

EEI ESG/ SUSTAINABILITY TEMPLATE

Qualitative Section

Data Year: 2020

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EDISON
INTERNATIONAL®

Energy for What's Ahead®

Introduction

Edison International is one of the nation's largest electric utility holding companies, providing clean and reliable energy and energy services through its independent companies. Headquartered in Rosemead, California, Edison International is the parent company of Southern California Edison, a utility that delivers electricity to 15 million people across Southern, Central and Coastal California. Edison International is also the parent company of Edison Energy,¹ a global energy advisory company delivering comprehensive, data-driven energy solutions to commercial, institutional and industrial users to meet their cost, sustainability and risk goals.

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

Our principal subsidiary, SCE, is an electric utility focused on accelerating clean power and electrification, strengthening and modernizing the grid, achieving operational and service excellence and proactively mitigating climate change-related risks, including wildfires. SCE is wires-focused, with 17% of electricity sales coming from its own generation in 2020.

Our unregulated subsidiary, Edison Energy, partners with leading commercial, institutional and industrial clients to help them navigate and manage three of the biggest challenges of today: cost, carbon and increasingly complex choices in energy.

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

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

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

ESG Materiality Assessment

Edison International published our first materiality assessment in 2018. In 2021, we updated the assessment to reflect the evolution of our sustainability approach and new insights related to stakeholder expectations and emerging trends. The assessment resulted in the identification of 26 material ESG topics that reflect our significant economic, environmental and/or social impacts or that substantively influence the assessment and decisions of our stakeholders.² Internal and external stakeholders strongly aligned on the prioritization of the material ESG topics, and the results of our assessment are also aligned with our corporate strategy. Learn more about our [2021 materiality assessment](#).

Net-Zero Commitment and Sustainability Goals

Edison International is committed to achieving net-zero GHG emissions across Scopes 1, 2 and 3 by 2045 in alignment with economywide climate actions planned by the state of California. This covers the power SCE delivers to customers and Edison International's enterprisewide operations, including supply chain.

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

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

In addition to this overarching commitment, Edison International has also made long-term public commitments related to several of our material ESG topics: Clean Energy Transition; Electrification; Diversity, Equity and Inclusion; and Public Safety and Workforce Safety and Health. Information about our progress is [available on our website](#) and also detailed in the “Strategic Focus Areas” section of this document, including our 2020 performance against each goal.

ESG Governance

- **Board Oversight**

Edison International’s board of directors provides independent oversight of the management of the organization with the best interests of our stakeholders, including shareholders, in mind. Edison International’s directors are elected annually by the company’s shareholders and 10 of the 11 are independent. The only non-independent director is Edison International’s president and CEO. Among its primary responsibilities, the board oversees company strategy, financial performance, safety, enterprise risk management and ethics and compliance programs. Guiding the activities of the board are its Corporate Governance Guidelines, which outline the board’s policies for overseeing the company. The board performs a self-evaluation annually to ensure it and its committees are functioning effectively.

Edison International’s Board of Directors

OVERSIGHT OF COMPANY STRATEGY AND ESG ISSUES

OVERALL RESPONSIBILITIES OF THE BOARD			
<ul style="list-style-type: none"> • Clean energy strategy and climate-related legislation and regulation • Wildfire risk and other impacts of climate change • Key objectives related to climate change, renewable energy, transportation and building electrification and energy storage, among other areas 		<ul style="list-style-type: none"> • Corporate culture, talent planning and DEI initiatives • Corporate goals related to safety, reliability, grid modernization, capital spending and DEI initiatives 	
 <p>AUDIT AND FINANCE COMMITTEE</p> <ul style="list-style-type: none"> • Key risks related to safety, wildfire, climate change and reliability • Political and charitable contributions • Employee HelpLine data and ethics survey results on company culture • Capital budgets and spending 	 <p>COMPENSATION AND EXECUTIVE PERSONNEL COMMITTEE</p> <ul style="list-style-type: none"> • Incentive compensation goals related to wildfires and safety, clean energy and electrification, diversity and inclusion and other ESG issues • Senior leadership talent, development and diversity 	 <p>NOMINATING AND GOVERNANCE COMMITTEE</p> <ul style="list-style-type: none"> • Board composition and diversity • Significant ESG trends and Board and committee oversight of relevant ESG issues • Shareholder outreach efforts on ESG issues 	 <p>SAFETY AND OPERATIONS COMMITTEE</p> <ul style="list-style-type: none"> • Safety culture, operational goals and risks • Employee, contractor and public safety • Electric system reliability • Cyber and physical security • Wildfires

- **Performance Incentives**

The board’s Compensation and Executive Personnel Committee approves annual performance incentive awards based on Edison International’s financial, strategic, operational and safety goals. These goals relate to key areas of our clean energy strategy and core operations, including many of our material ESG topics. In particular, the committee has been increasing the weighting of safety and resiliency annual incentive goals in recent years. For 2021, the committee approved corporate performance scoring matrices for Edison International and SCE with 50% weighting — up from 45% in 2020 — for the safety and resiliency goal category, which covers worker safety, public safety, wildfire resiliency and cybersecurity goals. Edison International ties pay to performance by making most officer compensation at risk.

- **Public Policy Engagement**

Edison International’s public policy engagement includes significant focus on influencing the political agenda to help deliver the benefits of clean energy and electrification. We also participate in national organizations and coalitions to advance climate and

clean energy policy, with a particular advocacy focus on electrification. See Edison International's [political contribution policy](#).

Edison International is transparent about our political contributions and publicly discloses them on [our website](#). In 2020, the company was again recognized as a "Trendsetter" (highest rating) by the [Center for Political Accountability](#), an independent nonprofit, nonpartisan organization, for our commitment to transparency and accountability in corporate political spending. This is the fifth year in a row Edison International has received this recognition.

- **Cyber and Physical Security Oversight**

Edison International's board of directors has assigned primary responsibility for cybersecurity oversight to its Safety and Operations Committee, which receives regular cybersecurity updates from SCE's senior vice president for Information Technology and chief information officer, and SCE's vice president of Cybersecurity and IT Compliance. The board also receives an annual report on cybersecurity from the CIO and an independent consultant that includes an assessment of cyber programs and the IT organization. We have established a cybersecurity oversight group comprised of a multidisciplinary senior management team to provide governance and strategic direction for the identification, protection and detection of cybersecurity risks. The board has designated one director to regularly attend cybersecurity oversight group meetings and report on these meetings to the Safety and Operations Committee. Other board members are also invited to attend these meetings and typically attend at least one meeting annually.

Physical and cybersecurity risks are included in key enterprise risk reports to the board's Audit and Finance Committee. Briefings are also provided to board members on specific security topics during meetings of the board's Safety and Operations Committee, including information about the dynamic physical and cybersecurity threat landscape and Edison International's defense and risk mitigation strategies. Additional aspects of Edison International's physical and cybersecurity programs receive oversight from other senior management committees to ensure that these programs effectively, appropriately and responsibly address identified risks from a holistic and broad perspective for the company.

- **Management's ESG Role**

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

- **Our Stakeholders**

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

During the past year, we reached out to the stewardship teams of our top 25 shareholders, representing more than 68% of our shares, and were successful in meeting virtually or by telephone with holders of approximately 50% of our shares. This year's engagements centered on our clean energy strategy, wildfire risk mitigation, DEI efforts and the impact of COVID-19 on the company and our employees. Shareholders offered feedback on Edison International's executive compensation program and approach to ESG disclosures, which was then discussed with the Compensation and Executive Personnel and Nominating and Governance Committees of the Edison International Board of Directors.

Edison International also engages with customers, communities, partners and public officials in the areas where we operate to raise awareness about and invite feedback on our programs and services.

ESG Strategy

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

SCE delivers power to customers entirely within the state of California, which has some of the most ambitious science-based

climate change goals in the U.S. These goals include economywide net-zero greenhouse gas (GHG) emissions by 2045 and net-negative thereafter, in addition to a 40% reduction in GHG emissions from 1990 levels by 2030 and 80% by 2050. Taken together, these goals are broadly considered to be consistent with limiting future global temperature rise to no more than 1.5°C above pre-industrial levels in accordance with the October 2018 United Nations Intergovernmental Panel on Climate Change (IPCC) [Special Report on Global Warming of 1.5°C](#) and as reaffirmed in August 2021 by the Working Group contribution to the [Sixth Assessment Report](#).

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

SCE’s first paper, [Clean Power and Electrification Pathway](#), was published in 2017 and presented an integrated blueprint for California to reduce GHG emissions and air pollutants by 2030. In 2019, [Pathway 2045](#) identified five key actions for affordably achieving carbon neutrality by 2045, reflecting the state’s expanded climate change commitment. In 2020, SCE published [Reimagining the Grid](#), a technical paper that is a comprehensive assessment of the grid changes needed to support California’s GHG emissions reduction goals while adapting to evolving customer and climate change-driven needs. Most recently, Edison International published a policy paper, [Mind the Gap: Policies for California’s Countdown to 2030](#), which is our analysis of the policy changes and additions needed to ensure that California meets its 2030 GHG reduction goal — a reduction vital for the state to ultimately achieve its goal to decarbonize its economy by 2045.

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

- **Adapting to a new climate reality**

SCE is adapting its operations and infrastructure to the evolving physical risks of climate change by evaluating the potential long-term impacts of temperature, precipitation, sea-level rise and wildfire hazards on our infrastructure and operations. SCE is using 10 California-endorsed Global Climate Models as the best representation of weather patterns and a conservative, high-emissions global warming scenario to ground this assessment. SCE will submit its first climate adaptation vulnerability assessment to the California Public Utilities Commission in May 2022.

In the near-term, SCE continues to adapt its system to the threat of climate change-driven wildfires. In 2020, California experienced its largest wildfire season in modern history. In total, [more than 4 million acres burned](#), doubling the previous record set in 2018. Rare dry lightning strikes in Northern California were the cause for many of the fires. For the second consecutive year, we do not believe damage from any wildfire alleged to have been caused by SCE equipment resulted in the catastrophic level of damage experienced in 2017 and 2018. SCE met or exceeded nearly all of our wildfire mitigation goals in 2020.

For more details, see our: [Wildfire Mitigation Plan](#) filed in February 2019; [updated Wildfire Mitigation Plan](#) filed in February 2020; Safety topics in our [2020 Sustainability Report](#); [Grid Safety and Resiliency Program](#) filed in September 2018; and our [2021 GRC](#) filed in August 2019.

SCE'S PATHWAY 2045 OUTLINES FIVE ACTIONS CALIFORNIA CAN TAKE TO AFFORDABLY ACHIEVE ECONOMYWIDE CARBON NEUTRALITY

- Decarbonize Electricity**
100% of retail sales powered with carbon-free electricity
- Electrify Transportation**
Including three-quarters of light-duty vehicles, two-thirds of medium-duty vehicles and one-third of heavy-duty vehicles
- Electrify Buildings**
70% of space and water heating electrified in the built environment
- Low-Carbon Fuels**
Applications that are not viable for electrification to use low-carbon fuels
- Carbon Sinks**
Remaining carbon to be sequestered to reach carbon neutrality

Strategic Focus Areas

- **Clean Energy**



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

- 2019: 51%
- 2020: 43%
- 2030 interim goal: 80%
- 2045 goal: 100%

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

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

Forty-three percent of the power SCE delivered to customers in 2020 is estimated to have come from carbon-free sources, including predominantly California Renewables Portfolio Standard (RPS)-eligible resources such as wind and solar, along with other carbon-free sources such as large hydroelectric and nuclear power.

In terms of year-over-year performance, carbon-free resources comprised 43% of SCE's delivered power mix in 2020, down from 51% in 2019. The decrease was primarily due to the sale of excess renewable energy credits to community choice aggregators and other load-serving entities. Despite this decrease, SCE remains well-positioned to meet our 2030 and 2045 RPS and carbon-free power goals and interim targets. In 2020, SCE's estimated delivered power mix emitted approximately 42% fewer GHG emissions per unit of electricity compared to the latest available U.S. national average.³

In 2020, SCE was recognized by the Smart Electric Power Alliance's (SEPA) Utility Transformation Leaderboard for accelerating utility transformation to a carbon-free, modern grid.

Edison Energy⁴ provided customers with energy solutions to meet their global sustainability and cost goals. In 2020, Edison Energy advised customers on 2.2 gigawatts of renewable power purchase agreements and expanded its operations to Europe.

- **Electrification**



TRANSPORTATION ELECTRIFICATION

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

- 2019: 104 vehicles across eight sites committed
- 2020: 447 vehicles across 35 sites committed
- 2024 goal: 8,490 vehicles across 870 sites committed

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

- 2019: 2,755 ports across 148 sites committed
- 2020: 2,755 ports across 148 sites committed
- 2025 goal: 41,000 ports across 2,200 sites committed

³ U.S. national average available through the Environmental Protection Agency (EPA) Emissions and Generation Resource Integrated Database (eGRID) for data year 2019 is 889.214 lbs CO₂e/MWh or 0.40 MT CO₂e/MWh

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

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

2019: 17% light-duty, < 1% medium-duty, 4% heavy-duty vehicles and 37% forklifts²

2020: 35% light-duty, < 1% medium-duty, 5% heavy-duty and 40% forklifts

2030 goal: 100% light-duty, 30% medium-duty, 8% heavy-duty vehicles and 60% forklifts

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

Through SCE's Charge Ready program, launched in 2016, we help businesses, local governments and members of the public make the switch to electric transportation by increasing the availability of charging stations. In 2020, SCE received regulatory approval for a \$436 million expansion to the program that will add approximately 38,000 new charge ports over the next several years. SCE also runs the nation's largest truck and transit charging program for a single IOU and is developing charging infrastructure to support 8,490 medium- and heavy-duty vehicles at 870 customer sites, a \$356 million investment.

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

SCE promotes the electrification of commercial and residential buildings by educating stakeholders about the benefits of clean electric technologies and by promoting customer adoption of heat pumps and other efficient electric appliances and technologies. SCE does this through support for relevant policies, customer programs and industry outreach and contractor training. In 2020, SCE installed more than 15,000 clean, efficient electric space and water heat pumps through the Home Energy Efficiency Rebate program for residential customers. The heat pumps, providing both cooling and heating, replaced natural gas furnaces, and we exceeded our installation goal by 25%.

- **Grid Modernization**

SCE invests \$5 billion annually in a safe, reliable, and clean energy grid. The grid of the future must support high levels of carbon-free resources, integrate new technologies and services and remain safe, reliable, affordable and resilient despite the effects of climate change, such as more extreme temperatures. SCE is meeting these challenges by shifting its grid planning capabilities from a systemwide-only focus to one that meets multiple objectives based on specific and localized needs while also addressing systemwide needs. SCE has also invested in digital tools to automate grid management and inspections.

As electric utilities continue to advance the application of digital tools, the grid faces risks from malicious actors searching for new pathways to attack via these new technologies. SCE studies new and existing infrastructure to identify where defenses can be strengthened as the threat landscape evolves.

In 2020, SCE released [Reimagining the Grid](#), a comprehensive assessment of how the grid must change to support California's GHG emissions reduction goals and to deliver 100% carbon-free power by 2045 while also supporting changes in how and where customers use electricity.

- **Customer Solutions**

SCE and Edison Energy⁵ are committed to providing superior service and a high-quality experience to their customers. SCE is giving customers access to everything from rooftop solar and energy storage to electric vehicles and charging infrastructure. SCE is helping make clean energy offerings accessible to all, focusing on increasing customer adoption of solar, storage, electric vehicles and the efficient appliances that, along with electric space and water heating, are essential in the emissions reduction

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that comes from building electrification. By the end of 2020, more than 385,000 SCE customers had connected behind-the-meter solar and/or solar with paired energy storage to the grid.

SCE is committed to making the clean energy transition affordable for its customers, especially those who are economically vulnerable. In 2020, SCE maintained the lowest system average rate among California's investor-owned utilities, and SCE's average residential bill was 16% lower than the national average due to California's mild climate and high energy-efficiency standards. With SCE's commitment to operational excellence, our rates have grown less than Los Angeles-area inflation for the past 30 years.

SCE also has a particular focus on equity and program participation in environmental and social justice (ESJ) communities. SCE prioritizes low-income customers and ESJ communities when designing programs and incentives to connect customers with clean energy technologies. Among other things, 47% of sites participating in the light-duty electric vehicle charging program are in California-designated disadvantaged communities (DACs), a subset of ESJ communities. At least 50% of SCE's investments in the expansion of its light-duty electric vehicle charging program will be in DACs. In 2020, SCE also installed one-quarter of electric space and water heaters through the Home Energy Efficiency Rebate program in DACs and continues to offer income-qualified customers energy-efficient appliances at no cost.

In 2020, SCE provided bill relief and other forms of assistance to customers financially affected by COVID-19, including temporarily suspending service disconnections and verification of California Alternate Rates for Energy (CARE) and Family Electric Rate Assistance (FERA) eligibility requirements. SCE targeted communications about income-assisted rates to communities most affected by the pandemic. Thirty-two percent of SCE's total residential population is enrolled in either CARE or FERA. Year-end 2020 enrollment in CARE and FERA increased 21% from the end of 2019.

SCE's responsibility to provide reliable service was heightened in 2020, as residential and critical care customers relied on SCE to provide uninterrupted power for education, work and lifesaving assistance during the COVID-19 pandemic. In 2020, SCE entered the final year of its three-year Reliability Roadmap, a progress plan that made lasting changes in four focus areas: performance management, work practices, engineering and technology. In 2020, SCE's reliability performance was flat or fell slightly compared to 2019 across all three of its reliability metrics due in part to operating restrictions in high fire risk areas during periods with high wind and other fire-related climate conditions, some of which resulted in Public Safety Power Shutoffs (PSPS).

As SCE continues to advance its grid hardening efforts, we anticipate that these operating constraints will be relaxed and the long-term benefits of the roadmap will persist. In the interim, by supporting community resource centers and deploying community crew vehicles to provide information, basic necessities and power access, SCE provides relief to customers affected by PSPS. In 2020, we provided 721 free portable backup batteries to income-qualified critical care customers who depend on life-support medical equipment and live in a high fire risk area. SCE distributed 150-watt power inverters to more than 170 customers who own electric vehicles and were impacted by three or more PSPS outages. Rebates on backup battery solutions and hotel discounts for customers experiencing an extended outage, including PSPS, were also available for customers. Compared to 2019, SCE was able to reduce the average duration of 2020 PSPS events by 33% and customer minutes of interruption by 22%.

- **Safety and Health**



Achieve public and worker safety goals at SCE:

No serious injuries to the public from system failure

- 2019: 1 (goal not met)
- 2020: 1 (goal not met)
- Goal: Ongoing

No worker (employee or contractor) fatalities:

Employee

- 2019: 0 (goal achieved)
- 2020: 0 (goal achieved)
- Goal: Ongoing

Contractor

- 2019: 3 (goal not met)
- 2020: 3 (goal not met)
- Goal: Ongoing

Improve employee physical and psychological safety through culture transformation:

- 2019: "I have to" (phase two)
- 2020: "I have to" (phase two)
- 2026: "I choose to for us" (phase four)

Safety is Edison International's top value. We are committed to keeping members of the public and our employees and contractors safe from harm. SCE's approach to public safety begins with its \$5 billion investment annually to modernize the grid. It also includes year-round emergency planning and response, as well as public education. One of the central elements of our public safety program is our "All-Hazards" response plan, which establishes the framework for how SCE will respond to emergencies such as earthquakes, cyberattacks, severe weather patterns and pandemics.

In 2020, our pandemic hazard plan, which we have had in place since 2007, and business continuity program were put into action with COVID-19. No serious injuries to the public from failure of SCE's electrical system is an annual corporate goal for both Edison International and SCE. In 2020, we did not meet this goal, with one serious injury to the public.

In 2020, Edison International had zero employee fatalities. However, our serious injury and fatality (SIF) rate for employees increased by 126% compared to 2019 and 10% compared to 2018. Factors potentially contributing to the increase include stress, distractions and work-related changes related to the COVID-19 pandemic and wildfire response workload.

SCE was deeply saddened that three employees of our contractors suffered fatal injuries in 2020. We take these fatalities as seriously as if they were SCE's own employees. To improve contractor safety performance, we updated our contractor safety management standard in 2020, strengthening contractor requirements, including related to hazard mitigation, contractor oversight of their employees and subcontractors, training, and new safety requirements.

Every three years, we undertake a safety culture assessment of Edison International and SCE team members. Our 2020 survey was the first opportunity to check progress against the cultural transformation work we began in 2018. While the 2020 survey showed that the company remained at the same phase of its safety journey relative to the prior assessment, the survey demonstrated strong indicators of progress. At 78%, most employees indicated the safety culture has improved over the past two years and 75% agreed they have seen an improvement in safety leadership. However, employees reported that some leaders still have "old-school" attitudes. Safety culture efforts will continue to focus on fostering leader safety ownership to anchor safety culture gains.

• Diversity, Equity and Inclusion



Achieve gender parity in executive roles by 2030:

- 2019: 35% women
- 2020: 36% women
- 2030: 50% women

Our unwavering commitment to diversity, equity and inclusion (DEI) reflects the rich diversity of the areas that 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. 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 across the nation.

Edison International has nearly 70% workforce diversity (female and/or racially or ethnically diverse). 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. We have seen an increase in workforce diversity for the past three years, and our workforce diversity generally meets or exceeds labor market availability at all levels.

To remain transparent and accountable, we have committed to sharing detailed data on our workforce, suppliers and community investments. Full disclosures are available in our [2020 Diversity, Equity & Inclusion Report](#) — one of the most comprehensive sets of DEI data in our industry and beyond. [EEO-1- level data for SCE](#) is available on our website. In 2020, Edison International also [made 10 commitments](#) to advance DEI throughout the company and the communities we serve.

We also value the diversity of ethnicity, gender, skills, backgrounds and qualifications on the board. Of the 11 directors currently on our board, four are female (36%) and seven are diverse in terms of gender, race, ethnicity and/or LGBTQ self-identification.

We received several recent recognitions as one of the best places to work for disability inclusion, LGBTQ+ equality, and for women. For a full list of awards please visit our [2020 Sustainability Report](#).

While we recognize the progress we've made to date, we remain committed to making even more meaningful change. Through internal surveys, we track employee sentiment over several engagement categories. Since 2017, our employee sentiment survey results generally show positive trends for all employees. More needs to be done to increase inclusion for Black employees, however, and this is a focus area of our [DEI Commitments](#).

SCE has a longstanding commitment to increasing partnerships with diverse suppliers, including women, minority, disabled veteran and lesbian, gay, bisexual and transgender business enterprises. In 2020, SCE's investments in supplier diversity led to \$3.5 billion in contributions to the U.S. economy and sustained 23,153 jobs. Between 2012 and 2019, SCE met or exceeded our aspirational goal to allocate at least 40% of our total annual procurement spend to diverse suppliers. We fell short of that aspirational goal in 2020, spending 37.66%, or \$2.4 billion, with diverse suppliers. This was largely due to SCE's rising wildfire insurance costs and limited diverse suppliers from which to procure the insurance. SCE's 2020 procurement spend with diverse suppliers was more than 40% when excluding wildfire insurance. While the percent of annual procurement spend declined in 2020, SCE's total spend with diverse suppliers increased by 9% compared to 2019, from \$2.2 billion to \$2.4 billion. Read more about our [2020 Supplier Diversity Annual Report and 2021 Annual Plan](#) and [2020 Supplier Diversity Economic Impact Report](#).

Topic Areas	Reference Links
Climate Goals and Related Analysis	<ul style="list-style-type: none"> • 2020 EIX Sustainability Report • Sustainability Goals • 2020 Sustainability Goals Progress • Reimagining the Grid • Pathway 2045 • Clean Power and Electrification Pathway • SCE Wildfire Mitigation Efforts • 2019 Wildfire Mitigation Plan
Diversity, Equity and Inclusion (DEI)	<ul style="list-style-type: none"> • 2020 Diversity, Equity and Inclusion • 2020 Supplier Diversity Annual Report and 2021 Annual Plan • 2020 Community Impact Report • 2020 SCE EEO-1 Diversity Data • 2019 Supplier Diversity Economic Impact Report
Governance and Other	<ul style="list-style-type: none"> • 2021 Joint Proxy Statement • 2020 Annual Report • 2020 Financial and Statistical Report • Corporate Governance Information • Investor information • Political Contributions Report • Political Contributions Policy • Sustainability at Edison Energy