



*Pacific Gas and  
Electric Company®*

# SUPPLIER DIVERSITY 2024 ANNUAL REPORT and 2025 PLAN



SUPPORTING **PEOPLE**, **PLANET** AND CALIFORNIA'S **PROSPERITY**

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### BEFORE THE PUBLIC UTILITIES COMMISSION OF THE STATE OF CALIFORNIA

Order Instituting Rulemaking to Revise General Order 156 to Include Certain Electric Service Providers and Community Choice Aggregators and Encourage Voluntary Participation by Other Non-Utility Entities Pursuant to Senate Bill 255; Consider LGBT Business Enterprise Voluntary Target Procurement Percentage Goals; Incorporate Disabled Business Enterprises; Modify the Required Reports and Audits; and Update Other Related Matters R. 21-03-010

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### PACIFIC GAS AND ELECTRIC COMPANY (U 39 M)

Annual Woman, Minority, Disabled Veteran and Lesbian, Gay, Bisexual and Transgender, Persons with Disabilities Business Enterprises Report for Calendar Year 2024

Pacific Gas and Electric Company  
P.O. Box 28209  
Oakland, CA 94604  
March 1, 2025





**2024  
SUPPLIER  
DIVERSITY  
ANNUAL  
REPORT**

## Letter from the Chief Executive Officer

# SUPPORTING PEOPLE, PLANET AND CALIFORNIA'S PROSPERITY

I am pleased to share our 2024 supplier diversity results and our 2025 plans presented in this report. Our 2024 spend of **\$4.09 billion** with **596 diverse suppliers** marked the sixth consecutive year of \$3 billion-plus spend and the 19th straight year we exceeded the California Public Utilities Commission's diverse supplier goal of 21.50% of our total procurement budget.

**PG&E knows that supplier diversity makes good business sense.**

Having a robust supply chain allows us to:

- Be nimble and innovative as we build California's energy system of the future
- Best represent and deliver for the customers and hometowns we are privileged to serve
- Drive competition among suppliers to help customers get the most value for their energy bills
- Meet our regulatory requirements and the expectations of our communities

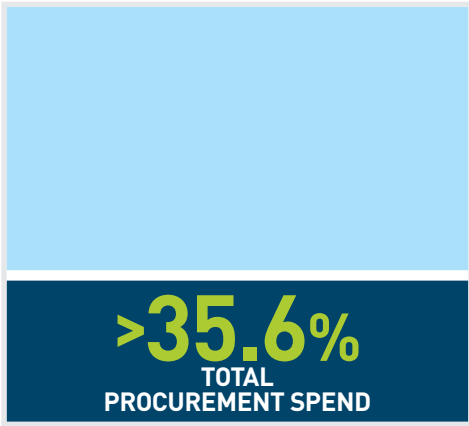
Supplier diversity fosters partnerships with our broad multicultural customer base and opens doors for competitive access and inclusion in the procurement process.

The success of PG&E's Supplier Diversity Program is about being all connected—the partnership among diverse suppliers, our company and community-based organizations. Based on this partnership, PG&E will continue to serve our triple bottom line of People, the Planet and California's Prosperity.

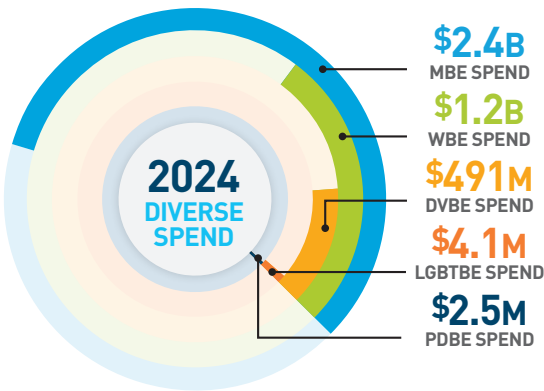
**Patti Poppe**

CEO, PG&E Corporation





**DIVERSE SPEND  
IN 2024:  
<\$4.1 billion**



**596** ACTIVE  
DIVERSE  
SUPPLIERS

## Annual Report Results and Highlights

Pacific Gas and Electric Company (PG&E) is pleased to report our 2024 spending with General Order (GO) 156 suppliers in compliance with GO-156. In accordance with Public Utilities Code Section 8282 and GO-156 Section 1.3, GO-156 suppliers are defined as woman (WBE), minority (MBE), disabled veteran (DVBE) and lesbian, gay, bisexual and transgender (LGBTBE), persons with disability (PDBE) business enterprises.

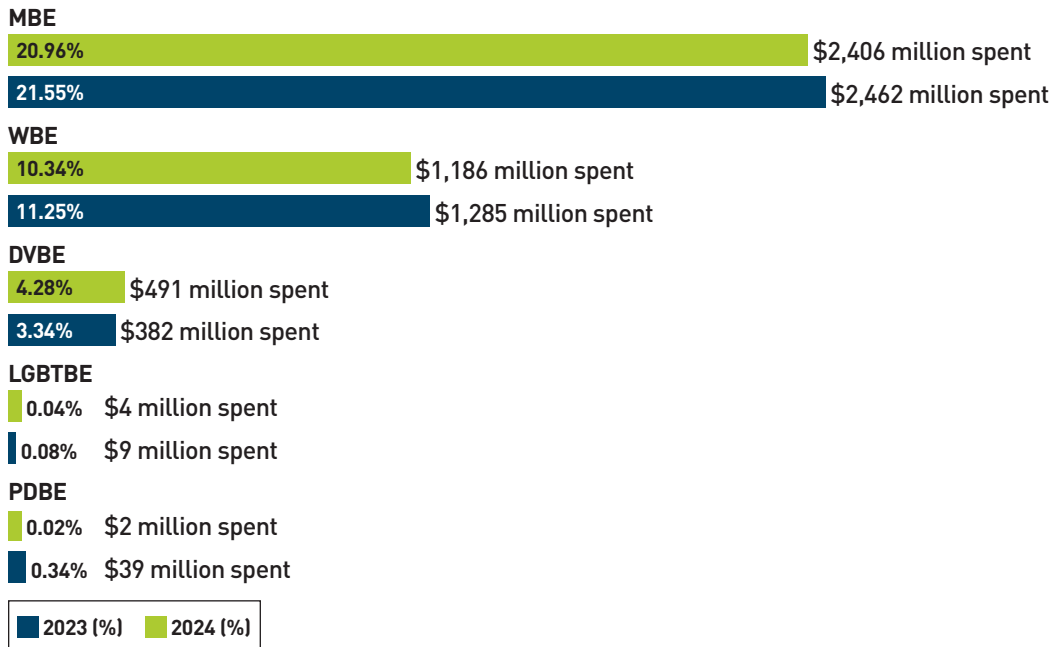
This report includes a description of PG&E’s program activities to build capacity of smaller suppliers and to retain and grow our mid-to-large size suppliers. PG&E participated in outreach activities in partnership with our community-based organizations (CBOs). We also hosted or sponsored events to facilitate business relationships between our sourcing professionals and prime contractors.

To increase visibility in emerging areas, we participated in conferences where we shared how to do business with PG&E while meeting with potential suppliers. PG&E continued to leverage the Clearinghouse database and other supplier databases to identify and match GO-156 suppliers with bid opportunities. Each year, PG&E facilitates close to 100 meetings between suppliers and decision makers to give suppliers a forum to share their capabilities and how they can add value to PG&E’s supply chain.

These activities, as detailed in this report, contributed toward PG&E achieving **\$4.09 billion** in diversity spend or **35.64% of our net procurement**. 2024 marked **19 consecutive** years of exceeding the 21.50% CPUC goal and the sixth consecutive year of PG&E achieving over \$3 billion in spending with diverse suppliers.

PG&E is committed to diversity in our supply chain. PG&E's spending with diverse suppliers not only provides a positive economic impact, but also helps the company live our purpose, virtues and stands which include delivering for our hometowns.

### Diverse Category YOY Comparison (\$M) 2023–2024



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

### Internal Programs and Activities

#### Supply Chain Responsibility Resources and Team Structure

In 2024, we added three new coworkers to PG&E's Supply Chain Responsibility (SCR) team. One position is new and supports supply chain environmental sustainability and the other positions were to backfill vacancies. The SCR team focuses on supplier diversity, supply chain environmental sustainability, supplier code of conduct and small business. Our overall team of ten professionals is dedicated and committed to economic prosperity in all facets of our work.

To make the function of SCR clearer to stakeholders and to promote goal achievement, we changed the titles of team members from "Consultant" to "Program Manager." The Program Managers continue to help educate suppliers and prime contractors about the importance of supporting company objectives.

The SCR team reports to the Senior Manager who directly reports to the Supply Chain Vice President and Chief Procurement Officer. The Senior Manager is responsible for providing direction and establishing the strategy to meet compliance requirements and ensure that all suppliers have the opportunity to participate in PG&E's supply chain.

The Program Managers work closely with Sourcing and PG&E's Functional Area Champions to develop Tactical Implementation Plans. They are also responsible for broadening the group of suppliers who have access to PG&E opportunities and upcoming Requests for Proposals (RFPs). They are considered extended members of the Sourcing team ensuring SCR is included in RFPs, supplier scorecards and category plans.

Another key function of their role is to partner with CBOs to educate suppliers about upcoming opportunities. The Program Managers serve on panels, exhibit at events, network and respond to potential suppliers.

SCR Champions serve as liaisons to the SCR Program Managers. SCR Champions are integral to supplier diversity as they work closely with leaders in their organizations to understand upcoming work and ensure a robust group of suppliers are aware of potential opportunities. They also participate in SCR Champion meetings and support outreach activities.

#### **Below is a summary of internal stakeholder responsibilities:**

- **Supply Chain Responsibility Team:** Build strategies in partnership with supply chain and the functional areas to have broad outreach and awareness of RFPs and leverage CBO partnerships to create access for a broad population of suppliers.
- **Supply Chain Team:** Ensure supply chain responsibility processes and procedures are followed to ensure the delivery of safe, efficient, and cost-effective products and services to the business.
- **Supply Chain Responsibility Champions:** Support strategies to enable the growth of incumbent suppliers and integration of new suppliers as prime or subcontractors.





## Employee Education and Engagement

PG&E makes every effort to provide ongoing supplier diversity education to build engagement with PG&E coworkers. These efforts include direct communications at department-level daily, weekly and monthly meetings referred to as operating reviews. The Program Managers participate in these meetings regularly and use them as one mechanism to keep discussion of a robust supply chain top of mind. The Program Managers also have regular one-on-one interactions with sourcing and their functional areas to answer questions and create strategies to ensure that all suppliers have access to opportunities at PG&E.

The SCR team sends a monthly email to educate key internal stakeholders about equal access to all suppliers. The email provides highlights for the month and recognizes coworkers who have contributed to SCR activities during the prior month. Highlighting coworkers is one way to educate others on ways to support the SCR programs. Another component of this communication is educating the business about the benefits of a robust supply chain.

We continue to hold quarterly SCR Champion meetings with the Chief Procurement Officer. Champions learn best practices at these meetings, share key learnings and work through challenges. SCR Champions often share their experience attending an outreach event or SCR success stories.

Involving coworkers in internal and external activities is one of the best sources of education. In October 2024, we held our Second Annual Supplier Diversity Business Summit and Expo. Coworkers from Sourcing and the functional areas participated. The Summit not only educates suppliers about PG&E opportunities and industry trends, but it also helps coworkers understand the capabilities of potential suppliers.

In 2024, we involved Sourcing coworkers in our monthly, virtual coffee chat which serves as an intimate setting for members of PG&E's online Learning Management System (LMS) community. Participants discuss the training offered through the platform and ask questions about doing business with PG&E. While the coffee chats educate suppliers about best practices to compete for PG&E business, they also educate the Sourcing coworker presenter about the LMS platform and expose them to new suppliers for consideration.

## Meet the woman who helps keep PG&E's fleet fueled and ready to respond

Livia Whisenhunt's entry into the business world started in her 20s when she sold a horse to buy a convenience store. She later sold the store and went to work for a fuel wholesaler. After she lost her job, Whisenhunt formed PS Energy Group, an Atlanta-based company that has fueled PG&E aircraft and vehicles so they can respond to natural disasters and other emergencies for more than 15 years.

PS Energy Group is one of the nearly 600 diverse suppliers that work with PG&E. Whisenhunt's story is one of persistence and accomplishment.

Whisenhunt holds multiple awards for diversity and excellence, including recognitions from the Women's Business Enterprise National Council, Edison Electric Institute, National Minority Supplier Development Council and the Georgia Minority Supplier Development Council. Also, PS Energy has twice received the Small Business Administration's Administrator Award for Excellence.

"Through our emergency fueling program, PS Energy has assisted PG&E in their efforts during the California wildfires. We've also provided emergency assets and fuel to PG&E during wind, snowstorms and during PSPS events," said Whisenhunt.

## Internal and External Websites

PG&E's websites provide valuable resources for coworkers, suppliers and external organizations. PG&E's internal website includes information about supplier policies and procedures, key sourcing resources and contact information. Internal stakeholders can also find a link to Supply Chain Responsibility's external website where more information is available.

### **The Supply Chain Responsibility external website included:**

- Diverse and small business certification resources
- Contract Opportunity Announcements (COAs) or Bid Opportunities
- Information on PG&E's technical assistance program and learning management system
- Supply Chain Responsibility contact information
- Prime supplier program materials
- Small business program resources
- PG&E's Supplier Code of Conduct
- PG&E's Climate Strategy Report
- Supplier environmental performance standards
- Calendar of upcoming events
- Links to other PG&E websites beneficial to small and diverse businesses

In 2024, we provided more information to help prime suppliers track and report subcontracting spend, added resources for small businesses to connect and grow their business, and maintained accurate links to other resources for small and diverse businesses.

## Prime Supplier Program

PG&E's Prime Supplier Program continues to assist PG&E's prime suppliers in supporting PG&E's diverse subcontracting program, set annual, aspirational diversity performance goals, and accurately report their monthly diverse subcontracting payments which is connected to CPUC requirements, i.e., subcontractors also have these requirements, and we try to help.

Monthly Supplier Diversity training webinars were provided to new prime suppliers and their employees to increase their understanding of the Program concepts and reporting requirements.

PG&E conducts training webinars and 1-on-1 instruction to help Primes respond to PG&E's annual audit of subcontractor payments. PG&E utilizes a third-party MBE auditing firm to review supplier contract, invoice and payment documents to verify reporting.

PG&E's Prime Supplier Academy delivered general and PG&E-specific business training virtually throughout 2024. These training courses were made available to current PG&E suppliers and potential suppliers on the Supply Chain Responsibility events page.

## Prime Supplier Academy

The monthly PG&E Prime Supplier Academy (PSA) training webinar helps prime suppliers and subcontractors improve their opportunities and supports their ability to create a robust pipeline of suppliers. The PSA webinars focus on program terminology and processes, how to submit accurate subcontracting spend and how suppliers can reduce their environment impact. The webinars also include a review of PG&E's Supplier Code of Conduct.

## Technical Assistance Programs

PG&E’s Technical Assistance Program’s (TAP) objective is to give suppliers, at all levels, the tools and resources needed to grow their business with PG&E and other customers.

PG&E’s TAP helps suppliers learn on their own time via PG&E’s free Learning Management System (LMS). This platform features training modules on various topics relating to corporate supply chains. PG&E also hosts in-person trainings and virtual webinars, where suppliers can ask questions and get answers in real time. Additionally, suppliers can participate in PG&E TAP’s monthly web-based gatherings to connect and interact with corporate supply chain professionals, better known as “Coffee Chats.”

In 2024, PG&E collaborated with experts in their fields to create a new TAP training module, RFP Readiness, an in-person four-week training program focused on preparing to respond to RFPs. Training participants consisted of 24 suppliers. The TAP LMS continues to be a free tool for any current or prospective supplier.

**TAP programs and activities are structured into three tiers based on the supplier’s experience and revenues:**

<p><b>Advanced Technology/ Emerging Market Suppliers</b></p> <p>5+ years experience</p> <p>Demonstrated readiness to grow</p>	<p>Tier 3</p>	<ul style="list-style-type: none"> <li>• TAP Learning Management System:</li> <li>• RFP Success Roadmap Modules</li> <li>• Corporate Supply Chain Modules</li> <li>• Disaster Preparedness Modules</li> <li>• Cybersecurity Modules</li> <li>• Crisis Communications Modules</li> <li>• Future Proofing Your Business Modules</li> <li>• Go Global Modules</li> </ul> <ul style="list-style-type: none"> <li>• Dartmouth University Tuck MBEs Program</li> <li>• Stanford University Latino Entrepreneur Initiative</li> <li>• University of Washington MBE Program</li> <li>• UCLA MDE Program</li> </ul>
<p><b>Mid-size Suppliers</b></p> <p>3+ years experience</p> <p>&gt; \$1M revenue</p>	<p>Tier 2</p>	<ul style="list-style-type: none"> <li>• TAP Learning Management System:</li> <li>• RFP Success Roadmap Modules</li> <li>• Corporate Supply Chain Modules</li> <li>• Disaster Preparedness Modules</li> <li>• Cybersecurity Modules</li> <li>• Crisis Communications Modules</li> </ul> <ul style="list-style-type: none"> <li>• SBA Partnership Workshops</li> <li>• Stanford University Latino Entrepreneur Initiative</li> <li>• Strategic Sourcing Process Workshops</li> </ul> <ul style="list-style-type: none"> <li>• UC Berkeley’s Financial Program, AI for Owners Program</li> <li>• University of Washington MBE Program</li> </ul>
<p><b>Smaller Suppliers</b></p> <p>1–3 years experience</p> <p>&lt; \$1M revenue</p>	<p>Tier 1</p>	<ul style="list-style-type: none"> <li>• TAP Learning Management System:</li> <li>• RFP Success Roadmap Modules</li> <li>• Corporate Supply Chain Modules</li> <li>• Disaster Preparedness Modules</li> <li>• Cybersecurity Modules</li> </ul> <ul style="list-style-type: none"> <li>• Small Business Administration Partnership Workshops</li> <li>• Western Regional Minority Supplier Development Council Business Growth Acceleration Program</li> </ul>

**SPOTLIGHT**  
**Disability:IN**



### **Through the Eyes of a Disabled Coworker: PG&E's 100 score on the Disability Equality Index**

For the 10th consecutive year, PG&E posted a score of 100 on the Disability Equality Index, which was developed by Disability:IN, a leading nonprofit resource for business disability inclusion worldwide.

Rich Lajara, a system operator in the Electric Distribution Control Center in Rocklin, is a member of the Access Network Employee Resource Group. The ERG's purpose is to advance a positive, supportive and inclusive workplace for coworkers with disabilities and to increase disability awareness.

In 2011, five years after I was hired at PG&E, I broke my back, which left me as a paraplegic. Lajara continued, "when I started back at work in 2012, I had the support of a return-to-work coordinator who was very attentive to my needs. My office building was retrofitted with hands-free devices to open common doors."

"The Access Network ERG has been tenacious in championing our needs, and I have found an inclusive support system as I've navigated this new chapter in my life," said Lajara.

### **Scholarships**

PG&E issued scholarships to suppliers to attend university and business development programs. Selected suppliers were matched to specific programs that best met their needs and helped take their business to the next level. In 2024, all the scholarship programs returned to in-person learning with limited virtual classes being offered.

#### **In 2024, PG&E issued nine scholarships to distinguished U.S. universities and training programs:**

- **Stanford University:** The Latino Business Action Network (LBAN) Business Scaling Program
- **UCLA:** Management Development for Entrepreneurs Program
- **University of Washington:** Minority Business Executive Program
- **Western Regional Minority Supplier Development Council:** Business Growth Acceleration Program

### **PG&E's Supply Chain Responsibility Program Contact Information**

- Website: [pge.com/supplychainresponsibility](https://pge.com/supplychainresponsibility)
- Email: [SupplierDiversityTeam@pge.com](mailto:SupplierDiversityTeam@pge.com)
- Phone: **510-898-0310**

## External Program Activities

A complete list of PG&E Supplier Diversity events and organizations are presented in [Appendix A—Program Activities—Section 9.1.1](#).

### LGBTBE Inclusion and Outreach

In accordance with GO 156, since 2012, PG&E has ensured LGBTBE guidelines and objectives are prominent in our internal training, prime supplier training, technical assistance and targeted matchmaking efforts. PG&E continues to promote the inclusion of LGBTBEs by providing training and connecting LGBTBEs to potential contracting opportunities. In 2024, PG&E **spent \$4.1 million** or **0.04%** with LGBTBEs.

We also encourage our primes to consider all subcontractors. Furthermore, we leveraged national and local LGBT business organizations to educate LGBTBEs about our procurement process and potential contract opportunities. These organizations have been instrumental in helping to ensure all suppliers have access to opportunities at PG&E.

### DVBE Inclusion and Outreach

PG&E exceeded the 1.50% CPUC goal for DVBEs by spending **more than \$491 million** or **4.28%** of overall procurement.

PG&E continues to promote DVBE inclusion by working with organizations, providing training and connecting DVBEs to potential contracting opportunities. In 2024, PG&E supported the Veterans in Business Network (VIB) Network and the Elite Service-Disabled Veteran Owned Business (SDVOB) Network.

In November 2024, PG&E attended the VIB Network's national conference and participated in the matchmaking event and exhibited at the expo. PG&E sponsored webinars through the Elite SDVOB Network on topics such as how to write a good capability statement and best practices to access corporate decision-makers.

These organizations will continue to serve as vital partners as we identify new opportunities for all suppliers to participate in our supply chain.

### PDBE Outreach

PG&E spent **\$2.5 million** with PDBEs in 2024. The drop in PDBE spend in 2024 was attributed to supplier certification changes between PDBE and DVBE for a supplier between 2023 and 2024. Last year, most PDBE spend occurred in Electric Distribution. PG&E continued its support of Disability:IN to foster access for new PDBEs. PG&E attended and conducted matchmaking activities at the 2024 Disability:IN Global Conference and Expo in Las Vegas. PG&E once again achieved a Disability:IN Disability Index score of 100. The Disability Index Score covers Culture & Leadership, Enterprise-Wide Access, Employment Practices, Community Engagement and Responsible Procurement (unweighted).



## Financing and Access to Capital

PG&E understands financing and access to capital are important to businesses. PG&E supports ongoing education of suppliers through our Technical Assistance Program or through community-based organizations in these areas.

We encourage suppliers challenged with financing or access to capital to contact our Supply Chain Responsibility team if they need assistance. One way we assist businesses to stay financially healthy is by working closely with our Accounts Payable team. In 2024, the AP team reported that PG&E's on-time payment rate was **94.72%**.

The Supply Chain Responsibility team is always willing to educate suppliers on our AP process and to help all businesses, including small and diverse businesses.

## Awards and Recognition

The external organizations in the table below recognized PG&E's achievements. This recognition helps to reaffirm the importance of Supplier Diversity Programs amongst internal and external stakeholders.

**In 2024, the following organizations recognized PG&E's accomplishments:**

Organization	Recognition
National LGBT Chamber of Commerce (NGLCC)	National Business Inclusion Consortium (NBIC)—Best of the Best Award
National Minority Supplier Development Council (NMSDC)	Equity Honors
Forbes Magazine	America's Best Large Employers
United States Pan Asian American Chamber of Commerce (USPAACC)	Visionary Award
Western Regional Minority Supplier Development Council (WRMSDC)	Supplier Diversity Leader of the Year—David Pell
Women's Business Enterprise Council (WBEC) Pacific	Inaugural Top Corporation Award

## Outreach

PG&E sponsored and participated in local, state and national supplier diversity activities providing technical assistance, access to prospective diverse suppliers and networked with prime suppliers. In sponsoring and hosting supplier diversity events, the SCR team was able to understand the needs of diverse businesses, provide resources and share tips on navigating the corporate supply chain.

PG&E has continued to provide sponsorship and funding to other local organizations through its Community Affairs department.

**A complete list of PG&E Supplier Diversity events and organizations is presented in [Appendix A—Program Activities and Organizations—Section 9.1.1](#).**

## Purchases, Diverse Suppliers with California Majority Workforce and Employee and Board Diversity (Section 9.1.2)

The following Section 9.1.2 tables are provided in [Appendix B—Section 9.1.2](#) and [Appendix C—PG&E Workforce and Board of Directors Diversity—Section 9.1.2](#).

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

We will begin reporting diversity workforce percentages in the 2025/2026 reporting cycle. This compliance requirement, SB 1177, was not finalized until late 2024. In the next reporting cycle, PG&E will survey the suppliers that comprise the top **80.00%** of the prior year spending and add more suppliers in subsequent years. We will also add the voluntary majority workforce question to the new vendor set-up process.

### New Diverse Suppliers

In 2024, PG&E added 57 new suppliers to our supply chain. This included 6 direct suppliers and 51 subcontractors. Due to the complex nature of PG&E’s work in some categories, it is challenging to add new suppliers. Our ability to add suppliers is also predicated on the number and type of solicitations issued each year.

	New Prime Contractors	New Subcontractors
Minority Men	5	18
Minority Women	0	10
Minority Business Enterprise (MBE)	5	28
Women Business Enterprise (WBE)	1	15
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	1
Disabled Veteran Business Enterprise (DVBE)	0	7
Persons with Disabilities Business Enterprise (PDBE)	0	0
8(a)*	0	0
<b>Total</b>	<b>6</b>	<b>51</b>

**NOTES:**

\***8(a)**: Firms classified as 8(a) by the Small Business Administration include non-diverse suppliers. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (60 156 Section 1.3.13).

**SUPPLIER  
SPOTLIGHT**  
**Kim  
Creedon**



**For Vietnam native, call from PG&E turned into 35-year career of turning dirt ‘Into a piece of art’**

Kim Creedon and her husband were doing well financially. However, an incident made Creedon quit her dental assistant’s job to take care of her family.

In 1988, a friend suggested placing an ad in the local newspaper offering janitorial services, even though she had never performed this type of work professionally. “I’d get 20 calls a day from people,” said Creedon.

PG&E called out of the blue and asked for help cleaning the Gateway Oaks building, a 200,000-square-foot building in Sacramento. “I had no employees. Just me. I got my mother, sister, niece and nephew to work for me. PG&E loved my work,” said Creedon.

Six months later, Creedon was asked if she wanted to work outside and mow the five acres of grass surrounding Gateway Oaks. She said yes. “I only had one lawn mower at home. It took four hours because we didn’t have the right equipment,” said Creedon.

PG&E was happy with the work. Over the next two years, her business grew and her husband had to quit his job to help. She also hired four others.

**Supplier Diversity Program Expenses (Section 9.1.3)**

Expense Category	2024 Actual
Wages	\$1,452,090
Other Employee Expenses	\$29,067
Program Expenses	\$737,601
Reporting Expenses	\$236,225
Training Expenses	\$-
Consultant Expenses	\$31,151
Other Expenses	\$-
<b>Total</b>	<b>\$2,468,134</b>

**NOTE:** Totals may not add due to rounding.

**Wages:** Salary and payroll related costs of employees working on the SCR team

**Other Employee Expenses:** Travel and other non-wage costs

**Program Expenses:** Material, staff augmentation, technical assistance and outreach, audit and other costs directly related to programs

**Reporting Expenses:** CPUC Clearinghouse, IT system, computer, other expenses related to preparing reports for the CPUC

**Training:** Costs related to employee training

## Description of Progress in Meeting or Exceeding Set Goals and Supplier Diversity Results Compared to Set Goals (Section 9.1.4)

The table below reflects PG&E's 2024 results with CPUC goals.

PG&E also sets internal goals based on forecasted and historical spend activity. There are several factors which may inhibit our ability to reach certain categorical goals such as insourcing work, ownership changes or rebidding work where an incumbent diverse supplier was not the successful bidder.

PG&E strives to focus on spend categories where we are underperforming by creating specific action plans or standing up a committee taskforce. We will continue to set aspirational goals and develop the right governance structure to support goal achievement.

	2024 Results	2025 Goals
Minority Men	14.42%	12.00%
Minority Women	6.54%	3.00%
Minority Business Enterprise (MBE)	20.96%	15.00%
Women Business Enterprise (WBE)	10.34%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.04%	1.50%
Disabled Veteran Business Enterprise (DVBE)	4.28%	1.50%
Persons with Disabilities Business Enterprise (PDBE)	0.02%	N/A
<b>Total</b>	<b>35.64%</b>	<b>23.00%</b>

**NOTE:**

?: Percentage of Net Procurement.

Totals may not add due to rounding.



PG&E Team attending, PG&E SCR Business Summit, San Ramon, CA, 10/18/2024

## Description and Summary of Prime Contractors Utilization of Diverse Subcontractors (Section 9.1.5)

In 2024, prime contractors decreased their total spend with diverse subcontractors by \$107 million over 2023. Some factors contributing to decreased subcontracting include year-over-year reductions in high spend areas where we typically see strong subcontracting. Changes in ownership have also impacted subcontracting percentages. We will continue to work with our prime suppliers to find opportunities for diverse suppliers to support PG&E work.

	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend
Direct \$	\$1,411,040,874	\$677,346,957	\$2,088,387,831	\$910,817,533	\$4,078,714	\$438,443,234	\$185,380	\$0	\$3,441,912,691
Subcontracting \$	\$243,854,764	\$73,755,648	\$317,610,413	\$275,298,508	\$33,000	\$52,746,178	\$2,293,245	\$0	\$647,981,344
<b>Total \$</b>	<b>\$1,654,895,638</b>	<b>\$751,102,606</b>	<b>\$2,405,998,244</b>	<b>\$1,186,116,041</b>	<b>\$4,111,714</b>	<b>\$491,189,413</b>	<b>\$2,478,624</b>	<b>\$0</b>	<b>\$4,089,894,035</b>
Direct %	12.30%	5.90%	18.20%	7.94%	0.04%	3.82%	0.00%	0.00%	29.99%
Subcontracting %	2.12%	0.64%	2.77%	2.40%	0.00%	0.46%	0.02%	0.00%	5.65%
<b>Total %</b>	<b>14.42%</b>	<b>6.54%</b>	<b>20.96%</b>	<b>10.34%</b>	<b>0.04%</b>	<b>4.28%</b>	<b>0.02%</b>	<b>0.00%</b>	<b>35.64%</b>

<b>Net Procurement**</b>	<b>\$11,476,287,162</b>
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### NOTES:

\*8(a): Firms classified as 8(a) by the Small Business Administration include non-diverse suppliers. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

\*\*Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

**Direct:** Means Direct Procurement: when a utility directly procures from a supplier.

**Sub:** Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

%: Percentage of Net Procurement.

Totals may not add due to rounding.

## List of Supplier Diversity Complaints Received and Current Status (Section 9.1.6)

PG&E received no formal diverse supplier complaints in 2024.



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

### Finance and Risk

PG&E's Treasury team has a long history with diverse banks and recognizes the value these relationships bring to our communities and financing transactions.

#### 2024 Finance and Risk highlights include:

- PG&E Treasury continued strong engagement with diverse banks through meetings to learn more about their capabilities and assess new opportunities. PG&E's Request for Information is conducted annually in Q1 to understand the health and changing capabilities of diverse banks. The RFI is an important touchpoint with the diverse banks to align future financings with the bank's capabilities.
- PG&E Treasury engaged with diverse suppliers on three capital markets transactions in 2024, for approximately \$3.2 million in underwriting fees.
- Utility First Mortgage Bonds: Seven diverse underwriters on the two Utility debt transactions in 2024, paying approximately \$1.9 million in fees.
- Utility Rate Reduction Bonds: PG&E was able to leverage the expertise of five diverse underwriters on the securitization transaction in 2024. These five underwriters accounted for 20.00% of the approximately \$6 million in underwriting fees, or approximately \$1.1 million.
- PG&E Corporation engaged eight diverse banks on its December 2024 Common Stock and Mandatory Convertible Preferred securities offerings, reaching retail investors and broadening the equity investor base.
- Investments & Benefit Finance (Pension and Trust Fund Management) continued to partner with six diverse suppliers, managing nine equity, fixed income and real estate securities accounts within PG&E's Employee Benefit, Customer Credit and Nuclear Decommissioning Trusts. PG&E's diverse-managed trust investments totaled \$4.2 billion at the end of December 2023, representing 12.78% of PG&E's Employee Benefit, Customer Credit and Nuclear Decommissioning trust funds.



Group attending the NGLCC National Conference, Palm Springs, CA, 7/30/2024

## Law

In 2024, the General Counsel Functional Area, consisting of Ethics and Compliance, the Law Department and Enterprise and Operational Risk Management (collectively the “GC organization”) spent approximately \$6.7 million with diverse businesses. The GC Organization also participated in numerous activities supporting the communities we serve as well as a variety of diverse organizations.

In addition, the Law Department supported the diversity of the legal profession and the economic empowerment of diverse professionals at majority firms. In 2024, law firms representing approximately 80.00% of the Law Department’s fee payments to non-diverse law firms (approximately \$62 million), reported that more than 53.00% of those fees were for professional services performed by diverse lawyers and paralegals.

General Counsel coworkers also sponsored and hosted in our Oakland Headquarters their second Annual Pro Se Asylum Clinic with the Justice and Diversity center of the Bar Association of San Francisco to assist individuals and families in completing US Citizenship and Immigration Services applications for asylum. The organization also continued its participation in several diverse legal organization events, including the Filipino B7. Bar Association of Northern California, the Asian American Bar Association, the California Minority Counsel Program’s annual conference and Lawyers’ Committee for Civil Rights of the San Francisco Bay Area annual event.

## Other Diverse Supplier Opportunity Areas

PG&E continuously explores new opportunities for diverse suppliers to participate in enhancing our Electric and Gas Operations. The following are examples of PG&E’s latest innovative strategy and programs

## PG&E Research and Development Strategy

In November 2024, PG&E hosted its second PG&E Innovation Summit, bringing together over 2,000 thought leaders, entrepreneurs (diverse and non-diverse), utility peers, national research labs and policy makers to address the most pressing challenges facing the energy system today. Through dynamic discussions and collaborative sessions with an innovative, real-time AI-generated crowdsourcing of in-room and remote attendee responses, we explored the rapidly changing landscape of energy, with a particular focus on artificial intelligence and its transformative potential for advancing electrification, decarbonization and resiliency.



Dave Mowry, Owner of Blair Church and Flynn speaks at the WRMSDC Multi-Industry Supplier Inclusion Conference, 8/23/2024

## SPOTLIGHT Supply Chain

The Summit featured an Innovation Showcase, which invited attendees to engage with PG&E and the more than a dozen innovative companies whose products we are piloting. Many of the innovative companies' showcased innovations began their journey with PG&E from the Pitch Fest held after the first Innovation Summit in late 2023. Some of these pilots are in PG&E's portfolio of **EPIC** 4 projects, while others have secured alternate funding sources.

The 2024 Innovation Summit coincided with the second release of PG&E's **R&D Strategy Report**. The updated report details the 67 problems that PG&E seeks help from innovators to solve and sets an ambitious vision to stabilize rates and leverage the power of AI to accelerate the transformation of our energy system. By sharing these challenges, we aim to foster collaboration with the entrepreneurial and research communities to identify, co-create and deploy innovative solutions and technologies that will help PG&E realize the objectives of its True North Strategy.

### **These challenges span the entire energy system and align with eight key focus areas:**

- Climate Resilience
- Electric Vehicles
- Gas
- Integrated Grid Planning & Transmission Strategy
- Wildfire
- Net Zero Energy System & Environmental Stewardship
- Supply & Load Management
- Undergrounding

In mid-2025, PG&E plans to make an open call for innovators to provide solutions for a priority subset of the problem statements in the R&D Strategy Report, select a small set of potentially impactful solutions to pilot through a Pitch Fest process, and co-create the solution in a process designed to ensure a high degree of deployment success if the pilot proves out the solution.

## **[Section 9.1.8]**

This section intentionally left blank.



## **Supply Chain Responsibility Business Summit**

More than 360 suppliers, community-based organizations and small and diverse businesses recently attended the second annual Pacific Gas and Electric Company Supply Chain Responsibility Business Summit.

### **The summit had four goals:**

- Connect PG&E leaders with businesses
- Provide information on PG&E activities and projects
- Facilitate networking between small and diverse businesses and PG&E prime suppliers
- Introduce businesses to PG&E sourcing and functional area representatives.

The day also featured PG&E representatives providing updates on the state of the overall business, our regional model, and our gas and electric operations.

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

### Participation Results by Fuel Category—Power Procurement

See Annual Energy Product Results by Ethnicity and Diverse Suppliers Certification table.

### Market Conditions and Outreach—Power Procurement

**PG&E's objectives relating to electric and gas procurement include assembling a portfolio of reliable and operationally flexible resources, supporting the development of environmentally preferred resources and managing customer costs. PG&E's objectives are applied to all market participants, irrespective of entity classification.**

As with any participant wishing to participate in wholesale power activities, meeting industry standard credit and collateral requirements is challenging. Electric markets are characterized by long-life assets, each of which can cost hundreds of millions of dollars, so companies operating in this space require stable and strong financial conditions. As a result, large corporations or financial institutions typically construct, own and operate these assets. This makes it exceedingly difficult for small and medium size companies, including many diverse suppliers, to enter and succeed in the market. Although PG&E encourages participation in renewables, energy storage, resource adequacy and other products, diverse businesses have a much greater likelihood of success as subcontractors. Electric energy is commoditized through a centralized market. Day-ahead energy transactions have predominantly moved away from direct bilateral transactions to energy commodity exchanges.

In contrast, the natural gas commodity does not require asset ownership, and the vast majority of commodity clears through the market or exchanges. As a result, opportunities have historically been greater for diverse suppliers in the natural gas commodity than in the electricity commodity. Transactions executed on an indexed price basis—which is how much of the gas commodity market transacts—require less credit and collateral than fixed price transactions. However, significant barriers remain, as all industry participants still face significant financial and credit risk. Most diverse suppliers are challenged to manage such risks due to their lack of capital, limiting their ability to participate.

Diverse suppliers are competing for market share against large, investor-owned businesses with strong credit and economies of scale and are at real risk of being forced out of the market. Any firm entering a power contract must overcome considerable barriers, including securing capital, establishing credit, acquiring technical knowledge and gaining operational experience. The difficulty associated with obtaining these prerequisites is the reason that there are few firms engaged in developing power plants or trading power products.

PG&E will continue to work with diverse suppliers in the hope of transacting with these businesses consistent with the Least Cost, Best Fit procurement standard. Note: Nuclear numbers are only provided in a confidential attachment. All other details are provided in the public report and totals are adjusted accordingly.

## (Section 9.1.10)

This section intentionally left blank.

## Description of Supplier Diversity Activities and Progress in Fuel Procurement and Supplier Diversity Results in Fuel Procurement (Section 9.1.11)

PG&E purchases natural gas to serve its core (residential and small commercial) bundled gas customers. PG&E purchased gas supplies to serve core customers from Canada, the U.S. Rocky Mountain supply area, and the U.S. Southwest. Core Gas Supply spent \$325,000 in natural gas purchases with diverse suppliers, representing 0.05% of total purchases.

## Participation Results by Fuel Category— Core Gas Procurement

See Appendix A for a summary table of results

## Market Conditions—Core Gas Procurement

### Market Challenges

The U.S. Energy Information Administration estimates that in 2024, U.S. dry natural gas production averaged **103.1 billion** cubic feet per day (BCF/d), down **0.4 BCF/d** from last year.<sup>1</sup> Natural gas demand increased in 2024, with prices falling compared to last year.

### Competitive Challenges

Natural gas marketers have historically added value by applying their expertise to find buyers and to creatively fulfill end-user needs while fostering a liquid, transparent market. In addition to providing supplies, and to capture additional revenue streams, the role of many successful marketers has evolved and expanded to include intermediate steps in the supply chain, such as arranging pipeline transportation and storage, providing nomination and balancing services, and providing other services required to facilitate natural gas sales. Marketers who have been able to expand in this way are able to offer supplies at more competitive prices than those who have not. Currently, few diverse suppliers have expanded their businesses beyond the traditional marketer role, likely due to a lack of capital or physical asset contracts.

<sup>1</sup>Short Term Energy Outlook, U.S. Department of Energy—Energy Information Administration, January 2025.



## Institutional Barriers

All industry participants face significant financial and credit risks. In PG&E's experience, most diverse suppliers are challenged to manage exposure to such risks because they lack the capital to meet counterparty collateral requirements. Additionally, they generally do not contract for physical assets, such as natural gas storage, to limit their exposure to performance risks. Finally, the majority of diverse suppliers are generally unable to post sufficient collateral required to participate in electronic or online trading platforms. Online trading platforms account for a significant percentage of transactions in today's fast-moving natural gas market.

Funds Transfer Agents, such as banks, provide a secure payment mechanism for gas suppliers, high fees and a limited number of FTAs banks offering this service can pose challenges for diverse suppliers. While this solution may take time to develop, adding another FTA bank can help diverse suppliers attract source suppliers that are willing to establish new arrangements. Many source suppliers are not willing to enter into new arrangements without an FTA agreement. Third-party payment (where payment is made directly to the source supplier) is still available for diverse suppliers to utilize, but even with these payment options, diverse supplier gas marketers have difficulty providing competitive pricing vis-a-vis other market participants. These issues are compounded by the challenges of conducting international business, particularly in Canada where PG&E sources roughly one-third of its gas supplies in Canadian dollars. Diverse suppliers may not be able or willing to accept foreign exchange risk. However, PG&E continues to encourage U.S. and Canadian source suppliers to develop relationships with diverse suppliers.

## Outreach

### Communications and Assistance

PG&E maintains information on its public website to assist suppliers in providing natural gas supplies. This web page includes an overview of PG&E Core Gas Supply and provides information on PG&E's Supplier Diversity Program, including eligibility criteria for California's diverse supplier certification program. It also outlines resources available to assist suppliers sell products and services to PG&E, including Core Gas Supply.

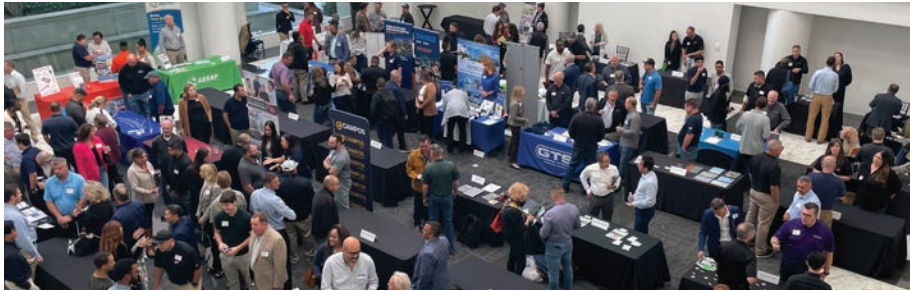
PG&E continues to provide support suppliers by answering questions about gas procurement and providing guidance on diverse supplier certification, credit and contracting matters.

## Expanded Opportunities

PG&E's Core Gas Supply contracts analysts assist suppliers with opportunities to provide not only marketing services, but also broker services. As brokers, diverse suppliers help match major producers and suppliers with Core Gas Supply's gas buyers, expanding their role beyond direct gas sales to PG&E. Through broker arrangements, diverse suppliers add value by locating a producer or supplier willing and able to meet PG&E's terms. Brokers arrange initial contact, may facilitate negotiations, and assist with the administration. By acting as brokers, diverse suppliers can avoid many credit and operational risks while establishing themselves in the natural gas business. PG&E views broker services as a transitory opportunity for diverse suppliers to build their commercial experience as they become equipped to pursue more financially rewarding business opportunities.

## Exclusions

The CPUC General Order 156 ruling on November 14, 2003, ended the Excluded Categories, including non-generation fuel types. Notably, PG&E procures only natural gas under its Fuel Procurement for Non-Generation.



Overview shot of PG&E Supply Chain Responsibility's SCR Business Summit, San Ramon, CA, 10/18/2024



Sumeet Singh, Executive Vice President, Operations and Chief Operating Officer, PG&E, (left) at the CPUC EnBanc, Riverside, CA, 10/10/2024



**2025**  
**ANNUAL**  
**PLAN**



## Supplier Diversity Short-, Mid- and Long-Term Procurement Goals (Section 10.1.1)

PG&E’s short-, mid- and long-term supplier diversity procurement goals reflect the recommended goals in GO-156.

The table below contains goals by diverse category. PG&E does not set goals by product or service, nor by SIC codes. In addition to ensuring compliance with goals established according to GO-156, PG&E considers the level of opportunity and sets reasonable goals that move the organization toward continuous improvement.

### Annual Short-, Mid- and Long-Term Supplier Diversity Procurement Goals

Short-Term One Year Period					Mid-Term Three Year Period					Long-Term Five Year Period				
MBE	WBE	LGBTBE	DVBE	PDBE	MBE	WBE	LGBTBE	DVBE	PDBE	MBE	WBE	LGBTBE	DVBE	PDBE
15.0%	5.0%	1.0%	1.5%	N/A	15.0%	5.0%	1.5%	1.5%	N/A	15.0%	5.0%	1.5%	1.5%	N/A

PG&E sets internal goals in addition to adhering to goals set by the CPUC.

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

PG&E is focused on further educating internal stakeholders regarding how small and diverse suppliers can help the company meet some of our critical business needs.

We plan to hold monthly Brown Bag trainings open for all PG&E Sourcing coworkers to learn about the four SCR program pillars – supplier diversity, supply chain environmental sustainability, supplier code of conduct and small business.

In addition, PG&E’s SCR team will continue to build a pipeline of diverse prime and subcontractors for consideration to perform standard work and provide new technologies. This strategy includes providing growth opportunities for current suppliers by bridging introductions to key decision-makers, conducting regular check-ins and identifying pilot projects.

We will continue to benchmark with corporations inside and outside of the utility industry to identify diverse suppliers to support our operations.

**PG&E's 2025 core activities will include:**



**Board and Workforce Diversity**

Highlight the efforts of PG&E's focus on hiring practices and opportunity areas within Functional Area.



**Goal Achievement**

Provide Functional Areas and Supply Chain a clear set of goals and more opportunities to participate in networking and matchmaking events.



**Capacity Building**

Identify opportunities for suppliers to participate in RFPs. Create pilot programs with PG&E's Functional Areas to highlight suppliers' capabilities in action.



**Recognition**

Leverage nominations, publications, and PG&E leaders to acknowledge and celebrate diverse suppliers, prime suppliers, and PG&E coworkers who contribute to the success of PG&E's Supplier Diversity Program



**Prime Supplier Program**

Enhance training to identify subcontracting opportunities and to report diverse supplier spend accurately in accordance to GO 156. Host more prime/subcontractor matchmaking events.



**Outreach**

Strengthen partnerships with existing CBOs. Enhance relationship with CBOs that can assist with matchmaking and communicating contract opportunities.



**Communications**

Highlight supplier achievements in company newsletters and through social media. Leverage senior leaders to stress the importance of sharing opportunities and recognizing key accomplishments of their Functional Area Champions for supplier achievements.



**Technical Assistance**

Continue to provide educational workshops, including sharing tools and resources to help suppliers with on-time payment. Advocate for more supplier participation in industry trade fairs. Continue to provide business scholarships to suppliers.



**Special Programs**

Develop programs to address opportunity areas or where diverse supplier spending is low. PG&E will continue to promote spending in 10K Undergrounding initiatives and other new technologies. Address barriers that prevent suppliers from competing for contracts (e.g., insurance).



**Training**

Add new courses to PG&E's online learning management system and increase course completion and registrants. Execute on CBO partner agreements to deliver training. Expand internal resources to educate new coworkers on GO-156 objectives.



## Plans for Recruiting Diverse Suppliers in Low Utilization Categories (Section 10.1.3)

### Finance and Risk

PG&E remains committed to expanding its outreach to diverse suppliers. PG&E's Finance and Risk organization has a strong track record of working with diverse suppliers. In 2025, we plan to build on the 2024 momentum.

**Finance and Risk will continue to provide opportunities through these activities:**

- Provide opportunities for qualified diverse investment banks to participate meaningfully in financings, as well as develop financial expertise and industry knowledge in the utility sector.
- Identify other ways to engage with and mentor diverse investment banks in money market investments or as pension managers.
- Continue to utilize diverse supplier best practices in pension management.
- Evaluate finance projects for opportunities to employ diverse suppliers and encourage prime suppliers to employ diverse subcontractors.

### Law

**The General Counsel's 2025 supplier diversity plan includes:**

- Participation in diverse supplier networking and CPUC events with other investor-owned utilities.
- Continued promotion of the utilization of diverse professionals at majority firms and businesses.
- Continued partnership with PG&E's Supply Chain Responsibility and Sourcing organizations to identify additional opportunities for diverse suppliers.
- Continued partnering with diverse supplier businesses and firms with majority business and firms on large matters and other proceedings.
- Participation and engagement with a variety of associations promoting diversity and equal access to the law and legal profession.

## LGBTBE

### **PG&E will continue to develop and implement these strategies for LGBTBE inclusion:**

- Facilitate the introduction of LGBTBEs to Sourcing, business leaders and prime suppliers for current and future contract consideration.
- Highlight LGBTBEs and program objectives at Champion and Sourcing meetings and through the Pride Network Employee Resource Group.
- Ensure LGBTBE community-based organizations are receiving and sharing contract opportunity announcements.
- Promote LGBTBE inclusion by strengthening business relationships with organizations like BuildOUT California, NGLCC, Golden Gate Business Association, and Rainbow Chambers of Commerce of Silicon Valley and Sacramento.
- Promote LGBTBE certification through the NGLCC and the CPUC Supplier Clearinghouse so more LGBT businesses are available to key decision-makers to fulfill business needs.
- Find opportunities to benchmark LGBTBE program development through the NGLCC Procurement and Joint Utilities committees and by working on the NGLCC taskforce.
- Include LGBTBEs in trade missions to industry tradeshows to learn about new trends and to meet potential customers and business partners.

## Plans for Recruiting Diverse Suppliers Where Unavailable (Section 10.1.4)

**PG&E continues to encourage participation of diverse suppliers in our business, from professional services to operations. Participating in industry conferences like American Association of Blacks in Energy, DISTRIBUTECH, and Edison Electric Institute help our team remain current on trends in the energy sector. The SCR team partners with internal business champions in areas such as Law, Finance and Marketing and Communications to meet prospective suppliers to support professional service needs.**

In 2025, the SCR team will continue to create opportunities for PG&E prime suppliers to meet with prospective small and diverse suppliers through in-person and virtual networking events. Our prime suppliers contribute to the growth and development of businesses by offering subcontracting opportunities that help businesses grow and learn how to support PG&E.

## Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers (Section 10.1.5)

PG&E is enhancing its Prime Supplier Program to offer our Prime Suppliers monthly trainings on reporting subcontracting spend, provide numerous updates on safety and code of conduct changes, and increase the understanding on how to navigate the many paths within PG&E's Enterprise structure.

For 2025, PG&E will host at least one Supplier Summit within PG&E's service territory and conduct several regional outreach events to introduce our Prime Suppliers to diverse businesses.

## Plans for Complying with Supplier Diversity Program Guidelines (Section 10.1.6)

PG&E will continue to comply with the Supplier Diversity Program guidelines established by the CPUC as required by Public Utilities Code Section 8283(c).



Timothy Evans and Makena Cristiano receiving USPAACC Award at the USPAACC National Conference, Atlanta, GA, 5/31/2024



Opening Day at the Disability:IN National Conference, Las Vegas, CA, 7/15/2024



Alejandro Serrudo at PG&E Booth for CPUC Small Business Summit, Riverside, CA, 10/09/2024





**2025**

**APPENDICES**

## Appendix A—Program Activities and Organizations (Section 9.1.1)

### Minority Business Enterprise

#### American Association of Blacks in Energy

47th AABE National Conference

#### American Indian Chamber of Commerce—California

- 2024 Business Expo
- California Heritage Luncheon

#### DISTRIBUTECH

2024 Conference

#### Los Angeles Latino Chamber of Commerce

2024 Business Expo

#### National Diversity Council

Annual Meeting

#### National Minority Supplier Development Council

Annual Conference and Exchange

#### National Utilities Diversity Council

Queen City Quorum

#### SoCal Gas

2024 DOE MBE Connect Summit

#### Stanford Business Latino Development Center

2024 State of Latino Entrepreneurship Summit

#### University of California, Los Angeles Anderson School of Business

MDE Graduation Night

#### U.S. Pan Asian American Chamber of Commerce

CelebrASIAN Business and Procurement Conference

#### Western Regional Minority Supplier Development Council

- 2024 Construction Day
- 2024 Excellence in Supplier Diversity Awards Gala
- Empowerment Meet and Greet
- Meet-Ups: Multi-Industry Mixer

### Women Business Enterprise

#### National Association of Women Business owners

- 2024 Sustainability Summit: Business as a Force for Good
- PROPEL Conference

#### Women in Construction

WCOE California Event

#### Women's Business Enterprise Council Pacific

- Corporate Connection Webinar with Supplier.io
- IDEATION Conference
- Industry Day Networking—Energy/Utilities

#### Women's Business Enterprise National Council

AMPLIFY National Conference

## LGBT Business Enterprise

### BuildOUT California

- Founder's Day 2024 Networking, Training, and Expo
- Golden Pitch Seminar Series

### Golden Gate Business Association

- Supplier Matchmaker Event
- Virtual Supplier Inclusion Leadership Series—Future of DEI

### National LGBT Chamber of Commerce

- International Business and Leadership Conference

### Sacramento Rainbow Chamber of Commerce

- Lunch and Learn Webinar: Relationship Marketing
- Lunch and Learn Webinar: Growth Marketing with AI

### Silicon Valley Rainbow Chamber of Commerce

- CONNECT 2024 Expo—Bigger and Better for Business!
- Accountability Groups Training: The Support You Need to Succeed
- Technical assistance seminar: AI Update 2024

## Persons with Disabilities Business Enterprise

### Society of American Military Engineers

3rd Annual Small Business Matchmaking Event

### Veterans in Business Network

8th Annual National Conference

### Persons with Disabilities Business Enterprise Disability:IN

2024 Disability:IN Conference



Michael McQuarry, WRMSDC, and Timothy Evans, PG&E, attending WRMSDC Multi-Industry Meet and Greet, Oakland CA, 3/28/2024



Steven Seegert, owner of Seegert Construction, graduating from UCLA Management Development for Entrepreneurship Program, Los Angeles, CA, 2/9/2024



Sign showing PG&E as a sponsor at the NMSDC National Conference in Atlanta, GA, 10/20/2024



## Small Business

### Billion Dollar Roundtable

2024 Summit

### California Public Utilities Commission

- Small and Diverse Supplier Workshop in partnership with the Silicon Valley Chamber of Commerce
- Small Business Expo Fall Event and EnBanc

### Edison Electric Institute

- 40th Annual Business Diversity Conference
- Best Practices Workshop

### Industry Council for Small Business Development

Monthly Meeting—How to do Business with PG&E

### Pacific Gas and Electric Company

- 2024 Supplier Sustainability Assessment Overview
- Greenhouse Gases Training Day 1: Background, Accounting, Reporting and Management
- Greenhouse Gases Training Day 2: Calculating Your Organizations Emissions
- Monthly Technical Assistance Program Learning Management System Community Coffee Chats
- Prime Supplier Academy Monthly Webinar—Supplier Diversity Program Expectations series
- Regional Small and Diverse Business Engagements
- Supplier Academy Workshop: Supplier Code of Conduct Series
- Supplier Environmental Performance Expectations series
- Supply Chain Responsibility Annual Business Summit

### Small Business Majority

Inaugural 2024 California Supplier Symposium

### The Sustainable Supply Chain Alliance

Sustainable Sourcing Conference



Kristin Zaitz, Brian DeCaires, Diablo Canyon Power Plant, at PG&E booth at the 2024 DOE MBE Connect Summit, Downey, CA, 4/17/2024

## Appendix B—Annual Results (Section 9.1.2)

### Supplier Diversity Results by Ethnicity

		Direct <sup>1</sup> \$	Sub <sup>2</sup> \$	Total \$	%
MALE	African American	\$313,454,938	\$23,960,437	\$337,415,375	2.94%
	Asian Pacific American	\$152,863,484	\$23,066,658	\$175,930,142	1.53%
	Hispanic American	\$725,125,203	\$160,854,221	\$885,979,424	7.72%
	Native American	\$219,597,249	\$35,973,448	\$255,570,698	2.23%
	<b>Total Minority Male</b>	<b>\$1,411,040,874</b>	<b>\$243,854,764</b>	<b>\$1,654,895,638</b>	<b>14.42%</b>
FEMALE	African American	\$75,768,070	\$29,277,073	\$105,045,143	0.92%
	Asian Pacific American	\$473,066,606	\$34,502,841	\$507,569,447	4.42%
	Hispanic American	\$102,535,904	\$9,119,611	\$111,655,515	0.97%
	Native American	\$25,976,378	\$856,123	\$26,832,501	0.23%
	<b>Total Minority Female</b>	<b>\$677,346,957</b>	<b>\$73,755,648</b>	<b>\$751,102,606</b>	<b>6.54%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$2,088,387,831</b>	<b>\$317,610,413</b>	<b>\$2,405,998,244</b>	<b>20.96%</b>
<b>Women Business Enterprise (WBE)</b>		<b>\$910,817,533</b>	<b>\$275,298,508</b>	<b>\$1,186,116,041</b>	<b>10.34%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$4,078,714</b>	<b>\$33,000</b>	<b>\$4,111,714</b>	<b>0.04%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$438,443,234</b>	<b>\$52,746,178</b>	<b>\$491,189,413</b>	<b>4.28%</b>
<b>Persons with Disabilities Business Enterprise (PDBE)</b>		<b>\$185,380</b>	<b>\$2,293,245</b>	<b>\$2,478,624</b>	<b>0.02%</b>
<b>8(a)*</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Supplier Diversity Spend</b>		<b>\$3,441,912,691</b>	<b>\$647,981,344</b>	<b>\$4,089,894,035</b>	<b>35.64%</b>

<b>Net Procurement**</b>	<b>\$11,476,287,162</b>
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#### NOTES:

\* **8(a)**: Firms classified as 8(a) by the Small Business Administration include non-diverse suppliers. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (50 U.S.C. 156 Section 1.3.13).

\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

<sup>1</sup> **Direct**: Means Direct Procurement: when a utility directly procures from a supplier.

<sup>2</sup> **Sub**: Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

%: Percentage of Net Procurement.

Totals may not add due to rounding.

## Supplier Diversity Direct Procurement Results by Product and Service Categories

		Product		Service		Total	
		DIRECT <sup>1</sup> \$	%	DIRECT \$	%	DIRECT \$	%
MALE	African American	\$64,190,066	0.56%	\$249,264,872	2.17%	\$313,454,938	2.73%
	Asian Pacific American	\$56,250,410	0.49%	\$96,613,074	0.84%	\$152,863,484	1.33%
	Hispanic American	\$14,173,425	0.12%	\$710,951,778	6.19%	\$725,125,203	6.32%
	Native American	\$1,479,054	0.01%	\$218,118,195	1.90%	\$219,597,249	1.91%
	<b>Total Minority Male</b>	<b>\$136,092,955</b>	<b>1.19%</b>	<b>\$1,274,947,919</b>	<b>11.11%</b>	<b>\$1,411,040,874</b>	<b>12.30%</b>
FEMALE	African American	\$0	0.00%	\$75,768,070	0.66%	\$75,768,070	0.66%
	Asian Pacific American	\$412,043,007	3.59%	\$61,023,598	0.53%	\$473,066,606	4.12%
	Hispanic American	\$75,244,870	0.66%	\$27,291,034	0.24%	\$102,535,904	0.89%
	Native American	\$16,212,868	0.14%	\$9,763,510	0.09%	\$25,976,378	0.23%
	<b>Total Minority Female</b>	<b>\$503,500,746</b>	<b>4.39%</b>	<b>\$173,846,212</b>	<b>1.51%</b>	<b>\$677,346,957</b>	<b>5.90%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$639,593,701</b>	<b>5.57%</b>	<b>\$1,448,794,130</b>	<b>12.62%</b>	<b>\$2,088,387,831</b>	<b>18.20%</b>
<b>Women Business Enterprise (WBE)</b>		<b>\$276,004,043</b>	<b>2.40%</b>	<b>\$634,813,490</b>	<b>5.53%</b>	<b>\$910,817,533</b>	<b>7.94%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>\$0</b>	<b>0.00%</b>	<b>\$4,078,714</b>	<b>0.04%</b>	<b>\$4,078,714</b>	<b>0.04%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>\$382,510</b>	<b>0.00%</b>	<b>\$438,060,725</b>	<b>3.82%</b>	<b>\$438,443,234</b>	<b>3.82%</b>
<b>Persons with Disabilities Business Enterprise (PDBE)</b>		<b>\$0</b>	<b>0.00%</b>	<b>\$185,380</b>	<b>0.00%</b>	<b>\$185,380</b>	<b>0.00%</b>
<b>8(a)*</b>		<b>\$0</b>	<b>0.00%</b>	<b>\$0</b>	<b>0.00%</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Supplier Diversity Spend</b>		<b>\$915,980,253</b>	<b>7.98%</b>	<b>\$2,525,932,438</b>	<b>22.01%</b>	<b>\$3,441,912,691</b>	<b>29.99%</b>

<b>Net Procurement**</b>	\$11,476,287,162
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<b>Net Product Procurement</b>	\$2,143,966,987
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<b>Net Service Procurement</b>	\$9,332,320,175
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<b>Total Number of Diverse Suppliers that Received Direct Spend</b>	357
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### NOTES:

\* **8(a):** Firms classified as 8(a) by the Small Business Administration include non-diverse suppliers. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

<sup>1</sup> **Direct:** Means Direct Procurement: when a utility directly procures from a supplier.

%: Percentage of Net Procurement.

Totals may not add due to rounding.

## Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

		Product		Service		Total	
		SUB <sup>1</sup> \$	%	SUB \$	%	SUB \$	%
MALE	African American	N/A	N/A	N/A	N/A	\$23,960,437	0.21%
	Asian Pacific American	N/A	N/A	N/A	N/A	\$23,066,658	0.20%
	Hispanic American	N/A	N/A	N/A	N/A	\$160,854,221	1.40%
	Native American	N/A	N/A	N/A	N/A	\$35,973,448	0.31%
	<b>Total Minority Male</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$243,854,764</b>	<b>2.12%</b>
FEMALE	African American	N/A	N/A	N/A	N/A	\$29,277,073	0.26%
	Asian Pacific American	N/A	N/A	N/A	N/A	\$34,502,841	0.30%
	Hispanic American	N/A	N/A	N/A	N/A	\$9,119,611	0.08%
	Native American	N/A	N/A	N/A	N/A	\$856,123	0.01%
	<b>Total Minority Female</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$73,755,648</b>	<b>0.64%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$317,610,413</b>	<b>2.77%</b>
<b>Women Business Enterprise (WBE)</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$275,298,508</b>	<b>2.40%</b>
<b>Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$33,000</b>	<b>0.00%</b>
<b>Disabled Veteran Business Enterprise (DVBE)</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$52,746,178</b>	<b>0.46%</b>
<b>Persons with Disabilities Business Enterprise (PDBE)</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$2,293,245</b>	<b>0.02%</b>
<b>8(a)*</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$0</b>	<b>0.00%</b>
<b>Total Supplier Diversity Spend</b>		<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>N/A</b>	<b>\$647,981,344</b>	<b>5.65%</b>

<b>Net Procurement**</b>	<b>\$11,476,287,162</b>
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<b>Net Product Procurement</b>	<b>\$2,143,966,987</b>
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<b>Net Service Procurement</b>	<b>\$9,332,320,175</b>
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<b>Total Number of Diverse Suppliers that Received Indirect (subcontractor) Spend</b>	<b>340</b>
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### NOTES:

**8(a):** Firms classified as 8(a) by the Small Business Administration include non-diverse suppliers. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

\*\* Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

<sup>1</sup>Sub: Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

%: Percentage of Net Procurement.

Totals may not add due to rounding.

## Supplier Diversity Results by Standard Industrial Classification (SIC) Code Legend

	Major Group Description	Description of Items		Major Group Description	Description of Items
07	Agricultural Services	Ornamental Shrub and Tree Services, Ornamental Floriculture	45	Transportation by Air	Air Transportation
15	General Business Contractors	Industrial Buildings and Warehouses, Residential Buildings other than Single-Family	46	Pipelines, Except Natural Gas	Pipelines
17	Special Trade Contractors	Carpentry Work, Concrete, Electrical, Excavation	47	Transportation Services	Arrangement of Transportation of Freight and Cargo
24	Lumber and Wood Products	Wood Poles	48	Communications	Telephone Communications, Communications Services
25	Furniture and Fixtures	Office Furniture, Metal Household Furniture	49	Electric, Gas and Sanitary Services	Refuse Systems, Electric Services (Hydroelectric Power Generation)
26	Paper and Allied Products	Envelopes, Coated Paper, Paper Mills	50	Wholesale Trade-Durable Goods	Electrical Apparatus and Equipment, Wiring Supplies and Construction Materials, Computers
27	Printing and Publishing	Bookbinding and Related Work, Typesetting, Commercial Printing	51	Wholesale Trade-Nondurable Goods	Petroleum and Petroleum Products Wholesalers, Stationery and Office Supplies
28	Chemicals and Allied Products	Chemical Preparation, Industrial Chemicals, Paints, Varnishes	52	Building Materials and Garden Supplies	Hardware Stores, Lumber and Other Building Materials
29	Petroleum and Coal Products	Lubricating Oils and Greases	55	Automotive Dealers and Service Stations	Motor Vehicle Dealers
30	Rubber and Misc. Plastics Products	Plastic Products, Rubber and Plastic Hoses	56	Apparel and Accessory Stores	Miscellaneous Apparel and Accessory Stores
32	Stone, Clay and Glass Products	Concrete Products, Ready-Mixed Concrete, Cement	58	Eating and Drinking Places	Eating and Drinking Places
33	Primary Metal Industries	Primary Metal Products, Steel Pipes	63	Insurance Carriers	Fire, Marine and Casualty Insurance
34	Fabricated Metal Products	Heating Equipment, Fabricated Structural Metals, Miscellaneous Fabricated Wire Products	65	Real Estate	Real Estate Agents and Managers
35	Industrial Machinery and Equipment	Mechanical Power Transmission Equipment, Steam, Gas and Hydraulic Turbines and Turbine Generator Set Units	72	Personal Services	Hotels and Motels
36	Electronic and Other Electric Equipment	Switchgear and Switchboard Apparatus, Power, Distribution and Speciality Transformers	73	Business Services	Help Supply Services, Computer Programming Services, Advertising Agencies
37	Transportation Equipment	Truck and Bus Bodies, Aircraft Engines and Engine Parts	75	Auto Repair, Services and Parking	Top, Body and Upholstery Repair Shops and Paint Shops, Automotive Repair Shops
38	Instruments and Related Products	Instruments for Measuring and Testing of Electricity and Electrical Signals	76	Miscellaneous Repair Services	Electrical and Electronic Repair Shops
39	Miscellaneous Manufacturing Industries	Signs and Advertising Specialties, Marking Devices	78	Motion Pictures	Motion Picture and Video Tape Production
42	Trucking and Warehousing	Local Trucking	80	Health Services	Offices and Clinics of Doctors of Medicine
			81	Legal Services	Law Firms
			87	Engineering and Management Services	Engineering Services, Accounting, Auditing and Bookkeeping Services, Management Consulting Services

## Supplier Diversity Results by Standard Industrial Classification (SIC) Code Detail

		African American		Asian Pacific American		Hispanic American		Native American		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 (PDBE)	8(a)	Total Supplier Diversity Spend	Total Procurement	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE									
07	Agricultural Services	\$	0	0	817,537	0	419,120,720	4,326,850	8,360,947	0	432,626,054	45,580,700	0	629,689	0	0	478,836,443	853,586,533
		%	0.00%	0.00%	0.10%	0.00%	49.10%	0.51%	0.98%	0.00%	50.68%	5.34%	0.00%	0.07%	0.00%	0.00%	56.10%	
15	General Business Contractors	\$	13,144,338	0	2,799,993	3,118,695	158,224,364	6,133,846	7,244,490	103,458	190,769,184	248,451,648	0	286,228,433	0	0	725,449,265	1,546,663,543
		%	0.85%	0.00%	0.18%	0.20%	10.23%	0.40%	0.47%	0.01%	12.33%	16.06%	0.00%	18.51%	0.00%	0.00%	46.90%	
17	Special Trade Contractors	\$	6,737,015	0	8,530	0	68,125,019	941,953	218,072,313	0	293,884,830	209,648,522	0	37,250,834	2,293,245	0	543,077,430	878,617,564
		%	0.77%	0.00%	0.00%	0.00%	7.75%	0.11%	24.82%	0.00%	33.45%	23.86%	0.00%	4.24%	0.26%	0.00%	61.81%	
24	Lumber and Wood Products	\$	0	0	1,212,156	0	0	1,421	84,483	0	1,298,060	1,369,841	0	599	0	0	2,668,500	124,050,018
		%	0.00%	0.00%	0.98%	0.00%	0.00%	0.00%	0.07%	0.00%	1.05%	1.10%	0.00%	0.00%	0.00%	0.00%	2.15%	
25	Furniture and Fixtures	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,180,296
		%	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%
26	Paper and Allied Products	\$	0	0	0	0	0	11,943	0	0	11,943	0	0	0	0	0	11,943	11,943
		%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	
27	Printing and Publishing	\$	0	0	333,446	0	0	0	0	0	333,446	71,665	0	0	0	0	405,111	17,237,400
		%	0.00%	0.00%	1.93%	0.00%	0.00%	0.00%	0.00%	0.00%	1.93%	0.42%	0.00%	0.00%	0.00%	0.00%	2.35%	
28	Chemicals and Allied Products	\$	0	0	0	0	108	0	0	0	108	86,332	0	0	0	0	86,440	8,076,351
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.07%	0.00%	0.00%	0.00%	0.00%	1.07%	
29	Petroleum and Coal Products	\$	0	0	183,805	0	0	0	0	0	183,805	0	0	0	0	0	183,805	183,805
		%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	
30	Rubber and Misc. Plastics Products	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,705,424
		%	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%
32	Stone, Clay and Glass Products	\$	0	0	0	0	0	416,706	0	0	416,706	2,461,033	0	0	0	0	2,877,740	24,801,052
		%	0.00%	0.00%	0.00%	0.00%	0.00%	1.68%	0.00%	0.00%	1.68%	9.92%	0.00%	0.00%	0.00%	0.00%	11.60%	
33	Primary Metal Industries	\$	0	0	0	0	0	0	0	0	1,985,560	0	0	0	0	0	1,985,560	2,474,328
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	80.25%	0.00%	0.00%	0.00%	0.00%	0.00%	80.25%	
34	Fabricated Metal Products	\$	0	0	0	25,738,374	12,762,679	0	1,267,290	0	39,768,342	2,597	0	0	0	0	39,770,940	86,292,215
		%	0.00%	0.00%	0.00%	29.83%	14.79%	0.00%	1.47%	0.00%	46.09%	0.00%	0.00%	0.00%	0.00%	0.00%	46.09%	
35	Industrial Machinery and Equipment	\$	0	0	0	0	5,158	178,314	0	0	183,472	29,250,400	0	122,755	0	0	29,556,627	237,232,683
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.08%	0.00%	0.08%	12.33%	0.00%	0.05%	0.00%	0.00%	12.46%	
36	Electronic and Other Electric Equipment	\$	1,043,671	27,435,434	4,093,695	0	5,724,399	0	0	0	38,297,200	48,360,577	0	115,954	0	0	86,773,731	235,840,233
		%	0.44%	11.63%	1.74%	0.00%	2.43%	0.00%	0.00%	0.00%	16.24%	20.51%	0.00%	0.05%	0.00%	0.00%	36.79%	
37	Transportation Equipment	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	48,463
		%	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%
38	Instruments and Related Products	\$	10,014,774	0	130,574	141,643	533,587	0	0	0	10,820,578	370,131	0	6,168,478	0	0	17,359,188	111,269,164
		%	9.00%	0.00%	0.12%	0.13%	0.48%	0.00%	0.00%	0.00%	9.72%	0.33%	0.00%	5.54%	0.00%	0.00%	15.60%	
39	Miscellaneous Manufacturing Industries	\$	0	0	0	0	659,185	6,395,513	0	0	7,054,698	0	0	0	0	0	7,054,698	7,060,404
		%	0.00%	0.00%	0.00%	0.00%	9.34%	90.58%	0.00%	0.00%	99.92%	0.00%	0.00%	0.00%	0.00%	0.00%	99.92%	
42	Trucking and Warehousing	\$	0	0	0	0	0	0	2,021,482	2,021,482	106,385	0	0	0	0	0	2,127,867	3,986,634
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.71%	50.71%	2.67%	0.00%	0.00%	0.00%	0.00%	53.38%	
45	Transportation by Air	\$	91,641	0	0	0	1,182,874	17,292	48,118	0	1,339,926	14,664,390	0	0	0	0	16,004,316	80,616,260
		%	0.11%	0.00%	0.00%	0.00%	1.47%	0.02%	0.06%	0.00%	1.66%	18.19%	0.00%	0.00%	0.00%	0.00%	19.85%	
46	Pipelines, Except Natural Gas	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
		%	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%	

Totals may not add due to rounding.

continued



## Supplier Diversity Results by Standard Industrial Classification (SIC) Code Detail continued

		African American		Asian Pacific American		Hispanic American		Native American		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 (PDBE)	8(a)	Total Supplier Diversity Spend	Total Procurement	
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE									
47	Transportation Services	\$	0	0	0	392,050,219	0	0	0	0	0	0	0	0	0	392,110,197	392,157,559	
		%	0.00%	0.00%	0.00%	99.97%	0.00%	0.00%	0.00%	0.00%	99.97%	0.02%	0.00%	0.00%	0.00%	99.99%		
48	Communications	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	21,214,629	
		%	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%		
49	Electric, Gas and Sanitary Services	\$	106,559	0	1,393,204	3,199,925	9,912,133	73,306,071	3,183,410	16,325	91,117,627	34,430,277	0	2,393,240	0	127,941,144	313,035,042	
		%	0.03%	0.00%	0.45%	1.02%	3.17%	23.42%	1.02%	0.01%	29.11%	11.00%	0.00%	0.76%	0.00%	40.87%		
50	Wholesale Trade-Durable Goods	\$	13,496,303	0	26,332,024	1,260,934	987,592	472,182	185,174	15,445,391	58,179,599	224,545,398	0	1,188,958	0	283,913,956	688,888,085	
		%	1.96%	0.00%	3.82%	0.18%	0.14%	0.07%	0.03%	2.24%	8.45%	32.60%	0.00%	0.17%	0.00%	41.21%		
51	Wholesale Trade-Nondurable Goods	\$	19,484	0	0	0	176,538	0	0	0	196,022	2,354,789	0	0	0	2,550,811	7,562,315	
		%	0.26%	0.00%	0.00%	0.00%	2.33%	0.00%	0.00%	0.00%	2.59%	31.14%	0.00%	0.00%	0.00%	33.73%		
52	Building Materials and Garden Supplies	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	428,445	
		%	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%		
55	Automotive Dealers and Service Stations	\$	0	0	26,246,583	0	0	0	0	0	26,246,583	0	0	0	0	26,246,583	39,621,675	
		%	0.00%	0.00%	66.24%	0.00%	0.00%	0.00%	0.00%	0.00%	66.24%	0.00%	0.00%	0.00%	0.00%	66.24%		
56	Apparel and Accessory Stores	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,639,376	
		%	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%		
58	Eating and Drinking Places	\$	16,912,120	0	0	383,303	110,303	71,690	0	433,392	17,910,808	11,460,797	0	0	0	29,371,605	225,569,086	
		%	7.50%	0.00%	0.00%	0.17%	0.05%	0.03%	0.00%	0.19%	7.94%	5.08%	0.00%	0.00%	0.00%	13.02%		
63	Insurance Carriers	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	414,353	
		%	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%		
65	Real Estate	\$	0	0	2,037,384	0	348,328	661,882	0	0	3,047,594	9,459,073	0	4,837,567	0	17,344,234	60,316,711	
		%	0.00%	0.00%	3.38%	0.00%	0.58%	1.10%	0.00%	0.00%	5.05%	15.68%	0.00%	8.02%	0.00%	28.76%		
72	Personal Services	\$	0	0	2,589	0	7,388	14,454	1,003,109	0	1,027,540	1,973,893	0	43,158	0	3,044,590	7,268,784	
		%	0.00%	0.00%	0.04%	0.00%	0.10%	0.20%	13.80%	0.00%	14.14%	27.16%	0.00%	0.59%	0.00%	41.89%		
73	Business Services	\$	174,886,424	75,689,915	27,472,848	68,224,289	19,153,956	575,095	6,476,900	8,812,453	381,291,881	135,557,307	21,000	119,805,526	185,380	636,861,094	3,546,754,477	
		%	4.93%	2.13%	0.77%	1.92%	0.54%	0.02%	0.18%	0.25%	10.75%	3.82%	0.00%	3.38%	0.01%	17.96%		
75	Auto Repair, Services and Parking	\$	0	0	0	0	0	0	0	0	9,672,044	0	0	0	0	9,672,044	17,043,665	
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	56.75%	0.00%	0.00%	0.00%	0.00%	56.75%		
76	Miscellaneous Repair Services	\$	0	0	0	0	0	0	0	0	29,340	0	0	0	0	29,340	14,159,975	
		%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.21%	0.00%	0.00%	0.00%	0.00%	0.21%		
78	Motion Pictures	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3,724	
		%	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%		
80	Health Services	\$	0	0	0	0	0	0	0	0	0	0	0	0	0	0	230,828	
		%	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%		
81	Legal Services	\$	5,787	0	67,174	350,160	658,473	835,464	0	0	1,917,056	7,601,261	4,807	0	0	9,523,124	79,581,725	
		%	0.01%	0.00%	0.08%	0.44%	0.83%	1.05%	0.00%	0.00%	2.41%	9.55%	0.01%	0.00%	0.00%	11.97%		
87	Engineering and Management Services	\$	100,957,258	1,919,794	82,798,599	13,101,903	188,291,780	17,467,995	9,466,149	0	414,003,478	146,562,102	4,085,907	32,404,221	0	597,055,709	1,839,462,400	
		%	5.49%	0.10%	4.50%	0.71%	10.24%	0.95%	0.51%	0.00%	22.51%	7.97%	0.22%	1.76%	0.00%	32.46%		
<b>Total</b>		<b>\$</b>	<b>337,415,375</b>	<b>105,045,143</b>	<b>175,930,142</b>	<b>507,569,447</b>	<b>885,979,424</b>	<b>111,655,515</b>	<b>255,570,698</b>	<b>26,832,501</b>	<b>2,405,998,244</b>	<b>1,186,116,041</b>	<b>4,111,714</b>	<b>491,189,413</b>	<b>2,478,624</b>	<b>0</b>	<b>4,089,894,035</b>	<b>11,476,287,162</b>
		<b>%</b>	<b>2.94%</b>	<b>0.92%</b>	<b>1.53%</b>	<b>4.42%</b>	<b>7.72%</b>	<b>0.97%</b>	<b>2.23%</b>	<b>0.23%</b>	<b>20.96%</b>	<b>10.34%</b>	<b>0.04%</b>	<b>4.28%</b>	<b>0.02%</b>	<b>0.00%</b>	<b>35.64%</b>	

Totals may not add due to rounding.

\*Firms classified as 8(a) by the Small Business Administration include non-diverse suppliers.

## Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

Number of Diverse Suppliers Data <sup>1</sup>															
# of Diverse Suppliers	Revenue Reported to CHS							Utility-Specific 2024 Summary							
	MBE	WBE	LGBTBE	DVBE	PDBE	8(a)*	Total <sup>2</sup>	MBE	WBE	LGBTBE	DVBE	PDBE	8(a)*	Total	
Under \$1M	48	49	0	NA	1	0	98	161	135	3	27	0	0	326	
Under \$5M	85	73	2	NA	0	0	160	69	69	1	10	1	0	150	
Under \$10M	27	40	0	NA	0	0	67	17	21	0	3	0	0	41	
Above \$10M	130	91	2	NA	0	0	223	43	28	0	8	0	0	79	
<b>TOTAL</b>	<b>290</b>	<b>253</b>	<b>4</b>	<b>48</b>	<b>1</b>	<b>0</b>	<b>596</b>	<b>290</b>	<b>253</b>	<b>4</b>	<b>48</b>	<b>1</b>	<b>0</b>	<b>596</b>	

Revenue and Payment Data <sup>1</sup>															
Revenue of Diverse Suppliers	Revenue Reported to CHS							Utility-Specific 2024 Summary							
	MBE	WBE	LGBTBE	DVBE	PDBE	8(a)*	Total <sup>2</sup>	MBE	WBE	LGBTBE	DVBE	PDBE	8(a)*	Total	
Under \$1M	\$81,136,711	\$53,958,895		NA	\$2,478,624	\$0	\$137,574,231	\$38,490,837	\$28,267,661	\$98,651	\$7,529,319	\$0	\$0	\$74,386,468	
Under \$5M	\$104,889,952	\$105,282,841	\$77,651	NA		\$0	\$210,250,444	\$160,793,952	\$160,425,707	\$4,013,063	\$23,066,843	\$2,478,624	\$0	\$350,778,189	
Under \$10M	\$97,065,952	\$130,152,710		NA		\$0	\$227,218,661	\$125,160,444	\$136,908,494	\$0	\$23,232,255	\$0	\$0	\$285,301,192	
Above \$10M	\$2,122,905,628	\$896,721,594	\$4,034,063	NA		\$0	\$3,023,661,286	\$2,081,553,011	\$860,514,178	\$0	\$437,360,996	\$0	\$0	\$3,379,428,185	
<b>TOTAL</b>	<b>\$2,405,998,244</b>	<b>\$1,186,116,041</b>	<b>\$4,111,714</b>	<b>\$491,189,413</b>	<b>\$2,478,624</b>	<b>\$0</b>	<b>\$4,089,894,035</b>	<b>\$2,405,998,244</b>	<b>\$1,186,116,041</b>	<b>\$4,111,714</b>	<b>\$491,189,413</b>	<b>\$2,478,624</b>	<b>\$0</b>	<b>\$4,089,894,035</b>	

**NOTES:**

\*8(a): Firms classified as 8(a) by the Small Business Administration include non-diverse suppliers. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

CHS: CPUC Supplier Clearinghouse.

<sup>1</sup>Includes direct and subcontracting diverse suppliers.

<sup>2</sup>The CHS does not include information regarding DVBE revenue. As a result, Grand Total revenue cells do not include DVBE data. Grand Total/Total cell does include aggregate DVBE data.

## Appendix C—PG&E 2022 Workforce and Board of Directors Diversity (Section 9.1.2)

### PG&E Workforce Demographics (%)

At PG&E, we are committed to making diversity, equity, inclusion, belonging part of who we are and what we do. This includes helping to ensure that our coworkers always feel safe on the job, their voices and ideas are heard, and that everyone experiences a sense of belonging and can bring their whole selves to work. We also remain focused on representing the broad diversity of our hometowns.

The Workforce Demographic data is extracted from PG&E's most recent 2024 Federal Equal Employment Opportunity (EEO-1 Component 1) report. Persons with Disabilities data is not included in that report.

	Percentage
<b>Women</b>	<b>46.27%</b>
<b>Caucasian Women</b>	<b>28.73%</b>
<b>Minority Women</b>	<b>17.55%</b>
<b>Ethnic Minorities</b>	<b>50.14%</b>
• American Indian or Alaskan Native	0.96%
• Asian	15.91%
• Black/African American	6.62%
• Hispanic/Latino	21.55%
• Native Hawaiian or Pacific Islander	0.79%
• Two or more races	4.30%
<b>Individuals with Disabilities</b>	<b>n/a</b>

### PG&E Corporation and Utility Board Diversity (#)

	PG&E Corporation Board Diversity	Pacific Gas and Electric Company Board Diversity
<b>Women</b>	<b>4</b>	<b>4</b>
<b>Ethnic Minorities</b>	<b>4</b>	<b>5</b>
• American Indian or Alaskan Native	-	-
• Asian	1	2
• Black/African American	1	1
• Hispanic/Latino	2	2
• Native Hawaiian or Pacific Islander	-	-
• Two or more races	-	-
<b>Other Board Members</b>	<b>10</b>	<b>10</b>
<b>Total Board Members</b>	<b>14</b>	<b>15</b>

#### NOTES:

**IWD (Individuals with Disabilities)** is a self-identification category where coworkers have the option to indicate whether they have or had a disability. The category historically is underreported in workforce data for companies.

**LGBT** is not included in workforce data as part of the EEO-1 filing component for Federal Contractors as provided for by 41 CFR 60-1.5. This data includes seven race and ethnicity categories and 10 job categories. Please note that LGBTQ data is not a requirement by the EEOC.

**The Board numbers** are subject to change and may differ from the filing of PG&E's Proxy Statement which includes Board diversity status.

## Appendix D—Supplier Diversity Results in Power (Energy) Procurement (Section 9.1.9)

### Annual Energy Product Results by Ethnicity and Diverse Supplier Certification

		Direct Power Purchases \$	Direct Fuels for Generation \$ <sup>6</sup>		Totals \$ <sup>1</sup>			% <sup>2</sup>
		RENEWABLE AND NON-RENEWABLE POWER PRODUCTS	DIESEL	NATURAL GAS	DIRECT <sup>3</sup>	SUB	TOTAL \$ <sup>4</sup>	
MALE	African American	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	\$0	\$29,345	\$29,345	0.00%
	Hispanic American	\$0	\$0	\$0	\$0	\$389,813	\$389,813	0.02%
	Native American	\$0	\$0	\$0	\$0	\$25,672	\$25,672	0.00%
	<b>Total Minority Male</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$444,830</b>	<b>\$444,830</b>	<b>0.02%</b>
FEMALE	African American	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	Hispanic American	\$0	\$481,398	\$0	\$481,398	\$3,598	\$484,996	0.02%
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
	<b>Total Minority Female</b>	<b>\$0</b>	<b>\$481,398</b>	<b>\$0</b>	<b>\$481,398</b>	<b>\$3,598</b>	<b>\$484,996</b>	<b>0.02%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$0</b>	<b>\$481,398</b>	<b>\$0</b>	<b>\$481,398</b>	<b>\$448,428</b>	<b>\$929,826</b>	<b>0.04%</b>
Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$3,362,538	\$3,362,538	0.13%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	0.00%
Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	\$0	\$0	\$0	0.00%
8(a) <sup>5</sup>		\$0	\$0	\$0	\$0	\$0	\$0	0.00%
<b>Total Supplier Diversity Spend</b>		<b>\$0</b>	<b>\$481,398</b>	<b>\$0</b>	<b>\$481,398</b>	<b>\$3,810,966</b>	<b>\$4,292,364</b>	<b>0.17%</b>

Net Power Procurement	\$2,567,133,363
Net Direct Power Purchases	\$2,343,403,455
Net Direct Fuels for Generation	\$223,729,907

#### NOTES:

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

<sup>2</sup> %: Percentage of Net Power Procurement.

<sup>3</sup> Includes Direct Power Purchases and Direct Fuels for Generation.

<sup>4</sup> "Total" does not include pre-commercial development (COD) subcontracting values.

<sup>5</sup> **8(a)**: Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (50 CFR 1.3.13).

<sup>6</sup> Public version excludes Nuclear spend.

Totals may not add due to rounding.

## Appendix E—PG&E Core Gas Supply, Annual Energy Product Results (Section 9.1.11)

### PG&E Core Gas Supply, Annual Energy Product Results by Ethnicity and Diverse Supplier Certification

		Natural Gas \$		LPG \$ <sup>1</sup>		Totals \$ <sup>2</sup>			% <sup>3</sup>
		SHORT TERM	LONG TERM	SHORT TERM	LONG TERM	TOTAL NATURAL GAS	TOTAL LPG	TOTAL \$	
MALE	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	<b>Total Minority Male</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	
FEMALE	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Asian Pacific American	\$325,000	\$0	\$0	\$0	\$325,000	\$0	\$325,000	0.05%
	Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
	<b>Total Minority Female</b>	<b>\$325,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$325,000</b>	<b>\$0</b>	<b>\$325,000</b>	<b>0.05%</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	
Women Business Enterprise (WBE)		\$325,000	\$0	\$0	\$0	\$325,000	\$0	\$325,000	0.05%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
8(a) <sup>4</sup>		\$0	\$0	\$0	\$0	\$0	\$0	\$0	
<b>Total Supplier Diversity Spend</b>		<b>\$325,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$325,000</b>	<b>\$0</b>	<b>\$325,000</b>	<b>0.05%</b>

Net Fuel Procurement	\$654,688,968
Net Natural Gas Procurement	\$654,688,968
Net LPG Procurement	\$0

#### NOTES:

**Short Term:** The term of the deal is no longer than one calendar month.

**Long Term:** The term of the deal is greater than one calendar month but less than one calendar year.

<sup>1</sup> **LPG:** Liquefied Petroleum Gel.

<sup>2</sup> Excludes purchases from the CAISO, other utilities, federal entities, state entities, municipalities and cooperatives.

<sup>3</sup> %: Percentage of Net Fuel Procurement.

<sup>4</sup> **8(a):** Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 [a]) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (60 156 Section 1.3.13).

Totals may not add due to rounding.

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