



**Date:** December 1, 2025  
**To:** Board of Directors  
**From:** Pablo Vegas, ERCOT President and Chief Executive Officer  
**Subject:** ERCOT Vision, Mission, and Core Values

## Issue for the ERCOT Board of Directors

**ERCOT Board of Directors Meeting Date:** December 8-9, 2025

**Item No.:** 12.1.1

### **Issue:**

Whether to approve the refreshed statements of the Vision, Mission, and Core Values of Electric Reliability Council of Texas, Inc. (ERCOT).

### **Background/History:**

Corporate best practices include the governing body's approval of Vision and Mission statements that align with strategic direction of the organization. ERCOT records reflect commitment to defined Vision, Mission, Core Values, and Strategic Plans. The ERCOT Board of Directors (Board) previously concurred once on Vision and Core Values, and twice on Mission and Strategic Plans. Most recently, the Board approved the [2024-2028 Strategic Plan](#) at its June 20, 2023 meeting; however, Vision and Mission did not change.

### **In effect Vision, Mission, Core Values, and Strategic Plan**

*Vision (Board adopted 2008)* – The Board approved the vision that, “ERCOT is recognized as a world-class independent system operator of reliable, open and non-discriminatory electric markets.”

*Mission (Board-ratified revision 2011)* – The Board approved a Mission that, “ERCOT serves the public interest by: ensuring open access to transmission and distribution systems; maintaining system reliability and operations; enabling retail choice; operating fair and competitive wholesale markets; maintaining the renewable energy credits registry; and providing leadership and independent expertise to improve system reliability and market efficiency.”

*Core Values (Board adopted 2008)* – The Board approved the following Core Values, “Customer-focus; Integrity; Respect; Expertise; Leadership; Employee contributions;

Team Work; Excellence; Diversity; Innovation; Accountability; Highest ethical standards.”

2024-2028 Strategic Plan (Board approved 2023) – The Board approved the following objectives, “Objective 1: Be an industry leader for grid reliability and resilience; Objective 2: Enhance the ERCOT region’s economic competitiveness with respect to trends in the wholesale power rates and retail electricity prices; Objective 3: Advance ERCOT, Inc. as an independent leading industry expert and an employer of choice by fostering innovation, investing in our people, and emphasizing the importance of our mission.”

### **Vision, Mission, and Core Values of ERCOT 4.0**

To align with ERCOT 4.0 – the evolution of management and operation of the Texas electrical grid characterized by accelerated technological advancements, adaptable markets, and workforce development, with the direction of the *2024-2028 Strategic Plan* and employee input, ERCOT staff request Board approval of the following refreshed statements of our Vision, Mission, and Core Values.

Vision – To be the most reliable and innovative electric grid in the world.

Mission – We ensure a reliable grid with competitive and cost-efficient electricity markets.

Core Values – Mission driven; Grow people; Lead with integrity; Own it; Better together; Innovate with purpose; Stay curious, Stay ready; Listen well, speak up, and respect every voice; Celebrate the win.

### **Key Factors Influencing Issue:**

- The refreshed Vision, Mission, and Core Values align with ERCOT 4.0 and its role and priorities to manage and operate the evolving Texas electrical grid.
- The revised statements align with the *2024-2028 Strategic Plan*.
- The revised statements reflect employee input.

### **Conclusion/Recommendation:**

ERCOT staff recommend, and the HR&G Committee is expected to recommend, that the Board approve the refreshed ERCOT Vision, Mission, and Core Values.



## **ELECTRIC RELIABILITY COUNCIL OF TEXAS, INC.**

### **BOARD OF DIRECTORS RESOLUTION**

WHEREAS, the refreshed Vision, Mission, and Core Values of Electric Reliability Council of Texas, Inc. (ERCOT) align with ERCOT 4.0 and its role and priorities to manage and operate the evolving Texas electrical grid;

WHEREAS, the revised statements align with the *2024-2028 Strategic Plan*; and

WHEREAS, after due consideration of the alternatives, the ERCOT Board of Directors (Board) deems it desirable and in the best interest of ERCOT to approve the revised statements of ERCOT's Vision, Mission, and Core Values;

THEREFORE, BE IT RESOLVED, that the Board approves the revised statements of ERCOT's Vision, Mission, and Core Values, as described in **Attachment A**.

### **CORPORATE SECRETARY'S CERTIFICATE**

I, Brandon Gleason, Assistant Corporate Secretary of ERCOT, do hereby certify that, at its December 8-9, 2025 meeting, the Board passed a motion approving the above Resolution by \_\_\_\_\_.

IN WITNESS WHEREOF, I have hereunto set my hand this \_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
Brandon Gleason

Assistant Corporate Secretary



## **Attachment A**

**Vision** – To be the most reliable and innovative electric grid in the world.

**Mission** – We ensure a reliable grid with competitive and cost-efficient electricity markets.

**Core Values** –

- Mission driven
- Grow people
- Lead with integrity
- Own it
- Better together
- Innovate with purpose
- Stay Curious, stay ready
- Listen well, speak up, and respect every voice
- Celebrate the win.