

2022 SUSTAINABILITY REPORT



GRI INDEX

This is Edison International's eighth year reporting in reference to the standards developed by GRI. Data included in this disclosure may differ from data otherwise included in the report or other disclosures in order to conform to GRI reporting requirements.

Disclosure #	Disclosure	Location/Response
GRI 2: GENERAL DISCLOSURES 2021		
The Organization and Its Reporting		
2-1	Organizational details	Edison International Rosemead, California, USA
2-2	Entities included in the organization's sustainability reporting	Edison International, the parent company for: Southern California Edison and Edison Energy ¹
2-3	Reporting period, frequency and contact point	Annually December 31, 2022 sustainability@edisonintl.com
2-4	Restatements of information	Restatements and other updates (e.g., where estimated prior-year data is now shown as final) are noted throughout report where applicable.
2-5	External assurance	Edison International has not sought external assurance of the data in this report. Edison International's internal audit department was engaged to perform an independent validation of selected metrics in Priority and Foundational topics associated with the ESG materiality assessment . More than 80% of Edison International's Scope 1 emissions are covered under California's cap and trade market, however Part I: Accelerating the Clean Energy Transition to Address Climate Change — Climate Change Mitigation — Carbon Footprint Appendix: About this Report

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.

Disclosure #	Disclosure	Location/Response
Activities and Workers		
2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> ➤ Intro: About Edison International ➤ 2022 Edison International Form 10-K, pp. 142-160
2-7	Employees	<ul style="list-style-type: none"> ➤ Part I: Leading with Diversity, Equity & Inclusion ➤ Part I: Operating with Excellence — Safety — Employee & Contractor Safety ➤ Part II: Workplace ➤ 2022 Edison International Form 10-K, Human Capital pp. 143-146 ➤ Edison International 2022 Diversity, Equity & Inclusion Report
2-8	Workers who are not employees	<ul style="list-style-type: none"> ➤ Part I: Leading with Diversity, Equity & Inclusion ➤ Part I: Operating with Excellence — Safety — Employee & Contractor Safety ➤ Part II: Workplace ➤ 2022 Edison International Form 10-K, Human Capital pp. 143-144 ➤ Edison International 2022 Diversity, Equity & Inclusion Report

Disclosure #	Disclosure	Location/Response
Governance		
2-9	Governance structure and composition	<ul style="list-style-type: none"> ➤ Part II: Sustainability — Oversight of ESG Risks & Opportunities ➤ Part II: Governance ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12–21
2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> ➤ Edison International 2023 Proxy Statement, Director Nomination Process p. 15
2-11	Chair of the highest governance body	<ul style="list-style-type: none"> ➤ Edison International 2023 Proxy Statement, Governance Structures and Processes p. 14
2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> ➤ Part II: Sustainability — Oversight of ESG Risks & Opportunities ➤ Edison International 2023 Proxy Statement, Board Oversight of Strategy, Risk and ESG pp. 22–25
2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> ➤ Part II: Sustainability — Oversight of ESG Risks & Opportunities ➤ Part II: Governance
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> ➤ Appendix — About this Report ➤ Edison International 2023 Proxy Statement, Board Oversight of Strategy, Risk and ESG pp. 22–25
2-15	Conflicts of interest	<ul style="list-style-type: none"> ➤ Edison International Employee Code of Conduct ➤ Edison International Supplier Code of Conduct ➤ Edison International and Southern California Edison Ethics and Compliance Code for Directors
2-16	Communication of critical concerns	<ul style="list-style-type: none"> ➤ Edison International Web Site: How to Contact Our Board of Directors
2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> ➤ Edison International 2023 Proxy Statement, Experience, Skills and Attributes on the Board, p. 5; ➤ Board Qualifications and Diversity, p. 16; Director Orientation and Continuing Education, p. 16
2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> ➤ Edison International 2023 Proxy Statement, Board and Committee Evaluation Process, p. 17
2-19	Remuneration policies	<ul style="list-style-type: none"> ➤ Part II: Sustainability — 2022 Performance Incentives ➤ Edison International 2023 Proxy Statement, Compensation Discussion and Analysis, pp. 33–48; ➤ Executive Compensation, pp. 49–66
2-20	Process to determine remuneration	<ul style="list-style-type: none"> ➤ Part II: Sustainability — 2022 Performance Incentives ➤ Edison International 2023 Proxy Statement, Compensation Discussion and Analysis, pp. 33–48; ➤ Executive Compensation, pp. 49–66
2-21	Annual total compensation ratio	<ul style="list-style-type: none"> ➤ Edison International 2023 Proxy Statement, CEO Pay-Ratio Disclosure, p. 66

Disclosure #	Disclosure	Location/Response
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> Intro: A Message from Our CEO
2-23	Policy commitments	<ul style="list-style-type: none"> Intro: About Edison International Edison International and Southern California Edison Ethics and Compliance Code for Directors Edison International Employee Code of Conduct Edison International Supplier Code of Conduct Part I: Leading with Diversity, Equity & Inclusion Part I: Cyber & Physical Security Part II: Environment
2-24	Embedding policy commitments	<ul style="list-style-type: none"> Part II: Sustainability — Oversight of ESG Risks & Opportunities Part II: Environment — Environmental Management System Part II: Workplace — Workforce Attraction, Development & Engagement Part II: Governance — Cyber & Physical Security; Risk Management
2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> Edison Helpline
2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> Part II: Workplace — Workforce Attraction, Development & Engagement — Formal Complaint Escalation Process Part II: Governance — Ethics & Compliance Edison International and Southern California Edison Ethics and Compliance Code for Directors Edison International Employee Code of Conduct Edison International Supplier Code of Conduct
2-28	Membership associations	<ul style="list-style-type: none"> Part I: Accelerating the Clean Energy Transition to Address Climate Change — Climate Change Mitigation Public Policy Engagement — Trade Associations Part I: Leading with Diversity, Equity & Inclusion Part II: Sustainability — Stakeholder Engagement Part II: Communities Edison International 2022 Political Contribution Report

Disclosure #	Disclosure	Location/Response
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> Part II: Stakeholder Engagement Edison International 2023 Proxy Statement, Shareholder Engagement, p. 13
2-30	Collective bargaining agreements	<ul style="list-style-type: none"> Part II: Workplace — Workforce Attraction, Development & Engagement — Union Partnerships 2022 Edison International Form 10-K, Human Capital, pp. 143-144
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	<ul style="list-style-type: none"> Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics
3-2	List of material topics	<ul style="list-style-type: none"> Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics
3-3	Management of material topics	<ul style="list-style-type: none"> Part II: Sustainability Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics 2022 Edison International Form 10-K, Management’s Discussion and Analysis of Financial Condition and Results of Operations, pp. 4-17
GRI 200: ECONOMIC		
GRI 201: Economic Performance		
3-3	Management of material topic	<ul style="list-style-type: none"> Part II: Sustainability Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics Part II: Governance — Risk Management
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> Part II: Communities — Economic Development 2022 Edison International Form 10-K, Consolidated Financial Statements, pp. 62-73 2022 Edison International Form 10-K, Management’s Discussion and Analysis of Financial Condition and Results of Operations, pp. 4-17
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> Part I: Accelerating the Clean Energy Transition to Address Climate Change Appendix: TCFD Index 2022 Edison International Form 10-K, Electricity Industry Trends, pp. 6-7; Southern California Wildfires and Mudslides, pp. 10-12; Operating Risks, pp. 46-51; Southern California Wildfires, pp. 155-158, Environmental Considerations, pp. 158-160
201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> 2022 Edison International Form 10-K, Note 9: Compensation and Benefit Plans, pp. 103-116

Disclosure #	Disclosure	Location/Response
GRI 203: Indirect Economic Impacts		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Part II: Communities ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Part II: Governance ➤ 2022 Edison International Form 10-K, Management’s Discussion and Analysis of Financial Condition and Results of Operations, pp. 14-17 ➤ Edison International 2022 Proxy Statement, Corporate Governance, pp. 12-21
203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> ➤ Part I: Accelerating the Clean Energy Transition to Address Climate Change ➤ Part I: Operating with Excellence ➤ Part II: Communities ➤ 2021 Edison International Community and Economic Impact Report
203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> ➤ Part I: Accelerating the Clean Energy Transition to Address Climate Change ➤ Part II: Communities ➤ 2021 Edison International Community and Economic Impact Report ➤ 2022 SCE Supplier Diversity Annual Report
GRI 300: ENVIRONMENTAL		
GRI 302: Energy		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Part II: Sustainability ➤ Part II: Environment ➤ Part II: Governance ➤ Appendix: Sustainability Goals ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12-21
302-3	Energy intensity	561,838 BTU/MWh (SCE only)
302-5	Reductions in energy requirements of products and services	<ul style="list-style-type: none"> ➤ Part I: Accelerating the Clean Energy Transition to Address Climate Change — SCE Delivered Power Mix

Disclosure #	Disclosure	Location/Response
GRI 303: Water and Effluents		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Part I: Operating with Excellence — Environmental Stewardship ➤ Part II: Environment — Water Management & Conservation ➤ Part II: Governance ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12–21 <p>SCE is addressing current and evolving water management risks through our environmental management system and a published standard for water systems to ensure management of groundwater rights in accordance with California’s Sustainable Groundwater Management Act (SGMA). The SGMA provides the state a framework to manage its groundwater resources, and, as basins in California are adjudicated, SCE determines our legal entitlement to authorize water rights for the applicable groundwater basins within the SCE service area. Accordingly, SCE collects and submits pumping reporting records to the state and local groundwater management agencies. The applicable agencies include the State Water Resources Control Board (SWRCB), State Division of Drinking Water (DDW), State Department of Water Resources (DWR) and local watermasters established under the SGMA.</p>
303-3	Water withdrawal	<ul style="list-style-type: none"> ➤ Part II: Environment — Water Management & Conservation ➤ Appendix: SASB Codes IF-EU-140a.1, 2 and 3 ➤ Edison Electric Institute, ESG Initiative Quantitative Section — Southern California Edison, p. 5
303-5	Water consumption	<ul style="list-style-type: none"> ➤ Part II: Environment — Water Management & Conservation ➤ Appendix: SASB Codes IF-EU-140a.1, 2 and 3 ➤ Edison Electric Institute, ESG Initiative Quantitative Section — Southern California Edison, p. 5
GRI 304: Biodiversity		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Part II: Environment — Biodiversity, Natural Habitat & Cultural Resource Protection ➤ Part II: Governance ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12–21
304-2	Significant impacts of activities, products, and services on biodiversity	<ul style="list-style-type: none"> ➤ Part II: Environment — Biodiversity, Natural Habitat & Cultural Resource Protection
304-3	Habitats protected or restored	<ul style="list-style-type: none"> ➤ Part II: Environment — Biodiversity, Natural Habitat & Cultural Resource Protection ➤ Appendix: Sustainability Scorecard

Disclosure #	Disclosure	Location/Response
GRI 305: Emissions		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Intro: Sustainability Goals ➤ Part I: Accelerating the Clean Energy Transition to Address Climate Change ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Part II: Environment ➤ Part II: Governance ➤ Edison International 2023 Proxy Statement, Letter to Shareholders, pp. i-ii ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12-21 ➤ 2022 Edison International Form 10-K, Electricity Industry Trends pp. 6-7; Environmental Considerations, pp. 158-160
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> ➤ Part I: Accelerating the Clean Energy Transition to Address Climate Change — Climate Change Mitigation — Carbon Footprint ➤ Appendix: Sustainability Scorecard
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> ➤ Part I: Accelerating the Clean Energy Transition to Address Climate Change — Climate Change Mitigation — Carbon Footprint ➤ Appendix: Sustainability Scorecard
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> ➤ Part I: Accelerating the Clean Energy Transition to Address Climate Change — Climate Change Mitigation — Carbon Footprint ➤ Appendix: Sustainability Scorecard
305-4	GHG emissions intensity	<ul style="list-style-type: none"> ➤ Part I: Accelerating the Clean Energy Transition to Address Climate Change — Climate Change Mitigation — Carbon Footprint ➤ Appendix: Sustainability Scorecard ➤ Edison Electric Institute ESG Initiative Quantitative Section — Southern California Edison, p. 3
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> ➤ Part I: Accelerating the Clean Energy Transition to Address Climate Change ➤ Part II: Environment — Air Quality & GHG Management ➤ Appendix: Sustainability Scorecard
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	<ul style="list-style-type: none"> ➤ Part II: Environment — Air Quality & Greenhouse Gas (GHG) Management ➤ Appendix: Sustainability Scorecard ➤ Edison Electric Institute ESG Initiative Quantitative Section — Southern California Edison, p. 4

Disclosure #	Disclosure	Location/Response										
GRI 306: Waste												
3-3	Management of material topic	<ul style="list-style-type: none"> ▶ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ▶ Part II: Environment — Waste Management & Asset Recovery <p>SCE has an environmental management system with standards, manuals and project-specific requirements for managing water runoff and discharges, spill management and waste management.</p> <p>SCE has four types of potential discharges: we are governed by the State Water Board under a National Pollutant Discharge Elimination System (NPDES) permit for discharges from utility vaults and underground structures; we manage a facility stormwater program with best management practices to prevent pollutants in stormwater runoff; we operate under the Construction General Permit for stormwater management for our construction projects; and we develop Spill Prevention, Control and Countermeasure plans to prevent or control the release of oil from our facilities in the event of a spill. In order to monitor the effectiveness of our programs, monthly inspections and annual field assessments are conducted. In addition, SCE benchmarks with other companies covered under the utility vault discharges permit.</p> <p>From our day-to-day operations and project work, SCE generates nonhazardous, hazardous, electronic and universal waste. SCE manages waste for reuse, recycle or disposal in accordance with all federal, state and local laws and regulations, as determined by the United States Environmental Protection Agency, California Environmental Protection Agency and the Department of Toxic Substances Control. SCE maintains an asset recovery program that strives to ensure materials are repurposed, if possible, or managed to recover recyclable materials. Specific electronic items, such as computers, are offered to third-party vendors to be repurposed, when possible, or managed for recycle.</p> <p>SCE utilizes formal internal program assessments and audits to evaluate the hazardous waste program. The assessments include a review of written documents, including standards, manuals and required records, in conjunction with facility visits, to evaluate the implementation of the programs in the field.</p>										
306-1	Waste generation and significant waste-related impacts	▶ Part II: Environment — Waste Management & Asset Recovery										
306-2	Management of significant waste-related impacts	▶ Part II: Environment — Waste Management & Asset Recovery										
306-3	Waste generated	<table border="1"> <thead> <tr> <th colspan="2">Waste by Composition, in Metric Tons (MT)</th> </tr> <tr> <th>Waste Composition</th> <th>Total 2022</th> </tr> </thead> <tbody> <tr> <td>Hazardous Waste¹ includes contaminated soil, sulfuric acid</td> <td>281</td> </tr> <tr> <td>Nonhazardous Waste² including debris and soil, soil and water, clarifier water, nonfriable asbestos</td> <td>6,239</td> </tr> <tr> <td>Total Waste</td> <td>6,520</td> </tr> </tbody> </table>	Waste by Composition, in Metric Tons (MT)		Waste Composition	Total 2022	Hazardous Waste ¹ includes contaminated soil, sulfuric acid	281	Nonhazardous Waste ² including debris and soil, soil and water, clarifier water, nonfriable asbestos	6,239	Total Waste	6,520
Waste by Composition, in Metric Tons (MT)												
Waste Composition	Total 2022											
Hazardous Waste ¹ includes contaminated soil, sulfuric acid	281											
Nonhazardous Waste ² including debris and soil, soil and water, clarifier water, nonfriable asbestos	6,239											
Total Waste	6,520											

Weight based upon manifested weight and standard conversions adopted by the California Environmental Protection Agency. Metrics do not include investment recovery materials.

¹ Hazardous Waste defined by national legislation (Federal RCRA). Federal RCRA hazardous waste does not include California-regulated Non-RCRA Hazardous Waste, utility wood waste or universal waste. SONGS is included in this metric.

² Nonhazardous waste is defined as not regulated by California or Federally. The total does not include California-regulated non-RCRA hazardous waste, utility wood waste or universal waste. SCE's Hazardous Waste Program does not capture all nonhazardous disposal for the organization. There is other nonhazardous waste that is managed by contractors outside of the program, and there are other projects such as engineering, procurement and construction (EPC) projects where contractors are permitted to manage SCE nonhazardous wastes. SONGS is not included in this metric.

Disclosure #	Disclosure	Location/Response
GRI 306: Waste (cont.)		
306-4 ¹	Waste diverted from disposal ²	Waste Diverted From Disposal by Recovery Operations, in Metric Tons (MT)
		Hazardous Waste¹
		Recycling
		TOTAL
		Nonhazardous Waste²
		Recycling
		TOTAL
306-5 ¹	Waste directed to disposal ²	Waste Directed to Disposal by Disposal Operations, in Metric Tons (MT)
		Hazardous Waste¹
		Incineration (with energy recovery)
		Incineration (without energy recovery)
		Landfilling
		Other disposal operations (treatment)
		TOTAL
		Nonhazardous Waste²
		Incineration (without energy recovery)
		Landfilling
		TOTAL

Weight based upon manifested weight and standard conversions adopted by the California Environmental Protection Agency. Metrics do not include investment recovery materials.

¹ Hazardous Waste defined by national legislation (Federal RCRA). Federal RCRA hazardous waste does not include California-regulated Non-RCRA Hazardous Waste, utility wood waste or universal waste. SONGS is included in this metric.

² Nonhazardous waste is defined as not regulated by California or Federally. The total does not include California-regulated non-RCRA hazardous waste, utility wood waste or universal waste. SCE's Hazardous Waste Program does not capture all nonhazardous disposal for the organization. There is other nonhazardous waste that is managed by contractors outside of the program, and there are other projects such as engineering, procurement and construction (EPC) projects where contractors are permitted to manage SCE nonhazardous wastes. SONGS is not included in this metric.

Disclosure #	Disclosure	Location/Response																																				
GRI 400: SOCIAL																																						
GRI 401: Employment																																						
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Part I: Leading with Diversity, Equity & Inclusion ➤ Part II: Workplace — Workforce Attraction, Development & Engagement ➤ Part II: Governance ➤ 2022 Edison International Form 10-K, Human Capital, pp. 143-146 ➤ Edison International 2022 Proxy Statement, Corporate Governance, pp. 12-21 																																				
401-1	New employee hires and employee turnover ¹ Data is for Edison International, SCE, and Edison Energy ²	<table border="1"> <thead> <tr> <th>2022 by Age</th> <th>All Employees</th> <th>External Hires</th> <th>Voluntary Separation</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>1,168 (9%)</td> <td>395 (36%) Rate: 34%</td> <td>117 (14%) Rate: 10%</td> </tr> <tr> <td>30-50</td> <td>7,535 (56%)</td> <td>577 (53%) Rate: 8%</td> <td>305 (36%) Rate: 4%</td> </tr> <tr> <td>Over 50</td> <td>4,685 (35%)</td> <td>116 (11%) Rate: 2%</td> <td>419 (50%) Rate: 9%</td> </tr> <tr> <td>TOTAL</td> <td>13,388 (100%)</td> <td>1,088 (100%) Rate: 8%</td> <td>841 (100%) Rate: 6%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>2022 by Gender</th> <th>All Employees</th> <th>External Hires</th> <th>Voluntary Separation</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>9,099 (68%)</td> <td>782 (72%) Rate: 9%</td> <td>558 (66%) Rate: 6%</td> </tr> <tr> <td>Female</td> <td>4,289 (32%)</td> <td>306 (28%) Rate: 7%</td> <td>283 (34%) Rate: 7%</td> </tr> <tr> <td>TOTAL</td> <td>13,388 (100%)</td> <td>1,088 (100%) Rate: 8%</td> <td>841 (100%) Rate: 6%</td> </tr> </tbody> </table>	2022 by Age	All Employees	External Hires	Voluntary Separation	Under 30	1,168 (9%)	395 (36%) Rate: 34%	117 (14%) Rate: 10%	30-50	7,535 (56%)	577 (53%) Rate: 8%	305 (36%) Rate: 4%	Over 50	4,685 (35%)	116 (11%) Rate: 2%	419 (50%) Rate: 9%	TOTAL	13,388 (100%)	1,088 (100%) Rate: 8%	841 (100%) Rate: 6%	2022 by Gender	All Employees	External Hires	Voluntary Separation	Male	9,099 (68%)	782 (72%) Rate: 9%	558 (66%) Rate: 6%	Female	4,289 (32%)	306 (28%) Rate: 7%	283 (34%) Rate: 7%	TOTAL	13,388 (100%)	1,088 (100%) Rate: 8%	841 (100%) Rate: 6%
2022 by Age	All Employees	External Hires	Voluntary Separation																																			
Under 30	1,168 (9%)	395 (36%) Rate: 34%	117 (14%) Rate: 10%																																			
30-50	7,535 (56%)	577 (53%) Rate: 8%	305 (36%) Rate: 4%																																			
Over 50	4,685 (35%)	116 (11%) Rate: 2%	419 (50%) Rate: 9%																																			
TOTAL	13,388 (100%)	1,088 (100%) Rate: 8%	841 (100%) Rate: 6%																																			
2022 by Gender	All Employees	External Hires	Voluntary Separation																																			
Male	9,099 (68%)	782 (72%) Rate: 9%	558 (66%) Rate: 6%																																			
Female	4,289 (32%)	306 (28%) Rate: 7%	283 (34%) Rate: 7%																																			
TOTAL	13,388 (100%)	1,088 (100%) Rate: 8%	841 (100%) Rate: 6%																																			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> ➤ Part II: Workplace — Safety — Promoting a Healthy and Rewarding Workplace ➤ Edison International Careers Website, Benefits Overview ➤ 2022 Edison International Form 10-K, Human Capital, pp. 143-144 <p>Part-time employees are also offered a select range of benefits.</p>																																				
401-3	Parental leave	651 employees took parental leave for bonding in 2022 [145 female and 506 male]. For various reasons, of these 651 bonding claims, 4% of employees separated from the company. 4% of female employees who opened claims separated, and 3% of male employees who opened claims separated.																																				

¹ Numbers do not sum due to rounding.

² 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.

Disclosure #	Disclosure	Location/Response
GRI 402: Labor/Management Relations		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Intro: Sustainability Goals ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Part II: Workplace — Workforce Attraction, Development & Engagement — Union Partnerships ➤ Part II: Governance ➤ Part II: Workplace — Safety — Employee & Contractor Safety ➤ Part I: Operating with Excellence — Safety ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12-19 ➤ 2022 Edison International Form 10-K, Human Capital, pp. 143-144
402-1	Minimum notice periods regarding operational changes	SCE typically provides 60 days’ advance notice for any substantive changes that may require bargaining. This is based on the National Labor Relations Act and legal precedent set, as well as past interactions with our unions.
GRI 403: Occupational Health and Safety		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Intro: Sustainability Goals ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Part I: Operating with Excellence — Safety ➤ Part II: Workplace — Safety — Employee & Contractor Safety ➤ Part II: Governance ➤ Edison International 2023 Proxy Statement, Letter to Shareholders, pp. i-ii ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12-21 ➤ 2022 Edison International Form 10-K, Human Capital, pp. 143-146
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> ➤ Part I: Operating with Excellence — Safety ➤ Part II: Workplace — Safety — Employee & Contractor Safety
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> ➤ Part I: Operating with Excellence ➤ Part II: Workplace — Safety — Employee & Contractor Safety
403-9	Work-related injuries	<ul style="list-style-type: none"> ➤ Appendix: Sustainability Scorecard

Disclosure #	Disclosure	Location/Response
GRI 404: Training and Education		
3-3	Management of material topic	<ul style="list-style-type: none"> › Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics › Part II: Environment — Environmental Management System — EMS & Compliance Awareness Training › Part II: Workplace — Workforce Attraction, Development & Engagement › Part II: Governance › Edison International 2023 Proxy Statement, Corporate Governance, pp. 12–21 › 2022 Edison International Form 10-K, Human Capital, pp. 143–144
404-3	Percentage of employees receiving regular performance and career development reviews	All full-time nonrepresented employees receive regular performance reviews. Thirty percent of Edison’s full-time employees are nonrepresented. Performance reviews for represented employees depend on their collective bargaining agreement.
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topic	<ul style="list-style-type: none"> › Intro: Sustainability Goals › Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics › Part I: Leading with Diversity, Equity & Inclusion › Part II: Workplace — Diversity, Equity & Inclusion: Additional Details › Part II: Governance › Edison International 2023 Proxy Statement, Letter to Shareholders, pp. i–ii › Edison International 2023 Proxy Statement, Corporate Governance, pp. 12–21 › 2022 Edison International Form 10-K, Human Capital, pp. 143–146 › Edison International Employee Code of Conduct › Edison International 2022 Diversity, Equity & Inclusion Report
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> › Part I: Leading with Diversity, Equity & Inclusion › Appendix: Sustainability Scorecard › Edison International 2023 Proxy Statement, Our Director Nominees, p. 4 › Edison International 2022 Diversity, Equity & Inclusion Report
405-2	Ratio of basic salary and remuneration of women to men	<ul style="list-style-type: none"> › Part I: Leading with Diversity, Equity & Inclusion › Edison International 2022 Diversity, Equity & Inclusion Report, Pay Equity, p. 29

Disclosure #	Disclosure	Location/Response
GRI 406: Non-discrimination		
3-3	Management of material topic	<ul style="list-style-type: none"> ▶ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ▶ Part I: Leading with Diversity, Equity & Inclusion ▶ Part II: Workplace — Diversity, Equity & Inclusion ▶ Part II: Governance ▶ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12–21 ▶ Edison International 2022 Diversity, Equity & Inclusion Report ▶ Edison International Employee Code of Conduct
406-1	Incidents of discrimination and corrective actions taken	We do not report this information because it is confidential.
GRI 407: Freedom of Association and Collective Bargaining		
3-3	Management of material topic	<ul style="list-style-type: none"> ▶ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ▶ Part II: Workplace — Workforce Attraction, Development & Engagement — Union Partnerships ▶ Part II: Governance ▶ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12–21 <p>Collective bargaining normally occurs prior to the expiration of current Collective Bargaining Agreements (CBAs), and negotiations include the broad primary topics of wages, hours, working conditions and benefits. Negotiations are between the union’s bargaining team (representing the covered employees) and the company’s bargaining team (representing the company). Responsibility for the negotiation strategy and process lies with SCE labor relations, leadership of specific SCE operational units covered by the CBA and SCE senior leadership. We adhere to the mandated guidelines by the National Labor Relations Act (NLRA) as governed by the National Labor Relations Board (NLRB). Additionally, we abide by the governing act, NLRA as governed by the NLRB, in regard to employees and organizing, a component of which is stated here: “Employees shall have the right to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities, and shall also have the right to refrain from any or all such activities.” We do not have policies prohibiting such.</p>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	SCE has a long-standing relationship with the IBEW Local 47. The unions hold certifications for the work performed by their members. Moreover, we do not prohibit our nonrepresented employees the right to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purposes of collective bargaining or other mutual aid.

Disclosure #	Disclosure	Location/Response
GRI 413: Local Communities		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Part II: Communities ➤ Part II: Governance ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12-21
413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> ➤ Part II: Communities ➤ SCE 2022 Supplier Diversity Annual Report & 2023 Annual Plan
413-2	Operations with significant actual and potential negative impacts on local communities	<ul style="list-style-type: none"> ➤ Part I: Operating with Excellence — Safety — Public Safety ➤ Part II: Environment — Biodiversity, Natural Habitat & Cultural Resource Protection — Community Engagement ➤ Part II: Environment — Waste Management & Asset Recovery — SONGS Decommissioning ➤ Part II: Customers — Public Safety
GRI 415: Public Policy		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Part I: Accelerating the Clean Energy Transition to Address Climate Change — Climate Change Mitigation — Public Policy Engagement ➤ Part II: Governance — Political Activities ➤ Edison International Political Contribution Policy ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12-21
415-1	Political contributions: Organization's support for political causes	<ul style="list-style-type: none"> ➤ Part II: Governance — Political Activities ➤ 2022 Political Contributions and Expenditures

Disclosure #	Disclosure	Location/Response
GRI 416: Customer Health and Safety		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Intro: Sustainability Goals ➤ Part I: Operating with Excellence — Safety ➤ Part II: Customers — Public Safety ➤ Part II: Governance ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12–21
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Financially material noncompliance events that require disclosure under Item 103 of Regulation S-K, if any, are disclosed in Edison International's 10-K and 10-Q filings with the Securities and Exchange Commission under the heading Legal Proceedings.
GRI 418: Customer Privacy		
3-3	Management of material topic	<ul style="list-style-type: none"> ➤ Part II: Sustainability — Material Environmental, Social & Governance (ESG) Topics ➤ Part I: Operating with Excellence — Cyber & Physical Security ➤ Part II: Governance — Cyber & Physical Security ➤ Part II: Governance ➤ Edison International 2023 Proxy Statement, Corporate Governance, pp. 12–21
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> ➤ 2022 Edison International Form 10-K, Cybersecurity and Physical Security Risks, pp. 52–53 <p>SCE also files annual privacy reports with the CPUC. SCE is relying on the requirements of the CPUC Decision (D.) 11-07-056 for the purposes of this report. This report is publicly available at CPUC Smart Grid</p> <ul style="list-style-type: none"> ➤ Landing Page ➤ SCE Privacy Notice