



GeorgiaTransmission

A Bright Future – In Sight



Mission-Strategic Initiatives-Values

Mission

Georgia Transmission will provide the best in reliable, cost-effective service for its members.

Strategic Initiatives

- Focus on member needs
- Provide value-added products, services and solutions
- Influence the future

Values

- **Safety**
We promote a culture of safety.
- **Integrity**
We are honest, ethical and fair.
- **Service**
We are dedicated to our members through flexible and responsive service.
- **Excellence**
We achieve success through committed associates who are empowered, responsible, accountable and focused on active learning and innovation.
- **Teamwork**
We accomplish the best results from cooperative efforts, effective communication, mutual respect and shared goals.
- **Heritage**
Our cooperative heritage is the foundation of our future.
- **Corporate Citizenship**
We are responsible corporate citizens, supportive of our community and the environment, and we respect and comply with the laws and regulations that govern us.

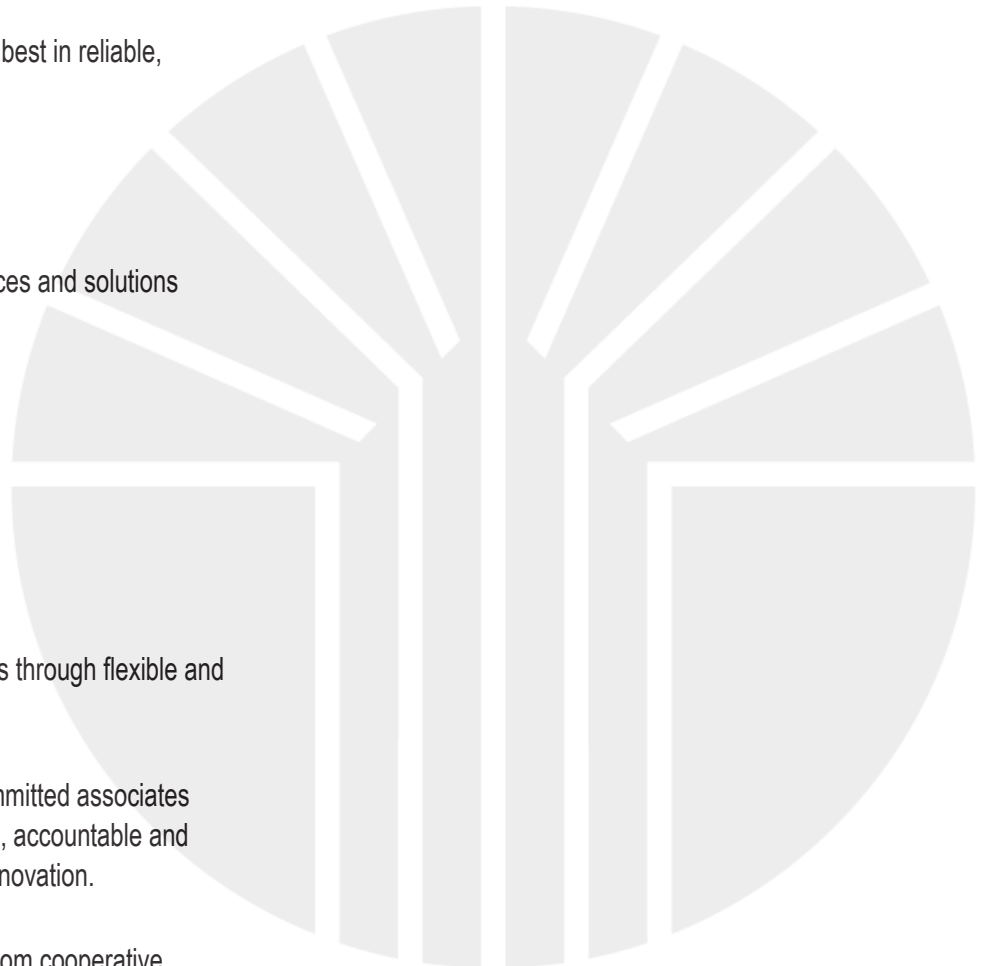


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Our View

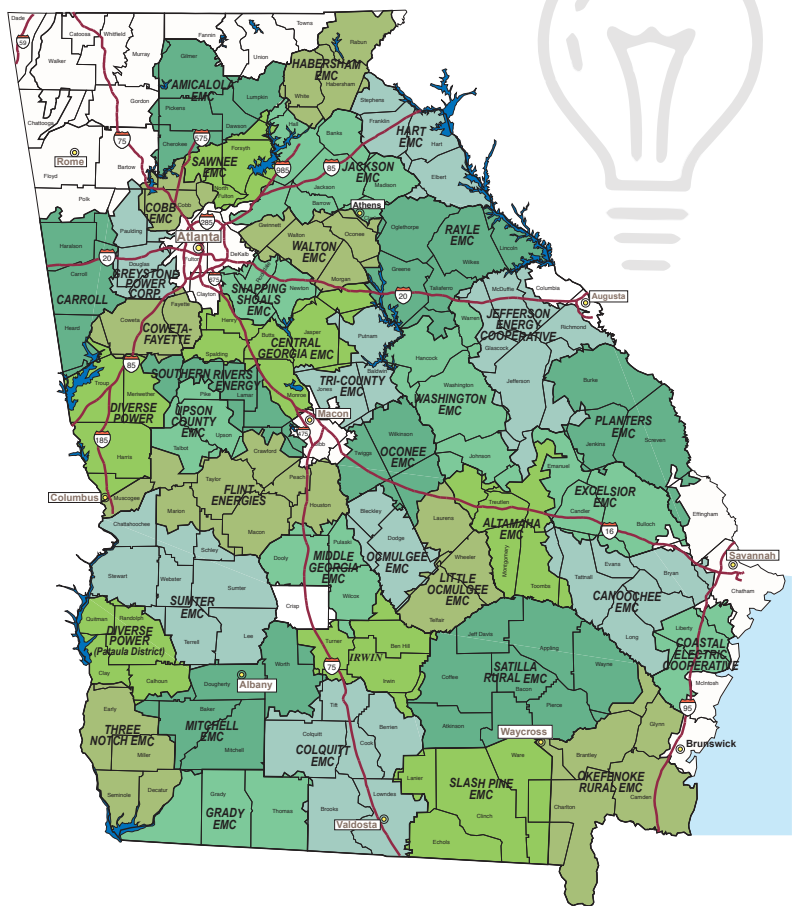
Illuminating the Path to Brighter Tomorrows

Today, having safe, reliable and affordable electricity at the flip of a switch is more than just a nice thing to have — it's a necessity. That's why we work closely with our 38-member electric membership corporations (EMCs) to ensure that Georgia communities, large and small, have the electricity they need to thrive. As a not-for-profit transmission-only electric cooperative, owned by those we serve, our approach to accomplishing this mission goes beyond our bottom line.

Since our inception in 1997, we've been working in collaboration with our members to design solutions that meet the unique needs of their members and the local community. Like our members, we call the Peach State home — sharing their commitment to help Georgia remain a great place to live for generations to come.

This shared commitment drives us to invest in innovation and research activities that help ensure our electrical grid remains reliable and resilient, while also being prepared for the future of energy. It also means that we look for opportunities for our infrastructure to better co-exist with the natural environment. Additionally, this commitment is seen in our investment in our associates' learning, as well as the education of the next generation. And, is shown by our ongoing support, partnership and volunteerism with community-focused organizations throughout the state.

We're so much more than a cooperative that plans, builds and maintains more than 770 substations and 3,900 miles of transmission lines. Throughout the pages ahead, we hope to better introduce ourselves — and how our commitment to our members, the community and the environment helps illuminate the path to brighter tomorrows.





At Georgia Transmission,
we deliver the electricity that
our members need to bring
light to thriving communities
throughout Georgia.

Environmental

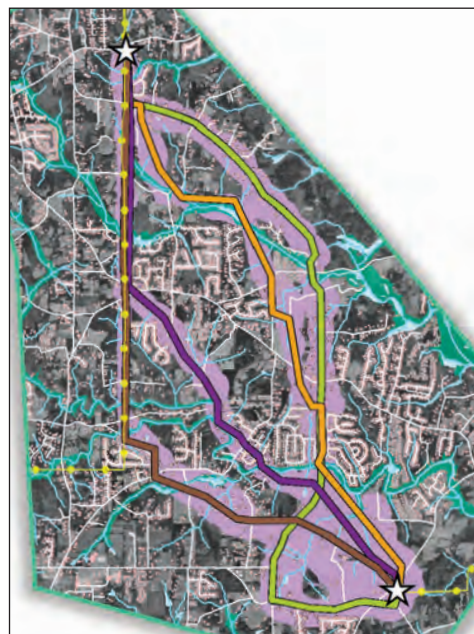
Nature's Partner in Delivering Energy

Through our creative and sustainable approach to planning, building and maintaining high-voltage transmission lines and substations, we partner with nature in every project we complete. This partnership is realized throughout the project — starting with our nationally-recognized, award-winning siting methodology to the long-term partnership with the local community for rights of way management.

For nearly 20 years, Georgia Transmission has utilized a siting methodology that it co-created with the Electric Power Research Institute (EPRI). This computerized siting methodology considers natural and built environments, while seeking to avoid disturbing wildlife, nature and dense residential areas, among other factors. More than 100 stakeholders from various agencies and interests helped form the criteria that shapes this site selection process. Today, this methodology is also utilized by other utilities throughout the United States, Canada and South Korea.

Our commitment to partnering with the environment doesn't end with the site selection process, rather it's just the beginning — as we know that how we build new infrastructure is just as important as planning for it. Our Wolf Creek Substation project is a key example of finding unique solutions to best meet the needs of the environment and local community.

After unearthing more rock than expected on the selected site for the Wolf Creek Substation, our teams got to work on solving the land imbalance with a sustainable solution. The result was the construction of a plateau — to provide a stable foundation for the substation — with a front wall soaring to a height of more than 50 feet. Following a design approach known as mechanically stabilized earth, the plateau was engineered with long-term stability, low maintenance and the environment in mind. The team even found a useful solution for all the rock unearthed in the process — much of the rock was crushed on site and repurposed as gravel within the design of the project.



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While the safe, reliable and affordable electricity that our infrastructure projects help deliver to the local community is an important legacy on its own, we feel that how we choose to maintain that investment is an equally important legacy. Our rights of way programs help provide habitats for a wide range of wildlife throughout the state. Programs include: Kestrel Falcon nesting boxes, Osprey nesting platforms, butterfly feed plots and vegetation for pollinating insects, such as honeybees. Through our participation in Project WINGS, we provide the community an opportunity to help engage in our sustainable rights of way management activities. This unique program is designed to create new wildlife lands along gas and electric transmission lines. Offering cash grants and professional wildlife management advice to landowners, Project WINGS is committed to rights of way brush control and habitat improvement.

At the end of the day, we believe that a healthy natural environment is another necessary aspect to the success of Georgia's thriving communities. So, it is only natural for us to do our part in protecting that environment, as we help add light to flourishing communities throughout the state.

Preparing and mounting Kestrel Falcon nesting boxes.



Our rights of way programs include butterfly feed plots and vegetation for pollinating insects.

Nesting boxes mounted on transmission poles provide homes for Georgia's Kestrel Falcons.



Innovating Greener Tomorrows

Technological innovations over the past century mean that, today, we rely on electricity for much more than just adding light to our nights. And, at the rapid pace with which innovations are adding new electric products to our daily routine, the demand for safe, reliable and affordable electricity is ever-growing. At Georgia Transmission, we're preparing for that future demand by being just as innovative in our solutions for delivering the energy that will power these advances.

Microgrids. What's new?

Microgrids have played varying roles in the world's collective electric history. In the early days of making, moving and using electricity, those who had electricity were likely served by what we would consider a microgrid. As technology advanced and the ability to move electricity over longer distances was realized, the electrical grid we are familiar with today began to form as a much more efficient, cost-effective solution. As technology continues to evolve, microgrids are once again becoming a beneficial solution to fulfilling our growing energy needs. In 2022, Georgia Transmission announced plans for a microgrid research center to be constructed near the campus of our Electric Cooperative Training Center. Research conducted in the program will help Georgia Transmission, our members and other partners explore the role microgrids may play in providing additional reliability, back-up energy solutions and other opportunities.

Got solar? We're ready.

Georgia Transmission continues to partner with our state's energy generators to add more solar and other renewable energy sources to the state's electric grid. In addition to planning, building and maintaining the solar interconnection points for numerous large-scale solar sites, we're also working on innovations to help ensure the grid is ready for even more. You may have heard reports that much of the U.S. electrical grid is not ready for large amounts of low-inertia energy sources, like solar. At Georgia Transmission, we're investing in technology like static synchronous compensators, battery energy storage systems, load management programs and more to ensure we're ready for the electric energy mix of tomorrow.





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Check the batteries.

Batteries play a vital role in propelling our days forward, and in the future, they could play an even larger role. As we move to an energy future with more solar, you may wonder how we will keep the lights on at night. One solution is utilizing large-scale battery energy storage systems (BESS). At Georgia Transmission, our teams continue to perform research and launch pilot programs on incorporating BESS solutions on our system.

It's electric. The new standard in travel.

Every day, more people are choosing electricity for the power behind the pedal in their vehicle. We're doing our part to ensure that our member EMCs have the electricity necessary to meet the added demand. Additionally, we're joining the electric vehicle (EV) future by bringing more EVs into our corporate vehicle fleet.

Working smarter.

The world is moving fast, and having the right data at our fingertips can make all the difference. That's why we recently redefined our business intelligence program, separating it into a standalone department. This dedicated team is analyzing datasets from throughout the organization to better guide data-driven decisions with everything from transformer health to employee training. Additionally, we continue to advance our bot program to automate more routine administrative tasks throughout the organization. This effort not only helps eliminate the risk of keying errors but frees up staff to address more complex issues.

At Georgia Transmission, our teams research and launch pilot programs on incorporating large-scale battery energy storage systems (BESS) on our system.



We're doing our part to ensure that our member EMCs have the electricity necessary to meet the added demand of more electric vehicles on the road.



Social Responsibility

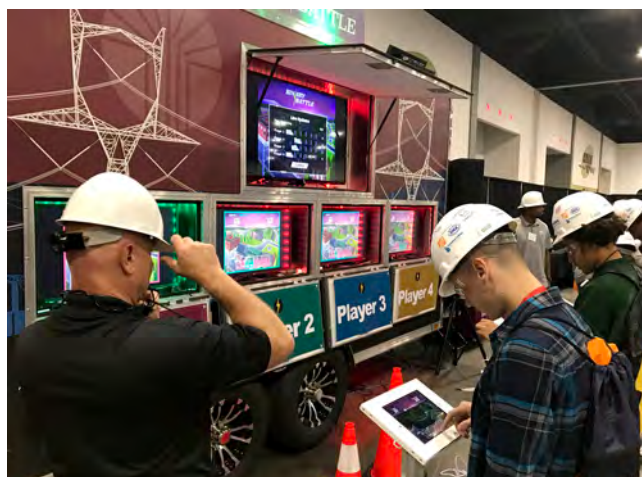
Inspiring Brighter Tomorrows

As we look to the future, we're investing in those who will lead us to brighter tomorrows. At Georgia Transmission, our robust education initiatives support K-12 science, technology, engineering and math (STEM) curriculum programs, college and university level experiential learning, employee and member education opportunities, and community education initiatives.

In 2019, we introduced a new video game resource called Binary Battle. The game helps students understand the importance of a binary system by turning lights on, if certain tasks are performed correctly, or causing a power outage, if done incorrectly. We built the game on a trailer to allow our associates to take it to career days, STEM programs, and EMC events throughout the state. Students play the game on iPads mounted on stands and bystanders can watch the competition unfold on monitors mounted on the trailer.

We're also a proud partner with the STEM program at Tucker Middle School. This strong partnership helped the DeKalb County school become the first middle school in Georgia to earn its STEM certification. In more recent years, we've collaborated with the school and other local businesses to host STEM career days to help inspire and introduce the next generation to the possibilities provided through STEM-related studies.

Our cooperative education program partners with local universities, colleges and technical schools to provide students with experiential learning opportunities. Most students who participate in the program join us for multiple rotating semesters, where they alternate school terms between the classroom and being embedded with one of our teams. Upon successful completion of their degree and the cooperative education program, many of these students go on to have careers within our organization.



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We support our associates in their lifelong learning goals through our GTCU program, which offers a variety of professional development opportunities throughout the year. Part of the required GTCU curriculum is our “Welcome to GTC” course, which provides our newest teammates the opportunity to learn more about our industry and business, while engaging with leaders from each functional area of the organization. Beyond GTCU, our newly launched knowledge-transfer initiative dubbed KIP (Knowledge Is Power) is designed to help support further collaboration and cross-functional learning between teams.

Our Electric Cooperative Training Center in Smarr, Georgia provides associates, our members and partner organizations a place to refresh skills and participate in industry-leading safety and technical education courses. Additionally, with the planned launch of our microgrid research center in late 2023, we’re looking forward to providing our members with a new opportunity to explore innovative energy solutions.

By partnering with organizations like the Electric Power Research Institute (EPRI) on a variety of industry research programs, we’re helping to find solutions today for future energy challenges. And, through our partnership with the University of Georgia for the FindIt Historic Resource Survey Partnership, we’re helping to preserve and document historic resources throughout the state for future generations to continue to benefit from and learn about.



Our Electric Cooperative Training Center in Smarr provides associates, our members and partner organizations a place to refresh skills and participate in industry-leading safety and technical education courses.

It's More than Just Adding Light

Since the concept of an electric cooperative was first enshrined into U.S. history by President F. D. Roosevelt, electric co-ops have been on a mission to remove the barriers that leave rural communities disconnected. At the beginning, electric cooperatives focused on connecting and introducing rural communities and farms to electricity. Today, electric cooperatives are tackling an equally important challenge, as they work to help bridge the digital divide by connecting rural communities to broadband.

At Georgia Transmission, we've worked the past several years to create a fiber network that connects key locations and critical infrastructure throughout our system. This state-of-the-art fiber network allows us to monitor and more securely operate our equipment remotely, assess conditions and communicate with our members' facilities through a faster and more reliable process. Even as we continue to add resiliency and additional locations to this network, we are collaborating with — and leveraging available network capacity to support — our members as they engage in their own fiber-related projects, like bringing broadband service to their members.



At Georgia Transmission, we've worked the past several years to create a fiber network that connects key locations and critical infrastructure throughout our system.

Beyond connecting communities through electricity and broadband, we're committed to being an engaged and invested neighbor. For us, this engagement begins with involving the community and local leaders in the conversation during our project planning process. Through public meetings and direct communication campaigns, we create a dialogue with project neighbors early in the process. We believe that by working together, we are better able to provide the right solution to meet the unique needs of the community.

Being a good neighbor doesn't end with projects — sometimes it means lending a hand to help another neighbor thrive. As a cooperative, we're proud to provide support to organizations like Second Helpings Atlanta, the Georgia Wildlife Fund, Keep Georgia Beautiful and Georgia's Future Farmers of America (FFA). Additionally, in 2022, we launched a scholarship opportunity for a student to participate in the Georgia Cooperative Council's Youth Leadership Camp.

Our associates are equally invested in our communities. Each year, they take time to volunteer, raise funds or contribute other resources to various organizations — including United Way, The Salvation Army, Boys & Girls Clubs of America and the American Red Cross. In 2022, we introduced a new volunteer time-off benefit to provide associates with even more flexibility and opportunities to invest in our local communities. Our associates helped launch this new program by participating in volunteer opportunities at NETWorks Cooperative Ministry and the Community Assistance Center, where they provided food pantry support.

The past few years have been a reminder of the importance of community. This reminder has provided us with a refreshed focus on our commitment to help add the kind of light that goes beyond just illuminating Georgia's communities.



Beyond connecting communities through electricity and broadband, we're committed to being an engaged and invested neighbor.



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Governance

The Cooperative Difference

As an electric cooperative, we're rooted in a guiding foundation shared by cooperatives worldwide. We call these the seven cooperative principles. We believe that it is by remaining committed to these principles that we are able to deliver to our members and communities that unique and extra-special level of service that we like to call "The Cooperative Difference."

Cooperative Principles

1

Open and Voluntary Membership

Membership in a cooperative is open to all people who can reasonably use its services and stand willing to accept the responsibilities of membership, regardless of race, religion, gender or economic circumstances.

2

Democratic Member Control

Cooperatives are democratic organizations controlled by their members, who actively participate in setting policies and making decisions. Representatives (directors/trustees) are elected among the membership and are accountable to them. In primary cooperatives, members have equal voting rights (one member, one vote); cooperatives at other levels are organized in a democratic manner.

3

Members' Economic Participation

Members contribute equitably to, and democratically control, the capital of their cooperative. At least part of that capital remains the common property of the cooperative. Members allocate surpluses for any or all of the following purposes: developing the cooperative; setting up reserves; benefiting members in proportion to their transactions with the cooperative; and supporting other activities approved by the membership.



4

Autonomy and Independence

Cooperatives are autonomous, self-help organizations controlled by their members. If they enter into agreements with other organizations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control, as well as their unique identity.

5

Education, Training and Information

Education and training for members, elected representatives (directors/trustees), CEOs and employees help them effectively contribute to the development of their cooperatives. Communication about the nature and benefits of cooperatives, particularly with the general public and opinion leaders, helps boost cooperative understanding.

6

Cooperation Among Cooperatives

By working together through local, national, regional and international structures, cooperatives improve services, bolster local economies, and deal more effectively with social and community needs.

7

Concern for Community

Cooperatives work for the sustainable development of their communities through policies supported by the membership.

Our Board of Directors

Our board is comprised of leaders from our members, along with a leading industry professional as an outside director. These individuals cast and manage a long-term strategic vision for our organization.



Charles R. Fendley
Chairman
Member Director



Steve Rawl Sr.
Vice Chairman
Member Director



Otis P. Jones
Secretary-Treasurer
Member Director



Raphael Brumeloe
Member Director



David Dunaway
Member Director



Bobby Lewis
Member Director



Ron Marshall
Manager Director



Michael McMillan
Manager Director



Wendy Sellers
Manager Director



Jill Tietjen
Outside Director



Tony Tucker
Manager Director



Everett Williams
Member Director

Our Management Team

Our management team provides daily guidance and strategic oversight to our teams, ensuring that our associates have the resources and skills necessary to deliver on our commitment to our members.



Barbara Hampton
President
and CEO



Dustin Zubke
Sr. Vice President
and Chief Financial
Officer



Keith Daniel
Sr. Vice President
Transmission Policy



John Raese
Sr. Vice President
Project Services



David Van Winkle
Sr. Vice President
Operations and
Maintenance



Camron Carden
Vice President
Transmission Projects



Angie Farsee
Vice President
Human Resources



Angela Sheffield
Vice President
General Auditor/
Chief Regulatory
Compliance Officer



Joe Sowell
Vice President
System Planning



Our People

Our more than 300 associates work every day to do their part in ensuring that Georgia's energy needs are met today, and tomorrow. They do this by engaging and collaborating with our members, being dedicated to finding innovative solutions, researching emerging technologies, and working in concert with the environment while complementing the goals of the local community.







A Bright Future – In Sight

Environmental, Social & Corporate Governance Report

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