



LEADING WITH DIVERSITY, EQUITY & INCLUSION

Our people are central to our success today and tomorrow. As we accelerate a clean energy future, Edison International is diversifying our workforce and investing in an equitable and inclusive culture where everyone can thrive. Our comprehensive DEI strategy guides our efforts to build an inclusive workplace that encourages the innovation, teamwork and continuous improvement.

OUR MOSAIC OF DIVERSITY

72.2%

total workforce
diversity

63.6%

racially or
ethnically diverse

31.8%

female

38.6%

females in
executive roles

2.1%

LGBTQ+ ¹

5.8%

individuals with
disabilities¹

4.3%

veterans¹

¹Veterans, individuals with disabilities and LGBTQ+ numbers are based on self-ID data.

OUR COMMITMENT TO A DIVERSE, EQUITABLE & INCLUSIVE CULTURE

Our commitment to DEI extends from our Board to our employees at all levels of the company.

Accountability for DEI is upheld through the following mechanisms:

- The Board reviews our DEI program annually and monitors our commitments, metrics and trends related to workforce representation, pay equity, advancement opportunities and employee sentiment.
- Edison International's chief human resources officer, who reports to the president and CEO, leads the company's strategic approach to DEI.
- A DEI director at SCE leads a group of four dedicated DEI professionals and oversees day-to-day efforts to achieve integration of DEI into our business practices.
- SCE's culture teams, Trio's¹ DEI Task Force and our business resource groups (BRGs) inform the necessary work.
- Structured initiatives are the catalyst for driving engagement, fostering inclusion and effecting positive business change. In 2024, we added to this structure through the inclusion of DEI priorities in the annual Performance Development Plans of BRG leaders and executive sponsors. Through this elevated accountability, we are collectively creating a diverse tapestry of talent that is driving innovation and building a more diverse and equitable workplace.

Building a Workplace That Works for Women

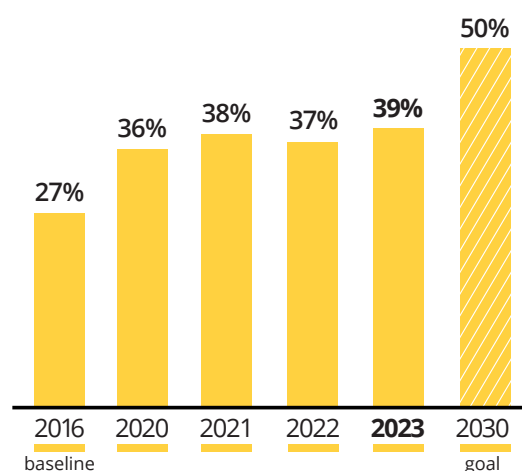
In 2023, we made progress across several of our DEI goals and commitments — including those on gender equity in leadership and pay.

In 2016, we partnered with the Paradigm for Parity[®] coalition to set a goal to achieve gender parity in executive roles by 2030. Since then, women's representation in executive positions has increased from 27% to 39%. In December 2021, our Edison International Managing Committee achieved gender parity, which was maintained through 2023. The Edison International Board of Directors achieved gender parity among its independent directors in April 2022 and maintained it through 2023.

GOAL:

Achieve gender parity in executive roles by 2030.²

GENDER PARITY IN EXECUTIVE ROLES



Since gender equity can only be achieved with everyone's involvement, we started Men Advocating Real Change (MARC) Dialogue Teams in 2021. MARC is a voluntary allyship program led by SCE's DEI team and Women's Roundtable BRG to engage men in DEI efforts at a grassroots level. While it addresses the importance of effective gender partnership and the need for men's involvement in gender equity, MARC addresses other core elements of DEI as well: creating 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.

Since launching the program, 53 employees have gone through the two-year program, while 19 other teams meet regularly. In a survey of participants, 98% of respondents indicated they would recommend the program to their colleagues, while 96% deemed the program to be impactful.

“Participation in the MARC program has opened my eyes, ears and heart to the day-to-day workplace challenges faced by my female colleagues that are very different from my own and strengthened my allyship in working toward gender equity at SCE.”

JEFF SHILES, Principal Manager, technology portfolio management and male ally strategy team co-lead

¹ Formerly known as Edison Energy, Altenex Energy and Alfa Energy, the group has unified under the new name “Trio”, operating under Edison Energy, LLC, an indirect, wholly-owned, non-utility subsidiary of Edison International, to enhance its global sustainability and energy advisory services. Trio is not the same company as SCE, the utility, and Trio is not regulated by the California Public Utilities Commission (CPUC).

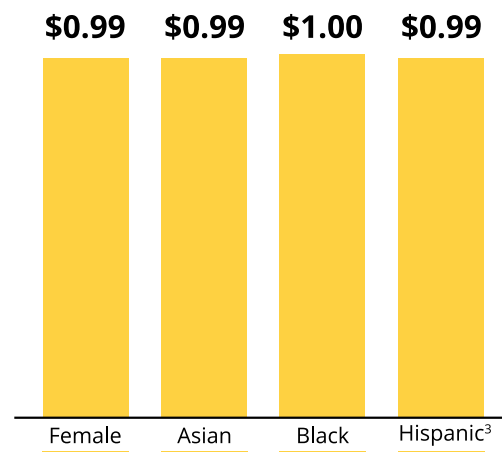
² Edison International's DEI goal is framed around the public commitment Edison International made to Paradigm for Parity in 2016. Paradigm for Parity is focused on gender parity in “Senior Operating Roles,” which Edison International defines as Edison International, SCE and Trio executives, i.e., officers and directors (Trio executives include officers only), by 2030. Trio is not the same company as SCE, the utility, and Trio is not regulated by the CPUC.

Pay Equity

Our commitment to pay equity and to helping reduce the national pay gap is exemplified through our transparent approach. We continue to conduct a pay equity review every year and are proud to report the following:

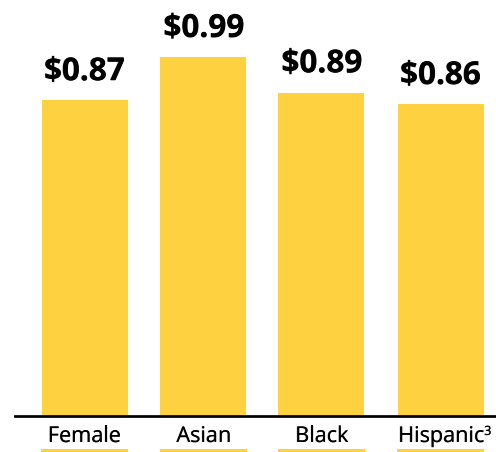
PAY COMPARISON^{1,2} FOR EMPLOYEES IN SIMILAR ROLE

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



PAY COMPARISON^{1,2} FOR EMPLOYEES IN THE SAME GROUP

Pay for employees within a group compared to all employees in another group, **without regard to role** (e.g., female compared to male, racially/ethnically diverse compared to white)



The pay differential for employees in the same group is a function of representation. For these groups, underrepresentation in higher-paying roles drives the lower pay ratio. To address this, we are growing a diverse talent pipeline through our recruitment efforts and companywide development programs.

¹ 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, Trio, SCE and executives. Pay comparison for employees in the same group calculated using sample size weighting. Trio is not the same company as SCE, the utility, and Trio is not regulated by the CPUC.

² 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.

³ Population who selected "Yes" for "Hispanic Origin" on Question #8 of the 2020 census.



Workforce Attraction, Development & Engagement

Our commitment to building a high-talent, diverse workforce doesn't stop at recruitment. We also focus on career advancement and leadership opportunities for all members of the Edison team. These efforts include rethinking how DEI fits into existing processes such as our annual performance and development cycle. As an example, our Talent Accelerator program pairs high-potential, underrepresented talent with senior-level leaders who help advocate for their growth and increase their visibility in the organization over the course of 18 months.

Recruiting & Retaining Diverse Talent in a Tight Labor Market

Edison International's Talent Acquisition team works diligently to recruit a diverse workforce, a task that is even more critical in a competitive labor market. In 2023, we built on these strategies to specifically bring more women and Black employees to Edison International.

Partnering with the [Forté Foundation](#), we had our first-ever 2023 MBA Leadership Development Cohort composed entirely of women. We also attended the National [Society of Women Engineers](#) Conference in 2023 where we successfully recruited several women for engineering internships.

We continue to work with Historically Black Colleges and Universities to open career pathways for Black talent. In 2023, we expanded our partnership with Howard University to include a \$25,000 scholarship for students.

We actively promote a growth culture where employees of all levels participate in development programs that enhance communication skills and psychological safety, fostering the growth and development of our workforce. We understand that retention is as critical as recruitment, and we encourage employees to utilize all learning and development opportunities to become the next generation of inclusive and forward-thinking leaders. Edison's My Learning technologies provide tools such as the Leadership Development Journey Assessment, offering self-development resources to enhance skills and leadership capabilities, driving careers to the next level.

In 2023, approximately 31% of our employees participated in at least one career development offering, such as workshops, mentoring, career assessments or career coaching. Nonrepresented employees who met with a career coach had greater success in getting the offer in the competitive hiring process and had greater success with internal mobility. A successful career is uniquely determined by one's values, motivations, capabilities and interests. At Edison, we support all employees with the tools and resources to define what career satisfaction means to them. We leverage our external partners, such as the [Association of Women in Water, Energy and Environment](#), to offer mentoring programs and networking opportunities.

Supporting the Difference-Makers of Tomorrow

We invest in the next generation of talent through the Edison Scholars Program. In 2023, we awarded 30 high school seniors — all residents of SCE's service area — \$50,000 each to pursue their passion in science, technology, engineering and mathematics. This is an increase from the 2022 scholarship of \$40,000 per student. The [2023 Edison Scholars](#) are tackling pressing challenges like embedding equity in artificial intelligence technology and adapting infrastructure for a zero-carbon future. Since 2006, we've provided more than \$15 million in scholarships to 760 students through this program. By supporting the difference-makers of tomorrow — the dreamers, inventors, guardians and pioneers — we're supporting a workforce that reflects the communities we serve.





COMMUNITY INVESTMENT & PARTNERSHIPS

Our commitment to DEI goes beyond the workplace. We invest in the communities where we operate and leverage our position as a major contractor of goods and services to diversify our supplier base.

In 2023, we spent \$2.26 billion with diverse suppliers, representing 38.3% of our total supplier spend, an increase from 35.4% in 2022. It was the sixth consecutive year we spent more than \$2 billion with diverse suppliers. To learn more about our supplier diversity efforts, visit our [2023 Supplier Diversity Annual Report & 2024 Annual Plan](#).

Employees also fuel our efforts to give back to communities. During our annual Season of Service campaign, held between May and September, employees come together to volunteer for local nonprofits. After a day of volunteering, teams present each nonprofit with a \$5,000 grant from Edison International. In 2023, employees volunteered with local organizations led by our BRGs, including EcoIQ (environmental stewardship) and Latinos for Engagement, Advancement & Development.

Scholarships are another way we expand our community impact. Learn how we're creating opportunities through the [Edison Scholars Program](#) and our [Lineworker Scholarship Program](#).



OUR BRGs & ERGs

Business Resource Groups and Trio's Employee Resource Groups (ERGs) are integral in championing DEI within our organizational culture. Driven by passionate employees and supported by executive sponsors, these groups foster an environment where individuals of diverse backgrounds — across cultures, races, sexual orientations, abilities, and experiences — come together to drive positive change throughout our workforce, workplace and communities.

Creating Space for Conversation & Action

Edison International's BRGs remain core to our DEI strategy. DEI is an important part of our business strategy, and our 12 BRGs have business plans that are aligned with advancing Edison's strategy through employee development, attraction, retention and community engagement. Additionally, our BRGs provide opportunities for respectful and candid conversations around issues that are important to their members. For example, following the tragic mass shooting in Monterey Park in January 2023, killing 11 members of the Asian community and injuring nine others, our ASCEND (Asian Pacific Islander) BRG immediately mobilized and offered two

forums for facilitated, safe-space conversations for those affected by the tragedy. These types of conversations give employees a voice to express their feelings, gain support from others and feel a sense of belonging.

Our BRGs also contribute to the communities where we operate, engaging with small businesses, local and professional organizations that are aligned with their backgrounds and share common goals. This engagement serves to elevate our profile, raise awareness around issues of importance to the community and highlight career opportunities to attract a wide range of talent.



SCE BRGs

Abilities Beyond Limits and Expectations (ABLE)

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

ASCEND

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

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

TRIO¹ 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

Powering Wellness

Founded 2024 — Aims to provide a platform for employees to come together, share resources, and engage in activities that promote physical, mental, and emotional well-being

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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MORE DETAIL ON OUR DEI PRACTICES

In addition to the progress we saw on DEI in 2023, we continued to invest in the policies and practices that form the foundation of this work.

Human Rights

Employees of Edison International companies are almost entirely (more than 98%) located in the United States.¹ We operate in accordance with all applicable federal and international human rights laws and all eight of the International Labour Organization's Fundamental Conventions. Edison International companies operate entirely within jurisdictions that have strict human rights standards embedded into law. In addition, through our [Supplier Code of Conduct](#), we require our suppliers to abide by employment practices in line with our values, including, but not limited to, equal opportunity and nondiscrimination; a prohibition on child labor and forced or compulsory labor; and meeting compliance requirements associated with working hours, wages and benefits, and freedom of association.

Racial/Ethnic Diversity

We compare the diverse representation of our workforce against labor market availability and the composition of the communities we serve. Labor market availability is calculated by taking the latest census data to give a sense of the reporting working-age population in a local or national area, depending on occupational census codes that align with the skills of our employees.² Relevant availability for executives is national, but local for leaders and workforce, based on where we typically source candidates. Comparisons are helpful in determining where we might address larger societal issues, such as socioeconomic factors that can limit access to higher education, through grantmaking or community programs.

Edison International employees contribute to a positive culture within the company through culture teams designed to engage them in building an inclusive environment. The culture teams focus on DEI, SCE values and other culture-related initiatives.

Supporting Industry Diversity

Edison International has been a longtime supporter and sponsor of the American Association of Blacks in Energy (AABE). Our engagement extends to our dedicated employees and supplier diversity team, and our top executives actively contribute to AABE's national board. We're also engaged in AABE's Energy Equity Campaign, an initiative to bolster Black representation within the energy industry. We're driving meaningful change through strategic business contracting and robust workforce development. Moreover, our Edison International employees proudly wear the AABE membership badge. And right here in California, the AABE Chapter thrives under the capable leadership of our dedicated team members.

WORKFORCE ATTRACTION, DEVELOPMENT & ENGAGEMENT

Edison International's success depends on the success of our workforce. We partner with industry groups, universities and colleges to recruit talent — and invest in the learning and development opportunities needed to help individuals grow a career at Edison.

Promoting a Healthy & Rewarding Workplace

Recognizing and rewarding employee contributions with competitive pay and benefits, while also promoting a healthy work-life balance, contributes to employees' holistic well-being. We provide variable, performance-based pay to exempt employees that is linked to achievement of corporate and job-specific goals.



¹ The remaining 2% of employees are located outside the United States. These employees are analysts, managers and directors for Trio. Trio is not the same company as SCE, the utility, and Trio is not regulated by the CPUC.

² Latest census data used is from 2020.

Edison International and SCE also offer competitive employee benefits, including^{1,2}:

- 401(k) savings plan with company match and other company contributions
- A selection of health plans, including medical, dental and vision benefits (including telemedicine and health advocacy services)
- Short-term and long-term disability plans
- Employee stock purchase plan
- Life insurance
- Preventive health account reimbursement to encourage healthy lifestyle activity and to help offset costs for items such as nutritionists, gym memberships and fitness classes
- Competitive vacation/holiday program
- Paid family leave of up to eight weeks, as well as a parental bonding supplement providing 100% salary replacement
- Workplace lactation program for new mothers
- Educational reimbursement
- Wellness programs and initiatives
- Professional development
- Volunteer programs
- Employee assistance program and work life services
- Matching gift program
- Discounts on electric service, cellphone service and more
- Subsidized commuting costs, including for vanpools, public transit and parking

High-Potential Employees

Edison International and SCE accelerate the development of high-potential employees through programs that stretch participants' leadership capabilities, preparing them to address business priorities through a targeted curriculum, action-learning team projects, coaching and networking opportunities. In 2023, 178 employees graduated from or were enrolled in one of these programs.

Our full range of high-potential development programs includes:

- **EDGE:** A one-year, high-potential leadership development program for executives; the program is designed to prepare the next generation of executives to lead a more agile business with a focus on developing leadership competencies and business acumen through advanced curriculum, coaching and action learning team projects addressing strategic business challenges.
- **PIVOT:** A nine-month, high-potential leadership development program for supervisors and managers that includes workshops, conversations with local leaders, action-learning team projects, coaching and peer/leadership networking.
- **AMP for Individual Contributors:** A nine-month, high-potential development program for individual contributors who are looking to become senior-level experts in their field; AMP participants attend workshops focused on innovation, influencing others, managing multiple priorities, executive presence and business acumen.
- **AMP for Leaders:** A nine-month, high-potential leadership development program for individual contributors who are interested in a leadership career path.

• MBA Leadership Development Program (MLDP):

A two-year program for recent MBA graduates to strengthen our leadership pipeline; MLDP associates complete four rotations throughout the company to accelerate their industry knowledge, business acumen and leadership skills.

- **Talent Development Accelerator:** An 18-month program aimed at supporting and advancing diverse talent, including females, that connects high-potential leaders with officer-level Talent Champions who provide mentorship, advocacy and increased visibility. The objective is to enhance participants' leadership skills and career opportunities.

Employee Training

SCE enterprise learning and development empowers employee performance with best-in-class development strategies that ignite workforce capabilities and sustainable growth to support talent retention and advancement. This helps SCE meet the talent needs of the future by providing employees with training and development opportunities to acclimate to new roles, enhance their jobs or grow their careers. Learning and development programs (leadership, technical skills, compliance, systems and safety training) provide performance improvement solutions that prepare and strengthen our frontline workforce to safely provide electricity and deliver operational and service excellence to our communities. SCE offers training to employees at all levels with programming tailored to their goals and career path. Our training programs include:

- **Onboarding:** Illuminate is our onboarding program that aims to optimize the new employee experience. The program covers our mission, vision and values, and participants learn about our safety and strategic business priorities. In 2023, we trained 1,648 newly hired employees.

¹ Part-time employees are eligible for all benefits, excluding vision coverage, long-term disability plans, preventive health reimbursement, educational assistance and discounts on electric service.

² Part-time Plus employees are eligible for all benefits, excluding those in footnote 3. Part-time Plus employees are those who must be regularly scheduled to work at least an average of 16 hours per calendar week, but less than 40 hours per calendar week.

- **Leadership Training:** Transitioning from our previous Empower program, the new Enterprise Leadership Academy, firmly rooted in SCE safety culture and launching in April 2024, empowers new-to-role leaders with essential skills to effectively manage staff, cultivate a culture of belonging that enhances workforce support and retention, and pass on leadership skills to future generations. Through a flexible and resource-rich approach, participants engage in a 2.5-day Workshop, supplemented by an organizational unit “buddy,” professional leadership coaching, essential e-learning and access to the SCE online leadership community. These components provide a comprehensive foundation for personal leadership growth, fostering reflection and action to drive positive change within their teams and the organization. We will use qualitative feedback from participants to help us measure the effectiveness of this program and improve our performance.
- **Skills Workshops:** Targeted skills workshops are provided to both new and experienced leaders, with a focus on inspiring them to develop effective communication and accountability skills, build emotional intelligence and capitalize on their teams’ unique strengths to enhance overall performance. In addition, we provide specialized training to help sharpen conversational proficiency, promote safety awareness and safe practices and encourage desired behaviors, fostering a productive and positive work environment.
- **Groundman Skills Training:** Employee learning and development is also focused on delivering technical skills training to aid in developing a culture of safety and to recognize and mitigate hazards. This training is essential to cultivating and sustaining safe beliefs, attitudes and behaviors across SCE’s employees and contractors, and to fostering the mindset needed to make the right safety choices.

- **Employee Development:** SCE provides experiential learning facilitated by internal and external experts, with content and materials sourced and made available to all employees — anytime, anywhere and on any device. SCE leverages My Learning technologies that put employees in control of their learning and provide opportunities to customize their experience based on a unique set of needs. My Learning is a library of courses curated into learning journeys that empower every employee to grow at their own pace. My Learning’s library includes SCE-developed experiential learning, internal e-learning and a purchased catalog of on-demand content related to business, technology and productivity. Using various resources, including skill assessments, career tools, books, audiobooks and summaries, professional articles, micro-videos, practice labs, expert insights and artificial Intelligence conversation simulators, employees can learn 24/7 to enhance individual skills, pursue interests or obtain certifications.

Engagement

We gather feedback from our employees using various tools, including engagement surveys, new hire and exit surveys, exit interviews and meetings at team and company levels. This allows us to identify areas of strength and areas that need improvement. These insights help us prioritize where to invest in our employees and continuously improve our workplace policies and practices.

Our engagement surveys are designed to gauge employee sentiment on alignment; continuous improvement; engagement; growth and development; inclusion; the work itself; and trust. In addition, we include questions on our DEI efforts. We work with an external vendor to

administer an annual all-employee engagement survey. In 2023, 84% of employees indicated that they were proud to work at Edison International. Another 83% of employees said their jobs made good use of their skills and abilities.

Demonstrating the Company’s Values

Edison International’s values define the company and how we work. To promote and reinforce our values, Edison International and SCE have approximately 100 employee representatives who work to positively influence change within their departments and locations. Selected by local and senior leadership, these “Values Ambassadors” reinforce values-based behavior, direct employees to company resources and provide context about companywide change and culture initiatives. Values Ambassadors also provide our Ethics and Compliance and Human Resources departments with input and insight into company culture, and they align efforts within each department’s culture team.

The Edison Award

The Edison Award is the company’s most prestigious award and is presented approximately every two years. Employees nominate their peers, and the company awards them for their contributions to Edison International’s culture, outstanding performance and living the company’s values and guiding behaviors every day. The next award year will be 2024.

SCORECARD

■ Better □ No Change ✖ Worse

DIVERSITY, EQUITY AND INCLUSION				
	2021	2022	2023	2022-2023 COMPARISON
Board of Directors: Females as % of Directors	36	45	45	□
Board of Directors: Diverse Race/Ethnicity as % of Directors	36	36	36	□
Board of Directors: Self-Identified LGBTQ+ as % of Directors	9	9	9	□
Board of Directors: Combined Diversity as % of Directors	64	73	73	□
Diversity: Females as % of Workforce ¹	32	32	32	□
Diversity: Females as % of Leaders ¹	27	27	27	□
Diversity: Females as % of Executives ¹	38	37	39	■
Diversity: Diverse Race/Ethnicity as % of Workforce ¹	62	63	64	■
Diversity: Diverse Race/Ethnicity as % of Leaders ¹	51	53	54	■
Diversity: Diverse Race/Ethnicity as % of Executives ¹	36	36	33	✖ ²
Diversity: Combined as % of Workforce ¹	71	72	72	□
Diversity: Combined as % of Leaders ¹	62	63	64	■
Diversity: Combined as % of Executives ¹	62	61	60	✖ ²
Employee Engagement (% favorable) ¹	82	82	85	■
Turnover Rate (%) ¹	7.5	7.5	5.4	■

Note: All metrics reflect data associated with Edison International and its consolidated subsidiaries, with the exception of metrics denoted by (*), which reflect SCE data only, and the "Community Investments" metrics related to contributions to nonprofit organizations by employees and employee and retiree volunteer hours, which reflect Edison International and SCE data only. In addition, Alfa Energy Ltd., an international energy and sustainability consultancy based in the United Kingdom and acquired by Trio⁵ in October 2022, is excluded from all relevant metrics, with the exception of 2022 data metrics related to female representation among Edison International's workforce, leaders and executives.

¹ Representation as of December 31 of the reporting year. Employee-related metrics exclude interns and those on a leave of absence. Part of Trio excluded from race/ethnic representation due to restrictive international reporting. Trio is not the same company as SCE, the utility, and Trio is not regulated by the CPUC. Executives include officers and directors (Trio executives include officers only). Leaders include principal managers, senior managers, managers, senior supervisors and supervisors (Trio leaders include directors). Workforce is all employees, including leaders and executives.

² Given a smaller population in this category, minor changes to the number of executive roles or the number of executives overall can result in greater variability within the metric.

³ SCE's year-over-year decrease in "Supplier Diversity Spend" is due to a change in contracts resulting from procurement bidding process (see [SCE's 2023 Supplier Diversity Annual Report & 2024 Annual Plan](#)).

⁴ J.D. Power scores are comparative metrics to peers. SCE tracks customer satisfaction using a range of benchmarks (see [Customer Experience](#) for more details).

⁵ Trio is not the same company as SCE, the utility, and Trio is not regulated by the CPUC.

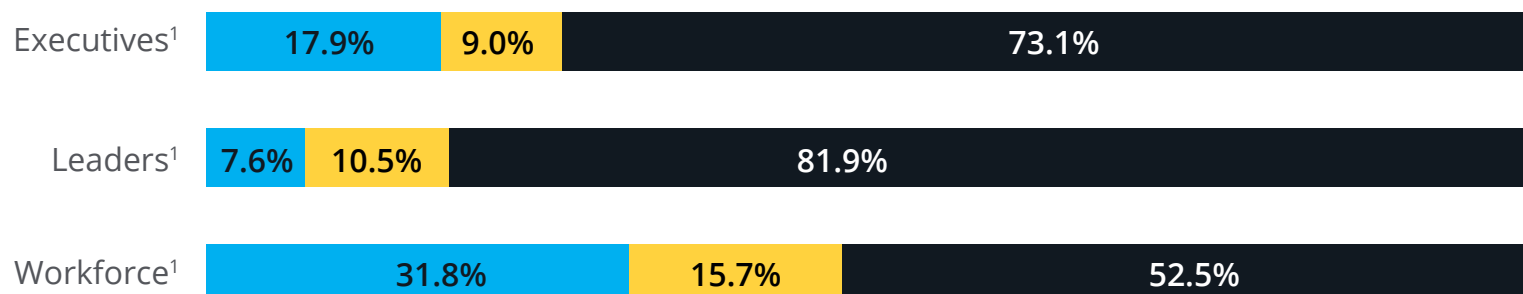
■ Better □ No Change ✖ Worse

CUSTOMERS AND COMMUNITIES				
	2021	2022	2023	2022-2023 COMPARISON
Supplier Diversity Spend (billions \$)*	2.44	2.42	2.26	✖ ³
Supplier Diversity Spend Rate Percentage (%)*	38.05	35.42	38.32	■
Customer Satisfaction: J.D. Power & Associates Survey Results — Electric Residential (out of possible score of 1,000)*	744	722	702	✖ ⁴
Customer Satisfaction: J.D. Power & Associates Survey Results — Electric Business (out of possible score of 1,000)*	771	761	757	✖ ⁴
Community Investments: Contributions by Shareholders from Pre-Tax Earnings from Operations (millions \$)	20.0	20.0	20.0	□
Community Investments: Contributions to Nonprofit Organizations by Employees (millions \$)	1.8	2.1	2.1	□
Community Investments: Employee & Retiree Volunteer Hours	48,944	55,666	59,485	■

WORKFORCE REPRESENTATION

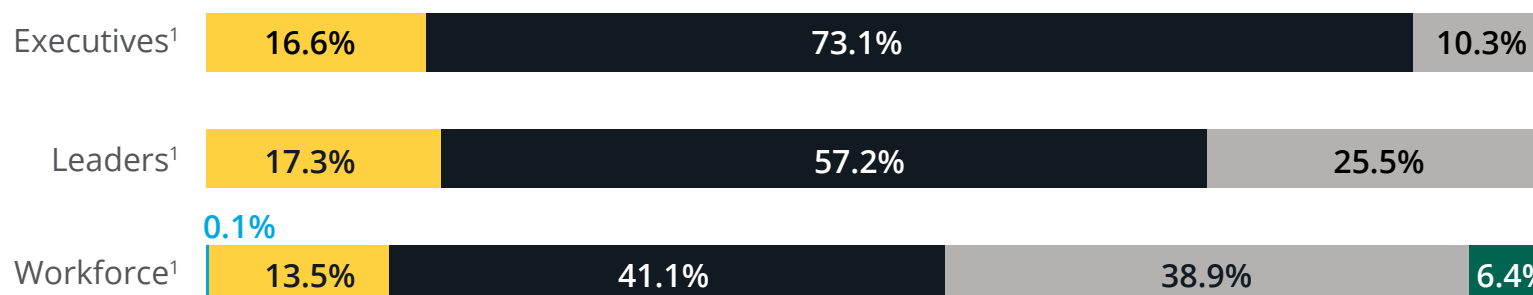
Workforce by Tenure

0-5 Years >5-10 Years 10 Years +



Workforce by Generation²

Traditionalist Boomer Gen X Millenials Gen Z



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.

¹ Representation as of December 31 of the reporting year. Employee-related metrics exclude interns and those on a leave of absence. Part of Trio excluded from race/ethnic representation due to restrictive international reporting. Trio is not the same company as SCE, the utility, and Trio is not regulated by the CPUC. Executives include officers and directors (Trio executives include officers only). Leaders include principal managers, senior managers, managers, senior supervisors and supervisors (Trio leaders include directors). Workforce is all employees, including leaders and executives.

² 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+

Representation Against Market Availability

EXECUTIVES ¹			
GROUP	EDISON INTERNATIONAL	LABOR MARKET AVAILABILITY ²	OUR COMMUNITIES ³
Asian	16.0%	7.5%	10.1%
Black	4.9%	6.2%	3.8%
Hispanic	7.6%	8.0%	33.2%
Other	4.9%	2.2%	3.2%
White	66.7%	76.2%	49.7%

LEADERS ¹			
GROUP	EDISON INTERNATIONAL	LABOR MARKET AVAILABILITY ²	OUR COMMUNITIES ³
Asian	12.8%	17.1%	10.1%
Black	6.4%	4.9%	3.8%
Hispanic	29.8%	29.2%	33.2%
Other	5.2%	2.7%	3.2%
White	45.7%	46.1%	49.7%

WORKFORCE ¹			
GROUP	EDISON INTERNATIONAL	LABOR MARKET AVAILABILITY ²	OUR COMMUNITIES ³
Asian	14.5%	15.6%	10.1%
Black	5.9%	5.3%	3.8%
Hispanic	38.0%	36.7%	33.2%
Other	5.2%	3.0%	3.2%
White	36.4%	39.3%	49.7%

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.

¹ Representation as of December 31 of the reporting year. Employee-related metrics exclude interns and those on a leave of absence. Part of Trio excluded from race/ethnic representation due to restrictive international reporting. Trio is not the same company as SCE, the utility, and Trio is not regulated by the CPUC. Executives include officers and directors (Trio executives include officers only). Leaders include principal managers, senior managers, managers, senior supervisors and supervisors (Trio leaders include directors). Workforce is all employees, including leaders and executives.

² 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.

³ This data represents the change in percentage. One year is a comparison between December 31, 2022 and December 31, 2023; three years is a comparison between December 31, 2020 and December 31, 2023.

⁴ Our communities are the ZIP codes in SCE's service area. Data shown is from the latest census — 2020.

Female Representation

CURRENT			INTERNAL TREND ⁴	
GROUP	EDISON INTERNATIONAL	LABOR MARKET AVAILABILITY ²	1 YEAR	3 YEAR
Executives ¹	38.6%	36.8%	1.2%	2.1%
Leaders ¹	26.8%	26.5%	-0.1%	0.7%
All Workforce ¹	31.8%	27.9%	-0.2%	-0.2%

Racially/Ethically Diverse Representation

CURRENT			INTERNAL TREND ⁴	
GROUP	EDISON INTERNATIONAL	LABOR MARKET AVAILABILITY ²	1 YEAR	3 YEAR
Executives ¹	33.3%	23.8%	-2.3%	-0.5%
Leaders ¹	54.3%	53.9%	1.5%	5.0%
All Workforce ¹	63.6%	60.7%	1.0%	2.8%