

EEI ESG/SUSTAINABILITY TEMPLATE

Qualitative Section

Data Year: 2022

Published on Oct. 23, 2023



Introduction

Edison International is one of the nation's largest electric utility holding companies, providing clean and reliable energy and energy services through its independent companies. Headquartered in Rosemead, California, Edison International is the parent company of SCE, a utility that delivers electricity to 15 million people across Southern, Central and Coastal California. Edison International is also the parent company of Edison Energy,¹ a global energy advisory company that helps large corporate, industrial and institutional users deliver on their strategic, financial and sustainability goals.

Edison International's vision is to lead the transformation of the electric power industry toward a clean energy future, while delivering superior value to customers and shareholders. We are focused on opportunities in clean energy, efficient electrification, the grid of the future and customer solutions.

Our principal subsidiary, SCE, is an electric utility focused on accelerating clean power and electrification, strengthening and modernizing the grid, achieving operational and service excellence and proactively mitigating climate change-related risks, including wildfires. SCE is wires-focused, with less than 20% of electricity sales coming from its own generation.

Our unregulated subsidiary, Edison Energy, partners with leading organizations, including 27 of the Fortune 100, to set and meet sustainability goals and navigate the choices and opportunities emerging from the transition to a net-zero future. Edison Energy recently expanded its geographic footprint in Europe and is now doing business in 30+ countries around the globe.

Edison International is among Edison Electric Institute (EEI) member companies voluntarily disclosing environmental, social and governance (ESG)/sustainability (collectively, "ESG") metrics and information using a template developed by EEI in collaboration with member companies and investors. Metrics are provided in response to the desire of investors and other stakeholders for ESG information that is consistent and comparable across the electric sector in terms of accessibility, content, timing and presentation. Edison International shares in the goals of this effort to provide investors with relevant information that:

- Allows integration of ESG data and performance;
- Provides clarity of risks (e.g., stranded assets, regulatory issues, etc.) and opportunities (e.g., investments in renewables, etc.) and how they are being managed;
- Provides insight into growth strategy, assumptions and future trajectory;
- Provides both qualitative and quantitative information; and
- Serves as a primary reporting channel for consolidated ESG information relevant to investors and other stakeholders.

Note that the metrics provided as part of this disclosure were calculated using the methodology required by the EEI ESG/Sustainability template and thus may differ from metrics provided in Edison International's annual Sustainability Report and other disclosures.

ESG Materiality Assessment

In 2021, we updated our materiality assessment to reflect the evolution of our sustainability approach, as well as new insights related to stakeholder expectations and key and emerging trends. The assessment resulted in the identification of 26 material ESG topics that reflect our significant economic, environmental and/or social impacts or that substantively influence the assessment and decisions of our stakeholders.² Internal and external stakeholders strongly aligned on the prioritization of the material ESG topics, and the results also aligned with our corporate strategy. Learn more about our [2021 materiality assessment](#).

Net-Zero Commitment and Sustainability Goals

Edison International is committed to achieving net-zero greenhouse gas (GHG) emissions across Scopes 1, 2 and 3 and

¹ Edison Energy is not the same company as Southern California Edison, the utility, and Edison Energy is not regulated by the California Public Utilities Commission.

² This is different from financial materiality, which is defined by the U.S. Securities and Exchange Commission, and these topics should not be construed as being characterized as financially material. For additional information regarding Edison International, please see our filings (including our Form 10-K and Forms 10-Q) with the Securities and Exchange Commission (SEC).

delivering 100% clean power by 2045, in alignment with a science-based 1.5-degree global warming scenario driven and regulated by the State of California’s globally recognized climate goals. Our commitment covers the power SCE delivers to customers and Edison International’s enterprisewide operations, including supply chain.

In addition to this overarching commitment, Edison International has made additional long-term, public commitments related to five of our material ESG topics: Clean Energy Transition; Electrification; Diversity, Equity and Inclusion; Public Safety; and Workforce Safety and Health. Information about our progress is [available on our website](#) and also detailed in the “Strategic Focus Areas” section of this document, including our 2022 performance against each goal.

ESG Governance

- Board Oversight**

Edison International’s Board of Directors provides independent oversight of the management of the organization with a focus on long-term value, considering the interests of its stakeholders. Edison International’s directors are elected annually by the company’s shareholders. All directors other than Edison International’s president and CEO are independent. Among its primary responsibilities, the board oversees company strategy, financial performance, safety, enterprise risk management (ERM), and ethics and compliance programs. The Board’s [Corporate Governance Guidelines](#) outline its policies for overseeing the company. The Board performs a self-evaluation annually to promote its effective functioning, as well as that of its committees.

Board Oversight of ESG Issues

Board of Directors	
<ul style="list-style-type: none"> Clean energy strategy and climate-related legislation and regulation <ul style="list-style-type: none"> Wildfire risk reduction and other impacts of climate change Key objectives related to climate change, renewable energy, transportation and building electrification, and energy storage <ul style="list-style-type: none"> Corporate culture, talent planning and DEI initiatives Corporate goals related to safety, reliability, cybersecurity, grid modernization, capital spending and DEI program <ul style="list-style-type: none"> Cybersecurity trends, incidents and programs 	
Audit and Finance Committee	Nominating and Governance Committee
<ul style="list-style-type: none"> Key risks related to safety, wildfire, climate change and reliability Political and charitable contributions Ethics and Compliance programs, including employee HelpLine data and ethics survey results on company culture Capital budgets and spending 	<ul style="list-style-type: none"> Board composition and diversity Significant ESG trends and Board and committee oversight of relevant ESG issues Shareholder outreach efforts on ESG issues
Compensation and Executive Personnel Committee	Safety and Operations Committee
<ul style="list-style-type: none"> Incentive compensation goals related to wildfires and safety, clean energy, electrification, energy storage, DEI and other ESG issues Talent, development and diversity of senior leadership 	<ul style="list-style-type: none"> Safety culture, operational goals and risks Employee, contractor and public safety Electric system reliability and affordability Cyber and physical security Wildfires Climate adaptation

- **Performance Incentives**

The board's Compensation and Executive Personnel Committee approves annual performance incentive awards based on Edison International's safety, operational, financial and strategic goals. These goals relate to key areas of our clean energy strategy and core operations, including many of our material ESG topics. The committee has increased the weighting of safety and resiliency annual incentive goals in recent years. In 2022, the corporate performance scoring matrices for SCE increased to 55% weighting — up from 50% in 2021 — for the safety and resiliency goal category, which covers worker safety, public safety, wildfire resiliency, cybersecurity and other important goals related to safety and resiliency. The safety and resiliency goal category for Edison International remained at a 50% weighting. Edison International ties pay to performance by making most officer compensation at risk.

- **Public Policy Engagement**

Edison International's public policy engagement includes significant focus on influencing the political agenda to help deliver the benefits of clean energy and electrification, especially affordability benefits for customers. We participate in national organizations and coalitions to advance policies addressing climate change and clean energy, with a particular advocacy focus on electrification. Our policy agenda also includes ensuring the security and reliability of the electric grid, including making it more resilient against wildfires and other climate-driven risks. We have a particular focus on policies that will ensure an equitable transition to a clean energy economy and support environmental and social justice, especially in disadvantaged³ and historically underserved communities. See Edison International's [political engagement policy](#).

Edison International is transparent about our political contributions and publicly discloses them on [our website](#). In 2022, the company was again recognized as a "Trendsetter" (highest rating) by the [Center for Political Accountability](#), an independent nonprofit, nonpartisan organization, for our commitment to transparency and accountability in corporate political spending. This was the seventh consecutive year that Edison International received this recognition. Edison International was one of just six of the largest 1,000 public companies in the U.S. to earn a 100% rating.

- **Cyber and Physical Security Oversight**

Edison International's Board of Directors oversees cyber and physical security. The Board has assigned primary responsibility for cybersecurity operations oversight to its Safety and Operations Committee, which receives regular cybersecurity updates from SCE's Chief Information Officer and SCE's VP and Chief Information Security Officer on specific topics, including the dynamic cybersecurity landscape and the company's defense and risk mitigation strategies. The Board also receives an annual cybersecurity report from an independent cybersecurity consultant that includes an assessment of the company's program and organization. The board's Safety and Operations Committee also has the responsibility to review and monitor the company's physical security operations. Both physical and cybersecurity risks are included in key enterprise risk reports to the Board and the Board's Audit and Finance Committee, which receives reports from the general auditor on cyber and physical security-related audit findings.

Additional aspects of Edison International's physical and cybersecurity programs receive oversight from other senior leadership committees to ensure that these programs effectively, appropriately and responsibly address identified risks from a holistic and broad perspective for the company. For example, management has established a cybersecurity oversight group comprising a multidisciplinary senior leadership team to provide governance and strategic direction for the identification of and response to cybersecurity risks. The Board has identified a liaison who regularly attends. Other Board members are invited to attend meetings and typically attend at least one meeting annually.

³ Defined by the CPUC (D. 20-08-046, p. 119) as communities in the 25% highest scoring census tracts according to the most recent version of the California Communities Environmental Health Screening Tool (CalEnviroScreen), as well as all California tribal lands, census tracts with median household incomes less than 60% of state median income and census tracts that score in the highest 5% of Pollution Burden within CalEnviroScreen, but do not receive an overall CalEnviroScreen score due to unreliable public health and socioeconomic data.

- **Management's ESG Role**

Edison International's senior vice president of Strategy, Corporate Development and Sustainability, who reports to the president and CEO, leads the company's approach to sustainability and integration of ESG issues into our overall strategy. The Edison International Managing Committee oversees the effort. A cross-functional, executive-level sustainability steering group was formalized in 2019 to provide input to the company's sustainability program and meets four to six times per year. Steering group members represent departments across SCE, including operational services, customer service, strategy, regulatory and public affairs, and energy and environmental policy, as well as teams at Edison International and shared services, such as human resources, corporate communications, sustainability, finance, corporate governance, and others, on an as-needed basis. Edison Energy⁴ is also an important part of the enterprisewide program and provides input into the effort.

- **Our Stakeholders**

Edison International engages with our major institutional shareholders on strategy and financial and operational performance throughout the year. We also engage with these shareholders at least annually on corporate governance, executive compensation and ESG issues.

During the past year, we reached out to the stewardship teams of our top 25 shareholders, representing more than 70% of our shares, and were successful in meeting virtually or by telephone with holders of approximately 47% of our shares. Several shareholders respectfully declined our request, noting they had no issues of concern to address.

Topics discussed during these engagements included:

- Board composition, skills, leadership and evaluation process
- Executive compensation goals, incentives and metrics
- ESG goals, reporting and disclosure
- Progress on our clean energy strategy and wildfire risk mitigation
- DEI commitments and reporting
- Political activity policies, reporting and oversight

The shareholders with whom we engaged offered constructive feedback on our governance, executive compensation and sustainability initiatives, which was subsequently shared with the board and its Compensation and Executive Personnel and Nominating and Governance Committees.

Edison International also engages with customers, communities and public officials in the areas where we operate to raise awareness about and invite feedback on our programs and services. Employees and shareholders also provide important inputs into our program and approach, and we engage regularly on sustainability topics.

⁴ Edison Energy is not the same company as Southern California Edison, the utility, and Edison Energy is not regulated by the California Public Utilities Commission.

ESG Strategy

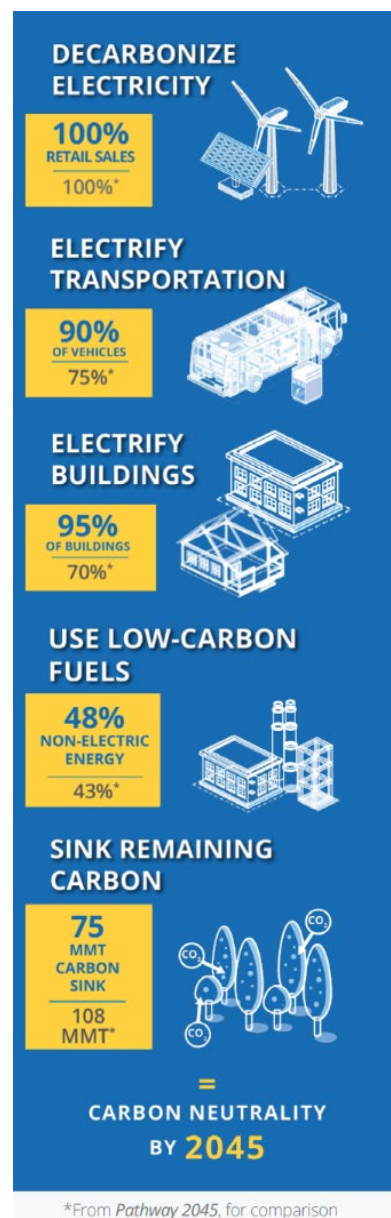
- **Limiting global warming to 1.5 degrees Celsius**

SCE delivers power to customers entirely within the state of California, which has some of the world's most ambitious science-based climate goals including a 40% reduction in absolute GHG emissions from 1990 levels by 2030⁵, net-zero GHG emissions by 2045⁶ and net-negative GHG emissions thereafter. California's climate goals are broadly considered to be consistent with the Paris Agreement, including keeping global temperature increases below 1.5°C. In 2022, California codified its carbon neutrality commitment and added an additional goal to reduce emissions 85% from 1990 levels by 2045⁷.

Over the past six years, Edison International and SCE have published papers outlining the cross-sector collaboration that is needed to achieve California's climate goals. Achieving net-zero GHG emissions economywide in California by 2045 requires an integrated approach involving all sectors of the economy. Building strong cross-industry and cross-sector partnerships is at the core of SCE's approach.

SCE's first policy paper, [The Clean Power and Electrification Pathway](#), published in 2017, presented an integrated blueprint for California to reduce GHG emissions and air pollutants by 2030. In 2019, [Pathway 2045](#) expanded this analysis to reflect the state's new net-zero goal and identified five key actions to affordably achieve net-zero GHG emissions by 2045⁸. In 2020, [Reimagining the Grid](#) assessed the grid changes needed to support California's climate goals while adapting to evolving customer and climate change-driven needs. In 2021, Edison International published [Mind the Gap: Policies for California's Countdown to 2030](#), our analysis of the policy changes and additions needed to ensure that California meets its 2030 GHG reduction goal — a reduction vital for the state to ultimately achieve its goal to decarbonize its economy by 2045. In 2023, [Countdown to 2045: Realizing California's Pathway to Net Zero](#) updated and expanded upon *Pathway 2045* to account for policy, market and technology developments, as well as climate change and reliability standards. It calls for electric infrastructure buildout at a rapid and unprecedented scale, and offers priority action areas to achieve California's decarbonization goals.

Through public policy engagement and strategic investments, Edison International is advocating for and working to accelerate the economywide approach needed to achieve the state's ambitious climate goals.



⁵ The California Global Warming Solutions Act of 2016 (SB 32, Pavley), Sept. 8, 2016 (https://leginfo.ca.gov/faces/billNavClient.xhtml?bill_id=201520160SB32).

⁶ Executive Order B-55-18 to Achieve Carbon Neutrality, Sept. 9, 2018 (<https://www.ca.gov/archive/gov39/wp-content/uploads/2018/09/9.10.18-Executive-Order.pdf>).

⁷ [Bill Text - AB-1279 The California Climate Crisis Act](#)

⁸ AB 1279 became law on Sept. 16, 2022, requiring California to be carbon neutral and to reduce anthropogenic GHG emissions by 85% from 1990 levels, i.e., 64.65 MMT, by 2045. Further analysis will need to be completed to determine the least-cost path to meet the 85% reduction goal.

- **Adapting to a new climate reality**

In May 2022, SCE made public a [Climate Adaptation Vulnerability Assessment \(CAVA\)](#), which evaluates the potential medium- and long-term impacts of temperature, precipitation, sea-level rise, wildfire hazards and cascading events on its infrastructure and operations. The assessment — the first by a California investor-owned utility — uses 10 California-endorsed Global Climate Models as the best representation of climatic patterns and a conservative, high-emissions global warming scenario to ground this assessment. In 2022, Edison International extended its thought leadership to climate adaptation, publishing [Adapting for Tomorrow: Powering a Resilient Future](#). Findings include the need for climate adaptation investments over the next three decades, starting with no-regrets foundational measures now; the incorporation of future climate states into planning processes; a common level of understanding of climate change risks among communities and stakeholders; and significant collaboration between private and public sector stakeholders to perform cross-sector resiliency planning.

In the near term, SCE continues to make deliberate, risk-informed investments to adapt its system to the threat of climate change-driven wildfires. The continued drought emergency and heightened temperatures in 2022 made conditions vulnerable to wildfire; however, only approximately 364,000 acres burned in California, which is about 85% fewer acres than were burned in 2021. Despite the reduction in acres burned by wildfire in 2022, SCE continues to harden the grid in preparation for a sustained threat year over year, especially in high fire risk areas, which comprise approximately 27% of its service area. SCE continues to harden the electric grid to ensure safety, grid resiliency and system readiness for these growing climate change impacts. SCE met or exceeded nearly all wildfire mitigation goals in 2022.

For more details, see our: [Wildfire Mitigation Efforts](#) and Safety topics in our [2022 Sustainability Report](#).

Strategic Focus Areas

- **Clean Energy**



Deliver 100% carbon-free power to SCE customers by 2045:

- 2021: 43%
- 2022: 45%
- 2030 interim goal: 80%
- 2045 goal: 100%

SCE provides one of the nation's cleanest electricity mixes. In the past two decades, SCE accelerated the addition of renewable energy to the grid, signing large, long-term contracts for wind and solar resources since the early 2000s and building the nation's first transmission line designed specifically to carry renewable power.

SCE divested from and terminated all contracts with coal-burning resources between 2005 and 2015 and has no coal in its specified portfolio. SCE's decoupled rate structure means its financial results are not affected by changes in electricity sales. This structure promotes energy efficiency, helps stabilize customer bills and supports environmental goals. In line with the state of California's climate objectives and policies, SCE's 2045 goal is to deliver 100% carbon-free power to customers in terms of retail sales.

Forty-five percent of the power SCE delivered to customers in 2022 is estimated to have come from carbon-free sources, including predominantly California Renewables Portfolio Standard (RPS)-eligible resources such as wind and solar, along with other carbon-free sources such as large hydroelectric and nuclear power.

In terms of year-over-year performance, carbon-free resources comprised 45% of SCE's delivered power mix in 2022⁹, an increase of 2% compared to 2021. SCE remains well-positioned to meet its 2030 and 2045 RPS and carbon-free power goals and interim targets. In 2022, SCE's estimated delivered power mix emitted approximately 48% fewer GHG emissions per unit of electricity compared to the latest available U.S. national average.^{10,11}

The Smart Electric Power Alliance (SEPA) recognized SCE with a 2022 [Utility Transformation Award](#), which recognizes specific projects, programs and others driving the utility industry's transformation to a modern, carbon-free energy future.

Edison Energy¹² partners with large organizations globally, including 27 of the Fortune 100, to identify solutions to help them reduce their carbon footprints and reach their own sustainability and cost goals. In 2022, Edison Energy advised customers on 1.46 gigawatts of renewable power-purchase agreements and expanded its operations throughout Europe. With the recent acquisition of Alfa Energy, Edison Energy has extended its global presence and continues to drive change toward a net-zero future.

• Electrification



TRANSPORTATION ELECTRIFICATION

Increase medium- and heavy-duty electric vehicle charging infrastructure across SCE's service area:

2021: 1,415 vehicles across 66 sites committed
 2022: 2,344 vehicles across 108 sites committed
 2024 goal: 8,490 vehicles across 870 sites committed

Increase light-duty electric vehicle charging infrastructure across SCE's service area:

2021: 3,811 ports across 211 sites committed
 2022: 10,862 ports across 557 sites committed
 2025 goal: 41,000 ports across 2,200 sites committed

Increase electrification of SCE's transportation fleet in alignment with Pathway 2045:

2021: 43% light-duty, <1% medium-duty, 5% heavy-duty and 53% forklifts
 2022: 50% light-duty, 1% medium-duty, 5% heavy-duty and 58% forklifts
 2030 goal: 100% light-duty, 30% medium-duty, 8% heavy-duty vehicles and 60% forklifts

As California's only major investor-owned electric utility without a natural gas distribution business, SCE is uniquely positioned to advance the electrification initiatives needed to reduce greenhouse gas emissions. SCE's Charge Ready program is the nation's largest light-duty electric vehicle charging program run by a single investor-owned utility (IOU).

Through SCE's Charge Ready program, launched in 2016, SCE helps businesses, local governments and members of the public make the switch to electric transportation by increasing the availability of charging stations. In 2020, SCE received regulatory approval for a \$436 million expansion to the program that will add more than 30,000 new charge ports over the next several years. In 2022, SCE continued to execute on its Charge Ready Light Duty program, which requires 50% of new charge port installations to be in state-designated disadvantaged communities. SCE also runs the nation's largest truck and transit charging program for a single IOU and is developing charging infrastructure to support 8,490 medium- and heavy-

⁹ In 2021, SCE updated its "retail sales" accounting to net out excess generation stemming from net-energy metering customers who generate power through rooftop solar and sell the excess back to the grid. This reduces SCE's retail sales by approximately 3% and has the downstream effect of reducing, from an accounting perspective, the amount of "unspecified" energy SCE purchases on behalf of customers and those associated emissions. It also increases, from an accounting perspective, the proportion of specified resources, such as RPS-eligible energy, in SCE's retail sales. This updated approach more accurately reflects the load served and power purchased on behalf of and sold to SCE customers. Prior year power mix and emissions metrics have not been updated, however, and a year-over-year comparison is not feasible.

¹⁰ U.S. national average available through the Environmental Protection Agency (EPA) Emissions and Generation Resource Integrated Database (eGRID) for data year 2021 is 857 lbs CO₂e/MWh or 0.39 MT CO₂e/MWh.

¹¹ Our Scope 1 emissions increased by an estimated 67% from 2021. This was predominantly driven by increased run time at Mountainview. High demand in the summer months and reduced energy imports in the winter months led to Mountainview being called upon (i.e., economically dispatched) by the California Independent System Operator (CAISO) more frequently as a highly efficient and cost-effective power source.

¹² Edison Energy is not the same company as Southern California Edison, the utility, and Edison Energy is not regulated by the California Public Utilities Commission.

duty vehicles at 870 customer sites, a \$356 million investment. In 2022, SCE completed construction at 15 additional sites, which will support 584 new medium- and heavy-duty EVs, for a cumulative total of 895 vehicles supported at 42 sites since the program's inception.

In 2021, Edison International and SCE together were selected by the Edison Electric Institute as the recipient of the 2021 Edison Award, the industry's most prestigious honor recognizing distinguished leadership, innovation and contribution to the advancement of the electric industry for the benefit of all. EEI recognized SCE's portfolio of Transportation Electrification programs and integrated approach to drive electric transportation forward. To further reduce emissions, improve local air quality, minimize fuel and maintenance costs and demonstrate electrification to customers, SCE is electrifying its fleet of nearly 5,000 vehicles and forklifts. SCE's 2030 goal is to electrify 100% of its light-duty vehicles, 30% of its medium-duty vehicles, 8% of its heavy-duty vehicles and 60% of its forklifts.

SCE promotes the electrification of commercial and residential buildings by educating stakeholders about the benefits of clean electric technologies and by promoting customer adoption of heat pumps and other efficient electric appliances and technologies. SCE does this through support for relevant policies, customer programs and industry outreach and contractor training. SCE has proposed to invest \$677 million to install roughly 250,000 electric heat pumps and provide 65,000 households with electrical service panel and circuit upgrades across its service area. If approved, its plan would accelerate the widespread replacement of major fossil fuel heating appliances in homes and other buildings.

- **Grid Modernization**

In May 2023, SCE filed the 2025 General Rate Case (GRC) and updated capital plan to invest between \$38-43 billion for 2023-2028 in its electric power grid, driven by investments in safety and reliability. The grid of the future must support high levels of carbon-free resources, to integrate distributed energy resources (DERs) and other new technologies and services, while safely delivering reliable, affordable energy. SCE is meeting these challenges by shifting its grid planning capabilities from a systemwide-only focus to one that meets multiple objectives based on specific and localized needs while also addressing systemwide needs. SCE has also invested in digital tools to automate grid management and inspections.

As SCE and other electric utilities introduce digital tools, the grid faces risks from malicious actors searching for pathways to attack via these new technologies. SCE studies new and existing infrastructure and continues to advance its defenses as the threat landscape evolves.

See [Reimagining the Grid](#) for more details.

- **Customer Solutions**

Edison International is committed to providing superior service and a high-quality experience to SCE and Edison Energy¹³ customers. SCE is giving customers access to everything from rooftop solar and energy storage to electric vehicles and charging infrastructure. SCE is helping make clean energy offerings accessible to all, focusing on increasing customer adoption of solar, storage, electric vehicles and the efficient appliances that, along with electric space and water heating, are essential in the emissions reduction that comes from building electrification.¹⁴

SCE also has a particular focus on equity and program participation in environmental and social justice (ESJ) communities. SCE considers low-income customers and ESJ communities when designing programs and incentives to connect customers with clean energy technologies.¹⁵

In 2022, SCE's reliability performance improved compared to 2021 for duration-related reliability metrics (SAIDI and CAIDI) and was on par compared to 2021 for frequency-related reliability metrics (SAIFI). The improvements to duration-related metrics were tempered by wildfire mitigation efforts, however, including efforts to further enhance circuit protection and operations to minimize the probability of ignition during high-risk fire weather.

- **Safety and Health**



Achieve public and worker safety goals at SCE:

No serious injuries to the public from system failure

- **2021: 0 (goal achieved)**
- **2022: 0 (goal not met)**
- Goal: Ongoing

No worker (employee or contractor) fatalities:

Employee

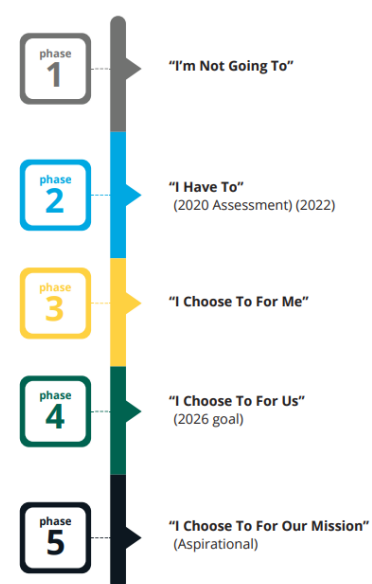
Contractor

- | | |
|---------------------------|--------------------------|
| • 2021: 0 (goal achieved) | • 2021: 1 (goal not met) |
| • 2022: 0 (goal achieved) | • 2022: 1 (goal not met) |
| • Goal: Ongoing | • Goal: Ongoing |

Improve employee physical and psychological safety through culture transformation:

- 2021: "I have to" (phase two)
- 2022: "I have to" (phase two)
- 2026: "I choose to for us" (phase four)

Edison International and SCE's Safety Culture Transformation Roadmap



Safety is Edison International's top value. We are committed to keeping members of the public and our employees and contractors safe from harm.

SCE's approach to public safety begins with a capital plan of \$38-43 billion for 2023-2028 for a safe and reliable grid. SCE's "All-Hazards" response plan establishes the framework for its response to emergencies such as earthquakes, cyberattacks, severe weather patterns and pandemics. SCE's employee safety program is generally based upon the American National Standards Institute (ANSI) and American Society of Safety Professionals (ASSP) Z10- 2019 standard, one of the most recognized voluntary standards globally and the first U.S. consensus standard on occupational health and safety management systems.

¹³ Edison Energy is not the same company as Southern California Edison, the utility, and Edison Energy is not regulated by the California Public Utilities Commission.

¹⁴ See "Electrification" section on page 45 of the [2022 Sustainability Report](#).

¹⁵ See the "ESJ Initiatives" section on page 44 of the [2022 Sustainability Report](#).

Edison International and SCE have an annual goal of no serious injuries to the public due to system failures. In 2022, we did not achieve this goal, due to public injury from a downed power wire. In 2022, Edison International had zero employee fatalities for the sixth straight year. However, an SCE employee tragically passed while on the job in January 2023. Our serious injury and fatality (SIF) rate for employees increased by 43% compared to 2021 and 10% compared to the previous three-year average. We are working to learn from this loss to avoid any fatal events happening again. Edison International remains focused on driving SIF elimination by advancing programs that proactively identify and mitigate safety risks and by methodically learning from incidents.

SCE was deeply saddened that a contractor worker incurred fatal injuries in 2022 due to a vehicle-related incident. SCE takes this fatality very seriously and have been working to eliminate SIF and reduce overall injuries among contractor workers by continuing to lead training to help contractors identify causes of injuries and to improve the safety culture among their leaders.

Edison International and SCE also conduct comprehensive safety culture assessments every three years and track progress as part of our Sustainability Goals. The last assessment conducted in 2020 indicated strong progress from the 2017 assessment, particularly in safety leadership and psychological safety. In 2022, the safety culture efforts continued to foster leader safety ownership and accountability, to improve the effectiveness of our risk-based safety programs in eliminating SIF and sustaining a culture where employees are empowered to speak up about safety hazards. The 2023 assessment is in progress.

- **Diversity, Equity and Inclusion**



Achieve gender parity in executive roles by 2030:

- 2021: 38% women
- 2022: 37% women
- 2030: 50% women

Edison International's commitment to DEI is longstanding. DEI is aligned with our company values, and we know that when we integrate it across our business, we are best positioned to accelerate a clean energy future.

Edison International has nearly 72% workforce diversity (female and/or racially or ethnically diverse). Overall, we see positive trends in racially and ethnically diverse representation at all levels, with representation generally meeting or exceeding labor market availability, i.e., exceeding the diversity of the pool of available talent from which we recruit. We have seen an increase in workforce diversity for the past five years. To remain transparent and accountable, we share one of the most comprehensive sets of DEI data in our industry, including detailed data on our workforce, suppliers and community investments. Full disclosures are available in our [2022 Diversity, Equity & Inclusion Report](#). EEO-1 level data for SCE is available on our [website](#).

Our ongoing work to advance DEI throughout Edison International and the communities we serve is guided by commitments to transparency, listening and accountability. We have implemented, refined and expanded several programs to support psychological safety, an inclusive workplace, professional growth and community health for our more than 13,000 employees, 630 diverse suppliers and over 600 community partners.

We also value the diversity of ethnicity, gender, skills, backgrounds and qualifications on the board. Of the 11 directors currently on our board, five are female (45%) and eight are diverse in terms of gender, race, ethnicity and/or LGBTQ self-identification (73%). Edison International achieved gender parity among its independent directors in 2022.

Edison International received several recent recognitions as one of the best places to work for disability inclusion, LGBTQ+ equality and for women. For a full list of awards, please visit our [2022 Sustainability Report](#).

While we recognize the progress we've made to date, we remain committed to making even more meaningful change. Through internal surveys, we track employee sentiment over several engagement categories. Recent Pulse survey results, measuring employee sentiment, indicate that employees continue to feel we can do more to provide meaningful growth and development opportunities. We're addressing this element of job satisfaction through new programs — such as our Talent Development Accelerator, Job Shadowing, Peer-to-Peer Learning and Career Counseling Programs — as we look for new ways to provide a culture that fosters professional and personal growth and well-being.

SCE has a longstanding commitment to increasing partnerships with diverse suppliers through supplier inclusion, development and outreach. In 2022, SCE spent \$2.42 billion, or 35.42%, of the \$6.8 billion in total annual procurement spend with diverse suppliers. SCE's total spend with diverse suppliers was more than \$2 billion for the fifth consecutive year. More details, including additional data, about SCE's supplier diversity program are available in our [Supplier Diversity Annual Report](#).

Topic Areas	Reference Links
Climate Goals and Related Analysis	<ul style="list-style-type: none"> • 2022 EIX Sustainability Report • Sustainability Goals • Mind the Gap • Reimagining the Grid • Pathway 2045 • Countdown to 2045 • Clean Power and Electrification Pathway • SCE Wildfire Mitigation Efforts • Adapting for Tomorrow: Powering a Resilient Future • Climate Adaptation Vulnerability Assessment
Diversity, Equity and Inclusion (DEI)	<ul style="list-style-type: none"> • 2022 Diversity, Equity and Inclusion • 2022 Supplier Diversity Annual Report and 2023 Annual Plan • 2022 Community & Economic Impact Report • 2021 SCE EEO-1 Diversity Data
Governance and Other	<ul style="list-style-type: none"> • 2023 Proxy Statement • 2022 Annual Report • 2022 Financial and Statistical Report • Corporate Governance Information • Investor information • Political Contributions Report • Political Contributions Policy • Sustainability at Edison Energy