Our unwavering commitment to diversity, equity & inclusion (DEI) reflects the rich diversity of the areas in which we serve. It's our belief that the ability to lead the transformation of the electric power industry toward a clean energy future relies on the diversity of our team and a society that enables all people to thrive. With our annual Diversity, Equity & Inclusion Report, we’re excited to share the progress, challenges and steps we’re taking to empower our communities and to build an even more inclusive workplace for our 13,000+ team members.
About Edison International

Edison International ("EIX") is one of the nation's largest electric utility holding companies, providing safe, clean and reliable energy and energy services through its independent companies. EIX is the holding company of Southern California Edison Company ("SCE"), a rate-regulated electric utility that supplies electric energy to approximately 15 million people in a 50,000-square-mile area within Central, Coastal and Southern California. EIX also owns Edison Energy*, a global energy advisory company delivering comprehensive, data-driven energy solutions to commercial, institutional and industrial users to meet their cost, sustainability and risk goals.

* 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.
DIVERSITY, EQUITY & INCLUSION AT EDISON INTERNATIONAL

We work continuously to embed DEI into our company’s culture, programs, processes and policies. Here’s a snapshot of where we are today and where we’re headed in the future.

**Powered by our differences**

- 60.7% Racially or Ethnically Diverse
- 32.0% Female
- 5.7% Veteran
- 4.5% Disabled
- 1.3% LGBTQ+

**Employees’ feedback shapes our actions**

- Culture Congress
- Listening Tours
- Pulse Surveys
- Employee-based Business Resource Groups (BRGs)
- Self ID Campaigns and more

**We’re creating a culture of belonging**

- 81% of employees feel included
- 92% say they are proud to work at Edison International

**Connectivity and collaboration abound**

- 12 employee-based BRGs
- 90+ listening sessions in 2020
- 50+ advocacy and community-based organization partners

**We’re focused on what more we can do**

- Committing to greater transparency with our DEI report
- Building a holistic safety culture that puts DEI front and center
- Taking action to improve the employee experience beginning with our Black team members
PERSPECTIVES FROM OUR LEADERSHIP

Being transparent about where we are is a critical step in creating greater accountability.

At Edison International, we know that diversity, equity & inclusion (DEI) lead to innovation, creativity and collaboration. We have a highly diverse team that brings unique perspectives, skills and strengths to work every day. When we embrace these attributes, we are best positioned to accelerate a clean energy future and deliver superior value to customers and shareholders.

Our DEI efforts in 2020 were amplified by both the COVID-19 pandemic’s disproportionate effects on racially and ethnically diverse communities and the heightened focus on social and racial justice felt all over the world. We focused on:

• increasing transparency about what we’ve accomplished and what challenges remain
• listening to and understanding employee experiences so we can prioritize the issues they care about most
• accelerating programs that increase inclusion and equity within our company, communities and supplier base
• providing equal opportunities for women in our workplace, with a goal of gender parity in executive roles by 2030
• creating a workplace where employees feel free to be themselves, take risks and speak up without fear of negative consequences

Going forward, as part of our broader DEI efforts, we will initially emphasize our support of Black colleagues to improve their employee experience, which ultimately benefits our entire workforce and communities.

We’ve made progress in our efforts to build a more diverse and inclusive culture where employees know they belong. We remain committed to making even more meaningful change in the future.

We are proud to present Edison International’s annual Diversity, Equity & Inclusion Report, which we believe is one of the most comprehensive sets of corporate DEI data available. We trust you will learn more in the pages that follow about our progress and challenges, and the steps we take to make our company a more inclusive workplace.

Pedro J. Pizarro (left)  
President &  
Chief Executive Officer, EIX

Kevin M. Payne (center)  
President &  
Chief Executive Officer, SCE

Jacqueline Trapp (right)  
SVP & Chief Human Resources Officer, EIX and SCE
OUR APPROACH IN 2020

Edison International celebrates the unique experiences and perspectives of our team members, who come together to help us accelerate a clean energy future, better serve our customers and play an active role within the diverse communities around us.

Throughout our history, we've taken steps to build a positive, equitable and inclusive environment for all employees and to create opportunities in our communities. In spite of new challenges presented by COVID-19, 2020 was a year in which our focus on DEI increased, due to the disproportionate effects on communities of color, as well as the killings of George Floyd, Breonna Taylor, Ahmaud Arbery and others. We are unwavering in our commitment to do our part to eliminate systemic racism.

We commit to:
• Listen to our employees, suppliers and communities
• Understand and gain insights from data and personal experiences
• Act by focusing our resources on the areas that will provide the greatest impact
In 2020 our DEI efforts focused on:

- Gaining actionable insights from data and personal employee experiences
- Focusing our efforts and financial resources on the areas that will provide the greatest impact in our communities
- Remaining steadfast in advancing equity and inclusion for all, while increasing our focus on opportunities for Black colleagues and communities through new and existing initiatives
- Increasing transparency and accountability by sharing detailed data on our workforce, suppliers and community investment in an August 2020 public disclosure

To remain transparent and accountable, we’ve also committed to sharing detailed data on our workforce, suppliers and community investments, as outlined on pages 15–17—one of the most comprehensive sets of DEI data in our industry and beyond.

Governance & Transparency

We believe it is important to fully integrate DEI into the business with a C-suite executive who has the ultimate authority and responsibility to continue the progress we’ve made in representation, pay, access and employee sentiment. Our Chief Human Resources Officer has executive responsibility for DEI. We have a dedicated Diversity & Inclusion (D&I) team within Human Resources responsible for the development, leadership and execution of strategies, programs, tools and processes to build and sustain a culture of equity, inclusion and belonging at Edison. The D&I team provides thought leadership and collaborates with their internal partners across the company to advance DEI initiatives. Additionally, our robust network of BRGs amplifies the voices of our diverse employees and fosters connectivity and collaboration across all levels.

Initiatives to expand diversity throughout our organization are overseen by our Board of Directors and led by our senior leadership. Currently, 7 of Edison International’s 11 Board members are diverse in terms of gender, race, ethnicity and/or LGBTQ+ identification, including four women. We are working to increase the racial and ethnic diversity of our leaders, and last year we met that goal through a year-over-year increase of 0.6% with an overall race and ethnic diversity of 49.4%.
HOLDING OURSELVES ACCOUNTABLE

In 2020 Edison International made 10 commitments to advance DEI throughout the company and the communities we serve.

<table>
<thead>
<tr>
<th>COMMITMENT</th>
<th>ACCOMPLISHMENTS AND NEXT STEPS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INTERNAL</strong></td>
<td></td>
</tr>
</tbody>
</table>
| Greater Data Transparency/Dashboard | • Data shared through our 2020 DEI update and this report  
  • Create and deploy standard people metrics dashboard in 2021 |
| Inclusion & Cultural Literacy Training | • Train all employees in 2021 and monitor for expected increase in Inclusion Index of employee sentiment survey over the following year |
| Talent Accelerator                | • First assignments determined in 2020  
  • Track and measure results by employee development over the next two to three years |
| Talent Pipeline                   | • Measure success rate of converting more Black interns and scholars to full-time employees |
| Career Counseling                 | • Hired new career counselor and established pilot program in 2020  
  • Create metrics to determine efficacy of career counselor program and impact on employee career paths over 18-36 months |
| Audit for Potential Bias in HR/Ethics Processes | • Complete audits of three key HR/ethics processes by end of 2021 |

Note: Exclusive of Edison Energy commitments.
### Commitments continued

<table>
<thead>
<tr>
<th>COMMITMENT</th>
<th>ACCOMPLISHMENTS AND NEXT STEPS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EXTERNAL</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Greater Data Transparency</strong></td>
<td>• Issue annual economic impact report in 2021&lt;br&gt;• Issue annual community impact report in 2021</td>
</tr>
<tr>
<td>• Issue annual economic impact report highlighting contributions of supplier diversity spend (e.g., jobs, wages and taxes)&lt;br&gt;• Issue annual community impact report providing details of philanthropic contributions and featuring nonprofit partners</td>
<td></td>
</tr>
<tr>
<td><strong>Industry/External Partnership &amp; Allyship</strong></td>
<td>• Joined AABE Energy Equity as a partner in 2020&lt;br&gt;• Awarded initial $100,000 contribution to Black Equity Collective and $25,000 to African American Alliance Fund in 2020</td>
</tr>
<tr>
<td>• Join the American Association of Blacks in Energy (AABE) Energy Equity campaign&lt;br&gt;• Commit incremental $1 million shareholder funding over next five years to advance racial equity in our communities</td>
<td></td>
</tr>
<tr>
<td><strong>Skilled Craft Scholarship Program</strong></td>
<td>• Launch in 2021</td>
</tr>
<tr>
<td>• Commit $1 million shareholder funding to pilot four-year annual scholarship program supporting lineman students to expand diversity in the skilled craft workforce pipeline, with an initial focus on attracting Black participants</td>
<td></td>
</tr>
<tr>
<td><strong>Marketplace Development &amp; Supplier Diversity</strong></td>
<td>• Issue study in 2021</td>
</tr>
<tr>
<td>• Commission marketplace study to assess availability of diverse businesses in procurement categories where we have needs&lt;br&gt;• Use findings to inform access and spend targets, with an emphasis on Black-owned businesses</td>
<td></td>
</tr>
</tbody>
</table>
LEADING BY LISTENING

Our commitment to DEI begins with listening. No one is better positioned to shape our DEI priorities than the employees who come to work at Edison each day. For many years, we have gathered employee feedback through ongoing surveys and listening sessions and taken action to address issues such as bullying, harassment and poor behavior, to ensure we all can bring our best selves to work. By listening to employees first and then responding, we are better able to represent their voices and address the issues they care about most, in order to drive lasting change.
Our Listening Initiatives

Edison International undertakes a variety of initiatives to promote a culture of listening and open dialogue. Among many benefits, this helps us build cohesive teams, effectively and quickly address team members’ concerns and better retain our talent. Recently, we hosted a series of heart-felt dialogues among our teams through facilitated discussions that include:

- **Switch, Engage & Connect**
  - Q1/2019
  - Enterprise-wide training to enhance safety culture
  - Goal: To increase physical and psychological safety

- **Leading with Heart**
  - Q4/2019
  - Facilitated conversations addressing the topics of bullying, harassment and poor behavior.
  - Goal: To further increase trust and psychological safety

- **Space4 Dialogue**
  - Q3/2020
  - Series of conversations with BRGs, beginning with Networkers
  - Focused on soliciting diverse viewpoints and feedback on programs and practices
  - Goal: To listen and understand the experiences of our employees

- **Leading with Courage on Inclusion**
  - Q3/2020
  - Enterprise-wide, facilitated discussions
  - Created safe-space conversations focused on race and social justice
  - Goal: To raise awareness of unconscious bias and further build a culture of inclusion
2020 Progress & What We Learned

A Focus on Our Black Colleagues

Our listening sessions and survey data revealed that Black employees do not feel as included, valued and heard as members of other groups do. Recognizing the need to improve the employee experience for our Black colleagues, in 2019 we conducted 11 Space4Dialogue sessions through our Networkers BRG. Facilitated by an external expert, these sessions aimed to gain a deeper understanding of the challenges Black employees face in the workplace and how Edison International can better support them.

During these candid conversations, we heard about painful experiences that some of our Black and other racially and ethnically diverse employees have had in the workplace that included:

- Perceptions that our DEI commitment goes in cycles and is not always consistent
- Feelings of symbolic inclusion versus actual inclusion
- Experiences of bias and insensitivity to employees’ race
- Pockets of low-level effectiveness of managers
- Areas where “who you know” seemed to matter more than performance
- Perceptions of being asked to do the work but not being given the opportunity to move up
- Reported physical manifestations of stress and anxiety from racial battle fatigue
- Fear of speaking up
- Concerns that the HR and ethics teams are protecting the company, rather than supporting employees

We are increasing efforts to make Edison International a more inclusive and psychologically safe workplace for all employees. From these discussions, we created the DEI action plan that was released in August 2020. See page 5 for our DEI commitments.

Carolyn | Policy Engagement

Carolyn is a senior advisor on the Policy Engagement team and is responsible for leading both internal and external engagements with SCE’s community partners, in particular communities especially vulnerable to or affected by environmental damage. She also manages relationships with participants of the Clean Energy Access Working Group. Carolyn is a passionate advocate for women’s empowerment and leadership, earning a reputation as a master connector for having helped make connections among hundreds of women based on their professional interests. Carolyn was the first Black President for Edison International’s Women’s Roundtable BRG, former President of Networkers and currently a strategic advisor. She also co-created the Space4Dialogue framework in 2016.
Gathering Feedback Through Pulse Surveys

We conduct pulse surveys throughout the year, seeking input from each employee once annually, to understand what employees think is working and where we can improve. This survey includes questions pertaining to DEI and tracks employee sentiment on trust, engagement, the work itself, growth and development and inclusion. Specific DEI statements include:

- Edison International encourages and promotes diversity of backgrounds, talents and perspectives.
- I am treated with respect at work.
- I am comfortable voicing my ideas and opinions, even if they are different from others.

Employees have indicated that they are proud to work at Edison International and feel a strong alignment with the company's strategy. We saw positive year-over-year trends in 2020 among almost all employee groups and strengths in the areas of trust, engagement and the work itself. However, the feeling of inclusion among Black employees decreased from 2019 to 2020. While concerning, we are optimistic that ongoing DEI efforts, as well as the commitments we made in August 2020, will help to improve feelings of inclusion in future years.

Additionally, surveys indicate there is still work to do to improve growth and development opportunities for all employees. We believe that employee dissatisfaction around growth and development opportunities may be partially attributable to lower-than-benchmark turnover rates within the company which makes it harder to advance employees quickly. Our talent accelerator and career counseling commitments (see page 5) are expected to improve these results.

2020 Pulse Survey Key Takeaways

<table>
<thead>
<tr>
<th>Key Takeaways</th>
<th>Supporting Evidence from Pulse (Employee Sentiment) Survey</th>
<th>2020 Edison International</th>
<th>2019 Edison International</th>
<th>2020 Benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees are proud to work for the company and feel a sense of alignment between their work and the company's strategy</td>
<td>“I am proud to work for Edison International” is our highest scoring item</td>
<td>92%</td>
<td>85%</td>
<td>78%</td>
</tr>
<tr>
<td></td>
<td>“I can see a clear link between my work and Edison’s strategic objectives” is the third-highest-scoring item</td>
<td>87%</td>
<td>71%</td>
<td>70%</td>
</tr>
<tr>
<td>Leaders can do better at motivating employees</td>
<td>“I receive appropriate recognition when I do a good job” is the third-lowest-scoring item</td>
<td>65%</td>
<td>56%</td>
<td>60%</td>
</tr>
<tr>
<td>Leaders do not always invest in driving employee growth and development</td>
<td>In the Growth and Development category, “My immediate leader helps me in my career development” is our greatest area of opportunity</td>
<td>67%</td>
<td>66%</td>
<td>—</td>
</tr>
<tr>
<td></td>
<td>In the Growth and Development category, “I receive feedback that helps me improve my performance” is our second-lowest-scoring item</td>
<td>69%</td>
<td>60%</td>
<td>71%</td>
</tr>
</tbody>
</table>

Source: Sample from 2019 and 2020 Pulse Survey data for EIX and SCE and 2020 Pulse Survey data for Edison Energy; scores 70% and higher for Pulse are generally seen as strengths; 2020 Qualtrics Utility Benchmark
Positive Trend in Sentiment Across Almost All Categories

More needs to be done to increase inclusion for Black employees

Trust
- Overall: 82%
- White: 80%
- Hispanic: 82%
- Black: 86%
- Asian: 86%

Engagement
- Overall: 87%
- White: 84%
- Hispanic: 90%
- Black: 86%
- Asian: 88%

The Work Itself
- Overall: 77%
- White: 78%
- Hispanic: 78%
- Black: 76%
- Asian: 78%
Improving Pay Equity

In 2016, we signed the Obama Administration's White House Equal Pay Pledge to underscore our commitment to helping reduce the national pay gap. We recognize our role in ensuring pay equity, and we are committed to doing our part to level the playing field. Our 2020 analysis confirmed that, on average, employees in the same role receive equal pay for equal work.

However, we know that to achieve comparable pay for people in the same group but different roles, more must be done to diversify the representation in those roles. For example, for women to have equal pay to men, we will need more women in traditionally male-held roles and vice versa.

Pay Equity for Employees in the Same Role

Pay for employees in the same role doing the same work compared across groups (e.g., female compared to male, racially/ethnically diverse compared to white)

<table>
<thead>
<tr>
<th>Role</th>
<th>Pay Comparison</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>$0.84</td>
</tr>
<tr>
<td>Asian</td>
<td>$0.99</td>
</tr>
<tr>
<td>Black</td>
<td>$0.87</td>
</tr>
<tr>
<td>Hispanic</td>
<td>$0.85</td>
</tr>
</tbody>
</table>

Pay Comparison for Employees in the Same Group

Pay for all employees within a group compared to all employees in another group (e.g., female compared to male, racially/ethnically diverse compared to white)

<table>
<thead>
<tr>
<th>Role</th>
<th>Pay Comparison</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>$1.00</td>
</tr>
<tr>
<td>Asian</td>
<td>$0.99</td>
</tr>
<tr>
<td>Black</td>
<td>$0.99</td>
</tr>
<tr>
<td>Hispanic</td>
<td>$0.99</td>
</tr>
</tbody>
</table>

Disparity in pay comparison for employees in the same group are driven by representation rather than a pay gap. For these groups, underrepresentation in higher-paying roles drives the lower pay ratio.
DIVERSIFYING OUR WORKPLACE

Transforming the electric power industry to help create a clean energy future takes all kinds of talent, backgrounds, identities and experiences working together. That's why it's critical we have a workforce that represents the broad diversity of the customers and communities we serve. It is equally important that our work environment reflect our values. We embrace all forms of diversity, including age, disability, race, ethnicity, gender, LGBTQ+, religion, veteran status and diversity of thought—all of which is seen in today’s Edison International workforce.

Where We Are Today

- Nearly 70% workforce diversity (female and/or racially or ethnically diverse)
- Workforce diversity generally meets or exceeds labor market availability at all levels
- Goal to reach full gender parity for executive positions by 2030
- Leveraging our rich history with our BRGs to listen to their experiences and tap into their networks to build a pipeline of diverse talent
Progress & Highlights

Our Diverse Workforce

We’re committed to an inclusive workplace that empowers diverse talent. One way we measure the effectiveness of our efforts is by regularly tracking employee demographic data, as well as new hires and turnover rates, by age, race, ethnicity and gender.

Additionally, employees are periodically invited to participate in a voluntary Self ID survey through which they can self-identify against metrics that include gender beyond the binary choice of female/male, sexual orientation, veteran and disability status.

Edison International is committed to building a workforce that reflects the diversity of the communities we serve. When we bring together diverse talent, we meet the unique needs of our customers better, empower our communities and build an even more inclusive workplace for our team members. Overall, we see positive trends in racially and ethnically diverse representation at all levels, with representation generally meeting or exceeding labor market availability. When Edison International exceeds labor market availability, it means the diversity of our workforce generally exceeds the diversity of the pool of available talent we recruit from.

36.1% of executives are female and 34.0% are racially or ethnically diverse

POWERED BY OUR DIFFERENCES

Nicole | Customer Programs and Services

As vice president of customer programs and services, Nicole plays a key role in advancing SCE’s Pathway 2045 vision, with responsibilities that include building electrification, transportation electrification, energy efficiency, demand response, customer-sited distributed energy, customer experience, marketing and digital communications. Nicole is a passionate advocate for DEI within the company.
Positive Trends in Female & Diverse Representation
We have seen an increase in workforce diversity for the past three years.

**Female Representation**

<table>
<thead>
<tr>
<th>Group</th>
<th>Edison Intl.</th>
<th>Labor Market Availability (^{(12)})</th>
<th>CURRENT</th>
<th>INTERNAL TREND (^{(10)})</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executives</td>
<td>36.1%</td>
<td>36.4% (national)</td>
<td>36.4%</td>
<td>+1.4%  (\uparrow)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>+9.5%  (\uparrow)</td>
</tr>
<tr>
<td>Leaders</td>
<td>26.0%</td>
<td>28.0% (local)</td>
<td>28.0%</td>
<td>+1.4%  (\uparrow)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>+2.7%  (\uparrow)</td>
</tr>
<tr>
<td>All Workforce(^{(5)})</td>
<td>32.0%</td>
<td>31.5% (local)</td>
<td>31.5%</td>
<td>+0.7%  (\uparrow)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>+1.4%  (\uparrow)</td>
</tr>
</tbody>
</table>

**Racially/Ethnically Diverse Representation**

<table>
<thead>
<tr>
<th>Group</th>
<th>Edison Intl.</th>
<th>Labor Market Availability (^{(12)})</th>
<th>CURRENT</th>
<th>INTERNAL TREND (^{(10)})</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executives</td>
<td>34.0%</td>
<td>20.4% (national)</td>
<td>34.0%</td>
<td>+0.0%  (\leftrightarrow)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>+4.5%  (\uparrow)</td>
</tr>
<tr>
<td>Leaders</td>
<td>49.4%</td>
<td>46.5% (local)</td>
<td>49.4%</td>
<td>+0.6%  (\uparrow)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>+3.7%  (\uparrow)</td>
</tr>
<tr>
<td>All Workforce(^{(5)})</td>
<td>60.7%</td>
<td>47.6% (local)</td>
<td>60.7%</td>
<td>+1.3%  (\uparrow)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>+3.7%  (\uparrow)</td>
</tr>
</tbody>
</table>

Note: The Department of Labor requires companies to compare their workforce to labor market availability, based on the latest census (currently 2010) of qualified talent for various positions. Source: Edison International, SCE and Edison Energy data as of 12/31/2020, excludes interns and employees on leaves of absence. Edison Energy data was not included in the prior diversity data updates, but is included in this report. The effect of adding Edison Energy data is relatively small because of their small numbers. It had a slight effect on the executive numbers because of the smaller population.

Photo taken before COVID-19
Diverse Representation Generally Meets or Exceeds Labor Market Availability

We compare the diverse representation of our workforce against labor market availability and the composition of the communities we serve. Labor market availability is calculated by taking the latest census data to give a sense of the reporting working-age population in a local or national area, depending on occupational census codes that align with the skills of our employees. Relevant availability for executives is national but local for leaders and workforce, based on where we typically source candidates. Comparisons are helpful in determining where we might address larger societal issues, such as socioeconomic factors that can limit access to higher education, through grantmaking or community programs.

### Executives

<table>
<thead>
<tr>
<th>Group</th>
<th>Edison International</th>
<th>National Availability</th>
<th>Our Communities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>13.6%</td>
<td>4.9%</td>
<td>11.0%</td>
</tr>
<tr>
<td>Black</td>
<td>6.1%</td>
<td>6.5%</td>
<td>7.0%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>10.9%</td>
<td>7.2%</td>
<td>40.0%</td>
</tr>
<tr>
<td>Other</td>
<td>3.4%</td>
<td>1.8%</td>
<td>3.0%</td>
</tr>
<tr>
<td>White</td>
<td>66.0%</td>
<td>79.6%</td>
<td>39.0%</td>
</tr>
</tbody>
</table>

### Leaders

<table>
<thead>
<tr>
<th>Group</th>
<th>Edison International</th>
<th>Local Availability</th>
<th>Our Communities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>12.8%</td>
<td>13.1%</td>
<td>11.0%</td>
</tr>
<tr>
<td>Black</td>
<td>6.1%</td>
<td>5.2%</td>
<td>7.0%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>26.1%</td>
<td>25.8%</td>
<td>40.0%</td>
</tr>
<tr>
<td>Other</td>
<td>4.5%</td>
<td>2.4%</td>
<td>3.0%</td>
</tr>
<tr>
<td>White</td>
<td>50.6%</td>
<td>53.5%</td>
<td>39.0%</td>
</tr>
</tbody>
</table>

### All Workforce (including executives and leaders)

<table>
<thead>
<tr>
<th>Group</th>
<th>Edison International</th>
<th>Local Availability</th>
<th>Our Communities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>14.1%</td>
<td>13.7%</td>
<td>11.0%</td>
</tr>
<tr>
<td>Black</td>
<td>6.5%</td>
<td>5.8%</td>
<td>7.0%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>35.2%</td>
<td>25.2%</td>
<td>40.0%</td>
</tr>
<tr>
<td>Other</td>
<td>4.9%</td>
<td>2.8%</td>
<td>3.0%</td>
</tr>
<tr>
<td>White</td>
<td>39.3%</td>
<td>52.4%</td>
<td>39.0%</td>
</tr>
</tbody>
</table>
A Diverse Workforce From Many Different Perspectives

**By Tenure**
- **Executive**
  - 0-5 Years: 15.0%
  - >5-10 Years: 11.6%
  - +10 Years: 73.5%
- **Leader**
  - 0-5 Years: 8.1%
  - >5-10 Years: 9.7%
  - +10 Years: 82.1%
- **Workforce**
  - 0-5 Years: 26.1%
  - >5-10 Years: 14.8%
  - +10 Years: 59.1%

**By Generation**
- **Executive**
  - Traditionalist: 0.0%
  - Boomer: 35.4%
  - Gen X: 60.5%
  - Millennials: 4.1%
  - Gen Z: 0.0%
- **Leader**
  - Traditionalist: 0.0%
  - Boomer: 29.3%
  - Gen X: 54.6%
  - Millennials: 16.2%
  - Gen Z: 0.0%
- **Workforce**
  - Traditionalist: 0.1%
  - Boomer: 21.2%
  - Gen X: 43.9%
  - Millennials: 32.9%
  - Gen Z: 1.9%

Note: Numbers in charts may not sum to 100% due to rounding.
A Focus on Gender Parity

Representing 32% of the workforce, women play a large part in our success. Among many other roles, our female team members mitigate wildfires, maintain field operations, assist customers and drive our clean energy strategy. Our commitment to hiring women and advancing their opportunities in our workforce has never been stronger.

We are working to achieve full gender parity in executive roles by 2030, a goal we set when we joined Paradigm for Parity, a coalition of business leaders dedicated to addressing the leadership gender gap in corporate America. Our latest data show the representation of females in our executive roles has gone up by almost 10% over the last three years. Gender parity will continue to be a major focus for Edison International in the next few years until we achieve this goal.

Working toward gender parity also depends in part on broader societal trends, including the diversity of our candidate pool. We partner with organizations that address this challenge in society, including:

- Association of Women in Water, Energy and Environment (AWWEE), an organization dedicated to supporting women’s professional growth through mentoring programs, panel discussions and networking opportunities.
- Catalyst, a global nonprofit that helps leading companies accelerate and advance women through pioneering research, practical tools and proven solutions.
- Fairygodboss, a leading career community for women.

OUR GOAL: full gender parity in executive roles by 2030

Recognized as 2020 Winning Company by Women on Boards

Photo taken before COVID-19.
Attracting & Hiring Diverse Candidates

To ensure that our hiring process helps increase the diversity of our workforce, we have enlarged the pool of candidates from which we are hiring and have adopted hiring practices that create equal appeal, such as writing inclusive job descriptions that are welcoming to all qualified candidates.

Our commitment to hiring diverse talent extends to all forms of diversity. The largest minority group in America is people with disabilities, and we see this as a large untapped pool of talent. We are committed to providing an environment that is free of barriers and biases through the provision of reasonable accommodations. We also foster independence through accessibility in our offices and technology.

Our ABLE (Abilities Beyond Limits and Expectations) and Caregivers Connect BRGs provide support and networking opportunities for employees with disabilities and allies, as well as caregivers of children and adults with disabilities.

While the number of Black employees at Edison International continues to exceed labor market availability, we are taking steps to ensure a robust pipeline of Black talent. In 2020, we joined the American Association of Blacks in Energy (AABE) Energy Equity Campaign, a national association of energy professionals dedicated to ensuring the input of Black and other diverse groups into energy sector developments. The partnership will focus on increasing Black representation in the energy industry through business contracting and workforce development. Edison International is a long-standing sponsor of AABE though our supplier diversity team, and we have had several executives serve on AABE’s national board. Additionally, several Edison International employees are AABE members, and the AABE California Chapter is led by our employees.

In 2020, we committed $1 million in shareholder funding to pilot a four-year annual scholarship program supporting lineworker students. The purpose of this program is to grow diversity in the lineworker role by increasing the number of women and racially and ethnically diverse lineworkers available for hire, starting with an initial focus on attracting Black participants.

Visit page 29 to read more about our efforts to build a pipeline of diverse talent for our industry through support of science, technology, engineering and math (STEM) education and vocational training.

Debbie | Energy Procurement

Debbie is part of our Energy Procurement Management team that ensures customers have electricity to meet their needs. In addition to contributing as a valuable member of her team and working with several BRGs to support a safe and inclusive work culture at Edison, Debbie has lived with a rare inflammatory disease for several years. Her resilience, personal experiences and dedication allow her to act as a role model to fellow colleagues living with a disability, leading by her example that employees with disabilities can thrive in life—both at home and at work.
Hiring Processes Are Reflective of Leader & Workforce Demographics

Our hiring processes include a diverse set of decision makers that reflect leader and workforce demographics. By using diverse recruiters and interview panels, we provide candidates with a better experience, gain a more well-rounded perspective of candidates and minimize unconscious bias in hiring. We also utilize our current diverse workforce and BRGs to help us meet and attract diverse talent.

**Leader & Workforce Representation**

**Our Workforce**
- 35% Hispanic
- 39% White
- 14% Asian
- 7% Black
- 5% Other

**Representation by Decision-Makers**

**Recruiters**
- 44% Hispanic
- 38% Asian
- 9% Black
- 3% White
- 6% Other

**Interview Panels**
- 48% White
- 27% Hispanic
- 14% Asian
- 6% Black
- 5% Other

**Our Leaders**
- 26% Hispanic
- 51% White
- 13% Asian
- 6% Black
- 5% Other

**Hiring Managers**
- 25% Hispanic
- 51% White
- 13% Asian
- 7% Black
- 5% Other

Note: Numbers in charts may not sum to 100% due to rounding.
Low Turnover & Competition for Roles

Edison International has a low employee turnover rate compared to other industries and to other utilities. That’s good news because it demonstrates satisfaction and positive experiences among employees. However, low turnover also means that further diversifying the composition of our workforce takes more time. While we continue to see competition for open positions, due to the unique nature of 2020, we saw a decline in the average volume of applications to our filled requisitions from 90 applications to 67.

Continued Low Employee Turnover and Competition for Roles

<table>
<thead>
<tr>
<th>Category</th>
<th>Voluntary: Retirement</th>
<th>Voluntary: Other</th>
<th>Involuntary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workforce</td>
<td>1.5%</td>
<td>1.8%</td>
<td>1.8%</td>
</tr>
<tr>
<td>Female</td>
<td>1.5%</td>
<td>2.0%</td>
<td>1.6%</td>
</tr>
<tr>
<td>Racially/Ethnically Diverse</td>
<td>1.1%</td>
<td>1.8%</td>
<td>1.9%</td>
</tr>
<tr>
<td>High Performer</td>
<td>0.7%</td>
<td>0.8%</td>
<td>0.4%</td>
</tr>
</tbody>
</table>

**TOTAL**

- Workforce: 5.1%
- Female: 5.1%
- Racially/Ethnically Diverse: 4.8%
- High Performer: 1.9%

Hiring by Source

<table>
<thead>
<tr>
<th>Source</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal</td>
<td>65.1%</td>
<td>61.2%</td>
<td>56.2%</td>
</tr>
<tr>
<td>External</td>
<td>34.9%</td>
<td>38.8%</td>
<td>43.8%</td>
</tr>
</tbody>
</table>

2018 2019 2020
BUILDING A CULTURE OF INCLUSION

We understand that our employees must feel equally valued and free to bring their whole selves to work. Building an inclusive culture is a critical component of our commitment to provide a psychologically and physically safe environment for all employees. We rely on several long-standing programs and continually look for new ways to increase a sense of belonging at Edison.
Progress & Highlights

Our Culture Transformation

For many years Edison International has viewed DEI as part of a broader, companywide cultural transformation effort. In 2019, we created the Culture Congress, a cross-departmental, cross-functional group of employees who are committed to advancing key areas of cultural improvement, including DEI. We recognize that while we have made progress on DEI over many decades, we must remain steadfast in our commitment to advance equity and inclusion, beginning with an increased focus on opportunities for Black colleagues and communities.

As part of our culture transformation efforts, SCE OUs have partnered with Human Resources and the D&I team to develop and implement action plans that address DEI-specific needs within each unit. While each plan is customized, all focus on three key performance areas:

- Building an inclusive work environment
- Advancing talent development and a leadership pipeline
- Increasing diverse workforce representation

Some of the common themes and activities that OUs work on include:

- A robust Inclusive Leadership Workshop program for leaders
- Job shadowing programs that enable employees to explore different roles or departments, develop new skills or competencies and contribute unique perspectives
- Leverage our BRGs to assist in recruiting and outreach to diverse candidates and encourage them to apply for job openings
- Creating job postings that attract more diverse candidates and ensure diverse interview panels
- Mentorships to provide collaborative relationships, professional development and personal growth to employees at all levels of the company
- Improved onboarding initiatives to enhance the initial experience of new hires, including buddy systems connecting new employees with more experienced team members, and BRG information sessions that connect new hires with diverse employees and allies
- Best Practice Exchange among OUs so they can learn about each other’s DEI action plans and share successes and challenges

Beginning in 2020, our OU DEI Action teams have taken the lead in building broader culture teams within their organizations, aligning DEI efforts with other culture initiatives, as well as values-based leadership goals. This will help eliminate redundant efforts, provide greater sharing opportunities and serve to strengthen our culture throughout the company.
DEI Training & Education

Edison International invests in education and training that provides employees with skills and resources to activate DEI in their day-to-day interactions and decisions. In 2020, we introduced Leading with Courage on Inclusion sessions in which employees and leaders engaged in conversations about racial issues in psychologically safe environments led by trained volunteer facilitators. Leading with Courage on Inclusion toolkits are available to all employees.

Other programs we used to build DEI skills among employees in 2020 include:

- Empower, a one-year leadership training and mentoring program that teaches new leaders about Edison International’s values and provides tools to practice inclusive behavior on a daily basis.
- Inclusive Leadership Workshops, an intensive four-day virtual experience led by a professional facilitator and designed to help Edison International’s leaders understand unconscious bias and explore issues such as microaggression.

ADVANCING LGBTQ+ INCLUSION

Edison International is proud to be an employer of choice for the LGBTQ+ community, with 1.3% of our employees self-identifying as LGBTQ+. Through our LGBTQ+ Inclusion Vision 2030 action plan, we focus on attracting and retaining LGBTQ+ talent, building and advocating for greater inclusion in the workplace and strengthening our relationships with the LGBTQ+ community. Edison International has partnered with and supported numerous LGBTQ+ organizations, including Out & Equal Workplace Advocates, Trans Can Work, Equality California, Out for Undergrad and the LA LGBT center. Lighthouse (our LGBTQ+ and ally BRG) provides Allyship Training, and SCE provided Train the Trainer sessions facilitated by Out & Equal to build understanding of the LGBTQ+ community.

POWERED BY OUR DIFFERENCES

Drew | Strategy and Development

In addition to Drew’s role as senior vice president of strategy and corporate development, he is the executive sponsor of the Lighthouse BRG, whose mission is to engage LGBTQ+ and ally employees in personal and professional growth and promote inclusion and acceptance of LGBTQ+ employees. Drew is also the executive sponsor of our LGBTQ+ Inclusion Taskforce Team. From day one at Edison International, Drew has been open about being gay. But it wasn't always this way earlier in his career. Drew wants Edison employees to know that “you can be yourself at work and be successful and happy.”
Increasing Development Opportunities

Our pulse survey results indicate that employees feel we can do more to provide meaningful growth and development opportunities. We’re addressing this element of job satisfaction through new talent accelerator and career counseling programs:

• Our Talent Accelerator program, an 18-month effort pairing officers with high-potential Black managers to provide professional growth opportunities and a path to career advancement, began with seven high-potential Black employees. After six months, we will collect feedback, make any needed adjustments and expand the program to a broader employee base.

• Our new career counselor pilot program helps employees navigate their career with the assistance of professional career counselors. We will evaluate the program’s efficacy and its impact on employee career paths over the next 18 to 36 months.

Edison International also engages in an annual talent planning process to evaluate our talent pool and manage risk through succession planning.

Solving Business Problems With BRGs

As the cornerstone of our diverse and inclusive culture, BRGs play a critical role at Edison International, with 12 BRGs now established, the first founded more than 45 years ago. BRGs represent employees across a range of cultures, racial and ethnic groups, sexual orientations and abilities and cover topics including safety and environmental stewardship.
### Edison International’s Current Employee-Based Business Resource Groups

BRGs are voluntary, company-sponsored, employee-led groups that serve as a resource for their members and our company. They foster a diverse and inclusive workplace aligned with our company mission, values, goals and business priorities. BRGs strive to provide maximum benefits to their members through leadership development, increased employee retention and engagement and enhanced community involvement.

<table>
<thead>
<tr>
<th>BRG Name</th>
<th>Founded Year</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abilities Beyond Limits and Expectations (ABLE)</td>
<td>2017</td>
<td>Unites and supports employees with disabilities, their caregivers and their family members</td>
</tr>
<tr>
<td>Asian Pacific Islander Edison Employee Resource Group (ASCEND)</td>
<td>2016</td>
<td>Celebrates the diverse Asian Pacific Islander cultures and promotes growth and leadership through various community and cultural events, corporate initiatives and outreach</td>
</tr>
<tr>
<td>Caregivers Connect</td>
<td>2019</td>
<td>Provides resources and advocates on behalf of families by providing support systems and fostering a culture of diversity and inclusivity</td>
</tr>
<tr>
<td>EcoIQ</td>
<td>2008</td>
<td>Supports company environmental initiatives, community partnerships, volunteer events and environmental campaigns</td>
</tr>
<tr>
<td>Latinos for Engagement, Advancement &amp; Development (LEAD)</td>
<td>1992</td>
<td>Promotes awareness of Latino culture and contributions; provides opportunities for employee development and drives corporate initiatives</td>
</tr>
<tr>
<td>Lighthouse</td>
<td>1999</td>
<td>Engages LGBTQ+ and allies in personal and professional growth by providing career development opportunities, networking, mentoring and community involvement</td>
</tr>
<tr>
<td>Native American Alliance</td>
<td>2007</td>
<td>Promotes awareness of Native American cultures, ancestry and heritage, focusing on company and community events and educational development</td>
</tr>
<tr>
<td>Networkers</td>
<td>1985</td>
<td>Promotes diversity, advances career enhancement strategies, and provides targeted coaching, mentoring and support to the company’s Black employees</td>
</tr>
<tr>
<td>NextGen</td>
<td>2016</td>
<td>Empowers employees to lead the company into the future by educating them about technologies that are shaping the company’s culture, business and industry</td>
</tr>
<tr>
<td>Safety Ambassadors for Edison (S.A.F.E 24/7)</td>
<td>2012</td>
<td>Strengthens SCE’s safety culture and supports the goal of working and living injury-free</td>
</tr>
<tr>
<td>Valor</td>
<td>2010</td>
<td>Promotes the awareness and understanding of the roles and contributions made by active and non-active military employees and their families</td>
</tr>
<tr>
<td>Women’s Roundtable</td>
<td>1976</td>
<td>Empowers and promotes women’s career advancement</td>
</tr>
</tbody>
</table>

BRGs are voluntary, company-sponsored, employee-led groups that serve as a resource for their members and our company. They foster a diverse and inclusive workplace aligned with our company mission, values, goals and business priorities. BRGs strive to provide maximum benefits to their members through leadership development, increased employee retention and engagement and enhanced community involvement.
SCALING OUR EFFORTS

Achieving our DEI vision requires collaboration with a range of partners, including community-based organizations, which underpin the success of our business, and suppliers that operate on the front lines of societal change. Our broad community investments focus on environment, education, public safety and emergency preparedness and civic engagement. Within these pillars, we target projects and organizations that advance racial equity in our communities and help meet our workforce diversity goals.

Our broad presence in Central and Southern California brings us opportunities to address the effects of societal racism on a regional scale. In 2020, we took direct action to increase support for Black communities while also maintaining existing DEI commitments to communities throughout the areas where we operate.

Where We Are Today

- **$20M+** in 2020 philanthropic funding to diverse and underserved communities
- **$4.2M+** in scholarships provided to underserved students
- **650+** diverse business suppliers representing 37.6% of total annual purchases
Progress & Highlights

Promoting Racial Equity

We provide ongoing support to organizations and initiatives that share our dedication to promoting racial equality in our communities. In 2020, $20 million of $22 million in annual philanthropic funding went to organizations and initiatives focused on diverse and underserved communities. As part of this investment, we committed $1 million in incremental shareholder funding over the next five years to support organizations that address racial and social justice in Black communities.

This included a $100,000 contribution to the Black Equity Collective. Our support will strengthen the long-term capacity and infrastructure of Black-led and Black-empowering social justice organizations in Los Angeles County, through a community-public-private partnership with Black Equity Collective as its central, unifying force. Another $25,000 went to African American Alliance Fund to help the organization raise awareness of systemic racism and support programs that serve Black communities within Orange County and the surrounding area.

SCE’s Business Customer Division also recognizes the diverse heritages of our employees and customers through events during Black History Month, Native American Heritage Month, Asian American Pacific Islander Heritage Month and Hispanic Heritage Month.

Supporting ESJ Communities

A significant portion of our customers live in environmental and social justice (ESJ) communities. These are predominantly communities of color or low income that are more vulnerable to climate-change effects and other threats and are facing more challenges than other communities in gaining access to clean energy. Because our vision of a clean energy future includes everyone, we prioritize support for underrepresented communities in our programs and services through customer program incentives, earmarked funds in green technologies and targeted community outreach.

Through internal forums and working groups, we have made a concerted effort within Edison International to support ESJ communities by ensuring that all OUs consider these communities in their decision making and strategic planning. Among other things, we work with members of ESJ communities to obtain insights into causes of disconnections; host events to identify, educate and develop diverse suppliers; and conduct outreach to businesses in or involved with ESJ communities to raise awareness about electrification opportunities.
For example, in celebration of Black History Month in February 2020, we held several employee-organized events around the region to honor the accomplishments of Black leaders and visionaries. At the Rogers Park Community Center in Inglewood, Mayor James T. Butts, Jr. recognized businesses and community organizations with whom we partner to give back to communities, achieve success in delivering clean energy and advance supplier diversity goals.

In 2020, 86% of our philanthropic giving went to support ESJ as well as underserved communities. These contributions included close to $300,000 in donations to clean-energy-focused nonprofit organizations recommended by SCE’s Clean Energy Access Working Group (CEAWG). The CEAWG was established in 2017, in partnership with The Greenlining Institute, a policy and advocacy group working for racial and economic justice, environmental and community groups, and faith-based organizations. It works to ensure no community is left behind in the move toward a clean energy future.

Additionally, when we conduct clean energy or energy efficiency pilots, we base the pilot in ESJ communities to help provide residents better access to clean energy.

**Advancing STEM & Vocational Skills**

We undertake various initiatives that help expand outreach to communities that have been traditionally underrepresented in energy sector careers. This includes funding STEM education and providing vocational training in underserved communities. These programs help to deliver valuable skills that are not necessarily provided in schools, spark interest in STEM careers and increase the pipeline of diverse talent for our company and the industry at large. As part of our education-focused community giving in 2020, Edison International:

- Gave $4.2 million to support STEM and fire tech scholarships specifically targeted to underrepresented college students. This included providing 30 high school seniors each with a $40,000 scholarship to support college study in a STEM subject through the Edison Scholars program
- In partnership with International Brotherhood of Electric Workers (IBEW), committed $1 million to pilot a new four-year **skilled craft scholarship** program to expand diversity in the skilled craft workforce pipeline, with an initial focus on attracting Black participants
- Donated $520,000 to the California Bridging the Digital Divide Fund to equip school districts with the resources they need to enable distance learning

**Promoting Employee Volunteerism**

Edison International employees contribute to the communities in which we live and work through various volunteer opportunities throughout the year. We promote volunteering through grants in which employees who volunteer 40 hours receive $100 to donate to a nonprofit organization of their choice, up to $600 annually. In 2020, we hosted several volunteer activities for employees to lend their support virtually to underserved communities disproportionately affected by the COVID-19 pandemic. Opportunities included workforce development with Women Helping Women, creating and sending holiday cards to people with developmental disabilities with AbilityFirst, and career development discussions with Southern California Indian Center Inc., which serves the American Indian, Alaskan Native and Native Hawaiian communities. While volunteering decreased in 2020 due to COVID-19 constraints, in a typical year, employees and retirees volunteer on average 100,000 hours.
Engaging Diverse Suppliers

Diverse businesses drive economic growth and stability in communities. In turn, partnerships with diverse businesses provide us with a more competitive and sustainable supply base. Edison International has a longstanding commitment to increasing partnerships with diverse suppliers.

For the past eight years, we have directed more than 35% of our total annual procurement spend toward diverse suppliers, totaling $2.4 billion in 2020. In particular, we look to work with diverse suppliers that can help us with our strategic objectives, primarily the safe delivery of reliable, affordable and clean energy, including wildfire mitigation efforts. In 2021, we will commission a marketplace study to assess the availability of diverse businesses in procurement categories where we have needs, using the findings to inform access and spend targets, with an emphasis on Black-owned businesses.

We also maintain an open dialogue with other companies and our communities on supplier diversity topics. For example, in October 2020 SCE participated in a Workforce & Supplier Diversity Town Hall Series with The Greenlining Institute to discuss SCE’s workforce diversity and supplier diversity efforts in the age of COVID-19, climate change, racial justice and economic recession.

Additionally, investing in the long-term growth and sustainability of diverse suppliers is a key component of our supplier diversity program. In 2020 we invested $1.4 million to sponsor and support technical assistance and capacity-building programs among our diverse supplier base.
APPENDIX

- Global Introduction
- Leading by Listening
- Diversifying Our Workplace
- Building a Culture of Inclusion
- Scaling Our Efforts
- Appendix
Definitions

For purposes of this document

**ALLY**
is any person who supports, empowers or stands up for another person or a group of people.

**BUSINESS RESOURCE GROUPS (BRGS)**
are voluntary, company-sponsored, employee-led groups that serve as a resource for their members and our company.

**ETHNICITY**
is defined as groups of people grouped according to common racial, national, tribal, religious, linguistic or cultural origin or background.

**EQUITY**
is the fair treatment, access, opportunity and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.

**JUSTICE**
is the use of power as appointed by law, honor or standards to support fair treatment and due reward.

**MICROAGGRESSION**
is a subtle word, cue and/or behavior that intentionally or unintentionally insults and/or excludes others, particularly others in a culturally marginalized group.

**OPERATING UNITS (OUs)**
refers to internal groups within the company used to divide the control of resources and operational processes.

**PSYCHOLOGICAL SAFETY**
is when team members feel accepted and respected. It is a condition in which people feel included, safe to learn and safe to contribute.

**RACE**
is a category of humankind that shares certain distinctive physical traits.

**RACISM**
is a belief that race (or ethnicity) is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.

**RESPECT**
is when one assumes best intentions and recognizes the contributions of others to foster a positive and open environment.

**SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS (STEM)**
refers to four closely connected areas of study that all share both theory and practice.

**TRUST**
is the assured reliance on the character, ability, strength or truth of someone or something, and one in which confidence is placed to do the right thing.

**UNCONSCIOUS BIAS**
is a social stereotype that people form outside their own conscious awareness.
Citations

1 Employees can choose to update their information at any time, and Edison International holds a self-ID campaign periodically.

2 Edison International understands that gender is not binary (male/female). In 2020 we began collecting self-ID data that encompasses the broader gender spectrum.

3 Includes racial, ethnic or gender diversity and does not include veteran, disabled or LGBTQ+.

4 The Pulse Survey is an employee sentiment survey of about 23 questions within seven categories administered to rotating samples of the employee population to measure their reactions to key aspects of the work environment. Source is 2020 year-to-date survey with 1,182 responses. Due to the inability to administer the survey in person to some field employees during the pandemic, some of the population who often score their sentiment lower are not included in 2020 results. However, 2020 results remain the highest of any period on a comparable basis (i.e., if you remove this same population from other results and compare).

5 Source is 2019 Pulse Survey with 5,075 responses.

6 Source is 2020 Qualtrics Utility Benchmark, some benchmarks may be unavailable.

7 We started surveying inclusion in 2019.

8 Data shows female compared to male, and Asian, Black and Hispanic compared to White; the overall wage ratio is based on an average of wage ratios from four groups: Edison International, Edison Energy, SCE and executives. Pay comparison for employees in the same group calculated using sample size weighting (which differs from our August 2020 DEI report). Sample size weighting ensures that the headcounts of EIX, SCE and EE appropriately contribute to the analysis proportional to their size. With EE now being included in our DEI report, we concluded it was more appropriate to use this methodology, instead of unit weighting (which does not account for sample size). For comparison and transparency, if we had used unit weighted pay ratios as we did in our August 2020 DEI report, the results would have yielded the following pay ratios: Female (.87), Asian (.99), Black (.93), Hispanic (.94).

9 Workforce is all employees, including leaders and executives.

10 This data represents the change in percentage. One year is a comparison between December 31, 2019 and December 31, 2020; three years is a comparison between December 31, 2017 and December 31, 2020.

11 Latest census data used is from 2010.

12 Availability is based on the number of the working-age population within an area (based on the latest census—2010), with an occupational census code that aligns with the skills of our employee population. Relevant availability for executives is national. For leaders and workforce, relevant availability is local.

13 Executives include officers and directors (Edison Energy executives include officers only.) Leaders include principal managers, senior managers, managers, senior supervisors and supervisors (Edison Energy leaders include directors.)

14 Our communities are the ZIP codes in SCE’s service area. Data shown is from the latest census—2010.

15 Population who selected “Yes” for “Hispanic Origin” on Question #5 of the 2010 census.

16 “Other” includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, and Two or More Races.

17 Generations are defined as those born during the following years: Traditionalist <1946, Boomer 1946-64, Gen X 1965-1980, Millennial 1981-1995, Gen Z 1996+.

18 Edison International and SCE 2018—2020 applicant tracking data excludes interns and union-represented internal moves.

19 Shows racial representation across internal applications, rather than by number of individuals (e.g., some recruiters may screen more applications than others, and some hiring managers may have multiple hires).

20 Leaders include principal managers, senior managers, managers, senior supervisors and supervisors.

21 Hiring managers are responsible for hiring an employee, or employees, to fill open positions in an organization; which could include any leader or executive that filled a position during that reporting year.

22 Turnover is when an employee leaves the company by voluntary (retirement), voluntary (other) or involuntary reasons. Turnover (voluntary and involuntary) rates for race: Asian—3.8%, Black—8.0%, Hispanic—4.2%, Other—6.6%, White 5.6%; data shown for full year 2020. Utility involuntary benchmarks are unavailable. Voluntary turnover at Edison is below utility benchmark for all groups, average annual voluntary turnover for Workforce—5.4%, Females—5.3%, Racially or Ethnically Diverse—4.3%, High Performer—2.8% (Source: PwC Saratoga 2019).

23 Hiring source shows all hires across Edison International, Edison Energy and SCE, excluding interns; internal hires include union-represented transfers.