

2024

Supplier Diversity Report & 2025 Annual Plan

POWERED BY
INCLUSIVE GROWTH



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Message from our CEO



As we reflect on another remarkable year, I want to express my heartfelt appreciation for the collaboration that has continued to propel our progress. Our suppliers have been pivotal in helping to advance key initiatives to deliver value to our customers and maintain world-class grid safety and reliability. From fostering innovation to cost optimization, our employees and suppliers worked closely together to shape our successes.

- In 2024, 44.52% of our total expenditures for goods and services - \$1.19 billion out of \$2.67 billion - went to certified small and/or diverse suppliers. For 20 years straight, our outreach and educational efforts to broaden our supplier base have led us to exceed the California Public Utilities Commission's (CPUC) supplier diversity goal.
- Our Line 1600 project, a historic undertaking to improve the safety and reliability of more than 50 miles of gas transmission pipeline, was completed on budget and on schedule.
- We launched a world-class Wildfire and Climate Resilience Center, a critical resource helping to protect communities and address climate change.
- We expanded our energy storage microgrid portfolio, bolstering energy reliability and advancing the energy transition.

Looking ahead, our priority remains the same: safe and reliable operations for the 3.6 million people in our region who count on us

every day to power their lives. As part of our culture of continuous improvement, we strive to maximize every dollar spent, make sourcing easier and buy responsibly.



As climate and energy challenges continue to escalate, let's continue to drive change. I am excited and optimistic about what we will achieve together in the years ahead.

With gratitude,

A handwritten signature in blue ink that reads "Caroline Winn".

Caroline Winn

Chief Executive Officer

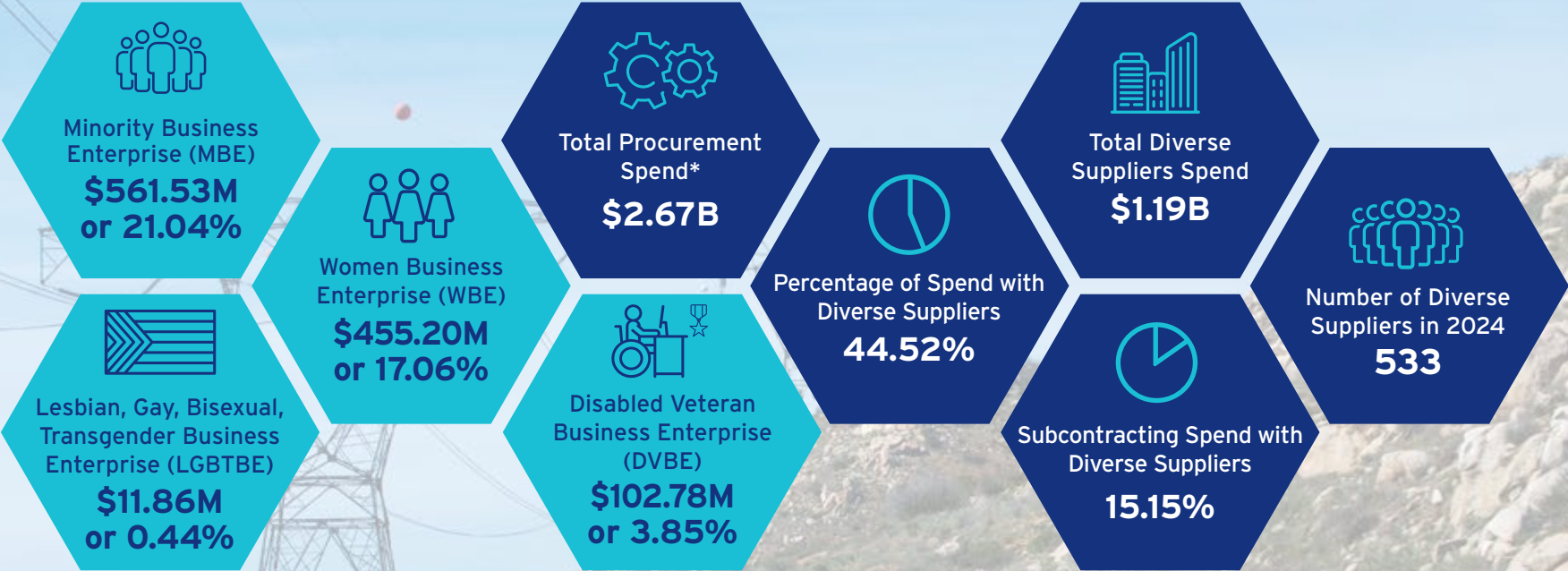
In 2024, for the second year in a row, we surpassed \$1 billion in spend with small and diverse suppliers, representing 44.52% of our total expenditures on goods and services. We also exceeded the CPUC supplier diversity goal for the 20th consecutive year.

This milestone is fueled by strategic investments in safety such as undergrounding overhead power lines and modernizing natural gas and electric infrastructure, as well as materials procurement and IT

initiatives to improve operational efficiency and customer experience. In August 2024, we launched the state's first integrated customer portal in conjunction with our region's two Community Choice Aggregators. **MyEnergyCenter.com** offers customers detailed cost breakdowns, empowering them with comprehensive insight into their bill to better manage their usage.

By streamlining sourcing, maximizing every dollar spent and embracing responsible procurement practices, we strive to deliver reliable, cost-effective energy service while driving economic growth in the communities we serve.

2024 SUPPLIER DIVERSITY HIGHLIGHTS



*Note: This total includes qualifying procurement spend consistent with GO156 requirements.

POWERED BY EMPLOYEE VOLUNTEERISM

GIVING BACK TO THE
COMMUNITIES WE SERVE
AND LIVE IN

Hundreds of SDG&E employees participated in our 2024 SDGivE holiday volunteer program, which included 52 projects with 45 organizations. Members of our Responsible Sourcing team, Lean In Employee Resource Group and their families prepared and served dinner at the Youth Assistance Coalition's drop-in center, where un-housed young people can come by for meals, clothing and other needs.



SERVICE AREA

SDG&E PROVIDES ENERGY SERVICE TO

3.6 MILLION PEOPLE

THROUGH

1.5 MILLION ELECTRIC METERS*

915 THOUSAND NATURAL GAS METERS

4,100 SQUARE-MILE SERVICE AREA

*Including Community Choice Aggregators (CCAs)



EMPLOYEE WORKFORCE DIVERSITY



SDG&E EMPLOYEES

4,600+

INCLUDING

34% WOMEN*

57% PEOPLE OF COLOR*

*The workforce diversity data is as of December 31, 2024

Q&A with our VP of **Operations Support** Jennifer Jett



Q: *What advice would you give to suppliers looking to become part of SDG&E's supply chain?*

A: Expanding our supply chain with new suppliers is critical to our responsible sourcing strategy, and including new suppliers can support our efforts around energy affordability. I recommend taking the time

to learn about our company's business objectives so you can develop a compelling value proposition. Make sure your capability statement is up to date and include examples of projects you have delivered successfully. Lastly, be aware of the regulatory environment in which SDG&E operates and the constraints we face.

Q: *How are you making it easier for suppliers to do business with SDG&E?*

A: Having the right policies and procedures in place to support regulatory compliance and risk management, while not creating undue burden on our suppliers, is key. One example of our efforts to make it easier to do business with us is a new initiative to streamline our vendor onboarding process. We want to make sourcing not just easier for ourselves, but also for our suppliers.

Q: *SDG&E recently created a centralized responsible sourcing team. From your point of view, what does it mean to buy responsibly?*

A: At the Sempra family of companies, we are guided by three key values: do the right thing, champion people and shape the future.

These values drive us to take a holistic approach to managing our supply chain. We aspire to do business in a way that's not just good for our bottom line, but also helps protect the environment and uplift the communities we serve and live in.



Q: *Risk management of suppliers and service providers is garnering growing attention in supply management circles and SDG&E recently adopted a new third-party risk management platform. How are you using this platform to reduce supplier risks and improve your supply chain resilience?*

A: To meet our obligation to our customers, we must identify, assess and mitigate risks in our supply chain. To strengthen our third-party risk management, we adopted a new technology platform last year to monitor our suppliers across multiple key risk factors, ranging from financial health and cybersecurity to geopolitical instability.

OUR **LEADERSHIP** TEAM



Warren Ruis

Director of Supply Management,
Responsible Sourcing & Logistics



Helen Gao

Responsible Sourcing
Manager

MEET OUR **RESPONSIBLE SOURCING** TEAM

In 2024, we created a centralized Responsible Sourcing team within Supply Management to support three key functions: supplier diversity, supply chain sustainability and third-party risk management. This team helps our business units and procurement staff take a more holistic approach to sourcing, in order to create a more resilient, innovative and cost competitive supply chain.



Meredith Garcia Obeso

Supplier Diversity
Project Manager



Nhu Tran

Supplier Diversity
Project Manager



Timell Montgomery

Supplier Diversity
Specialist

Our Procurement Leadership Team



Daniel Castillo

Gas Construction & Services
Portfolio Manager



Miguel Duran

Interim Sourcing, Inventory
& Logistics Strategy Manager



Laura Frazee

Electric Portfolio
Manager



Brittany Malowney

Technology Portfolio & Interim
Supply Chain Policy &
Integration Manager



Cory Mitsui

Sourcing, Inventory & Logistics
Strategy Manager



John Prsha

Manager of Supply
Management



Katty Salas

Advanced Clean Technology &
Major Electric Infrastructure
Projects Portfolio Manager



Abigail Vestring

Contingent Workforce &
Consulting Services
Portfolio Manager



Patrick Webb

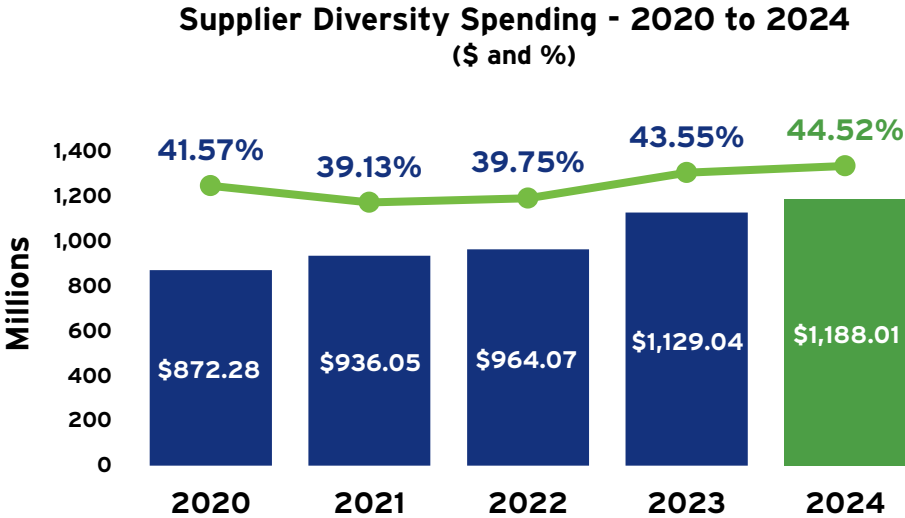
Customer Programs
& Support Services
Portfolio Manager

As one of the largest employers, purchasers of goods and services and donors to local nonprofits in the San Diego-South Orange County region, we are dedicated to fostering an inclusive economy. That is why we prioritize sourcing from local and California-based companies that advance innovation and reflect the diversity of our customer base. And that is why we help fund community-based economic empowerment programs with shareholder dollars.



SDG&E collaborates with many local nonprofit organizations, including the Better Business Bureau, to support economic development. Pictured above is Samantha Scholl, Associate Vice President of Innovation and Entrepreneur Programs at our local BBB, hosting a business mixer. The BBB serving the Pacific Southwest provides technical assistance for entrepreneurs and startups.

Last year, our total procurement spend in our region reached \$632.06 million, of which \$531.40 million was with diverse businesses; statewide, our total spend was \$1.62 billion, of which \$994 million was diverse spend. Our suppliers create jobs, making it possible for more people to share in our region and the state’s economic prosperity.



Workforce Development

FOSTERING NEXTGEN DATA SCIENTISTS TO SUPPORT WILDFIRE SAFETY AND CLEAN TRANSPORTATION

SDG&E is not just a pioneer in using big data and AI for fire risk predictive modeling, we are also a leader in developing the talent pipeline in this high-demand area. Through a partnership with UC San Diego's Halicioglu Data Science Institute (HDSI), our employees mentor undergraduate students working on their capstone projects. HDSI is a pioneering multi-disciplinary institute that advances data science and AI education research. Student capstone projects have focused on wildfire mitigation and clean transportation. Dr. Phi Nguyen, Ph.D., recently named as our company's first data science manager, leads this mentoring effort. He is a UCSD alumnus and is an active member of SDG&E's Analytics Community of Excellence (ACE) whose mission is to elevate analytics to drive innovation and operational excellence.



Dr. Phi Nguyen poses with goats that are used by SDG&E to clear brush around electric infrastructure in an effort to reduce wildfire risk.



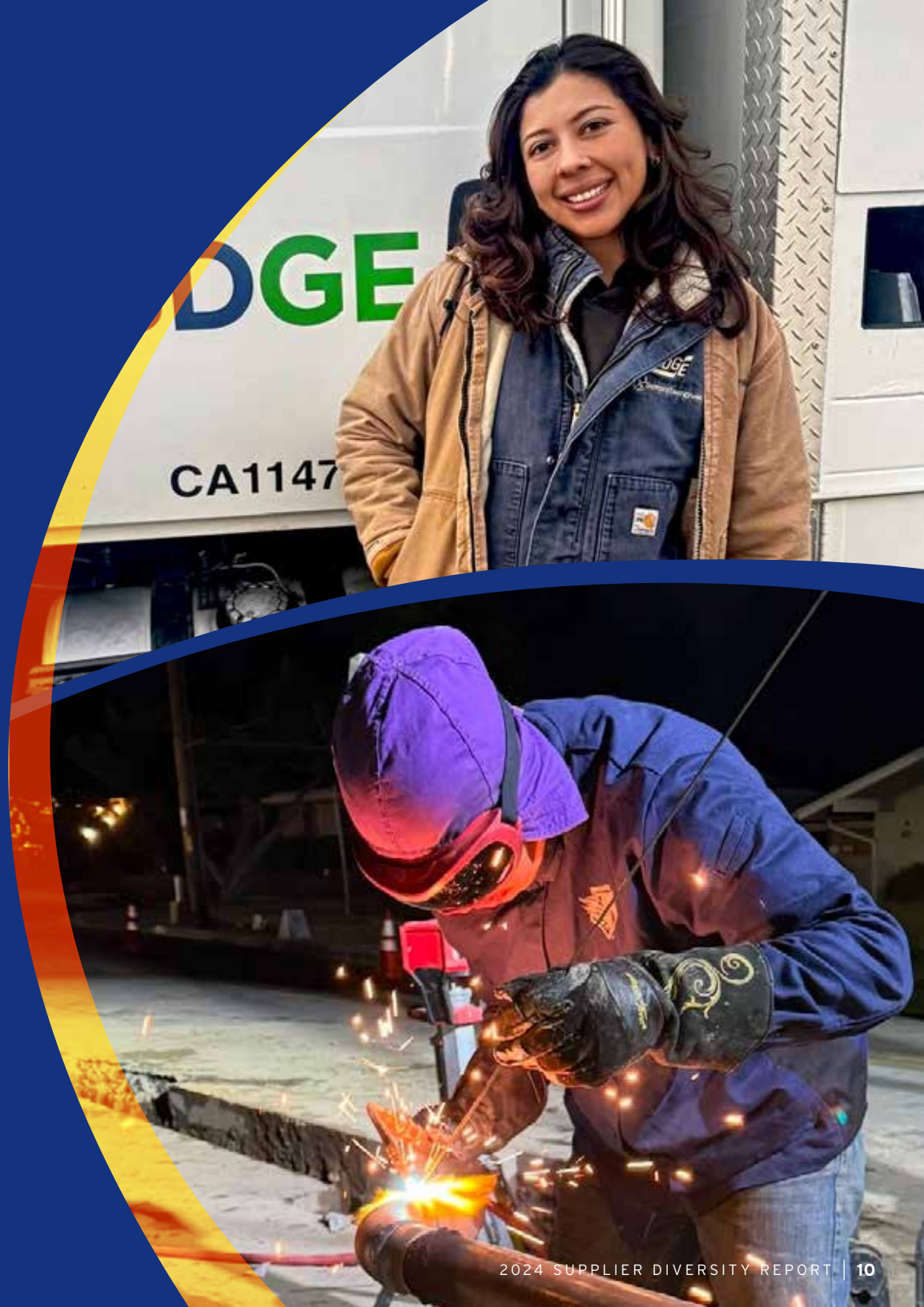
DRONE FLIGHT AND TECHNICIAN TRAINING

Since 2014, our Emergency Management team has deployed drones to conduct aerial inspections of electric and gas facilities, including emergency response damage assessments. To help develop the talent pipeline for drone pilots and technicians, our unmanned aircraft systems (UAS) team has donated used equipment to aviation programs at local community colleges. Additionally, our UAS team has provided support to the Girls Take Flight Program at the nonprofit Elementary Institute of Science (EIS) by sharing their career journeys and advice.

POWERED BY OPPORTUNITY

"I LOVE THAT I GENUINELY
LEARN SOMETHING NEW
EVERY DAY."

Noelya Collon, who joined SDG&E as a laborer four years ago, is blazing a new trail as the first woman to hold a welder position at SDG&E. She currently works out of our eastern operations yard and supports natural gas infrastructure maintenance. Noelya attributes her success to the amazing crewmates who taught, encouraged and shaped her along the way.



Supplier Diversity Champions

BRITTANY MALOWNEY, *Technology Portfolio & Interim Supply Chain Policy & Integration Manager*

Brittany and her IT sourcing team played a key role in our IT Supplier Diversity Symposium in September 2024. It was co-hosted for the first time by both SDG&E and SoCal Gas employees. The event connected prime contractors with small and diverse businesses. More than 100 people - including 26 diverse businesses and 11 prime suppliers - participated in matchmaking sessions at the symposium.

RICK CERVANTES, *Communications Manager*



Rick is a dedicated advocate for the LGBTQ+ community. Among his many contributions, he serves as an appointee on the San Diego Police Chief's LGBTQ+ Community Advisory Board, president-elect of the Kiwanis Club of Hillcrest San Diego All-Inclusive chapter, and a member of our company's True Colors employee resource group. He gives his time generously to support pride festivals and supplier diversity outreach/business networking events. Through his efforts and connections, Rick builds bridges between local organizations and SDG&E to advance supplier diversity and community empowerment.

MARCO TACHIQUIN, *Gas Transmission Manager*

Marco's 25-year career in the energy industry is marked by significant achievements, including leading the Line 1600 project, one of the largest capital improvement initiatives in SDG&E's history. The project modernized more than 50 miles of natural gas transmission pipeline in San Diego County, improving safety and reliability. In partnership with Supply Management, Marco and his team divided Line 1600 into 19 projects, enabling nearly 30 small and diverse contractors to participate as primes or subs. More than 45% of the project's total spend went to diverse contractors.

EMILY RUPAR, *Support Services Project Manager*

Emily led the construction of a world-class Wildfire and Climate Resilience Center (WCRC) at SDG&E's San Diego headquarters. It doubles as an emergency operations center and educational space. This project not only achieved 27% in diverse spend, it was also one of the first circular economy pilots for construction-related waste with a strong focus on supporting local tribal nations. Emily collaborated with Tribal Relations and other teams at SDG&E to repurpose materials like furniture, plants, office décor and safety signage for use by local tribes and Habitat for Humanity. Her efforts diverted waste from landfills and strengthened community ties.



PIONEERING WORLD-CLASS WILDFIRE AND CLIMATE RESILIENCE CENTER

As climate change intensifies operational challenges for the energy sector, we are enhancing our preparedness with the opening of a world-class Wildfire and Climate Resilience Center.

Our state-of-the-art facility, which opened in 2024, includes:

- The Emergency Operations Center, an emergency response hub equipped with advanced technologies and communications tools to manage risks.
- The Fire Science and Climate Adaptation Lab, a research hub that leverages cutting-edge technologies, including AI and supercomputing models, to enhance risk analysis and develop innovative wildfire mitigation solutions.
- The Resilience Zone, an educational space that engages community members and students on cleaner technologies and climate resilience.



PAVING THE WAY FOR A CLEANER, MORE RESILIENT FUTURE WITH HYDROGEN INNOVATIONS

Clean fuels like hydrogen can help reduce emissions in the electricity, natural gas and transportation sectors. At SDG&E, our Advanced Clean Technology team is exploring the potential of clean hydrogen to advance California’s goal to become net zero by 2045.

Last year, as part of a pilot project, we started producing clean hydrogen via electrolysis at the Palomar Energy Center, our largest gas-fired power plant, for various purposes:

- As cooling gas in the combined cycle power generation process
- As fuel for our first hydrogen fleet vehicles
- For blending with natural gas to reduce emissions in electricity production

Safety Advancements

At SDG&E, we aim to enhance safety and uplift communities by partnering with small and diverse businesses enterprises (DBEs) that bring innovative solutions to critical projects. Together, we create opportunities and advance our mission to deliver cleaner, safer and more reliable energy.

STRATEGIC UNDERGROUNDING

One example of effective collaboration between primes and DBEs is the Strategic Undergrounding Program (SUG), which helps reduce wildfire risk by burying overhead power lines in high-risk areas. Over the past few years, AECOM, the program manager, worked closely with various primes and our Responsible Sourcing team to identify and create opportunities for small and diverse contractors. Breaking the work into smaller projects lowers entry barriers, resulting in over \$26 million in spend with DBEs. Red Tail Monitoring & Research Inc. and Grey Wolf Monitoring, which specialize in environmental services, were among the DBEs that contributed to the project's success.

LINE 1600 NATURAL GAS PIPELINE PROJECT

Last year, we completed the Line 1600 project, modernizing over 50 miles of natural gas pipeline throughout San Diego County. This historic project was divided into 19 smaller segments, involving around 30 small and diverse contractors. Over the 4 1/2-year duration of the project, over 45% of our total project spend went to DBEs. They contributed to nearly every aspect of the project, from engineering and finance to project management, construction and field services.



ABLE

Empowering SDG&E employees with disabilities, caregivers and allies through inclusion, awareness and education to foster a supportive environment for all.

BLACK EMPLOYEES BUSINESS RESOURCE GROUP (BEBRG)

Enhancing networking, facilitate professional development, support business outreach, and prepare for leadership opportunities with a focus on the recruitment, retention and continued education of Black employees at SDG&E.

GENERATIONS

Creating a vibrant and inclusive workplace by fostering meaningful connections through celebrating rich Asian Pacific Islander Desi American (APIDA) cultural heritage, raising awareness on APIDA topics and empowering each other through community engagement.

LEAN IN

Creating opportunities for women to thrive in their careers through community, connection and collaboration.

TRUE COLORS

Fostering an environment that educates and empowers SDG&E's LGBTQIA+ employees and allies, sustaining a culture of belonging where everyone can bring their whole, authentic selves to work.

VALOR

Supporting veteran employees as they transition to a post-military career by assisting with integration, mentorship, empowerment and community-building.

VOZ

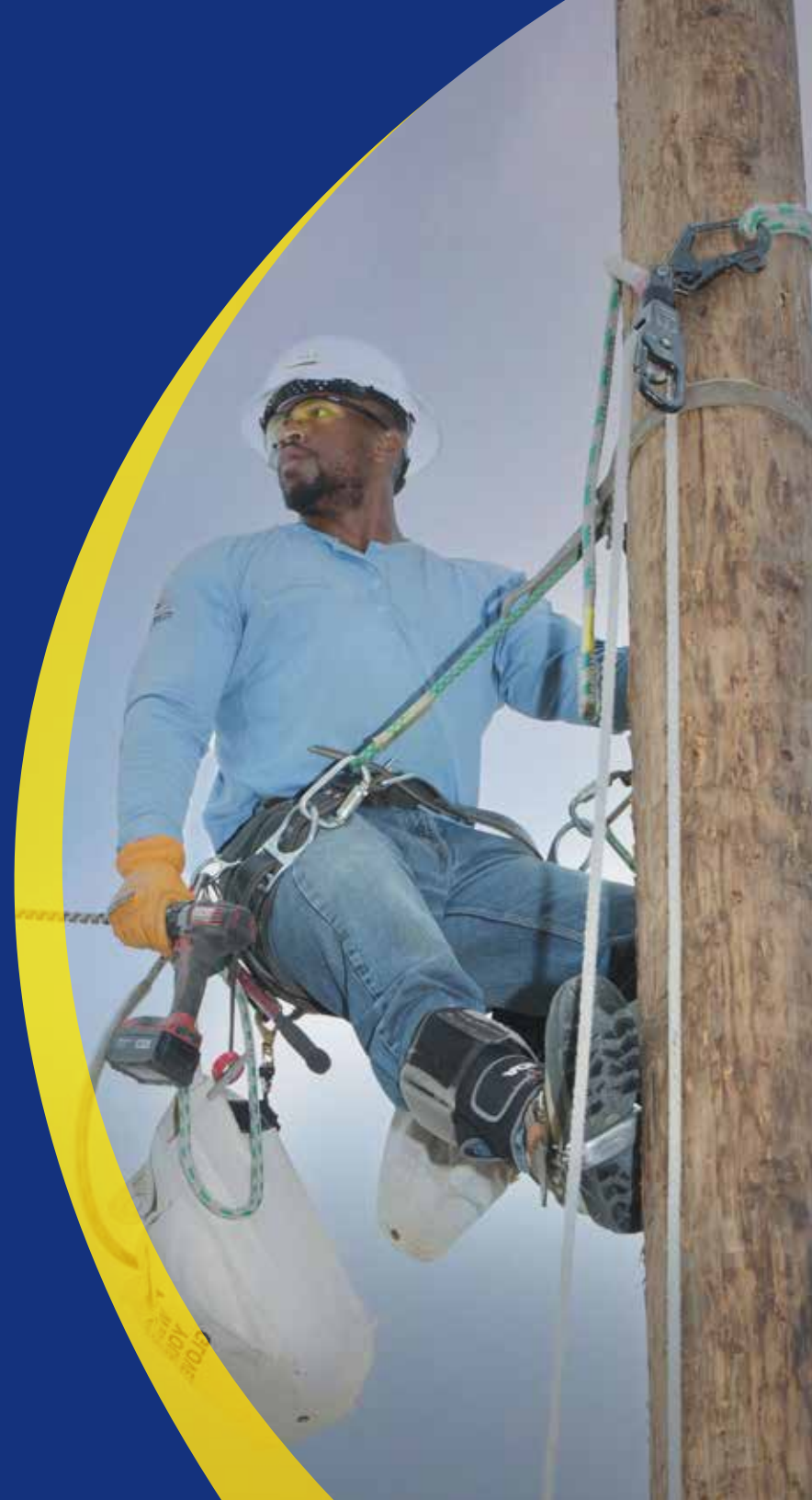
Serving as a bridge between the Latino community and SDG&E by amplifying concerns, fostering connections and sharing meaningful programs, initiatives and news.

Employee Resource Groups (ERGs) at SDG&E are employee-led communities that foster a sense of belonging, professional development and cultural awareness while supporting business initiatives. Many ERG members are supplier diversity champions.



BEBRG held a Juneteenth celebration at SDG&E.

2024 SUPPLIER DIVERSITY REPORT



9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

Each year, we work to enhance our supplier diversity program activities based on feedback from our suppliers, business units and organizations that we partner with. Lessons learned and best practices are shared with both our internal and external stakeholders.

INTERNAL PROGRAM ACTIVITIES

Employees across our entire enterprise are committed to advancing equal opportunities for diverse businesses to participate in our supply chain. It's a key priority for us to build and maintain a competitive supply chain by integrating suppliers from a wide range of backgrounds to provide cost-effective services to our customers.

SDG&E fully supports equal opportunity for all without regard to race, sex and other traits protected by law. SDG&E makes all decisions about

suppliers and all other organizations and individuals without regard to race, sex and other traits protected by law.

LEADING FROM THE TOP

Our senior leaders are among our most dedicated and visible supplier diversity champions. Last year, our CEO personally met with several large suppliers to discuss supplier diversity goals and results, alongside other company priorities. Additionally, our executives speak at our outreach events and Champion Ambassador events.



9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

INTERNAL SUPPLIER DIVERSITY EVENTS



SUPPLIER DIVERSITY SYMPOSIUMS

In conjunction with several advocacy and community-based organizations, SDG&E held five supplier diversity symposiums to bring together primes, diverse businesses and our business unit decision makers. The symposiums, which focused on attracting new suppliers from underutilized diverse categories, received overwhelmingly positive feedback. For example, we partnered with BuildIT, an LGBT industry association, to host a Golden Pitch event and held a business mixer with The LGBT Community Center. For the first time, we also co-hosted a joint IT symposium with our sister utility SoCalGas.

EMPOWERING BUSINESS UNIT DECISION MAKERS WITH DBE DASHBOARDS

To empower our business units to help build a stronger, more inclusive and competitive supply chain, we rolled out new dashboards that provide snapshots of key performance metrics. The dashboards enable users to easily track their team's diverse spend, as well as see how much individual primes spend with DBE subcontractors. Completed in 2024, the dashboards are the result of the integration of multiple data streams, including spend data our primes submit each month via our DBE Subcontracting Portal.

ENGAGING WITH EMPLOYEE GROUPS

Our Responsible Sourcing team members actively collaborate with our company's seven Employee Resource Groups to promote supplier diversity. We invite ERG members to our DBE outreach events, inspiring them to become advocates for diverse contractors in their business units.

ACTIVE PARTICIPATION IN THE RFP PROCESS

The Responsible Sourcing team works closely with our category and portfolio managers and is part of the request for proposal (RFP) process. The team helps identify qualified suppliers for RFPs through the Supplier Clearinghouse and through our community networks.

9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

SUPPLIER RELATIONSHIP MANAGEMENT MEETINGS

The Responsible Sourcing team plays a prominent role in Supplier Relationship Management meetings, which foster two-way conversations between our leadership, business units and suppliers on key priorities such as safety, performance and supplier diversity. At these meetings, the team provides supplier diversity updates and offers help to identify opportunities to connect with new DBEs.

CHAMPION AMBASSADOR PROGRAM

Our Champion Ambassador Program enhances collaboration between internal business units and Supply Management to achieve our supplier diversity goals. Ambassadors participate in our DBE outreach



events, mentor DBEs and are trained to use resources such as the Supplier Clearinghouse to identify certified DBEs. During quarterly meetings with ambassadors, the Responsible Sourcing team shares program updates and resources.

SUPPLIER QUICK PAY PROGRAM

Our program is designed to help improve cash flow for small businesses to run and expand their operations. Qualifying businesses with 25 or fewer employees and under \$5 million in revenue receive payment terms of net 15 days with no discount.

SUPPLIER INTEREST FORM

Since our supplier interest form went live in 2023 at sdge.com/SupplierDiversity, about 900 companies have used it to submit their capabilities and contact information. This database of suppliers serves as a supplemental resource to the Supplier Clearinghouse. When we determine a supplier is a good fit to meet our needs, we connect with them.

Scan here for the
Supplier Interest Form:



SDG&E CONTACT

Meredith Garcia Obeso

Supplier Diversity

Project Manager

mgarciao@sdge.com

(858) 280-9311

sdge.com/SupplierDiversity

9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year



Outside of his work as a senior category management advisor at SDG&E, Brett Palser is a world-ranked adaptive Cross-Fit athlete, husband and father.

INCLUSION AND BELONGING

Our culture is grounded in our shared values - do the right thing, champion people and shape the future. To better serve our customers and stakeholders, we seek to attract, develop, motivate and retain employees who are committed to advancing our mission and our high-performance culture. The actions we have taken to create an inclusive environment include the following:

- Empowering employees to create Employee Resource Groups to support the needs of our workforce.
- Offering training to enhance inclusive leadership skills and foster a collaborative environment.
- Distributing job postings to a wide-ranging network of job sites.
- Implementing job interview strategies that help support the hiring of top talent.
- Engaging employees from a wide range of backgrounds to support recruitment on college campuses and speak to youth about careers in the energy industry.

SDG&E fully supports equal opportunity for all without regard to race, sex, and other traits protected by law. Please refer to page 4 for our company's workforce diversity statistics.

As of March 1, 2025, women and people of color make up 64% of the board of directors of Sempra, SDG&E's parent company. Visit sdge.com/career to learn more about our hiring process and job opportunities.

9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

EXTERNAL PROGRAM ACTIVITIES

In 2024, our Responsible Sourcing team attended about 30 events - including the annual conferences of some of the leading DBE certification entities - to connect with diverse businesses.

At the California Public Utilities Commission' Small and Diverse Business Expos in March in San Francisco and in October in Riverside, many vendors stopped by our booth to share their capability statements.

Our CEO, Caroline Winn, spoke at the CPUC's 22nd Annual Supplier Diversity En Banc, where she shared our ongoing efforts to engage

diverse suppliers in our supply chain. As part of an executive panel discussion on driving utility performance through technology and innovative strategies, she highlighted strong DBE engagement in major capital projects and the historic volume of goods and services we rebid in 2024 - creating new opportunities for suppliers while also achieving significant cost benefits.

In collaboration with other regulated water, energy and telecommunications utilities, SDG&E advanced the RFP effort for a new vendor for the Supplier Clearinghouse, the CPUC's DBE certification program.



9.1.1 Program Activities During the Previous Calendar Year

JANUARY

- American Indian Chamber of Commerce 2024 Kick-Off Meeting

MARCH

- WBEC West Virtual PSP Graduation
- 2024 Reservation Economic Summit (RES 2024)
- California Supplier Diversity Symposium - CPUC and CA DGS
- WBENC National Conference

MAY

- Chicano Federation Annual Luncheon
- BuildOut California Founders Day

FEBRUARY

- WBEC West and SDG&E Clean Transportation Event

APRIL

- CPUC Small and Diverse Business Expo
- SoCalGas 2024 DOE MBE Connect Summit
- 2024 AABE 47th National Conference in Anaheim

JUNE

- San Diego Regional EDC Annual Dinner
- BELL Business and Contracting Summit
- California Diversity Awards

9.1.1 Program Activities During the Previous Calendar Year

JULY

- Disability:IN National Conference
- American Indian Chamber of Commerce 20th Anniversary Expo
- NGLCC International Business and Leadership Conference

SEPTEMBER

- Chula Vista Chamber Bayfront Business Expo
- The LGBT Center San Diego OUTreach Business Mixer

NOVEMBER

- Veterans in Business (VIB) National Conference

AUGUST

- BuildOut California/
Build IT Golden Pitch

OCTOBER

- CPUC Small & Diverse Business Expo
- CPUC 22nd Annual GO 156 Supplier Diversity En Banc

DECEMBER

- American Indian Chamber of Commerce Native American Heritage Month Luncheon

POWERED BY CLEAN TRANSPORTATION


PROVIDING RELIABLE AND
ACCESSIBLE CHARGING FOR
PLUG-IN, MEDIUM/HEAVY
DUTY FREIGHT TRUCKS

In April 2024, SDG&E CEO Caroline Winn, San Diego Mayor Todd Gloria and other leaders in our region came together to celebrate the historic crossing of a Class 8 heavy-duty electric freight truck from the U.S. into Mexico.

As part of our Power Your Drive for Fleets Program, SDG&E installed high-power charging infrastructure at a cross-border logistics facility near the Otay Mesa Port of Entry.



9.1.2 Supplier Diversity Results by Ethnicity

 2024 SUPPLIER DIVERSITY ANNUAL RESULTS BY ETHNICITY		GO 156 Section 9.1.2			
		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%
Minority Male	African American	64,838,465	20,464,761	85,303,226	3.20
	Asian Pacific American	59,589,491	42,063,376	101,652,867	3.81
	Hispanic American	171,673,697	79,641,547	251,315,244	9.42
	Native American	26,139,201	10,466,113	36,605,314	1.37
	Total Minority Male	322,240,853	152,635,798	474,876,651	17.79
Minority Female	African American	5,820,719	2,535,895	8,356,615	0.31
	Asian Pacific American	21,236,872	12,643,455	33,880,326	1.27
	Hispanic American	5,100,158	34,683,604	39,783,762	1.49
	Native American	1,451,721	3,176,031	4,627,752	0.17
	Total Minority Female	33,609,470	53,038,985	86,648,455	3.25
Total Minority Business Enterprise (MBE)		355,850,324	205,674,782	561,525,106	21.04
Women Business Enterprise (WBE)		323,650,591	131,547,603	455,198,194	17.06
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		9,138,956	2,724,002	11,862,958	0.44
Disabled Veteran Business Enterprise (DVBE)		48,586,758	54,194,420	102,781,178	3.85
Persons with Disabilities Business Enterprise (PDBE)		46,378,866	10,266,370	56,645,236	2.12
8(a)*		0	0	0	0.00
Total Supplier Diversity Spend		783,605,495	404,407,177	1,188,012,672	44.52
Net Procurement**		2,668,693,980			

*8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

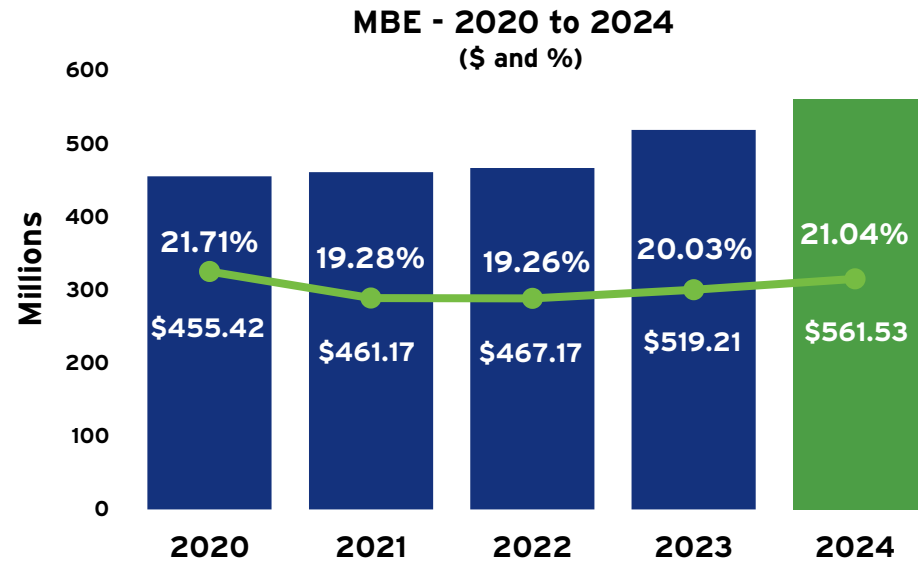
% - Percentage of Net Procurement

Totals may not add due to rounding.

SDG&E Supplier Diversity **Results**

MINORITY BUSINESS ENTERPRISES (MBE)

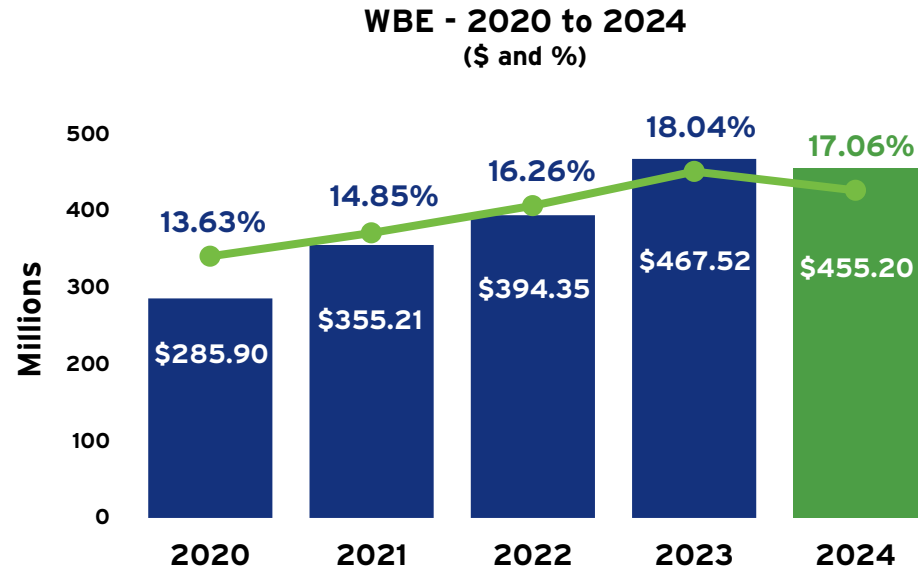
Our spend with MBEs remain the largest segment of our overall diverse spend. In 2024, we spent \$561.53 million or 21.04% of our overall expenditures with MBEs.



Using cathodic protection technology, Farwest Corrosion Control Company, a certified MBE, has played a key role in helping to protect the integrity of our natural gas steel pipeline. Corrosion prevention helps reduce the risk of leaks and maintain regulatory compliance.

WOMEN BUSINESS ENTERPRISES (WBE)

Spending with WBEs was \$455.20 million or 17.06% of our total expenditures. This is our 19th consecutive year exceeding the CPUC goal.



Karen McPartland (pictured above in red) co-founded TSAC Engineering with her husband, Steve, in the depth of the financial crisis in 2009. TSAC specializes in civil engineering, land surveying, construction management, right-of-way acquisition, aerial surveying and electric distribution design. TSAC has worked on many SDG&E projects over the past decade, as both a prime and a sub.

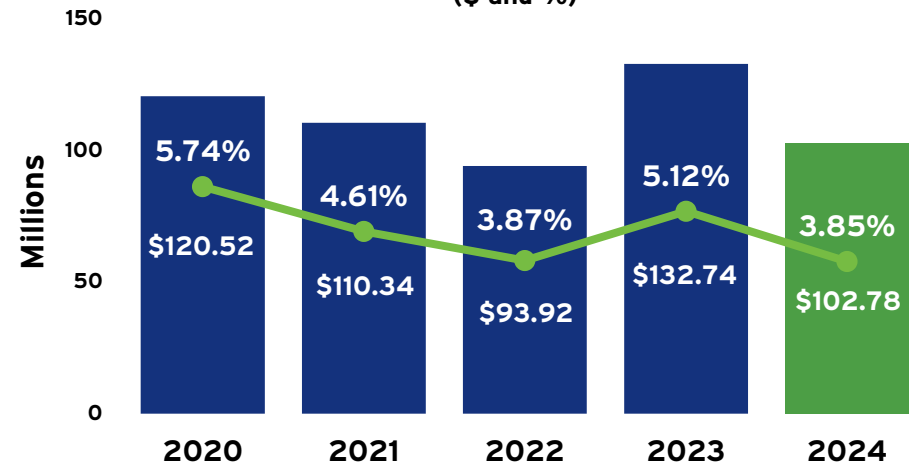
SDG&E Supplier Diversity Results

DISABLED VETERAN BUSINESS ENTERPRISE (DVBE)

Our DVBE spend reached \$102.78 million, or 3.85% of our total spend last year. 2024 marks the 16th consecutive year that we have exceeded the 1.5% CPUC goal for this category.

Please note some of our DVBE spend was captured in the Persons with Disabilities (PDBE) category, which reached \$56.65 million in 2024, up from \$116,561 in 2023. This contributed to our lower spend with disabled veterans in 2024 compared to 2023. DVBEs have dual certifications because the Supplier Clearinghouse automatically adds them to the PDBE category. But if a DVBE's spend is counted in the PDBE category, it is removed from the DVBE category.

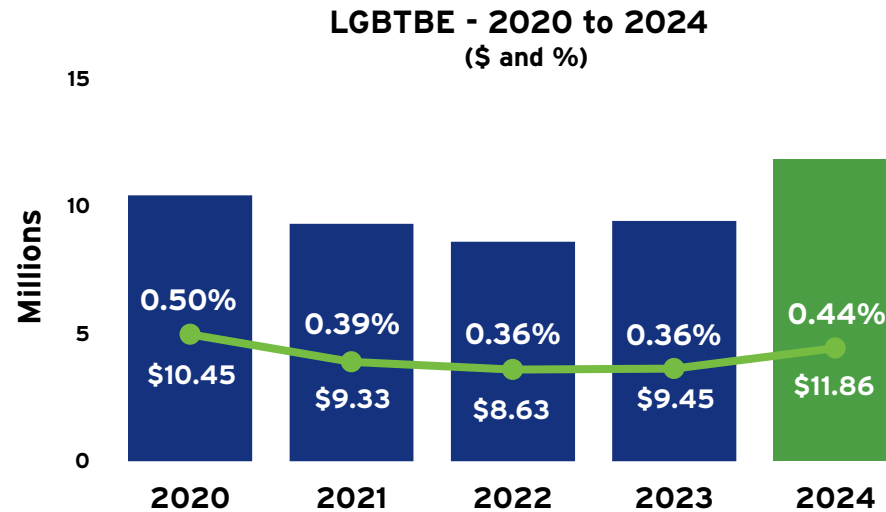
DVBE - 2020 to 2024
(\$ and %)



SDG&E collaborates with the Veterans In Business Network (VIB) to identify and support the development of qualified Disabled Veteran Business Enterprises for contracting opportunities.

LESBIAN, GAY, BISEXUAL, TRANSGENDER BUSINESS ENTERPRISE (LGBTBE)

Last year, we spent \$11.86 million, or 0.44% of our overall expenditures, with LGBTBEs.



SDG&E was recognized by the San Diego Equality Business Association (SDEBA) as Corporate Partner of the Year. SDEBA is an affiliate of the National Gay and Lesbian Chamber of Commerce (NGLCC). SDG&E works with both SDEBA and NGLCC to help advance our work to meet the CPUC’s supplier diversity goal for LGBT Business Enterprises.

9.1.2 Supplier Diversity Direct Procurement Results by Product and Service Categories

		2024 SUPPLIER DIVERSITY DIRECT PROCUREMENT RESULTS BY PRODUCT AND SERVICE CATEGORIES					GO 156 Section 9.1.2		
				Product		Service		Total	
				\$	%	\$	%	Total \$	%
Minority Male	African American	Direct	3,636,793	0.14	61,201,672	2.29	64,838,465	2.43	
	Asian Pacific American	Direct	4,276,391	0.16	55,313,100	2.07	59,589,491	2.23	
	Hispanic American	Direct	10,555,360	0.40	161,118,338	6.04	171,673,697	6.43	
	Native American	Direct	2,923	0.00	26,136,278	0.98	26,139,201	0.98	
	Total Minority Male	Direct	18,471,467	0.69	303,769,387	11.38	322,240,853	12.07	
Minority Female	African American	Direct	19,458	0.00	5,801,261	0.22	5,820,719	0.22	
	Asian Pacific American	Direct	4,354,816	0.16	16,882,056	0.63	21,236,872	0.80	
	Hispanic American	Direct	647,501	0.02	4,452,657	0.17	5,100,158	0.19	
	Native American	Direct	0	0.00	1,451,721	0.05	1,451,721	0.05	
	Total Minority Female	Direct	5,021,775	0.19	28,587,696	1.07	33,609,470	1.26	
Total Minority Business Enterprise (MBE)		Direct	23,493,241	0.88	332,357,082	12.45	355,850,324	13.33	
Women Business Enterprise (WBE)		Direct	120,189,186	4.50	203,461,405	7.62	323,650,591	12.13	
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	112,937	0.00	9,026,019	0.34	9,138,956	0.34	
Disabled Veteran Business Enterprise (DVBE)		Direct	0	0.00	48,586,758	1.82	48,586,758	1.82	
Persons with Disabilities Business Enterprise (PDBE)		Direct	37,732,205	1.41	8,646,661	0.32	46,378,866	1.74	
8(a)*		Direct	0	0.00	0	0.00	0	0.00	
Total Supplier Diversity Spend		Direct	181,527,569	6.80	602,077,926	22.56	783,605,495	29.36	
Net Procurement**			2,668,693,980						
Net Product Procurement			519,622,546						
Net Service Procurement			2,149,071,434						
Total Number of Diverse Suppliers that Received Direct Spend			166						

*8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDPE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement

Totals may not add due to rounding.

9.1.2 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

- NO DIRECT SPEND -		2024 SUPPLIER DIVERSITY SUBCONTRACTOR PROCUREMENT RESULTS BY PRODUCT AND SERVICE CATEGORIES				GO 156 Section 9.1.2		
		Product		Service		Total		
		\$	%	\$	%	Total \$	%	
Minority Male	African American	Sub	2,194,691	0.08	18,270,070	0.68	20,464,761	0.77
	Asian Pacific American	Sub	2,266,497	0.08	39,796,879	1.49	42,063,376	1.58
	Hispanic American	Sub	7,108,042	0.27	72,533,505	2.72	79,641,547	2.98
	Native American	Sub	12,143	0.00	10,453,970	0.39	10,466,113	0.39
	Total Minority Male	Sub	11,581,373	0.43	141,054,425	5.29	152,635,798	5.72
Minority Female	African American	Sub	0	0.00	2,535,895	0.10	2,535,895	0.10
	Asian Pacific American	Sub	139,710	0.01	12,503,744	0.47	12,643,455	0.47
	Hispanic American	Sub	209,732	0.01	34,473,872	1.29	34,683,604	1.30
	Native American	Sub	9,815	0.00	3,166,216	0.12	3,176,031	0.12
	Total Minority Female	Sub	359,258	0.01	52,679,727	1.97	53,038,985	1.99
Total Minority Business Enterprise (MBE)		Sub	11,940,631	0.45	193,734,152	7.26	205,674,782	7.71
Women Business Enterprise (WBE)		Sub	10,596,526	0.40	120,951,078	4.53	131,547,603	4.93
Lesbian, Gay Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	0	0.00	2,724,002	0.10	2,724,002	0.10
Disabled Veteran Business Enterprise (DVBE)		Sub	205,296	0.01	53,989,124	2.02	54,194,420	2.03
Persons with Disabilities Business Enterprise (PDBE)		Sub	0	0.00	10,266,370	0.38	10,266,370	0.38
8(a)*		Sub	0	0.00	0	0.00	0	0.00
Total Supplier Diversity Spend		Sub	22,742,453	0.85	381,664,725	14.30	404,407,177	15.15
Net Procurement**			2,668,693,980					
Net Product Procurement			519,622,546					
Net Service Procurement			2,149,071,434					
Total Number of Diverse Subcontractors			328					

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% - Percentage of Net Procurement

Totals may not add due to rounding.

9.1.2 Supplier Diversity Results by Standard Industrial Classification (SIC) Codes

SDGE™		2024 SUPPLIER DIVERSITY RESULTS BY STANDARD INDUSTRIAL CLASSIFICATION (SIC) CODES														GO 156 Section 9.1.2			
PRODUCT			African American		Asian Pacific American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)**	Total Supplier Diversity Spend	Total Procurement	
SIC Code	SIC Description	\$/%	Male	Female	Male	Female	Male	Female	Male	Female									
28	Chemicals & Allied Products	\$	0	0	0	0	0	0	0	0	0	86,945	112,937	0	0	0	199,882	1,263,564	
		%	0	0	0	0	0	0	0	0	0	0.00	0.00	0	0	0	0.01	0	
29	Petroleum Refining & Related Industries	\$	0	0	0	0	0	0	0	0	0	0	0	205,296	0	0	205,296	205,296	
		%	0	0	0	0	0	0	0	0	0	0	0	0.01	0	0	0.01	0	
30	Rubber & Miscellaneous Plastics Products	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	36,787
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
32	Stone, Clay, Glass & Concrete Products	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6,597,958
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
33	Primary Metal Industries	\$	0	0	59	0	0	0	0	0	0	59	0	0	0	0	59	11,777,691	
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
34	Fabricated Metal Prods, Except Machinery	\$	0	0	0	0	5,325,952	0	0	0	0	5,325,952	4,295,088	0	0	0	9,621,040	21,262,514	
		%	0	0	0	0	0.20	0	0	0	0	0.20	0.16	0	0	0	0.36	0	
35	Industrial & Comm'l Machinery & Computers	\$	1,710	0	0	0	202,350	209,733	2,923	0	0	416,716	3,178,147	0	0	0	3,594,863	17,057,377	
		%	0	0	0	0	0.01	0.01	0	0	0	0.02	0.12	0	0	0	0.13	0	
36	Electronic & Electric Equip & Components	\$	0	0	5,295,972	0	9,737,652	0	0	0	15,033,624	155,077	0	0	37,621,709	0	52,810,410	170,985,375	
		%	0	0	0.2	0	0.36	0	0	0	0.56	0.01	0	0	1.41	0	1.98	0	
37	Transportation Equip	\$	0	0	0	438,346	45,582	0	0	0	483,928	528,795	0	0	0	0	1,012,724	1,927,256	
		%	0	0	0	0.02	0	0	0	0	0.02	0.02	0	0	0	0	0.04	0	
38	Measuring, Analyzing & Controlling Instr	\$	0	0	0	0	0	0	0	0	0	2,793,097	0	0	29,972	0	2,823,069	20,358,612	
		%	0	0	0	0	0	0	0	0	0	0.10	0	0	0	0	0.11	0	
39	Miscellaneous Manufacturing Industries	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	404,690	
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
50	Wholesale Trade-Durable Goods	\$	2,345,721	0	1,246,857	4,056,182	1,417,362	647,501	12,143	9,815	9,735,580	91,025,788	0	0	80,524	0	100,841,893	180,086,432	
		%	0.09	0	0.05	0.15	0.05	0.02	0	0	0.36	3.41	0	0	0	0	3.78	0	
51	Wholesale Trade-Nondurable Goods	\$	3,484,053	19,458	0	0	608,260	0	0	0	4,111,771	28,679,981	0	0	0	0	32,791,752	35,043,440	
		%	0.13	0	0	0	0.02	0	0	0	0.15	1.07	0	0	0	0	1.23	0	
52	Bldg Matls, Hardware & Garden Supply	\$	0	0	0	0	70,717	0	0	0	70,717	0	0	0	0	0	70,717	272,344	
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00	0	
55	Automotive Dirrs & Gasoline Svc Stations	\$	0	0	0	0	253,654	0	0	0	253,654	0	0	0	0	0	253,654	47,953,139	
		%	0	0	0	0	0.01	0	0	0	0.01	0	0	0	0	0	0.01	0	
59	Miscellaneous Retail	\$	0	0	0	0	1,872	0	0	0	1,872	42,823	0	0	0	0	44,695	4,390,148	
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
TOTAL		\$	5,831,484	19,458	6,542,889	4,494,528	17,663,401	857,234	15,066	9,815	35,433,875	130,785,742	112,937	205,296	37,732,205	0	204,270,055	519,622,624	
		%	0.22	0.00	0.25	0.17	0.66	0.03	0.00	0.00	1.33	4.9	0.00	0.01	1.41	0	7.65	0	

Net Procurement** 2,668,693,980

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% - Percentage of Net Procurement

Totals may not add due to rounding.

9.1.2 Supplier Diversity Results by Standard Industrial Classification (SIC) Codes



2024 SUPPLIER DIVERSITY RESULTS BY STANDARD INDUSTRIAL CLASSIFICATION (SIC) CODES

GO 156 Section 9.1.2

SIC Code	SERVICES SIC Description	\$/%	African American		Asian Pacific American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)**	Total Supplier Diversity Spend	Total Procurement
			Male	Female	Male	Female	Male	Female	Male	Female								
07	Agricultural Services	\$	0	0	0	2,488	49,822,863	0	0	0	49,825,350	1,462,239	0	0	0	0	51,287,590	102,289,111
		%	0	0	0	1.87	1.87	0	0	0	1.87	0.05	0	0	0	0	1.92	0
13	Oil & Gas Extraction	\$	0	0	0	0	384,540	215,315	0	0	599,855	1,283	0	415	0	0	601,553	6,483,913
		%	0	0	0	0.01	0.01	0	0	0	0.02	0	0	0	0	0	0.02	0
15	Bldg Construction-General Contractors	\$	7,272,024	0	3,194	0	21,713,794	0	458,916	0	29,447,929	29,920,835	0	8,720,636	7,913,665	0	76,003,065	100,186,967
		%	0.27	0	0	0	0.81	0	0.02	0	1.10	1.12	0	0.33	0.30	0	2.85	0
16	Heavy Construction Other Than Building	\$	0	0	0	0	49,929,391	4,205	8,720,503	0	58,654,099	27,102,426	0	16,307,106	0	0	102,063,631	407,960,746
		%	0	0	0	0	1.87	0	0.33	0	2.20	1.02	0	0.61	0	0	3.82	0
17	Construction-Special Trade Contractors	\$	11,061,979	0	7,070,184	19,204,101	17,426,629	24,884,032	977,633	4,398,024	85,022,582	51,253,524	4,952	43,491,332	0	0	179,772,390	231,821,438
		%	0.41	0	0.26	0.72	0.65	0.93	0.04	0.16	3.19	1.92	0	1.63	0	0	6.74	0
27	Printing, Publishing & Allied Industries	\$	0	0	0	0	1,155	6,431	0	0	7,586	110,311	0	2,241	0	0	120,138	1,006,652
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
42	Motor Freight Transport & Warehousing	\$	1,456,030	0	0	65,840	2,653,565	7,292,249	0	0	11,467,684	346,993	0	15,320,271	0	0	27,134,947	34,224,202
		%	0.05	0	0	0.10	0.27	0	0	0	0.43	0.01	0	0.57	0	0	1.02	0
47	Transportation Services	\$	0	0	0	0	0	0	0	0	0	7,376	0	0	0	0	7,376	1,066,620
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
49	Electric, Gas & Sanitary Services	\$	62,552	0	0	0	2,065,644	0	0	0	2,232,308	74,700	0	24,195	0	0	2,331,203	3,940,373
		%	0	0	0	0.08	0	0	0	0	0.08	0	0	0	0	0	0.09	0
60	Depository Institutions	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7,663,838
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
62	Security & Commodity Brokers & Exchgs	\$	0	0	0	0	0	0	0	0	0	118,125	0	267,553	0	0	385,678	9,277,540
		%	0	0	0	0	0	0	0	0	0	0	0	0.01	0	0	0.01	0
64	Insurance Agents, Brokers & Services	\$	0	0	0	0	0	0	0	0	0	63,472	0	0	0	0	63,472	1,760,165
		%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65	Real Estate	\$	2,595,351	0	0	0	0	0	0	0	2,595,351	0	0	0	0	0	2,595,351	2,595,351
		%	0.10	0	0	0	0	0	0	0	0.10	0	0	0	0	0	0.10	0
73	Business Svcs	\$	48,927,042	6,062,013	32,425,451	9,387,102	3,394,979	2,925,070	7,858,023	84,418	111,064,099	120,667,420	126,549	11,363,496	902,244	0	244,123,808	519,212,172
		%	1.83	0.23	1.22	0.35	0.13	0.11	0.29	0	4.16	4.52	0	0.43	0.03	0	9.15	0
75	Automotive Repair, Services & Parking	\$	3,163,080	0	0	0	465,387	22,714	0	0	3,651,181	615,298	0	0	0	0	4,266,479	7,431,484
		%	0.12	0	0	0	0.02	0	0	0	0.14	0.02	0	0	0	0	0.16	0
76	Miscellaneous Repair Services	\$	0	0	0	0	416,253	0	0	0	416,253	0	0	0	149,816	0	566,069	7,063,887
		%	0	0	0	0	0.02	0	0	0	0.02	0	0	0.01	0	0	0.02	0
80	Health Services	\$	0	95,980	0	356,685	0	0	0	0	452,666	965	0	0	0	0	453,631	634,536
		%	0	0.01	0	0.01	0	0	0	0	0.02	0	0	0	0	0	0.02	0
81	Legal Services	\$	0	0	4,440	0	46,630	0	0	0	51,070	1,823,711	0	0	0	0	1,874,781	10,372,719
		%	0	0	0	0	0	0	0	0	0	0.07	0	0	0	0	0.07	0
87	Engrg, Acctg, Research & Management	\$	4,933,685	2,179,163	53,902,422	292,245	83,437,935	3,468,141	18,263,833	135,495	166,612,919	78,445,438	11,569,906	7,078,257	9,947,306	0	273,653,826	648,152,923
		%	0.18	0.08	2.02	0.01	3.13	0.13	0.68	0.01	6.24	2.94	0.43	0.27	0.37	0	10.25	0
89	Miscellaneous Services	\$	0	0	1,704,287	77,339	1,893,078	4,260	311,340	0	3,990,304	12,398,367	48,614	380	0	0	16,437,665	45,926,797
		%	0	0	0.06	0	0.07	0	0.01	0	0.15	0.46	0	0	0	0	0.62	0
TOTAL		\$	79,471,742	8,337,156	95,109,979	29,385,800	233,651,843	38,926,529	36,590,248	4,617,937	526,091,234	324,412,483	11,750,021	102,575,882	18,913,031	0	983,742,651	2,149,071,434
		%	2.98	0.31	3.56	1.10	8.76	1.46	1.37	0.17	19.71	12.16	0.44	3.84	0.71	0	36.86	0

Net Procurement** 2,668,693,980

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% - Percentage of Net Procurement

Totals may not add due to rounding.

9.1.2 Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse

SDGE™	2024 NUMBER OF DIVERSE SUPPLIERS AND REVENUE REPORTED TO THE SUPPLIER CLEARINGHOUSE												GO 156 Section 9.1.2	
	Number of Diverse Suppliers Data													
	Revenue Reported to Supplier Clearinghouse							Utility-Specific 2024 Summary						
Number of Diverse Suppliers	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total
Under \$1 Million	65	49	6	27	7	0	153	208	153	9	19	8	0	397
Under \$5 Million	79	58	2	0	0	0	139	48	23	1	5	0	0	76
Under \$10 Million	28	32	2	1	1	0	64	15	10	1	1	2	0	29
Above \$10 Million	111	61	1	1	3	0	177	12	14	0	4	1	0	31
TOTAL	283	200	11	29	11	0	533	283	200	11	29	11	0	533

SDGE™	2024 NUMBER OF DIVERSE SUPPLIERS AND REVENUE REPORTED TO THE SUPPLIER CLEARINGHOUSE												GO 156 Section 9.1.2	
	Revenue and Payment Data													
	Revenue Reported to Supplier Clearinghouse							Utility-Specific 2024 Summary						
Revenue of Diverse Suppliers	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total
Under \$1 Million	95	20	1	6	0	0	123	31	24	1	3	1	0	61
Under \$5 Million	79	58	2	0	0	0	139	106	51	1	11	0	0	170
Under \$10 Million	140	160	10	5	5	0	320	107	75	10	6	18	0	215
Above \$10 Million	1,110	610	10	10	30	0	1,770	317	305	0	83	38	0	742
TOTAL	1,424	848	23	21	35	0	2,352	562	455	12	103	57	0	1,188

*8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDPE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement

Totals may not add due to rounding.

9.1.2 Description of Supplier Workforce

We did business with 330 diverse suppliers in 2024 that have a majority of their workforce in California.


Last year, about 70 unique suppliers participated in SDG&E's annual workforce demographics survey, conducted to comply with SB 1162.

Based on this voluntarily submitted data, people of color comprised 46% of survey respondents' workforces, women made up 23% and LGBT individuals accounted for 0.16%.



The 2024 expenses for our Supplier Diversity Program include items such as outreach materials, networking events, technical assistance, capacity building, CPUC Supplier Clearinghouse payments and employee training.

9.1.3 Supplier Diversity Program Expenses


 GO 156 Section 9.1.3	
2024 SUPPLIER DIVERSITY PROGRAM EXPENSES	
Expense Category	2024 Actuals (\$000)
Wages	601
Other Employee Expenses	22
Program Expenses	8
Reporting Expenses	21
Training Expenses	5
Consultant Expenses	20
Other Expenses	151
TOTAL	829



9.1.4 Description of Progress in Meeting or Exceeding Set Goals

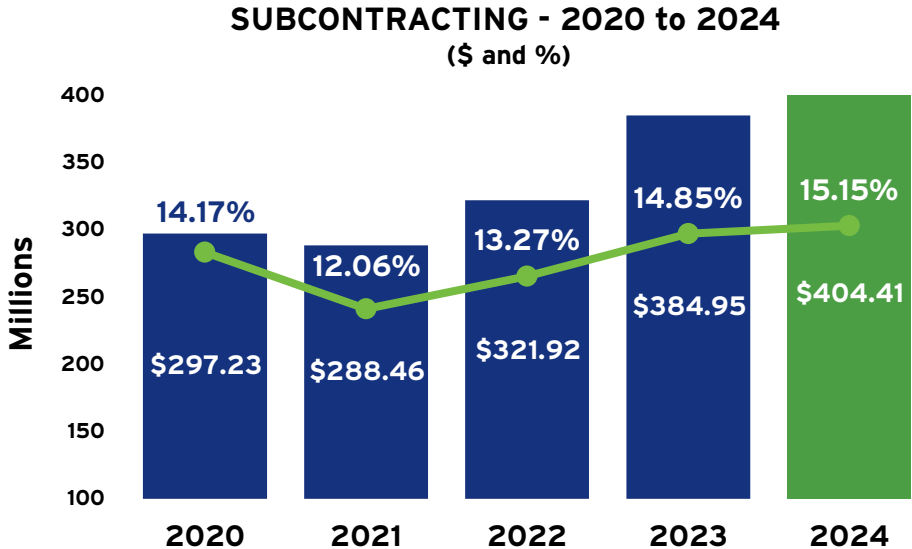
We exceeded the CPUC's overall diverse spend goal for the 20th consecutive year through diligent execution of internal and external strategies, outreach programs and support from our business units and executive management. The LGBT category goal was not achieved, primarily due to the low number of certified LGBT businesses. We will continue our efforts to find and develop suppliers in this category in 2025.

9.1.4 Supplier Diversity Results Compared to Set Goals

	2024 SUPPLIER DIVERSITY RESULTS COMPARED TO SET GOALS		GO 156 Section 9.1.4
Category	2024 Results %	2024 Goals %	
Minority Male Business Enterprise	17.79	0	
Minority Female Business Enterprise	3.25	0	
Minority Business Enterprise (MBE)	21.04	15.00	
Women Business Enterprise (WBE)	17.06	5.00	
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.44	1.50	
Disabled Veteran Business Enterprise (DVBE)	3.85	1.50	
Persons with Disabilities Business Enterprise (PDBE)	2.12	N/A	
TOTAL	44.52	23.00	

NOTE: % - Percentage of Net Procurement

9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors




Our primes continued to have strong performance in subcontracting with diverse suppliers last year. In 2024, 15.15%, or \$404.41 million of our total spend, was with DBE subcontractors.

9.1.5 New Diverse Prime and Subcontractor Utilization

SDGE		2024 NEW DIVERSE PRIME AND SUBCONTRACTOR UTILIZATION		GO 156 Section 9.1.5
Category	New Prime Contractors #	New Subcontractors #		
Minority Male Business Enterprise	16	36		
Minority Female Business Enterprise	3	16		
Total Minority Business Enterprise (MBE)	19	52		
Women Business Enterprise (WBE)	16	25		
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	1	1		
Disabled Veteran Business Enterprise (DVBE)	4	5		
Persons with Disabilities Business Enterprise (PDBE)	3	5		
8(a)	0	0		
TOTAL	43	88		

NOTE: This table reflects new diverse prime and subcontractors that we had spend with in 2024 that we did not have spend with in 2023.

9.1.5 Summary of Diverse Contractor Utilization

 GO 156 Section 9.1.5									
2024 SUMMARY OF PRIME CONTRACTOR UTILIZATION OF DIVERSE SUBCONTRACTORS									
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	TOTAL Supplier Diversity Spend
Direct \$	322,240,853	33,609,470	355,850,324	323,650,591	9,138,956	48,586,758	46,378,866	0	783,605,495
Sub \$	152,635,798	53,038,985	205,674,782	131,547,603	2,724,002	54,194,420	10,266,370	0	404,407,177
TOTAL \$	474,876,651	86,648,455	561,525,106	455,198,194	11,862,958	102,781,178	56,645,236	0	1,188,012,672
Direct %	12.07	1.26	13.33	12.13	0.34	1.82	1.74	0	29.36
Sub %	5.72	1.99	7.71	4.93	0.10	2.03	0.38	0	15.15
TOTAL %	17.79	3.25	21.04%	17.06	0.44	3.85	2.12	0	44.52
Net Procurement **	2,668,693,980								

In-State Prime Contractor Utilization of Diverse Subcontractors (California Domiciled)									
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	TOTAL Supplier Diversity Spend
In-State Direct \$	221,261,414	35,766,486	257,027,900	318,345,063	9,134,004	48,586,758	8,757,157	0	641,850,883
In-State Sub \$	124,483,224	44,769,612	169,252,836	116,618,552	1,813,291	54,194,420	10,266,370	0	352,145,468
TOTAL \$	345,744,638	80,536,098	426,280,736	434,963,614	10,947,295	102,781,178	19,023,527	0	993,996,351
In-state direct %	8.29	1.34	9.63	11.93	0.34	1.82	0.33	0	24.05
In-state sub %	4.66	1.68	6.34	4.37	0.07	2.03	0.38	0	13.20
TOTAL %	12.96	3.02	15.97	16.30	0.41	3.85	0.71	0	37.25
Net Procurement **	2,668,693,980								

*8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLCBTPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

% - Percentage of Net Procurement

Totals may not add due to rounding.

9.1.6 List of Supplier Diversity Complaints Received and Current Status

SDG&E did not receive any formal complaints in 2024 regarding our supplier diversity program.

9.1.7 Description of Efforts to Recruit Diverse Suppliers in Low-Utilization Categories

We continue to focus on ways to increase the number of diverse suppliers that bid on projects. In 2024, in the financial services area we spent \$750,000 with diverse suppliers, or 2.23% of our total financial services spend. In the legal services area, \$1.87 million or 18.07% of our spend in this area, was spent with diverse firms.

FINANCIAL SERVICES

Financial services remain an important part of our outreach efforts. The Responsible Sourcing team seeks out qualified diverse suppliers to bid on financial review and audit work.

LEGAL SERVICES

We are committed to working with legal professionals with diverse perspectives and varied life experiences to provide quality legal services in various disciplines.



Our Responsible Sourcing team participated in the 2024 NGLCC Conference.



Our Responsible Sourcing Manager Helen Gao at the 2024 WBENC National Conference.

POWERED BY ECONOMIC DIVERSITY

WE BELIEVE IN CREATING OPPORTUNITIES FOR GROWTH THAT BENEFIT INDIVIDUALS AND FAMILIES, ESPECIALLY IN UNDERSERVED COMMUNITIES.

As a major employer and buyer of goods and services, we're proud to do business with local companies and partner with local universities and workforce development organizations to foster job creation and build the talent pipeline.



9.1.9 Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement

As part of our energy procurement in 2024, we purchased \$5.22 million in power products from diverse suppliers.

9.1.9 Supplier Diversity Results in Power (Energy) Procurement

SDGE™		2024 SUPPLIER DIVERSITY ANNUAL RESULTS IN POWER (ENERGY) PROCUREMENT				GO 156 Section 9.1.9		
		Direct Power Purchases \$	Direct Fuels for Generation \$		Totals \$ ¹			% ²
		Renewable and Non-Renewable Power Products	Diesel	Natural Gas	Direct ³	Sub	Total \$ ⁴	
Minority Male	African American	0	0	0	0	0	0	0
	Asian Pacific American	0	0	0	0	0	0	0
	Hispanic American	0	0	0	0	0	0	0
	Native American	5,216,597	0	0	5,216,597	0	5,216,597	0.50
	Total Minority Male	5,216,597	0	0	5,216,597	0	5,216,597	0.50
Minority Female	African American	0	0	0	0	0	0	0
	Asian Pacific American	0	0	3,056,006	3,056,006	0	3,056,006	0.29
	Hispanic American	0	0	0	0	0	0	0
	Native American	0	0	0	0	0	0	0
	Total Minority Female	0	0	3,056,006	3,056,006	0	3,056,006	0.29
Total Minority Business Enterprise (MBE)		5,216,597	-	3,056,006	8,272,603	-	8,272,603	0.80
Women Business Enterprise (WBE)		0	0	0	0	0	0	0
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		0	0	0	0	0	0	0
Disabled Veteran Business Enterprise (DVBE)		0	0	0	0	0	0	0
Persons with Disabilities Business Enterprise (PDBE)		0	0	0	0	0	0	0
8(a) ⁵		0	0	0	0	0	0	0
Total Supplier Diversity Spend		5,216,597	-	3,056,006	8,272,603	-	8,272,603	0.80
Net Power Procurement		1,038,106,225						
Net Direct Power Purchases		969,026,891						
Net Direct Fuels for Generation		69,079,335						

¹ Excludes purchases from the California Independent System Operator (CAISO), other utilities, federal entities, state entities, municipalities and cooperatives.

² % - Percentage of Net Procurement.

³ Includes Direct Power Purchases and Direct Fuels for Generation.

⁴ "Total" does not include pre-commercial development (COD) subcontracting values.

⁵ 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

Public version excludes Nuclear spend

9.1.11 Description of Supplier Diversity Activities and Progress in Fuel Procurement

We remain committed to creating opportunities for diverse natural gas suppliers. In 2024, we purchased about \$3.06 million of natural gas from diverse suppliers for our gas-fired electric generation plants. Our obligation to procure least-cost, best-fit electricity from suppliers and to manage risk exposure by finding and vetting suppliers who meet our credit requirements presents very specific challenges in power procurement. It is often difficult for diverse suppliers with limited access to credit to mount a plausible case for their proposals against large electric generators financed by investment firms or commercial

banks. We continue to work with individual diverse suppliers on credit requirements and access to credit strategies in order to foster their participation in the electricity market. SDG&E and other utility buyers use a specialized credit instrument, the Funds Transfer Agency Agreement (FTAA), to assist small suppliers in short-term procurement opportunities. The FTAA facilitates entry for diverse suppliers into a capital-intensive portion of our power procurement process without having to utilize their available lines of credit.



9.1.11 Supplier Diversity Results in Fuel Procurement

		2024 SUPPLIER DIVERSITY ANNUAL RESULTS IN FUEL PROCUREMENT				GO 156 Section 9.1.11			
		Natural Gas \$		LPG \$ ¹		Totals \$ ²			% ³
		Short Term	Long Term	Short Term	Long Term	Total Natural Gas	Total LPG	Total \$	
Minority Male	African American	0	0	0	0	0	0	0	0
	Asian Pacific American	0	0	0	0	0	0	0	0
	Hispanic American	0	0	0	0	0	0	0	0
	Native American	0	0	0	0	0	0	0	0
	Total Minority Male	0	0	0	0	0	0	0	0
Minority Female	African American	0	0	0	0	0	0	0	0
	Asian Pacific American	3,056,006	0	0	0	3,056,006	0	3,056,006	0
	Hispanic American	0	0	0	0	0	0	0	0
	Native American	0	0	0	0	0	0	0	0
	Total Minority Female	3,056,006	0	0	0	3,056,006	0	3,056,006	4.42
Total Minority Business Enterprise (MBE)		0	0	0	0	0	0	0	0
Women Business Enterprise (WBE)		0	0	0	0	0	0	0	0
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		0	0	0	0	0	0	0	0
Disabled Veteran Business Enterprise (DVBE)		0	0	0	0	0	0	0	0
Persons with Disabilities Business Enterprise (PDBE)		0	0	0	0	0	0	0	0
8(a) ⁴		0	0	0	0	0	0	0	0
Total Supplier Diversity Spend		3,056,006	0	0	0	3,056,006	0	3,056,006	4.42

Net Fuel Procurement	69,079,335
Net Natural Gas Procurement	69,079,335
Net LPG Procurement	0

Short Term: The term of the deal is no longer than one calendar month.

Long Term: The term of the deal is greater than one calendar month but less than one calendar year.

¹ LPG - Liquefied Petroleum Gas

² Excludes purchases from the CAISO, other utilities, federal entities, state entities, municipalities and cooperatives.

³ % - Percentage of Net Fuel Procurement

⁴ 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

POWERED BY CULTURAL HERITAGE

NATIVE AMERICAN HOOP DANCER
ERIC HERNANDEZ PERFORMING AT
THE ANNUAL AMERICAN INDIAN
CHAMBER EXPO.

Our Responsible Sourcing team attended the annual American Indian Chamber Expo 2024, which featured not only wonderful panel discussions, breakout sessions and networking with Native-owned businesses, but also a cultural performance.



At our Top 100 Suppliers Summit in December 2024, we recognized the achievements of three suppliers and the contributions of a community-based organization to supplier diversity.



WORLD WIDE TECHNOLOGY

Recognized for overall outstanding performance, including supplier diversity, safety and sustainability.



NOVITECH INC.

Recognized for doing something unique and innovative.



RAZORS EDGE GRADING & EXCAVATION

Recognized for stepping up to help us advance energy affordability.



BUILDIT

Recognized for collaborative efforts with SDG&E that have made a difference in advancing an inclusive supply chain.

2025 SUPPLIER DIVERSITY ANNUAL PLAN



10.1.1 Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

We are committed to continuing to meet or exceed the requirements of General Order 156 in our short-, mid- and long-term supplier diversity goals.

Since the makeup of our diverse suppliers is ever-changing, we have not established specific goals within each sub-category.

To achieve our goals, we will focus on the following initiatives:

- Collaborate with the new Supplier Clearinghouse contractor and peer utilities to expand outreach and grow the database of certified diverse businesses.
- Continue to participate in the Joint Utilities Committee and other industry associations to learn about and adopt best practices for supplier diversity.
- Continue to network with local business associations to increase spend with local and California-based businesses.
- Expand use of virtual platforms and collaboration with community-based organizations to provide training and technical assistance.
- Continue to work toward achieving the CPUC's 1.5% LGBT goal by building stronger partnerships with organizations such as the NGLCC and BuildIT.



10.1.1 Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

SIC Code Product	2024 SUPPLIER DIVERSITY SHORT-, MID-, AND LONG-TERM GOALS PROCUREMENT GOALS																	
	Short-Term 2025 %						Mid-Term 2027 %						Long-Term 2029 %					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal
28 Chemicals & Allied Products	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
29 Petroleum Refining & Related Industries	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
30 Rubber & Miscellaneous Plastics Products	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
32 Stone, Clay, Glass & Concrete Products	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
33 Primary Metal Industries	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
34 Fabricated Metal Prods, Except Machinery	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
35 Industrial & Comm'l Machinery & Computers	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
36 Electronic & Electric Equip & Components	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
37 Transportation Equip	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
38 Measuring, Analyzing & Controlling Instr	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
39 Miscellaneous Manufacturing Industries	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
50 Wholesale Trade-Durable Goods	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
51 Wholesale Trade-Nondurable Goods	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
52 Bldg Matls, Hardware & Garden Supply	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
55 Automotive Dlrs & Gasoline Svc Stations	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
59 Miscellaneous Retail	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00
Subtotal %	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00

10.1.1 Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

SIC Code Service	SUPPLIER DIVERSITY SHORT-, MID-, AND LONG-TERM GOALS PROCUREMENT GOALS																		GO 156 Section 10.1.1	
	Short-Term 2025 %						Mid-Term 2027 %						Long-Term 2029 %							
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Person with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal		
07 Agricultural Services	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
13 Oil & Gas Extraction	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
15 Bldg Construction-General Contractors	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
16 Heavy Construction Other Than Building	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
17 Construction-Special Trade Contractors	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
27 Printing, Publishing & Allied Industries	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
42 Motor Freight Transport & Warehousing	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
47 Transportation Services	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
49 Electric, Gas & Sanitary Services	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
60 Depository Institutions	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
62 Security & Commodity Brokers & Exchgs	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
64 Insurance Agents, Brokers & Services	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
65 Real Estate	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
73 Business Svcs	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
75 Automotive Repair, Services & Parking	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
76 Miscellaneous Repair Services	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
80 Health Services	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
81 Legal Services	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
87 Engrg, Acctg, Research & Management	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
89 Miscellaneous Services	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
Subtotal %	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		
Total %	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00	15.00	5.00	1.50	1.50	0	23.00		

10.1.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

INTERNAL

We will supplement the internal activities detailed in Section 9.1.1 of this report to build upon the success of our program. We will continue to partner with local, regional, state and national organizations to identify and develop suppliers for contracting opportunities and systematically identify strategies to increase diverse supplier participation for each portfolio, major project and department.

EXTERNAL

We will continue to build upon the successful external strategies described in Section 9.1.1 of this report through collaboration with our CBOs and local business and civic leaders.

10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

The electric commodity market is an underutilized area for diverse supplier participation. Through the efforts outlined in Section 9.1.1, we continue to inform and educate diverse suppliers about potential opportunities. Refer to Sections 9.1.1 and 10.1.2 of this report for analysis and corresponding planned activities to encourage diverse suppliers to bid on projects in all underutilized areas.

10.1.4 Plans for Recruiting Diverse Suppliers where Unavailable

We will continue to work with our CBOs, internal stakeholders and prime suppliers to help identify, build and develop diverse suppliers in areas and categories where there are few or no diverse businesses.

10.1.5 Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers

We will continue to enhance activities to encourage prime contractors to broaden their pool of subcontractors. Throughout the year, we measure our progress toward meeting the CPUC's supplier diversity goals and use a data-driven approach to guide our work plan. To foster connections and conversations on subcontracting, we assign a supplier diversity professional to every major prime contractor and every major procurement effort.

10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

We will continue our efforts to meet or exceed all requirements established by General Order 156. SDG&E fully supports equal opportunity for all without regard to race, sex and other traits protected by law. SDG&E makes all decisions about suppliers and all other organizations and individuals without regard to race, sex and other traits protected by law.

2025 GLOSSARY OF TERMS



GO 156 SECTION 1.3 Definitions*

Name	Definition	Acronym	Certification
Woman Business Enterprises	A business enterprise at least 51% owned by a woman or women, or if a publicly owned business, at least 51% of the stock owned by one or more women; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.3).	WBE	Supplier Clearinghouse
Minority Business Enterprises	A business enterprise at least 51% owned by a minority individual or group(s), or if a publicly owned business, at least 51 % of the stock owned by one or more minority groups; and whose management and daily business operations are controlled by one or more of those individuals. Minority includes, but is not limited to, African Americans, Hispanic Americans, Native Americans, Asian Pacific Americans, and other groups as defined in the GO (GO 156 Section 1.3.4).	MBE	Supplier Clearinghouse
Lesbian, Gay, Bisexual, Transgender (LGBT) Business Enterprise	A business enterprise at least 51% owned by a lesbian, gay, bisexual, or transgender person or persons, or if a publicly owned business, at least 51% of the stock owned by one or more lesbian, gay, bisexual, or transgender persons; and whose management and daily business operations are controlled by one or more of those individuals (GO Section 156 1.3.5).	LGBTBE	Supplier Clearinghouse
Persons with Disabilities Business Enterprise	A business enterprise at least 51% owned by a person or persons with a disability, or if a publicly owned business, at least 51 % of the stock owned by one or more persons with a disability; and whose management and daily business operations are controlled by one or more of those individuals (GO 156 Section 1.3.6)	PDBE	Supplier Clearinghouse
Disabled Veteran Business Enterprises	1) It is a sole proprietorship at least 51% owned by one or more disabled veterans or, in the case of a publicly owned business, at least 51% of its stock is owned by one or more disabled veterans; a subsidiary which is wholly owned by a parent corporation, but only if at least 51% of the voting stock of the parent corporation is owned by one or more disabled veterans; or a joint venture in which at least 51% of the joint venture's management and control and earnings are held by one or more disabled veterans. (2) The management and control of the daily business operations are by one or more disabled veterans. (3) It is a sole proprietorship, corporation, or partnership with its home office located in the United States, which is not a branch or subsidiary of a foreign corporation, foreign firm, or other foreign-based business (GO 156 Section 4.1).	DVBE	Department of General Services (DGS)
Disabled Veteran	Refers to a veteran of the military, naval or air service of the United States with a service-connected disability and who is a resident of the State of California (GO 156 Section 1.3.7).		
African American	Refers to a person having origins in any black racial groups of Africa (GO 156 Section 1.3.9)	BA	
Asian Pacific American	Refers to a person having origin in Asia or the Indian subcontinent, including, but not limited to, persons from Japan, China, the Philippines, Vietnam, Korea, Samoa, Guam, the U.S. Trust Territories of the Pacific, Northern Marianas, Laos, Cambodia, Taiwan, India, Pakistan, and Bangladesh (GO 156 Section 1.3.12).	APA	

GO 156 SECTION 1.3 Definitions*

Name	Definition	Acronym	Certification
Hispanic American	Refers to a person of Mexican, Puerto Rican, Cuban, South or Central American, Caribbean, and other Spanish culture or origin (GO 156 Section 1.3.10).	HA	
Native American	Refers to a person having origin in any of the original peoples of North America or the Hawaiian Islands, in particular, American Indians, Eskimos, Aleuts, and Native Hawaiians (GO 156 Section 1.3.11).	NA	
Other Groups (8(a))	Persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).	8(a)	
Subcontract	Any agreement or arrangement between a contractor and any party or person (in which the parties do not stand in the relationship of an employer and an employee): for the furnishing of supplies or services for the use of real or personal property, including lease arrangements, which, in whole or in part, is necessary to the performance of any one or more contracts; or under which any portion of the contractor's obligation under any one or more contracts is performed, undertaken or assumed (GO 156 Section 1.3.23).	Sub	
Supplier Clearinghouse	A Commission-supervised program or entity that shall conduct certifications/ verifications and maintain a database of eligible suppliers for the use of utilities and other covered entities under the Commission's Supplier Diversity Program (GO 156 Section 1.3.22).		
Commission	Refers to the California Public Utilities Commission, as provided for in Article XII of the California Constitution (GO 156 Section 1.3.1).	CPUC	
Short-Term Goal	A goal applicable to a period of one (1) year (GO 156 Section 1.3.18).		
Mid-Term Goal	A goal applicable to a period of three (3) years (GO 156 Section 1.3.19).		
Long-Term Goal	A goal applicable to a period of five (5) years (GO 156 Section 1.3.20).		
Product and Service Categories	As defined by the Standard Industrial Classification (SIC) system maintained by the United States Department of Labor, Occupational Safety and Health Administration, as they currently read or as amended or as defined by any other updated classification system that supersedes the SIC system (GO 156 Section 1.3.24).		
Supplier Diversity	Refers to the inclusion of women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises in supply chains and procurement activities		
Diverse Business/Supplier	Refers to women, minority, disabled veteran, LGBT, and persons with disabilities business enterprises		

* These definitions are not proposed amendments to Section 1.3 of GO 156 or the other Sections. The purpose of these definitions is to provide convenient reference in preparing GO 156 reports.



DISCLAIMERS:

"Goal" [as used in GO 156 and this report] means a target which, when achieved, indicates progress in a preferred direction. A goal is neither a requirement nor a quota.

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are based on assumptions about the future, involve risks and uncertainties, and are not guarantees. Future results may differ materially from those expressed or implied in any forward-looking statement. These forward-looking statements represent our estimates and assumptions only as of March 3, 2025. We assume no obligation to update or revise any forward-looking statement as a result of new information, future events or otherwise.

Forward-looking statements can be identified by words such as "believe," "expect," "intend," "anticipate," "contemplate," "plan," "estimate," "project," "forecast," "envision," "should," "could," "would," "will," "confident," "may," "can," "potential," "possible," "proposed," "in process," "construct," "develop," "opportunity," "preliminary," "initiative," "target," "outlook," "optimistic," "poised," "positioned," "maintain," "continue," "progress," "advance," "goal," "aim," "commit," or similar expressions, or when we discuss our guidance, priorities, strategies, goals, vision, mission, projections, intentions or expectations.

Factors, among others, that could cause actual results and events to differ materially from those expressed or implied in any forward-looking statement include:

- California wildfires, including potential liability for damages regardless of fault and any inability to recover all or a substantial portion of costs from insurance, the Wildfire Fund, rates from customers or a combination thereof
- decisions, denials of cost recovery, audits, investigations, inquiries, ordered studies, regulations, denials or revocations of permits, consents, approvals or other authorizations, renewals of franchises, and other actions, including the failure to honor contracts and commitments, by the (i) CPUC, CRE, DOE, FERC, IRS, PUCT and other regulatory bodies and (ii) U.S., Mexico and states, counties, cities and other jurisdictions therein and in other countries where we do business
- the success of business development efforts, construction projects, acquisitions, divestitures, and other significant transactions, including risks related to (i) being able to make a final investment decision, (ii) completing construction projects or other transactions on schedule and budget, (iii) realizing anticipated benefits from any of these efforts if completed, (iv) obtaining third-party consents and approvals and (v) third parties honoring their contracts and commitments
- changes to our capital expenditure plans and their potential impact on rate base or other growth
- litigation, arbitration, property disputes and other proceedings, and changes (i) to laws and regulations,

including those related to tax and the energy industry in Mexico, (ii) due to the results of elections, and (iii) in trade and other foreign policy, including the imposition of tariffs by the U.S. and foreign countries

- cybersecurity threats, including by state and state-sponsored actors, of ransomware or other attacks on our systems or the systems of third parties with which we conduct business, including the energy grid or other energy infrastructure
- the availability, uses, sufficiency, and cost of capital resources and our ability to borrow money or otherwise raise capital on favorable terms and meet our obligations, which can be affected by, among other things, (i) actions by credit rating agencies to downgrade our credit ratings or place those ratings on negative outlook, (ii) instability in the capital markets, and (iii) fluctuating interest rates and inflation
- the impact on affordability of SDG&E's and SoCalGas' customer rates and their cost of capital and on SDG&E's, SoCalGas' and Sempra Infrastructure's ability to pass through higher costs to customers due to (i) volatility in inflation, interest rates and commodity prices, (ii) with respect to SDG&E's and SoCalGas' businesses, the cost of meeting the demand for lower carbon and reliable energy in California, and (iii) with respect to Sempra Infrastructure's business, volatility in foreign currency exchange rates
- the impact of climate policies, laws, rules, regulations, trends and required disclosures, including actions to reduce or eliminate reliance on natural gas, increased uncertainty in the political or regulatory environment for California natural gas distribution companies, the risk of nonrecovery for stranded assets, and uncertainty related to emerging technologies
- weather, natural disasters, pandemics, accidents, equipment failures, explosions, terrorism, information system outages or other events, such as work stoppages, that disrupt our operations, damage our facilities or systems, cause the release of harmful materials or fires or subject us to liability for damages, fines and penalties, some of which may not be recoverable through regulatory mechanisms or insurance or may impact our ability to obtain satisfactory levels of affordable insurance
- the availability of electric power, natural gas and natural gas storage capacity, including disruptions caused by failures in the transmission grid or pipeline and storage systems or limitations on the injection and withdrawal of natural gas from storage facilities
- Oncor's ability to reduce or eliminate its quarterly dividends due to regulatory and governance requirements and commitments, including by actions of Oncor's independent directors or a minority member director
- other uncertainties, some of which are difficult to predict and beyond our control

We caution you not to rely unduly on any forward-looking statements. You should review and carefully consider the risks, uncertainties and other factors that affect our businesses as described herein and in other reports we file with the SEC.



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