



**EDISON**  
INTERNATIONAL®

# 2021 DIVERSITY, EQUITY & INCLUSION REPORT





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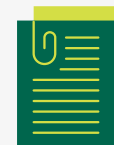
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Edison International is one of the nation's largest electric utility holding companies, providing clean and reliable energy and energy services through its independent companies.

Headquartered in Rosemead, California, Edison International is the parent company of Southern California Edison (SCE), a utility that delivers electricity to 15 million people across southern, central and coastal California. Edison International is also the parent company of Edison Energy\*, 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.



\* 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.



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# THE POWER OF DIVERSITY AT EDISON INTERNATIONAL

## An Inclusive Culture

**88%**

say they are proud to work at Edison International

**12**

employee-based Business Resource Groups (BRGs)

## Culture Congress

to advance continuous improvement

## Listening Sessions

**36**

Space4Dialogue Sessions conducted throughout the organization by BRGs

**11**

Leading with Courage on Inclusion conversations hosted by ASCEND BRG to allow safe-space conversations around the employee experience related to the rise of hate crimes against the Asian American and Pacific Islander (AAPI) community in 2021 and other relevant diversity, equity and inclusion (DEI) issues

**22**

Inclusion and Cultural Literacy Facilitated Sessions

## Additional Facilitated Sessions:

Upon request, SCE's corporate DEI team facilitated various discussions related to DEI and belonging



## A Focus on Future Talent

**\$3.5M+**

in STEM scholarships provided to underserved students

Internship program to give students

**hands-on experience**

with SCE's projects

Goal to achieve **full gender parity**

in executive roles by 2030

## A Diverse Workforce<sup>1,2</sup>

**70.7%<sup>3</sup>**

Total workforce diversity

**61.7%**

Racially or ethnically diverse

**32.0%**

Female

**4.1%**

Veteran

**4.8%**

Individuals with disabilities

**1.6%**

LGBTQ+



## Strong Community Connections

**600+** advocacy and community-based organization partners

**\$20M** in philanthropic funding

Over **80%** of annual philanthropic giving committed to diverse and underserved communities



Note: Data pertains to 2021.



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# PERSPECTIVES FROM OUR LEADERSHIP

Our mission at Edison International is to move the electric power industry — and ultimately the whole economy — toward a clean energy future.

We must do so in a way that remains equitable and achievable for everyone. The key is that everyone at Edison International, from our Board of Directors and executive officers to our teams who work in offices and the field, must embrace and foster DEI as a foundational element of success. Our ability to safely deliver reliable and affordable energy to our customers relies on the diversity of our team and an equitable workplace that enables all employees to thrive. We have built a strong foundation where DEI is part of everything we do, and we are proud of the significant progress we made in 2021. Yet, we know there is still much work to do.

We made strides to increase diverse representation throughout our company and have resolved to foster an even more inclusive workplace. In 2021, we strengthened our commitments to embed DEI into our company's culture and business objectives.

To advance this culture, we:

- Launched an initial Talent Accelerator Development program to pair officers with high-potential Black managers to provide professional growth opportunities and a path to career advancement. The second cohort will target a broader community.
- Selected the first awardees for our four-year scholarship program supporting lineworker students
- Extended the reach of SCE and Edison Energy\* BRGs, which foster a culture of belonging in the workplace and are aligned with our company mission, values, goals and business priorities
- Launched three Employee Resource Groups (ERGs) at Edison Energy\*
- Reaffirmed the company's commitment to the communities we serve through community engagement and building meaningful relationships with grantees focused on increasing DEI

Our commitment to DEI is not limited to our workplaces and workforce; it extends to the communities we serve. Among our efforts, we continued to support organizations and initiatives that share our dedication to promoting racial equity. Their objectives include expanding educational and vocational opportunities to groups that have been traditionally underrepresented in science, technology, engineering and mathematics (STEM) careers and driving economic growth and stability in communities through diverse supplier partnerships.

We couldn't be more confident that our Edison International team members will continue to build a more equitable, safe and inclusive culture. We are proud to share our 2021 achievements in our annual Diversity, Equity & Inclusion Report — and we remain committed to making even more meaningful change in the future.



*Pedro J. Pizarro*

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



*Steven Powell*

Steve Powell, President & Chief Executive Officer, SCE



*Natalie K. Schilling*

Natalie K. Schilling, Senior Vice President (SVP), Human Resources, Edison International and SCE



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# BRINGING THE POWER OF DIVERSITY TO LIFE

Edison International's commitment to DEI is longstanding. DEI is integral to our company values, and we know that when we integrate DEI across our business we are best-positioned to accelerate a clean energy future.

In recent years, we have made progress in increasing diverse representation at the Board level, in executive leadership and among our total employee population. We are especially proud to be among those companies in the Fortune 500 that report LGBTQ+ representation at the Board level. Since 2017, we have increased the percent of women in our executive leadership by 10% and are well on our way to achieving our goal of gender parity by 2030.

However, diversity is only effective if it is coupled with inclusion. While we have made strides, we recognize we have more to do to create an even more equitable and inclusive workplace. Using data insights as well as observations gleaned through candid, facilitated conversations with employees, we have worked to continuously improve in building and maintaining a psychologically safe work environment where all our team members can thrive.

To remain transparent and accountable, we share one of the most comprehensive sets of [DEI data](#) in our industry, including detailed data on our workforce, suppliers and community investments.

## What we've accomplished to date:



Implementation of 10 commitments designed to create greater equity and inclusion beginning with our Black colleagues and communities



Increase in diverse representation at all levels of our workforce



Increase in transparency and accountability by sharing detailed data on our workforce, suppliers and community investments, and among the Fortune 500 companies to report detailed corporate DEI data including our Board representation



Greater understanding of employee experience and sentiment related to race, ethnicity and inclusion through Space4Dialogue sessions offering a safe space for conversations with BRG members



Recognizing that equity is a critical part of the equation, renamed D&I team to DEI team

## Where we're headed in the future:



Remain steadfast in recruiting and building a pipeline of diverse talent for our company



Accelerate companywide cultural inclusion efforts focused on leadership development and education, including further refinement of Organizational Unit (OU) Culture Teams



Create greater leadership accountability and commitment through the creation of OU DEI Action plans in 2022



Continue to invest in diverse suppliers and advance DEI efforts in our communities





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# BRINGING THE POWER OF DIVERSITY TO LIFE (CONTINUED)

## Integrating DEI across Edison International

At Edison International, DEI is everyone's job. It comes to life at Edison International, SCE and Edison Energy\* through teamwork across all levels. For example:

- Each SCE OU has a culture team comprised of employees dedicated to advancing DEI, our company values, safety and wellness within their organizations and across the company
- Edison Energy's\* DEI Task Force is divided into subgroups with team leads, executive sponsors and dedicated contributors to handle DEI communications, employee engagement, education and initiatives

Additionally, we believe it is important to fully integrate DEI into our business with a C-suite executive who has the ultimate authority and responsibility to continue the progress we've made in pay, access, advancement and environment (PAAE). Our SVP, Human Resources has executive responsibility for DEI. Our dedicated corporate DEI team provides thought leadership and cross-company collaboration in the development, leadership and execution of strategies, programs, tools and processes to build and sustain a culture of equity, inclusion and belonging at Edison International.

Edison International's Board of Directors oversees initiatives to expand diversity throughout our organization. The Board reviews

the company's DEI progress semiannually, and monitors our commitments, metrics and trends related to workforce representation, pay equity, advancement opportunities and employee sentiment. 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.

## Upholding Human Rights

In 2021, Edison International had a 100% score on the Human Rights Campaign's Corporate Equality Index for the 14th consecutive year and was designated a 2021 Best Place to Work for LGBTQ+ Equality. Some of our most notable accomplishments are:

- Offering transgender-inclusive healthcare benefits, including coverage of reassignment surgery
- Providing Lighthouse BRG Ally 101 training, focused on providing resources, education and opportunities that encourage employees to be better LGBTQ+ allies
- Joining the Human Rights Campaign Business Coalition for Equality Act
- Enabling self-identification of LGBTQ+ employees through our Self-ID survey
- Tracking supplier diversity spend with LGBTQ+ suppliers
- Supporting philanthropic efforts for the LGBTQ+ community



Edison International employees are almost entirely (99.9%) located in the United States.<sup>5</sup> We operate in accordance with all applicable federal and international human rights laws and all eight of the International Labour Organization's Fundamental Conventions. We 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 equal opportunity and nondiscrimination; prohibition of child labor and forced or compulsory labor; meeting compliance requirements associated with working hours, wages and benefits; and freedom of association.



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# DRIVING ACCOUNTABILITY AND PROGRESS

Our efforts to advance DEI throughout Edison International and the communities we serve are guided by 10 commitments, which we established in 2020. In 2021 we implemented each of the 10 commitments, most of which initially focused on our Black colleagues and community. Many of the commitments will be expanded in 2022 and beyond to our broader employee population, to further our efforts to embrace all forms of diversity, including age, disability, race, ethnicity, gender, LGBTQ+, religion, veteran status and diversity of thought, and to support all of our team members, partners and communities.

| Commitment                             | Description  | 2021 Accomplishments  |
|--|--|---|
| Greater Data Transparency/Dashboard    | Created an officer-level dashboard for continued visibility. The dashboard lists an OU's diversity makeup as well as diversity information in regard to turnover and internal/external hiring source | Dashboard rolled out to officers  |
|  | Provide transparency through the DEI Report which tells a holistic enterprisewide story supported by DEI data  | <a href="#">2020 Edison International DEI Report</a> published to Edison.com  |
| Inclusion & Cultural Literacy Training | Expand current training to include content on antiracism and microaggressions for all employees  | 100% of active employees (those not on leave) participated in trainings   |
| Talent Development Accelerator         | Accelerate talent movement by pairing officers with high-potential talent; start with Black employees with plans to expand the initiative in 2022  | Launched Talent Development Accelerator program   |
| Talent Pipeline                        | Increase Black scholarship awardees and internships (see external actions for additional scholarships)   | 13% increase in Black awardees over the prior year  |
| Career Counseling                      | Engage career counseling vendor to help employees navigate their careers at Edison International   | 500 members of Networkers BRG <sup>6</sup> received a set of three coaching sessions each; with positive feedback, the program was rolled out companywide |



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## DRIVING ACCOUNTABILITY AND PROGRESS (CONTINUED)

| Commitment   | Description   | 2021 Accomplishments  |
|--|---|---|
| Assessment for Potential Bias in HR/Ethics Processes | Engage external third party to assess key HR/Ethics policies and processes for potential biases and suggest improvements based on findings  | HR and Ethics & Compliance worked to better understand the assessment's findings to help us implement controls for potential bias in four focus areas: Employment practices, succession planning, recruitment & retention, and the investigation of employee complaints (and resulting corrective actions). Observations were to: Review our employment policies and further define best practices, clarify succession planning and create more transparency, ensure hiring managers understand representation goals when posting jobs, and conduct regular and more in-depth demographic analysis of compliance cases. |
| Greater Data Transparency                            | Issue annual Economic Impact report to capture contributions of supplier diversity spend (e.g., jobs, wages, taxes)   | <a href="#">2020 SCE Supplier Diversity Economic Impact Report</a> published  |
|  | Issue Community Impact report to provide details of corporate philanthropic giving  | <a href="#">2020 Edison International Community Impact Report</a> published   |
| Industry/ External Partnership & Allyship            | Join the American Association of Blacks in Energy (AABE) Energy Equity campaign, which is intended to increase representation of African Americans in employment, leadership, business contracting and workforce development in the energy industry | Joined AABE Energy Equity campaign and identified a company representative to participate in meetings   |
|  | Commit incremental \$1 million shareholder funding over next five years to advance racial equity in our communities   | \$240,000 of \$1 million commitment allocated to 14 organizations selected (seven Black-led and seven other diverse)  |





## DRIVING ACCOUNTABILITY AND PROGRESS (CONTINUED)

| Commitment  | Description  | 2021 Accomplishments   |
|---|--|--|
| Edison International Lineworker Scholarship Program | Commit \$1 million in shareholder funding to pilot four-year \$250,000 annual scholarship program to expand diversity in lineworker pipeline, with an initial focus on attracting Black participants                             | Scholarship awards up to \$25,000 per awardee to attend Los Angeles Trade-Tech College's six-month program to receive a Powerline Mechanic Certificate as well as additional assistance to support their success during the program  |
| Marketplace Development & Supplier Diversity        | Commission marketplace study to assess the availability of diverse businesses in procurement categories where SCE has needs; use findings to inform access and spend targets, with an initial emphasis on Black-owned businesses | <a href="#">2021 Marketplace Development &amp; Supplier Diversity Report</a> published and shared with the California Public Utilities Commission Executive Division; we will use this information to inform our category strategies relative to diversity and inclusion within SCE's Supply Chain |



## OUR CULTURE MOVEMENT

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





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# BUILDING A CULTURE OF INCLUSION

We want all team members to be energized at work through feelings of physical and psychological safety and empowerment. We have made progress in increasing diverse representation, and today we're adding to that foundation with a focus on building a more inclusive and equitable culture for all.

We view DEI as part of a broader, companywide cultural effort. In 2019, we created the Culture Congress, a cross-departmental, cross-functional group of employees who advance key areas of cultural improvement, including DEI.

Our Culture Congress oversees each OU's Culture Team, which develops and leads initiatives around DEI, values and psychological safety, including:

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

In 2021, our Culture Congress focused largely on two initiatives:

- Creating a set of comprehensive best practices and links to resources for all employees to create greater inclusivity in leadership, meetings and everyday behavior, whether in a hybrid, remote or on-site working model. These best practices are being launched corporate-wide in April 2022.
- Development of a corporatewide Employee Recognition Campaign launching in 2022 to bring appreciation and recognition into greater focus in our culture

Some of the common themes and activities that OU Culture Teams worked on in 2021 include:

- Job Shadow programs to provide opportunities and insight for employee development
- Leveraging BRGs to assist in recruiting and outreach to diverse candidates and encouraging them to apply for job openings
- A Buddy Program that pairs employees with new hires to help each of them acclimate to their new working environment and feel included
- Mentorships to provide collaborative relationships, professional development and personal growth to employees at all levels of the company
- Virtual team-building events where employees share about their backgrounds to promote trust, understanding and inclusion
- Season of Service volunteer days with local nonprofit organizations
- Exchange of best practice information to share successes and challenges

“Our commitment to DEI is foundational. We are moving forward with focused actions that demonstrate our convictions and reflect our corporate values and beliefs.”

Eric Watson, Director of DEI, SCE







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## BUILDING A CULTURE OF INCLUSION (CONTINUED)

### Creating Connections Through BRGs and ERGs

As the cornerstone of our diverse and inclusive culture, our 12 BRGs play a critical role. At SCE, BRGs represent employees across a range of cultures, racial and ethnic groups, sexual orientations and abilities and cover topics including safety and environmental stewardship. These employee-led, executive-sponsored groups amplify the voices of our employees, foster connectivity and collaboration across all levels, and provide opportunities for skill building, mentoring and community involvement. In 2021, our BRGs took advantage of the virtual work environment to engage even more team members and expand their reach. Likewise, Edison Energy\* created three ERGs in 2021.

#### SCE BRGs



##### Abilities Beyond Limits and Expectations (ABLE) *Founded 2017*

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



##### ASCEND<sup>7</sup> *Founded 2016*

Celebrates the diverse Asian Pacific Islander cultures and promotes growth and leadership through various 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



##### EcolQ *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



##### Safety Ambassadors for Edison (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



##### Women@Edison

Advances and empowers women through education and mentorship



##### Multicultural Employee Resource Group for Edison Energy\* (MERGE)

Celebrates the heritage of its members by sharing their culture through educational opportunities, networking and cultural events



##### DEI Energized

Facilitates networking, professional development and open discussions related to DEI within the energy space through company events and coordination with external groups





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# INCREASING DEI DEVELOPMENT OPPORTUNITIES

Our diverse talent strategies focus on increasing inclusion, career advancement and leadership opportunities.

Recent [Pulse survey results](#), measuring employee sentiment, indicate that employees continue to feel we can do more to provide meaningful growth and development opportunities. We're addressing this element of job satisfaction through new programs—such as our Talent Development Accelerator, Job Shadowing, Peer-to-Peer Learning and Career Counseling Programs—as we look for new ways to provide a culture that fosters professional and personal growth and well-being.

## DEI Training and Education

Edison International invests in education and training to provide employees with skills and resources to activate DEI in their day-to-day interactions and decisions. Programs we use to build DEI skills include:

- **Empower**, a one-year leadership training and mentoring program that equips new leaders with tools and resources to lead with values, inclusion and empathy

on a daily basis. In 2021, more than 150 team members participated in Empower. More than 1,200 leaders have completed Empower or its predecessor program, Leader's Academy, since 2017.

- **Inclusion and Cultural Literacy Training**, a required training for all employees that covers topics that include diversity, inclusive/exclusive behaviors, unconscious bias, psychological safety and belonging.

“My career counseling sessions were hugely beneficial by providing me with action steps after every meeting. Feedback is a gift, and I got a lot of it from my career coaching experience.”

Eghosa Obasohan, Senior Advisor,  
Business Operations Analysis, SCE





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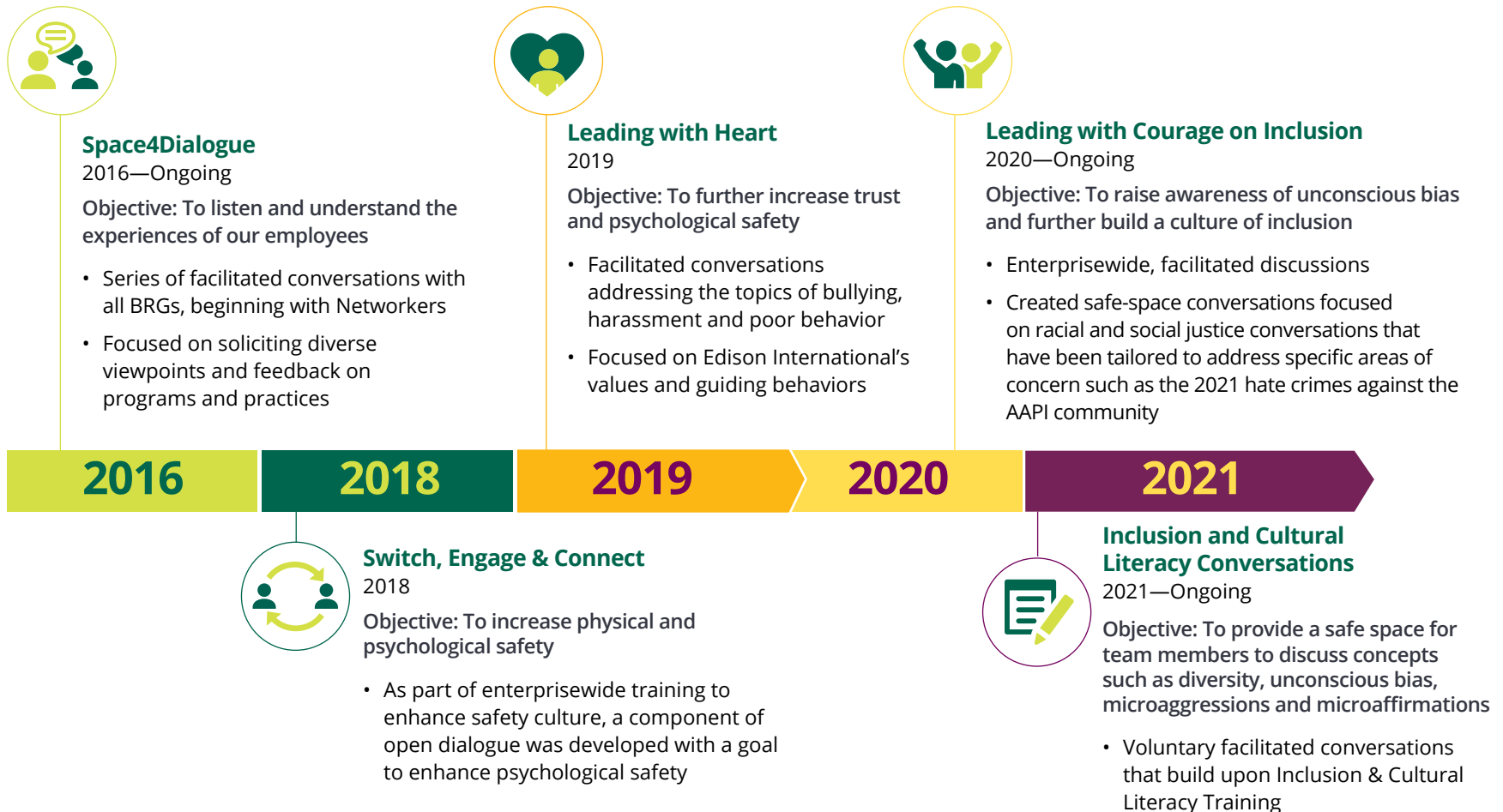
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# ASSESSING CULTURE THROUGH LISTENING

We undertake a variety of initiatives, in addition to our Pulse Survey, to promote a culture of honest feedback and open dialogue. Each of our listening initiatives has resulted in broader insight and greater understanding of employee feelings around inclusion and belonging. These insights and employee sentiment data have enabled us to create additional opportunities for discussion and helped shape our DEI programs and priorities. Among many benefits, listening helps us build cohesive teams, effectively and quickly address team members' concerns and better retain our talent.

## Our Listening Initiatives Over the Years





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## ASSESSING CULTURE THROUGH LISTENING (CONTINUED)

### Pulse Surveys: Gathering Real-Time Feedback

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

In 2021, 88% of employees indicated that they are proud to work at Edison International, and 84% feel that they are treated with respect at work. Pulse category trends appear to be flat or on a slight decline. Although root causes are still under analysis, we continue to

examine the impact of the pandemic on the responses of our employees. Surveys indicate there is room for improvement in the areas of recognition, collaboration and facilitation of career growth and development for all employees.

In 2021, two of our commitments—the Talent Development Accelerator and Career Counseling—directly addressed growth and development opportunities. In 2022, to achieve our DEI corporate goal, each of our OUs will create a DEI Action Plan focused on specific areas of need within their OU. Some of the focus areas chosen have been centered on collaboration, employee growth and development and recognition. Additionally, a corporate-wide employee recognition campaign is being rolled out in 2022.

**88%** of employees say they are proud to work at Edison International

**84%** of employees say they are treated with respect at work

**84%** of employees say their job makes good use of their skills and abilities



Additional [pay equity data](#) is available.

### OUR COMMITMENT TO PAY EQUITY

We believe all team members should be paid equitably regardless of gender, race or ethnicity. In 2016, we signed the Obama Administration's White House Equal Pay Pledge to underscore our commitment to helping reduce the national pay gap. In 2021, we signed #EqualPayCA, an initiative led by the First Partner's Office and the California Commission on the Status of Women and Girls. We recognize our role in ensuring pay equity, and we are committed to doing our part to level the playing field. Our 2021 analysis confirmed that, on average, employees in similar roles receive equal pay for equal work. However, in order to achieve pay parity across groups, regardless of role, we are working to diversify gender representation in roles where one gender may be overrepresented.







# DIVERSIFYING OUR WORKFORCE

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We are committed to an inclusive workplace that empowers diverse talent and leverages our diversity to achieve our business goals.





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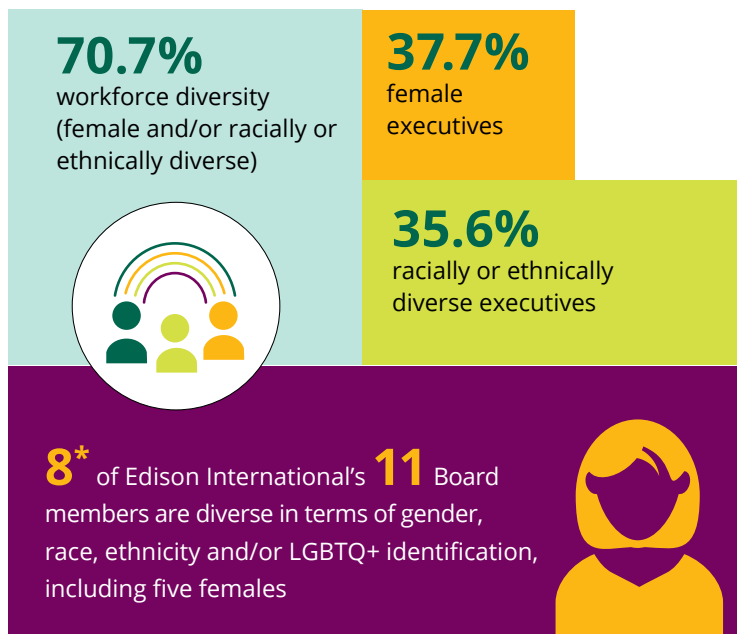
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# OUR DIVERSE WORKFORCE

We're a team that celebrates our differences and is proud to serve one of the most diverse regions in the country. We believe it's critical to have a workforce that represents the customers and communities we serve, and their broad diversity.

One way we measure the effectiveness of our efforts is by regularly tracking employee demographic data, as well as new hires and turnover rates, by age, race, ethnicity and gender. Additionally, employees are periodically invited to participate in a voluntary Self-ID survey through which they can self-identify as belonging to other demographic groups including gender beyond the binary choice of female/male, sexual orientation, veteran and disability status.

## A Snapshot of Our Diverse Team



\* Reflects data as of date of publication, 4/29/2022, which improves upon 2021 year-end data (seven of 11).



“ I feel comfortable speaking up to share my perspective when I am in meetings. I feel seen and heard and accepted. I want my colleagues to feel the same way, so I am intentional about creating a safe space for people to express themselves.”

Seema Sutarwala Turner, Principal Manager, SCE



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



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# ADVANCING GENDER PARITY

Representing 32% of the workforce, our female colleagues mitigate wildfires, maintain field operations, assist customers and drive our clean energy strategy, among other roles. They represent the top talent in our industry and are at the heart of Edison International's success. Our commitment to hiring qualified women and advancing their opportunities in our workforce has never been stronger.

We are working to achieve gender parity in executive roles by 2030, a goal we set in 2016 when we joined Paradigm for Parity, a coalition of business leaders dedicated to addressing the leadership gender gap in corporate America. At the end of 2021, our data shows the representation of females in our executive roles has gone up by 8% since 2016.<sup>8</sup> Additionally, in 2021 our Edison International Managing Committee became 50% female and 50% male.

Sustaining our progress toward gender parity in our executive roles will depend in part on broader societal trends, including the diversity of our candidate pool. In addition to Paradigm for Parity, we partner with organizations that advance gender equality in society, including:

- Association of Women in Water, Energy and Environment (AWWEE), an organization dedicated to supporting women's professional growth in our industry
- Catalyst, a global nonprofit that helps leading companies accelerate and advance women through pioneering research, practical tools and proven solutions
- Fairygodboss, a leading career community for women

To engage our male colleagues in gender inclusion, in 2021 we launched Men Advocating Real Change (MARC) Dialogue Teams, a voluntary allyship program led by our DEI team and Women's Roundtable BRG. MARC fosters a culture of support and inclusion by inspiring men to leverage their unique opportunity and responsibility to be allies. More than 100 team members have already joined a MARC discussion group.

## Our Female Executive Officers

**47%**

female executive officers at Edison International

**33%**

female executive officers at SCE

**43%**

female executive officers at Edison Energy\*



“Small actions have a chance to create big changes. Allyship can be as simple as making a self-commitment to listen, learn and allow oneself to be uncomfortable; recognizing female colleagues' good work and ideas; and working with each other to create a gender-inclusive workplace.”

Diego Hinojosa,  
Transmission Manager, SCE



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# ATTRACTING AND HIRING DIVERSE TALENT

We make ongoing efforts to attract and retain a diverse employee population of highly talented individuals that represents the communities we serve and help advance. We realize that recruiting diverse workers has tangible benefits tied to performance, innovation and productivity.

To ensure that our hiring process helps create a diverse workforce, we apply hiring practices that create broad appeal, such as writing inclusive job postings that are welcoming to all qualified candidates, promoting job opportunities to diverse groups and reassessing basic job qualifications for some roles.

SCE employees partner with several professional and community associations that provide them with an opportunity to build their own networks as well as meet diverse talent.

These associations include, among others:

- Society of Women Engineers (SWE)
- Society of Hispanic Professional Engineers (SHPE)
- National Society of Black Engineers (NSBE)
- Asian American Professional Association (AAPA)
- American Association of Blacks in Energy (AABE)
- Native American Tribes, specifically the 13 Tribal Nations within SCE's service area

## BRG Involvement

We leverage our BRGs to connect with diverse groups across SCE's service area. For example, in 2021:



Through Networkers, the Black Male Initiative was formed to partner with community, spiritual and nonprofit organizations to help promote SCE job opportunities and career paths to members of their organizations.



LEAD completed the second cohort of 26 students for the Youth Mentorship & Career Exploration Program that paired students from our service territory with Edison Mentors to learn about exciting careers and the departments within SCE.



Native American Alliance hosted a virtual career expo for its members. Attendees heard about job opportunities and practical advice for interview preparation.



## Embracing All Forms of Diversity

The largest minority group in America is people with disabilities, and we see this as an untapped pool of talent. We are committed to providing an environment for all employees that is free of barriers and biases. To help achieve this, our ABLE BRG provides awareness to create understanding around disabilities. We also work to continuously improve accessibility in our offices and technology.



“Due to my experiences, I firmly believe that any employee with a disability will have access to all the tools and support that they need.”

Jennifer Brunson, Safety Initiatives and Business Operations Advisor, SCE



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## ATTRACTING AND HIRING DIVERSE TALENT (CONTINUED)

### Building Pipeline of Black Talent

While the represented workforce of Black employees at Edison International continues to trend above local labor market availability, we understand the need to drive toward a more representative labor market overall. Our DEI commitments include actions intended to advance a robust pipeline of Black talent, increase development and advancement opportunities throughout our organization, and improve the overall labor market representation



through partnerships with dedicated organizations and scholarship opportunities.

#### University Partnerships

In 2021, we launched two new strategic partnerships with Historically Black Colleges and Universities (HBCUs), Howard University and North Carolina A&T, to engage diverse students and professionals in our recruitment activities.

#### Lineworker Scholarship

In 2020, Edison International committed \$1 million in shareholder funding to pilot a four-year annual scholarship program supporting lineworker students. The purpose of this program is to grow diversity in the lineworker role with an initial focus on attracting Black participants. In 2021, the scholarship awarded up to \$25,000 per awardee to attend Los Angeles Trade-Tech College's six-month program to receive a Powerline Mechanic Certificate as well as additional assistance to support awardees' success during the program.



Read more about our efforts to advance [STEM education and vocational training in our communities](#).

#### Industry Collaboration

Edison International is a long-standing sponsor of AABE through our supplier diversity team, and several of our executives have served on AABE's national board. We joined AABE's Energy Equity Campaign to increase Black representation in the energy industry through business contracting and workforce development. Additionally, several Edison International employees are AABE members, and the AABE California Chapter is led by our employees.

### Filling Roles with Internal Candidates

Despite an increase in 2021 over 2020, at 7.5%, our employee turnover rate was lower than that of our peers in the electric utility industry and other industries. While this is a good indicator of satisfaction and positive experiences among employees, having fewer open positions presents a challenge to advancing workforce diversity. In 2021, 69.6% of new roles were filled by internal candidates.

**7.5%** employee turnover rate

**69.6%** of roles filled by internal candidates





## GOING FURTHER, TOGETHER

Our broad presence in Central and Southern California brings us opportunities to make large-scale impacts in our communities.







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# OUR COMMUNITY IMPACT

With over 135 years of history, Edison International knows that communities aren't external to our business—they're integral to it. Achieving our DEI goals requires collaboration with a range of partners, including suppliers and community organizations that operate on the front lines of societal change.

Our broad community investments focus on environment, education, public safety and emergency preparedness, and civic engagement. Within these four pillars, we target projects and organizations that help meet our DEI commitments, as well as our goal, developed in partnership with The Greenlining Institute, to commit at least 80% of our philanthropic giving to underserved communities.



Since 2006, Edison Scholars has awarded over \$12 million in scholarships to 700 students, 84% of whom are racially and/or ethnically diverse and 50% of whom are first-generation college students.

“It was the diversity and the excellence of our teams that drew me here 14 years ago, and it's what keeps me here today. Our commitment to DEI, in both our workplace and the communities we serve, gives me confidence that we will achieve the clean energy future, together.”

Ashley Sauer, Senior Manager, SCE



## Advancing STEM and Vocational Skills

We undertake various initiatives that expand outreach to communities that have been traditionally underrepresented in STEM careers. This includes funding that supports STEM education and vocational training in underserved and environmental and social justice (ESJ) communities to deliver valuable skills that are not necessarily provided in schools, spark interest in STEM careers and increase the pipeline of diverse talent for our company and the industry at large.

For example, in 2021 Edison International gave more than \$3.5 million to support STEM scholarships specifically targeted to underrepresented college students. In 2021, 30 high school seniors were each provided with a \$40,000 scholarship to support college study in a STEM subject through the [Edison Scholars](#) program. We also provide funding and scholarships for historically marginalized students such as women, Latinx and first-generation college students through our partnerships with numerous colleges and universities in our service area.



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## OUR COMMUNITY IMPACT (CONTINUED)

### Supporting ESJ Communities

Edison International is committed to doing our part to support communities that are particularly vulnerable to and face disproportionate economic, social, public health and other effects from climate change, as well as other environmental hazards in building adaptive capacity. We believe that a transition to clean energy 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 ESJ communities both at SCE and through Edison Energy's\* client engagements. Given SCE's wires-focused business model and Edison Energy's focus on supporting customers in meeting their climate goals, we anticipate that the clean energy transition will continue

to support our workforce, and we have focused our efforts on building our diverse talent pipeline. Beyond expanding economic benefits associated with clean energy-related work and contracting opportunities to underrepresented talent, SCE is focused on designing and implementing customer programs and services that provide clean energy benefits to ESJ communities. For more details, see Edison International's [Sustainability Report](#).

Since 2018, Edison International has supported Climate Resolve's Ready for Tomorrow program, which provides grant writing assistance to ESJ communities for climate resilience projects. In addition, SCE was a founding member of the California Resilience Challenge, which awards grants to local governments, tribes and community-based organizations in



Employee volunteers worked with the Compton Initiative to restore an iconic mural and beautify the campus at ISANA Academies.

\*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.

Over  
**\$3.3M**  
raised by  
employees  
and company  
match



**\$20M<sup>9</sup>**  
in philanthropic  
funding donated  
by Edison  
International

**\$1.4M**  
value of employees,  
family and friends  
volunteering  
(based on valuation  
by [Independent Sector](#))

**48,944**  
hours volunteered  
by employees,  
family and friends



underserved communities for projects that mitigate wildfire, high heat, drought and flooding.

### Volunteering and Board Service

Our employees are passionate about making a positive impact in the communities where we live and work. We promote volunteering through grants in which employees who volunteer 40 hours receive \$100 to donate to a nonprofit organization of their choice, up to \$600 annually. In 2021, we hosted several volunteer activities, including a virtual career development workshop and mentoring sessions, socially distanced park and beach cleanups, and support for local food banks. Edison International also supports nonprofit partners through executive service on boards. In 2021, more than 30 Edison International and SCE executives served on nonprofit boards.



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# SUPPLIER DIVERSITY

Diverse businesses drive economic growth, resiliency and stability in communities. In turn, partnerships with diverse businesses provide us with a competitive and sustainable supply base.

SCE has a longstanding commitment to increasing partnerships with diverse suppliers through supplier inclusion, development and outreach. SCE's goal in 2021 was to achieve 38% of our total annual procurement spend with diverse suppliers. In 2021, we met that goal, spending \$2.4 billion (38%) of the \$6.4 billion in total annual procurement spend with diverse suppliers. We work with diverse suppliers who support our strategic objectives, primarily the safe

delivery of reliable, affordable and clean energy, including wildfire mitigation efforts.

To further expand our diverse supplier base, in 2021 we commissioned a marketplace study to assess the availability of diverse businesses in procurement categories where we have needs. We are using the findings to inform access and spend targets, with an initial emphasis on Black-owned businesses.



The American Indian Chamber of Commerce of California EXPO '21 Tribal Summit Roundtable featured procurement opportunities, tips for successfully contracting with SCE and programs to advance tribal energy goals.



**\$2.44B**

spent with diverse  
businesses,  
representing 38% of  
total annual purchase



More details, including additional data about SCE's supplier diversity program, are available in our [Supplier Diversity Annual Report](#).



SCE sponsored the Southern California Minority Supplier Development Council's RISE, focused on: Reviewing organizational capacity, increasing capital, supporting efficient systems and educating today's business leaders for tomorrow.





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# EMPLOYEE ENGAGEMENT & SENTIMENT

## 2021 Pulse Survey Key Takeaways

Employees indicate they are proud to work at Edison International and feel a strong alignment with the company's strategy. We can improve the most in the areas of employee recognition and growth and development. Pulse category trends appear to be flat or on a slight decline. Although root causes are still under analysis, we continue to examine the impact of the pandemic on the responses of our employees.

| Key Takeaway  | Supporting Evidence  | 2021 | 2020 | Benchmark                                 |
|---|--|------|------|---|
| Employees are proud to work for the company and feel their job makes good use of their skills and abilities | "I am proud to work for Edison" is our highest-scoring item.                                 | 88%  | 92%  | US: 82%; Fortune 500: 82%; Utilities: 79% |
|   | "My job makes good use of my skills and abilities" is our second-highest-scoring item.       | 84%  | 83%  | US: 77%; Fortune 500: 78%; Utilities: 74% |
| Leaders can do better at motivating employees   | "I receive appropriate recognition when I do a good job" is our second-lowest-scoring item.  | 66%  | 65%  | US: 67%; Fortune 500: 70%; Utilities: N/A |
| Leaders do not always invest in driving employee growth and development                                     | "My immediate leader helps me in my career development" is our greatest area of opportunity. | 65%  | 67%  | US: 71%; Fortune 500: 74%; Utilities: 69% |



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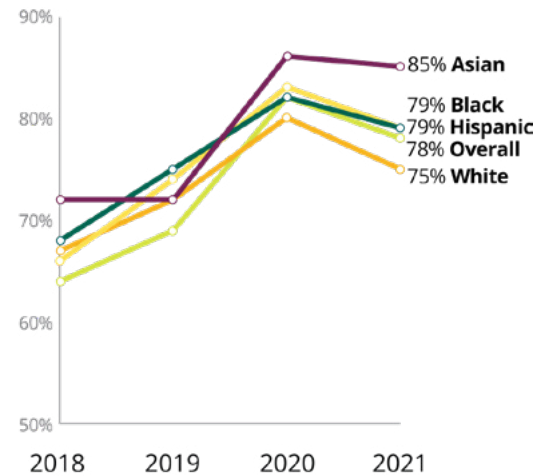
Appendix

## EMPLOYEE ENGAGEMENT & SENTIMENT (CONTINUED)

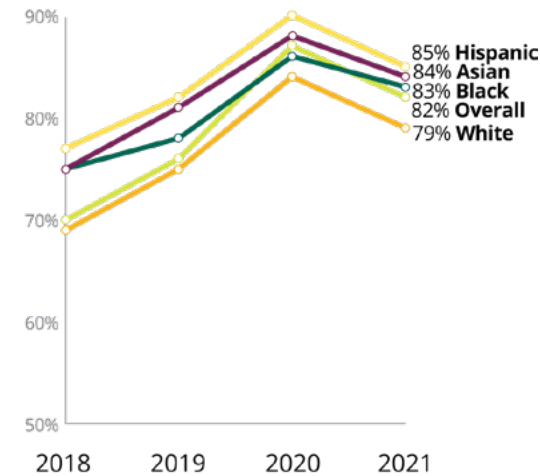
### Employee Sentiment Across Almost All Categories

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

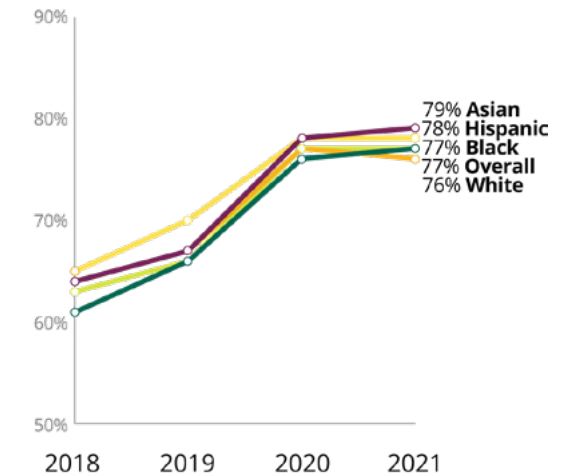
#### Trust



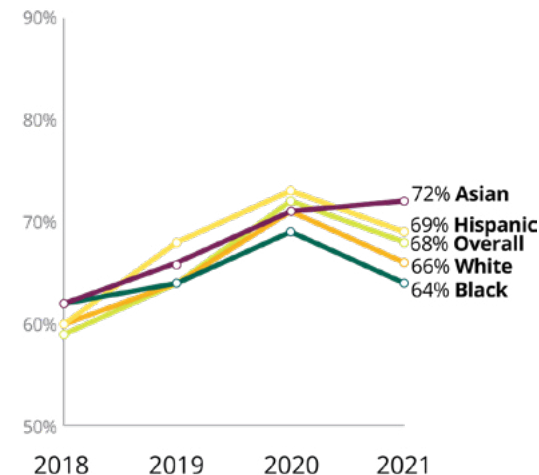
#### Engagement



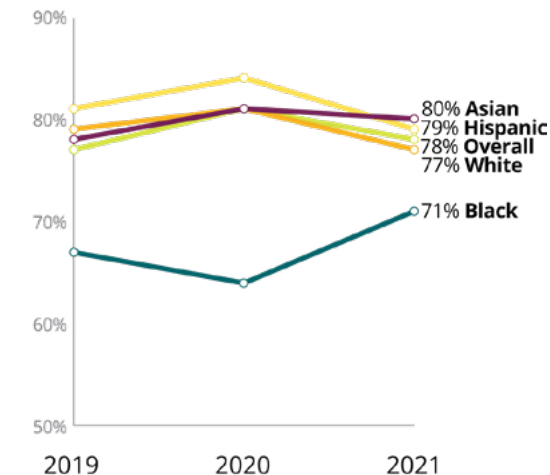
#### The Work Itself



#### Growth and Development



#### Inclusion<sup>4</sup>



Note: Scale adjusted to show details.





# WORKFORCE REPRESENTATION

## Female Representation

| Current                     |              |   | Internal Trend <sup>10</sup> |        |
|-----------------------------|--------------|---|------------------------------|--------|
| Group                       | Edison Intl. | Labor Market Availability <sup>11</sup> | 1 Year                       | 3 Year |
| Executives <sup>12</sup>    | 37.7%        | 37.7% (national)                        | +1.6%                        | +5.0%  |
| Leaders <sup>12</sup>       | 27.0%        | 28.8% (local)                           | +1.0%                        | +2.2%  |
| All Workforce <sup>13</sup> | 32.0%        | 29.8% (local)                           | +0.0%                        | +1.3%  |

## Racially/Ethnically Diverse Representation

| Current                     |              |   | Internal Trend <sup>10</sup> |        |
|-----------------------------|--------------|---|------------------------------|--------|
| Group                       | Edison Intl. | Labor Market Availability <sup>11</sup> | 1 Year                       | 3 Year |
| Executives <sup>12</sup>    | 35.6%        | 23.6% (national)                        | +1.6%                        | +2.9%  |
| Leaders <sup>12</sup>       | 51.2%        | 52.2% (local)                           | +1.8%                        | +3.1%  |
| All Workforce <sup>13</sup> | 61.7%        | 59.9% (local)                           | +1.0%                        | +3.7%  |

Source: Edison International, SCE and Edison Energy\* data as of 12/31/2021; 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.



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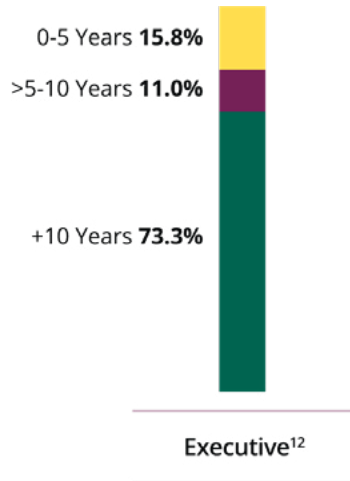
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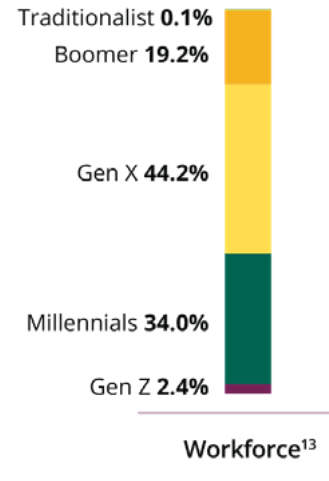
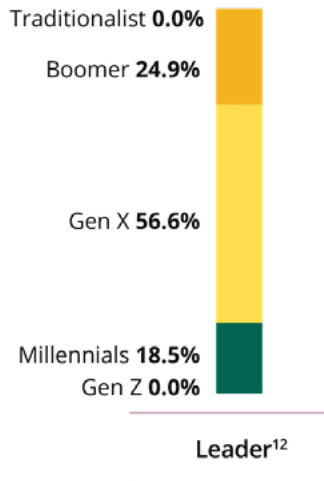
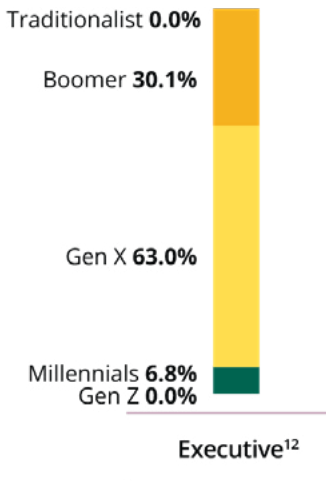
Appendix

## WORKFORCE REPRESENTATION (CONTINUED)

### Workforce by Tenure



### By Generation\*



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

\*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+.



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## WORKFORCE REPRESENTATION (CONTINUED)

### Representation Against Market Availability

#### Executives<sup>12</sup>

| Group                  | Edison International | National Availability <sup>11</sup> | Our Communities <sup>14</sup> |
|------------------------|----------------------|-------------------------------------|-------------------------------|
| Asian                  | 14.4%                | 6.2%                                | 10.6%                         |
| Black                  | 6.2%                 | 6.3%                                | 4.0%                          |
| Hispanic <sup>15</sup> | 11.6%                | 8.8%                                | 32.7%                         |
| Other <sup>16</sup>    | 3.4%                 | 2.2%                                | 3.4%                          |
| White                  | 64.4%                | 76.4%                               | 49.3%                         |



#### Leaders<sup>12</sup>

| Group                  | Edison International | Local Availability <sup>11</sup> | Our Communities <sup>14</sup> |
|------------------------|----------------------|----------------------------------|-------------------------------|
| Asian                  | 13.0%                | 15.1%                            | 10.6%                         |
| Black                  | 6.2%                 | 4.8%                             | 4.0%                          |
| Hispanic <sup>15</sup> | 27.1%                | 29.4%                            | 32.7%                         |
| Other <sup>16</sup>    | 4.9%                 | 2.8%                             | 3.4%                          |
| White                  | 48.8%                | 47.8%                            | 49.3%                         |

#### All Workforce<sup>13</sup>

| Group                  | Edison International | Local Availability <sup>11</sup> | Our Communities <sup>14</sup> |
|------------------------|----------------------|----------------------------------|-------------------------------|
| Asian                  | 14.3%                | 15.8%                            | 10.6%                         |
| Black                  | 6.3%                 | 5.4%                             | 4.0%                          |
| Hispanic <sup>15</sup> | 36.1%                | 35.7%                            | 32.7%                         |
| Other <sup>16</sup>    | 4.9%                 | 3.0%                             | 3.4%                          |
| White                  | 38.3%                | 40.1%                            | 49.3%                         |

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





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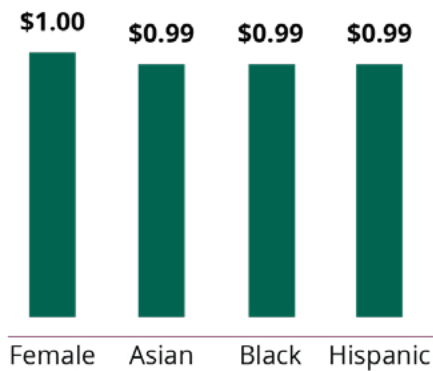
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# PAY EQUITY

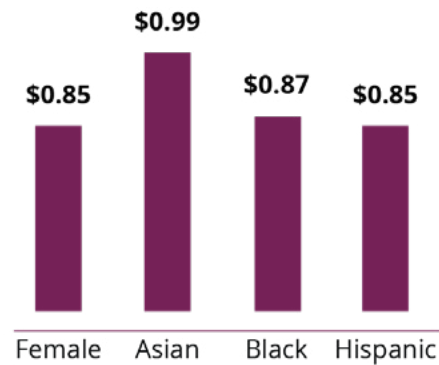
## Pay<sup>17</sup> Comparison for Employees in Similar Role

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



## Pay<sup>17</sup> 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.





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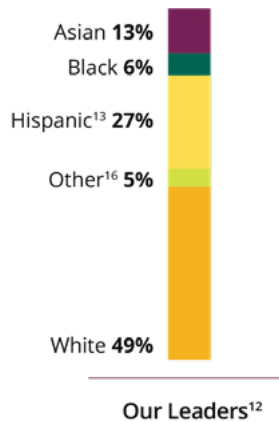
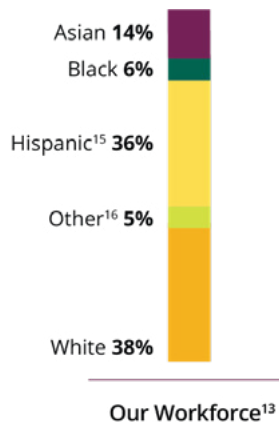
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# HIRING PROCESSES

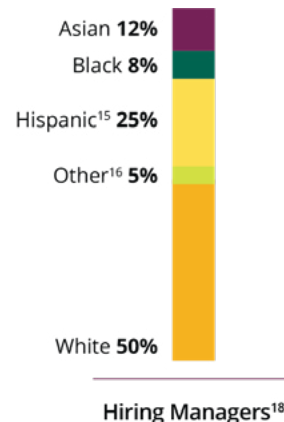
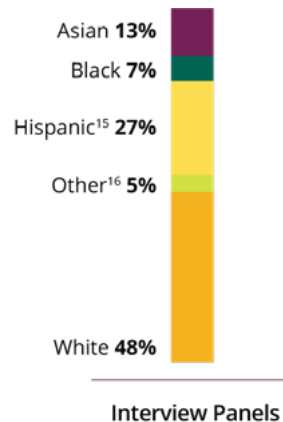
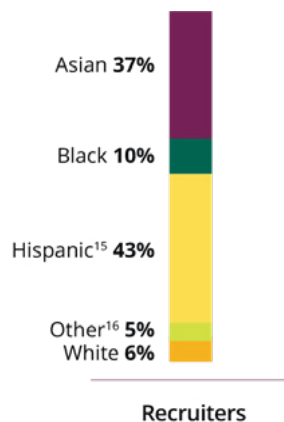
## Recruiters, Hiring Manager and Interview Panel Representation

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

### Leader & Workforce Representation



### Representation by Decision-Makers<sup>18,19</sup>



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



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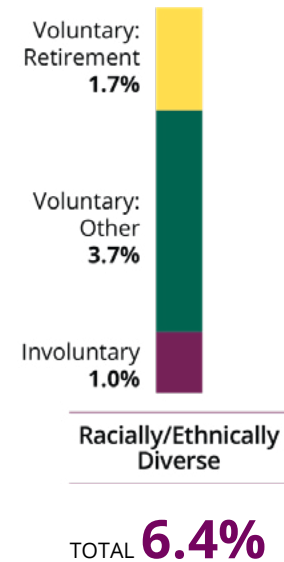
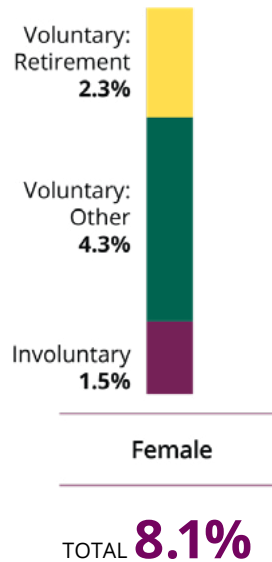
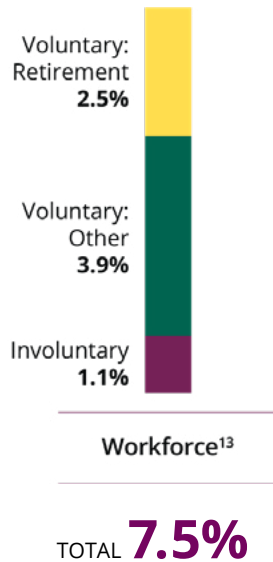
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## HIRING PROCESSES (CONTINUED)

### Turnover and Competition for Roles



### Hiring by Source<sup>20</sup>







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## AWARDS



In 2021, Edison International achieved recognition including:

**Best Places to Work for LGBTQ+ Equality**

[Human Rights Campaign Foundation](#) — Corporate Equality Index

**Best Companies for Latinos**

[Latino Leaders Magazine](#)

**Best Places to Work**

[Disability Equality Index](#) — Disability:IN

**"3+" corporation**

[50/50 Women on Boards](#)

**HACR CII 5 Star Company**

[Hispanic Association of Corporate Responsibility](#)

**Corporate Champion**

**(for +35% Board seats held by women)**

[Women's Forum of New York](#)



Our leadership was also recognized:

**Pedro Pizarro among the 101 Most Influential Latinos**

[Latino Leaders Magazine](#)

**Edison International board members Pedro Pizarro and Michael Camuñez for their commitment to diverse leadership**

[Latino Leaders Magazine](#)

**Peter J. Taylor, Chair of the Board, as one of the Most Influential Black Corporate Directors**

[Savoy Magazine](#)



As were our Business Resource Groups (BRGs):

**LEAD, SCE's Latino BRG, was recognized among the Top 15 Employee Resource Groups of the Year**

[LATINA Style Magazine](#)



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# DEFINITIONS

## For purposes of this document

### ALLY

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

### BUSINESS RESOURCE GROUPS (BRGS)

are voluntary, company-sponsored, employee-led groups that serve as a resource for their members and our company.

### CORPORATE DEI TEAM

reports to our SVP of Human Resources and is a cross functional team that drives DEI strategy and provides thought leadership to every organization within the company. This team is also responsible for SCE's 12 BRGs.

### CULTURE CONGRESS

represents a cross-section of represented and nonrepresented employees from various OUs and functional levels, and provides guidance on culture-related issues throughout Edison.

### EDISON INTERNATIONAL MANAGING COMMITTEE

is a forum for the governance of Edison International. The Committee consists of the Edison International President and CEO, each Edison International Executive Vice President, the President and CEO of Southern California Edison Company and such other persons as the Edison International CEO may designate from time to time.

### EQUITY

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

### ETHNICITY

is defined as belonging to a group with common racial, national, tribal, religious, linguistic or cultural origin or background.

### INCLUSION

is the feeling of being valued and connected (belonging).

### INCLUSION AND CULTURAL LITERACY FACILITATED SESSIONS

are conversations that provide a safe space for team members to discuss concepts such as diversity, unconscious bias, microaggressions and microaffirmations.

### JUSTICE

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

### MICROAGGRESSION

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

### OPERATING UNITS (OUs)

refers to internal groups within the company used to divide the control of resources and operational processes.

### PSYCHOLOGICAL SAFETY

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

### RACE

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

### RACISM

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

### RESPECT

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

### SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS (STEM)

refers to four closely connected areas of study that all share both theory and practice.

### TRUST

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

### UNCONSCIOUS BIAS

is a social stereotype that people form outside their own conscious awareness.





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# CITATIONS

- <sup>1</sup> Employees can choose to update their information at any time, and Edison International holds a self-ID campaign periodically.
- <sup>2</sup> Edison International understands that gender is not binary (male/female). In 2020 we began collecting self-ID data that encompasses the broader gender spectrum.
- <sup>3</sup> Includes racial, ethnic or gender diversity and does not include veteran, disabled or LGBTQ+.
- <sup>4</sup> We started surveying inclusion in 2019.
- <sup>5</sup> The remaining 0.01% of employees are located in Canada, Mexico, the Netherlands and the United Kingdom.
- <sup>6</sup> Networkers BRG promotes diversity, advances career enhancement strategies and provides targeted coaching, mentoring and support to the company's Black employees.
- <sup>7</sup> 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.
- <sup>8</sup> When compared to our 2016 sustainability report for female executives, reported as 30% female executive representation.
- <sup>9</sup> Includes the company's volunteer and matching gift contributions.
- <sup>10</sup> This data represents the change in percentage. One year is a comparison between December 31, 2020 and December 31, 2021; three years is a comparison between December 31, 2018 and December 31, 2021.
- <sup>11</sup> 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.
- <sup>12</sup> 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).
- <sup>13</sup> Workforce is all employees, including leaders and executives.
- <sup>14</sup> Our communities are the ZIP codes in SCE's service area. Data shown is from the latest census — 2020.
- <sup>15</sup> Population who selected "Yes" for "Hispanic Origin" on Question #8 of the 2020 census.
- <sup>16</sup> "Other" includes American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, and Two or More Races.
- <sup>17</sup> Data shows female compared to male, and Asian, Black and Hispanic compared to White; the overall wage ratio is based on an average of wage ratios from four groups: Edison International, Edison Energy\*, SCE and executives. Pay comparison for employees in the same group calculated using sample size weighting (which differs from our August 2020 DEI report). Sample size weighting ensures that the headcounts of Edison International, SCE and Edison Energy\* appropriately contribute to the analysis proportional to their size. With Edison Energy\* now being included in our DEI report, we concluded it was more appropriate to use this methodology, instead of unit weighting (which does not account for sample size). For comparison and transparency, if we had used unit weighted pay ratios as we did in our August 2020 DEI report, the results would have yielded the following pay ratios: Female (0.87), Asian (.99), Black (.93), Hispanic (.94).
- <sup>18</sup> Edison International and SCE 2019—2021 applicant tracking data excludes interns and union-represented internal moves.
- <sup>19</sup> 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).
- <sup>20</sup> Hiring source shows all hires across Edison International, Edison Energy\* and SCE, excluding interns; internal hires include union-represented transfers.