (pre-tax)	86,446,393	77,407,802
Assumptions	Equivalent Single Discount Rate for Benefit Obligations	5.54%	2.97%
	Equivalent Single Discount Rate for Service Cost	5.69%	3.18%
	Equivalent Single Discount Rate for Interest Cost	5.41%	2.51%
	Expected Long-Term Rate of Return on Plan Assets	7.00%	7.00%
	Rate of Compensation Increase	4.50%	4.50%
Participant Data	Census Date	01/01/2023	01/01/2022

## 1.2 Comments on results

The actuarial gains/(losses) due to demographic experience, including any assumption changes, and investment return different from assumed during the prior year were \$109,431,335 and \$(120,893,696) respectively.

### Change in net periodic cost and funded position

The net periodic cost declined from \$(2,627,773) in fiscal 2022 to \$(2,745,381) in fiscal 2023 and the funded position declined from \$(34,692,028) to \$(39,402,846).

Significant reasons for these changes include the following:

- The actual return on the fair value of plan assets since the prior measurement date was less than the expected return on plan assets, which caused the funded position to deteriorate.
- The single equivalent discount rate used to measure PBO increased by 257 basis points compared to the prior year, which reduced the net periodic cost and improved the funded position.

## 1.3 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 plan 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.



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## 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 for overall reasonableness and consistency, but have neither audited nor independently verified 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 January 1, 2023. The benefit obligations were measured as of January 1, 2023 and are based on participant data as of the census date, January 1, 2023.

#### Plan assets and balance sheet adjustments

Information about the fair value of plan assets and the general ledger account balances for the benefit plan cost at December 31, 2022, which reflect the expected funded status of the plan 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, except for the expected long-term rate of return on plan assets selected as of January 1, 2023. WTW was unable to evaluate the expected long-term rate of return on plan assets assumption due to a lack of information about the asset classes in which the plans are invested. In addition, we believe that the combined effect of assumptions, other than the assumptions selected by another party that we have been unable to assess for reasonableness, is expected to have no significant bias. See Appendix A for a discussion of each significant assumption and our rationale 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 consider to be reasonable. Other actuarial assumptions could also be considered to 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 January 1, 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.



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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, changes in 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), 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 in Section 1 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 plan as described in Purposes of Valuation 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, FSA, EA  
Senior Director, Retirement  
23-07490  
August 18, 2023



David Anderson, ASA, EA  
Senior Director, Retirement  
23-07493  
August 18, 2023



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## Section 2 : Accounting exhibits

### 2.1 Balance sheet asset/(liability)

All monetary amounts shown in US Dollars

Measurement Date	01/01/2023	01/01/2022
<b>A Development of Balance Sheet Asset/(Liability)<sup>1</sup></b>		
1 Projected benefit obligation (PBO)	(311,073,760)	(424,001,787)
2 Fair value of plan assets (FVA) <sup>2</sup>	271,670,914	389,309,759
3 Net balance sheet asset/(liability)	(39,402,846)	(34,692,028)
<b>B Current and Noncurrent Classification<sup>3</sup></b>		
1 Noncurrent asset	0	0
2 Current liability	0	0
3 Noncurrent liability	(39,402,846)	(34,692,028)
4 Net balance sheet asset/(liability)	(39,402,846)	(34,692,028)
<b>C Accumulated Benefit Obligation (ABO)</b>	(294,948,249)	(393,329,341)
<b>D Accumulated Other Comprehensive (Income)/Loss</b>		
1 Net prior service cost/(credit)	(3,074,144)	(6,541,222)
2 Net loss/(gain)	89,520,537	83,949,024
3 Accumulated other comprehensive (income)/loss <sup>4</sup>	86,446,393	77,407,802
<b>E Assumptions and Dates</b>		
1 Equivalent single discount rate for benefit obligations	5.54%	2.97%
2 Rate of compensation increase	4.50%	4.50%
3 Census date	01/01/2023	01/01/2022

<sup>1</sup> Whether any amounts in this table that differ from those disclosed at year-end must be disclosed in subsequent interim financial statements should be determined.

<sup>2</sup> Excludes receivable contributions.

<sup>3</sup> The current liability (for each underfunded plan) was measured as the discounted value of benefits expected to be paid over the next 12 months in excess of the fair value of the plan's assets at the measurement date.

<sup>4</sup> Amount shown is pre-tax and should be adjusted by plan sponsor for tax effects.



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## 2.2 Changes in plan obligations and assets

All monetary amounts shown in US Dollars

Period Beginning	01/01/2023	01/01/2022
<b>A Change in Projected Benefit Obligation (PBO)</b>		
1 PBO at beginning of prior fiscal year	424,001,787	444,805,475
2 Employer service cost	11,042,170	12,701,901
3 Interest cost	10,375,011	8,874,193
4 Actuarial loss/(gain)	(109,431,335)	(11,948,268)
5 Plan participants' contributions	0	0
6 Benefits paid from plan assets	(23,391,122)	(28,177,067)
7 Benefits paid from Company assets	0	0
8 Administrative expenses paid <sup>1</sup>	(1,522,751)	(2,254,449)
9 Plan amendments	0	0
10 Acquisitions/(divestitures)	0	0
11 Curtailments	0	0
12 Settlements	0	0
13 Special/contractual termination benefits	0	0
14 PBO at beginning of current fiscal year	311,073,760	424,001,787
<b>B Change in Plan Assets</b>		
1 Fair value of plan assets at beginning of prior fiscal year	389,309,759	375,327,497
2 Actual return on plan assets	(94,424,972)	37,113,778
3 Employer contributions	1,700,000	7,300,000
4 Plan participants' contributions	0	0
5 Benefits paid	(23,391,122)	(28,177,067)
6 Administrative expenses paid	(1,522,751)	(2,254,449)
7 Transfer payments	0	0
8 Acquisitions/(divestitures)	0	0
9 Settlements	0	0
10 Fair value of plan assets at beginning of current fiscal year	271,670,914	389,309,759

<sup>1</sup> Only if future expenses are accrued in PBO through a load on service cost.

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## 2.3 Summary of net balances

All monetary amounts shown in US Dollars

### A Summary of Prior Service Cost/(Credit) Bases

Measurement Date Established	Original Amount	Net Amount at 01/01/2023	Remaining Amortization Period	Amortization Amount in 2023	Effect of Curtailments	Other Events
02/28/2014	(33,700,000)	(3,074,144)	0.88666	3,074,144	0	0
Total		(3,074,144)		3,074,144	0	0

All monetary amounts shown in US Dollars

### B Summary of Net Loss/(Gain) (see Appendix A for a description of amortization method)

	Net Amount at 01/01/2023 <sup>1</sup>	Amortization Amount in 2023	Effect of Curtailments	Effect of Settlements	Other Events (Identify)
	89,520,537	0	0	0	0

<sup>1</sup> Before any immediate recognition on the same date.

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## 2.4 Development of plan assets for benefit cost

All monetary amounts shown in US Dollars

	Fair Value	Market-Related Value			
<b>A Reconciliation of Plan Assets</b>					
1 Plan assets at 12/31/2021	389,309,759	389,787,681			
2 Actual return on plan assets	(94,424,972)	1,840,916			
3 Employer contributions	1,700,000	1,700,000			
4 Plan participants' contributions	0	0			
5 Benefits paid	(23,391,122)	(23,391,122)			
6 Administrative expenses paid	(1,522,751)	(1,522,751)			
7 Acquisitions/(divestitures)	0	0			
8 Settlements	0	0			
9 Plan assets at 12/31/2022	271,670,914	348,414,724			
<b>B Rate of Return on Invested Assets</b>					
1 Weighted invested assets	377,925,293				
2 Rate of return	(24.99%)				
<b>C Investment Loss/(Gain)</b>					
1 Actual return	(94,424,972)				
2 Expected return	26,468,724				
3 Loss/(gain)	120,893,696				
<b>D Market-Related Value of Assets</b>					
1 Fair value of plan assets at 12/31/2022	271,670,914				
2 Deferred investment (gains) and losses for the last 3 years					
	Measurement Year Ending (i)	(Gain)/Loss (ii)	Percent Recognized (iii)	Percent Deferred (iv)	Deferred Amount (v) = (ii) x (iv)
a	12/31/2022	120,893,696	33.33%	66.67%	80,596,200
b	12/31/2021	(11,556,940)	66.67%	33.33%	(3,852,390)
c	12/31/2020	(35,451,529)	100.00%	0.00%	0
	Total				76,743,810
3 Market-related value of assets					348,414,724

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## 2.5 Summary and comparison of benefit cost and cash flows

All monetary amounts shown in US Dollars

Fiscal Year Ending	12/31/2023	12/31/2022
<b>A Total Benefit Cost</b>		
1 Employer service cost	7,693,352	11,042,170
2 Interest cost	18,251,576	10,375,011
3 Expected return on plan assets	(23,616,185)	(25,334,760)
4 Subtotal	328,783	(3,917,579)
5 Net prior service cost/(credit) amortization	(3,074,144)	(3,467,078)
6 Net loss/(gain) amortization	0	4,756,884
7 Subtotal	(3,074,144)	1,289,806
8 Net periodic benefit cost/(income)	(2,745,381)	(2,627,773)
9 Curtailment (gain)/loss	0	0
10 Settlement (gain)/loss	0	0
11 Special/contractual termination benefits	0	0
12 Total benefit cost	(2,745,381)	(2,827,773)
<b>B Assumptions</b> (See Appendix A for interim measurements, if any)		
1 Equivalent single discount rate for benefit obligations	5.54%	2.97%
2 Equivalent single discount rate for service cost	5.89%	3.18%
3 Equivalent single discount rate for interest cost	5.41%	2.51%
4 Expected long-term rate of return on plan assets	7.00%	7.00%
5 Rate of compensation increase	4.50%	4.50%
6 Census date	01/01/2023	01/01/2022
<b>C Plan Assets at Beginning of Year</b>		
1 Fair value	271,670,914	389,309,759
2 Market-related value	348,414,724	369,787,681
<b>D Cash Flows</b>		
	<b>Expected</b>	<b>Actual</b>
1 Employer contributions	1,700,000	1,700,000
2 Plan participants' contributions	0	0
3 Benefits paid from Company assets	0	0
4 Benefits paid from plan assets	22,503,973	23,391,122
<b>E Amortization Period</b>		
	13.06158	12.83843



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## Section 3 : Participant data

### 3.1 Summary of participant data

All monetary amounts shown in US Dollars

Census Date		01/01/2023	01/01/2022
<b>A Participating Employees</b>			
1	Number	1,128	1,065
2	Average expected plan compensation	88,579	88,005
3	Average age	43.66	44.28
4	Average credited service	9.70	12.00
<b>B Participants with Deferred Benefits</b>			
1	Number	372	351
2	Average age	51.72	53.34
3	Deferred FAP annual benefits		
	Total	1,991,800	1,914,434
	Average	6,488	6,236
4	Deferred CB benefits		
	Total	2,149,356	1,319,261
	Average	17,474	14,658
<b>C Participants Receiving Benefits</b>			
1	Number	926	906
2	Total annual pension	17,454,593	16,977,059
3	Average annual pension	18,849	18,738
4	Average age	72.40	71.54
5	Distribution at January 1, 2023		
	<b>Age</b>	<b>Number</b>	<b>Annual Pension</b>
	Under 55	5	300,865
	55-59	22	579,460
	60-64	94	2,433,558
	65-69	258	4,849,417
	70-74	250	4,907,872
	75-79	147	2,237,338
	80-84	84	1,310,848
	85 and over	66	835,235

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### 3.2 Age and service distribution of active participants

All monetary amounts shown in US Dollars

Attained Age	Attained Years of Credited Service and Number and Average Compensation <sup>1</sup>													Total
	0	1	2	3	4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	27	10	5	5	0	0	0	0	0	0	0	0	0	47
25-29	30	18	14	9	10	29	0	0	0	0	0	0	0	110
30-34	32	23	11	18	9	53	7	0	0	0	0	0	0	153
35-39	31	21	9	17	7	71	17	5	0	0	0	0	0	178
40-44	17	9	16	7	2	53	18	7	1	0	0	0	0	130
45-49	9	8	10	8	6	47	25	16	10	1	1	0	0	141
50-54	4	6	11	8	6	29	17	21	19	9	11	0	0	141
55-59	6	4	4	1	3	10	11	18	16	19	11	7	0	110
60-64	2	1	1	3	1	7	9	11	7	12	17	12	9	92
65-69	0	0	1	0	2	2	0	1	2	1	3	3	7	22
70 & over	0	0	1	0	0	0	0	0	0	0	0	0	3	4
Total	158	100	83	76	46	301	104	79	55	42	43	22	19	1,128
Average:	Age	44	Number of Participants:				Fully vested	871	Males				819	
	Service	10					Partially vested	0	Females				309	
Census data as of January 1, 2023														

<sup>1</sup> Ages and service totals for purposes of determining category are based on exact (not rounded) values.



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### 3.3 Participant reconciliation

	Active	Deferred Inactive	Currently Receiving Benefits	Total
1 At 01/01/2022 valuation	1,065	351	906	2,322
2 Change due to:				
a New hire and rehire	156	(2)	0	154
b Non-vested termination	(15)	0	0	(15)
c Vested termination	(53)	53	0	0
d Retirement	(10)	(27)	37	0
e Disability	0	(1)	1	0
f Death without beneficiary	0	(2)	(29)	(31)
g Death with beneficiary	(1)	2	(1)	0
h Cashout	(14)	(5)	0	(19)
i New Alternative Payees	0	3	2	5
j Beneficiary Commencement	0	0	13	13
k Miscellaneous	0	0	(3)	(3)
l Net change	63	21	20	104
3 At 01/01/2023 valuation	1,128	372	926	2,426

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## 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

#### Economic Assumptions

Pre-tax rate of return on assets for 7.00%

#### Discount rate:

- Equivalent single discount rate for benefit obligations 5.54%
- Equivalent single discount rate for service cost 5.69%
- Equivalent single discount rate for interest cost 5.41%

#### Annual rates of increase:

- Inflation 2.50%
- Compensation: 4.50%
- Statutory limits on compensation and benefits 2.50%
- Cash balance interest credit rate 4.30%

#### 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.

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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 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.

**Termination** Rates varying by age and gender

#### Representative Termination Rates

Percentage leaving 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%

**Disability** The rates at which participants become disabled by age and gender are shown below:

Percentage becoming 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%



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## Retirement

Rates varying by age.

Percentage assumed to retire during the year				
Active Participants				
Final Average 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%

## 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 The later of age 55 or termination of employment.
- Disability benefit Upon disablement.
- Retirement benefit Upon termination of employment.

## Form of payment

- Final Average Pay Participants 100% are assumed to elect a Single Life Annuity.
- 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.

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**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:**

• **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 for non-union participants, Blue-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 (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



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• Disabled life mortality rates Base Mortality Table

1. Base table: Pri-2012 Disabled Retiree
2. Base mortality table year: 2012
3. 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

**Additional Assumptions**

**Administrative expenses** Service cost includes a load for administrative expenses expected to be paid from the trust during the current year, equal to 40 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 Position	
<b>Census date</b>	January 1, 2023.
<b>Measurement date</b>	January 1, 2023
<b>Service cost and projected benefit obligation</b>	<p>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.</p> <p>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.</p> <p>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, 2022 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.</p>
<b>Market-related value of assets</b>	<p>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.</p>



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**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

<b>Discount rate(s)</b>	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.
<b>Expected return on plan assets</b>	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.
<b>Cash balance interest crediting rate</b>	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 3.80%. We believe this assumption does not significantly conflict with what would be reasonable.
<b>Annuity conversion rate</b>	Cash balances are converted to annuities using "annuity substitution". We believe this assumption does not significantly conflict with what would be reasonable.
<b>Rates of increase in compensation</b>	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.



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**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.

**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 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 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.

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◦ Deferred vested benefit	Based on plan sponsor's historical experience and expectations for the future with periodic adjustment based on observed gains and losses.
Form of payment	The percentage of retiring participants assumed to take lump sums or an annuity is based on historical experience 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, Methods and Estimation Techniques

Change in assumptions since prior valuation	<p>The single equivalent PBO discount rate increased from 2.97% as of January 1, 2022 to 5.54% as of January 1, 2023 to reflect the change in yields on high-quality corporate bonds.</p> <p>The single equivalent service cost discount rate increased from 3.18% as of January 1, 2022 to 5.69% as of January 1, 2023 to reflect the change in yields on high-quality corporate bonds.</p> <p>The single equivalent interest cost discount rate increased from 2.51% as of January 1, 2022 to 5.41% as of January 1, 2023 to reflect the change in yields on high-quality corporate bonds.</p> <p>The annuity conversion assumptions were updated to the IRC Section 417(e)(3) applicable interest rates for August 2022 and applicable mortality table for lump sum payments in 2023.</p> <p>The interest crediting rate was updated from 3.80% to 4.30%.</p> <p>The inflation rate was updated from 2.40% to 2.50%.</p>
Change in methods since prior valuation	None.



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**Change in estimation techniques since prior valuation** None.

**Model Descriptions and Disclosures (in accordance with ASOP No. 56)**

<b>Quantify</b>	<p>Quantify is the WTW centrally developed, tested and maintained Global actuarial valuation system. It is used to perform valuations of clients' benefit plans.</p> <p>Quantify provides the ability to process data, calculate benefits and value benefit liabilities, develop results using applicable standards, and generate client reports.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>
<b>RateCalc/RATE:Link</b>	<p>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.</p>

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**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

### Plan Provisions

The most recent amendment reflected 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.

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
- Cash Balance

One year for each 1,000-hour calendar year of employment.

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.

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**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



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• **Cash Balance**

The Accrued Benefit for a Cash Balance Member is

(a) plus (b), as follows:

(a) The benefit accrued under the Plan prior to becoming a Cash Balance Member, as determined under the Final Average Pay formula above.

(b) The Cash Balance Account, consisting of pay credits and interest credits.

• **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 Service	Percentage 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**

Interest credits are allocated to the Cash Balance Account as of the last day of each month. The interest credit is determined by multiplying the Cash Balance Account as of the last day of the preceding month by the 30-Year Treasury Bond Rate for the month, which when compounded monthly for the 12 months of the Plan Year, is equal to the 30-Year Treasury Bond Rate for August of the preceding year (but no less than 3.80% for the Plan Year, compounded monthly).

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**Monthly preretirement death benefit:**

- **Before Normal Retirement Age**  
 Payable upon the death of a participant employed by the company who had completed 5 years of Vesting Service. If the participant dies before attaining age 50 with 10 years of service, the amount payable to the spouse, to whom the participant was legally married during the one year period immediately preceding his death, is 50% of the amount the participant would have been entitled to had the participant separated from service on the date of his death, survived 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**

<b>Normal retirement</b>	Retirement on NRD.
<b>Early retirement:</b>	
• <b>Final Average Pay</b>	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.
• <b>Cash Balance</b>	Early retirement under the plan is age 55 and completion of 3 years of Vesting Service.
<b>Postponed retirement</b>	Retirement after NRD.
<b>Deferred vested termination</b>	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.



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<b>Disability</b>	Permanent and total disability prior to NRD, and participant is receiving a Social Security disability benefit.
<b>Preretirement death benefit</b>	Death while eligible for normal, early, postponed, or deferred vested retirement benefits, with a surviving spouse.

#### Benefits Paid Upon the Following Events

<b>Normal retirement</b>	The monthly pension benefit determined as of NRD.
<b>Early retirement:</b>	
• 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.
<b>Postponed retirement</b>	The monthly pension benefit determined as of the actual retirement date.
<b>Deferred vested termination:</b>	
• Final Average Pay	The participant may elect to commence as early as their Early Retirement with 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 Cash Balance Benefits will be 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.
<b>Disablement:</b>	
• 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.

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• **Cash Balance** Payable to a participant immediately after becoming totally and permanently disabled while employed by the company. The benefit payable is the Frozen Final Average Pay Accrued Benefit as of March 31, 2014 and the Cash Balance Account based on Earnings 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 un-reduced 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.



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**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.

**Future Plan Changes**

No future plan changes were recognized in determining pension cost 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  
Retirement Income Plan  
  
Actuarial Valuation Report  
Employer Contributions for Plan Year  
Beginning January 1, 2023

September 2023

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Retirement Income Plan

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## Purposes of valuation

El Paso Electric Company (the Company) retained Willis Towers Watson US LLC ("WTW"), to perform an actuarial valuation of the Retirement Income Plan for Employees of El Paso Electric Company for the purpose of determining the following:

1. The minimum required contribution in accordance with ERISA and the Internal Revenue Code (IRC) for the plan year beginning January 1, 2023.
2. The estimated maximum tax-deductible contribution for the tax year in which the 2023 plan year ends in accordance with ERISA as allowed by the IRC. The maximum tax-deductible contribution should be finalized in consultation with El Paso Electric Company's tax advisor.
3. An assessment of ERISA §4010 reporting requirements for the plan for 2023.
4. Determination of the Funding Target Attainment Percentage (FTAP) under IRC §430(d)(2), as reported in the Annual Funding Notice required under ERISA §101(f).
5. As requested by El Paso Electric Company, a "specific certification" of the Adjusted Funding Target Attainment Percentage (AFTAP) for the Retirement Income Plan for Employees of El Paso Electric Company under IRC §436 for the plan year beginning January 1, 2023. Please see Section 4 for additional information. Note that the AFTAP certification included herein may be superseded by a subsequent AFTAP certification for the Retirement Income Plan for Employees of El Paso Electric Company for the plan year beginning January 1, 2023.

### Limitations

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

1. This report does not determine the plan's liquidity shortfall requirements (if any) under IRC §430(j)(4). If applicable, we will determine such requirements separately as requested by El Paso Electric Company.
2. 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, including the low-default-risk obligation measure discussed below, is intended to assess, and none may be appropriate for assessing, the sufficiency of plan assets to cover the estimated cost of settling the plan's benefit obligations, as all such measures differ in some way from plan termination obligations. For example, measures shown in this report may reflect smoothed assets or interest rates, rather than current values, in accordance with funding rules. In addition, funded status measures shown in this report do not reflect the current costs of settling the plan 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).
3. The report provides a low-default-risk obligation measure as required by Actuarial Standard of Practice No. 4 to be disclosed once a year. Such measure is provided in Section 2.1E of this report. The assumptions and methods other than the discount rates used for this measurement,

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and the rationale for their selection, are described in Appendix A of this report. The methodology used to value plan provisions that are difficult to value is also described in Appendix A of this report.

Note that the low-default-risk obligation measure is not a plan termination liability, for the reasons discussed in item 2 above and because it assumes an ongoing plan rather than a terminating plan. Rather, the low-default-risk obligation measure represents costs allocated by the plan's funding method to periods before the valuation date as of January 1, 2023. The measure reflects non stabilized funding interest rates, which represent a one-month average of high quality corporate bond rates as of December 31, 2022. These rates were selected because they were readily available (since used for other purposes) and are permitted by ASOP No. 4 to be used to develop the low-default-risk obligation measure. The low-default-risk obligation may more closely represent the market value of the benefit obligation on the measurement date than the plan's Funding Target shown in Section 2.1C of this report if the Funding Target is based on stabilized interest rates that are not current market interest rates on the measurement date. If this measure is higher than the plan's Funding Target, and interest rates remain at current levels, the plan may be less well funded than suggested by the Funding Target and, as a result, contributions may need to increase in future years to secure participant benefits.

4. The cost method for the minimum required contribution is established under IRC §430 and may not in all circumstances produce adequate assets to pay benefits under all optional forms of payment available under the plan when benefit payments are due.
5. The comparison of the plan's funding target to its actuarial value of assets (the funding shortfall (surplus) shown in Section 1) is used in determining required contributions for the coming year, and a contribution made on the valuation date equal to the shortfall would be considered to "fully fund" the plan for benefits accrued as of the valuation date under the funding rules, and thus is useful for assessing the need for and amount of future contributions. However, the funding shortfall (surplus) cannot be relied upon to determine either the need for or the amount of future contributions. The funding shortfall (surplus) is based on the interest rates elected to be used for funding purposes, which may be smoothed rates not reflecting current market conditions and will in any event change over time. It is also based on the actuarial value of assets, so if an asset smoothing method is used, it would be different than if based on market value of assets. In addition, asset gains and losses, demographic experience different from assumed, and future benefit accruals (if any) will all affect the need for and amount of future contributions.
6. There may be certain events that occurred since the valuation date that are not reflected in this valuation. See Subsequent Events (under the "Basis for valuation" portion of Section 1 below) for more information.



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7. This valuation reflects our understanding of the relevant provisions of the Pension Protection Act of 2006 (PPA); the Worker, Retiree and Employer Recovery Act of 2008 (WRERA); the Preservation of Access to Care for Medicare Beneficiaries and Pension Relief Act of 2010 (PRA); the Moving Ahead for Progress in the 21<sup>st</sup> Century Act (MAP-21); the Highway and Transportation Funding Act of 2014 (HATFA); the Bipartisan Budget Act of 2015 (BBA 2015); the Coronavirus Aid, Relief and Economic Security (CARES) Act of 2020, and the American Rescue Plan Act of 2021 (ARPA). The IRS has yet to issue final guidance with respect to certain 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 results shown in this report.
8. This report does not provide information for plan accounting and financial reporting under ASC 960.

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## Summary of results

### 1.1 Summary of valuation results

All monetary amounts shown in US Dollars

Plan Year Beginning	01/01/2023	01/01/2022
<b>Funding</b>		
Market value of assets with discounted receivable contributions	273,340,754	390,976,055
Actuarial value of assets	300,674,829	359,111,774
Funding balances	35,173,644	44,665,783
Funding target	300,831,131	291,811,983
Target normal cost	8,540,769	6,573,979
Funding shortfall (surplus) (FS)	35,329,946	(22,634,008)
Funding target attainment percentage (FTAP)	88.25%	107.75%
Minimum required contribution		
Prior to application of funding balances	11,776,311	0
Net of available funding balances	0	0
Effective interest rate	5.25%	5.41%
<b>Participants as of Census Date</b>	<b>01/01/2023<sup>1</sup></b>	<b>01/01/2022</b>
Active employees	1,128	1,065
Participants with deferred benefits	372	351
Participants receiving benefits	926	906
Total	2,426	2,322

<sup>1</sup> Headcounts as of 01/01/2023 reflect 46 alternate payees, 16 of whom have survived the original participant.



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## 1.2 Minimum required contribution and funding policy

All monetary amounts shown in US Dollars

Plan Year Beginning	01/01/2023	01/01/2022
Minimum Required Contribution (MRC)		
Prior to application of funding balances	11,776,311	0
Net of available funding balances	0	0

The plan sponsor's funding policy is to make the minimum required contribution with consideration for amounts included in customer rates. At its discretion, the Company may determine from time to time whether to make additional contributions. We understand the sponsor may deviate from this policy based on cash, tax or other considerations.

The minimum required contribution includes a contribution to cover the benefits expected to accrue in the coming year (if any) plus any expenses expected to be paid from the trust in the coming year (target normal cost) less the funding surplus (the excess of plan assets, reduced by funding balances, over the funding target, if any), as well as a 15-year amortization of any funding shortfall (amortization installments). (See Section 2.4 for a break-down of the minimum required contribution into target normal cost and amortization installments, and see Section 2.5 for a schedule of amortization installments for future years.) Thus, assuming that all actuarial assumptions are realized and do not change, and the plan sponsor contributes the minimum required contribution each year (target normal cost less surplus plus amortization installments), the plan would generally be expected to be fully funded in 15 years, and the minimum required contribution would be expected to drop to target normal cost. The amortization of the funding shortfall may take longer if the plan sponsor contributes less than the minimum required contribution. We estimate that the available funding balance can reduce the minimum required contribution for approximately 2 years, at which time the required contribution will return to the target normal cost plus a 15-year amortization of any funding shortfall, although the operation of interest rate stabilization, a decision by the plan sponsor to forfeit funding balance, or automatic forfeiture of such funding balance, and plan experience, including experience caused by paying lump sums at interest rates that are different than the stabilized interest rates used for funding, may change the length of this period. During the 15-year period, there will be some variability in minimum required contributions due to amortization installments from prior years dropping out as the 15-year amortization period ends (and for deferred asset gains or losses becoming reflected in assets if an asset smoothing method is used for the actuarial value of assets), and due to the gradual widening of ARPA's interest rate corridors. In reality, gains and losses will occur, and the plan sponsor may fail to contribute the minimum required contribution (or may contribute more than the minimum required contribution in accordance with the funding policy described above), which may cause the plan to take more or less than 15 years to become fully funded. Note that being fully funded under the funding rules is not the same as being fully funded on a plan termination basis, as different assumptions apply (e.g., the cost of annuity contracts or lump sums to participants) on plan termination.

Target normal cost for individual participants accruing benefits will grow from year to year as participants age (and as their salaries increase, if benefit accruals are pay related), but the changes in total target normal cost will depend on the numbers of participants earning benefits and their ages. Because the number and ages of active participants covered by the plan are not expected to change significantly from year to year, target normal cost is expected to remain relatively level. Of course,

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changes in discount rates and other assumptions in future years will also influence the pattern of future required contributions.

The minimum required contribution for the 2023 plan year must be satisfied by September 15, 2024. This requirement may be satisfied through contributions and/or an election to apply the available funding balances. No quarterly installments are required. The minimum required contribution is determined assuming it is paid as of the valuation date for the plan year. Contributions made on a date other than the valuation date must be adjusted for interest at the plan's effective interest rate.

Because the plan has a funding shortfall, quarterly contributions for the 2024 plan year will be required.

The preliminary minimum funding schedule for the 2024 plan year, before reflecting any funding balance elections, is shown below:

All monetary amounts shown in US Dollars	
Plan Year	2024
<b>Preliminary Schedule of Minimum Funding Requirements</b>	
April 15, 2024	2,944,078
July 15, 2024	2,944,078
October 15, 2024	2,944,078
January 15, 2025	2,944,078
September 15, 2025	To be determined by 2024 valuation

The final schedule will be based on the 2024 valuation, but the final quarterly contributions will not be more than the amounts shown above.



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### 1.3 Change in minimum funding requirement and funding shortfall (surplus)

The minimum funding requirement increased from \$0 for the 2022 plan year to \$11,776,311 for the 2023 plan year, and the funding shortfall (surplus) increased from \$(22,634,008) on January 1, 2022 to \$35,329,946 on January 1, 2023, as set forth below:

Significant reasons for these changes include the following:

- The return on the actuarial value of assets since the prior valuation was less than expected, which increased the minimum funding requirement and the funding shortfall.
- The plan's effective interest rate declined 16 basis points compared to the prior year, which increased the minimum funding requirement and the funding shortfall.
- The valuation reflects updated IRC §417(e) mortality tables provided by the IRS for 2023 plan years, which increased the minimum funding requirement and the funding shortfall.

#### 1.4 Funding ratios

The Pension Protection Act of 2006 (PPA) defines several Funding Ratios. All of these ratios are based on a ratio of plan assets to plan liabilities, but the assets and liabilities are defined differently for different purposes. Depending on the purpose, the assets may be market value or, if different, a smoothed actuarial value of assets, and may be reduced by the prefunding balance or all funding balances. The liabilities may be based on the funding target, funding target disregarding at-risk assumptions, or the funding target calculated using at-risk assumptions (see the At-Risk status section below), and may or may not reflect stabilized interest rates.

Following are the key funding ratios and their implications for the 2023 or 2024 plan years. See Appendix D for details on how each ratio is calculated.

##### January 1, 2022 Funding ratios

Ratio Test Implications	Threshold	Ratio Value
1 Funding balances can be used to satisfy the 2023 Minimum Required Contribution (MRC) if threshold met	80%	107.75%
2 Quarterly contribution exemption applies in 2023 if threshold met	100%	107.75%
3 Plan is not at-risk for 2023 if the threshold for either the Prong 1 or Prong 2 test is met		
– Prong 1 Test	80%	107.75%
– Prong 2 Test	70%	N/A

##### January 1, 2023 Funding ratios

Ratio Test Implications	Threshold	Ratio Value
1 Funding balances can be used to satisfy the 2024 MRC if threshold met	80%	88.25%
2 Quarterly contribution exemption applies in 2024 if threshold met	100%	88.25%
3 Plan is not at-risk for 2024 if the threshold for either the Prong 1 or Prong 2 test is met		
– Prong 1 Test	80%	88.25%
– Prong 2 Test	70%	N/A
4 PBGC 4010 filing may be required in 2024 if threshold is not met by every plan in the controlled group	80%	74.09%
5 Previously established SABs are eliminated for 2023 if threshold met	100%	88.25%

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### 1.5 Benefit limitations

The Adjusted Funding Target Attainment Percentage (AFTAP) for the plan year beginning January 1, 2023 is 88.25%. Note that this AFTAP reflects the plan sponsor's adoption of the interest rate stabilization provisions of ARPA for IRC §436 beginning with the 2021 plan year. This AFTAP may be changed by subsequent events. The AFTAP certified for the plan year beginning January 1, 2023 of 88.25% will be used to determine the presumed AFTAP for the plan year beginning January 1, 2024.

Under the PPA, a plan may become subject to various benefit limitations if its AFTAP falls below certain thresholds.

If the AFTAP is below 60% (100%, calculated ignoring stabilized interest rates, if the plan sponsor is in bankruptcy), plans are prohibited from paying lump sums or other accelerated forms of distribution (such as Social Security level payment options). If the AFTAP is at least 60% but less than 80%, the amounts that can be paid are limited. In addition, lump sums to the 25 highest paid employees may be restricted if a plan's AFTAP is below 110%. These limitations do not apply to mandatory lump sum cash-outs of \$5,000 or less. In addition, plans that were completely frozen before September 2005 are exempt from the restrictions on lump sums and other accelerated forms of distribution.

If the AFTAP is below 60%, benefit accruals must cease, amendments to improve benefits cannot take effect, and plant shutdown benefits and other Unpredictable Contingent Event Benefits (UCEBs) cannot be paid without being fully paid for. In addition, if the AFTAP would be below 80% reflecting a proposed amendment, the plan amendment cannot take effect unless actions are taken to increase plan assets.

To avoid these benefit limitations, a plan sponsor may take a variety of steps, including reducing the funding balances, contributing additional amounts to the plan for the prior plan year, contributing special "designated IRC §436 contributions" for the current plan year, or providing security outside the plan. Not all of these approaches are available for all of the restrictions discussed above. For example, restrictions on accelerated distributions cannot be avoided by making designated IRC §436 contributions.

As requested by El Paso Electric Company in your letter dated September 20, 2023, this report is intended to constitute a "specific certification" of the AFTAP, effective as of September 27, 2023 for the plan year beginning January 1, 2023 for the purpose of determining benefit restrictions under IRC §436 for the Retirement Income Plan for Employees of El Paso Electric Company. This AFTAP certification is based on the data, methods, assumptions, plan provisions, annuity purchase information, and other information provided in this report. Please see the Appendices for additional information. Note that the AFTAP certification provided herein may be superseded by a subsequent AFTAP certification for the plan year beginning January 1, 2023. Please see Section 4 for a discussion of the implications of this certified AFTAP.

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### 1.6 PBGC reporting requirements

Certain financial and actuarial information (i.e., a "4010 filing") must be provided to the PBGC if the PBGC Funding Target Attainment Percentage (PBGC FTAP) is less than 80% for any plan in the contributing sponsor's controlled group. However, this reporting requirement may be waived for controlled groups with no more than \$15 million in aggregate funding shortfall (PBGC 4010 FS), or with fewer than 500 participants in all defined benefit plans. Note that interest rate stabilization does not apply for purposes of determining the PBGC FTAP or the PBGC 4010 FS.

The 2023 PBGC FTAP is 74.09%. Since the PBGC FTAP is less than 80%, and the PBGC 4010 FS in El Paso Electric Company's controlled group (disregarding overfunded plans) is greater than \$15 million as of January 1, 2023, a 4010 filing will be required for 2023.

### 1.7 At-Risk status for determining minimum required contributions

The plan is not in at-risk status, as defined in the PPA, for the 2023 plan year, because the plan's FTAP for the 2022 plan year was at least 80%, and/or the plan's FTAP measured using "at-risk assumptions" was at least 70%.

The plan will not be in at-risk status, as defined in the PPA, for the 2024 plan year, because the plan's FTAP for the 2023 plan year is at least 80%, and/or the plan's FTAP measured using "at-risk assumptions" is at least 70%.

When a plan is in at-risk status as defined in the PPA:

- The plan is subject to potentially higher minimum contribution requirements. The funding target and target normal cost for purposes of determining the minimum required contribution must be measured reflecting certain mandated assumptions ("at-risk assumptions"). Specifically, participants eligible to retire within the next 11 years must be assumed to retire immediately when first eligible (but not before the end of the current year, except in accordance with the regular valuation assumptions), and all participants must be assumed to elect the most valuable form of payment available when they begin receiving benefits. In addition, plans that have been at-risk in past years may also be required to increase the funding target and target normal cost for prescribed assumed expenses. The net effect of these assumptions and expense adjustments in most cases is to increase required contributions and PBGC variable premiums.
- The plan sponsor must indicate in the annual funding notice for the plan that the plan is at-risk and disclose additional at-risk funding targets.
- Immediate taxation of non-qualified pension or deferred compensation for certain employees may occur if the plan sponsor is a public company. This may result when non-qualified pension or deferred compensation for such employees is funded during a period when a plan sponsored by the plan sponsor or another member of the plan sponsor's controlled group is in at-risk status.

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#### **1.8 Basis for valuation**

Appendix A summarizes the assumptions, methods, models and sources of data and other information used in the valuation. Appendix B summarizes the principal provisions of the plan 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.

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.

#### **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 discussed below regarding this valuation.

### Reliances

In preparing the results presented in this report, we have relied upon information regarding plan provisions, participants, assets and sponsor elections provided by El Paso Electric Company and other persons or organizations designated by El Paso Electric Company. We may also have relied on certain models developed by others; any such reliance is discussed in Appendix A. See the Sources of Data and Other Information section of Appendix A for further details. In addition, the results in this report are dependent on contributions reported for the prior plan year and maintenance of funding balance elections after the valuation date.

We have reviewed this information for overall reasonableness and consistency, but have neither audited nor independently verified 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.

We have relied on all the information provided as complete and accurate. 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 information regarding contributions or funding balance elections provided to us may have produced results that are not suitable for the purposes of this report and such inaccuracies, as corrected by El Paso Electric Company, may produce materially different results that could require that a revised report be issued.

### Assumptions and methods under ERISA and the Internal Revenue Code for funding purposes

The plan sponsor selected, as prescribed by regulation, key assumptions and funding methods (including the mortality assumption, asset valuation method and the choice among prescribed interest rates) employed in the development of the results presented in this report and communicated them to us in the letter dated September 20, 2023.

To the extent not prescribed by ERISA, the Internal Revenue Code and regulatory guidance from the Treasury and the IRS, or selected by the sponsor, the actuarial assumptions and methods employed in the development of the results presented in this report have been selected by WTW, with the concurrence of the plan sponsor. It is beyond the scope of this actuarial valuation to analyze the reasonableness and appropriateness of prescribed methods and assumptions, or to analyze other sponsor elections from among the alternatives available for prescribed methods and assumptions.

Other than prescribed assumptions, ERISA and the Internal Revenue Code require the use of assumptions each of which is "reasonable (taking into account the experience of the plan and reasonable expectations), and which, in combination, offer the actuary's best estimate of anticipated experience under the plan." The results shown in this report have been developed based on actuarial assumptions that, to



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the extent evaluated or selected by WTW, we consider not to significantly conflict with what would be reasonable. In addition, we believe that the combined effect of assumptions, other than assumptions set by law and assumptions selected by another party that we have been unable to assess for reasonableness, or for which a provision for adverse deviation is included, is expected to have no significant bias. See Appendix A for a discussion of any assumptions that we were unable to assess or for which a provision for adverse deviation has been included. Other actuarial assumptions could also be considered to 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, models and sources of data and other information used is provided in Appendix A. Note that any subsequent changes in methods or assumptions for the 2023 plan year will change the results shown in this report and could result in plan qualification issues under IRC §436 if the application of benefit restrictions is affected by the change.

#### **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 or contribution requirements 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; changes in 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 or additional contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. It is beyond the scope of this valuation to analyze the potential range of future pension contributions, but we can do so upon request. See Appendix C for disclosures required under ASOP No. 51 of significant risks related to the plan.

See Basis for Valuation in Section 1 above for a discussion of any material events that have occurred after the valuation date that are not reflected in this valuation.

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#### 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 El Paso Electric Company and its auditors and any organization that provides benefit administration services for the plan in connection with our actuarial valuation of the pension plan as described in Purposes of Valuation above. It is not intended for and may not be used for other purposes, and we accept no responsibility or liability in this regard. El Paso Electric Company may distribute this actuarial valuation report to the appropriate authorities who have the legal right to require El Paso Electric Company to provide them this report, in which case El Paso Electric 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 consulting actuaries 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 El Paso Electric Company and our employer, Willis Towers Watson US LLC.



David Anderson, ASA, EA  
Senior Director, Retirement  
23-07493  
September 27, 2023



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September 27, 2023

Willis Towers Watson US LLC

September 2023

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## Section 2 : Actuarial exhibits

### 2.1 Summary of liabilities

All monetary amounts shown in US Dollars

Plan Year Beginning	01/01/2023	01/01/2022
<b>A Funding Target (Disregarding At-risk Assumptions)</b>		
1 Funding target	300,831,131	291,811,983
2 Target normal cost	8,540,769	6,573,979
<b>B Funding Target (At-risk Assumptions)</b>		
1 Funding target	N/A	N/A
2 Target normal cost	N/A	N/A
<b>C Funding Target</b>		
1 Number of consecutive years at-risk	0	0
2 Funding target		
a. Active employees – non-vested benefits	6,984,970	7,488,481
b. Active employees – vested benefits	82,394,255	76,425,578
c. Participants with deferred benefits	16,054,945	15,672,324
d. Participants receiving benefits	195,396,961	192,225,600
e. Total funding target	300,831,131	291,811,983
3 Target normal cost	8,540,769	6,573,979
<b>D Expected Disbursements (benefit payments and expenses)</b>	24,879,925	Not required for 2022
<b>E Low-Default-Risk Obligation Measure<sup>1</sup></b>	308,268,954	Not required for 2022

#### Accumulated and Vested Benefits

Accumulated benefits include benefits earned 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.

<sup>1</sup> The low-default-risk obligation measure was calculated using the assumptions described in Appendix A except that segment rates without regard to interest rate stabilization were used. Specifically, a rate of 4.84% was used to discount benefit payments expected to be paid in the first 5 years beginning on the valuation date, 5.15% for benefits expected to be paid in years 5-20, and 4.85% for benefits expected to be paid after 20 years from the valuation date. For further discussion of the low-default-risk obligation measure, see the Limitations section in the Purposes of Valuation section above.



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- 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.

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## 2.2 Change in plan assets during plan year

All monetary amounts shown in US Dollars

Plan Year Beginning	January 1, 2022
<b>A Reconciliation of Market Value of Assets</b>	
1 Market value of assets at January 1, 2022 (including discounted contributions receivable)	380,876,055
2 Discounted contributions receivable at January 1, 2022	1,666,296
3 Market value of assets at January 1, 2022 (excluding contributions receivable)	389,309,759
4 Employer contributions	
a. For prior plan year	1,700,000
b. For current plan year	0
c. IRC §436 contributions for current plan year	0
d. Total	1,700,000
5 Employee contributions	0
6 Benefit payments	(23,391,122)
7 Administrative expenses paid by plan	(1,522,751)
8 Transfers from/(to) other plans	0
9 Investment return	(94,424,972)
10 Market value of assets at January 1, 2023 (excluding contributions receivable)	271,670,914
11 Discounted contributions receivable at January 1, 2023	1,668,840
12 Market value of assets at January 1, 2023 (including discounted contributions receivable)	273,340,754
<b>B Rate of Return on Invested Assets</b> (i.e., for crediting unused funding balances)	
1 Weighted invested assets	377,925,293
2 Rate of return during 2022 plan year	(24.99%)

### C Discounted Receivable Contributions at January 1, 2023

Date	Prior Year Contributions	Discounted Value at January 1, 2023
January 9, 2023	188,000	187,780
February 3, 2023	189,000	188,117
March 2, 2023	189,000	187,320
April 5, 2023	189,000	186,418
May 3, 2023	189,000	185,655
June 2, 2023	189,000	184,869
July 5, 2023	189,000	183,978
August 2, 2023	189,000	183,253
September 2, 2023	189,000	182,450
Total		1,668,840



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### 2.3 Development of actuarial value of assets

All monetary amounts shown in US Dollars

Plan Year Beginning		January 1, 2023	
A	Preliminary Actuarial Value of Assets before Corridor as of January 1, 2023		
1	Market value of assets as of January 1, 2023		271,670,914
2	Discounted receivable employer contributions		1,669,840
3	Deferred investment gains/(losses) for prior periods		
	<b>Plan Year Beginning</b>	<b>Gain/(Loss)</b>	<b>Percent Deferred</b>
	10/01/2022	10,422,862	88.889%
	07/01/2022	(32,929,656)	77.778%
	04/01/2022	(55,775,139)	66.667%
	01/01/2022	(34,819,901)	55.556%
	10/01/2021	12,795,003	44.445%
	07/01/2021	(7,362,333)	33.333%
	04/01/2021	20,176,779	22.222%
	01/01/2021	(11,029,711)	11.111%
	<b>Total</b>		<b>(66,384,240)</b>
4	Preliminary actuarial value of assets before application of corridor		339,724,995
B	Lower Bound of Corridor		246,006,679
C	Upper Bound of Corridor		300,674,829
D	Actuarial Value of Assets after Corridor as of January 1, 2023		300,674,829
E	Rate of Return		6.11% for 2021 5.92% for 2022