

Hello, customers and teammates!

The right focus areas, vision and structure are critical to the success of any organization, and NPPD is always evaluating these areas to ensure we are staying true to our customers and our mission.

That's why at the December board meeting, we conducted our annual review of our overall asset health, introduced our updated Strategic Plan, and announced the restructuring of some of our board committees, all in an effort to better align our efforts in pursuit of excellence.

The annual asset health update showed the incredible and vast amount of work many teams Districtwide have completed this year in an effort to keep operations running smoothly and to meet customer needs, both presently and in the future.

This update revolves around a board strategic directive relating to reliability and resiliency, which states the importance that NPPD not only properly maintain its current assets, but also upgrade and improve our system as needed to ensure we can effectively serve customers and meet all regulatory requirements. Not only must our reliability goals ensure electricity is there when needed, but our assets must also be resilient and able to recover quickly from unforeseen events or circumstances. Art Wiese said it best when he stated that it's not just about our materials, generation or spare parts, but rather, it's our people who make the real difference in responding to unanticipated events, as we saw with the unplanned Gerald Gentleman Station Unit 1 outage earlier this year. This outage could have easily lasted 18 months instead of two if not for their resourcefulness and experience.

I invite you to review the asset health presentation, which overviews progress made and important focus areas for 2025. This report covers several business areas including transmission and distribution, operations support, nuclear, production, enterprise technology and more. Our teammates are constantly adapting, transforming and improving to become the best of the best, and these results reflect that relentless work. Thank you to all teammates for continuing to pursue projects that help make us safer, more customer focused and efficient – and quite simply – better than we were yesterday.

Next, our 2025 Strategic Plan was approved by the board, under the theme of, "Our Journey to Power Nebraska's Future." Here, managing our present by striving toward excellence converges with the ability to create our future. The remarkable work our teammates are already doing to prepare for the future opens the path toward endless possibilities for us as an organization. While our five strategic priorities haven't changed, some of the smaller, directional goals of how we will achieve them have. I encourage you to take a look at the plan when you have a moment. I especially encourage teammates to see where your contributions might align with these priorities, as well as brainstorm how you can specifically support them in the coming year.

Above all, we remain committed to getting our customers to where they want to be in the future and ensuring our teammates have the right tools to support these efforts, all while mitigating risks that may affect resource adequacy and cost competitiveness.

Finally, you may recall that our board has six committees, several of which meet on a monthly basis to cover a wide variety of District proceedings. While three of these committees will remain unchanged, three have been restructured to better reflect the responsible areas that fall beneath them. Committees that will remain unchanged include Nuclear; Audit, Risk and Compliance; and Board Governance and Strategic Planning. Meanwhile, the former Energy Supply; Customer and Support Services and Budget committees have been reorganized into three new committees: Operations; Customer and Corporate Services; and Finance. During future board meetings, Customer and Corporate Services and Operations committees will run concurrently, with the Finance committee becoming a committee of the whole.

Of note, our January board meeting will take place Jan. 16, on the third Thursday of the month instead of the typical second Thursday. In the meantime, I wish you all a very happy and blessed holiday season.

Until next time, stay healthy, and stay safe.

Tom