BP ENERGY RETAIL COMPANY CALIFORNIA LLC

2025 ANNUAL SUPPLIER DIVERSITY REPORT

March 2026

TABLE OF CONTENTS

Section 9.1.1	Description of Supplier Diversity Program Activities During the Previous Calendar Year	3
Section 9.1.2	Supplier Diversity Results of Goods and Services (non-power purchases) if Procured	6
Section 9.1.2	Description of Diverse Suppliers with Majority Workforce in California	6
Section 9.1.3	Supplier Diversity Program Expense	7
Section 9.1.4	Description of Progress in Meeting or Exceeding Set Goals	7
Section 9.1.4	Supplier Diversity Results Compared to Set Goals	7
Section 9.1.5	Description of Prime Contractors Utilization of Diverse Subcontractors	8
Section 9.1.6	List of Supplier Diversity Complaints Received and Current Status	8
Section 9.1.7	Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories	8
Section 9.1.9	Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement	8
Section 9.1.9	Supplier Diversity Results in Power (Energy) Procurement	9
Section 10.1.1	Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals for Power and	10
Section 10.1.2	Description of Supplier Diversity Program Activities Planned for the Next Calendar Year	11
Section 10.1.3	Plans for Recruiting Diverse Suppliers in Low Utilization Categories	11
Section 10.1.4	Plans for Recruiting Diverse Suppliers Where Unavailable	11
Section 10.1.5	Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers	11
Section 10.1.6	Plans for Complying with Supplier Diversity Program Guidelines	11

Introduction

In 2019, the Public Utilities Code was amended to require expansion of the Commission's Supplier Diversity Program to include ESPs.[1] In April 2022, the Commission adopted modifications to General Order 156, which sets forth the Supplier Diversity Program's rules and requirements, to incorporate ESPs, which was the first year in which ESPs were required to make submissions to the Commission under the Supplier Diversity Program.[2, 3] BP Energy Retail Company California (BPERCC) did not purchase any products or services in 2025 from entities registered with the Commission's Supplier Clearinghouse and has no relevant diverse supplier information or diverse spend data to report in Sections 9.1.1 through 9.1.9.

Overview of Supplier Diversity Plan

Nearly all of the products and services that BPERCC procures in support of its California ESP operations fall into the following categories:

1. Electric Power – We procure all our electric power requirements through the wholesale markets operated by the California Independent System Operator (CAISO) and do not make direct purchases of power or fuel used for power generation.
2. Generation Capacity – We procure qualifying capacity (QC) from eligible generation resources to fulfill our Resource Adequacy (RA) requirements under the Commission's RA program rules and the CAISO Tariff.[4]
3. Renewable Energy Products – We procure renewable energy products to fulfill our obligations under California's Renewable Portfolio Standard (RPS).
4. Net Qualifying Capacity (NQC) – Under the Commission's Mid-Term Reliability (MTR) decisions,[5] we are required to procure NQC from qualifying energy storage and clean energy resources to come online in the 2023-2028 timeframe.[6]
5. Legal and Consulting Services – We utilize the services of consultants and California-licensed attorneys to advise us concerning our procurement efforts and related regulatory requirements.

Section 9.1.1 Description of Supplier Diversity Program Activities During the Previous Calendar Year

In February 2025, as part of bp's strategy reset, we announced we would simplify the aims we have set as part of our sustainability frame to focus on the areas that we believe are most relevant to bp's long-term success. We now have five aims: net zero operations, net zero sales, people, biodiversity and water. In some areas we have retired aims we had previously set; however, in many cases work continues in those areas. We provide an update on our actions on those aims, and our wider progress in relation to embedding sustainability, in our latest Sustainability Report, www.bp.com/sustanability.

People aim: Our aim is to support our employees and local communities through the energy transition by:

Just transition

- Equipping employees with skills that can improve their access to opportunities in the
- energy transition.
- Developing targeted just transition plans for select assets or regions, that help manage
- potential impacts on and opportunities for people as we transition.

Inclusive culture

- Fostering an inclusive culture with an employee workforce that reflects the communities where we work.

1 Senate Bill 255 (Bradford, 2019), Sec. 2 (amending Pub. Util. Code § 8283).
2 Decision (D.) 22-04-035.
3 D.22-04-035 at 13; see also General Order 156, Sec. 9.
4 BPERCC's understanding is that, for purposes of the Supplier Diversity Program, expenditures for RA capacity are categorized as Direct Power Purchases.
5 D.21-06-035 and D.23-02-040.
6 If the Commission establishes a Reliability and Clean Power Procurement (RCPP) program as has been proposed in the current phase of the Integrated Resource Planning (IRP) proceeding (Rulemaking(R.) 20-05-003) and MTR Decision (D.23-02-040), BPERCC may have additional NQC and possibly also clean power procurement obligations under that program

As announced in February 2025, we believe this aim is most relevant to our long-term business success and have consequently retired our previous people aims[7].

We continue to build on the strong foundations developed over many years and as part of our now-retired aims. We remain guided by our human rights policy including respect for the rights of local communities and workers.

We continue to track progress against our target to evaluate 100% of high-risk tier 1 suppliers in line with our labour rights and modern slavery principles by the end of 2025, and to engage with local communities. We aim to provide updates on these areas as appropriate in future.

Employee skills for the energy transition
We are investing in developing our employees around the world, to help build skills and capabilities that are relevant to the energy transition and will help deliver our strategy.

We engage with our employees about our strategy and provide them with regular updates, for example, through internal newsletters and all-staff webcasts that give them the chance to ask questions.

Just transition for local communities
To enable a just transition for local communities, it is important that we engage with stakeholders, including communities, as we develop projects. We use our longstanding experience in community engagement to help do this.

Our business resource groups
To promote an inclusive culture, we support 14 employee-run business resource groups (BRGs) in areas such as social mobility, age diversity, gender, ethnicity and disability. By bringing employees together, these groups contribute to our inclusive culture and provide a representative voice for employees, highlighting and celebrating the achievements of different groups. Each group is sponsored by a member of the bp leadership team and open to all employees.

Improving engagement with suppliers
Diversifying our supply base can help improve efficiency and reduce risks in the supply chain. It can also help boost economic growth in the communities where we work. We have worked to increase our engagement with certified diverse suppliers, defined as for-profit businesses that are at least 51% owned, operated, managed and controlled by people with one of the following designations: veterans, women's business enterprise, minority business enterprise, LGBTQ+ business enterprise or disability-owned business enterprise. These designations can differ across regions. Our spend with diverse and small businesses has increased year-on-year since 2021. In 2024, we continued to engage with certified diverse suppliers through our development programmes. These provide soft skills and technical training as well as networking to help suppliers compete for sourcing opportunities with bp and other organizations. Our selection of suppliers continues to be based on a competitive process. In the UK, we sponsored the Diverse & Inclusive Supply Chain survey conducted by Business in the Community, which provided insights about the many challenges faced by UK diverse businesses.

7 In 2021, bp set five aims to improve people's lives. These were previously referred to as aims 11-15: more clean energy (aim 11), just transition (aim 12), sustainable livelihoods (aim 13), greater equity (aim 14), enhance wellbeing (aim 15).

Supplier expectations
We want to work with suppliers that value sustainability, respect human rights, and work consistently with our code.

Sustainable Purchasing Position
Since publishing our Sustainable Purchasing Position in 2023, we have continued to deliver against the focus areas it sets out. We hosted our first bp Supplier Sustainability Summit in 2024. It was attended by more than 800 participants from our procurement teams and supplier community. In addition, we helped a bp supplier achieve ISO 50001 certification for a warehousing facility in our North Sea region and an EV-charging equipment supplier in Australia to develop a sustainability strategy to reduce packing waste. We also worked with a supplier to refit six bp shipping vessels with advanced hull coatings that help to combat the growth of marine organisms. This reduces drag and can improve fuel efficiency. *bp.com/supplierexpectations*

Section 9.1.2 Supplier Diversity Results of Goods and Services (non-power purchase) if Procured

The tables below provide information on BPERCC's diversity supplier annual goods and services (non-power purchase) results.

		2025 of Report							
		Direct	Sub	Total $	%	Product	Service	Total $	%
Minority Male	African American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Asian Pacific American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Hispanic American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Native American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Total Minority Male	$0	$0	$0	0.00%	$0	$0	$0	0.00%
Minority Female	African American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Asian Pacific American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Hispanic American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Native American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Total Minority Female	$0	$0	$0	0.00%	$0	$0	$0	0.00%
Total Minority Business Enterprise (MBE)		$0	$0	$0	0.00%	$0	$0	$0	0.00%
Women Business Enterprise (WBE)		$0	$0	$0	0.00%	$0	$0	$0	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$0	$0	$0	0.00%	$0	$0	$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		$0	$0	$0	0.00%	$0	$0	$0	0.00%
Persons with Disabilities Business Enterprise (DBE)		$0	$0	$0	0.00%	$0	$0	$0	0.00%
8(a)*		$0	$0	$0	0.00%	$0	$0	$0	0.00%
Total Supplier Diversity Spend		$0	$0	$0	0.00%	$0	$0	$0	0.00%

Net Procurement**	$0
Net Product Procurement	$0
Net Service Procurement	$0
Total Number of Diverse Suppliers that Received Direct Spend	0

Section 9.1.2 Description of Diverse Suppliers with Majority Workforce in California

BPERCC does not currently have any diverse suppliers with a majority workforce in California. However, bp is working to increase our engagement with certified diverse suppliers.

Section 9.1.3 Supplier Diversity Program Expense

Below are the figures for 2025. bp is working to increase our engagement with certified diverse suppliers.

Expense Category	Year (Actual)
Wages	$0
Other Employee Expenses	$0
Program Expenses	$0
Reporting Expenses	$0
Training Expenses	$0
Consultant Expenses	$0
Other Expenses	$0
Total	**$0**

Section 9.1.4 Description of Progress in meeting or Exceeding Set Goals

BPERCC has no responsive data for 2025 to report for this section.

Section 9.1.4 Supplier Diversity Results Compared to Set Goals

BPERCC has no responsive data for 2025 to report for this section. In future reports, BPERCC will provide responsive data in the following format:

Category	2025 Result %	2026 Goal %
Minority Male Business Enterprise	N/A	0.00%
Minority Female Business Enterprise	N/A	0.00%
Minority Business Enterprise (MBE)	N/A	0.00%
Women Business Enterprise (WBE)	N/A	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	N/A	0.00%
Disabled Veteran Business Enterprise (DVBE)	N/A	0.00%
Persons with Disabilities Business Enterprise (DBE)	N/A	0.00%
Total	N/A	0.00%

Section 9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

BPERCC currently does not have any prime contractors within the State of California.

Section 9.1.6 List of Supplier Diversity Complaints Received and Current Status

BPERCC has not received any complaints from diversity suppliers.

Section 9.1.7 Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories

BPERCC has no responsive information to provide in the section. BPERCC's planned activities and efforts to recruit diverse suppliers in low utilization categories are described in Section 10.1.2.

Section 9.1.9 Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement

BPERCC has no responsive data for 2025 to report for this section. BPERCC's planned supplier diversity activities are described in Section 10.1.2.

Section 9.1.9 Supplier Diversity Results in Power (Energy) Procurement

BPERCC procured its electric power requirements and ancillary services exclusively through the CAISO-operated wholesale markets and thus did not have any direct purchases of non-renewable power products in 2025. In future reports, BPERCC will provide responsive data in the following format:

		Direct Power Purchases $	Direct Fuels for Generation $			Total $			%
		Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct	Sub	Total $	
Minority Male	African American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Asian Pacific American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Hispanic American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Native American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Total Minority Male	$0	$0	$0	$0	$0	$0	$0	0.00%
Minority Female	African American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Asian Pacific American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Hispanic American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Native American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Total Minority Female	$0	$0	$0	$0	$0	$0	$0	0.00%
Total Minority Business Enterprise (MBE)		$0	$0	$0	$0	$0	$0	$0	0.00%
Women Business Enterprise (WBE)		$0	$0	$0	$0	$0	$0	$0	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$0	$0	$0	$0	$0	$0	$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		$0	$0	$0	$0	$0	$0	$0	0.00%
Persons with Disabilities Business Enterprises (DBE)		$0	$0	$0	$0	0	0	0	0.00%
8(a) [6]		$0	$0	$0	$0	$0	$0	$0	0.00%
Total Supplier Diversity		**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	0.00%
Net Power Procurement		**$0**							
Net Direct Power Purchases		**$0**							
Net Direct Fuels for Generation		**$0**							
Total Number of Diverse Suppliers		**0**							

Section 10.1.1 Supplier Diversity Short, Mid, and Long-Term Procurement Goals for Power and other Good and Service Categories

Below are the figures for 2025. BPERCC is working to increase our engagement with certified diverse suppliers.

	Short-Term 2025						Mid-Term 2025						Long-Term 2025					
Power Type	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Total Supplier Diversity Goal
Type 1	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 2	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 3	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 4	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Type 5	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Section 10.1.2 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

Internal Supplier Diversity Program Activities Planned for the Next Calendar Year.

BPERCC will use commercially reasonable efforts to utilize California Public Utility Commission's (CPUC) GO 156 Supplier Clearinghouse to identify diverse suppliers; to the extent BPERCC identifies such suppliers and they are not already on our solicitation distribution lists, we will add them to the applicable list. BPERCC will also conduct training to ensure that all employees who have responsibilities related to procurement in support of our California ESP operations are aware of the Commission's Supplier Diversity Program, and BPERCC's Supplier Diversity Plan.

External Supplier Diversity Program Activities Planned for the Next Calendar Year.

BPERCC will include information about the Commission's Supplier Diversity Program in our solicitation materials. In addition, BPERCC will offer to provide technical assistance with the Supplier Clearinghouse certification process to any business enterprises that meet the applicable certification criteria.

Section 10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

BPERCC will use commercially reasonable efforts to utilize California Public Utility Commission's (CPUC) GO 156 Supplier Clearinghouse to identify diverse suppliers.

Section 10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

BPERCC will use commercially reasonable efforts to utilize California Public Utility Commission's (CPUC) GO 156 Supplier Clearinghouse to identify diverse suppliers.

Section 10.1.5 Plans to Encourage Prime Contractor Subcontracting

BPERCC will use commercially reasonable efforts to utilize California Public Utility Commission's (CPUC) GO 156 Supplier Clearinghouse to identify diverse suppliers.

Section 10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

BPERCC will use commercially reasonable efforts to utilize California Public Utility Commission's (CPUC) GO 156 Supplier Clearinghouse to identify diverse suppliers.