

2025 Global Reporting Initiative GRI Content Index



Statement of Use

The South Carolina Public Service Authority (Santee Cooper) has reported the information cited in this GRI content index for the period 1/1/2025 to 12/31/2025 with reference to the GRI Standards.

GRI Standard	Response
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Organizational details	
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2-1	Organizational details	About Us Santee Cooper Headquarters is located at 1 Riverwood Drive Moncks Corner, SC 29461						
2-2	Entities included in the organization’s sustainability reporting	The South Carolina Public Service Authority (Santee Cooper)						
2-3	Reporting period, frequency and contact point	Sustainability Reporting Period Frequency	01/01/2025 to 12/31/2025; Annually					
		Financial Report Reporting Period	01/01/2025 to 12/31/2025; Annually					
		Sustainability Report Publication Date	4/22/2026					
		Sustainability Report Point of Contact	B. Shawan Gillians; Senior Director Communications and Community					
2-4	Restatements of information	None						
2-5	External assurance	No External Auditing Performed						
2-6	Activities, value chain and other business relationships	2025 Annual Report Chairman and CEO Letter						
2-7	Employees	Employment Workforce Category	Female		Male		Total	
			Total	Percent	Total	Percent	Total	Percent
		Full-time	350	20.9%	1,310	78.2%	1,660	99.0%
		Part-time	5	0.3%	2	0.1%	7	0.4%
		Executive	5	0.3%	4	0.2%	9	0.5%
	Grand Total	360	21.5%	1,316	78.5%	1,676	100%	
2-8	Workers who are not employees	Contracting Entities	# of Contracting Entities			# of Workers		
		Contractors	12			236		
		Temp Agency	2			9		

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GRI Standard		Response					
2-9	Governance structure and composition	2-9a	See S.C. Code Ann.	§ 58-31-20	§ 58-31-30	§ 58-31-55	
				§ 58-31-56	§ 58-31-60	§ 58-31-225	
				§ 58-31-240	§ 58-31-250	§ 1-3-240	
		2-9b	Bylaws	Board of Directors Bylaws			
		2-9c*	See S.C. Code Ann.	§ 58-31-20	See SC General Assembly Act 90 of 2021, Section 7		
			Executive	Independence	Gender	Under-Represented Social Group	
			0	12	1 Female 13 Male	2	
2-10	Nomination and selection of the highest governance body	See S.C. Code Ann. § 58-31-20					
2-11	Chair of the highest governance body	The members of Santee Cooper's Board of Directors, including the chair, are independent of its management.					
2-15	Conflicts of interest	Santee Cooper Code of Ethics					
2-16	Communication of critical concerns	Santee Cooper's Anonymous Hotline					
2-23	Policy commitments	Santee Cooper Code of Ethics			Standards of Conduct		
2-27	Compliance with laws and regulations	2-27a.	<p><i>No significant instances of non-compliance reported for the 2025 reporting period. However, Santee Cooper did receive three wastewater related NOV's at Cross Generating Station from the SC Department of Environmental Services (SCDES) with neither instance resulting in fines or assessed penalties. All responses and reports have been completed as needed with no further action associated.</i></p>				

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GRI Standard	Response
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Economic Performance

201-1	Direct economic value generated and distributed	See 2025 Annual Report Statements of Revenue pg. 36 Retirement Plans pg. 85
201-2	Financial implications and other risks and opportunities due to climate change	
201-3	Defined benefit plan obligations and other retirement plans	
201-4	Financial assistance received from government	The South Carolina Public Service Authority (Santee Cooper) received a total of \$1.8M in reimbursement from the Federal Emergency Management Agency for storm related costs.

Procurement Practices

<u>204-1</u>	Proportion of spending on local suppliers	Local Spend	FY2024	FY2025	
		% (Local Spend)	36.0%	38.3%	
		\$s (Local Spend)	\$348,789,910	\$741,945,693	
		A.	Proportion of spending on local suppliers as percentage of total procurement budget		
		B.	Local is defined as the State of South Carolina.		
		C.	Our significant locations of operation are all within the state of South Carolina.		

Employment

401-1	New employee hires and employee turnover	Description	FY2024	FY2025
		Number of employees Hired by year	134	180
		Employees hired rate by year	8.30%	10.80%
		Number of employees who leave voluntarily (including retirement) by year	97	113
		Employee turnover rate by year	6.01%	7.38%

Training and Education

404-3	Percentage of employees receiving regular performance and career development reviews	100%
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GRI Standard	Response
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Diversity and Equal Opportunity	
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405-1	Diversity of governance bodies and employees	Workforce Demographics by Gender, Age and Diversity							
		Employee Workforce	Under 30		Age 30 - 50		Over 50		
			Female	Male	Female	Male	Female	Male	
		Asian	0	3	3	5	1	4	
		American Indian/Native Alaskan	0	0	0	3	1	1	
		Black/African American	1	14	32	99	39	76	
		Hispanic/ Latino	2	10	4	1	0	6	
		Pacific Islander/Native Hawaii	0	1	0	0	0	0	
		Two or more races	1	5	2	5	0	1	
		White	42	205	142	604	85	269	
		Sub Total	46	238	183	717	126	357	
		Grand Total		284		900		483	
		Executive Staff	Under 30		Age 30 - 50		Over 50		
			Female	Male	Female	Male	Female	Male	
		Asian	0	0	0	0	0	0	
		American Indian/Native Alaskan	0	0	0	0	0	0	
		Black/African American	0	0	1	0	1	0	
		Hispanic/ Latino	0	0	0	0	0	0	
		Pacific Islander/Native Hawaii	0	0	0	0	0	0	
		Two or more races	0	0	0	0	0	0	
		White	0	0	1	1	2	3	
		Sub Total	0	0	2	1	3	3	
		Grand Total		0		3		6	
		Board of Directors	Under 30		Age 30 - 50		Over 50		
			Female	Male	Female	Male	Female	Male	
		Asian	0	0	0	0	0	0	
		American Indian/Native Alaskan	0	0	0	0	0	0	
		Black/African American	0	0	1	0	0	0	
Hispanic/ Latino	0	0	0	0	0	0			
Pacific Islander/Native Hawaii	0	0	0	0	0	0			
Two or more races	0	0	0	0	0	0			
White	0	0	0	2	0	9			
Sub Total	0	0	1	2	0	9			
Grand Total		0		3		9			

Customer Privacy	
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418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Santee Cooper has had no substantiated complaints concerning breaches of customer privacy and losses of customer data.
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2.9c	<p><i>With regard to 2-9c (iv), the disclosure of positions and commitments by Board Members are not required unless as a part of a conflict of interest or economic interest disclosure.</i></p> <p><i>The associated table is provided in response to standards 2.9c (i) (ii) (v), and (vi). The figures represent the number of Board Members falling into each category.</i></p> <p><i>Section 2.9c (iii) is addressed in part by reference to Act 90 of 2021. The remainder of 2.9c(iii) and those parts of 2.9c not otherwise specified are addressed by code section 58-31-20.</i></p>
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