

February 2, 2026

OFFICE OF ENERGY INFRASTRUCTURE SAFETY OF THE CALIFORNIA NATURAL RESOURCES AGENCY

**Subject: Pacific Gas and Electric Company's Quarterly Notification Regarding the Implementation of Its Wildfire Mitigation Plan and Its Safety Recommendations; Submitted Pursuant to Public Utilities Code Section 8389(e)(7), the Office of Energy Infrastructure Safety's Compliance Operational Protocols, and Assembly Bill 1054**

Pacific Gas and Electric Company (PG&E) respectfully submits this Quarterly Notification detailing: (1) the status of our current Wildfire Mitigation Plan (WMP); (2) recommendations of the most recent safety culture assessment; (3) recommendations of the Board of Directors' safety committee meetings that occurred during the quarter; and (4) a summary of the implementation of any safety committee recommendations from the previous quarterly submittal. This Quarterly Notification is provided pursuant to California Public Utilities Code (PUC) Section 8389(e)(7), the Office of Energy Infrastructure Safety's (Energy Safety) Compliance Operational Protocols, issued on February 16, 2021 (Compliance Operational Protocols) and subsequently clarified on September 8, 2021, by Energy Safety, and the 2024 Safety Certification Guidelines issued on June 19, 2024.<sup>1</sup>

**Background**

On July 12, 2019, Governor Gavin Newsom signed Assembly Bill (AB) 1054 into law, adding Section 8389(e)(7) to the PUC. As one of the conditions for the issuance of a safety certification, Section 8389(e)(7)—as amended by AB 148—requires documentation of the following:

The electrical corporation is implementing its approved wildfire mitigation plan. The electrical corporation shall file a notification of implementation of its wildfire mitigation plan with the office and an information-only submittal with the commission on a quarterly basis that details the implementation of both its approved wildfire mitigation plan and recommendations of the most recent safety culture assessments by the commission and office, and a statement of the recommendations of the board of directors safety committee meetings that occurred during the quarter. The notification and information-only submittal shall also summarize the implementation of the safety committee recommendations from the electrical corporation's

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<sup>1</sup> Energy Safety issued "Submission of Safety Certification Request and Supporting Documents" on September 8, 2021, which, among other items, clarified Assembly Bill 148, effective as of July 22, 2021, updated PUC Section 8389(e)(7) to reporting requirements, notably that the Quarterly Advice Letter (QAL) would change in format, but not content, to the Quarterly Notification.

previous notification and submission. If the office has reason to doubt the veracity of the statements contained in the notification or information-only submittal, it shall perform an audit of the issue of concern. The electrical corporation shall provide a copy of the information-only submittal to the office.

On February 16, 2021, Energy Safety issued Compliance Operational Protocols which, in addition to the existing requirements established by Section 8389(e)(7), provide further guidance and requirements for electrical corporations' quarterly submissions. Specifically, the Compliance Operational Protocols standardize the quarterly submission dates across electrical corporations and describe the information and materials to be included in the Quarterly Notifications.

Pursuant to the current Safety Certification guidelines, PG&E also simultaneously submits this quarterly notification to the California Public Utilities Commission as an information-only submittal to the following email address: [safetypolicycentralfiles@cpuc.ca.gov](mailto:safetypolicycentralfiles@cpuc.ca.gov).

This Quarterly Notification submission provides the requested information for the fourth quarter (Q4) of 2025, as required by Energy Safety's guidelines and statutory requirements.

## **Q4 2025 Update**

### **WMP Regulatory Background and Scope of Quarterly Notification**

We submitted the initial version of our Base 2023-2025 WMP on March 27, 2023, and a corrected version on April 6, 2023.<sup>2</sup> In response to Energy Safety's June 22, 2023 Revision Notice, we submitted a revised WMP on August 7, 2023. On September 11, 2023, we submitted a request to Energy Safety to supplement our Revision Notice Response, which Energy Safety granted on September 12, 2023. We submitted our Supplemental Revision Notice Response on September 27, 2023. Energy Safety issued final approval of our WMP on December 29, 2023. Shortly thereafter, we submitted a revised 2023-2025 Base WMP on January 8, 2024.

We submitted our 2025 WMP Update on April 2, 2024. Energy Safety issued a decision on November 19, 2024, approving our 2025 WMP Update. The most recent version of our Base WMP (R8) was submitted on February 13, 2025, at the direction of Energy Safety.

Table 1 of our Q4 2025 Quarterly Template Workbook, which is being submitted concurrently with this Quarterly Notification, provides progress updates for our 55 initiative commitments, which include both targets and objectives.<sup>3</sup> This Quarterly Notification provides additional details associated with these initiative commitments.

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<sup>2</sup> PG&E's 2023-2025 WMP is available at: [www.pge.com/wildfiremitigationplan](http://www.pge.com/wildfiremitigationplan).

<sup>3</sup> This total does not include five three-year objectives completed in 2023, four three-year objectives completed in 2024, and our fifteen ten-year objectives. Additionally, the total does not include four targets which were closed in 2023 or 2024.

## **2025 WMP Initiative Commitment Summary**

A table with all 55 initiative commitments, including the status of each, is provided in Appendix 1. A summary of the status of these initiative commitments, broken down by WMP category, is provided in Table 1 below. The Energy Safety guidelines indicate that five pre-designated status categories should be used for each initiative commitment.<sup>4</sup>

**Table 1: Summary of 2025 WMP Initiative Commitments**

2023 WMP Category	Completed	In Progress	Total
A. Situational Awareness and Forecasting	6	0	<b>6</b>
B. Grid Design, Operations and Maintenance	22	0	<b>22</b>
C. Vegetation Management and Inspections	16	0	<b>16</b>
D. Public Safety Power Shut Off	5	0	<b>5</b>
E. Emergency Preparedness Plan	4	0	<b>4</b>
F. Community Outreach and Engagement	2	0	<b>2</b>
<b>Total</b>	<b>55</b>	<b>0</b>	<b>55</b>

**In addition, we note the following on four of our initiatives that have been shared with Energy Safety during the monthly WMP Commitment Update meeting:**

- **PS-06 (Provide Portable Batteries to PG&E Customers):** Our 2025 target for PS-06 is to provide 3,300 new or replacement portable batteries to PG&E customers. In 2025, we provided 2,166 portable batteries and 1,632 permanent batteries, giving us a total of 3,798 batteries. We are marking this commitment as 'Complete'. Although our 2024 change order request to include permanent batteries was rejected by Energy Safety on procedural grounds, we continued with this effort to provide both permanent and portable batteries as part of this initiative because we believe it best meets the needs of our customers.<sup>5</sup>
- **VM-05 (Defensible Space Inspections - Distribution Substation):** We completed inspections at 130 substations compared to the WMP target of 131. The

<sup>4</sup> See Energy Safety's Data Guidelines v4, page 153 (indicating status should be: completed, in progress, planned, delayed, or canceled). Please note that there are no canceled, delayed, or planned initiatives, so we have not included a column for those statuses in this update.

<sup>5</sup> The decision's rationale states, "The proposed change in providing permanent batteries to customers is not a significant strategic change." See Energy Safety's Decision on PG&E's 2024 Change Order Request (May 31, 2024). Available at:

<https://efiling.energysafety.ca.gov/EFiling/DocketInformation.aspx?docketnumber=2023-2025-WMPs>.

<sup>6</sup> PG&E's 2024 Change Order for the 2023-2025 Wildfire Mitigation Plan. Available at:

<https://efiling.energysafety.ca.gov/eFiling/Getfile.aspx?fileid=56148&shareable=true>.

gap to target of one unit is due to the decommissioning of the North Branch substation. This reduction in scope was not change order eligible. Since we have completed 100% of the scope for this commitment, we are marking this initiative as complete. We will provide the decommissioning documentation during the compliance process.

- **VM-07 (Defensible Space Inspections - Hydroelectric Substations and Powerhouses):** We completed inspections at 58 substations compared to the WMP target of 61. The gap to target three units is the result of the transfer in ownership of two substations and one physically disconnected from the grid. This reduction in scope was not change order eligible. Since we have completed 100% of the scope for this commitment has been achieved and, thus, we are marking this initiative as complete. We will provide the transfer and decommissioning documentation during the compliance process.
- **AI-07 (Detailed Ground Inspections – Distribution):** For this commitment, we are projecting to achieve 34% Eyes on Risk (EOR) in 2025 versus the annual WMP projected target of 45%. This is because the work plan for the three-year WMP was front loaded with higher risk assets in 2023 and 2024. However, we are on track to deliver the projected EOR for this target because we will average 48% eyes on risk across the three-year 2023-2025 period, which is higher than the 44% average eyes on risk set out in the 2023-2025 WMP. In addition, as discussed with Energy Safety, we are now including Comprehensive Pole Inspections (CPI) as part of the unit count.

### **Implementation of PG&E's Latest Safety Culture Assessment**

In the first quarter of 2025, PG&E submitted its 2024 Safety Culture Assessment (SCA) for Energy Safety's review and approval. PG&E received the results on December 24, 2025. PG&E agreed to implement these recommendations on January 5, 2026, and is in the process of developing an action plan to support the new recommendations for future quarterly filings. Accordingly, for purposes of this Quarterly Notification, PG&E's implementation activities during Q4 of 2025 are based on the approved 2023 Safety Culture Assessment recommendations.

PG&E's 2023 Safety Culture Assessment was issued by Energy Safety on March 22, 2024. The Safety Culture Assessment evaluated the personal and wildfire safety culture at PG&E using a workforce survey, management self-assessments, and interviews.

The Safety Culture Assessment provided the following four recommendations for PG&E to act upon:

1. PG&E should strengthen its safety communications by improving safety-related communication, addressing worker concerns about the lack of easy access to information on near misses and information on wildfire conditions, and providing leadership listening sessions.
2. PG&E should optimize its safety-enabling systems to improve the quality of event investigations and improve the hazard and near-miss reporting process to align expectations on what to report and when to report. PG&E

should also continue to take steps to increase workers' psychological safety, building confidence in their speak-up and stop-the-job authority.

3. PG&E should continue building on its current worker training plan by:
  - Incorporating new safety-related training modalities. This should include more hands-on training and topics that enable all levels of the organization to develop a more proactive and curious mindset. It should also include assessing participant feedback and using it to make training more effective, relevant, and engaging.
  - Conducting post-training peer learning activities, such as cultivating a mentoring program or encouraging the appointment of a senior team member to be a "safety steward". This should include group discussions. PG&E should also cultivate a mentoring program and/or encourage the appointment of a senior team member to be a "safety steward"—someone experienced who can be an effective communicator about responding to real-life situations that involve judgement calls in the field that are not covered by standard policies or procedures.
4. PG&E should continue to recognize and take action to mitigate the risk exposure posed by interactions with the public.

On April 5, 2024, PG&E formally notified Energy Safety that it agreed to implement all the findings and recommendations identified in the Safety Culture Assessment.

During Q4 2025, PG&E completed the following actions to advance the implementation of the recommendations from the 2023 Safety Culture Assessment:

**Pursuant to recommendation #1:**

- Improving Safety-Related Communications, actions completed in Q4 include:
  - Daily Safety Messages were published in the Daily Safety Update email to all PG&E coworkers and focused on several key themes: the critical importance of gravity-related hazards (such as falls from heights, dropped objects, and unstable surfaces), the necessity of essential controls like fall protection, secure ladders, and exclusion zones, as well as the ongoing need for situational awareness in all work environments. There was a strong emphasis on mental health and psychological safety, encouraging open conversations, regular check-ins, and support for coworkers, especially during the holiday season. Messages also highlighted seasonal risks such as inclement weather, animal crossings, and increased distractions during holidays like Halloween and Thanksgiving. Additional topics included the importance of pre-job safety briefings, updating emergency contact information, proper use and inspection of PPE (e.g., hard hats and gloves), and the value of reporting near misses and incidents to foster a proactive safety culture. The overarching message was to remain "cut in" (mentally present and focused), prioritize both physical and psychological safety, and ensure that essential controls are always in place to prevent serious injuries and fatalities.
  - Daily Digest articles featured a strong focus on safety culture, operational excellence, and employee well-being at PG&E. Throughout November and December, articles promoted mental health resources, holiday safety tips, and

the importance of staying “cut in” during busy and distracting times. The quarter also included timely updates on storm response, customer service improvements, and the launch of new programs, such as Critical Incident Stress Management (CISM), underscoring PG&E’s commitment to safety, inclusion, and continuous improvement.

- The third enterprise Safety Week of the year was held in October and focused on the PG&E Safety Excellence Management System (PSEMS). Leader toolkits contained thought-provoking questions and videos that enabled robust discussion about the dynamic interdependence between leadership commitment/engagement and operational control, and elaborated on the relevance of asset management, public safety, process safety and operational excellence to continually advance our Safety Stand. A contract partner toolkit (including videos) was provided for contract coworkers to participate in Safety Week.
- In addition to written communications, PG&E utilized several communication channels, including videos, in-person, and remote engagements.
- The above-mentioned internal communications were leveraged and shared in a Monthly newsletter with internal and external contract partners.
- Ease of access to Near Miss information:
  - Active participation in CAP Roadshows, Safety Summits, and Safety Fairs helped educate employees and promote engagement in the Near Miss reporting process.
  - Published Near Miss updates in the weekly Safety Spotlight, providing detailed incident summaries, key takeaways, and safety reminders. Each edition included a link for employees to connect with the Enterprise Health and Safety team for additional information, reinforcing awareness, promoting lessons learned, and driving greater adoption of safe practices.
- Ease of access to information on wildfire conditions:
  - PG&E continued to utilize the following methods to drive coworker notification and awareness of wildfire conditions as a year-round prevention strategy:
    - Daily weather forecast emails were sent by the Meteorology team, which included the fire potential index across our service territory. Coworkers had access to a weather map which provided fire potential index at the circuit level.
    - The Hazard Awareness Warning Center (HAWC) provided real-time situational awareness of events within our service territory.
    - The LiveSafe app, which includes geotagging of hazards, alerted coworkers to potential hazards as they traveled throughout the territory.
    - PG&E provided all coworkers with access to the full version of the Watch Duty app, which allowed them to receive notifications when a fire started within their vicinity, monitor the fire, and be aware of any evacuation orders that may have been issued.
- Provide leadership listening sessions, actions completed in Q4 include:

- Quarterly injury prevention sessions to review Q4 trends provided insights and available resources. The sessions were attended by 500+ coworkers who learned more about the Q4 injury trends, strategies to prevent injuries, how to prevent strains from lifting/lowering and running/walking, repetitive motion discomforts/injuries from typing, mousing, key entry, occupational well-being and an overview of the CISM program.
- Monthly Curious Minds Forum listening sessions focused on PSEMS and engaged over 850 coworkers in discussions about management systems, leadership and engagement, operational controls, strategy, objectives and planning, management of change, documentation and records management and process safety in action. These sessions supported the ongoing advancement of the PSEMS strategy and requirements.
- The Grow Learning Series, designed to build and strengthen our coworkers' business understanding, support career development, and foster our virtue of curiosity were held on the topics of how Listening Powers Progress – Delivering “10 out of 10” Experiences Through the Eyes of the Customer (1,207 attendees), Total Coworker Health and Safety (1,291 attendees), the Future of Electric Vehicles and the Grid (1,735 attendees) and Diablo Canyon 101 serving as an overview of our nuclear generation plant (1,756 attendees).
- An Operations all-coworker meeting was held both in-person and virtually in December with nearly 8,000 attendees. A key highlight of these meetings was coworker recognition, celebrating individuals and teams for their contributions to safety, Progress Makers and service anniversaries.
- In addition, the executive leadership team hosted open-access calls such as the Quarterly All-Coworker Business Update, providing opportunities for coworkers to ask questions and receive transparent business updates.
- PG&E leaders also continued their active participation in Go-Sees—planned field visits designed to observe specific work activities. These visits increased leadership visibility and fostered direct engagement with frontline teams, enabling collaborative problem-solving for safety-related risks and concerns.

**Pursuant to recommendation #2:**

- Optimize safety-enabling systems to improve the quality of investigations, actions completed in Q4 include:
  - Revised and streamlined the procedure for conducting effectiveness review plans and effectiveness reviews, simplifying instructions and improving clarity. These enhancements increase usability, reduce confusion, and promote more consistent application of the process across teams.
  - Organized and consolidated data from cause evaluations to enable faster and more comprehensive analysis. This improvement enhances the team's ability to identify trends, gain deeper insights, and pinpoint high-value opportunities for operational and safety improvement.
- Improve hazard and near hit reporting process to align expectations on what to report and when to report, actions completed in Q4 include:

- Partnerships expanded to include Safety & Corporate Services, Power Generation, with Gas and Electric Near Miss teams. Monthly meetings were established to align communication expectations and identify improvement opportunities.
- Established a cross-functional review team responsible for reviewing, validating and correcting new Near Miss submissions. This team brings together expertise from multiple departments to ensure accuracy, consistency, completeness of the data, strengthen the quality of reported insights and support timely follow-up on identified safety concerns.
- Active participation in Corrective Action Program (CAP) Roadshows, Safety Summits, and Safety Fairs helped educate employees and promote engagement in the Near Miss reporting process.
- Collaborated with the Propel team focused on defining requirements for the next software system that will house Near Hit reports and streamline the submission process for Near Miss concerns. Key improvements include enhanced location identification and documentation, along with the removal of redundant tasks currently required in the system.
- Increase worker psychological safety, building confidence in their speak-up and stop-the-job authority, actions completed in Q4 include:
  - Implemented “cut-in” mental health initiatives, embedding brief, practical mental fitness and awareness moments into existing safety meetings, tailboards, and leadership forums to reduce cognitive distraction, improve focus, and normalize mental health conversations. The focus on being “cut in” supports reduction of risk for near misses, or more serious incidents, and empowers coworkers to speak up when a person is not focused.
  - Delivered a Mental Health Day awareness campaign, in partnership with Employee Assistance Program (EAP) and 988 suicide and crisis program, increasing visibility of confidential support resources, reinforcing help-seeking behaviors, and promoting timely access to mental health and crisis services. The focus on mental health supports reduction of risk for near misses, or more serious incidents, and empowers coworkers to speak up, or stop the job, when a person is not focused or ready to start work.
  - Continued to strengthen the new CISM program’s operational readiness, expand visibility, and ensure enterprise-wide availability of support services, including the following actions:
    - On November 3<sup>rd</sup>, PG&E formally launched the CISM program to support our coworkers’ psychological safety and well-being in the event of a crisis.
    - Implemented workplace incident notification process and coordination for rapid peer response.
    - Developed and distributed branded program materials.
    - Conducted 31 outreach engagements (53 total in 2025), including leader and coworker learning sessions to promote program awareness and knowledge sharing.

- Trained 28 peer volunteers and recruited 21 new volunteers, expanding the Peer network to 82, with 48 trained and active.

**Pursuant to recommendation #3:**

- Incorporating new safety-related training modalities, actions completed in Q4 include:
  - PG&E continued expanding training modalities and implementing new hands-on training initiatives for coworkers. Examples of hands-on training initiatives in Q4 are listed below:
    - Gas Basics for Field Safety Specialists: a two-day, instructor-led course providing Field Safety Specialists with foundational knowledge of gas job-site operations. Focus areas include hazard identification in excavation, pipeline replacement, tagging/plugging, line inspection, leak survey, meter installation, and Liquid Natural Gas (LNG)/ and Compressed Natural Gas (CNG) operations, with mitigation strategies. This course was developed in Q4 2025 for Q1 2026 delivery.
    - Introduction to Teleprotection: a new hands-on course for Telecommunication apprentices, focused on substation print reading and commissioning wireless teleprotection devices.
    - Hydro Operators in Training (HOIT) Apprenticeship Program: first major overhaul since 2014. Modernization includes seven updated courses and integration of a supervisory control and data acquisition (SCADA) simulator featuring 15+ scenarios for hydro system monitoring practice.
    - Power Generation Lockout/Tagout (LOTO): redesigned to include in-person training for Affected and Authorized employees and contractors, combining knowledge with hands-on practice of LOTO skills.
    - Power Generation Print Reading: developed to refresh and upskill print reading skills for Fossil and Renewables coworkers, covering multiple print types. Serves as a prerequisite for Authorized LOTO training.
    - New Business Representative (NBR) Program Enhancements: two modules were revamped with updated lessons, on-the-job exercises, and structured review activities to modernize content, reinforce critical skills, and reduce error rates. Introduced prototype of NBR Learning Portal for streamlined digital access and engagement.
    - Electric Estimating Training Program Updates: updated a module with new lessons, structured review activities, on-the-job exercises, and a module exam to strengthen technical proficiency and ensure compliance with evolving electrical safety standards.
  - The summary below includes key training statistics for Q4 2025:
    - A total of 51,512 PG&E employees and contractors completed training programs, contributing to 1,267,808 hours of training.
    - The percentage breakdown of hours by delivery mechanism was:

- 29% online training (web-based training, virtual learnings, or recorded webcasts) conducted through a work computer or mobile device
- 68% hands-on instructor-led training
- 3% tailboard completions and PG&E Leadership Town Hall attendance, a required meeting for PG&E leaders, tracked through our learning management system in Q2
- Conducting post-training peer learning activities, actions completed in Q4 include:
  - In the Frontline Safety Culture Mentor Program, a Q4 pulse survey assessed the internal program's effectiveness among mentors and mentees. Results showed moderate satisfaction: mentors scored 3.64 and mentees 3.33 out of 5. About 60% felt well-matched, but concerns arose about administrative burdens and communication gaps. Benchmarking with CHS Refinery and Stantec highlighted best practices such as structured onboarding and a mentee-driven approach. We are now developing a Q1 2026 execution plan to incorporate survey feedback and implement these best practices for program improvement.
  - The Operations Safety Collaboration Center (OSCC) advanced its 2025 Areas for Improvement (AFIs) by focusing on Human Performance Tools, High-Energy Gravity Line of Fire, Organizational Culture, Safety Mindset and an emergent AFI for ladders and tower safety. Key Q4 highlights included the approval of two Safety Advisories on ladder accessories and telescoping ladders, along with updates to the Ladder Purchasing and Safety User Guides. Approval was given to train 12 Safety Culture Ambassadors in 2026, who will deliver a one-day overview of the Culture Change Consultants' workshop to identify coworkers across the enterprise.
- PG&E's functional areas consistently organized Third Thursdays in Q4 to enhance safety culture through structured engagements. These monthly events provided a platform for colleagues to share incident information, complete training, best practices, and conduct equipment inspections. The Third Thursday Toolkits and best practices are continuously evolving through cross-functional collaboration, supported by the Operational Functional Areas and the PG&E Grassroots-Led Safety Council.
- The Grassroots-Led Safety Council held ad-hoc meetings for its members to further ongoing initiatives. Elections for the 2026-2027 council concluded in Q4, resulting in new incoming functional area elected council members. The Annual Grassroots Chair Roundtable took place on December 1, gathering all PG&E grassroots chairs and leads to discuss serious injury and fatality (SIF) prevention, 2025 achievements, engagement activities, safety culture, mental health and upcoming 2026 initiatives. The council also focused on frontline safety initiatives, including snake bite awareness, a wheel chock campaign, enterprise-wide Starlink integration, lone worker solutions, driving rodeos and a grassroots human performance campaign.
- PG&E collects feedback from coworkers about training through multiple channels including post-training surveys, post-pilot feedback, training alignment, apprenticeship committees, and PG&E's Corrective Action Program. The

Academy reviews this feedback and makes the appropriate updates to training during the regular maintenance cycles or as part of break-in work as needed. PG&E Academy updated 34 courses in Q4 in support of instructor and student feedback. Additionally, PG&E uses the Kirkpatrick Model to assess training effectiveness, primarily through Level 1 (Student Satisfaction) and Level 2 (Knowledge and Skill Transfer) evaluations. Selected courses also include Level 3 (On-the-Job Application) and Level 4 (Business Impact) evaluations. We use the results of these training effectiveness evaluations to continuously improve training.

- Cultivate a mentoring program, actions completed in Q4 include:
  - Enterprise Health and Safety formally launched its Field Safety Specialist Mentoring program in Q2 2025. There are currently 16 Field Safety Specialists going through the program, which includes 34 modules, with the first being Fire Danger Precautions. To complete the Fire Danger Precautions module, Field Safety Specialists are required to review the applicable standard; complete web-based training; have discussions with a mentor where the mentee must explain the Fire Potential Index, Wildfire Mitigation Matrix, and their uses; and additional mitigation measures required for Risk Level 4 and higher risk ratings. An observation of the mentee performing and documenting a field observation in an area with elevated fire danger is also required before the module is completed. As one of the final items required to complete the program, mentees meet with the Sr. Director, Operational Safety to discuss learnings and safety culture.

**Pursuant to recommendation #4:**

- Recognize and take action to mitigate the risk exposure posed by interactions with the public, actions completed in Q4 include:
  - The Corporate Safety Ballistic Vest Program Manager continues to conduct outreach to our coworkers with the highest exposures working in high crime areas. 20 ballistic vests were issued in Q4, bringing the total to 105. Feedback from coworkers indicates they feel much safer, especially when responding to dangerous areas after hours.
  - 3 partnership meetings focused on safety and security were held with our International Brotherhood of Electric Workers (IBEW) union partners. Agenda items included crime data, program updates, and feedback from frontline coworkers.
  - Corporate Security utilized education and prevention programs to keep our coworkers and customers safe from acts of workplace violence. In 2025, the company reduced overall workplace violence incidents by 44% in comparison to 2024 incidents. Corporate Security engaged in the following activities that correlated to the reduction in workplace violence incidents:
    - Virtual Reality (VR) training on hostile customer and situation response. VR training uses immersive headsets and audio to simulate workplace violence scenarios and guide coworkers in choosing safe responses.
      - Coworkers receiving VR training in Q4 2025: 854
      - Total coworkers receiving VR training in 2025: 2,218

- Instructor-led threat mitigation training intended for all employees at the company. The course addresses the identification and responses to workplace violence threats. It also provides details about reporting and alert features available in the Live Safe Application.
  - Coworkers trained on threat mitigation in Q4 2025: 2,001
  - Total coworkers trained on threat mitigation for 2025: 9,043
- Vegetation Management training on how to respond to hostile situations. This classroom-led training is designed for individuals involved in vegetation management. The course covers procedures for responding to workplace violence incidents and reporting them. The training is available in both English and Spanish.
  - Total Coworkers and contractors trained in 2025 on situational awareness: 3,112
- Workplace violence prevention plan training. This computer-based training helps coworkers learn about the company's workplace violence plan. The training is compliant with California Senate Bill 553 and Cal OSHA standards.
  - Coworkers trained in Q4 2025 on Workplace Violence Prevention Plan: 7,616
  - Total Coworkers trained in 2025 on Workplace Violence Prevention Plan: 30,134
- The Live Safe application is installed on all company phones and delivers notifications and alerts regarding areas with a history of hostile incidents. These locations are geofenced to proactively inform employees as they approach the premises. Additionally, these alerts are integrated into GIS Mapping, Customer Care, and billing notification systems.
  - Situational Alerts (e.g. Police Activity) for Q4 2025: 169
  - Total Situational Alerts for 2025: 885
  - Safety Alerts (e.g. Hostile Customer Locations) for Q4 2025: 212
  - Total Safety Alerts for 2025: 834
- The Field Security Team consists of nine professionals with substantial experience in law enforcement and security. They facilitate negotiations and provide civil standbys when interacting with hostile customers, ensuring that field crews can carry out their tasks safely.
  - Civil standby events provided by Field Security Team for Q4 2025: 261
  - Total Civil standby events provided by Field Security Team for 2025: 943
- The Corporate Security Investigations Team consists of 11 professionals who conduct internal and external workplace violence investigations and help reduce hostile coworker incidents.
  - Workplace violence investigations for Q4 2025: 68
  - Total workplace violence investigations for 2025: 275

- The External Threat team is composed of five analysts who, together with the Security Control Center, monitor external threats through social media platforms and provide alerts to field personnel regarding safety concerns.
  - 2025 Q4 travel and event assessment reports: 95
  - Total 2025 travel and event assessment reports: 170
  - 2025 Q4 intelligence threat workups: 25
  - Total 2025 intelligence threat workups: 56
- Workplace Violence Data Analysis captures and analyzes trends and responses. A workplace violence log is shared with all coworkers in the company, and a cross-functional team works on solutions and follow up actions.

PG&E remains dedicated to continually improving our safety culture and will continue to provide further information on our progress each quarter.

### **Board of Directors' Safety and Nuclear Oversight Committee – Q4 2025 Update**

The PG&E Board of Directors' Safety and Nuclear Oversight (SNO) Committee is an important part of our Board-level oversight of safety, enterprise risk, and other matters. A SNO Committee also concurrently exists at the PG&E Corporation Board (collectively referred to as the SNO Committees).

This section describes the oversight activities of the SNO Committees and is organized as follows:

- 1) Safety Topics Covered in SNO Committees' Meetings; and
- 2) Recommendations of the SNO Committees and Management Implementation.

#### **Safety Topics Covered in SNO Committee Meetings**

During the fourth quarter, the SNO Committees held a meeting on December 10, 2025.

During the December meeting, the SNO Committees received an update on safety benchmarking and reviewed safety performance, including nuclear safety, and an update from the Nuclear Safety Oversight Committee. The Committees also received a wildfire update and a presentation on the gas asset registry. The Committees also discussed the following risks from the Enterprise Risk Register:

- Large uncontrolled water release
- Electric transmission system failure

#### **Recommendations of Boards of Directors' Safety Committee Meetings During Q4 2025**

There is an ongoing dialogue between the Chair of the SNO Committees (which includes feedback of the Committees' members) and management, with frequent engagement around the implementation of the workforce safety strategy, safety performance updates, and corrective actions in the normal course of business. In addition, the SNO Committees made the following specific, safety-related recommendations to management during the third quarter of 2025:

- Provide the Full Boards of Directors an update on the financial allocation and prioritization process at PG&E that considers enterprise and operational risks and strategic imperatives; and
- Consider expanding the refash mitigation program by deploying the Safety Infrastructure Protection Team in addition to troubleshooters for EPSS outages during elevated fire conditions.

### **Management Implementation of Recommendations Described in Q3 2025 Quarterly Notification**

The following summarizes actions that management has taken to implement guidance and direction from the SNO Committees that was described in our Quarterly Notification for the third quarter of 2025.

Recommendation # 1: Maintain focus on business continuity plans through the transition of major IT system projects, which includes SAP and GIS.

#### Management's response:

- The Emergency Preparedness and Response team is coordinating with the Propel, Elevate, and Advanced Distribution Management System (ADMS) teams to develop a strategy for Business Continuity transition as we retire applications and activate new ones. This will be an ongoing process throughout the duration of the major programs and will require overlapping coverage of Business Continuity Plans (BCPs) as we operate in interim states throughout the programs.
- Changes to BCPs will also be tracked by the major program teams as part of their business readiness plans. There are regular meetings set up to support the transition process and updates will be provided to the SNO committee as part of the annual Business Continuity/Disaster recovery update in September.

Recommendation # 2: Consider the use of technology and innovation such as ground-based LiDAR especially in urban areas to improve geospatial accuracy in the asset registry.

#### Management's response:

To-date, we have taken a risk-based approach to prioritizing areas for our electric asset registry validation (Conflation) program, beginning with high wildfire risk areas. Given the risk associated with assets in these areas it is critical to comprehensively collect asset data to validate the asset registry data. As such, we have employed aerial modalities (helicopter or fixed wing aircraft) of LiDAR and RGB imagery capture which enable us to collect data from both roadside and remotely located assets providing nearly 100% coverage of our assets. By contrast, vehicle mounted LiDAR sensors are only able to capture the portion of our assets that are within a targeted distance of publicly accessible roadways (estimated at 60-70% systemwide).

As the Conflation program progresses from more rural wildfire areas to lower risk urban areas in 2026/2027, a higher percentage of assets are likely to be road accessible, and the risk of less comprehensive asset verification may be lower. In response, PG&E is evolving its data collection efforts by evaluating lower cost methods of data acquisition including ground-based LiDAR collection as well as more extensive use of fixed-wing aircraft. We are also evaluating the consequence and trade-off associated with less

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comprehensive coverage in lower risk consequence areas. In the case that we target 100% coverage of assets in urban areas, the ground-based LiDAR collection methods would likely need to be supplemented with some form of aerial data collection which would drive costs higher.

In 2026, we plan to pilot vendor solutions, including ground-based LiDAR and image collection for assets and determine to what extent this technology could be used for Conflation, as well as other ancillary uses, such as Vegetation Management, Risk/Compliance Analysis and Estimating & Design, and Ground-based patrols.

In addition to LiDAR, which can be used to verify or improve the locational accuracy of assets, we are also testing the capability to apply Artificial Intelligence methods such as computer vision, to process images to validate asset registry data, such as pole material, cross-arm presence and configuration. The project (EPIC 4.22) allocates \$5.8M to specifically test the ability of computer vision to detect and characterize assets from images and to identify asset condition issues for targeted distribution and transmission overhead assets. This project is expected to be completed by Q1 2027. As we identify successful models for computer vision, we will seek to operationalize them for asset registry verification, leveraging our repository of millions of asset images.

PG&E has in the past collected and used ground-based LiDAR. From 2019 to 2021, PG&E collected and processed approximately 13,000 miles of ground-based LiDAR and associated RGB imagery using vehicle mounted sensors for assets along the roadways in High Fire-Threat District (HFTD) areas to assess distribution and transmission overhead tree clearances. This was supplemented with aerial LiDAR collection to ensure we had comprehensive coverage of our assets. We continue to provide access to this data through a tool called StreetSmart (Cyclomedia), which is used for various purposes including data gathering for distribution estimating and design and risk analysis. We have also recently acquired and provided access to ground-based LiDAR and imagery for all of San Francisco through licensing of a third-party-collected dataset from our vendor Cyclomedia.

## **Conclusion**

We appreciate the opportunity to provide these updates on our progress implementing our WMP, the latest Safety Culture Assessment, and the SNO Committees' recommendations from the previous quarter. If there are any questions, please feel free to contact Wade Greenacre at [wade.greenacre@pge.com](mailto:wade.greenacre@pge.com).

Sincerely,

/S/

Meredith Allen

Vice President, Regulatory Affairs

Appendix 1 - 2025 WMP Initiative Commitments

cc: Service Lists I.19-09-016, I.15-08-019, R.21-10-001, and R.18-10-007

## APPENDIX 1: 2025 WMP Initiative Commitments

Plan Area	2025 WMP Commitments <sup>6</sup>			
<b>A. Situational Awareness and Forecasting</b>	SA-02 - Line Sensor - Installations	SA-05 - Evaluate FPI and IPW Modeling enhancements	SA-07 - Monitor and evaluate the Cameras AI system's performance	SA-09 - EFD and DFA Reporting
	SA-10 - Distribution Fault Anticipation (DFA) Installations	SA-11 - Early Fault Detection (EFD) Installations		
	AI-01 - Retainment of Inspectors and Internal Workforce Development	AI-02 - Detailed Inspection Transmission – Ground	AI-04 - Detailed Inspection Transmission – Aerial	AI-05 - Detailed Inspection Transmission – Climbing
	AI-06 - Perform transmission infrared inspections	AI-07 - Detailed Ground Inspections - Distribution	AI-08 - Supplemental Inspections - Substation Distribution	AI-09 - Supplemental Inspections - Substation Transmission
	AI-10 - Supplemental Inspections - Hydroelectric Substations and Powerhouses	AI-11 - Filling Asset Inventory Data Gaps		
	GH-01 - System Hardening - Distribution	GH-02 - Evaluate Covered Conductor Effectiveness	GH-04 - 10K Undergrounding	GH-05 - System Hardening – Transmission
	GH-06 - System Hardening - Transmission Shunt Splices	GH-10 - Non-Exempt Expulsion Fuse - Removal	GH-11 - System Hardening – Transmission Conductor Segment Replacement	
	GM-01 - Asset Inspections - Quality Assurance	GM-03 – Eliminate HFTD-HFRA Distribution Backlog	GM-06 - EPSS - Down Conductor Detection (DCD)	GM-07 - Updates on EPSS Reliability Study
	GM-09 - Asset Inspection-Quality Control			

<sup>6</sup> Status color: Blue = “Completed on Time” - pending validation; Green = “On Track” – meets target; Amber = “At Risk” - not on track to meet target but has a catch back plan; Red = “Off Track / Missed” – not meeting target and does not have a catch back plan; Gray = Initiative has not started yet.

Plan Area	2025 WMP Commitments – Continued			
C. Vegetation Management and Inspection	VM-01 - LiDAR Data Collection - Transmission	VM-02 - Pole Clearing Program	VM-03 - Focused Tree Inspection Program	VM-04 - Tree Removal Inventory
	VM-05 - Defensible Space Inspections - Distribution Substation	VM-06 - Defensible Space Inspections - Transmission Substation	VM-07 - Defensible Space Inspections - Hydroelectric Substations and Powerhouses	VM-08 - Vegetation Management – Quality Verification
	VM-09 - Constraint Resolution Procedural Guideline	VM-13 - Routine Ground - Transmission	VM-14 - Transmission Second Patrol	VM-15 - Integrated Vegetation Management - Transmission
	VM-16 - Distribution Routine Patrol	VM-17 - Distribution Second Patrol	VM-18 – VM for Operational Mitigations (VMOM)	VM-22 - Vegetation Management – Quality Control
D. Public Safety Power Shut off	PS-01 - Evaluate enhancements for the PSPS Transmission guidance	PS-02 - Evaluate incorporation of approved IPW enhancements into the PSPS Distribution guidance	PS-06 - Provide batteries to PG&E customers	PS-07 - PSPS Customer Impact Reduction
	PS-10 - Continue sharing PSPS lessons learned			
E. Emergency Preparedness Plan	EP-01 - Complete PSPS and Wildfire Tabletop and Functional Exercises	EP-02 - Maintain all hazards planning and preparedness program	EP-04 - Expand all hazards planning to include additional threats and scenarios	EP-06 - Review, and revise the CERP and 2 Wildfire Related Annexes on a yearly basis
F. Community Outreach and Engagement	CO-01 - Community Engagement – Meetings	CO-02 - Community Engagement - Surveys		