



GENERAL ORDER 156

2024 ANNUAL REPORT / 2025 ANNUAL PLAN



TABLE OF CONTENTS

2024 ANNUAL REPORT

03 President & CEO's Message

04
9.1.1 Supplier Diversity Program Activities During 2024

9
9.1.2 Supplier Diversity Results by Ethnicity
9.1.3 Supplier Diversity Program Expenses

10
9.1.4 Progress in Meeting or Exceeding Set Goals
9.1.4 Supplier Diversity Results Compared to Set Goals

11
9.1.5 Prime Contractors' Utilization of Diverse Subcontractors
9.1.5 New Diverse Prime and Subcontractor Utilization

12
9.1.5 Summary of Diverse Contractor Utilization

13
9.1.6 Supplier Diversity Complaints Received and Current Status
9.1.7 Efforts to Recruit Diverse Suppliers in Low-Utilization Categories

15
9.1.9 Supplier Diversity Activities and Progress in Power (Energy) Procurement

16
9.1.9 Supplier Diversity Results in Power (Energy) Procurement

17
9.1.11 Supplier Diversity Activities and Progress in Fuel Procurement
9.1.11 Supplier Diversity Results in Fuel Procurement

2025 ANNUAL PLAN

19 Chief Procurement Officer's Message

20
10.1.1 Supplier Diversity Short-, Mid- and Long-Term Procurement Goals

21
10.1.2 Supplier Diversity Program Activities Planned for 2025

22
10.1.3 Plans for Recruiting Diverse Suppliers in Low-Utilization Categories

10.1.4 Plans for Recruiting Diverse Suppliers Where Unavailable

10.1.5 Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers

10.1.6 Plans for Complying with Supplier Diversity Program Guidelines

ATTACHMENTS

23
9.1.1 SCE Workforce Diversity

24
9.1.1 SCE Board Diversity

25
9.1.2 Supplier Diversity Direct Procurement Results by Product and Service Categories

26
9.1.2 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

27
9.1.2 Supplier Diversity Results by Standard Industrial Classification (SIC) Codes

29
9.1.2 Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse
9.1.2 Supplier Workforce

The numeric results and information contained within this report reflect calculations and information known to SCE at a point in time, prior to March 1, 2025.

The Minority Business Enterprise category reflects spend with African, Asian, Hispanic and Native American business enterprises. Although suppliers can certify across multiple categories, spend is recorded to a single General Order 156 (GO 156) category.



PRESIDENT & CEO's MESSAGE

California's goal of achieving net-zero carbon emissions by 2045 is one of the most ambitious in the world. The next two decades are not solely about reducing emissions — they're also about modernizing and expanding our energy system to meet the needs of an increasingly electrified future while adapting to increasing climate-related challenges.

Building a reliable and more resilient system will require innovation, investment and collaboration across all sectors. Southern California Edison is committed to helping California achieve its goals, even as more extreme weather creates more severe threats. In [Adapting for Tomorrow: Powering a Resilient Future](#), we outlined climate exposure trends and potential impacts on the electrical system, including more extreme heat, flooding and wildfires. We continue to implement advanced technologies and strategies to mitigate fire risks, safeguard our infrastructure and ensure rapid response and recovery. By strengthening our energy grid and rebuilding it to be stronger and more resilient, we will improve our capability to provide continuous, reliable electricity to our customers, even in adverse conditions.

In parallel, our clean energy pathway analysis papers — [Countdown to 2045](#) and [Reaching Net Zero](#) — detail what's required to meet state climate targets, achieve net zero as a business and the actions we must prioritize to modernize and expand the grid. We will need to electrify nearly all sectors of our economy, including buildings and transportation, and expand clean energy infrastructure at a pace and scale

we have never seen before. Electricity demand is projected to grow 35% faster over the next decade than forecasted just two years ago and increase more than 80% over the next 20 years.

All this work requires significant partnerships. Over the past 40+ years, having a diverse supplier base has been key to achieving our mission of safely delivering clean, reliable and affordable electricity to our customers and communities. Our suppliers will continue to be important partners as we develop affordable and resilient solutions to electrify transportation, strengthen the grid and enhance our operations.

To highlight recent supplier engagements, last year Cal Pacific Constructors, Inc. completed 28 electric vehicle (EV) charging site projects for SCE across Southern California, supporting EV infrastructure development and contributing to the expansion of accessible and reliable EV charging solutions in our region. And World Wide Technology helped modernize SCE's grid and infrastructure with AI techniques and technologies, driving digital transformation and process automation and enhancing safety, performance and efficiency for field technicians.

There will be challenges in the clean energy transition. Our partnerships with suppliers are essential to overcoming them.

“There will be challenges in the clean energy transition. Our partnerships with suppliers are essential to overcoming them.”

9.1.1 SUPPLIER DIVERSITY PROGRAM ACTIVITIES DURING 2024

INTERNAL ACTIVITIES

SUPPLIER DIVERSITY PROGRAM

We created our Supplier Diversity Program over 40 years ago because we recognized the importance and value of a diverse supplier base. Today, supplier diversity begins with our company leadership and is driven by collaboration, from Procurement to our operating units (OUs) as well as partnerships with more than 50 business advocacy organizations.

Our program consists of three focus areas: supplier inclusion, supplier development and supplier outreach. Led by Supplier Diversity and Development (SD&D), the team works with Procurement and OUs to drive diverse supplier inclusion in procurement opportunities, execute supplier development programs and engage in diverse supplier outreach.

In 2024, we identified prospective diverse firms and facilitated introductions to internal stakeholders; invited diverse businesses to participate in Requests for Proposals (RFPs) and other procurement opportunities; managed diverse subcontracting performance; collaborated with OUs and Finance to establish diverse supplier spend goals; monitored and analyzed data; and more.

SPEND GOALS & METRICS

In 2024, we again established diverse spend goals for each OU. SD&D held quarterly performance meetings with OU leaders and decision makers and discussed future opportunities to collaborate with diverse firms.

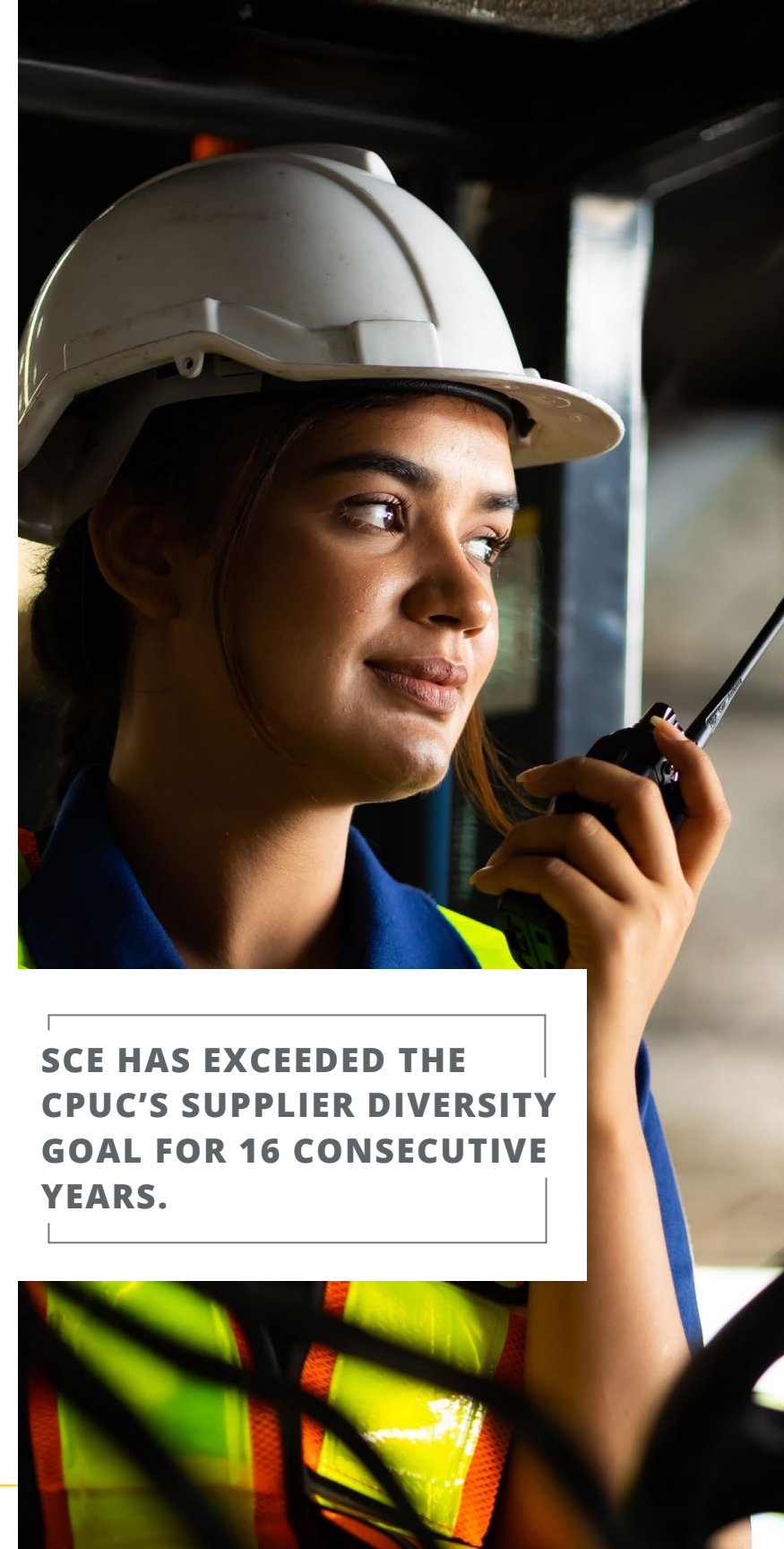
INTERNAL PARTNERSHIPS & COLLABORATION

SD&D continued to work closely with Procurement, with an SD&D team member assigned to each Procurement team and participating in procurement category strategy meetings, bidders conferences, RFP debriefs, contract launch and monthly supplier performance meetings and other events.

SD&D also collaborated with executives and OU leaders to:

- Communicate diverse spend goals and performance throughout SCE.
- Identify upcoming procurement opportunities and drive diverse supplier inclusion.
- Engage in supplier development (technical assistance and capacity building) activities including the EDGE (Entrepreneurial Development, Growth and Education) Mentorship Program, where Procurement and OU leaders shared company goals and objectives and provided coaching and feedback to mentees.
- Participate in diverse supplier outreach events.

Additionally, SD&D worked with the diverse spend reporting team to obtain critical diverse supplier information through monthly data reports and dashboards.



SCE HAS EXCEEDED THE CPUC'S SUPPLIER DIVERSITY GOAL FOR 16 CONSECUTIVE YEARS.



SUPPLIER DIVERSITY INVOLVES EVERYONE'S COLLABORATION.

SUPPLIER DIVERSITY TOOLS, DATA REPORTS & ANALYTICS

To track and measure our diverse spend performance, we:

- Implemented a new diverse supplier spend intelligence system that provides more detailed spend data and analytics. The system includes a database with nearly 150,000 diverse businesses, allowing internal users to search for diverse suppliers by name, diversity and work categories, North American Industry Classification System (NAICS) code, certifying agency and more.
- Employed continuous improvement strategies to streamline supplier diversity processes around Tier 2 pledge and performance management.
- Enhanced our Tier 2 reporting dashboard to include data by procurement spend category.
- Developed a survey tool that captures information on suppliers we engaged with at outreach events, such as contact information, capabilities and certification status.
- Commissioned a study to assess the economic impact of our 2023 supplier diversity activities.

Our Economic Impact Study revealed that our 2023 direct spend with diverse businesses led to over \$3.3 billion in contributions to the U.S. economy, sustained 16,599 jobs with \$1.3 billion in wages and generated over \$430 million in taxes.



INTERNAL TRAINING & PROGRAM AWARENESS

SD&D continued to collaborate with internal partners to conduct both formal and informal supplier diversity training and participate in activities to promote program awareness. Activities in 2024 included:

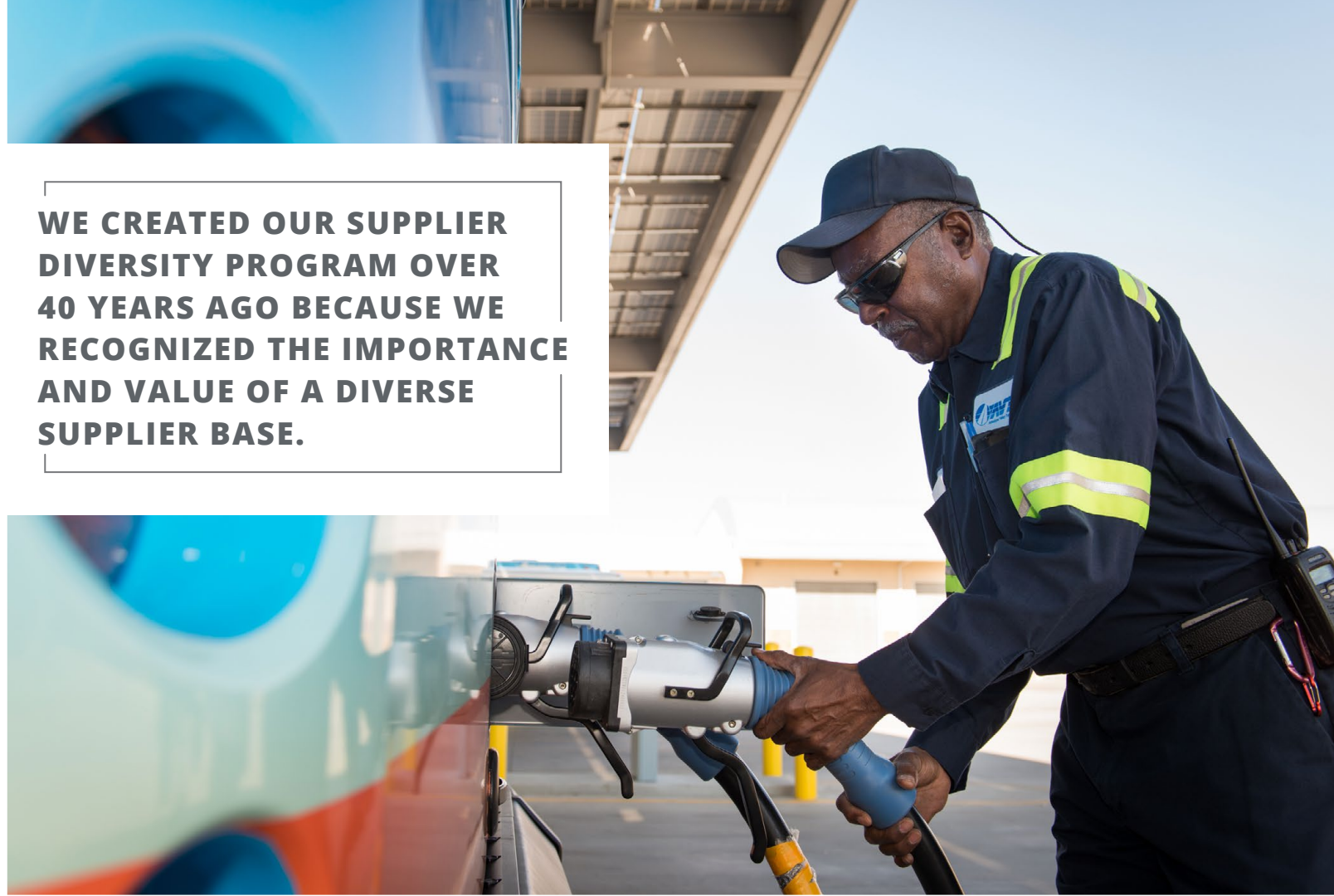
- Offering supplier diversity and GO 156 compliance training to new employees who are responsible for contracting with suppliers.
- Ongoing meetings to communicate program objectives, performance metrics and upcoming procurement opportunities.
- Sharing objectives and diverse spend performance with OU teams.
- Presenting program updates and leading discussions on relevant topics at monthly Procurement meetings and various OU meetings.
- Training contract managers on how to use the Tier 2 reporting dashboard to support performance management discussions in supplier review meetings.



PAYMENT PROGRAM FOR SMALL BUSINESSES

We launched a new program designed to provide economic relief for our small suppliers with contracts under \$250,000. Our Accelerated Payment Terms program offered these businesses the opportunity to transition from net 60 payment terms to net 30.

By expediting payments, small businesses can better maintain a positive cash flow and enhance their financial health.



WE CREATED OUR SUPPLIER DIVERSITY PROGRAM OVER 40 YEARS AGO BECAUSE WE RECOGNIZED THE IMPORTANCE AND VALUE OF A DIVERSE SUPPLIER BASE.



“The EDGE Mentorship Program has helped me present our company to different procurement sectors within SCE. I tried to get work with the substation group before, and this program has helped me connect with the right SCE team members.”

— Jing Liang, Co-Founder & CEO, Alpha Pacific Engineering & Contracting, Inc.



EXTERNAL ACTIVITIES

ADVOCACY PARTNERS ROUNDTABLE

We convened sponsored partners and advocacy organizations for our annual Advocacy Partners Roundtable held at SCE's headquarters. Discussion topics ranged from corporate objectives such as safety and affordability, to department and program updates. We also shared clear expectations on the collaboration needed to help SCE develop, build and sustain a pipeline of diverse suppliers in support of our clean energy efforts.

SCE participants included our Chief Procurement Officer and senior leaders from SD&D, Procurement, Contract Management, Corporate Affairs and Transmission and Distribution, as well as leaders from our employee Business Resource Groups. The event concluded with a Q&A session.



BUSINESS ADVOCACY PARTNERSHIPS

In 2024, we supported more than 50 business advocacy groups and engaged in nearly 120 diverse supplier outreach events to share information about our Supplier Diversity Program and meet diverse firms for potential contract opportunities. Organizations included:

- American Association of Blacks in Energy
- American Indian Chamber of Commerce of California
- Asian Business Association Los Angeles
- Asian Business Association Orange County
- Asian Pacific Institute for Congressional Studies
- Black Business Association of Los Angeles
- Black Chamber of Orange County
- BuildOUT California
- California African American Chamber of Commerce
- California Asian Pacific Chamber of Commerce
- California Hispanic Chamber of Commerce



- Chinese American Construction Professionals
- Congressional Black Caucus Foundation
- Congressional Hispanic Caucus Institute
- Desert Business Association
- Disability:IN
- Edison Electric Institute
- Fresno Metro Black Chamber of Commerce
- Greater Los Angeles African American Chamber of Commerce
- Greater Riverside Hispanic Chamber of Commerce
- Latin Business Association
- Long Beach LGBTQ+ Chamber of Commerce
- Los Angeles Latino Chamber of Commerce
- Los Angeles LGBTQ Chamber of Commerce
- Multicultural Women Executive Leadership Foundation
- National Association of Minority Contractors of Southern California
- National Association of Women Business Owners California
- National Association of Women Business Owners Inland Empire
- National Association of Women Business Owners Los Angeles
- National Association of Women Business Owners Orange County
- National LGBT Chamber of Commerce
- National Latina Business Women Association Inland Empire
- National Latina Business Women Association Los Angeles
- National Minority Supplier Development Council
- National Utilities Diversity Council
- Orange County Hispanic Chamber of Commerce
- Pacific Asian Consortium in Employment
- Recycling Black Dollars
- Regional Cal Black Chamber SFV
- Riverside County Black Chamber of Commerce
- Sacramento Black Chamber of Commerce
- Southern California Minority Supplier Development Council
- Tulare-Kings Hispanic Chamber of Commerce
- U.S. Black Chambers, Inc.
- U.S. Hispanic Chamber of Commerce
- U.S. Pan Asian American Chamber of Commerce
- Veterans In Business Network
- Women's Business Enterprise Council West
- Women's Business Enterprise National Council
- Wright's Community and Business Development Corporation



TARGETED OUTREACH

We participated in the following targeted activities to increase partnerships, development opportunities and spend with LGBT business enterprises:

- Collaborated with the National LGBT Chamber of Commerce (NGLCC) and its California affiliate chambers on the California Growth Initiative, a groundbreaking program to significantly increase the number of certified LGBT suppliers.
- Engaged in virtual and in-person matchmaking sessions with the Los Angeles LGBTQ Chamber of Commerce (LAGLCC), Long Beach LGBTQ+ Chamber of Commerce (LBGLCC) and the NGLCC.
- Facilitated one-on-one meetings with LGBT suppliers and internal stakeholders.
- Hosted a Meet the Primes event to connect LGBT firms with prime suppliers for subcontracting opportunities.
- Included an LGBT business in our EDGE Mentorship Program.
- Provided guidance as a part of the BuildOUT California pitch competition.



SUPPLIER DEVELOPMENT, TECHNICAL ASSISTANCE & CAPACITY BUILDING PROGRAMS

We continued our investment in supplier development, including technical and capacity building programs and mentoring, to ensure suppliers work with us as we accelerate California's clean energy transition. In 2024, these investments exceeded \$930,000.

STAR Business Education Workshops

Our Strategies Towards Achieving Results (STAR) workshops covered a variety of topics, including subcontracting strategies, building teaming agreements, developing value propositions, working with prime contractors and preparing for utilities and government contracts. In 2024, more than 1,100 suppliers attended 14 STAR workshops.

WE HELD 14 STAR WORKSHOPS, ATTRACTING MORE THAN 1,100 SUPPLIERS, AND MENTORED 14 FIRMS THROUGH SCE-SPECIFIC BUSINESS TRAINING AND EDUCATION.



EDGE Mentorship Program

We revamped our EDGE Mentorship Program to better align it with our changing industry and business needs. In 2024, we mentored 14 firms through SCE-specific business training, education and engagement with SCE executives, including our CEO, Chief Procurement Officer, Procurement and OU team members.

Mentees also increased their visibility with SCE staff through 165 capability presentations. In addition, they were invited to bid on 111 RFPs with 75 submissions, leading to 16 contract awards totaling \$17 million. Their combined total revenue from SCE in 2024 was \$34 million. ***The 2024 EDGE Mentorship Program participants are featured throughout this report.***

Educational Scholarships

We sponsored 18 entrepreneurs to attend the Multicultural Women Executive Leadership Foundation's Multicultural Entrepreneur Program in partnership with the USC Marshall School of Business. The program helps entrepreneurs develop business and leadership capabilities. Additionally, we sponsored 30 firms to participate in the Greater Los Angeles African American Chamber of Commerce (GLAAACC) Business Evolution Program, which equips business owners with the information and tools needed to become more sustainable.

9.1.2 SUPPLIER DIVERSITY RESULTS BY ETHNICITY

			2024			
			Direct Spend ¹	Sub Spend ²	Total \$	%
1.	Minority Male	African American	\$167,322,975	\$4,349,344	\$171,672,319	2.87%
2.		Asian Pacific American	\$150,483,760	\$40,286,637	\$190,770,396	3.18%
3.		Hispanic American	\$384,204,332	\$181,262,043	\$565,466,375	9.44%
4.		Native American	\$47,121,065	\$9,763,759	\$56,884,824	0.95%
5.		Total Minority Male	\$749,132,131	\$235,661,783	\$984,793,914	16.44%
6.	Minority Female	African American	\$27,987,661	\$42,964,435	\$70,952,096	1.18%
7.		Asian Pacific American	\$27,228,413	\$46,427,248	\$73,655,661	1.23%
8.		Hispanic American	\$20,197,117	\$33,421,230	\$53,618,347	0.89%
9.		Native American	\$1,251,938	\$398,508	\$1,650,446	0.03%
10.		Total Minority Female	\$76,665,129	\$123,211,422	\$199,876,551	3.34%
11.	Total Minority Business Enterprise (MBE)		\$825,797,260	\$358,873,205	\$1,184,670,465	19.77%
12.	Women Business Enterprise (WBE)		\$589,285,545	\$188,125,125	\$777,410,670	12.98%
13.	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$7,219,126	\$425,394	\$7,644,519	0.13%
14.	Disabled Veteran Business Enterprise (DVBE)		\$128,175,282	\$58,715,039	\$186,890,320	3.12%
15.	Persons with Disabilities Business Enterprise (PDBE)		\$966,760	\$23,154	\$989,914	0.02%
16.	8(a)*		\$0	\$0	\$0	0.00%
17.	Total Supplier Diversity Spend		\$1,551,443,972	\$606,161,916	\$2,157,605,888	36.01%
18.	Net Procurement**		\$5,991,194,486			

NOTES:

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

¹ Direct - Means Direct Procurement: when a utility directly procures from a supplier.

² 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 up due to rounding.



“The EDGE Mentorship Program has significantly contributed to our success by helping us develop a comprehensive services and values statement. The program has empowered us to think ambitiously and confidently and seek consideration for future projects.”

— John Crowell, Partner, Strong Tower Consulting



DIVERSE FIRMS CONTINUE TO BE IMPORTANT PARTNERS AS WE ENHANCE OUR OPERATIONS, ELECTRIFY TRANSPORTATION AND STRENGTHEN THE GRID.

9.1.3 SUPPLIER DIVERSITY PROGRAM EXPENSES

Expense Category	2024
Wages	\$1,456,008
Other Employee Expenses	\$87,502
Program Expenses	\$1,243,988
Reporting Expenses	\$327,808
Training Expenses	\$900
Consultant Expenses	\$285,433
Other Expenses	\$0
TOTAL	\$3,401,639

9.1.4 PROGRESS IN MEETING OR EXCEEDING SET GOALS

In 2024, purchases with diverse suppliers reached \$2.16 billion, or 36.01%, of SCE’s total procurement. This represents the 16th consecutive year that we have exceeded the California Public Utilities Commission (CPUC) set spend goal and the seventh year in a row that our diverse business spend (Tier 1 and Tier 2) exceeded \$2 billion.

While the progress and goals described here, including our diverse spend goal, are mandated by state law, our efforts to meet these goals are done lawfully and without internally imposed quota systems. Diverse supplier certification is not a consideration in our procurement and contracting decisions. Instead, we encourage the participation of diverse suppliers through outreach and training so that these suppliers are considered on equal footing with all other business entities in the decision-making process.

In addition, SCE was officially admitted to the Billion Dollar Roundtable (BDR) for surpassing \$1 billion in annual spending with diverse-owned suppliers.



“The SCE team’s passion for seeing every participant's success makes the EDGE Mentorship Program special. They encouraged us to come up with an innovative solution; we did. In return, we have an opportunity to present our ideas to the right people at SCE. We couldn't hope for more.”

— Fiddy Hakim, CEO, En Pointe IT Solutions



2024 highlights include:

- Total diverse supplier spend reached more than \$2.16 billion.
- Increased dollars spent with LGBT business enterprises by nearly \$1 million from 2023.
- Increased Hispanic American business enterprise spend by over \$7 million from 2023.
- Added 44 new Tier 1 (direct) diverse suppliers.
- Added 66 new Tier 2 (subcontractor) diverse suppliers.

9.1.4 SUPPLIER DIVERSITY RESULTS COMPARED TO SET GOALS

Category	2024 Results %	2024 Goals %
Minority Male Business Enterprise	16.44%	0.00%
Minority Female Business Enterprise	3.34%	0.00%
Minority Business Enterprise (MBE)	19.77%	15.00%
Women Business Enterprise (WBE)	12.98%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.13%	1.50%
Disabled Veteran Business Enterprise (DVBE)	3.12%	1.50%
Persons with Disabilities Business Enterprise (PDBE)	0.02%	N/A
TOTAL	36.01%	23.00%

% - Percentage of Net Procurement.
2024 Goals represent diverse spend targets under GO 156.
Totals may not add up due to rounding.



“The EDGE Mentorship Program has been instrumental in helping our management understand what SCE looks for in vendors and how to position ourselves favorably to secure a partnership with the company.”

— Sam Tenorio, SVP Energy, Cordoba Corporation



9.1.5 PRIME CONTRACTORS' UTILIZATION OF DIVERSE SUBCONTRACTORS

Our robust diverse subcontracting program gives small and diverse firms an opportunity to work with SCE and can be a pathway to becoming prime contractors. In 2024, diverse subcontracting totaled \$606 million, or 28.09%, of our total diverse supplier spend.

We placed greater focus on connecting SCE prime contractors with diverse suppliers through three Meet the Primes events, where diverse businesses had the opportunity to cultivate relationships with prime contractors with the goal of creating meaningful business partnerships.



Our general Meet the Primes consisted of 12 prime contractors, 63 diverse subcontractors and 200 one-on-one meetings, with SCE executives, Procurement and OU decision makers participating and facilitating meetings between primes and subcontractors.

We also held two targeted Meet the Primes for our NextGen Energy Resource Planning (ERP) System and Riverside Transmission Reliability projects. The NextGen ERP event featured three prime contractors, 12 subcontractors and 36 meetings, while the Riverside event had four primes, 24 subcontractors and 40 meetings.

In addition, we adopted a continuous improvement approach with our primes, regularly reviewing and refining strategies to increase diverse subcontracting spend and holding monthly/quarterly performance reviews. Due to these efforts, 60% of our top-spending primes improved their diverse subcontracting performance.



“The EDGE Mentorship Program gives suppliers invaluable insights on how to work with SCE. Getting the contacts and knowing whom to reach out to have been instrumental in helping my company succeed.”



— Gavin Necochea, CEO, Pro Energy Services Group

OUR ROBUST DIVERSE SUBCONTRACTING PROGRAM GIVES SMALL AND DIVERSE FIRMS AN OPPORTUNITY TO WORK WITH SCE AND CAN BE A PATHWAY TO BECOMING PRIME CONTRACTORS.

9.1.5 NEW DIVERSE PRIME AND SUBCONTRACTOR UTILIZATION

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	17	20
Minority Female Business Enterprise	3	13
Minority Business Enterprise (MBE)	20	33
Women Business Enterprise (WBE)	18	20
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	2	1
Disabled Veteran Business Enterprise (DVBE)	3	11
Persons with Disabilities Business Enterprise (PDBE)	1	1
8(a)	0	0
TOTAL	44	66

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE. 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). Direct (Prime) - 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).

9.1.5 SUMMARY OF DIVERSE CONTRACTOR UTILIZATION

SUMMARY OF PRIME CONTRACTORS' UTILIZATION OF DIVERSE SUBCONTRACTORS									
	Minority Male	Minority Female	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
Direct \$	\$749,132,131	\$76,665,129	\$825,797,260	\$589,285,545	\$7,219,126	\$128,175,282	\$966,760	\$0	\$1,551,443,972
Sub \$	\$235,661,783	\$123,211,422	\$358,873,205	\$188,125,125	\$425,394	\$58,715,039	\$23,154	\$0	\$606,161,916
TOTAL \$	\$984,793,914	\$199,876,551	\$1,184,670,465	\$777,410,670	\$7,644,519	\$186,890,320	\$989,914	\$0	\$2,157,605,888
Direct %	12.50%	1.28%	13.78%	9.84%	0.12%	2.14%	0.02%	0.00%	25.90%
Sub %	3.93%	2.06%	5.99%	3.14%	0.01%	0.98%	0.00%	0.00%	10.12%
TOTAL %	16.44%	3.34%	19.77%	12.98%	0.13%	3.12%	0.02%	0.00%	36.01%
Net Procurement**		\$5,991,194,486							

IN-STATE PRIME CONTRACTOR UTILIZATION OF DIVERSE SUBCONTRACTORS (CALIFORNIA DOMICILED)									
	Minority Male	Minority Female	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
In-State Direct \$	\$566,374,465	\$59,947,225	\$626,321,690	\$571,120,052	\$7,063,351	\$128,175,282	\$2,647	\$0	\$1,332,683,022
In-State Sub \$	\$209,183,722	\$86,941,303	\$296,125,025	\$96,747,443	\$425,394	\$58,715,039	\$0	\$0	\$452,012,900
TOTAL \$	\$775,558,187	\$146,888,528	\$922,446,715	\$667,867,495	\$7,488,744	\$186,890,320	\$2,647	\$0	\$1,784,695,921
In-State Direct %	9.45%	1.00%	10.45%	9.53%	0.12%	2.14%	0.00%	0.00%	22.24%
In-State Sub %	3.49%	1.45%	4.94%	1.61%	0.01%	0.98%	0.00%	0.00%	7.54%
TOTAL %	12.94%	2.45%	15.40%	11.15%	0.12%	3.12%	0.00%	0.00%	29.79%
Net Procurement**		\$5,991,194,486							

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLTBTPDBE. 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 up due to rounding.



“The EDGE Mentorship Program is truly world-class. I knew I needed to develop strong relationships with internal business units to help us get RFP invitations, and they made it happen.”



— Kirby Hays, *President & CEO, Hal Hays Construction, Inc.*

9.1.6 SUPPLIER DIVERSITY COMPLAINTS RECEIVED AND CURRENT STATUS

SCE did not receive any formal complaints in 2024 regarding our Supplier Diversity Program.

9.1.7 EFFORTS TO RECRUIT DIVERSE SUPPLIERS IN LOW-UTILIZATION CATEGORIES

EMERGING & ACCELERATING SPEND CATEGORIES

Emerging and accelerating spend categories, or projects with advanced technologies, have traditionally had limited diverse supplier participation. In 2024, we identified our Automated Metering Infrastructure (AMI 2.0) project — which includes systems that collect detailed electrical consumption data — as a low-utilization category due to its specialized niche market. To increase diverse supplier participation early in the procurement sourcing process, we held capability meetings with diverse businesses and key internal stakeholders.

Another emerging spend category was Targeted Undergrounding (TUG), or moving power lines underground to reduce the threat of wildfires in high fire risk areas. We developed a strategy to recruit and utilize suppliers with underground civil construction

capabilities on smaller jobs to gain experience prior to bidding on TUG projects. This proved to be effective as there was a high percentage of successful diverse bidders for the TUG program.

WE CONTINUED OUR INVESTMENTS IN SUPPLIER DEVELOPMENT TO ENSURE DIVERSE SUPPLIERS WORK WITH US AS WE ACCELERATE CALIFORNIA’S CLEAN ENERGY TRANSITION.



“The EDGE Mentorship Program team has been fantastic. The success of this or any program heavily depends on the ability to connect with key decision makers, and this program certainly opens doors to SCE.”

— Sandra Escalante, *President, Laner Electric Supply*



FINANCIAL SERVICES

Throughout 2024, we worked with diverse firms across all financial services areas, including investment banking, commercial banking, investment management, accounting, auditing and consulting. In 2024, our achievements included:

- Engaging a total of 20 diverse firms as co-managers on \$5.15 billion of capital market financings, with over \$4.9 million of total underwriting fees paid to these businesses (details of these transactions are summarized in the following table).
- Issuing \$831 million of commercial paper through a diverse firm.
- Investing \$109.7 million in money market securities through two diverse firms.
- Managing approximately \$1.8 billion of trust assets by seven diverse firms.
- Maintaining \$22.2 million of deposits with four banks designated as Minority Depository Institutions by the Federal Deposit Insurance Corporation (FDIC).

We continued to emphasize the importance of diversity with our investment firms and were pleased to see their increased efforts to promote diversity and inclusion.



“It is very clear that SCE is committed to helping diverse businesses grow and succeed. The access we were given to upper management and Procurement in the EDGE Mentorship Program was invaluable!”

— Kathie Tetreault, President, Saddleback Surveys, Inc.

Type of Transaction	Amount (millions)	Number of Diverse Firms	Role	% Allocated to Each Firm
SCE Debt	\$1,400	8	Co-managers	2.5%
SCE Debt	\$1,600	9	Co-managers	2.2%
SCE Debt	\$750	6	Co-managers	2.5%
SCE Pref	\$350	3	Co-managers	3.3%
EIX Debt	\$500	3	Co-managers	3.3%
EIX Debt	\$550	3	Co-managers	3.3%



“The EDGE Mentorship Program is like no other I have been in since we started Pangea Biological 18 years ago. It was completely worth my time. I see the seeds at SCE being planted for future contracting opportunities.”

— Amy Rowland, CEO & President, Pangea Biological



“Thanks to the EDGE Mentorship Program, we are building. I would absolutely repeat the program 10 times over — our purchase orders have increased!”

— Windell Pascascio, President, Imperial Electric Service

LEGAL SERVICES

SCE’s Law Department worked with diverse law firms to provide high-quality legal services in such practice areas as claims and commercial litigation, regulatory, labor and environmental law.

In 2024, we spent \$5.3 million with these firms, representing 9.3% of our total outside legal spending. The Law Department’s percentage is relatively lower than prior years due to wildfire litigation expenses.

The department continued to financially support associations focused on ethnic diversity in the profession, such as the California Minority Counsel Program and the Association of Corporate Counsel Diversity Committee. SCE also remained active in the Leadership Council on Legal Diversity (LCLD), which comprises over 300 corporate chief legal officers and law firm managing partners who strive to create a more inclusive and diverse legal profession, and sponsored an LCLD fellow.

In addition, attorneys from the Law Department participated in an Inner City Law Center event to help people facing evictions and assisted families with adoptions through Public Counsel, a nonprofit public interest law firm. An SCE attorney received the Pro Bono Award from the Children’s Rights Project — Adoption Team for her commitment to Public Counsel’s work.

The Law Department also worked to increase diversity in the legal profession by:

- Participating in Street Law’s Legal Diversity Pipeline Program, where we taught and inspired students from two local high schools through a case study on the Equal Protection Clause and an essay contest with scholarships.
- Volunteering as scorers for a mock trial virtual competition by Teach Democracy (formerly the Constitutional Rights Foundation), where we helped middle and high school students learn about our judicial system.
- Funding a scholarship for a first-year law student through the California ChangeLawyers, which supports diverse law students.



“I really appreciate that SCE has given us this opportunity to refine and tailor our pitch with valuable input from buyers through the EDGE Mentorship Program.”

— Marcy Szarama, President, Destination Enterprises

Pursuant to the CPUC executive director’s Dec. 15, 2006, letter to utilities, SCE is also providing the following information: Of the top 10 law firms providing services in 2024, two firms were certified diverse legal firms. Regarding the eight other firms, SCE spent \$20 million on these majority law firms where work was performed by diverse attorneys or paralegals within these firms.

9.1.9 SUPPLIER DIVERSITY ACTIVITIES AND PROGRESS IN POWER (ENERGY) PROCUREMENT

We remained committed to working with small and diverse suppliers in energy procurement and looked for opportunities to collaborate and support them, where possible. However, the energy commodity market’s structure continued to discourage broad participation for these businesses due to high capital and credit requirements; a focus on capital-intensive projects to achieve the goals set forth in procurement directives; development challenges that require greater capital and financing capacity; and continuing consolidation in the independent power producer industry.

In 2024, our counterparties reported approximately \$5.15 million of spending with diverse subcontractors. While this Tier 2 spend did not meet GO 156 requirements, the results demonstrated SCE’s support of the diverse business ecosystem in the California energy markets.

9.1.9 SUPPLIER DIVERSITY RESULTS IN POWER (ENERGY) PROCUREMENT

			Direct Power Purchases \$	Direct Fuels for Generation \$		Totals \$ ¹			% ²
			Renewable and Non-Renewable Power Products	Diesel	Natural Gas	Direct ³	Sub	Total \$ ⁴	
1.	Minority Male	African American	\$0	\$0	\$0	\$0	\$39,411	\$39,411	0.00%
2.		Asian Pacific American	\$0	\$0	\$0	\$0	\$7,760	\$7,760	0.00%
3.		Hispanic American	\$0	\$8,236,147	\$0	\$8,236,147	\$1,002,642	\$9,238,789	0.22%
4.		Native American	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
5.		Total Minority Male	\$0	\$8,236,147	\$0	\$8,236,147	\$1,049,813	\$9,285,960	0.23%
6.	Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
7.		Asian Pacific American	\$0	\$0	\$767,207	\$767,207	\$66,857	\$834,064	0.02%
8.		Hispanic American	\$0	\$0	\$0	\$0	\$54,922	\$54,922	0.00%
9.		Native American	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
10.		Total Minority Female	\$0	\$0	\$767,207	\$767,207	\$121,779	\$888,987	0.02%
11.	Total Minority Business Enterprise (MBE)		\$0	\$8,236,147	\$767,207	\$9,003,354	\$1,171,592	\$10,174,946	0.25%
12.	Women Business Enterprise (WBE)		\$18,971,120	\$0	\$0	\$18,971,120	\$3,718,614	\$22,689,734	0.55%
13.	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$185,556	\$185,556	0.00%
14.	Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$69,408	\$69,408	0.00%
15.	Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	\$0	\$0	\$0	0.00%
16.	8(a) ⁵		\$0	\$0	\$0	\$0	\$0	\$0	0.00%
17.	Total Supplier Diversity		\$18,971,120	\$8,236,147	\$767,207	\$27,974,474	\$5,145,169	\$33,119,643	0.80%
18.	Net Power Procurement		\$4,120,804,826						
19.	Net Direct Power Purchases		\$3,976,277,857						
20.	Net Direct Fuels for Generation		\$144,526,968						

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

²% - Percentage of Net Procurement.

³Includes Direct Power Purchases and Direct Fuels for Generation.

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

⁵ 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 (GO 156 Section 1.3.13).

⁶ Totals exclude GHG Auction and Sales in addition to (1) exclusions. Public version excludes Nuclear spend.



9.1.11 SUPPLIER DIVERSITY ACTIVITIES AND PROGRESS IN FUEL PROCUREMENT

SCE achieved 100% participation with diverse businesses in fuels for liquefied petroleum gas (LPG) non-generation. During the year, we worked with our business advocacy partners on outreach, matchmaking and networking events to achieve these results and procurement opportunities.



9.1.11 SUPPLIER DIVERSITY RESULTS IN FUEL PROCUREMENT

			Natural Gas \$		LPG \$ ¹		Totals \$ ²			% ³
			Short Term	Long Term	Short Term	Long Term	Total Natural Gas	Total LPG	Total \$	
1.	Minority Male	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
2.		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
3.		Hispanic American	\$0	\$0	\$0	\$1,610,715	\$0	\$1,610,715	\$1,610,715	100.00%
4.		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
5.		Total Minority Male	\$0	\$0	\$0	\$1,610,715	\$0	\$1,610,715	\$1,610,715	100.00%
6.	Minority Female	African American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
7.		Asian Pacific American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
8.		Hispanic American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
9.		Native American	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
10.		Total Minority Female	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
11.	Total Minority Business Enterprise (MBE)		\$0	\$0	\$0	\$1,610,715	\$0	\$1,610,715	\$1,610,715	100.00%
12.	Women Business Enterprise (WBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
13.	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
14.	Disabled Veteran Business Enterprise (DVBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
15.	Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
16.	Other 8(a) ⁴		\$0	\$0	\$0	\$0	\$0	\$0	\$0	0.00%
17.	Total WMDVLGBTBE		\$0	\$0	\$0	\$1,610,715	\$0	\$1,610,715	\$1,610,715	100.00%
18.	Net Fuel Procurement		\$1,610,715							
19.	Net Natural Gas Procurement		\$0							
20.	Net LPG Procurement		\$1,610,715							

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.
¹ LPG - Liquefied Petroleum Gas
² Excludes purchases from the CAISO, other utilities, federal entities, state entities, municipalities and cooperatives.
³ % - Percentage of Net Fuel Procurement
⁴ 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 (GO 156 Section 1.3.13).



2025 **ANNUAL PLAN**





CHIEF PROCUREMENT OFFICER'S MESSAGE

As we accelerate our clean energy future, employ emerging technologies and face challenges head on, we will continue to develop innovative strategies and solutions that expand supplier inclusion and development.

All of us at SCE are focused on ensuring our supplier development initiatives succeed in 2025 and beyond as we work to grow our partnerships with existing and new diverse suppliers.

We plan to build on our progress from the past 40+ years and GO 156 compliance by increasing supplier inclusion in high and emerging spend categories, helping diverse subcontractors transition to prime contractors, and supporting suppliers' development through more programming like our EDGE Mentorship Program.

SCE's total procurement is expected to significantly increase as we work to achieve California's 2045 decarbonization goals. We remain committed to taking a leadership role in supplier development. Doing so will ensure we continue to provide clean, reliable and affordable electricity to our customers, and build a resilient grid that's sustainable so we are ready to meet growing demand.

"All of us at SCE are focused on ensuring our supplier development initiatives succeed in 2025 and beyond as we work to grow our partnerships with existing and new diverse suppliers."

MIKE MARELLI • *Vice President of Operational Services and Chief Procurement Officer*
SOUTHERN CALIFORNIA EDISON

10.1.1 SUPPLIER DIVERSITY SHORT-, MID- AND LONG-TERM PROCUREMENT GOALS

SCE will establish goals to meet GO 156 diverse spend requirements. SCE does not establish specific spend goals for products and services or by SIC codes.

PRODUCTS	Short-Term 2025						Mid-Term 2027						Long-Term 2029					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal
Subtotal	15.00%	5.00%	1.50%	1.50%	N/A*	23.00%	15.00%	5.00%	1.50%	1.50%	N/A*	23.00%	15.00%	5.00%	1.50%	1.50%	N/A*	23.00%
SERVICES	Short-Term 2025						Mid-Term 2027						Long-Term 2029					
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Total Supplier Diversity Goal
Subtotal	15.00%	5.00%	1.50%	1.50%	N/A*	23.00%	15.00%	5.00%	1.50%	1.50%	N/A*	23.00%	15.00%	5.00%	1.50%	1.50%	N/A*	23.00%
TOTAL	15.00%	5.00%	1.50%	1.50%	N/A*	23.00%	15.00%	5.00%	1.50%	1.50%	N/A*	23.00%	15.00%	5.00%	1.50%	1.50%	N/A*	23.00%

*N/A – Pursuant to D.22-04-035, the Commission will establish target spend goals for utilities' PDBE procurement spend. Upon establishing the PDBE goals, SCE will incorporate them into our supplier diversity target procurement goals.



“Our biggest takeaway from the EDGE Mentorship Program has been learning what information SCE considers when looking at potential vendors. Joining the program has also given us access to new opportunities within SCE's vast prime network.”

— Doug Pautsch, *President, 347 Group, Inc.*





10.1.2 SUPPLIER DIVERSITY PROGRAM ACTIVITIES PLANNED FOR 2025

Our 2025 activities, driven by our executive team, will center around our strategies with target goals developed as part of our roadmap to sustain 40%+ diverse supplier spend. These include:

- Building a pipeline of diverse suppliers aligned with our major spend categories.
- Growing our diverse subcontracting program with additional support for prime contractors.
- Developing a Supplier Relationship Management (SRM) program focused on diverse suppliers.
- Aligning business practices and increasing diverse supplier spend to comply with GO 156 and state and federal law.

Internal and external activities have been designed to be compliant with state and federal law. The primary components of SCE's Supplier Diversity Program follow in the next two columns.



PLANNED INTERNAL ACTIVITIES

SUPPLIER INCLUSION

- Identify specific procurement opportunities and supplier requirements.
- Host multiple summits to inform suppliers of future opportunities and educate them on the internal requirements of different spend categories.
- Revise our Tier 2 program to focus on prime contractors' diverse subcontracting plans and performance management.
- Establish a formal SRM program.

SUPPLIER DEVELOPMENT

- Continue to engage executive leadership, Procurement, OU team members and subject matter experts to participate in our STAR workshops, EDGE Mentorship Program and other supplier development opportunities.
- Identify current diverse suppliers' development needs and create custom training and coaching programs.
- Formalize the RFP debriefing process and design a supplier development program to increase contract bidding success.

SUPPLIER OUTREACH

- Engage key executives, Procurement and OU team members to join in targeted supplier diversity outreach events aligned with spend opportunities.
- Continue to hold our annual Business Advocacy Roundtable to support business needs and involve internal stakeholders' and subject matter experts' participation.
- Benchmark best practices with the Joint Utilities and other industry partners.

PLANNED EXTERNAL ACTIVITIES

SUPPLIER INCLUSION

- Continue to partner with business advocacy organizations to identify firms for RFP opportunities.
- Collaborate with industry and peer groups to find new diverse suppliers in upcoming spend categories.
- Host more prime/subcontractor Meet the Primes, including targeted events ahead of procurement opportunities.

SUPPLIER DEVELOPMENT

- Launch a new 2025 EDGE Mentorship Program cohort and conduct 2024 Mentorship Program alumni events.
- Expand the curriculum and number of courses offered through STAR workshops.
- Continue to offer business scholarships.
- Support and shape various technical assistance and mentorship programs offered by our partner organizations.

SUPPLIER OUTREACH

- Educate our business advocacy partners about the targeted strategic partnerships and the expected deliverables aligned with building our diverse pipeline and increasing spend.
- Work with our external partners to build a diverse supplier pipeline and increase spend to ensure support of program goals.
- Participate in targeted outreach events that support upcoming spend opportunities and diverse supplier category needs.
- Attend more industry-specific events to actively identify and engage more diverse suppliers in the utility space.

10.1.3 PLANS FOR RECRUITING DIVERSE SUPPLIERS IN LOW-UTILIZATION CATEGORIES

LGBTBE RECRUITING PLANS

Similar to our peer utilities, SCE has experienced challenges meeting the GO 156 spend target for LGBT business enterprises. Recruiting and doing business with these firms remains a key focus in 2025. We will continue to:

- Expand and build upon the California Growth Initiative to certify LGBT firms.
- Partner with and sponsor LGBT business advocacy organizations.
- Participate in LGBT matchmaking events.
- Include LGBT businesses in Meet the Primes events.
- Introduce LGBT suppliers to Procurement and OU teams.
- Facilitate and support technical assistance programs for LGBT firms.
- Convene a stakeholders working group to review plans and provide feedback.



“Since COVID, our access to procurement officers has been limited. The EDGE Mentorship Program has been great for building relationships at SCE.”

— Bianca Vobecky, *President, Vobecky Enterprises, Inc.*



PERSONS WITH DISABILITIES RECRUITING PLANS

We will focus on recruiting persons with disabilities business enterprises (PDBEs) and increasing spend with them by:

- Supporting Disability:IN and sponsoring events to drive disability inclusion and equality in business.
- Participating in PDBE matchmaking events.
- Inviting PDBEs to Meet the Primes events.
- Introducing PDBEs to Procurement and OU teams.
- Facilitating and supporting technical assistance programs for PDBEs.
- Convening a stakeholders working group to review plans and provide feedback.

EMERGING & ACCELERATING SPEND AREAS

We have identified the following areas as emerging and accelerating spend areas with low diverse supplier participation:

- Direct materials
- Energy Efficiency Program implementors/ administrators
- Grid services
- NextGen SAP refresh
- Battery storage

To recruit diverse suppliers in these areas, we will work with business advocacy partners and industry and peer groups and identify diverse suppliers to submit through the qualification process to compete for RFPs for specific procurement opportunities.

10.1.4 PLANS FOR RECRUITING DIVERSE SUPPLIERS WHERE UNAVAILABLE

We will continue to work with our business advocacy partners, industry organizations and peer utilities to conduct targeted outreach to identify and develop diverse suppliers in categories where they are currently unavailable. In addition, we will leverage our spend intelligence tool to search for diverse suppliers across the country that may not yet be certified through the CPUC Supplier Clearinghouse.

10.1.5 PLANS FOR ENCOURAGING PRIME CONTRACTORS TO SUBCONTRACT WITH DIVERSE SUPPLIERS

Diverse subcontracting will be a major focus in 2025. We plan to:

- Hold targeted Meet the Primes events with OUs for specific areas of spend.
- Request primes to submit subcontractor plans during the RFP process, and upon contract awards, collaborate to achieve goals.
- Develop a program that helps primes with their supplier diversity initiatives.
- Have senior leadership include Tier 2 messaging in discussions with primes.
- Collaborate with our business advocacy partners to enhance subcontractor outreach.

10.1.6 PLANS FOR COMPLYING WITH SUPPLIER DIVERSITY PROGRAM GUIDELINES

SCE will continue to advance supplier development in compliance with state and federal law including GO 156 Supplier Diversity Program guidelines established by the CPUC as required by Public Utilities Code Section 8283(c).

ATTACHMENTS

9.1.1 SCE WORKFORCE DIVERSITY

As we accelerate a clean energy future, SCE is committed to building an inclusive workplace that encourages innovation, teamwork and continuous improvement. SCE provides workforce diversity information to the Equal Employment

Opportunity Commission using Form EEO-1. Pursuant to Decision 24-09-035, SCE provides the following information on Workforce Diversity as per our more recent EEO-1 report from 2023.

SCE WORKFORCE DEMOGRAPHIC DATA

Job Categories	RACE/ETHNICITY															Row Total
	Hispanic or Latino		Not Hispanic or Latino													
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	1	1	10	0	2	0	0	1	6	1	2	0	0	0	24	
First/Mid-Level Officials and Managers	406	159	688	81	156	6	8	59	194	45	94	2	2	26	1,926	
Professionals	1,041	922	1,271	163	849	22	17	147	632	189	638	16	8	121	6,036	
Technicians	585	255	487	49	108	5	12	45	137	38	36	3	3	19	1,782	
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Administrative Support Workers	253	395	135	50	36	1	5	24	165	90	47	4	4	39	1,248	
Craft Workers	795	2	864	77	65	10	21	43	2	1	0	0	0	0	1,880	
Operatives	493	1	360	36	11	7	10	31	1	0	0	0	0	0	950	
Laborers and Helpers	73	3	43	13	3	0	0	3	12	1	1	0	0	0	152	
Service Workers	3	1	9	6	0	0	0	1	2	0	1	1	0	0	24	
CURRENT 2023 REPORTING YEAR TOTAL	3,650	1,739	3,867	475	1,230	51	73	354	1,151	365	819	26	17	205	14,022	
PRIOR 2022 REPORTING YEAR TOTAL	3,237	1,634	3,701	443	1,135	42	66	326	1,096	343	749	27	15	190	13,004	

WORKFORCE SNAPSHOT PERIOD • 12/17/2023 – 12/31/2023

9.1.1 SCE BOARD DIVERSITY

The Edison International Board of Directors nominees represent a range of skills, experiences and tenures that bring a variety of perspectives to strategic, financial and operational deliberations. Pursuant to Decision 24-09-035, SCE provides the following links to Edison International's (SCE's parent company) Board Diversity.

[2024 Proxy Statement](#) [Edison International Corporate Governance](#)

OVER THE PAST 40+ YEARS, DIVERSE SUPPLIERS HAVE BEEN KEY TO ACHIEVING OUR MISSION OF SAFELY DELIVERING CLEAN, RELIABLE AND AFFORDABLE ELECTRICITY TO OUR CUSTOMERS AND COMMUNITIES.



"The Patriot Group was honored to participate in the EDGE Mentorship Program. SCE inspired us to not only expand our service offerings, but also create an incubator of our own to raise up the next generation of diverse businesses for our second-tier spend. We were also inspired to set up a foundation to further our mission to train veterans for successful careers in the trades that support our services. The program gave us actionable steps to grow our business while furthering our positive impact in the world."

— Jeff Forbes, President & CEO, The Patriot Group

9.1.2 SUPPLIER DIVERSITY DIRECT PROCUREMENT RESULTS BY PRODUCT AND SERVICE CATEGORIES

				2024					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1.	Minority Male	African American	Direct	\$30,344,321	0.51%	\$136,978,653	2.29%	\$167,322,975	2.79%
2.		Asian Pacific American	Direct	\$34,460,116	0.58%	\$116,023,644	1.94%	\$150,483,760	2.51%
3.		Hispanic American	Direct	\$46,094,726	0.77%	\$338,109,606	5.64%	\$384,204,332	6.41%
4.		Native American	Direct	\$11,048	0.00%	\$47,110,017	0.79%	\$47,121,065	0.79%
5.		Total Minority Male	Direct	\$110,910,211	1.85%	\$638,221,921	10.65%	\$749,132,131	12.50%
6.	Minority Female	African American	Direct	\$0	0.00%	\$27,987,661	0.47%	\$27,987,661	0.47%
7.		Asian Pacific American	Direct	\$30,003	0.00%	\$27,198,410	0.45%	\$27,228,413	0.45%
8.		Hispanic American	Direct	\$1,816,463	0.03%	\$18,380,653	0.31%	\$20,197,117	0.34%
9.		Native American	Direct	\$9,616	0.00%	\$1,242,322	0.02%	\$1,251,938	0.02%
10.		Total Minority Female	Direct	\$1,856,082	0.03%	\$74,809,046	1.25%	\$76,665,129	1.28%
11.	Total Minority Business Enterprise (MBE)		Direct	\$112,766,293	1.88%	\$713,030,967	11.90%	\$825,797,260	13.78%
12.	Women Business Enterprise (WBE)		Direct	\$58,340,628	0.97%	\$530,944,917	8.86%	\$589,285,545	9.84%
13.	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$203,492	0.00%	\$7,015,634	0.12%	\$7,219,126	0.12%
14.	Disabled Veteran Business Enterprise (DVBE)		Direct	\$6,944,513	0.12%	\$121,230,768	2.02%	\$128,175,282	2.14%
15.	Persons with Disabilities Business Enterprise (PDBE)		Direct	\$0	0.00%	\$966,760	0.02%	\$966,760	0.02%
16.	8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
17.	Total Supplier Diversity Spend		Direct	\$178,254,926	2.98%	\$1,373,189,046	22.92%	\$1,551,443,972	25.90%
18.	Net Procurement**					\$5,991,194,486			
19.	Net Product Procurement					\$1,258,511,814			
20.	Net Service Procurement					\$4,732,682,671			
21.	Total Number of Diverse Direct Suppliers					320			

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBDBE. 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.
% - Percentage of Net Procurement.
Totals may not add up due to rounding.

9.1.2 SUPPLIER DIVERSITY SUBCONTRACTOR PROCUREMENT RESULTS BY PRODUCT AND SERVICE CATEGORIES

				2024					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1.	Minority Male	African American	Sub	\$0	0.00%	\$4,349,344	0.07%	\$4,349,344	0.07%
2.		Asian Pacific American	Sub	\$1,175,331	0.02%	\$39,111,306	0.65%	\$40,286,637	0.67%
3.		Hispanic American	Sub	\$73,942,312	1.23%	\$107,319,731	1.79%	\$181,262,043	3.03%
4.		Native American	Sub	\$230,236	0.00%	\$9,533,523	0.16%	\$9,763,759	0.16%
5.		Total Minority Male	Sub	\$75,347,879	1.26%	\$160,313,903	2.68%	\$235,661,783	3.93%
6.	Minority Female	African American	Sub	\$0	0.00%	\$42,964,435	0.72%	\$42,964,435	0.72%
7.		Asian Pacific American	Sub	\$30,186,283	0.50%	\$16,240,966	0.27%	\$46,427,248	0.77%
8.		Hispanic American	Sub	\$1,613,608	0.03%	\$31,807,622	0.53%	\$33,421,230	0.56%
9.		Native American	Sub	\$0	0.00%	\$398,508	0.01%	\$398,508	0.01%
10.		Total Minority Female	Sub	\$31,799,891	0.53%	\$91,411,531	1.53%	\$123,211,422	2.06%
11.	Total Minority Business Enterprise (MBE)		Sub	\$107,147,770	1.79%	\$251,725,435	4.20%	\$358,873,205	5.99%
12.	Women Business Enterprise (WBE)		Sub	\$66,895,715	1.12%	\$121,229,410	2.02%	\$188,125,125	3.14%
13.	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$17,887	0.00%	\$407,506	0.01%	\$425,394	0.01%
14.	Disabled Veteran Business Enterprise (DVBE)		Sub	\$14,183,828	0.24%	\$44,531,211	0.74%	\$58,715,039	0.98%
15.	Persons with Disabilities Business Enterprise (PDBE)		Sub	\$0	0.00%	\$23,154	0.00%	\$23,154	0.00%
16.	8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
17.	Total Supplier Diversity Spend		Sub	\$188,245,201	3.14%	\$417,916,716	6.98%	\$606,161,916	10.12%
18.	Net Procurement**					\$5,991,194,486			
19.	Net Product Procurement					\$1,258,511,814			
20.	Net Service Procurement					\$4,732,682,671			
21.	Total Number of Diverse Subcontractors					256			

NOTES:

*8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDBE. 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.
 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 up due to rounding.

9.1.2 SUPPLIER DIVERSITY RESULTS BY STANDARD INDUSTRIAL CLASSIFICATION (SIC) CODES

SIC Code		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 0.00%	\$0 0.00%	\$0 0.00%	\$6,709,508 1.48%	\$124,239,621 27.50%	\$3,181,301 0.70%	\$24,828 0.01%	\$0 0.00%	\$134,155,258 29.69%	\$37,171,821 8.23%	\$0 0.00%	\$18,315,505 4.05%	\$0 0.00%	\$0 0.00%	\$189,642,584 41.97%	\$451,836,776
15. General Business Contractors	\$ %	\$631,597 0.20%	\$190 0.00%	\$1,652,980 0.52%	\$1,316 0.00%	\$83,492,387 26.39%	\$1,605,413 0.51%	\$24,221,992 7.66%	\$67,016 0.02%	\$111,672,891 35.30%	\$55,030,657 17.40%	\$4,442,314 1.40%	\$2,052,382 0.65%	\$4,921 0.00%	\$0 0.00%	\$173,203,164 54.75%	\$316,339,284
16. Heavy Construction Other Than Building Construction Contractors	\$ %	\$72,779,600 5.87%	\$42,886,310 3.46%	\$34,724,368 2.80%	\$4,749,767 0.38%	\$75,188,699 6.07%	\$12,635,523 1.02%	\$572,711 0.05%	\$16,325 0.00%	\$243,553,303 19.66%	\$371,174,936 29.96%	\$292,999 0.02%	\$123,030,978 9.93%	\$18,233 0.00%	\$0 0.00%	\$738,070,449 59.58%	\$1,238,873,947
17. Special Trade Contractors	\$ %	\$80,363 0.10%	\$533 0.00%	\$440,486 0.56%	\$3,700 0.00%	\$5,883,640 7.45%	\$695,201 0.88%	\$0 0.00%	\$1,130,398 1.43%	\$8,234,320 10.42%	\$9,843,936 12.46%	\$703 0.00%	\$176,479 0.22%	\$0 0.00%	\$0 0.00%	\$18,255,437 23.11%	\$79,007,414
23. Apparel and Other Textile Products	\$ %	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$13,738 0.16%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$13,738 0.16%	\$7,403,034 85.16%	\$0 0.00%	\$813,958 9.36%	\$0 0.00%	\$0 0.00%	\$8,230,729 94.68%	\$8,693,415
24. Lumber and Wood Products	\$ %	\$0 0.00%	\$0 0.00%	\$5,310,235 7.34%	\$0 0.00%	\$16,051 0.02%	\$1,385,472 1.92%	\$0 0.00%	\$0 0.00%	\$6,711,757 9.28%	\$11,796,197 16.31%	\$0 0.00%	\$86,815 0.12%	\$0 0.00%	\$0 0.00%	\$18,594,770 25.71%	\$72,315,680
25. Furniture and Fixtures	\$ %	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$1,034,889 47.36%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$1,034,889 47.36%	\$2,185,373
26. Paper and Allied Products	\$ %	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$1,697,980 29.16%	\$0 0.00%	\$0 0.00%	\$1,697,980 29.16%	\$724,061 12.44%	\$0 0.00%	\$32,358 0.56%	\$0 0.00%	\$0 0.00%	\$2,454,400 42.16%	\$5,822,102
27. Printing and Publishing	\$ %	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$3,742 0.26%	\$0 0.00%	\$0 0.00%	\$3,742 0.26%	\$103,925 7.19%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$107,667 7.45%	\$1,444,913
28. Chemicals and Allied Products	\$ %	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$7,954 0.12%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$7,954 0.12%	\$2,697,983 39.39%	\$0 0.00%	\$313,208 4.57%	\$0 0.00%	\$0 0.00%	\$3,019,145 44.08%	\$6,849,267
29. Petroleum and Coal Products	\$ %	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$22,598,345 96.25%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$22,598,345 96.25%	\$10,588 0.05%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$22,608,933 96.29%	\$23,479,950
30. Rubber and Miscellaneous Plastics Products	\$ %	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$145,908 2.61%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$145,908 2.61%	\$563,468 10.08%	\$0 0.00%	\$352,294 6.30%	\$0 0.00%	\$0 0.00%	\$1,061,670 19.00%	\$5,587,622
32. Stone, Clay and Glass Products	\$ %	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$1,853,226 2.19%	\$156,316 0.18%	\$0 0.00%	\$0 0.00%	\$2,009,542 2.38%	\$3,146,063 3.72%	\$0 0.00%	\$2,612,412 3.09%	\$0 0.00%	\$0 0.00%	\$7,768,016 9.19%	\$84,524,735
33. Primary Metal Industries	\$ %	\$64,301 0.05%	\$0 0.00%	\$17,923 0.01%	\$29,513,186 21.76%	\$71,102 0.05%	\$70,780 0.05%	\$0 0.00%	\$0 0.00%	\$29,737,292 21.92%	\$475,445 0.35%	\$0 0.00%	\$438,842 0.32%	\$0 0.00%	\$0 0.00%	\$30,651,579 22.60%	\$135,639,035
34. Fabricated Metal Products	\$ %	\$0 0.00%	\$0 0.00%	\$3,766,797 11.83%	\$0 0.00%	\$310,972 0.98%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$4,077,768 12.80%	\$9,365,427 29.41%	\$0 0.00%	\$330,550 1.04%	\$0 0.00%	\$0 0.00%	\$13,773,746 43.25%	\$31,849,552
35. Industrial Machinery and Equipment	\$ %	\$246 0.00%	\$0 0.00%	\$5,844 0.02%	\$5,474 0.02%	\$263,444 0.95%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$275,009 0.99%	\$10,770,742 38.86%	\$0 0.00%	\$2,902,978 10.47%	\$0 0.00%	\$0 0.00%	\$13,948,728 50.32%	\$27,720,118
36. Electronic and Other Electric Equipment	\$ %	\$618,271 0.11%	\$0 0.00%	\$5,769,039 1.03%	\$7,131 0.00%	\$13,319,828 2.37%	\$1,041 0.00%	\$214,036 0.04%	\$0 0.00%	\$19,929,346 3.54%	\$58,860,658 10.47%	\$16,629 0.00%	\$9,859,939 1.75%	\$0 0.00%	\$0 0.00%	\$88,666,571 15.76%	\$562,429,010
37. Transportation Equipment	\$ %	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$1,970 0.07%	\$114,608 3.96%	\$0 0.00%	\$0 0.00%	\$116,577 4.03%	\$138,158 4.77%	\$0 0.00%	\$32,838 1.13%	\$0 0.00%	\$0 0.00%	\$287,573 9.93%	\$2,895,558
38. Instruments and Related Products	\$ %	\$3,539 0.01%	\$0 0.00%	\$473,785 0.99%	\$981 0.00%	\$1,137,665 2.37%	\$0 0.00%	\$9,895 0.02%	\$0 0.00%	\$1,625,865 3.39%	\$3,727,027 7.77%	\$769 0.00%	\$1,551,123 3.23%	\$0 0.00%	\$0 0.00%	\$6,904,784 14.39%	\$47,992,758
39. Miscellaneous Manufacturing Industries	\$ %	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$8,545 1.52%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$8,545 1.52%	\$184,117 32.82%	\$0 0.00%	\$84,038 14.98%	\$0 0.00%	\$0 0.00%	\$276,700 49.33%	\$560,958
42. Trucking and Warehousing	\$ %	\$0 0.00%	\$0 0.00%	\$1,268 0.01%	\$0 0.00%	\$1,004,020 11.57%	\$94 0.00%	\$0 0.00%	\$0 0.00%	\$1,005,382 11.59%	\$1,249,335 14.40%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$2,254,717 25.99%	\$8,674,396

9.1.2 SUPPLIER DIVERSITY RESULTS BY STANDARD INDUSTRIAL CLASSIFICATION (SIC) CODES

SIC Category	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								
45. Transportation By Air	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$14,628,673	\$ 0	\$ 0	\$ 0	\$ 0	\$14,628,673	\$45,810,425
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	31.93%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	31.93%	
47. Transportation Services	\$ 0	\$ 0	\$ 0	\$52,568	\$ 0	\$3,782,602	\$ 0	\$ 0	\$3,835,170	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$3,835,170	\$8,117,428
	% 0.00%	% 0.00%	% 0.00%	% 0.65%	% 0.00%	% 46.60%	% 0.00%	% 0.00%	% 47.25%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 47.25%	
48. Communications	\$ 0	\$ 0	\$223,031	\$ 0	\$119,904	\$ 0	\$ 0	\$ 0	\$342,935	\$2,459,048	\$ 0	\$ 0	\$ 0	\$ 0	\$2,801,983	\$23,599,634
	% 0.00%	% 0.00%	% 0.95%	% 0.00%	% 0.51%	% 0.00%	% 0.00%	% 0.00%	% 1.45%	% 10.42%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 11.87%	
49. Electric, Gas, and Sanitary Services	\$ \$196,369	\$71,050	\$28,813	\$ 0	\$6,375,789	\$73,503	\$ 0	\$ 0	\$6,745,523	\$1,196,644	\$ 0	\$45,597	\$ 0	\$ 0	\$7,987,765	\$28,428,854
	% 0.69%	% 0.25%	% 0.10%	% 0.00%	% 22.43%	% 0.26%	% 0.00%	% 0.00%	% 23.73%	% 4.21%	% 0.00%	% 0.16%	% 0.00%	% 0.00%	% 28.10%	
50. Wholesale Trade-Durable Goods	\$ \$29,278,443	\$ 0	\$19,723,690	\$30,213	\$16,184,386	\$3,875	\$17,352	\$9,262	\$65,247,222	\$12,223,974	\$490	\$1,501,381	\$ 0	\$ 0	\$78,973,067	\$140,004,890
	% 20.91%	% 0.00%	% 14.09%	% 0.02%	% 11.56%	% 0.00%	% 0.01%	% 0.01%	% 46.60%	% 8.73%	% 0.00%	% 1.07%	% 0.00%	% 0.00%	% 56.41%	
51. Wholesale Trade-Nondurable Goods	\$ \$379,520	\$ 0	\$568,135	\$ 0	\$14,075	\$ 0	\$ 0	\$355	\$962,084	\$2,060,599	\$203,492	\$214,520	\$ 0	\$ 0	\$3,440,695	\$9,103,488
	% 4.17%	% 0.00%	% 6.24%	% 0.00%	% 0.15%	% 0.00%	% 0.00%	% 0.00%	% 10.57%	% 22.64%	% 2.24%	% 2.36%	% 0.00%	% 0.00%	% 37.80%	
52. Building Materials and Garden Supplies	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$53,914	\$ 0	\$1,087	\$ 0	\$ 0	\$55,001	\$55,781
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 96.65%	% 0.00%	% 1.95%	% 0.00%	% 0.00%	% 98.60%	
55. Automotive Dealers and Gas Service Stations	\$ 0	\$ 0	\$ 0	\$659,302	\$64,089,829	\$ 0	\$ 0	\$ 0	\$64,749,131	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$64,749,131	\$90,802,523
	% 0.00%	% 0.00%	% 0.00%	% 0.73%	% 70.58%	% 0.00%	% 0.00%	% 0.00%	% 71.31%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 71.31%	
58. Eating and Drinking Places	\$ \$639,112	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$639,112	\$20,086	\$ 0	\$ 0	\$ 0	\$ 0	\$659,198	\$702,408
	% 90.99%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 90.99%	% 2.86%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 93.85%	
63. Insurance Carriers	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$21,038,349
	% 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%	
65. Real Estate	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$116,722
	% 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%	
72. Personal Services	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$311,014
	% 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%	
73. Business Services	\$ \$20,377,311	\$27,554,198	\$44,343,333	\$490,184	\$95,388,981	\$8,819,292	\$24,649,474	\$63,061	\$221,685,833	\$55,549,594	\$2,500,932	\$4,772,351	\$2,647	\$ 0	\$284,511,356	\$866,669,914
	% 2.35%	% 3.18%	% 5.12%	% 0.06%	% 11.01%	% 1.02%	% 2.84%	% 0.01%	% 25.58%	% 6.41%	% 0.29%	% 0.55%	% 0.00%	% 0.00%	% 32.83%	
75. Auto Repair, Services and Parking	\$ 0	\$ 0	\$ 0	\$2,706	\$904,056	\$450,540	\$ 0	\$ 0	\$1,357,302	\$281	\$ 0	\$8,729	\$ 0	\$ 0	\$1,366,312	\$16,516,999
	% 0.00%	% 0.00%	% 0.00%	% 0.02%	% 5.47%	% 2.73%	% 0.00%	% 0.00%	% 8.22%	% 0.00%	% 0.00%	% 0.05%	% 0.00%	% 0.00%	% 8.27%	
76. Miscellaneous Repair Services	\$ \$871,619	\$ 0	\$21,764	\$ 0	\$1,880,531	\$19,685	\$2,111,205	\$ 0	\$4,904,804	\$7,639,902	\$ 0	\$29,825	\$ 0	\$ 0	\$12,574,531	\$41,994,282
	% 2.08%	% 0.00%	% 0.05%	% 0.00%	% 4.48%	% 0.05%	% 5.03%	% 0.00%	% 11.68%	% 18.19%	% 0.00%	% 0.07%	% 0.00%	% 0.00%	% 29.94%	
78. Motion Pictures	\$ 0	\$ 0	\$ 0	\$ 0	\$51,913	\$ 0	\$ 0	\$ 0	\$51,913	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$51,913	\$9,937,646
	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.52%	% 0.00%	% 0.00%	% 0.00%	% 0.52%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 0.52%	
80. Health Services	\$ 0	\$ 0	\$ 0	\$18,008	\$ 0	\$ 0	\$ 0	\$ 0	\$18,008	\$547,394	\$ 0	\$ 0	\$ 0	\$ 0	\$565,402	\$697,028
	% 0.00%	% 0.00%	% 0.00%	% 2.58%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 2.58%	% 78.53%	% 0.00%	% 0.00%	% 0.00%	% 0.00%	% 81.12%	
81. Legal Services	\$ \$329,851	\$ 0	\$115,314	\$476,881	\$1,442,204	\$ 0	\$ 0	\$ 0	\$2,364,250	\$2,908,122	\$17,061	\$ 0	\$ 0	\$ 0	\$5,289,432	\$56,764,626
	% 0.58%	% 0.00%	% 0.20%	% 0.84%	% 2.54%	% 0.00%	% 0.00%	% 0.00%	% 4.17%	% 5.12%	% 0.03%	% 0.00%	% 0.00%	% 0.00%	% 9.32%	
87. Engineering and Management Services	\$ \$45,422,176	\$439,816	\$73,583,593	\$30,934,738	\$49,457,591	\$18,921,382	\$5,063,330	\$364,032	\$224,186,658	\$92,649,973	\$169,133	\$17,330,135	\$964,113	\$ 0	\$335,300,010	\$1,515,800,611
	% 3.00%	% 0.03%	% 4.85%	% 2.04%	% 3.26%	% 1.25%	% 0.33%	% 0.02%	% 14.79%	% 6.11%	% 0.01%	% 1.14%	% 0.06%	% 0.00%	% 22.12%	
TOTAL	\$ \$171,672,319	\$70,952,096	\$190,770,396	\$73,655,661	\$565,466,375	\$53,618,347	\$56,884,824	\$1,650,446	\$1,184,670,465	\$777,410,670	\$7,644,519	\$186,890,320	\$989,914	\$ 0	\$2,157,605,888	\$5,991,194,486
	% 2.87%	% 1.18%	% 3.18%	% 1.23%	% 9.44%	% 0.89%	% 0.95%	% 0.03%	% 19.77%	% 12.98%	% 0.13%	% 3.12%	% 0.02%	% 0.00%	% 36.01%	

Net Procurement** \$5,991,194,486

NOTES:

*8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDV/LGBT/PDBE. 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.

% - Percentage of Net Procurement. Totals may not add up due to rounding.

9.1.2 NUMBER OF DIVERSE SUPPLIERS AND REVENUE REPORTED TO THE SUPPLIER CLEARINGHOUSE

NUMBER OF DIVERSE SUPPLIERS DATA														
Number of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2024 Summary						
	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	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
Under \$1 million	50	49	5	0	1	0	105	184	138	8	32	3	0	365
Under \$5 million	101	58	2	0	1	0	162	76	44	2	8	0	0	130
Under \$10 million	30	32	0	0	1	0	63	17	17	0	2	0	0	36
Above \$10 million	125	72	3	0	0	0	200	29	12	0	4	0	0	45
Total	306	211	10	NA	3	0	530	306	211	10	46	3	0	576

REVENUE AND PAYMENT DATA														
Number of Diverse Suppliers	Revenue Reported to the Supplier Clearinghouse							Utility-Specific 2024 Summary						
	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	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
Under \$1 million	\$24.2	\$20.0	\$2.0	\$0.0	\$0.0	\$0.0	\$46.2	\$42.5	\$25.9	\$0.8	\$8.6	\$1.0	\$0.0	\$78.8
Under \$5 million	\$243.9	\$165.9	\$2.8	\$0.0	\$4.8	\$0.0	\$417.4	\$179.2	\$106.4	\$6.9	\$25.6	\$0.0	\$0.0	\$318.0
Under \$10 million	\$228.6	\$230.9	\$0.0	\$0.0	\$5.2	\$0.0	\$464.7	\$121.8	\$115.3	\$0.0	\$14.0	\$0.0	\$0.0	\$251.1
Above \$10 million	\$45,390.8	\$7,902.1	\$206.1	\$0.0	\$0.0	\$0.0	\$53,499.1	\$841.2	\$529.8	\$0.0	\$138.7	\$0.0	\$0.0	\$1,509.7
Total	\$45,887.6	\$8,318.9	\$210.9	\$0.0	\$10.0	\$0.0	\$54,427.4	\$1,184.7	\$777.4	\$7.6	\$186.9	\$1.0	\$0.0	\$2,157.6

*8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBTPDBE. 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). Data provided CHS - Supplier Clearinghouse

**N/A - Revenue data for DVBEs are not available in CHS.

If annual revenue for diverse businesses from Supplier Clearinghouse is less than SCE annual revenue reported, then SCE's annual revenue was applied.

Number of 2024 diverse businesses SCE utilized may be higher than reported due to a third-party diverse business subcontracting spend validation and other internal validations.

Totals may not add up due to rounding.

9.1.2 SUPPLIER WORKFORCE

NUMBER OF DIVERSE SUPPLIERS WITH CALIFORNIA MAJORITY WORKFORCE

Of the 576 direct and subcontractor diverse suppliers SCE utilized in 2024, 348 had a majority of their workforce located in California.

AVERAGE PERCENTAGE OF WORKFORCE THAT RESIDES IN CALIFORNIA (DIRECT AND SUBCONTRACTOR SUPPLIERS)

Data Not Available

SUPPLIER WORKFORCE DIVERSITY (DIRECT AND SUBCONTRACTOR SUPPLIERS)

Data Not Available



Southern California Edison
Supplier Diversity and Development
2244 Walnut Grove Ave.
Rosemead, CA 91770
(800) 275-4962
www.sce.com/sd
supplierdiversitydevelopment@sce.com

