EDISON AWARD

2026

EDISON INTERNATIONAL®



What We Want to Recognize

The Edison Award celebrates outstanding performance and employees who live Edison International's values and guiding behaviors. Our values are important to our culture and performance. The Edison Award makes those values tangible and celebrates employees for living them, reinforcing our commitment to building a healthy, high-performing culture. We're looking for two main qualities in our winners:

1. OUTSTANDING PERFORMANCE

Role models who go above and beyond what's asked of them to deliver value to Edison International. Employees who are results-oriented, thought leaders and change agents.

When nominating someone, consider people who:

- Take extra personal initiative to get the job done right.
- Are known as the "go-to" people in their work group.
- Take performance to the next level.

2. LIVING OUR VALUES AND GUIDING BEHAVIORS

Role models who consistently demonstrate our values in action.

When nominating someone, be sure to provide concrete examples of the guiding behaviors.

Safety	Acts as a safety culture leader; consistently works safely and stops unsafe work; coaches and recognizes safe work practices and behaviors; looks out for others; masters safety — understands the work and knows the safety risks; visibly models and promotes safe behaviors.
Integrity	Acknowledges and learns from mistakes; delivers on commitments and promises; handles issues directly and openly; lives our values; walks the talk — actions and words are consistent.
Excellence	Accepts accountability for his/her/their actions; acts with a sense of urgency; builds on the strengths of diversity; sets high expectations and gets results.
Respect	Assumes best intentions, not motives; fosters a positive, open environment; provides honest feedback and constructive coaching; recognizes the contributions of others.
Continuous Improvement	Consistently raises the performance bar; develops others; ensures others have the context and information to succeed; pursues opportunities to grow and learn; takes appropriate risks; welcomes change and new ideas.
Teamwork	Encourages cross-organizational collaboration; identifies new opportunities for creating value by working together; involves others and seeks their input; makes decisions for the greater good, not self-interest; strengthens performance through mutual support.

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EDISON AWARD PROGRAM SCHEDULE 2026	
KEY DATES	ACTIVITY
March 30, 2026	**Program launch**
April 24, 2026	**Nomination deadline**
May 4-15, 2026	OU teams review nominations and prep for judging
May 18-June 5, 2026	OU team judging
June 11, 2026	**List of all nominees posted on Edison Award site**
June 12, 2026	OU submits proposed finalists' names and forms to Human Resources
June 15-19, 2026	Human Resources reviews finalist nomination forms
June 22-26, 2026	OU prep/rewrite finalist forms for winner judging
June 22-July 2, 2026	Finalists are vetted with HR, Ethics, Security
June 29, 2026	OU submits final forms to Human Resources for winner judging
July 9, 2026	**Finalists announced companywide**
July 13-22, 2026	Judging team to review finalist nominations for winner judging
July 22, 2026	OU submits proposed winners' names to Human Resources by 1 p.m.
July 23, 2026	Judging team to choose winners
July 24-31, 2026	Winners vetted with HR, Ethics, Security
Aug. 17, 2026	**Finalist luncheon**
Aug. 19-20, 2026	EMC judging session
Aug. 24, 2026	Winners notified
Aug. 27, 2026	**Winners announced companywide**
Sept. 26, 2026	**Winner Recognition Event**

Where to Find the Program Online

Edison Award Website

The Edison Award website can be found by going to https://on.edison.com/edisonaward . This is an external site to allow access to all our employees, including Trio. All award information can be found on this site, including this overview document, link to nomination form, list of past winners, etc.

Portal

Access to the Edison Award site is also available via the Portal. Links are included on the following homepage drop-down menus:

- Company/Culture
- About Me/Pay & Compensation/Give-Get Recognition

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Award Criteria

ELIGIBILITY

TO NOMINATE

Any employee who is not a contingent worker is eligible to nominate an eligible employee. You may nominate your peers or a manager, and managers and leadership may nominate subordinates.

You may nominate someone outside of your operating unit (OU). Previous Edison Award winners, finalists and members of the Edison Award program team are also eligible to nominate someone.

You may not nominate yourself or a team of employees. You may submit multiple nominations for different employees — completing a separate nomination form for each employee.

TO WIN

The Edison Award is open to employees who are current/regular/active at the time of nomination, including supervisors and managers of Edison International, Southern California Edison and Trio and those represented by the IBEW and ESC.

Members of the Edison Award program team that are below director level are eligible. Previous Edison Award winners are not eligible to win again; however, 2024 finalists remain eligible if renominated.

The program excludes executives (directors and above). These individuals already have performance incentives tied to their annual compensation. Temporary employees (interns/trainees) and contingent workers (supplemental personnel, consultants and contractors) are not eligible to win.

NOMINATIONS

You may nominate using the online nomination form: Edison Award 2026 Nomination Form.

- All OUs will follow one standardized nomination form and one common submission deadline. Paper forms will not be accepted.
- It is important to complete the entire nomination form because each section is specially designed to ensure consistency across all OUs. **If the form is incomplete, it will not be eligible for consideration.**
- The employee's highlighted performance must have been demonstrated from 2024 through 2026.
- Please ensure accuracy of all examples provided on the nomination form. The OU program team will verify the information before judging.
- The judging process is not based on grammar, vocabulary or spelling, but rather on convincing, specific and factual examples that show why the employee deserves to be a role model for Edison International's values. Short and succinct descriptions of an employee's specific actions and behaviors are better than broad generalizations.
- *The online form cannot be saved while you're in the process of creating it.* Responses should be drafted in the Word template provided on the site and entered into the online form in a single session.
- When nominating someone for work they did in a previous OU before switching into a new OU, please use the nominee's previous OU when filling out the form.
- Once the form is complete, clicking **"SAVE"** will officially submit the nomination. The nominator will then automatically receive an email confirming that their form has been received. A copy of the nomination will automatically be sent to the nominee's OU program manager for review and judging. The OU program manager may follow up with you directly if they have a question about your submission.
- The nominee will **NOT** receive a copy of the nomination form, nor will they know who nominated them. We leave it to the nominator whether to notify the person directly. A full list of nominees will be posted on the Edison Award site in June. The list will only include the nominee's name, title and OU. It will not include the nominator's name.

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JUDGING

Program directors will form a selection committee of OU leadership, officers, directors and a few former winners from the departments represented within the OU to select the finalists for their group.

Finalists will be vetted by HR, Ethics and Security, and approved by the finalists' manager and OU leader before submission to the Winner Judging Team.

The Winner Judging Team consists of the OU program directors and a few former Edison Award winners, including at least one represented member chosen by the Program Planning Team.

The team will evaluate the 50 OU finalists submitted and use the general judging procedures outlined in this packet.

The EIX Managing Committee (EMC) will judge using the recommendation from the Winner Judging Team and approve the final 20 winners prior to announcement.

FINALISTS

Up to 50 Finalists will be selected

- Number of finalists per OU is outlined on p. 9.
- Finalists will be announced through Portal on July 9, 2026.
- Finalists will attend a special luncheon in person on Aug. 17, 2026.

WINNERS

Up to 20 Winners will be selected

- Winners will be notified Aug. 24, 2026.
- Winners will be announced companywide Aug. 27, 2026.
- Winners will receive a commemorative trophy and a cash prize worth $10,000 gross (pretax).
- The Winner Recognition Event will be Sept. 26, 2026, and include a formal dinner and one complimentary hotel room for a one-night stay for winners. All winners, EMC and SVP officers of the winners will be invited to the event and may bring one adult guest.

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SAMPLE ONLINE NOMINATION FORM

ABOUT THE NOMINATOR

	SAMPLE FORMAT:
Your First Name:	Jane
Your Last Name:	Doe
Your Job Title:	Advisor
Phone Number:	000-000-0000/+000 00 000 000
Your Work Email Address:	jane.doe@sce.com
Your Operating Unit (OU): (use drop-down menu on online form)	Transmission & Distribution

ABOUT THE NOMINEE

First Name:	John
Last Name:	Doe
Job Title:	Senior Manager
Representation:	Represented/Non-Represented
Department:	Grid Ops
Edison Office Location:	Ventura Regional Office
Name of Immediate Manager/Supervisor:	Mary Jones
Nominee's Operating Unit (OU): (use drop-down menu on online form)	Transmission & Distribution

NOMINEE'S JOB FUNCTION

Describe the nominee's job function and how this role supports the operating unit or department.

NOTE: In your answer, describe the nominee's job responsibilities in a way that someone who doesn't work in your area could easily understand.

SAMPLE DESCRIPTION:

John Doe is a material handler at the Distribution Center. His job responsibilities include coordinating and tracking vendor and internal transportation trucks. Additionally, John Doe is the Distribution Center's safety team captain. In this role, John provides direction and support to the location safety team and identifies and champions safety improvements. John's work is important to SCE because he ensures we have a safe, reliable fleet to serve customers and he is directly involved in ensuring the safety of his team members.

IN YOUR OWN WORDS

Please provide a short quote describing the nominee's specific contributions and outstanding achievement.

NOTE: This information may be used in program publicity materials on Portal, our external-facing site and at the awards event.

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SAMPLE QUOTE:

"John Doe quickly became a "go-to" person for the network of investigators across the enterprise. He consistently goes above and beyond in his role as an investigator. He is frequently assigned cases that are sensitive and require a balance of diplomacy and tact as well as firmness. He is often the first person the other investigators call because everyone knows he responds in a timely manner and with professional judgment."

Quality 1: Serve as a Role Model for Outstanding Performance

Why should this employee be singled out as a companywide model for performance?

NOTE: In your answer, describe how this employee goes above and beyond his/her/their normal job responsibilities, how this extra effort makes a difference within your area or the company, what impact this individual has had on the business and what the specific, measurable outcome has been.

PARTIAL EXAMPLE FOR OUTSTANDING PERFORMANCE:

John Doe is eager to learn and grow and he volunteers to manage tasks outside of the responsibilities of his job description. When John learned that the manager of the Waste-Not program — SCE's employee recycling program — was planning a leave of absence, he asked to be trained to assume the acting manager role.

In that capacity, John closed one storage facility and worked with Corporate Resources to design and construct another. He revised the tracking system the company uses to estimate the amount of waste that is diverted from landfills. And he made program information on Portal user-friendly so that employees could learn how to dispose of all recyclable waste, not just Waste-Not items.

By diverting waste from landfills, the Waste-Not program saved 2,421,271 BTUs in 2022, or the equivalent of eliminating annual emissions from 145,155 households, etc.

Quality 2: Act as a Role Model by exemplifying Edison International's Values and Guiding Behaviors. Describe how the nominee demonstrates these qualities.

Review Edison International's values and guiding behaviors listed in this document. Summarize how the nominee demonstrates our company values, sets a standard for excellence, and inspires others. Additionally, please provide specific examples demonstrating how this employee embodies each of the values.

NOTE: Be detailed in your responses. Use real stories or concrete examples to showcase how the employee's behaviors reflect Edison International's values and have led to improved outcomes or supported their department or the company's priorities. Make sure to address every value individually with relevant evidence.

VALUES OVERVIEW	
SAFETY	(Input detailed example)
INTEGRITY	(Input detailed example)
EXCELLENCE	(Input detailed example)
RESPECT	(Input detailed example)
CONTINUOUS IMPROVEMENT	(Input detailed example)
TEAMWORK	(Input detailed example)

PARTIAL EXAMPLE FOR LIVING THE VALUES:

John Doe consistently demonstrates that the company's values are also his own. He is respected by his team for his attention to detail, honesty and unfaltering focus on high-quality, tangible results. In the spirit of Continuous Improvement, John Doe was instrumental in the development of a new system to accelerate the claims process. The system minimizes the number of times a claims representative must access the file. He always looks for ways to streamline our processes and to incorporate knowledge from lessons learned into new projects. He respects his peers and looks for ways to collaborate to improve project outcomes.

He meticulously checks his work and is accountable when any questions come up. The processes and templates he developed for his own use were some of the building blocks of the One Touch Collection Process, a new program that consolidates this work. He trained his colleagues to apply the paperless system. Most recently, he trained his successor who is managing the new system that he pioneered. The new person has demonstrated success in her new role, no doubt in part because of John's careful transfer of knowledge, etc.

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Allocation of Finalists Per OU

All OUs will choose a maximum number of finalists that is roughly based on their OU employee population, with no guaranteed winner. There will be up to 50 finalists. Finalists will be vetted with Human Resources, Ethics and Security for evaluation before their submission to the Winner Judging Team.

NUMBER OF FINALISTS PER OPERATING UNIT		
COMPANY	**OU**	**# OF FINALISTS**
Edison International	EIX Holding Company (Audits/ERM)	1
Trio	Trio	2
EIX/SCE	Corporate Affairs	1
	Customer Service	5
	Energy Procurement & Management	1
	Enterprise Security	2
	Environmental, Health, Safety & Quality	2
	Ethics & Compliance	1
	Finance	2
	Generation	2
	Human Resources	2
	Information Technology	3
	Legal	2
	Nuclear	1
	Operational Services (EMS)	3
	Regulatory Affairs	1
	Strategy Planning & Performance	1
	System Planning & Engineering	3
	Transmission & Distribution	14
	Wildfire & Business Resiliency	1
	Finalists Total:	50

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Finalist Judging

Based on best practices from previous years, we recommend OUs use the following process when managing their judging and selecting finalists:

- Form a selection committee of the **OU program leader, officers/VPs and directors** from the departments within the OU. Also include a few former OU Edison Award winners.
- Plan and allow enough time to complete the OU finalist judging process. Schedule your finalist judging session(s) now (May 18-June 5).
- Members of the Finalist Judging Team should review the award criteria and judging guidelines before reading any OU nominations. This will ensure that the judging team has a clear understanding of the qualities that will distinguish the best entries.
- Depending on the number of entries received from the nomination process, judges may want to set aside time on their calendars for the review process.
- While reviewing the nominations, consider highlighting or underlining specific examples or anecdotes that illustrate the award criteria of outstanding performance and living the values and guiding behaviors.
- One procedure you may want to consider to streamline your judging process is to ask your judging team to select their finalists, rank them on the tally form and turn them into you a day before your judging meeting. This will allow you to tally the votes and provide those results at the meeting to help narrow down the field for discussion. The meeting would then be used to agree on the results, decide tiebreakers and select your finalist rankings and alternates to submit for the winner judging process.

Before the first finalist judging meeting, each team member should:

Step 1: Make a quick cut. Identify a select number of entries that stand out as excellent, companywide models. Look for entries that are compelling, demonstrate actions above employees' regular job responsibilities, and provide specific stories you would want to retell to your employees.

	OUTSTANDING PERFORMANCE	LIVING THE VALUES
Generic	"John is the 'go-to' person for our group. People always count on him to take on tough assignments. He is looked up to by his peers. His actions make him a great role model for the team."	"Susan embodies our value of continuous improvement by ensuring others have the information and context to succeed."
Standout	"When one of our colleagues went on FMLA leave, John volunteered to take on her workload in addition to his own. He regularly met with her team to ensure project milestones were met and provided seamless service to our internal clients. As a result of his personal initiative, the project remained on time, on budget despite this unplanned event. His actions have inspired others to adopt a similar debrief process."	"Susan inherited a team where the former leader did not share information, which resulted in poor team performance and a lot of rework. As soon as Susan took the helm, she instituted weekly team meetings to share information. Through these meetings, the team identified a reporting error that, gone unnoticed, would have put the company at risk with SOX compliance."

Step 2: Narrow the field. Prioritize your standout entries. Look for specific, observable behaviors that support each criterion. Entries should provide anecdotes and examples other employees can learn from. For a more organized judging process, please refer to the Edison Awards examples and use the worksheet, both available in the OU program team tools folder.

Step 3: Finalize your choices. Choose your top finalists. Take notes on why you feel these entries best exemplify the spirit and purpose of the award. Be prepared to discuss your top choices at your OU Finalist Judging Meeting.

Step 4: Attend your OU Finalist Judging Meeting. Attendees should discuss their top choices. At that point, the team will determine if any obvious finalists emerge and identify other contenders. Discuss the strengths and merits of the top entries to reach a decision on the finalists for your area. If clear finalists do not emerge through a unanimous decision, the team can determine award recipients through a majority vote. If you have more than one finalist, they should be ranked. One to two alternates should also be chosen in case there are vetting issues. Panel members should NOT discuss the selection with anyone until after the finalists are announced companywide on July 9.

Step 5: Submit Finalists. Once the finalists are chosen, the program director will submit their OU finalists and alternates, along with ranking, to Human Resources on June 12.

Step 6: Prep for Winner Judging. We will review your finalist nomination forms from June 15-19. If needed, we will provide you feedback and recommend changes to help you prepare for winner judging from June 22-26. The program manager will need to obtain the finalist's manager and OU leader's approval on the nomination form. Please ensure their approvals are included at the bottom of the final nomination form when you resubmit it for winner judging by June 29.

The 50 finalists will be vetted through Human Resources, Ethics and Security before they're submitted to the Winner Judging Team.

Winner Judging

The Winner Judging Team consists of the OU program directors and a few former Edison Award winners — including at least one represented member designated by the Program Planning Team.

From July 13-22, the team will evaluate the 50 finalists by using the general judging procedures outlined in this packet. Your list of 20 winners must be submitted to Human Resources by 1 p.m. on July 22. The Winner Judging Session will take place on July 23.

The team will choose up to 20 Edison Award winners. The EIX Managing Committee (EMC) will judge using the recommendation from the Winner Judging Team and approve the final 20 winners prior to announcement.

No fixed number of awards will be allocated per OU, which allows latitude to recognize our best employees regardless of OU affiliation. Panel members should NOT discuss the selection with anyone until after the winners are notified/announced companywide on Aug. 27.



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Program Team Roles

Employees are encouraged to nominate their peers, including supervisors and managers. This grassroots nomination approach increases participation and excitement among all employees.

OU LEADERSHIP

As an officer, you play an important role in the success of the Edison Award program. This is a great opportunity to spotlight people who are making a difference in your organization.

1. Assign Program Team:
    a. The program directors are responsible for managing the process within your OU and ensuring all program deadlines are met.
    b. The program directors will oversee the nomination collection process and manage judging to pick your finalists. They will also serve on the Winner Judging Team. Because the Edison Award is a corporate priority and deserves executive attention, we are requesting that a director serve in this position.
    c. Program managers are responsible for collecting nominations as well as reviewing, editing and validating the information. They will also prep materials for judging.
    d. Program communicators are responsible for communicating the overall program and nominations schedule with your OU employees. They'll publicize your finalists and winners through localized communications and events.
2. Participate in the OU judging session to choose your finalist(s). May be scheduled anywhere between May 18-June 5.
3. Actively promote the award program to encourage participation and to create excitement leading up to the winners' recognition event in September.
4. Celebrate the finalists and winners within your organization. Personally recognize your organization's award recipients, highlighting them as examples of our values in action. Personal recognition from leadership is a major component of the program's prestige. Since the nominators' names are confidential, we don't recommend including nominators in these celebrations. We also don't recommend hosting all your nominees for smaller celebrations since nominees have not yet been vetted.
5. Treat all finalists and winners equally. We encourage you to focus on the recognition of them, rather than give them additional financial compensation. Here are a few examples of ways leaders may recognize and celebrate finalists and winners:
    a. Place a personal call or send a hand-written note of congratulations.
    b. Recognize recipients in standing meetings and talk about why they were chosen.
    c. Work with your program communicator to feature recipients in local communications.
6. Participate in the Finalist Luncheon on Aug. 17. Your presence at these events will demonstrate your commitment to the program itself, but, more importantly, your commitment to the company's values and culture. The EIX Managing Committee (EMC) and SVPs of the winners will be invited to attend the Winner Recognition Event in September.

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OU PROGRAM DIRECTOR

1. Work with your OU leadership, program manager and communicator and other members of your team on promoting the overall program, encouraging nominations and managing the finalist judging process for your team.
2. Review the OU program leadership role with your leader so that they are aware of their responsibilities and key dates.
3. If your OU is large, you may need to ask additional employees, along with your program manager, to review your nominations. Entries may require more editing since specific details and anecdotes might not be included. Also, you may need to establish a process to ensure the claims made in the nomination are accurate. Your program manager also has a role in this process.
4. Form a selection committee of the OU program leader, officers/VPs and directors from the departments within the OU to select the finalist(s) for your group. Also, include a few former Edison Award winners on your judging team since they are not eligible to win again. Please schedule your finalist judging session(s) now. The finalist judging period will be May 18-June 5. Select finalist(s) and one to two alternates. If you are selecting more than one finalist, please rank them and include the ranking number on the nomination form when you submit them to Human Resources by June 12.
5. The finalist nomination forms will be reviewed June 15-19. If needed, we will provide feedback and recommend changes to your program manager to revise the form(s) to prep from June 22-26 for winner judging. The program manager will need to obtain the finalist's manager and OU leader's approval on the nomination. This should be added to the bottom of the finalist nomination form when your team resubmits it for winner judging by June 29.
6. Once your finalists are chosen, you will then serve on the Winner Judging Team with a few former Edison Award winners — including at least one represented member — to select up to 20 winners. You'll be required to read and judge the 50 finalist forms from July 13-22 for winner selection. Your list of 20 winners will be due to Human Resources by 1 p.m. on July 22. The Winner Judging Session will be July 23.
7. Attend the Finalist Luncheon on Aug. 17.
8. Please note that the nominee will NOT receive a copy of the nomination form, nor will they know who nominated them. This information is confidential. We leave this up to the nominator if they'd like to notify their nominee directly.

OU PROGRAM MANAGER

1. Work with your program director and communicator to promote the program.
2. Completed nomination forms will be routed to you through email. These forms should be filed, saved and converted to Word documents for editing.
3. Once the form is submitted, the nominator will receive an automatic email reply indicating the form has been received. The nominee will NOT receive a copy of the nomination form, nor will they know who nominated them. We leave this up to the individual nominator if they'd like to notify the person directly.

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4. Once you collect the nominations, you should review, edit and validate the information included in the forms. Check to make sure the nominee is labeled with the correct OU or if the form needs to be rerouted to the correct OU program team.
5. Review the eligibility rules — are they a former Edison/Chairman's Award winner (ineligible); is the work highlighted from 2024-2026, etc.
6. We encourage you to review/assess the nominations as they come in. Also, check the quantity of nominations. If you are not receiving many nominations, you may need to increase publicity to your OU.
7. Identify those entries that may require further elaboration and contact the nominator for writing support to enhance possible information gaps. Compare the entry to the judging guidelines to determine where information is missing or could be strengthened. Go back to the nominator or the nominee's supervisor to ask further questions to enhance the information. Edit the form accordingly and review it with the nominator to ensure it maintains the original intent. Conduct a final review with the nominee's supervisor to confirm factual accuracy and ensure no confidential information is being shared.
8. Prep materials May 4-15 for OU finalist judging and provide to Program Director for finalist judging May 18-June 5.
9. The OU judging team will select finalist(s) and one to two alternates. If you are selecting more than one finalist, please rank them and include the ranking number on the nomination form when you submit them to Human Resources by June 12.
10. We will review your finalist nomination forms June 15-19. If needed, we will provide you with feedback and recommend changes to help you prepare your forms from June 22-26 for winner judging. Additionally, you will need to obtain the finalist's manager and OU leader's approval on the nomination. This should be added to the bottom of the final finalist nomination form when you resubmit it for winner judging by June 29.
11. Attend the Finalist Luncheon on Aug. 17.

OU PROGRAM COMMUNICATOR

1. Work with your OU program leadership, program director and program manager on the communication needs for your team.
2. Plan to communicate the overall program and nominations schedule with your OU employees, targeting the main deadlines noted on the schedule — the beginning, middle and end of the nomination window.
3. You may be asked by your team to assist with reviewing/editing/verifying your teams' nomination forms.
4. Publicize your finalists and winners through localized communications and events.
5. Attend the Finalist Luncheon on Aug. 17.

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