

2022

THE POWER OF OUR PEOPLE




DIVERSITY, EQUITY & INCLUSION REPORT






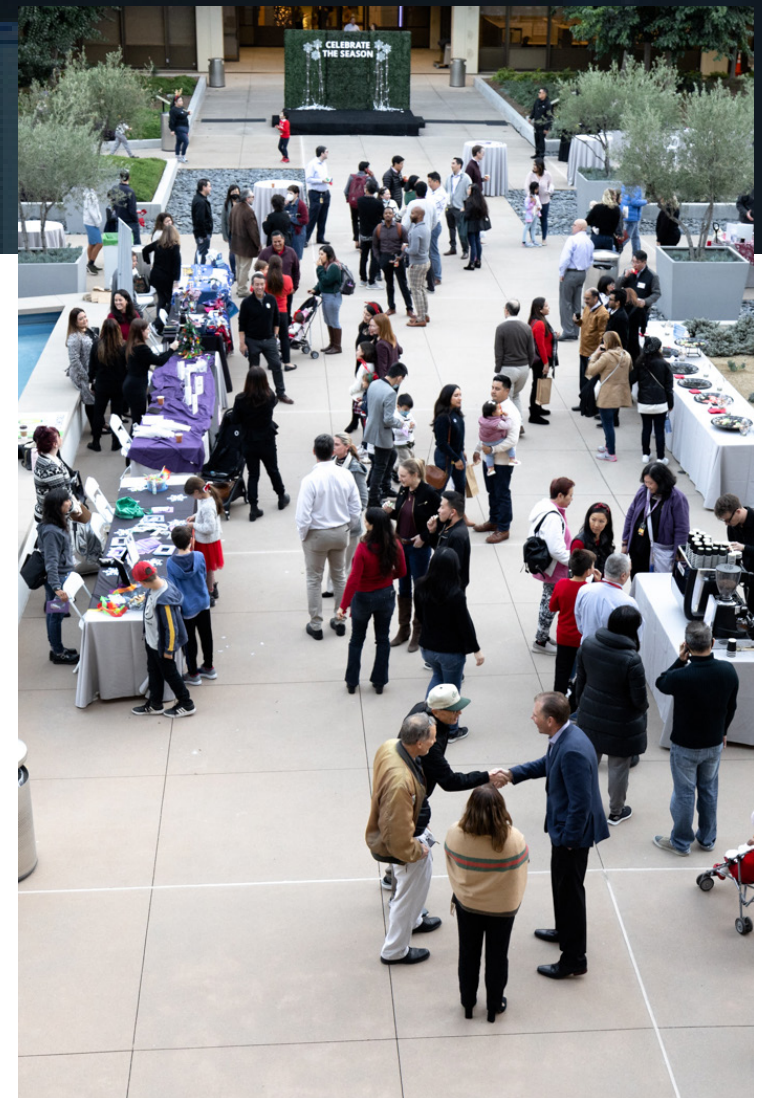
IN THIS REPORT

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 regulated utility company that delivers electricity to 15 million people across southern, central and coastal California. Edison International is also the parent company of Edison Energy,* a global energy advisory company that helps large corporate, industrial and institutional users deliver on their strategic, financial and sustainability goals. Edison International's vision is to lead the transformation of the electric power industry toward a clean energy future, while delivering superior value to customers and shareholders.

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*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. In October 2022, Edison Energy acquired Alfa Energy Ltd., an international energy and sustainability consultancy based in the United Kingdom. Alfa Energy Ltd.'s workforce is not located in the U.S. and does not track race/ethnicity data.

LEADERSHIP MESSAGE



To transform the electric power industry toward a clean energy future, we’re unlocking the power of our people — developing the best and most diverse talent and providing them with an equitable, healthy workplace that enables everyone to thrive.

At Edison International, we believe that diversity, equity and inclusion (DEI) are foundational for our success. We understand that our ability to safely deliver reliable, affordable and clean energy to our customers depends on a healthy culture in which everyone can do their best work because they are valued for their perspectives and unique differences. Building on momentum from commitments and progress in recent years, we continue to measure impact and refine key programs to further integrate DEI within our company culture and business objectives — recognizing this requires investment and commitment at all levels.

Among our progress and achievements, we:

- Developed DEI Action Plans for each Edison International and SCE Organizational Unit (OU) to increase accountability for DEI in all areas of the company and to align and integrate DEI into all OU business goals
- Expanded our Talent Development Accelerator program to include a more diverse group of employees
- Advanced diversity in our talent pipeline through our Lineworker Scholarship program and expanded the program to attract a more diverse talent pool

As outlined in *Pathway 2045*, SCE’s blueprint to helping California achieve carbon neutrality by 2045, decarbonizing the electric sector will provide a remarkable transformation for the environment, the economy and people. However, this clean energy transition will be successful only if we make it equitable for everyone. We believe this transition can create a future with socioeconomic benefits for all, and we are working to ensure that such a transition is just and inclusive. Edison International’s efforts include philanthropy, volunteering, board service, scholarship programs and community partnerships.

We continue to support organizations and initiatives that share our dedication to expanding educational and vocational opportunities and driving growth in economically disadvantaged communities. For example, we partner with GRID Alternatives, a nonprofit that makes renewable energy technology and job training accessible to underrepresented communities. Our recent grants of \$225,000 will support clean energy projects throughout SCE’s service area including the Central Valley, Greater Los Angeles and Inland Empire and provide hands-on solar installation experience for local workers.

We are proud to share Edison International’s achievements and progress in this 2022 DEI Report — a true demonstration of *the power of our people*, coming together to drive real change and deliver meaningful results.

Pedro J. Pizarro,
President & Chief Executive Officer,
Edison International



Steve Powell,
President & Chief Executive Officer, SCE



Natalie K. Schilling,
Senior Vice President and Chief Human
Resources Officer, Edison International and SCE



YEAR IN REVIEW

INCLUSIVE CULTURE AT SCE

87% of employees say they are proud to work at Edison International	12 employee-based Business Resource Groups (BRGs)	17 Men Advocating Real Change (MARC) Dialogue Teams
16 OU DEI Action Plans integrated into business goals	13 virtual livestreams hosted by Edison International CEO, SCE CEO and SCE Executive Vice President of Operations	

INVESTING IN FUTURE TALENT

105 science, technology, engineering and mathematics (STEM) interns employed	12 lineworker scholars welcomed into second cohort; to date, five hired as full-time employees	\$3.4M in STEM scholarships specifically targeted to underrepresented students
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OUR MOSAIC OF DIVERSITY

71.4% total workforce diversity	62.6% racially or ethnically diverse	32.0% female	37.4% females in executive roles
1.8% LGBTQ+ ¹	6.0% individuals with disabilities ¹	4.2% veterans ¹	

COMMUNITY IMPACT

600+ advocacy and community-based organization partners	\$20M in philanthropic funding by Edison International ²	Over 80% of annual philanthropic giving committed to diverse and underrepresented communities
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OUR PATH FORWARD

As we build and sustain a workforce and workplace that is diverse, equitable and inclusive, we have a solid strategy for success. Building upon our commitment to transparency and firm companywide commitments to DEI, this year we focused on increased [accountability in DEI](#) at all levels and functions of the organization. To help achieve success, Edison International ties DEI objectives to incentive-based pay by including DEI objectives in the company's annual goals. In 2022, Edison International's corporate goal required each OU within the company to create a DEI plan, align DEI into its day-to-day operations and integrate and utilize DEI to achieve its business objectives. In addition, SCE's 2022 goal included achieving a target for investing in [diverse businesses](#).

Note: Race/ethnicity data reported reflects staff working in the U.S., which comprises 98% of Edison International's workforce; gender data reported reflects 100% of Edison International's workforce.

SPOTLIGHT ON OUTCOMES AND IMPACT

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Edison International’s support is both meaningful and impactful in the success of our veterans. We are grateful to receive a generous grant that allowed us to reach even more women veterans with our services and also have the support of SCE employees in providing our women veterans with vital support and skills needed to transition to the civilian sector. Through our partnership with SCE and our donors, we collectively impacted over 1,200 women veterans and children this year.”

JODIE M. GRENIER | Foundation For Women Warriors CEO and Marine Corps Veteran

As part of our mission to create a more inclusive company and society, in 2020 we established **10 commitments** that focus on employees, suppliers, our broader charitable giving and the community. We began implementing these commitments in 2021 — starting by focusing on our Black colleagues and community. In 2022, we expanded the reach of our commitments. Below are a few noteworthy successes:

Talent Development Accelerator

This 18-month program matches high-potential leaders with officer-level Talent Champions. The role of a Talent Champion is to provide mentorship, advocacy and increased visibility to participants with the objective of enhancing their leadership capabilities and career development opportunities. We initially piloted this program in 2021, targeting high-potential Black managers. In 2022, we widened the program to a broader community of underrepresented talent — welcoming our second cohort, with plans for a third cohort in 2023.

Long-term success of the Talent Accelerator Program will be evaluated based on several measures, including feedback collected from participants and Talent Champions; alignment of this Program with Edison International’s overall DEI goals; stakeholder interest in expanding the Talent Accelerator Program to a broader participant base; and, ultimately, participant career progress through lateral and promotional movement.

Allyship Commitments

The annual allyship charitable commitments are deeply invested in time, energy, funding and cooperation with community partners to bring about meaningful growth, opportunity and demonstrated values in the Edison International commitment to DEI.



What began as a response to building and supporting the community in racial equity has continued in partnership to help cultivate and sustain organizational and community resiliency. We collaborate with Southern California Grantmakers, Inland Empire Community Foundation and Orange County Community Foundation to fund the Black Equity Collective, Black Equity Initiative — Inland Empire and the African American Alliance Fund — all organizations dedicated to promoting the advancement and empowerment of Black communities. In 2022, Edison International increased our contributions to these coalitions for a total of \$130,000 combined. These contributions are intended to benefit many organizations as they partake in the capacity-building and infrastructure strengthening to be successful in uniting community efforts toward racial equity.

We have grown our allyship purview, extending to other communities as well. The newest allyship partner is Tomorrow’s Talent, which is helping attract local students from traditionally marginalized communities to the nationally recognized cybersecurity program in California at Cal State San Bernardino. In partnership with Making Hope Happen Foundation, Tomorrow’s Talent is also connecting students to high-demand jobs by local employers, including Edison International, to keep regional workforce talent local. In addition, we increased support for seven allyship partners that included the Foundation for Women Warriors, the only veteran-serving organization solely focused on female veterans.

Career Counseling

Since the launch of our one-on-one career coaching program for nonrepresented employees³ in November 2020, 760 employees have completed more than 2,400 coaching sessions. In 2022, SCE also held four speed-coaching events for nearly 200 employees to facilitate their individual exploration for a meaningful career. A total of 65 career webinars and workshops were held with over 3,000 attendees. A special speed-coaching event and career workshops were held specifically for people managers as well — to support their teams’ development and help them have better career conversations.

In addition to the career counseling DEI commitment, SCE also invests in executive coaching to help leaders realize their untapped personal and professional potential through individualized and team coaching. As a result of professional coaching, leaders set better goals, take more action, make better decisions and more fully use their strengths.

Our results indicate that coaching increases the likelihood of landing a job for a competitive position. Additionally, individuals who participated in career coaching experienced increased internal mobility with greater participation in development assignments or permanent role changes in the organization.

Lineworker Scholarship Program

We are focused on building a workforce that reflects the diverse area we serve. In 2021, in partnership with International

Brotherhood of Electrical Workers Local 47, we launched the Lineworker Scholarship Program. This four-year, \$1 million scholarship program awards up to \$25,000 per recipient to provide tuition, tools and support services to complete required training at the Los Angeles Trade-Technical College. Graduates qualify for an entry-level groundman/groundwoman position at SCE once they complete the Powerline Mechanic Certificate program, obtain a Class A driver’s license and complete SCE pre-employment requirements. The first cohort of scholars all obtained their Powerline Mechanic certificate, and five have since been hired at SCE. Several others are engaged in various stages of pre-employment requirements.

We welcomed our second cohort into the program in 2022, continuing our focus on attracting Black candidates — an underrepresented group in the profession in comparison to the population in our service area. This cohort was comprised of 12 scholars, including our first female scholar.

In 2022, we also launched our SCE Lineworker Navigator Program, a one-on-one mentorship that pairs each new lineworker with an experienced employee. This six-month program was designed to support new lineworkers by creating a positive onboarding experience and reinforcing safety best practices. We also aim to increase long-term retention by helping new hires to build one of the most critical components to their success: teamwork.



Finding Purpose from Opportunity

Vincent Barney’s interest in the lineworker profession first started nearly 15 years ago when he saw a friend thriving

in the profession — fulfilled by his career and providing for his family. His friend encouraged Vincent to pursue a career as a lineworker, but Vincent felt he couldn’t afford to get the education needed to make this profession a reality. Vincent had supported himself since age 17, and his education had been largely pursued online, while also maintaining a job at an airline.

Experiencing a power outage in his neighborhood further reignited his desire to work in this field, as he witnessed crews working around the clock to restore power. When Vincent heard about Edison International’s lineworker scholarship, he applied — and to his surprise, he was accepted into the program. Finally, there was a direct path to the career he wanted, and he was ready to apply himself to the coursework and testing, and attend school in person. Per Vincent, “You can’t learn how to climb a pole online!” After graduating from the program, he joined SCE as a full-time employee in 2022.

Vincent finds the job just as fulfilling as he imagined: “When you drive past a pole you helped repair or replace, it has your handprint on it, and there’s a satisfaction in that. What you did helped a hospital maintain power, or a nursing home or a school. They might never see your face or shake your hand, but you have that personal pat on the back.”



“

Everybody wants to be happy and successful at work. I cultivate curiosity by helping others develop agency through greater self-awareness, career exploration and planning. It is the greatest gift to witness people take charge of their career.”

JOCELYN CHAN | Senior Advisor, Career Planning & Development, SCE



OUR CULTURE MOVEMENT

While a diverse workforce is critical, at Edison International, our DEI success is contingent upon much more than numbers. It's also about sustaining a healthy culture that is built upon equity and inclusion. It's about maintaining physical and psychological safety. And it's about creating a community where we **value** each other's differences, build **trust** and foster a sense of **belonging**.

OVERVIEW

Edison International's Board of Directors oversees the corporatwide strategy to expand diversity throughout our organization. Prior to the release of our annual DEI report, the Board provides guidance to management and subsequently reviews actions taken, feedback received and progress on the company's initiatives to enhance transparency and accountability. Edison International's Chief Human Resources Officer, who reports to the President & CEO, leads the company's strategic approach to DEI, and a full-time DEI Director at SCE manages day-to-day efforts to achieve integration of DEI into business goals.

Accountability for DEI is maintained through corporate goals and ownership by OU leaders. The work is informed by OU Culture Teams and the cross-departmental Culture Congress, Edison Energy's* DEI Task Force, BRG listening sessions addressing employee experience and all-employee surveys that measure employee sentiment.

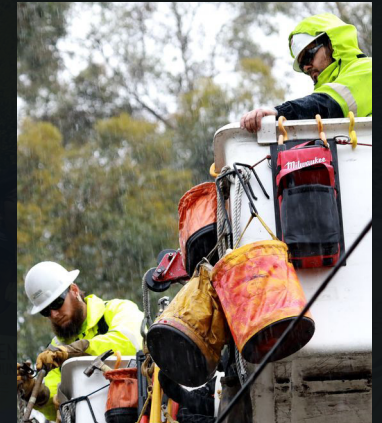
Our goal is to build and sustain a physically and psychologically safe culture of equity and inclusion across Edison International. To achieve that goal, we work continuously to embed DEI into our company's culture and business objectives.

To build and sustain a healthy culture, we take a companywide approach where everyone is a stakeholder. OU leaders have committed to DEI, leaning in through inclusive conversations discussing alignment and accountability in DEI as well as the importance of cultural

competence. Leaders collaborate with employees in Culture Teams, comprised of individuals in each OU who invest time to build and maintain positive culture within each OU. Building upon cultural strengths, these teams identify and address areas of opportunity. Rather than taking a one-size-fits-all approach, these plans respond equitably to local needs, aligning with business goals and utilizing metrics and milestones to integrate DEI into business success.

Our 12 employee-led BRGs actively engage in furthering DEI organizationwide through educational awareness training, contributing to communities, and providing insight and expertise to make execution of DEI initiatives possible in areas of opportunity.

We established the Culture Congress in 2019 — a dynamic group of employees from across departments and functions who are dedicated to advancing key aspects of our company culture, including DEI, through communication and influence across the organization. To bring this mission to life, the Culture Congress works to align OU Culture Teams with cross-organizational groups such as Values Ambassadors, Wellness Teams and Safety Culture Teams to create greater impact. Together, and with the Culture Congress's leadership and influence, principles of a healthy culture are integrated into all that we do.



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CREATING GREATER ACCOUNTABILITY IN DEI



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OU DEI Action Plans are a way for each OU to integrate DEI into day-to-day operations to help achieve business goals. Operational Excellence has prioritized both culture and talent development so we can sustain a physically and psychologically safe environment where all employees can achieve their professional best.”

MARC ULRICH | Vice President, Operational Excellence, SCE

Edison International encompasses a vast array of jobs, from lineworkers to meteorologists to biologists. To serve this diverse population with greater accountability, we are creating DEI Action Plans per OU to tailor the employee experience across these functional areas. To inform the focus areas of each plan, OUs drew upon data such as Pulse Surveys, Space4Dialogue sessions and other internal surveys conducted by Culture Teams, to determine areas of opportunity. The areas of greatest opportunity became the focus areas for the DEI Action Plans: 1) Employee Development, 2) Recognition, 3) Culture/Psychological Safety and 4) Recruitment/Representation.

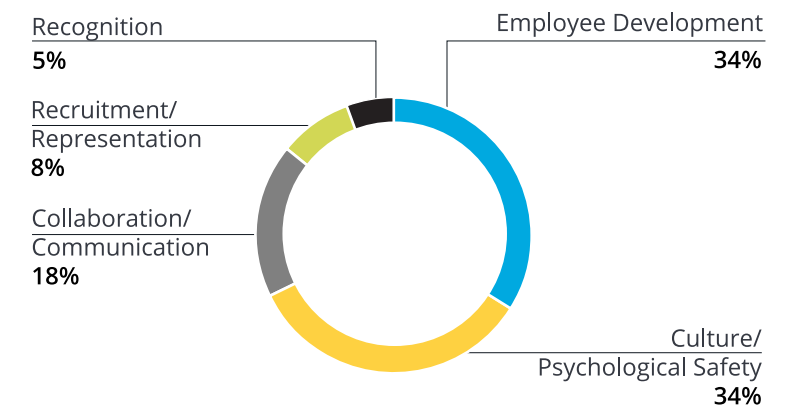
Leaders from all 16 OUs with the assistance of their human resources (HR) Business Partners and Culture Teams, developed DEI Action Plans focusing on two to four of the identified areas. Each focus area contains metrics and milestones to determine outcomes and ultimate impact. The DEI plans were finalized in 2022.

Implementation of the plans began in Q4. Each plan contains quarterly metrics, with results measured by the end of 2023. Even at this early stage, we have experienced successes, such as:

- SCE’s Transmission & Distribution (T&D) division launched a Navigator program in 2022 for new lineworkers. This program matches newly employed lineworkers with a mentor to assist with onboarding, answer questions and provide overall guidance and mentorship, as well as helping to build camaraderie with teammates.
- SCE’s Customer Service (CS) division focused on recognition as a key element of its DEI Plan. Utilizing our companywide “Thankful Thursday” recognition campaign, CS saw a marked increase in the use of recognition tools such as customized e-cards, mobile apps, shout-outs in all-staff meetings and utilization of our corporate Yammer page for recognition. This has already yielded 56 CS Senior Vice President Yammer posts with 3,331 average views each.

As implementation of DEI Plans continue in 2023, we expect that alignment of the focus areas into day-to-day operations will create organizationwide impact and success in achieving OU business objectives.

Focus Areas by OU



Note: Numbers in charts may not sum to 100% due to rounding.

BUILDING BRIDGES WITH BRGs AND EMPLOYEE RESOURCE GROUPS (ERGs)

SCE BRGs and Edison Energy* ERGs play a large role in putting DEI at the heart of our culture. Led by employees and backed by executive sponsors, Resource Groups create a space where people from different backgrounds, cultures, races, sexual orientations, abilities and experiences can connect to create innovation and progress in our workforce, workplace and communities. Each year, every BRG creates a business plan to align its programs and initiatives to company business goals. From discussing important topics like safety and environmental stewardship to providing opportunities for growth and community involvement, BRGs help to create a more inclusive and connected workplace. Edison Energy also supports two active ERGs, with additional ERGs on the horizon.



Through intersectionality we are achieving business impact leveraging our BRGs and Culture Teams to execute our OU DEI plans in partnership with HR business partners along with OU Leadership Teams.”

ERIC WATSON | Director of DEI, SCE

SCE BRGS

Abilities Beyond Limits and Expectations (ABLE)

Founded 2017 — Promotes awareness and education around disabilities and strives to create greater disability inclusion

ASCEND⁴

Founded 2016 — Celebrates the diverse Asian Pacific Islander cultures and promotes growth and leadership through various educational workshops, community and cultural events, corporate initiatives and outreach

Caregivers Connect

Founded 2019 — Provides resources and advocates on behalf of families by providing support systems and fostering a culture of diversity and inclusivity

EcoIQ

Founded 2008 — Supports company environmental initiatives, community partnerships, volunteer events and environmental campaigns

Latinos for Engagement, Advancement & Development (LEAD)

Founded 1992 — Promotes awareness of Latino culture and contributions; provides opportunities for employee development and drives corporate initiatives

Lighthouse

Founded 1999 — Engages LGBTQ+ and allies in personal and professional growth by providing career development opportunities, networking, mentoring and community involvement



Using Music to Celebrate Safety, Connection and Caring

In 2018, five SCE colleagues — with the intention to promote community, teamwork, and fun — teamed up to form The Recharge Band. Performances began within SCE at internal meetings, and later extended to local restaurants that attracted a crowd of SCE colleagues eager to bond over music. Throughout the years, new members have joined the band, representing members of the SCE’s Safety Ambassadors for Edison (S.A.F.E. 24/7) and Valor BRGs and the Real Properties Safety Congress.

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SCE BRGS *continued*

Native American Alliance

Founded 2007 — Promotes awareness of Native American culture while advancing corporate objectives and serves as a link between the Native community and SCE through educational opportunities, cultural events and community outreach

Networkers

Founded 1985 — Promotes diversity, advances career enhancement strategies and provides targeted coaching, mentoring and support to the company's Black employees

NextGen

Founded 2016 — Empowers employees to lead the company into the future by educating them about technologies that are shaping the company's culture, business and industry

S.A.F.E. 24/7

Founded 2012 — Strengthens SCE's safety culture and supports the goal of working and living injury-free

Valor

Founded 2010 — Promotes awareness and understanding of the roles and contributions made by active and nonactive military employees and their families

Women's Roundtable

Founded 1976 — Empowers and promotes women's career advancement

EDISON ENERGY* ERGS

Power in Pride (PIP)

Founded 2022 — Fosters awareness, equity and inclusivity; contributes to the personal and professional development of LGBTQ+ employees and delivers positive, measurable changes for LGBTQ+ employees

Women@Edison

Founded 2021 — Advances and empowers women through education, discussion and mentorship by holding regular meetings, roundtables, workshops and networking events



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Working with team members from all backgrounds provides such a tremendous benefit to SCE and its culture. The work that we do each day is more fulfilling when our culture is inclusive.”

MUHAMMAD (MO) AL-AHMAR
Principal Manager, Asset Management & Wildfire Safety, SCE

Fostering better career opportunities for underrepresented talent has never been more important, and it requires strategic investment in the right workplace policies and programs. In 2022, SCE expanded on previous successes and launched new initiatives:

- Developed a new training module on leading with inclusion. In 2023, we are also rolling out an interactive education entitled “Creating a Culture of Inclusion” that will be available to all employees. This education will be led by the DEI team and other trained facilitators. OUs will be encouraged to utilize this education in furtherance of their DEI plans and overall business goals.
- Expanded the voluntary career coaching program to nonrepresented³ employees enterprisewide, after a successful pilot with BRGs in 2021. We also introduced speed coaching events on select topics to offer greater career support to those who are interested. Results indicate that employees who met with a coach received a job offer more often than those who had not met with a coach when applying for competitive positions within the company.
- Expanded Talent Accelerator Development program to a broader group. This program provides mentorship, advocacy and increased visibility to participants with the objective of enhancing leadership capabilities and career development opportunities. Of the five participants from the first cohort who completed the program in July 2022, two were promoted. In addition, three participants from the first cohort were selected for team lead roles within the companywide Catalyst⁵ initiative. Of the seven participants in the second cohort who will complete the program in July 2023, one has already been promoted to a director position, and two have taken lateral moves in key areas of the business.




Edison International also invests in education and training that provides employees with skills and resources to integrate DEI into their day-to-day interactions and decisions. In 2022, DEI elements were introduced in the following new course offerings:

- Emotional Intelligence (EQ) Empathy vs. Sympathy
- EQ Building Stress Tolerance
- EQ Leading with Optimism
- Myers Briggs Type Indicator (MBTI): Practical Applications for Leaders training
- MBTI Your Style Under Stress
- MBTI Your Style and Decision Making

In 2023, we are investing in leaders to develop a workforce capable of implementing Pathway 2045, SCE’s analysis of the necessary steps for California to achieve its greenhouse gas emissions-reduction goals, including storing and delivering clean energy, electrifying transportation and buildings, and carbon capture. We will accomplish this by providing them with the leadership knowledge, skills and capabilities that will pass on to the next generation of SCE employees.

Edison International company values; the Edison International leadership model; diversity, equity, inclusion and belonging; and safety leadership will be standalone courses and embedded into learning. The program will incorporate tools to boost performance, improve organizational dynamics and increase leadership power and influence in order to maximize leadership impact.

Ongoing SCE programs used to build DEI skills among employees in 2022 include:

<p>Illuminate </p> <p>a new-employee orientation that has DEI interwoven throughout the four-hour virtual course</p>	<p>Empower </p> <p>a one-year leadership training and mentoring program that teaches new leaders about Edison International’s values and provides tools to practice inclusive leadership daily</p>	<p>Leadership Learning Journeys </p> <p>including assessments that provide personalized learning paths to develop value-oriented leaders</p>
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LISTENING TO OUR EMPLOYEES



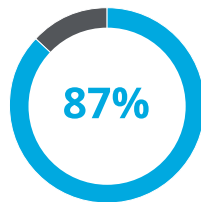
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We undertake a variety of initiatives to promote a culture of honest feedback and open dialogue. This includes quarterly pulse surveys of all Edison International and SCE employees.

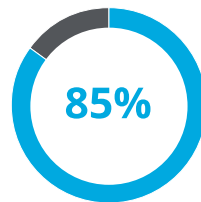
Each quarter, a stratified sample of employees are surveyed for their thoughts on what's going well and where the company can improve — resulting in feedback solicited from each employee once annually. The survey is administered by an external vendor to ensure confidentiality and anonymity. It covers important topics such as inclusion, trust and job satisfaction. In 2022, results show we are trending upwards in key categories such as respect, work and comfortably voicing one's opinion. As in 2021, surveys indicate there is room for improvement in the areas of recognition, collaboration and career growth and development for all employees. Each of these areas is being addressed through initiatives contained in OU DEI Action Plans.

Listening to employee sentiment is critical to our commitment to transparency and accountability in creating a diverse and inclusive work environment. In this way, we build and promote a culture where people feel free to speak up, and we identify those areas where we can continue to improve.”

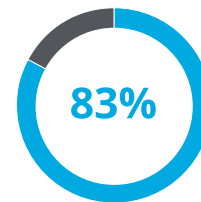
NATALIE K. SCHILLING | Senior Vice President and Chief Human Resources Officer, Edison International and SCE



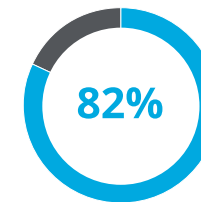
of employees say they are proud to work at Edison International



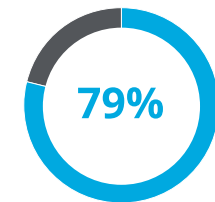
of employees say they are treated with respect at work



of employees say their job makes good use of their skills and abilities



of employees say they have a favorable level of pride, passion and commitment toward their job and Edison International



of employees say they are confident in Edison International's strategy and see the link between their work and the strategy



WORKFORCE REPRESENTATION

We are dedicated to creating a diverse workplace — and harnessing that diversity to drive our business forward.

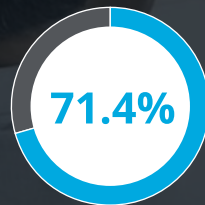
OVERVIEW

As a company that serves one of the most diverse regions in the country, it is critical to have a workforce that reflects the rich diversity of our customers and communities.

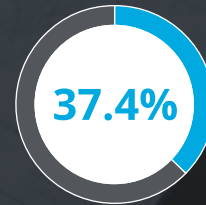


We strive to increase diverse representation at all levels of our workforce. One way we do this is by closely monitoring the demographic makeup of our workforce by age, race, ethnicity and gender. We also provide employees the opportunity to self-identify as a veteran, an individual with a disability and/or a member of the LGBTQ+ community through periodic Self-ID surveys. By gathering this valuable information, we're able to understand our workforce better in order to make meaningful changes that help create a truly inclusive and empowering workplace for all.

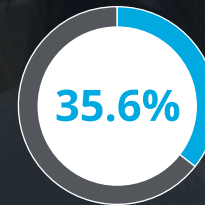
Our Diverse Team at a Glance



total workforce diversity (female and/or racially or ethnically diverse)



females in executive roles



racially or ethnically diverse executives

8 of Edison International's **11** Board members are diverse in terms of gender, race, ethnicity and/or LGBTQ+ identification, including **5** women

➔ [Additional workforce representation data is available.](#)

Note: Race/ethnicity data reported reflects staff working in the U.S., which comprises 98% of Edison International's workforce; gender data reported reflects 100% of Edison International's workforce.

Note: Information on this page includes Edison Energy*.

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ADVANCING GENDER PARITY



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Transparency is foundational to our commitment to DEI. That means a willingness to share areas where we excel and where there is room for improvement.”

MARIA RIGATTI | Executive Vice President and Chief Financial Officer, Edison International and Executive Sponsor of SCE Women’s Roundtable BRG

We’re committed to creating a bright future for women at Edison International. Women make up 32% of our workforce and play critical roles in everything from mitigating wildfires to driving our clean energy strategy. Our female colleagues comprise some of the top talent in our industry and are essential to our success.

In 2016, we set a goal to achieve gender parity in executive roles by 2030. By joining forces with the Paradigm for Parity® coalition, we’ve made tremendous progress. In just six years, the representation of women in executive positions has increased from 26.6% to 37.4%. In December 2021, our Edison International Managing Committee achieved gender parity, which was maintained through 2022. We also continue to conduct a pay equity review every year and led a Women’s Roundtable BRG session in 2022 that provided transparency into how our pay structure works. The majority of Board Directors are diverse in terms of gender, race, ethnicity and/or LGBTQ+ self-identification, with eight of 11 diverse in representation and gender parity achieved among independent directors in spring 2022.

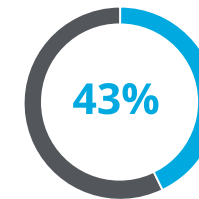
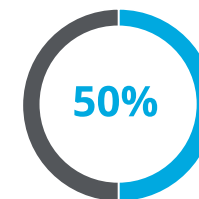
In addition to our Women’s Roundtable BRG, we have women’s groups in our biggest OUs: CS Lean-In Teams, Women in Information Technology and T&D Women’s Network. These groups engage, support and help women advance in their respective organizations through lunch and learn events, networking and informal mentoring.

To continue our progress, we’re partnering with organizations that promote gender equity, including the Association of Women in Water, Energy and Environment, Catalyst and Fairygodboss. In 2022, we also joined the [Workplacediversity.com](https://www.workplacediversity.com) network, which has 55% female membership. By working together with these partners, we’re striving to hire and retain the best and brightest women and set them up for success.



Edison International sponsored and participated in Paradigm for Parity’s® Multicultural and Intergenerational Women’s Summit.

Gender Representation at the Highest Levels



Note: Race/ethnicity data reported reflects staff working in the U.S., which comprises 98% of Edison International’s workforce; gender data reported reflects 100% of Edison International’s workforce.

Men Advocating Real Change (MARC) Allyship Program

In 2021, SCE launched the MARC Dialogue Teams, a group-learning strategy designed to create inclusive workplaces at a grassroots level. As a two-year program that is completely voluntary, 61% of first-year participants signed up to continue for the second year. At the same time, additional employees joined the program and new cohorts were formed.

While the program addresses the importance of effective gender partnership and the need for men’s involvement in gender parity, it effectively addresses other elements of DEI as well: creating a space to learn about both personal and perceived systemic barriers to inclusion, developing inclusive leadership behaviors and skills to create a healthy work environment for all, and committing to action. Participants reported that the program gave them increased awareness, transformed their way of thinking, provided opportunity for open conversations and bolstered their enthusiasm for creating a more inclusive company.

MARC Dialogue Teams Summit and Year 2 Launch

Monday, April 25 at 11 am

[What is MARC?](#) (Video)



Doug Snow
Director, General Rate Case
MDT Advisor and Event Host



Maria Rigatti
EVP and CFO, EIX
Women’s Roundtable
Executive Sponsor



Eric Watson
Director, DEI
Panel Moderator

Meet our panelists from various dialogue teams!



Brian Armstrong Sr. Advisor, CSOD “Better Together”	Debra Carmona Sr. Manager, IT “Breaking the Ceiling”	Karissa Foster Sr. Manager, T&D “ReMARCables”	Mo Al-Ahmar Prin Manager, CP&S “The Dream Team”	Russ Ragsdale Dir, Business Plng & Tech Strategy “The Perfect 10”
------------------------------------------------------------------	-------------------------------------------------------------------	------------------------------------------------------------	--------------------------------------------------------------	--------------------------------------------------------------------------------

Join the conversation!

Hear our speakers talk about male allyship, what they learned, and how to continue the learning journey!



Broadening Our Vocabulary for Positive Change

In 2022, Jay Madden, Senior Engineer and a MARC participant, led a presentation for CS Lean-In members on “Empowering Through Inclusive Pronouns” with nonprofit Trans Can Work. Jay shared that this topic was not something he had much awareness of, but it came up during a conversation with his MARC Dialogue Team, so he spearheaded the presentation to help raise awareness.

ATTRACTING AND HIRING DIVERSE TALENT

We're passionate about creating a dynamic and inclusive workplace that celebrates the unique backgrounds, perspectives and experiences of employees.

Inclusive job postings welcome all, and efforts to promote opportunities to diverse groups means we're casting a wide net. We have also updated traditional job requirements by moving educational requirements for many jobs from "required" to "preferred" — to make sure we're not overlooking talented individuals who may bring a fresh perspective. When doing enterprisewide talent and succession planning, the company uses diversity data to identify gaps in the talent pipeline.

Employees have the opportunity to connect with a variety of professional and community organizations that help them build their networks and connect with diverse talent. We're proud to partner with organizations such as:

- 100 Black Men of Inland Empire, Inc. (100 BMIE)
- American Association of Blacks in Energy
- Asian American Professional Association
- Association of Women in Water, Energy & Environment
- Bridge Builders
- Brotherhood International
- Direct Employers
- Disability:IN
- Homes4Families
- Mor Girls with Goals
- National Society of Black Engineers (NSBE)
- Native American Tribes within our service area
- New Horizons
- Out Leadership
- Society of Hispanic Professional Engineers
- Society of Women Engineers
- Veterans in Business Network

We have joined the Diversity Network job board to post job vacancies. This network shares our postings on sites targeting diverse applicants, including Black Job Center, Veteran Connect, LGBT Connect, Hispanic Diversity Connect, Out and Equal, All Diversity, Disability Connect, Womens Job Connect and LatinX Jobs.



A Coalition to Champion Disability Inclusion

In 2022, Edison International President and CEO Pedro Pizarro signed Disability:IN's CEO-to-CEO Letter. He joined 150 other CEOs to advance disability inclusion and equality by committing to participate in the Disability Equality Index and share its impact on business performance.

Building a Diverse Talent Pipeline

In 2022, we continued our focus on growing the diversity of talent across the organizations as well as other underrepresented groups. Our initiatives aim to build a strong pipeline of diverse, talented professionals, provide ample opportunities for growth and development within the company and foster diversity in the larger labor market through collaborations with dedicated organizations and scholarships.

In addition to our [Lineworker Scholarship program](#), other programs to increase our pipeline of diverse talent include:

- SCE Summer Internship Program that gives students enrolled at an accredited four-year university the chance to make real contributions to real projects, work directly with mentors and senior leaders, network with peers, and have access to valuable resources and event opportunities throughout the company, thereby developing qualified candidates for Engineering, Cybersecurity and Operations, to name a few
- Workplaciversity.com partnership, which is focused on increasing outreach to women, veterans and LGBTQ+ communities

- Membership in the American Association of Blacks in Energy Equity Campaign, which seeks to increase Black representation in the energy sector
- Relationship at Howard University, working closely with the student chapter of NSBE
- Relationships with Society of Hispanic Engineers, Society of Women Engineers and NSBE at all our target schools
- Center for Energy Workforce Development membership, a nonprofit consortium to ensure a skilled diverse workforce for the industry, including access to Troops to Energy — which connects veterans to careers in the energy sector

Hiring in a Challenging Climate

The labor market in 2022 was challenging — with a high number of vacancies and a candidate shortage coupled with increased turnover. To manage the issue, we added contingent workers, search firms and enhanced recruiting technology to help increase our qualified applicant pool, added staff to our Talent Acquisition team and advertised work modes (remote, hybrid, in person) per position. Despite all the challenges, we hired 3,503 individuals in 2022 — which is a record number.⁶

Harnessing the Power of Our BRGs

We leverage our BRGs to connect with diverse groups across SCE's service area.

BRGs host discussions on various topics of interest that bring employees together, such as those that have social and economic importance. For example, our LEAD BRG held a virtual panel focused on Latina Equal Pay Day. According to the National Partnership for Women and Families and Unidos US, a “persistent gender-based wage gap continues to harm women, their families and the economy — it is particularly damaging for Latinas.” Over a 40-year career, a woman starting her career today stands to lose a staggering \$406,280⁷ to the wage gap. This panel was hosted in partnership with the podcast, Level Up Latina, which offers women guidance on achieving fulfilling career and life goals through financial empowerment, professional or leadership guidance and personal wellness.



Reaching Veterans and Helping Them Succeed

Military members possess an incredible set of job skills. But for some veterans, transferring these skills to the private sector can be a challenge. We're committed to recruiting veterans and have teamed up with Jobs Vision Success (JVS SoCal), a nonprofit organization that helps connect veteran candidates with opportunities — including jobs at SCE. Our VALOR

BRG fosters connectivity and collaboration within Edison International by serving as a resource to active and non-active military employees and their families and assisting with liaison efforts between SCE and military communities. Self-identified veterans make up 4.1% of Edison International's workforce.



GOING FURTHER, TOGETHER

Edison International takes pride in supporting our communities through investing our time, energy and financial support. In volunteer events throughout our service area, Edison International and SCE team members often bring along family members. We are proud that continued investments in public safety and emergency preparedness, civic engagement, education and the environment, along with supplier diversity initiatives, have created a ripple effect of economic growth and opportunity throughout the region. Seeing these positive impacts further inspires us to take actions to help communities thrive.

COMMUNITY IMPACT



“

I seek to give back. I want to ensure that the community that invested heavily in me is repaid. A college education will not only advance my career, but it will open the door for opportunities for me to inspire others.”

MARIO PORTILLO
2023 Edison Scholar

We take the commitment to serve our communities seriously. Whether it’s our team members giving their time restoring a nature trail, awarding scholarships to increase diversity in STEM fields and skilled trades, or funding initiatives to increase access to open space in underserved neighborhoods, we are committed to making a positive impact.

Advancing STEM and Vocational Skills

We’re passionate about increasing opportunities in populations that have historically been underrepresented in STEM careers by funding programs that bring STEM education and vocational training to educationally underserved communities. This gives students skills and experiences they won’t find in a typical classroom setting. We’re hoping to inspire a new generation of diverse talent to pursue STEM careers and to make a difference in clean energy and indeed, in the world, while providing opportunities to our local youth and young adults.

Since 2006, Edison Scholars has awarded over \$13.5 million in scholarships to 730 students. In 2022, we donated more than \$3.4 million to support STEM scholarships for underrepresented college students. This included \$1.2 million to provide 30 high school seniors each with a \$40,000 scholarship to support college study in a STEM subject through the Edison Scholars signature scholarship program. In 2023, the scholarship amount is being increased to \$50,000. We’re also partnering with colleges and universities to provide funding and scholarships to students historically underrepresented in STEM careers, including women, Latinx and first-generation college students. Our goal is to level the playing field and create opportunities through the power of STEM education.

15%

Public Safety & Emergency Preparedness

88 Grants | \$2.8M Donated

40%

Education

240 Grants | \$8.2M Donated

20%

Civic Engagement

172 Grants | \$3.8M Donated

25%

Environment

130 Grants | \$5.2M Donated



\$20M

philanthropic funding donated by Edison International²

Over **80%**

donated to underserved populations

56,666

hours volunteered by employees, family and friends

630

total grants awarded

➔ Learn more in our [2022 Community and Economic Impact Report](#).

Supporting Climate Equity in Our Communities

Edison International is dedicated to supporting communities that are disproportionately affected by climate change and other environmental hazards. We believe that a transition to clean energy, which we have championed since originally co-convening the Clean Energy Access Working Group in 2017, has the power to create a future full of socioeconomic benefits for all, and we are working hard to ensure that such a transition is just and inclusive.

Our approach to this just transition is focused on expanding access to jobs, training, programs and services to environmental and social justice communities — both at SCE and through Edison Energy’s* client engagements. We also focus on capacity-building efforts through collaboration with local community leaders to create climate actions that serve our community members.



Our primary equity objectives related to climate adaptation are to raise regional awareness and readiness for climate-related hazards — especially in historically vulnerable communities. We support climate planning and action in these communities through:

- Sharing expertise generated through SCE’s publication of a climate adaptation vulnerability risk assessment, which was informed by input from over 70 climate-vulnerable communities in our service area;
- Funding services such as Climate Resolve’s Grant-Writing Assistance Program, which helps community leaders unlock adaptation-related grant funding; and
- Supporting work-learning programs for youth throughout the Los Angeles region at Outward Bound Adventures, dedicated to introducing historically absent demographics to outdoor education, as well as employment in the conservation sector.

In 2022, SCE convened a series of community forums as a means to engage community-based organizations that work regionally across our service territory in an effort to share important information and resources related to clean energy. The initial program was held in a virtual format in late spring. By the fall, programming transitioned to be hosted in a hybrid setting. More than 100 community-based organizations attended the forum online and in person at California State Polytechnic University, Pomona. SCE looks forward to hosting additional community forums in 2023.

Outreach to Disadvantaged Communities During Public Service Power Shutoffs (PSPS)

SCE’s Access and Functional Needs (AFN) team provides critical services to customers who rely on electricity for their health, safety and independence — and are disproportionately disadvantaged when it comes to power interruptions, such as PSPS. This includes individuals with disabilities and medical conditions, those requiring assistive technologies and customers with financial needs.

In October 2022, weather conditions raised the likelihood of catastrophic wildfires — and the need for PSPS. Over a six-day period, AFN supervisors partnered with the Incident Management Team, field staff, community organizations and service providers to support customers who could be affected by outages. The AFN team held daily briefings and worked to ensure that customers with special needs were prepared in the event of a power outage. Though a PSPS was ultimately not required, the AFN team was at the ready to serve individuals who rely on electricity to survive. [Learn more about AFN resources and support.](#)

*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.



“

Positive change is happening in the clean energy space. Working together, we can amplify that transformation. And our futures will be brighter, greener and lasting because of it.”

MONICA ESTRADA NUÑEZ
Senior Manager of
Community Engagement, SCE

Volunteering and Board Service

We strive to make a positive impact in the communities in which we operate, and our employees are committed to this goal. To encourage this, we offer a volunteer engagement grant program. Under this program, Edison International and SCE employees and retirees who volunteer for 40 hours receive \$100 to donate to a nonprofit organization of their choice, with a maximum of \$600 per year.

In addition, we were proud to host a range of volunteer events throughout the year. Some of these included:

- Habitat for Humanity home builds
- American Red Cross home fire alarm installations and blood donation drives
- Residential solar panel installations with GRID Alternatives
- Bolsa Chica Conservancy for natural habitat restoration projects
- Neighborhood, beach, wetland, river, state park and national forest cleanups

- TreePeople and Long Beach Conservation Corps tree plantings
- Stamp Out Hunger food drive with United Way and National Family Volunteer Day at the OC Food Bank

Edison International also supports nonprofit partners through executive board service. In 2022, 40 of our executives served on charitable nonprofit boards.

Employee Board Placement Program (EBPP)

In 2022, the EBPP focused on providing individual contributors and select leaders an opportunity to serve on targeted community-based organization boards. The goals of the board placements were primarily to create a supportive network in our communities by matching employee talents and interests with diverse community-based organizations and build good will with employees looking for board service opportunities. The Community Engagement team proactively engaged small to medium 501c(3) organizations that represented various geographical regions and focus areas where there was strategic alignment on clean energy policies or DEI focus.



\$20M

in philanthropic funding donated by Edison International?



Over **\$3.7M**

raised by employees and company match



56,666

hours volunteered by employees, family and friends



\$1.7M

value of employees, family and friends volunteering (based on valuation by Independent Sector)

2022 EBPP HIGHLIGHTS

BOLSA CHICA CONSERVANCY
James Peterson
Local Public Affairs

- Supported wetlands preservation and environmental programs
- Strengthened relationships with community leaders

UNITE-LA
Porsha Caddell
Customer Programs & Service

- Provided guidance and expertise for educational programs targeting young professionals
- Advocated on behalf of underrepresented youth programs and development

ASIAN PACIFIC COMMUNITY FUND
Elaine Quon
Customer Service Operations Division

- Served as a liaison and policy advisor in support of community development and advancement
- Supported local stakeholder engagement

LEADERSHIP EDUCATION FOR ASIAN PACIFICS
Tammy Tran
Local Public Affairs

- Engaged Asian Pacific Islander community, including employees, to participate in leadership development training programs
- Provided thought leadership on programming and policy initiatives to advance DEI

VENTURA REGIONAL FIRE SAFE COUNCIL
Kyle Gordon
Transmission & Distribution

- Fostered new relationships with key fire personnel and leadership
- Partnered with emergency services on PSPS community forums in Ventura County

SUPPLIER DIVERSITY



“

SCE understands that partnering with diverse businesses is part of our core strategy in delivering affordable, equitable and clean power. Integrating diverse businesses into our procurement process drives economic value. To do this, we collaborate with more than 50 advocacy and community organizations to expand SCE’s reach into our communities and to identify diverse firms that specialize in areas where we have the greatest need. We work with those firms to promote their growth and development and, in turn, these diverse businesses provide critical support to us as we lead the transformation of the electric power industry toward a clean energy future.”

MIKE MARELLI
Vice President of Operational Services, SCE

Our partnerships with diverse businesses play a key role in safely delivering reliable, affordable and clean power to our customers and communities — making our communities healthier and stronger.

\$2.42B



spent with diverse businesses, representing 35.42% of total annual spend

A diverse supplier base has made SCE more competitive by providing us with innovative and creative solutions and reflecting the communities we serve. But it has also become so much more. As we transition to a clean energy future that can be equitable for all, partnerships with diverse suppliers are a critical investment in our region.

business enterprises within our largest spend category — distribution line construction — and created a development pilot program with IronStep Construction & Engineering, a certified Black business enterprise in line construction. The pilot enabled IronStep to demonstrate their technical capability, and they can now market their experience to other utilities. Through our focused efforts, we are proud that SCE’s 2022 procurement spend with Black business enterprises increased 23% over 2021.

630+



diverse suppliers

Although in 2022, we exceeded our Corporate Diverse Business spend goal of 33% by achieving 35.42% of total procurement spend with diverse businesses, over the past few years, our business has expanded in several areas, such as energy storage and wildfire mitigation, where there are a limited number of diverse businesses.

We also awarded contracts for two SCE pilot programs to Maroma Energy Services in Upland, California. The first was for building electrification, which includes the installation of electric heat pumps for water and space heating to reduce the use of carbon-emitting fossil fuels in buildings. The second was Pilot Plus/Pilot Deep, which aims to create greater energy savings through various conservation measure packages.

\$632M+



diverse subcontracting spend

In 2022, one step we took toward this goal was to make a significant change in our Request for Proposal (RFP) process. We set a 50% or higher diverse supplier participation goal, to help ensure greater inclusion of diverse firms in our RFP sourcing activities.

➔ SCE recognized as Utility Company of the Year by Greater Los Angeles African American Chamber of Commerce for its commitment to African American businesses.

\$835K+



investment in supplier development technical assistance and capacity-building programs

Following are a few examples of our partnerships through meaningful spend contracts to diverse firms. We partnered with two LGBT firms: Pride Resource Partners, which supports substation construction and maintenance, and AAA Mobile Solutions, which supports our emergency response efforts. We also identified an opportunity to increase spend with Black

➔ More details, including additional data about SCE’s supplier diversity program, are available in our Supplier Diversity Annual Report.



DEI DATA

WORKFORCE REPRESENTATION

Female Representation

CURRENT			INTERNAL TREND ⁸	
Group	Edison International	Labor Market Availability ⁹	1 Year	3 Year
Executives ¹⁰	37.4%	38.0% (national)	-0.3%	+2.3%
Leaders ¹⁰	26.9%	28.0% (local)	-0.1%	+2.3%
All Workforce ¹¹	32.0%	29.0% (local)	0.0%	+0.7%

Racially/Ethnically Diverse Representation

CURRENT			INTERNAL TREND ⁸	
Group	Edison International	Labor Market Availability ⁹	1 Year	3 Year
Executives ¹⁰	35.6%	23.8% (national)	0.0%	+1.8%
Leaders ¹⁰	52.9%	52.8% (local)	+1.6%	+3.9%
All Workforce ¹¹	62.6%	59.8% (local)	+0.8%	+3.0%

Source: Edison International, SCE and Edison Energy* data as of 12/31/2022; excludes interns and employees on leaves of absence.

*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.

Note: Race/ethnicity data reported reflects staff working in the U.S., which comprises 98% of Edison International's workforce; gender data reported reflects 100% of Edison International's workforce.

Workforce by Tenure

● 0-5 Years | ● >5-10 Years | ● +10 Years

Executives¹⁰



Leaders¹⁰



Workforce¹¹



Workforce by Generation¹²

● Traditionalist | ● Boomer | ● Gen X | ● Millennials | ● Gen Z

Executives¹⁰



Leaders¹⁰



Workforce¹¹



Note: Numbers in charts may not sum to 100% due to rounding.

Note: Race/ethnicity data reported reflects staff working in the U.S., which comprises 98% of Edison International's workforce; gender data reported reflects 100% of Edison International's workforce.

Representation Against Market Availability

EXECUTIVES ¹⁰			
Group	Edison International	National Availability ⁹	Our Communities ¹³
Asian	14.4%	6.4%	10.2%
Black	5.5%	6.4%	3.7%
Hispanic ¹⁴	9.6%	8.8%	32.4%
Other ¹⁵	6.2%	2.3%	3.3%
White	64.4%	76.2%	50.3%

LEADERS ¹⁰			
Group	Edison International	Local Availability ⁹	Our Communities ¹³
Asian	12.7%	15.2%	10.2%
Black	6.1%	4.8%	3.7%
Hispanic ¹⁴	28.6%	30.0%	32.4%
Other ¹⁵	5.5%	2.8%	3.3%
White	47.1%	47.2%	50.3%

ALL WORKFORCE ¹¹			
Group	Edison International	Local Availability ⁹	Our Communities ¹³
Asian	14.5%	15.8%	10.2%
Black	6.0%	5.4%	3.7%
Hispanic ¹⁴	37.0%	35.6%	32.4%
Other ¹⁵	5.1%	3.0%	3.3%
White	37.4%	40.2%	50.3%



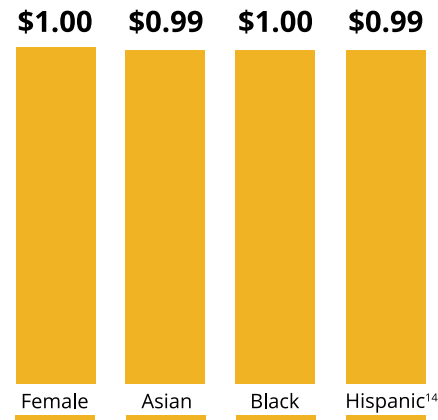
Note: Numbers in charts may not sum to 100% due to rounding.

Note: Race/ethnicity data reported reflects staff working in the U.S., which comprises 98% of Edison International's workforce; gender data reported reflects 100% of Edison International's workforce.

PAY EQUITY

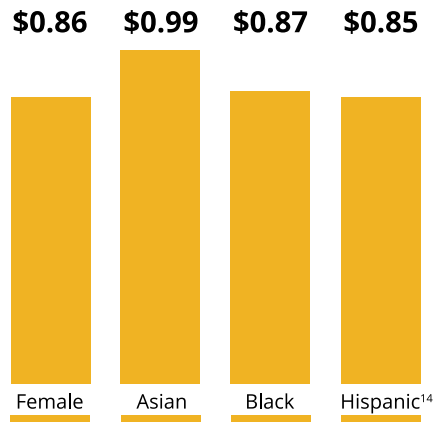
Pay¹⁶ Comparison for Employees in Similar Role

Pay for employees in a similar role compared across groups (e.g., female compared to male, racially/ethnically diverse compared to white)



Pay¹⁶ 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)



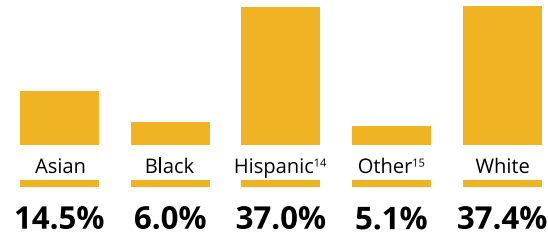
Note: Disparities in pay comparison for employees in the same group are driven by representation rather than a pay gap. For these groups, underrepresentation in higher-paying roles drives the lower pay ratio.
 Note: Race/ethnicity data reported reflects staff working in the U.S., which comprises 98% of Edison International's workforce; gender data reported reflects 100% of Edison International's workforce.

HIRING PROCESS

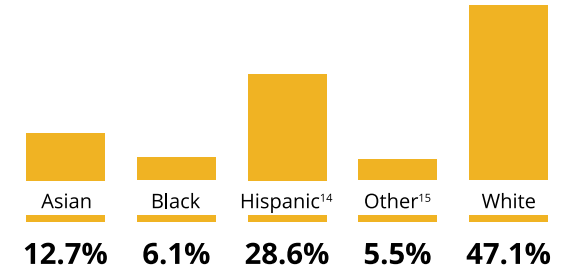
Recruiters, Hiring Manager and Interview Panel Representation

We foster hiring processes that help create a diverse employee population of highly talented individuals, including ensuring that recruiters, hiring managers and interview panel representation reflect our workforce and the diverse talent we seek to recruit.

Our Workforce¹¹

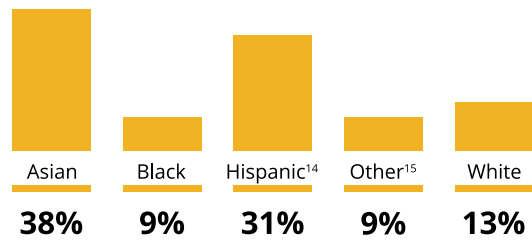


Our Leaders¹⁰

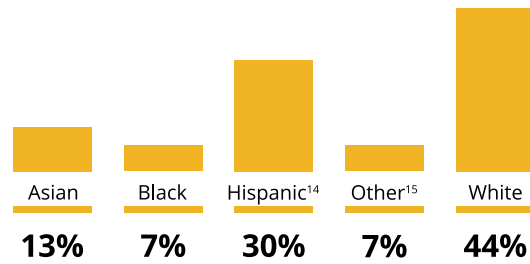


Representation by Decision-Makers^{17, 18}

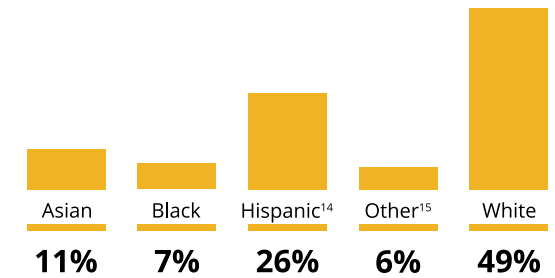
Recruiters



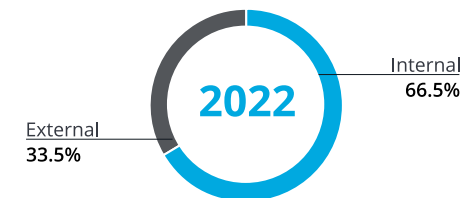
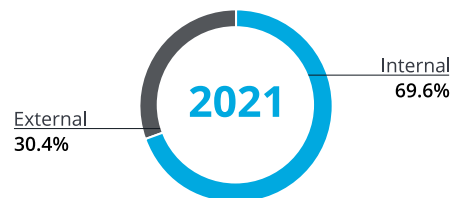
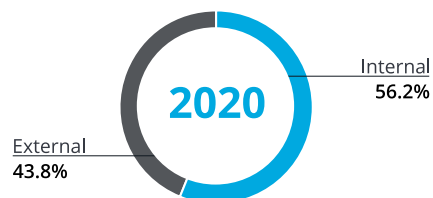
Interview Panels



Hiring Managers¹⁷



Hiring by Source¹⁹



Note: Numbers in charts may not sum to 100% due to rounding.

Note: Race/ethnicity data reported reflects staff working in the U.S., which comprises 98% of Edison International's workforce; gender data reported reflects 100% of Edison International's workforce.

EMPLOYEE ENGAGEMENT & SENTIMENT

Employees indicate that they are proud to work at Edison International and feel treated with respect at work. Our biggest areas of opportunity are in the areas of recognition and collaboration between teams.



2022 Pulse Survey Key Takeaways

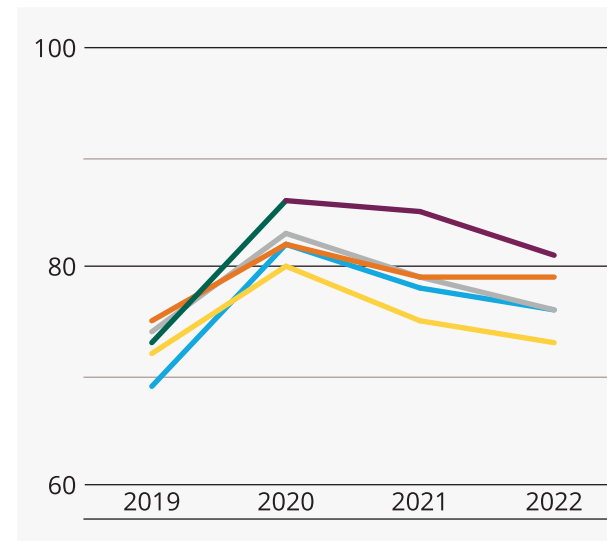
KEY TAKEAWAY	SUPPORTING EVIDENCE	2022	2021	BENCHMARK
Employees feel proud to work for the company	"I am proud to work for Edison International" is our highest-scoring item.	87%	88%	US: 82% Fortune 500: 82% Utilities: 79%
Employees feel respected at work	"I am treated with respect at work" is our second-highest-scoring item.	85%	84%	US: 82% Fortune 500: N/A Utilities: 80%
Leaders can do better at motivating employees	"I receive appropriate recognition when I do a good job" is our second-lowest-scoring item.	65%	66%	US: 67% Fortune 500: 70% Utilities: N/A
Leaders can do better at facilitating effective collaboration	"At this company, there is effective collaboration between teams" is our greatest area of opportunity.	59%	61%	US: 66% Fortune 500: 71% Utilities: N/A

Employee Sentiment Across Almost All Categories

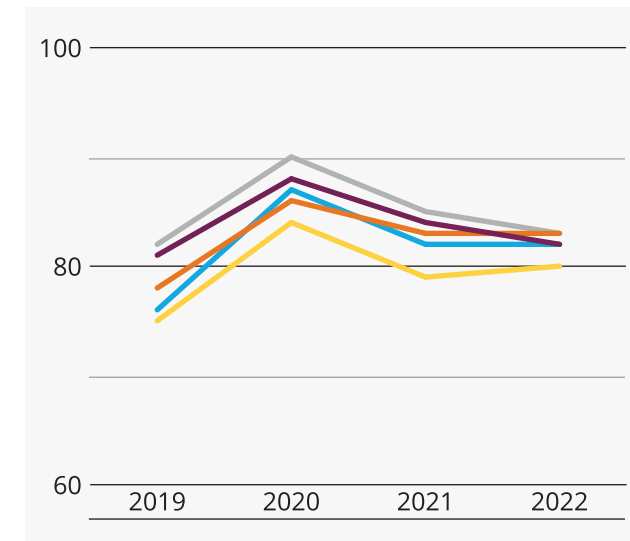
Pulse category trends appear to be flat or on a slight decline. Although root causes are still under review, we continue to examine the impact of the pandemic on the responses of our employees.

- Overall | ● White | ● Hispanic
- Black | ● Asian

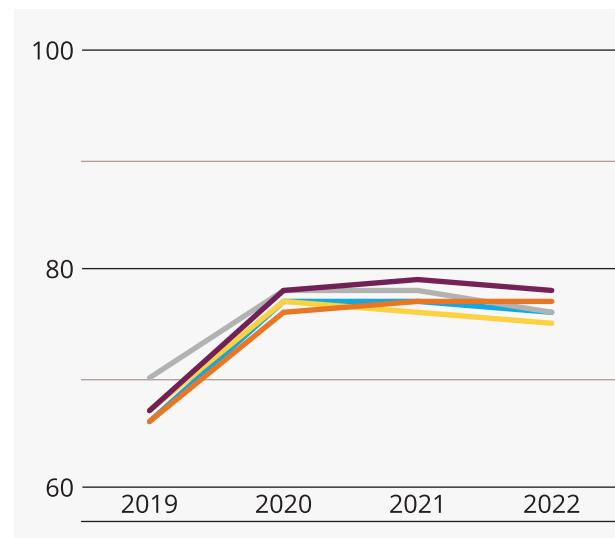
Trust



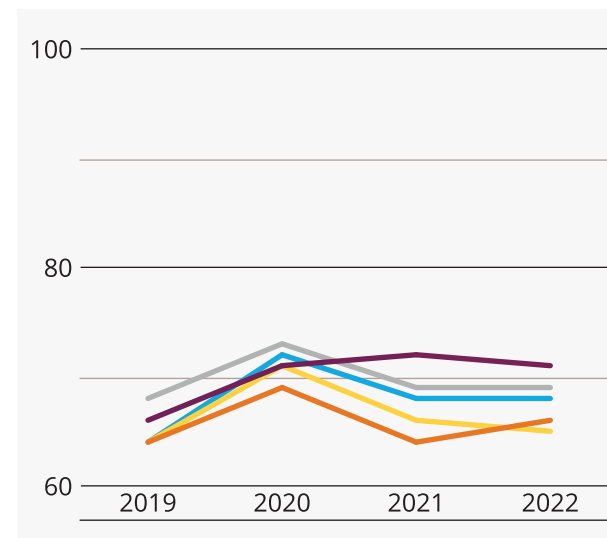
Engagement



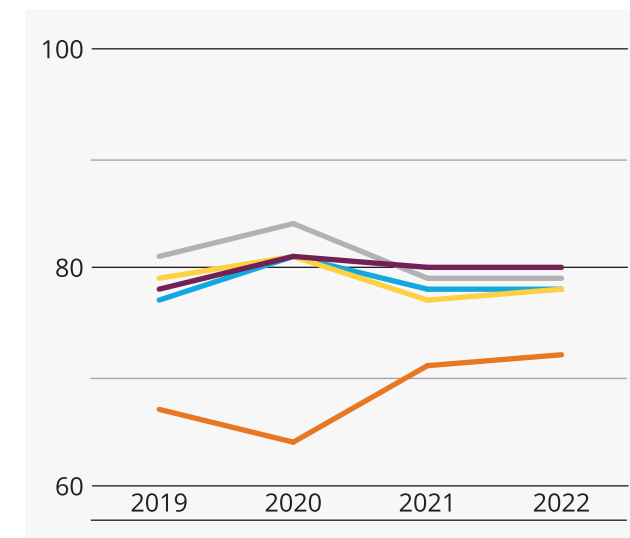
The Work Itself



Growth and Development



Inclusion



Note: Scale adjusted to show details.

Note: Race/ethnicity data reported reflects staff working in the U.S., which comprises 98% of Edison International's workforce; gender data reported reflects 100% of Edison International's workforce.



APPENDIX

AWARDS

In 2022, Edison International and our subsidiaries, where noted, achieved recognition including:

Best Place to Work for LGBTQ+ Equality ([Human Rights Campaign Foundation](#) — Corporate Equality Index)

Best Companies for Latinos ([Latino Leaders Magazine](#)) — SCE

Best Places to Work ([Disability Equality Index](#) — Disability:IN)

“GB” (Gender-balanced) corporation ([50/50 Women on Boards](#))

NACD Diversity, Equity & Inclusion Awards — Finalist ([National Association of Corporate Directors](#))

Best Places to Work in 2022 ([Glassdoor](#)) — SCE

HACR CII 5 Star Company ([Hispanic Association of Corporate Responsibility](#))

Our leadership was also recognized:

Pedro Pizarro among the 101 Most Influential Latinos ([Latino Leaders Magazine](#) — #45)

Pedro Pizarro among Diversity, Equity, Inclusion and Accessibility Visionaries ([Los Angeles Times B2B Publishing](#) — page 45)

Edison International Board members Pedro Pizarro and Michael Camuñez for their commitment to diverse leadership ([Latino Leaders Magazine](#))

As were our BRGs:

Women’s Roundtable, SCE’s Women BRG, as one of the top 25 ERGs in the Diversity Impact Awards ([The Global ERG Network](#))

CITATIONS

- 1 Veterans, individuals with disabilities and LGBTQ+ numbers are based on self-ID data.
- 2 Inclusive of the company's volunteer and matching gift contribution.
- 3 Nonrepresented employees are defined as those not covered by a collectively bargained agreement.
- 4 ASCEND was formed from the unification of five Asian American ERGs: Edison Chinese Connection — 2000, Vietnamese Affiliation — 2001, Cultural Exchange — 2001, Filbarkada — 2002 and KAUSE — 2009.
- 5 Catalyst is an Operational Excellence initiative that utilizes employee ideas to create efficiencies and drive sustainable improvements companywide, especially in the areas of safety, quality and affordability.
- 6 Includes hiring of both internal and external candidates, as 66.5% of positions were filled internally and 33.5% of positions were filled externally. This data does not include consultants or supplemental workers.
- 7 <https://women.ca.gov/latina-equal-pay-day-2021/>
- 8 This data represents the change in percentage. One year is a comparison between December 31, 2021 and December 31, 2022; three years is a comparison between December 31, 2019 and December 31, 2022.
- 9 Availability is based on the number of the working-age population within an area (based on the latest census — 2020), 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.
- 10 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).
- 11 Workforce is all employees, including leaders and executives.
- 12 Generations are defined as those born during the following years: Traditionalist <1946, Boomer 1946–1964, Gen X 1965–1980, Millennial 1981–1995, Gen Z 1996+.
- 13 Our communities are the ZIP codes in SCE's service area. Data shown is from the latest census — 2020.
- 14 Population who selected "Yes" for "Hispanic Origin" on Question #8 of the 2020 census.
- 15 "Other" includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, and Two or More Races.
- 16 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.
- 17 Edison International and SCE 2022 applicant tracking data excludes interns and union-represented internal moves. Edison Energy is excluded from decision-making data.
- 18 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).
- 19 Hiring source shows all hires across Edison International, Edison Energy and SCE, excluding interns; internal hires include union-represented transfers.

*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.

Note: Race/ethnicity data reported reflects staff working in the U.S., which comprises 98% of Edison International's workforce; gender data reported reflects 100% of Edison International's workforce.