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# CALPINE ENERGY SOLUTIONS, LLC

(A CONSTELLATION COMPANY)

## (ESP #1364)

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General Order 156

Supplier Diversity Program

2025 Report & 2026 Plan

PUBLIC VERSION

# Annual Supplier Diversity Report and Plan

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## Calpine Energy Solutions' Commitment to Diversity

In accordance with the provisions of General Order (“GO”) 156, Calpine Energy Solutions, LLC (“Calpine Solutions”) respectfully submits its 2024 Report and 2025 Plan for the California Public Utilities Commission’s (“Commission”) Supplier Diversity Program. The Annual Report covers the period of January 1, 2025, through December 31, 2025, and the Annual Plan covers January 1, 2026, through December 31, 2026.

This report provides information regarding Calpine Solutions’ Women, Minority, Disabled Veteran, and Lesbian, Gay, Bisexual and Transgender Business Enterprise (“WMDVLGBTBE”) procurement program and summarizes Calpine Solution’s utilization of WMDVLGBTBE suppliers during 2024. The report generally follows the reporting format guidelines established in Commission Decision (“D.”) 22-04-035, GO 156, and the Commission’s Electric Service Provider (“ESP”) template.

ESPs face a unique obstacle to increasing their overall WMDVLGBTBE supplier spend, in that much of their spend categories do not have available diverse suppliers. The largest hurdle involves power procurement, which has little to no diverse suppliers verified by the Supplier Clearinghouse. While Calpine Solutions’ current efforts related to supplier diversity are limited by available suppliers, Calpine Solutions is committed to growing an effective and sustainable strategy in WMDVLGBTQE spend.

In addition to Calpine Solutions’ supplier diversity program, it also benefits from diversity initiatives that are implemented on a broader corporate level through its parent company, Calpine Corporation (“Calpine”).

As detailed in Calpine’s 2023 Sustainability Report, Calpine is guided by the following Diversity and Inclusion (“D&I”) Principles:

1. **Opportunity for all** will continue to be a guiding principle in Calpine’s work, community, and philanthropic efforts.
2. Calpine will strengthen policies, procedures and practices that **promote acceptance, inclusion, and respect** for all.
3. Calpine will practice and emphasize behaviors that build trust and understanding and strive to eliminate resentment and bias.
4. Calpine believes **diverse teams and a merit-based culture lead to better business results**. Calpine does not believe there is a trade-off between diversity and meritocracy.

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5. Calpine will **acknowledge opportunities for improvement** and correct course when warranted.

The company's commitment to D&I is upheld by Calpine leadership. Calpine's Diversity Advisory Committee has oversight of the company's D&I strategy and objectives and is comprised of senior leaders who meet monthly to provide leadership and direction to the D&I Council. The D&I Council includes employees from all levels and functions of the organization and meets regularly to discuss initiatives and connect employees so as to foster a diverse and inclusive environment at Calpine and its subsidiaries. D&I Council members have a staggered tenure to allow the Council to continually introduce fresh perspectives from across the organization.

Rooted in Calpine's established values and D&I Principles, Calpine has the following D&I goals:

- Attract, engage, and retain a diverse, inclusive, and talented workforce.
- Engage with diverse communities and suppliers to volunteer, donate, and spend.
- Meet the needs of our increasingly diverse customers and communities.

To achieve these goals, Calpine has implemented a number of initiatives including:

- Published company D&I Principles.
- Expanded company Employee Resource Groups.
- Provided managers tools to promote Calpine's D&I concepts.
- Hosted company values workshops for employees.
- Hosted Behavioral Interviewing and Giving Difficult Feedback Workshops for managers.
- Began providing employees a bi-weekly Calpine job opportunity communication.
- Launched a Mentorship Match Program for employees at all levels.
- Expanded Calpine's relationship with selected colleges and universities.
- Emphasized reaching socially and disadvantaged businesses through company Supplier Diversity Programs.

As a part of Calpine's commitment to D&I, the company has introduced the following Employee Resource Groups ("ERGs"):

- Veterans ERG ("VERG")
- Women's Initiatives & Networking ("WIN")
- Hispanics Energizing Calpine ("HEC")
- Black/African American ERG ("B/AAERG")
- Asian American ERG ("AAERG")
- LGBTQ+ ERG
- New Hires ERG

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Calpine's ERGs are employee-led groups that form around a common dimension and serve as a community for members while also helping Calpine to achieve its business and D&I goals. Calpine encourages the creation of new ERGs across its operations to provide employees from different locations a chance to network and share best practices.

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

### A. Internal and External Supplier Diversity Program Activities

Calpine Solution's 2025 Supplier Diversity activities have been focused on information gathering. Calpine Solutions has reviewed all of its current suppliers to identify which suppliers are listed in the Supplier Diversity Program's clearinghouse database. We have identified one current service supplier that is already listed in the database. Calpine Solutions has also done market research to identify other potential suppliers that are listed in the database.

Currently, there are little to no diverse power procurement suppliers verified by the Supplier Clearinghouse. Further, power procurement suppliers would also need to provide specific regulatory products, such as resource adequacy or renewables portfolio standard, to meet specific Calpine Solutions compliance obligations. This issue is further complicated by the fact that Calpine Solutions already has long-term contractual commitments related to power procurement. Despite these barriers, Calpine Solutions is committed to growing an effective and sustainable strategy in WMDVLGBTQE supplier spend.

### B. Contact Information

Inquiries about Calpine Solutions' supplier diversity program can be sent to:

Greg Bass  
Calpine Energy Solutions, LLC  
Regulatory Director  
Email: [greg.bass@calpine.com](mailto:greg.bass@calpine.com)

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

As described above, there are little to no diverse power procurement suppliers verified by the Supplier Clearinghouse. Further, power procurement suppliers would also need to provide specific regulatory products, such as resource adequacy or renewables portfolio standard, to meet specific Calpine Solutions compliance obligations. This issue is further complicated by the fact that Calpine Solutions already has long-term contractual commitments. Due to these barriers, Calpine Solutions does not have any contracts with WMDVLGBTBE power procurement suppliers.

			Direct Power Purchases \$	Direct Fuels for Generation \$			Totals \$ <sup>1</sup>			% <sup>2</sup>
			Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct <sup>3</sup>	Sub <sup>4</sup>	Total \$ <sup>5</sup>	
1	Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
2		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
3		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
4		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
5		Total Minority Male	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
6	Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
7		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
8		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
9		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0

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10	Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
11	Total Minority Business Enterprise (“MBE”)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
12	Women Business Enterprise (“WBE”)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (“LGBTBE”)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
14	Disabled Veteran Business Enterprise (“DVBE”)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
15	Persons with Disabilities Business Enterprises (“DBE”)	\$0	\$0	\$0	\$0	0	0	0	0
16	8(a) <sup>6</sup>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
17	Total Supplier Diversity	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
18	Net Power Procurement								
19	Net Direct Power Purchases								
20	Net Direct Fuels for Generation	\$0							
21	Total Number of Diverse Suppliers	0							

<sup>1</sup> Excludes purchases from the California Independent System Operator (“CAISO”), utilities, federal entities, state entities, municipalities and cooperatives.

<sup>2</sup> % - Percentage of Net Procurement.

<sup>3</sup> Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when an ESP directly procures from a supplier.

<sup>4</sup> Sub - Means Subcontractor Procurement: when a prime contractor, in contract with an ESP, procures from a subcontractor to fulfil its contractual obligation(s).

<sup>5</sup> "Total" does not include pre-commercial development (“COD”) subcontracting values.

<sup>6</sup> 8(a) - Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business of Commerce, pursuant to Section 5 of Executive Order 11625 (“GO 156 Section 1.3.13”)

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

			2025							
			Direct Spend <sup>1</sup> \$	Sub Spend <sup>2</sup> \$	Total \$	%	Product Spend \$	Service Spend \$	Total \$	%
1	Minority Male	African American	0	0	0	0	0	0	0	0
2		Asian Pacific American	0	0	0	0	0	0	0	0
3		Hispanic American	0	0	0	0	0	0	0	0
4		Native American	0	0	0	0	0	0	0	0
5		Total Minority Male	0	0	0	0	0	0	0	0
6	Minority Female	African American	0	0	0	0	0	0	0	0
7		Asian Pacific American	0	0	0	0	0	0	0	0
8		Hispanic American	0	0	0	0	0	0	0	0
9		Native American	0	0	0	0	0	0	0	0
10		Total Minority Female	0	0	0	0	0	0	0	0
11	Total Minority Business Enterprise		0	0	0	0	0	0	0	0
12	Women Business Enterprise		████████	0	████████	100%	0	████████████████	████████	100%
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise		0	0	0	0	0	0	0	0
14	Disabled Veteran Business Enterprise		0	0	0	0	0	0	0	0

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## 9.1.2 Description of Diverse Suppliers with Majority Workforce in California

Calpine Solutions has one WMDVLGBTBE service supplier currently listed in the clearinghouse database. Calpine Solutions understands that [a majority] of this supplier’s workforce is located within the state of California.

Agency	Certification Type	Ethnicity	Gender	Capability	Commodity Codes	Spend	%
SCH	WBE	White	Female	Research consulting. Psychology and Program Evaluation;	541618 - Other Management Consulting Services; 541720 - Behavioral research and development services; 8732 - Commercial Economic, Sociological, and Educational Research; 8748 - Business Consulting Services, NEC	[REDACTED]	< 1%

### 9.1.3 Supplier Diversity Program Expense

Calpine Solutions does not calculate its Supplier Diversity Program expenses as separate budget categories. All program activity is handled by existing staff within the purview of their existing California regulatory responsibilities.

## 9.1.4 Description of Progress in Meeting or Exceeding Set Goals

Calpine Solution's 2025 Supplier Diversity activities have continued to be focused on information gathering. Calpine Solutions has reviewed all of its current suppliers to identify which suppliers are listed in the Supplier Diversity Program's clearinghouse database. We have identified one current service supplier that is already listed in the database. We have also done market research to identify other potential suppliers that are listed in the database.

ESPs face a unique obstacle to increasing their overall WMDVLGBTBE supplier spend in that much of their spend categories do not have available diverse suppliers. The largest hurdle involves power procurement, which have little to no diverse suppliers verified by the Supplier Clearinghouse. While Calpine Solutions' current efforts related to supplier diversity are limited by available suppliers, Calpine Solutions is committed to growing an effective and sustainable strategy in WMDVLGBTQE's supplier spend. However, without access to any WMDVLGBTQE power procurement suppliers, Calpine Solutions continues to struggle to meet its supplier diversity program goals.

Representatives of Calpine Energy Solutions' management attended the Small and Diverse Business Expo held in Carson, California on October 7<sup>th</sup>, 2025, including sponsoring a table. Attendees to the Expo that believed that they had a service to offer Calpine Energy Solutions were encouraged to provide their contact information. From this event, at least fifteen referrals were offered to Calpine Corporation for further review.

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9.1.4 Supplier Diversity Results Compared to Set Goals

Category	2025 Result %	2025 Goal %
Minority Male Business Enterprise	0.0%	7.5%
Minority Female Business Enterprise	0.0%	7.5%
Minority Business Enterprise (MBE)	0.0%	15.0%
Women Business Enterprise (WBE)	<1%	5.0%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.0%	5.0%
Disabled Veteran Business Enterprise (DVBE)	0.0%	1.5%
Persons with Disabilities Business Enterprise (DBE)	0.0%	0.0%
Total	<1%	26.5%

% - Percentage of Net Procurement.

## 9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors

Due to the nature of its business, Calpine Solutions does not use subcontractors through its suppliers. Calpine Solutions chooses its suppliers based on the supplier's direct expertise. Further, the type of products Calpine Solutions needs are not products that would utilize subcontractors (e.g., such as construction).

## 9.1.6 List of Supplier Diversity Complaints Received and Current Status

Calpine Solutions has not had any WMDVLGBTBE complaints in 2025.

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

ESPs face a unique obstacle to increasing their overall WMDVLGBTBE supplier spend in that much of their spend categories do not have available diverse suppliers. The largest hurdle involves power procurement, which have little to no diverse suppliers verified by the Supplier Clearinghouse. While Calpine Solutions' current efforts related to supplier diversity are limited by available suppliers, Calpine Solutions is committed to growing an effective and sustainable strategy in WMDVLGBTQE's spend.

With regards to other supplier categories, Calpine Solutions has reviewed all of its current suppliers to identify which suppliers are listed in the Supplier Diversity Program clearinghouse database. We have identified one current supplier that is already listed in the database. We have also done market research to identify other potential suppliers that are listed in the database.

Representatives of Calpine Energy Solutions' management attended the Small and Diverse Business Expo held in Carson, California on October 7<sup>th</sup>, 2025, including sponsoring a table. Attendees to the Expo that believed that they had a service to offer Calpine Energy Solutions were encouraged to provide their contact information. From this event, at least fifteen referrals were offered to Calpine Corporation for further review.

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

Power Type	Short-Term 2025						Mid-Term 2026-2028						Long-Term 2029+					
	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
All	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%
Total	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%

Short-, mid-, and long-term procurement goals for other goods and services if applicable.

SIC Code Product	Short-Term 2025						Mid-Term 2026-2028						Long-Term 2029+					
	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
All	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%
Subtotal	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%

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SIC Code	Short-Term 2025						Mid-Term 2026-2028						Long-Term 2029+					
	Minority Business Enterprise	Women Business Enterprise	Lesbian, Gay, Bisexual, Transgender Business Enterprise	Disabled Veteran Business Enterprise	Persons with Disabilities Business Enterprise	Total Supplier Diversity	Minority Business Enterprise	Women Business Enterprise	Lesbian, Gay, Bisexual, Transgender Business Enterprise	Disabled Veteran Business Enterprise	Persons with Disabilities Business Enterprise	Total Supplier Diversity	Minority Business Enterprise	Women Business Enterprise	Lesbian, Gay, Bisexual, Transgender Business Enterprise	Disabled Veteran Business Enterprise	Persons with Disabilities Business Enterprise	Total Supplier Diversity
Service	(MBE)	(WBE)	(LGBTBE)	(DVBE)	(DBE)	Goal	(MBE)	(WBE)	(LGBTBE)	(DVBE)	(DBE)	Goal	(MBE)	(WBE)	(LGBTBE)	(DVBE)	(DBE)	Goal
All	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%
Subtotal	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%	15.00%	5.00%	5.00%	1.50%	0.00%	26.50%

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

Calpine Solutions' planned 2026 supplier diversity program activities include the following:

### Internal Planned Program Activities

- Calpine Solutions will consider the recommendations by the Commission's Advisory and Compliance Division for the achievement of maximum results in implementing legislative policy and GO 156 consistent with the WMDVLGBTBE program guidelines.
- Calpine Solutions will create additional educational materials about the Supplier Diversity Program qualifications and benefits.
- Calpine Solutions will review all existing contracts to identify suppliers that may potentially qualify for the Supplier Diversity Program.
- Calpine Solutions will prepare and submit an Annual Report for 2026 and Annual Plan for 2027 pursuant to GO 156 and any further guidance provided by the Commission.

### External Planned Program Activities

- Calpine Solutions will inquire about diversity for any contracts it considers.
- Calpine Solutions will provide its California suppliers with an educational one-pager about the Supplier Diversity Program qualifications and benefits.
- Calpine Solutions will review its current lists of suppliers and affirmatively reach out to potentially diverse suppliers to educate them about participation in the Commission's Supplier Diversity Program and promote the Program's benefits.
- Calpine Solutions will attend at least one California Public Utilities Commission Small and Diverse Business Expos.

### 10.1.3 Plans for Recruiting Diverse Suppliers in Low Utilization Categories

Calpine Solutions will amplify its efforts in the recruitment of available WMDVLGBTBE suppliers in all product and service categories. Calpine Solutions' plans to recruit diverse suppliers in categories such as power and other categories considered highly technical in nature where diverse supplier utilization has been low include the following:

- Calpine Solutions will inquire about diversity for any contracts it considers.
- Calpine Solutions will provide its suppliers with an educational one-pager about the Supplier Diversity Program qualifications and benefits.
- Calpine Solutions will review its current lists of suppliers and affirmatively reach out to potentially diverse suppliers to educate them about participation in the Commission's Supplier Diversity Program and promote the Program's benefits.
- Calpine Solutions will attend at least one California Public Utilities Commission Small and Diverse Business Expos.

## 10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

Calpine Solutions will amplify its efforts in the recruitment of available WMDVLGBTBE suppliers in all product and service categories. Calpine Solutions' plans for seeking and/or recruiting diverse suppliers in categories where diverse suppliers are currently unavailable include the following:

- Calpine Solutions will inquire about diversity for any contracts it considers.
- Calpine Solutions will provide its suppliers with an educational one-pager about the Supplier Diversity Program qualifications and benefits.
- Calpine Solutions will review its current lists of suppliers and affirmatively reach out to potentially diverse suppliers to educate them about participation in the Commission's Supplier Diversity Program and promote the Program's benefits.
- Calpine Solutions will attend at least one California Public Utilities Commission Small and Diverse Business Expos.

## 10.1.5 Plans for Encouraging Prime Contractors to Subcontract Diverse Suppliers

As explained above, Calpine Solutions does not generally need or allow its suppliers to subcontract work. However, if a supplier were to obtain contractual permission to subcontract a portion of their work, Calpine Solutions will encourage the supplier to subcontract with diverse suppliers.

## 10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

See Section 10.1.2 for a description of Calpine Solutions' GO 156 program activities planned for 2026. Calpine Solutions will consider the recommendations by the Commission's Advisory and Compliance Division for the achievement of maximum results in implementing legislative policy and GO 156 consistent with the WMDVLGBTBE program guidelines. Calpine Solutions will prepare and submit an annual report and plan pursuant to GO 156 and any further guidance provided by the Commission.