



SUPPLIER DIVERSITY

2022 ANNUAL REPORT
2023 ANNUAL PLAN

Supply Chain Responsibility SUPPORTING PEOPLE, PLANET AND CALIFORNIA'S PROSPERITY



Table of Contents

2022 ANNUAL REPORT

| | |
|--|----------|
| Letter from the Chief Executive Officer | 2 |
| Annual Report Results and Highlights | 3 |
| Diverse Category Comparison 2021-2022 | 4 |
| PG&E's Five-Year Performance Trend | 4 |
| Section 9.1.1 | |
| Description of Supplier Diversity Program Activities During the Previous Calendar Year | 5 |
| Internal Programs and Activities | 5 |
| Supplier Diversity Program Resources and Team Structure | 5 |
| Employee Education and Engagement | 6 |
| Internal and External Websites | 7 |
| Coverage of Results | 7 |
| Prime Supplier Program | 7 |
| Prime Supplier Academy | 8 |
| Technical Assistance Programs | 8 |
| Scholarships | 8 |
| PG&E's Supply Chain Responsibility Program Contact Information | 9 |
| External Program Activities | 10 |
| LGBTBE Inclusion and Outreach | 10 |
| DVBE Inclusion and Outreach | 10 |
| PDBE Outreach | 11 |
| Financing and Access to Capital | 11 |
| Awards and Recognition | 12 |
| Outreach | 12 |
| Section 9.1.2 | |
| Purchases, Diverse Suppliers with California Majority Workforce and Employee and Board Diversity | 13 |
| Description of Diverse Suppliers with Majority Workforce in California | 13 |
| Section 9.1.3 | |
| Supplier Diversity Program Expenses | 14 |
| Section 9.1.4 | |
| Description of Progress in Meeting or Exceeding Set Goals and Supplier Diversity Results Compared to Set Goals | 14 |
| Section 9.1.5 | |
| Description and Summary of Prime Contractors Utilization of Diverse Subcontractors | 15 |
| Section 9.1.6 | |
| List of Supplier Diversity Complaints Received and Current Status | 15 |
| Section 9.1.7 | |
| Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories | 15 |
| Finance and Risk | 15 |
| Law | 16 |
| Other Diverse Supplier Opportunity Areas | 16 |
| Electric Program Investment Charge Program | 17 |
| Gas Operations R&D and Innovation Group | 17 |
| PG&E Corporate Security Department's (CSD) Robotics and Innovation Program | 18 |
| Section 9.1.8 | 18 |
| Section 9.1.9 | |
| Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement and Supplier Diversity Results in Power (Energy) Procurement | 19 |
| Participation Results by Fuel Category—Power Procurement | 19 |
| Market Conditions and Outreach—Power Procurement | 19 |
| Section 9.1.10 | 20 |

| | | |
|-----------------------|--|----|
| Section 9.1.11 | Description of Supplier Diversity Activities and Progress in Fuel Procurement and Supplier Diversity Results in Fuel Procurement | 20 |
| | Participation Results by Fuel Category—Core Gas Procurement | 20 |
| | Market Conditions—Core Gas Procurement | 21 |
| | Market Challenges | 21 |
| | Competitive Challenges | 21 |
| | Institutional Barriers | 21 |
| | Outreach | 22 |
| | Communications and Assistance | 22 |
| | Expanded Opportunities | 22 |
| | Exclusions | 22 |

2023 ANNUAL PLAN

| | | |
|-----------------------|---|----|
| Section 10.1.1 | Supplier Diversity Short-, Mid- and Long-Term Procurement Goals | 24 |
| | Supplier Diversity Annual Short-, Mid- and Long-Term Procurement Goals | 24 |
| Section 10.1.2 | Description of Supplier Diversity Program Activities Planned for the Next Calendar Year | 24 |
| Section 10.1.3 | Plans for Recruiting Diverse Suppliers in Low Utilization Categories | 26 |
| | Finance and Risk | 26 |
| | Law | 26 |
| | LGBTBE | 27 |
| Section 10.1.4 | Plans for Recruiting Diverse Suppliers Where Unavailable | 27 |
| Section 10.1.5 | Plans for Encouraging Prime Contractors to Subcontract with Diverse Suppliers | 28 |
| Section 10.1.6 | Plans for Complying with Supplier Diversity Program Guidelines | 28 |

APPENDICES

| | | |
|-----------------------|---|----|
| Section 9.1.1 | Appendix A—Program Activities and Organizations | 30 |
| Section 9.1.2 | Appendix B—Annual Results | 33 |
| | Supplier Diversity Results by Ethnicity | 33 |
| | Supplier Diversity Direct Procurement Results by Product and Service Categories | 34 |
| | Supplier Diversity Subcontractor Procurement Results by Product and Service Categories | 35 |
| | Supplier Diversity Results by Standard Industrial Classification (SIC) Code Legend | 36 |
| | Supplier Diversity Results by Standard Industrial Classification (SIC) Code Detail | 37 |
| | Number of Diverse Suppliers and Revenue Reported to the Clearinghouse | 41 |
| Section 9.1.2 | Appendix C—PG&E 2022 Workforce and Board of Directors Diversity | 42 |
| Section 9.1.9 | Appendix D—Supplier Diversity Results in Power (Energy) Procurement | 43 |
| | Annual Energy Product Results by Ethnicity and Diverse Supplier Certification | 43 |
| Section 9.1.11 | Appendix E—PG&E Core Gas Supply, Annual Energy Product Results | 44 |
| | PG&E Core Gas Supply, Annual Energy Product Results by Ethnicity and Diverse Supplier Certification | 44 |

23

BEFORE THE PUBLIC UTILITIES COMMISSION OF THE STATE OF CALIFORNIA

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

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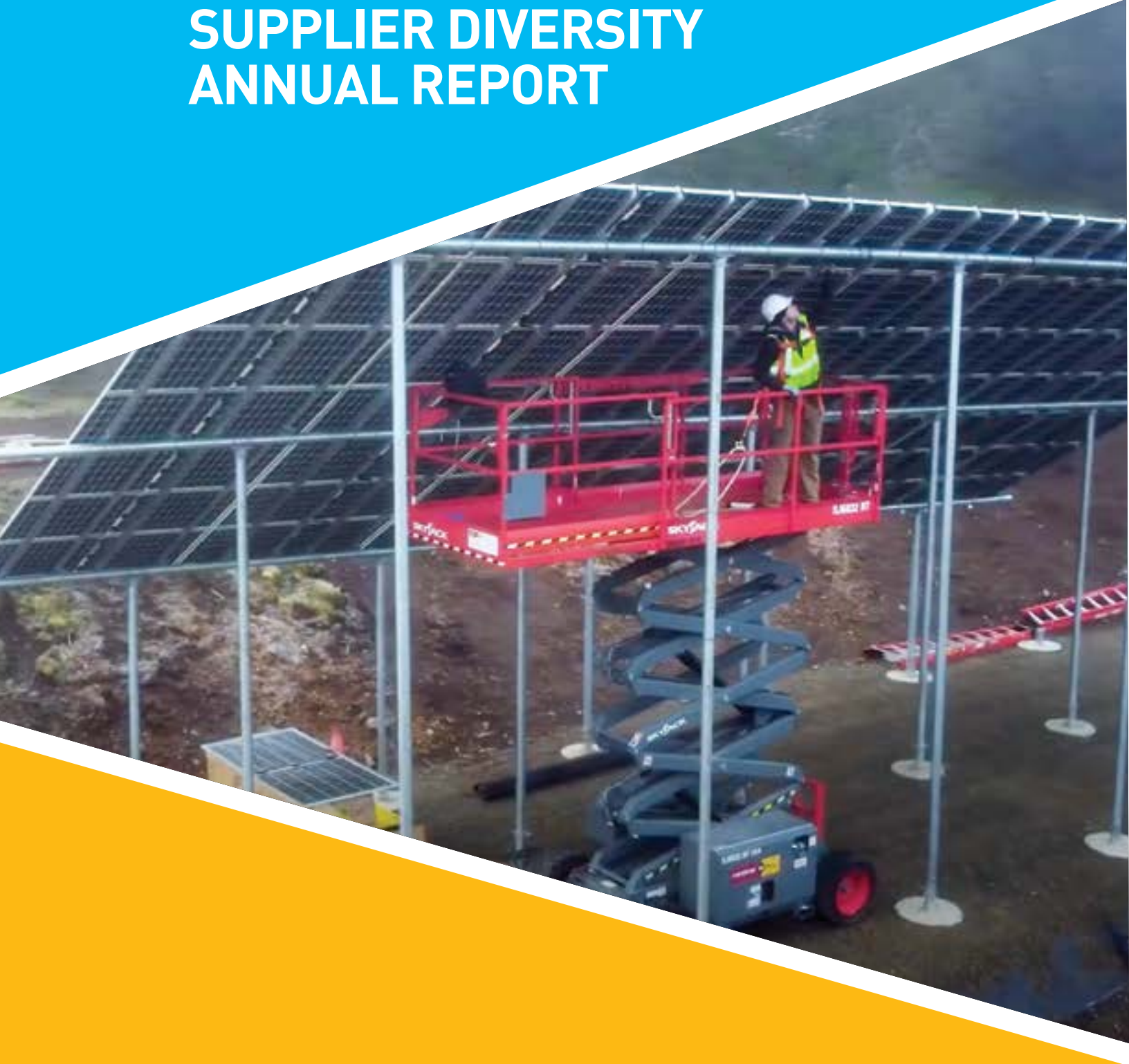
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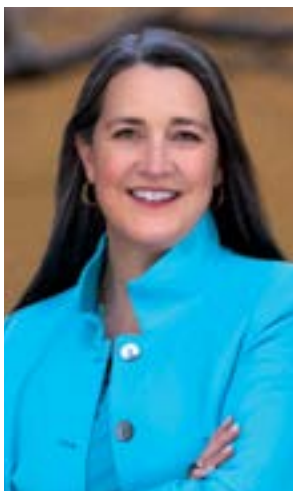
Annual Woman, Minority, Disabled Veteran and Lesbian, Gay, Bisexual and Transgender Business Enterprises Report for Calendar Year 2022

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March 1, 2023

2022 SUPPLIER DIVERSITY ANNUAL REPORT





Letter from the Chief Executive Officer

SUPPORTING PEOPLE, PLANET AND CALIFORNIA'S PROSPERITY

For more than four decades, PG&E's Supplier Diversity Program has taken what we call our "triple-bottom line" approach to doing business—supporting People, the Planet and California's Prosperity. To us, this is more than a catchphrase. It's our call to action.

I'm pleased to share our 2022 supplier diversity results and 2023 plans presented in this report. Our 2022 spend of \$4.79 billion with more than 600 diverse suppliers marked the fourth consecutive year of \$3 billion-plus spend and the 17th straight year we exceeded the California Public Utilities Commission's diverse supplier goal of 21.5% of our total procurement budget.

As evidence of our triple-bottom line performance, PG&E's supplier diversity efforts have proved to be beneficial to our economy. A recently completed economic impact report showed PG&E's 2021 diverse supplier spend of \$4.01 billion supported nearly 44,000 jobs, \$2.5 billion in wages and \$2.3 billion in taxes.

We're also embracing our new hometown of Oakland. As we relocated our headquarters in 2022, we spent \$10.6 million with Oakland-based Tier 1 suppliers while supporting \$4.1 million in wages. In addition, PG&E, along with a community-based organization, hosted a networking event to build deeper relationships with local diverse suppliers and diverse chambers of commerce.

But our partnership with diverse suppliers is more than just bolstering local economies and creating jobs. Our diverse suppliers provide the necessary goods and services to support PG&E's daily operations as we deliver for our hometowns.

For example, we've launched the largest effort in United States history to underground electric distribution lines, with a goal of 10,000 miles. Of the five construction contractors who worked with us in this major undertaking in 2022, three were diverse. In addition, we have several diverse suppliers providing materials, supporting inspections, and performing engineering, estimating and other ancillary services related to the project.

In addition, we've been actively encouraging more diverse suppliers to participate in this project through networking events such as the one we held in San Francisco that attracted more than 200 businesses.

One of our commitments in 2023 is to never be satisfied on supplier diversity. We must continue finding new and relevant ways to support our diverse suppliers. Part of our plan includes establishing a baseline aspirational goal to include persons with disabilities enterprises in our supply chain. We're also working with LGBT community-based organizations and suppliers to reach the CPUC's new annual procurement goals to encourage participation by LGBT businesses.

Another tool for diverse suppliers is our Technical Assistance Program (TAP), which offers training to support the success of diverse businesses. TAP provides instruction on various topics important to small and diverse businesses such as keeping a business safe, cybersecurity, environmental sustainability and strategies for engaging in corporate supply chains.

The success of PG&E's Supplier Diversity Program comes from our diverse suppliers themselves. We will never waver in our commitment to providing opportunities for them and helping their businesses grow as we work together to serve People, the Planet and California's Prosperity.

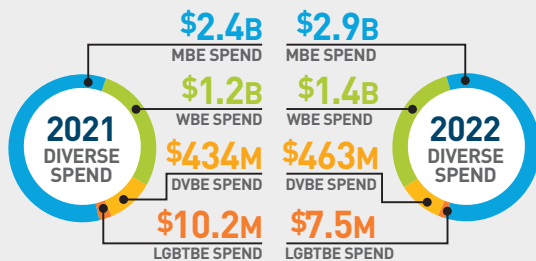
Patti Poppe
CEO, PG&E Corporation



>39%
TOTAL
PROCUREMENT
SPEND

**DIVERSE SPEND
>\$4.7 IN 2022:
billion**

HIGHLIGHTS



**>600 ACTIVE
DIVERSE
SUPPLIERS**



Annual Report Results and Highlights

This report highlights Pacific Gas and Electric Company's (PG&E) 2022 activities with woman (WBE), minority (MBE), disabled veteran (DVBE) and lesbian, gay, bisexual and transgender (LGBTBE), persons with disability (PDBE) business enterprises (collectively diverse suppliers). Diverse suppliers are defined in Public Utilities Code (PU Code) Section 8282 and General Order (GO) 156 Section 1.3. Included in this report, for the first time, is a breakdown of PG&E's board and workforce diversity. PG&E is also pleased to share our 2023 supplier diversity planned activities including efforts to increase spending with Person with Disability Business Enterprises (PDBEs).

PG&E embraces the decision to include PDBEs in the California Public Utilities Commission (CPUC) Supplier Diversity Program initiatives and to set incremental LGBTBE goals. We are committed to increasing our outreach in these areas and partnering with community-based organizations to increase the number of PDBEs and LGBTBEs certified in the Supplier Clearinghouse database and available to participate in bid opportunities.

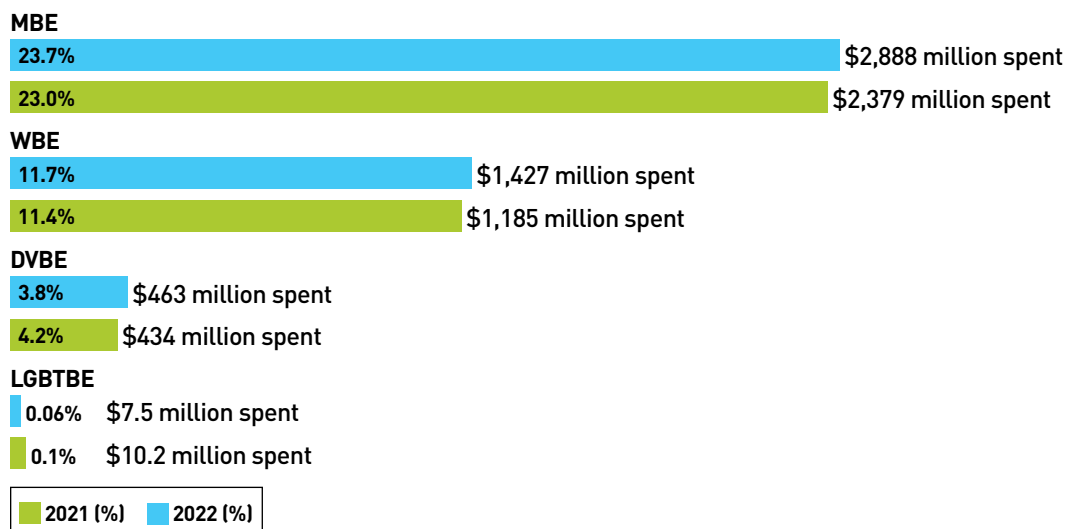
We also remain committed to promoting the growth and development of all potential and incumbent diverse suppliers through our Technical Assistance and Executive Mentoring programs.

In 2022, diverse suppliers continued to face the challenges of COVID-19 restrictions, supply chain challenges and pivoting to respond to weather events. In spite of these challenges, our spend with diverse suppliers was record breaking. In 2022, diverse suppliers represented **\$4.79 billion** and **39.3 percent** of our net procurement.

These results demonstrate **17 consecutive years** of exceeding the 21.5 percent CPUC goal. Last year also marked the fourth consecutive year of PG&E achieving over \$3 billion in spending with diverse suppliers.

PG&E understands that our suppliers are essential to our ability to deliver for our hometowns. We are committed to their continued success so that they can perform this work safely at the highest value to our customers. We also welcome diverse suppliers that can assist with implementing new technologies, providing expertise in professional services and supporting infrastructure projects and operations.

Diverse Category Comparison 2021-2022



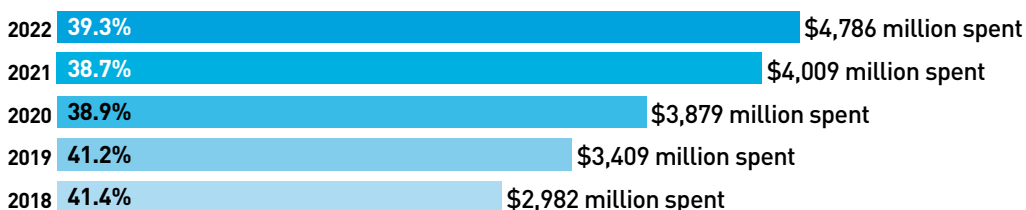
PG&E's Five-Year Performance Trend

Over the last five years (2018–2022), the company's spend with diverse suppliers demonstrates PG&E's continued commitment to sustaining world-class diversity results.

Total diverse supplier spend increased \$1,803.9 million or 61.0 percent

- MBE spend increased \$1,060.3 million or 58.0 percent
- WBE spend increased \$597.2 million or 72.0 percent
- DVBE spend increased \$141.4 million or 43.9 percent
- LGBTBE spend increased \$5.0 million or 201.0 percent

PG&E's Five-Year Performance Trend—Diverse Suppliers 2018–2022



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

Internal Programs and Activities

Supplier Diversity Program Resources and Team Structure

PG&E's Supply Chain Responsibility team manages the Supplier Diversity Program (Program) to meet guidelines set in CPUC General Order 156. The team consists of designated Supply Chain Responsibility Consultants (Consultants) that report to the Senior Manager of Supply Chain Responsibility. The Senior Manager, in turn, reports to the Vice President, Supply Chain and Chief Procurement Officer.

The foundation of this Program is the goal setting process where each functional area establishes goals to maximize diverse supplier inclusion. This process starts at the end of each calendar year and goals are finalized early in the second quarter of the following year. Consultants help functional areas develop goals by reviewing past performance and future opportunities. Functional area goals are aggregated to determine overall company and diverse category goals. The Supply Chain Responsibility team issues monthly performance reports to the functional areas. Those areas not meeting goals are expected to create mitigation plans.

Consultants' support to the Functional Areas included:

- Providing information to key stakeholders on prospective diverse suppliers
- Reviewing and scoring supplier Request for Proposal (RFP) supply chain responsibility questionnaire responses
- Discussing supplier diversity progress and strategies with functional area champions
- Identifying opportunities for diverse supplier inclusion
- Maintaining online reports with current supplier diversity functional area and companywide performance

The Supply Chain Responsibility Team's 2022 activities included:

- Establishing company-wide supplier diversity goals by functional area, diverse category, and sourcing portfolios
- Producing the CPUC GO 156 Annual Report
- Posting contract opportunity announcements
- Responding to supplier phone calls and emails
- Posting supplier diversity related information to PG&E social media
- Partnering with Community Based Organizations to deliver training
- Enhancing PG&E's online learning management platform, pgetap.com

Employee Education and Engagement

Employee education and engagement is a key to the success of PG&E's Supplier Diversity Program. The Supply Chain Responsibility team coordinates training opportunities within the sourcing functional area as well as with our functional area Champions. One way that Supply Chain Responsibility educates the functional areas is by inviting guest speakers to Champion meetings. For instance, leaders from Disability:IN and BuildOUT California attended meetings, shared the objective of their respective organizations, and educated Champions about the importance of considering diverse suppliers for opportunities.

Functional area Champions are also important to supplier diversity success. Champions review monthly reports and share supplier diversity results with their leadership. Champions and Consultants collaborate to address challenges to meeting established goals and objectives. Champions participate in quarterly meetings where they learn about upcoming events, review supplier diversity performance trends and celebrate successes.

In 2022, we held four Supplier Diversity Forum training events where internal subject matter experts presented on topics relevant to small and diverse businesses. Forum topics included safety, insurance, payment processing, and the request for proposal process. Representatives from enterprise health and safety, insurance, accounts payable, and strategic sourcing led these trainings.

We provided event highlights and supplier spotlights on our company intranet to educate coworkers about our program.

Supplier diversity event participation is important to our Program. To broaden engagement and connect suppliers with stakeholders, the Supplier Chain Responsibility team invites senior leadership, Champions, sourcing representatives and interested coworkers to workshops, panels, matchmaking events, and to staff exhibit booths. We've received feedback that small and diverse suppliers welcome the opportunity to hear from and interact with functional area subject matter experts at these events.

The Supply Chain Responsibility team recognized coworkers by highlighting their contributions to supplier diversity in monthly email communications. Coworkers can also nominate themselves or another coworker for Supply Chain Responsibility achievements by completing an online nomination form.



**SUPPLIER
SPOTLIGHT**
OrCon LLC

Living the American dream every day

Jojie Martinez, his wife and two daughters came to the United States from the Philippines in 1992. "I was 33 years young," said Martinez.

He had two things going for him: an appreciation about caring for the environment and what Martinez calls "an entrepreneurial spirit." Those two characteristics helped him get a job in vegetation management and eventually led him to forming OrCon LLC in 2008, a Fresno-based vegetation management company that's been working with PG&E since its inception.

OrCon received more opportunities with PG&E and got more projects from other companies. As a result, their company grew from two people to 65. "Because of OrCon, not only did we meet state and programmatic requirements in 2020, we finished 2021 inspections two weeks ahead of schedule," said Joseph Stewart, PG&E senior manager for vegetation management in the Central Valley.



COMMUNITY SPOTLIGHT BuildOUT

Diverse suppliers helping PG&E's goal to underground 10,000 miles.

More than a year ago, PG&E set the goal of undergrounding 10,000 miles of electric distribution lines within California, the largest effort in United States history to underground power lines as a way to reduce wildfire risk.

Recently, PG&E partnered with BuildOUT California, an organization that connects LGBT and other certified businesses with companies such as PG&E, to play hosts to a networking event, "Let's Go Underground," for diverse suppliers. More than 200 enterprises met with PG&E officers and decision makers in San Francisco to talk about undergrounding project opportunities. "This was a way for qualified LGBT, minority, women-owned, disabled veteran, persons with disabilities business enterprises, small businesses, and non-small business contractors to showcase their experience, capacity and qualifications," said Paul Pendergast, Co-founder of BuildOUT California.

Internal and External Websites

PG&E's Supply Chain Responsibility team continued to maintain external and internal websites that contained helpful supplier diversity resources, including planned events, economic impact reports, management support letters and more.

PG&E's intranet site contained news and announcements about diverse suppliers, outreach events, and recognition of PG&E's Supplier Diversity Program.

The Supply Chain Responsibility external website included:

- Contract opportunity announcements
- Calendar of upcoming events
- Diverse and small business certification resources
- Technical assistance program materials
- PG&E's supplier code of conduct
- Prime supplier program resources
- PG&E Supplier Diversity Annual Supplier Diversity Report and Plan
- Supplier Diversity Economic Impact Report
- Links to other PG&E websites beneficial to diverse businesses

Coverage of Results

The Supply Chain Responsibility team emailed monthly and year-to-date supplier diversity results to leadership, Champions, and key stakeholders. The results included overall performance at the company and functional area level. Visual management tools were used to easily identify positive or negative trends in diverse spending. The team also provided more detailed reports and analysis to support specific needs of the largest functional areas like Electric and Gas Operations.

Prime Supplier Program

In 2022, PG&E's prime suppliers reported **\$818 million** in spending with diverse subcontractors.

PG&E's Prime Supplier Program helped prime suppliers build their own Supplier Diversity Programs, create supplier diversity plans, set annual performance goals, and accurately report their monthly diverse subcontracting. A Prime Supplier Guide is available on PG&E's external website. We also conducted monthly webinars and one-on-one training to help Primes comply with PG&E's annual subcontracting audit.

For the **12th consecutive year**, PG&E hired a third-party MBE auditing firm to review documents to determine whether Primes reported diverse subcontractors correctly. Any audit findings were incorporated into the reported results.

Prime Supplier Academy

PG&E's Prime Supplier Academy (PSA) continued to deliver training virtually throughout 2022. These courses were made available to current PG&E suppliers and potential suppliers on our events page, pge.com.

The PSA webinar program courses included:

- Prime Supplier Monthly Reporting Process
- Supplier Environmental Performance Expectations
- Understanding PG&E's Supplier Code of Conduct

Technical Assistance Programs

We continue to evolve PG&E's Technical Assistance Program (TAP) to better meet the needs of diverse suppliers. However, our core focus remains the same—grow diverse supplier's capabilities to prepare them to compete for business.

We understand suppliers are at different stages of business and may need different types of assistance. PG&E's TAP is designed to meet suppliers where they are and to help them reach the next level of performance. TAP is delivered via webinars, in-person events, and on-demand via PG&E's Learning Management System (LMS).

In 2022, we added TAP LMS topics in environmental sustainability, crisis communication, and corporate supply chains. These topics are often raised by suppliers as areas of interest. The TAP LMS continues to be a free tool for any current or prospective supplier.

Scholarships

PG&E provided scholarships to university and business development programs. Selected diverse suppliers were matched to specific programs that would best meet their needs and take them to the next level. Some of the scholarship programs returned to in-person learning while others continued with virtual learning.

In 2022, PG&E issued 18 scholarships to these distinguished U.S. universities and programs:

- Dartmouth University, Tuck Business School, Building High-Performing MBEs Program
- Stanford University, Latino Entrepreneur Initiative
- UC Berkeley, Financial Data Analysis for Leaders Course
- UCLA, Management Development for Entrepreneurs Program
- UCLA, Entrepreneurship Bootcamp for Veterans with Disabilities
- University of Washington, Minority Business Executive Program
- Western Regional Minority Supplier Development Council Business Growth Acceleration Program
- Women's Business Enterprise National Council WeThrive Executive Education Program

TAP programs and activities are generally structured into three tiers based on the diverse supplier's experience and revenues. The available TAP programs include:

| | | |
|---|---------------|---|
| Advanced Technology/ Emerging Market Diverse Suppliers 5+ years experience Demonstrated readiness to grow | Tier 3 | <ul style="list-style-type: none"> • Dartmouth University Tuck MBEs Program • Future-Proofing Your Business • PG&E Technical Assistance Program Learning Management System • Stanford University Latino Entrepreneur Initiative • UCLA MDE Program |
| Mid-size Diverse Suppliers 3+ years experience > \$1M revenue | Tier 2 | <ul style="list-style-type: none"> • Business Tune-Up Workshops • Dartmouth University Tuck MBEs Program • Diverse Suppliers are Cyber-Secure • Diverse Suppliers are Safe • Diverse Suppliers Go Global • Diverse Suppliers Go Green • PG&E Technical Assistance Program Learning Management System • SBA/MBDA Partnership Workshops • Stanford University Latino Entrepreneur Initiative • Strategic Sourcing Process Workshops • UC Berkeley Financial Data Analysis for Leaders Course • UCLA MDE Program • University of Washington MBE Program |
| Smaller Diverse Suppliers 1–3 years experience < \$1M revenue | Tier 1 | <ul style="list-style-type: none"> • Business Tune-Up Workshops • Diverse Suppliers are Cyber-Secure • Diverse Suppliers are Safe • Diverse Suppliers Go Global • Diverse Suppliers Go Green • Financial Education • PG&E Technical Assistance Program Learning Management System • Small Business Administration (SBA)/ Minority Business Development Agency (MBDA) Partnership Workshops • Strategic Sourcing Process Workshops • Western Regional Minority Supplier Development Council Business Growth Acceleration Program (BGAP) |

PG&E's Supply Chain Responsibility Program Contact Information

- Website: pge.com/supplychainresponsibility
- Email: SupplierDiversityTeam@pge.com
- Phone: 510-898-0310

External Program Activities

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

LGBTBE Inclusion and Outreach

PG&E has included LGBTBEs in its Supplier Diversity Program and corporate supplier diversity policies since 2012 resulting in **\$7.5 million** in 2022. PG&E continues to involve LGBTBEs in internal training, prime supplier training, technical assistance, and targeted matchmaking. PG&E promotes the inclusion of LGBTBEs by connecting them to contracting opportunities. PG&E set a target to introduce at least one LGBTBE to a decision maker in each major functional area.

The cross functional Supply Chain Task Force was charged with developing the strategy to increase opportunities with LGBT businesses. We also leveraged local LGBT business organizations to educate LGBTBEs about our procurement process and contract opportunities. These organizations have also been instrumental in helping to identify potential LGBT suppliers.

PG&E remains committed to growing its efforts, activities and spend with LGBTBEs.

DVBE Inclusion and Outreach

PG&E continues to exceed the 1.5 percent CPUC goal for Disabled Veteran Business Enterprises (DVBEs) by spending more than **\$463.0 million** or **3.81 percent** with DVBEs. The 2022 results represent a **6.6 percent** increase in DVBE overall spending compared to 2021. The majority of PG&E's DVBE primes experienced an increase in year-over-year spending. PG&E added several new DVBE primes, while the number of DVBE subcontractors declined. The largest spend category for DVBE primes was in construction.

PG&E continues to support internal and external activities to promote DVBE inclusion by engaging with the DVBE community, providing training, and connecting DVBEs to contracting opportunities.

PG&E's Supply Chain Responsibility team worked closely with the Veterans in Business (VIB) Network in support of their National Convention held in San Diego, California.



SUPPLIER SPOTLIGHT Seegert Construction

How a disabled veteran business enterprise is living up to a promise

When Steven Seegert was at the end of his seven years in the U.S. Army, one of his duties was to drive the families of fallen soldiers to-and-from memorial services. "This was the most gut-wrenching job I was tasked with during my entire term of service," said the owner of PG&E supplier Seegert Construction. "I run a business centered around taking care of the people who work with me, the people I work for and the people my work touches," he said. "I've had more than a dozen employees purchase homes after working with me. That's a great feeling."

Seegert appreciates working with PG&E. "My personal values align with PG&E's values," he said. "We are driven by a desire to create sustainable businesses, for our clients and our workforces. The military helps us veterans realize our full potential, even if that means pushing ourselves past our limits, pull from that experience and come up with a good long term plan."



**RECOGNITION
SPOTLIGHT
WBENC**

**Prestigious organization
names PG&E as one of
America's top corporations for
women's business enterprises.**

For the 11th consecutive year, the Women's Business Enterprise National Council (WBENC) has named PG&E as one of America's Top Corporations for Women's Business Enterprises (WBEs).

This is the only national award honoring corporations for world-class Supplier Diversity Programs that reduce barriers and drive growth and opportunities for women-owned businesses.

"Working with WBEs helps us deliver for our hometowns," said PG&E Vice President and Chief Procurement Officer, Brooke Reilly.

"Bjork Construction has first-hand experience with the level of support and commitment PG&E provides to disadvantaged companies," said Jessica Bjork-Madrigal, Owner and Vice President of Bjork Construction.

PG&E sponsored two DVBE companies to attend UCLA's Entrepreneurship Boot Camp for Veterans with Disabilities program. Both companies participated in a weeklong program focused on cutting-edge, experiential training in entrepreneurship and small business management.

PG&E will continue to support DVBEs through training, outreach, and matching them with contract opportunities.

PDBE Outreach

In 2022, PG&E worked to increase engagement with PDBE community-based organizations. PG&E attended the 2022 Disability:IN Global Conference and Expo to learn best practices to engage the PDBE community. PG&E also participated in Disability:IN matchmaking events and their Mentorship Program.

PG&E was matched as a mentor with a PDBE construction supplier in Texas as part of the Disability:IN Mentorship Program which will continue through mid-2023. We introduced the mentee to a PG&E prime to help the PDBE understand the preparation needed to work for utilities in California.

Financing and Access to Capital

Diverse supplier concerns related to finance and access to capital are addressed on a case-by-case basis when these issues are brought to our attention. PG&E is aware, through our community partners, that access to capital continues to be a barrier to entry for many diverse suppliers. PG&E, through our annual sponsorships, supports the good work our community partners do to provide financial assistance to diverse suppliers.

While not related to financing and access to capital, PG&E works closely with Accounts Payable (AP) to help diverse suppliers with timely payments. During the third quarter of last year, a PG&E Senior Manager in AP, presented to diverse businesses on how to submit purchase order invoices and receive payment electronically to avoid delays along with other best practices. In 2022, PG&E's on-time payment rate was 95 percent.

PG&E will continue to collaborate closely with community partners and our Finance department to identify educational opportunities and develop strategies to help businesses access the necessary capital to compete for contracts.

Awards and Recognition

PG&E's Supplier Diversity Program continues to be recognized for its contributions to the diverse business community. PG&E received the following awards and recognitions in 2022:

| Organization | Recognition |
|--|---|
| Minority Business Enterprise USA | Buyer of the Year: Cheri Barkley Buyer of the Year: Joe Curran Buyer of the Year: Katrina Dyrby |
| National Business Inclusion Consortium | Best of the Best Corporations |
| National LGBT Chamber of Commerce | Top 50 Corporations |
| National Minority Supplier Development Council | The Forefront 50: Top Corporations for Minority Business |
| United States Hispanic Chamber of Commerce | Million Dollar Club |
| Women's Business Enterprise Council Pacific | Done Deals |
| Women's Business Enterprise Council Pacific | Corporation of the Year |
| Women's Business Enterprise National Council | Top Corporation: Resiliency Edition |

Outreach

PG&E sponsored and participated in local, state and national supplier diversity activities to meet prospective diverse suppliers, network with prime suppliers and benchmark with other supplier diversity professionals. The Supply Chain Responsibility team served on several panels and shared tips and resources with prospective diverse suppliers at these events.

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

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

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

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

- Supplier Diversity Results by Ethnicity
- Supplier Diversity Direct Procurement Results by Product and Service Categories
- Supplier Diversity Subcontractor Procurement Results by Product and Service Categories
- Supplier Diversity Results by Standard Industrial Classification (SIC) Codes
- Number of Diverse Suppliers and Revenue Reported to the Supplier Clearinghouse
- Description of Number of Diverse Suppliers with California Majority Workforce
- PG&E Workforce and Board of Directors Diversity

Description of Diverse Suppliers with Majority Workforce in California

One of PG&E's key commitments is to deliver for our hometowns. We understand how our spending with diverse suppliers trickles down to make an economic impact.

In 2022, PG&E completed an Economic Impact Report (EIR) based on 2021 spend which highlighted that in California, our Supplier Diversity Program resulted in nearly 38,000 jobs supported, \$2.2 billion in wages supported and an overall production impact of \$5.7 billion. Based on the year-over-year diverse spend increase of **\$776.6 million**, we expect that the 2022 impact will be even greater than 2021.

We are also pleased to report that 68 diverse suppliers, with the majority of their workforce in California, received a collective \$1.11 billion in revenue from PG&E. In fact, PG&E plans to complete an EIR based on 2022 diversity spend data by third quarter of 2023. The EIR and our diverse suppliers local hiring demonstrate how we are contributing to the state's economy.

Supplier Diversity Program Expenses (Section 9.1.3)

| Expense Category | 2022 Actual |
|-------------------------|--------------------|
| Wages | \$1,226,767 |
| Other Employee Expenses | \$48,531 |
| Program Expenses | \$1,093,081 |
| Reporting Expenses | \$466,229 |
| Training | \$11,718 |
| Consultants | \$- |
| Other | \$- |
| TOTAL | \$2,846,325 |

NOTE: Totals may not add due to rounding.

Wages: Salary and payroll related costs of employees working on Supplier Diversity Program

Other Employee Expenses: Travel and other non-wage costs

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

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

Training: Costs related to employee training

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

PG&E exceeded the minority (men and women), women and disabled veteran business enterprise CPUC goals as referenced in the table below.

We were short of the new LGBTBE goal but are focused on improving in this area. Section 10.1.3 details PG&E's plan to engage LGBT businesses. We are committed to increasing the number of LGBTBEs we do business with and introducing incumbent LGBTBEs to other PG&E functional areas as we ramp up to achieve the 2024 goal of 1.5 percent.

| | 2022 Results | 2022 Goals |
|--|---------------|---------------|
| Minority Men | 16.96% | 12.00% |
| Minority Women | 6.79% | 3.00% |
| Minority Business Enterprise (MBE) | 23.75% | 15.00% |
| Women Business Enterprise (WBE) | 11.73% | 5.00% |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | 0.06% | .50% |
| Disabled Veteran Business Enterprise (DVBE) | 3.81% | 1.5% |
| Total | 39.35% | 22.00% |

NOTE:

?: Percentage of net procurement.

Totals may not add due to rounding.

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

In 2022, prime contractors increased their total spend with diverse subcontractors by **\$154.4 million** over 2021.

| | Minority Male | Minority Female | Minority Business Enterprise (MBE) | Women Business Enterprise (WBE) | Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | Disabled Veterans Business Enterprise (DVBE) | Persons with Disabilities Business Enterprise (PDBE) | Other 8(a)* | Total Supplier Diversity Spend |
|-------------------|------------------------|----------------------|------------------------------------|---------------------------------|--|--|--|--------------|--------------------------------|
| Direct \$ | \$1,735,173,436 | \$752,317,869 | \$2,487,491,305 | \$1,056,336,987 | \$6,926,439 | \$416,449,328 | \$0 | \$0 | \$3,967,204,059 |
| Subcontracting \$ | \$327,611,717 | \$72,864,421 | \$400,476,138 | \$370,730,127 | \$603,459 | \$46,598,775 | \$0 | \$0 | \$818,408,499 |
| Total \$ | \$2,062,785,153 | \$825,182,290 | \$2,887,967,443 | \$1,427,067,114 | \$7,529,898 | \$463,048,103 | \$0 | \$0 | \$4,785,612,558 |
| Direct % | 14.27% | 6.19% | 20.45% | 8.69% | 0.06% | 3.42% | 0.00% | 0.00% | 32.62% |
| Subcontracting % | 2.69% | 0.60% | 3.29% | 3.05% | 0.00% | 0.38% | 0.00% | 0.00% | 6.73% |
| Total % | 16.96% | 6.79% | 23.75% | 11.73% | 0.06% | 3.81% | 0.00% | 0.00% | 39.35% |

| | |
|--------------------------|-------------------------|
| Net Procurement** | \$12,161,726,933 |
|--------------------------|-------------------------|

NOTES:

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

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

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

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

%: Percentage of Net Procurement.

Totals may not add due to rounding.

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

PG&E received no formal diverse supplier complaints in 2022.

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

Finance and Risk

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

2022 Finance and Risk highlights include:

- PG&E Treasury continued strong engagement with diverse banks through meetings to learn more about their capabilities and assess new diverse supplier opportunities. PG&E's Request for Information (RFI) is conducted annually in Q1 to understand the health of diverse banks and changing capabilities. The RFI is an important touchpoint with the diverse banks to align future financings with the bank's capabilities.
- PG&E Treasury engaged with diverse suppliers on five capital market transactions in 2022, for a total of approximately \$6.7 million in underwriting fees.
- Utility First Mortgage Bonds: Eight diverse underwriters on the two Utility debt transactions in 2022, paying approximately \$2.3 million in fees.
- Utility Rate Reduction Bonds: PG&E was able to leverage the expertise of 11 diverse underwriters on the three securitization transactions in 2022. These 11 underwriters accounted for 13 percent of the approximately \$34 million of underwriting fees, or approximately \$4.4 million.
- Investment Benefits Finance (Pension and Trust Fund Management) continued to partner with six diverse suppliers managing 10 equity, fixed income and real estate securities accounts with PG&E's Employee Benefit, Customer Credit and Nuclear Decommissioning Trusts. PG&E's diverse-managed trust investments totaled \$3.8 billion at the end of December 2022, representing 12 percent of PG&E's Employee Benefit, Customer Credit and Nuclear Decommissioning trust funds.

Law

The General Counsel organization, which includes Ethics & Compliance and the Law Department, supported supplier diversity in 2022 by spending approximately \$8.1 million with diverse suppliers.

The Law Department also continued to support the economic empowerment of diverse professionals who work at majority owned firms. In 2022, law firms representing more than 80 percent of the Law Department's fee payments to non-diverse law firms (representing approximately \$74.6 million), reported that more than 54 percent of those fees were for professional services performed by diverse lawyers and paralegals. All businesses and firms that PG&E engages are aware of the General Counsel organization's commitment to diversity.

The General Counsel organization also continued to support the community by participating in a variety of activities and supporting diverse organizations, including the annual meeting of the California Minority Counsel Program (CMCP) and matchmaking event. PG&E also sponsored a CMCP summer mixer in June 2022 near our new headquarters in Oakland and participated in the Asian American Bar Association's and Filipino Bar Association's respective annual gala events.

Other Diverse Supplier Opportunity Areas

PG&E's emerging technology programs focus on California's key policy objectives to cut air pollution, reduce greenhouse gas emissions, decrease natural gas consumption, create jobs, and reduce health costs due to pollution. These technologies also align with PG&E's mission to provide safe, reliable, affordable, and clean energy while building the energy network of tomorrow.

PG&E continuously explores new opportunities for diverse suppliers to participate in enhancing our electric and gas operations. The following are examples of PG&E's latest innovative programs and initiatives.

Electric Program Investment Charge Program

The Electric Program Investment Charge Program (EPIC) was created by the CPUC in December 2011 to drive innovative solutions that benefit the electric ratepayers of PG&E, San Diego Gas and Electric Company (SDG&E), and Southern California Edison Company (SCE).

The goal of the EPIC Program is to support projects that advance new technologies that further safety, reliability, affordability, equity, and environmental sustainability. The program was initially established as three funding cycles: EPIC 1 (2012–2014), EPIC 2 (2015–2017) and EPIC 3 (2018–2020). PG&E's is nearing the completion of the projects it launched as part of the EPIC 3 cycle. In 2021, the CPUC approved, in principle, that the IOUs continue as EPIC administrators in the EPIC 4 cycle (2021–2025).

PG&E engages with industry stakeholders, including diverse suppliers, by participating in and presenting at conferences, as well as hosting EPIC workshops/symposiums.

EPIC administrators jointly organized events in 2022, including:

- Two public workshops to solicit input from stakeholders on proposed topic areas for PG&E's EPIC 4 application
- A meeting with the Disadvantaged Community (DAC) Advisory Group to solicit input on proposed topic areas for PG&E's EPIC 4 application, as well as input on how to effectively engage DACs and Community Based Organizations (CBOs) in the EPIC 4 process
- Two targeted workshops with DACs and CBOs to better understand their priorities and solicit input on proposed topic areas for PG&E's EPIC 4 application
- An annual EPIC symposium to broadly showcase the ongoing EPIC 3 work being performed by each of the program administrators

PG&E's EPIC 3 portfolio of active projects continues to address the challenges of a changing grid landscape and the impacts of climate change including:

- Enabling increased distributed energy resources adoption by customers
- Modernizing the grid to ensure continued safe, reliable, and resilient operation, and
- Improving affordability by leveraging operational data

These achievements from the EPIC projects, and their future path forward for those technologies, if proven ready to scale, help pave the way for the grid of the future, advance California policy objectives, and ultimately, improve the safety, reliability, resiliency, and affordability of the electric grid.

Gas Operations R&D and Innovation Group

The Research and Development and Innovation (R&D and Innovation) Group brings innovative technologies and solutions from industry, government, and academia to PG&E's Gas Operations.

R&D and Innovation project scopes include not only Natural Gas but also new fuels such as bio-methane and hydrogen solutions. In 2022, the R&D and Innovation team managed and implemented a broad portfolio of nearly 200 active projects.

Some key projects included:

- Understanding the conditions of our assets focusing on inspection techniques including In Line Inspection, Non-Destructive Examination for steel and plastic pipelines
- Extending the safe operational life of our assets, addressing corrosion and ground movement issues
- Developing proactive operations through new data collection and processing methods, and technologies
- Reinventing leak management including methane emission abatement
- Preventing dig-ins by improving asset localization, introducing new excavation management methods and developing new underground asset detection technologies
- Improving construction method with an emphasis on ergonomics and personal safety
- Decarbonizing California's energy system through new fuels including Renewable Natural Gas, Biomethane, and hydrogen

PG&E Corporate Security Department's (CSD) Robotics and Innovation Program

PG&E CSD's Robotics and Innovation Program focuses on uncovering and proving the concepts of innovative solutions pertaining to PG&E's physical security needs. Some of the solutions and projects include:

- The introduction and application of using robots to protect PG&E assets across the territory
- The use of Long-Range Acoustic Device (LRAD) technology to deter intruders from stealing copper and other assets from PG&E service yards
- The use of robotic dogs to regularly patrol perimeter fence lines
- Using Virtual Reality training content to train PG&E coworkers on situational awareness and how to handle customer threat situations
- Working with Electric to assess the feasibility of hardening the ballistic protection of electrical transformers
- The use of drones to provide aerial perimeter surveillance of PG&E critical assets

PG&E's Supply Chain Responsibility team is committed to working with diverse suppliers to educate them about emerging technologies. Diverse suppliers who can provide innovative solutions will be key in helping PG&E reach short and long-term business goals.

(Section 9.1.8)

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**COMMUNITY
SPOTLIGHT
WRMSDC**

PG&E supports Oakland diverse businesses through hosting networking event

PG&E brought together about 100 people in early September for an opportunity to build deeper relationships with local diverse suppliers.

PG&E collaborated with the Western Regional Minority Supplier Development Council (WRMSDC) to arrange the networking luncheon. "Networking opportunities like the WRMSDC event help our suppliers make connections to grow their businesses," said PG&E Vice President and Chief Procurement Officer, Brooke Reilly.

One business that has benefited from a long partnership with PG&E is AgileOne, a woman and minority global workforce solutions provider. "PG&E has always maintained a strong focus on supplier diversity and providing opportunities and mentorship to small and diverse suppliers," said Helen Hong, AgileOne senior program manager.



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

Participation Results by Fuel Category—Power Procurement

See Power Procurement Annual Energy Product Results by market, fuel type, volume, sales term, and supplier ethnicity and gender in [Appendix D—Supplier Diversity Results in Power \(Energy\) Procurement—Sec. 9.1.9](#).

Market Conditions and Outreach—Power Procurement

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

As with any participant wishing to participate in wholesale power activities, meeting industry standard credit and collateral requirements is challenging. Electric markets are characterized by long-life assets. These assets, each of which could cost hundreds of millions of dollars where companies need stable, strong financial conditions, are generally constructed, owned and operated by large corporations or financial institutions. As such, it is an exceedingly difficult market for small and medium-sized companies, including a great number of diverse suppliers, to enter and succeed within. Although PG&E encourages participation in renewables, energy storage, resource adequacy and other products, diverse businesses have much greater likelihood for success as subcontractors. Electric energy is commoditized through a centralized market. Day-ahead energy transactions have predominantly moved away from direct bilateral transactions to energy commodity exchanges.



**SUPPLIER
SPOTLIGHT**
MODE Studios

Adapting to a changing world: how a PG&E supplier helps deliver key training for other diverse suppliers.

The last nearly two years have been disruptive when it comes to conducting business. Another facet of daily business that was affected was in-person training. Enter MODE Studios, a Seattle-based agency, owned by Colleen Bonniol, that creates what the firm likes to call "hybrid experiences"—which combines the real and digital worlds along with interactive activities.

MODE has worked on presentation and display projects for major retail stores, amusement parks, industry shows and performers such as country music star Tim McGraw. MODE's first project with PG&E was developing an interactive workshop on disaster preparedness. Besides having a pre-recorded online presentation given by the subject matter expert, PG&E worked with industry experts and MODE to include workbooks and templates a participant can use to plan and develop ideas for their business.

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

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

PG&E will continue to work with diverse suppliers in the hopes of transacting with these businesses consistent with the Least Cost, Best Fit procurement standard.

(Section 9.1.10)

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

Participation Results by Fuel Category—Core Gas Procurement

PG&E purchases natural gas to serve its core (residential and small commercial) bundled gas customers. PG&E purchased gas supplies to serve core customers from Canada, the U.S. Rocky Mountain supply area and the U.S. Southwest. Core Gas Supply spent over \$12 million in natural gas purchases with diverse suppliers, representing 0.76 percent of total purchases.

See **Core Gas Annual Energy Product Results by market, fuel type, volume, sales term, and supplier ethnicity and gender** in [Appendix E—PG&E Core Gas Supply, Annual Energy Product Results—Section 9.1.11](#).

Market Conditions—Core Gas Procurement

Market Challenges

The U.S. Energy Information Administration (EIA) estimates that 2022 U.S. dry natural gas production averaged **98.0 billion** cubic feet per day (BCF/d), up **3.5** BCF/d from last year¹. Both natural gas demand and prices increased in 2022 compared to last year.

Competitive Challenges

In 2022, diverse suppliers, all of whom are marketers, were severely limited in providing gas supplies at prices competitive with non-diverse suppliers. Natural gas marketers have historically added value by applying their expertise to find buyers and to creatively fulfill end-user needs while fostering a liquid, transparent market. In addition to providing supplies, and in order to capture additional revenue streams, the role of many successful marketers has evolved and expanded to include intermediate steps in the supply chain such as arranging pipeline transportation and storage, providing nomination and balancing services and providing any other services required to facilitate natural gas sales. Marketers who have been able to expand in this way seem to be able to offer supplies at more competitive prices than those who have not. At this time, few diverse suppliers have expanded their businesses beyond the traditional marketer role, likely due to a lack of capital or physical assets.

Institutional Barriers

All industry participants face significant financial and credit risks. Most diverse suppliers are challenged to manage exposure to such risks because they lack capital to meet counterparty collateral requirements. Additionally, they generally do not contract for physical assets, such as natural gas storage, to limit their exposure to performance risks. Finally, diverse suppliers are generally not able to participate in electronic or online trading platforms due to platform collateral requirements. Online trading platforms account for a significant percentage of transactions in today's fast-moving natural gas markets.

Funds Transfer Agents (FTA), such as banks, offer a secure payment mechanism for gas suppliers and remain an important fiduciary participant in natural gas transactions involving diverse gas marketers. This solution may take time to grow but having an additional FTA bank can allow diverse suppliers to attract source suppliers that are willing to enter into new arrangements. Many source suppliers are not willing to enter into new arrangements without an FTA agreement. Third-party payment (where payment is made directly to the source supplier) is still available for diverse suppliers to utilize, but even with these payment options diverse gas marketers are still having difficulty providing competitive pricing vis-a-vis other market participants. These issues are compounded by the challenges of conducting international business, particularly in Canada where PG&E sources roughly one-third of its gas supplies in Canadian dollars. Diverse suppliers may not be able or willing to accept foreign exchange risk. However, PG&E continues to encourage U.S. and Canadian source suppliers to develop relationships with diverse suppliers.

¹Short Term Energy Outlook, U.S. Department of Energy—Energy Information Administration, January 6, 2023.

Outreach

Communications and Assistance

PG&E maintains information on its [public website](#) to assist diverse suppliers in providing natural gas supplies. This web page includes an overview of PG&E Core Gas Supply and also provides information on PG&E's Supplier Diversity Program—including eligibility criteria for California's diverse supplier certification program and a description of resources available to assist such suppliers in selling products and services to PG&E, including Core Gas Supply.

In 2022, PG&E continued to provide support to diverse suppliers to answer questions about gas procurement and provided guidance on diverse supplier certification, credit and contracting matters.

Expanded Opportunities

During 2022, PG&E's Core Gas Supply contracts analysts continued to assist diverse suppliers (via phone or email) on opportunities to provide not only marketing services but also broker services. Broker services enable diverse suppliers to match major producers and suppliers with Core Gas Supply's gas buyers, thereby expanding opportunities beyond direct sales of gas to PG&E. Through a broker arrangement, diverse suppliers add value by locating a producer or supplier willing and able to meet PG&E's terms. The broker arranges the initial contact and may facilitate the negotiation and assist with the administration. By acting as a broker, diverse suppliers are able to avoid many credit and operational risks while establishing themselves in the natural gas business. PG&E views broker services as a transitory opportunity for diverse suppliers to build their commercial experience so they become equipped to pursue more financially rewarding business opportunities.

Exclusions

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

2023 ANNUAL PLAN



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

PG&E's short-, mid- and long-term diverse supplier procurement goals mirror the recommended goals in General Order 156.

PG&E strives to make year-over-year improvements in spending with diverse suppliers. However, market conditions, emergencies, and changes in certification status and product/service needs may factor into our ability to reach set goals. We will continue to collaborate with Functional Area Champions and Supply Chain to achieve CPUC categorical goals. Our objectives and internal programs will help us reach these goals.

The table below reflects goals by diverse category. PG&E does not set goals by product or service nor by SIC codes. We strive to reach overall diverse supplier company goals and focus our programs towards diverse categories where we are underperforming. The same approach applies to any product/service areas where diverse supplier utilization is low.

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

| Short-Term One Year Period | | | | | Mid-Term Three Year Period | | | | | Long-Term Five Year Period | | | | |
|-------------------------------|------|--------|------|------|-------------------------------|------|--------|------|------|-------------------------------|------|--------|------|------|
| MBE | WBE | LGBTBE | DVBE | PDBE | MBE | WBE | LGBTBE | DVBE | PDBE | MBE | WBE | LGBTBE | DVBE | PDBE |
| 15.0% | 5.0% | 1% | 1.5% | N/A | 15.0% | 5.0% | 1.5% | 1.5% | N/A | 15.0% | 5.0% | 1.5% | 1.5% | N/A |

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

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

PG&E will continue to implement the guidelines as established in General Order 156 with a special emphasis on increasing LGBTBE and PDBE spending.

PG&E's planned activities include continuing and, in some cases, building on our existing outreach and technical assistance activities. In general, PG&E will facilitate more supplier networking opportunities to enable LGBTBEs to learn about and compete for projects. We will also ensure PDBEs are given the opportunity to apply for PG&E scholarships and participate in technical assistance.

Last year, PG&E launched an Executive Mentoring Program pilot. In 2023, we will identify new officer mentors and diverse mentees to participate in this program. One goal for this program is to obtain feedback from officers and diverse participants to enhance Executive Mentoring benefits.

We will also work closely with CBOs to provide technical assistance to businesses interested, but not ready, to provide goods and services to utilities and large corporations. This work includes connecting small businesses to primes and to training resources.

Below are PG&E's focus areas in 2023:

- **Board and Workforce Diversity:** Collaborate with Human Resources to support the development of reporting templates to help interested parties understand PG&E's hiring practices and opportunity areas.
- **Capacity Building:** Identify opportunities for diverse suppliers to participate in 2023 RFPs. Build on Executive Mentoring Program by ensuring that incumbent diverse suppliers grow and are given the opportunity to provide their services to other PG&E functional areas.
- **Communications:** Highlight diverse supplier achievements in company newsletters and through social media. Leverage senior leaders to stress the importance of using diverse suppliers and recognize key accomplishments of their Functional Area Champions for supplier diversity achievements.
- **Goal Achievement:** Provide Functional Areas and Supply Chain a clear set of goals and more opportunities to participate in networking and matchmaking events.
- **Outreach:** Strengthen partnerships with existing CBOs to increase diverse supplier competitiveness. Enhance relationship with CBOs that can assist with matching LGBT and PD business enterprises with contract opportunities.
- **Prime Supplier Program:** Enhance training to identify diverse subcontracting opportunities and to report diverse supplier spend accurately. Host more prime/subcontractor matchmaking events.
- **Recognition:** Leverage nominations, publications, and PG&E leaders to acknowledge and celebrate diverse suppliers, prime suppliers, and PG&E coworkers who contribute to the success of PG&E's Supplier Diversity Program.
- **Special Programs:** Develop targeted programs to address opportunity areas or where diverse supplier spending is low. PG&E will continue to promote spending in 10K Undergrounding initiatives and other new technologies. Address barriers that prevent diverse suppliers from competing for contracts (e.g., insurance).
- **Technical Assistance:** Continue to provide educational workshops including sharing tools and resources to help diverse suppliers with on-time payment. Advocate for more diverse supplier participation in industry trade fairs. Continue to provide business scholarships to diverse suppliers.
- **Training:** Add new courses to PG&E's online learning management system and increase course completion and registrants. Execute on CBO partner agreements to deliver training to diverse suppliers. Expand internal resources to educate new coworkers on Supplier Diversity Program objectives.

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

Finance and Risk

PG&E remains committed to expanding its outreach to diverse suppliers. PG&E's Finance and Risk organization has a strong track record of working with diverse suppliers and in 2023 we plan to build on the 2022 momentum.

Finance and Risk will continue the following diverse supplier activities:

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

Law

The Law Department's 2023 supplier diversity plan includes:

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

LGBTBE

PG&E will continue to develop and implement LGBTBE strategies including:

- Facilitate the introduction of LGBTBEs to Sourcing, business leaders, and prime suppliers for current or future contract opportunity consideration
- Highlight LGBTBEs and program objectives at Champion and Sourcing meetings and through PG&E's Pride Network Employee Resource Group
- Ensure LGBTBE community-based organizations are receiving and sharing contract opportunity announcements
- Strengthen business relationships with organizations like the National Gay Lesbian Chamber of Commerce (NGLCC), BuildOUT California, Golden Gate Business Association, Rainbow Chambers of Commerce of Silicon Valley and Sacramento to promote LGBTBE inclusion
- Promote LGBTBE certification through the NGLCC and the CPUC Supplier Clearinghouse so more LGBTBEs are available to key decision-makers to fulfill business needs
- Benchmark LGBTBE program development through the NGLCC Procurement and Joint Utilities committees and participating on the NGLCC taskforce
- Sponsor LGBTBEs to attend industry tradeshows to learn about new trends and meet potential customers and business partners

Plans for Recruiting Diverse Suppliers Where Unavailable (Section 10.1.4)

PG&E has diverse suppliers, to some degree, in most areas of our business whether they are supporting us with operations or professional services. The availability of diverse suppliers is more limited in areas like manufacturing, large scale utility construction and nuclear. Even with these limitations, PG&E encourages Strategic Sourcing and prime suppliers to consider diverse suppliers as subcontractors, value-added resellers or business solution partners where feasible.

In the more challenging product and service areas, we will continue to broaden our reach through benchmarking with utility partners and participating in industry conferences like DISTRIBUTECH and Edison Electric Institute (EEI) to identify potential diverse suppliers. PG&E welcomes the opportunity to strategize with utility industry groups to promote the growth of diverse suppliers in underutilized areas which usually require substantial capital investments.

It is also our goal, through our technical assistance programs, to educate diverse suppliers about current needs and the future of the utility industry so they are able to grow in the areas where we will need them most.

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

Diverse supplier inclusion in PG&E's subcontracting is key to the success of PG&E's Supplier Diversity Program. PG&E will continue to provide training and educational opportunities that foster the growth of diverse suppliers as direct suppliers and subcontractors. We will also ensure prime supplier utilization of diverse subcontractors are visible to internal stakeholders through monthly reporting.

PG&E encourages prime suppliers to subcontract where possible and offers monthly trainings for prime suppliers to develop and maintain their own Supplier Diversity Programs. These trainings cover key supplier diversity topics including reporting standards and supplier diversity best practices. We will also continue to host targeted Prime/Sub matchmakers. Our Program will also include educational workshops and webinars focused on building world class supplier diversity, environmental sustainability, and ethical sourcing programs.

To validate the accuracy of reported diverse subcontracting payments by prime suppliers, we will continue to conduct an annual audit of our prime's subcontracting payments.

Lastly, we will encourage prime suppliers to promote the growth of diverse suppliers by offering their own training, mentoring and business scholarships.

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

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

2023 APPENDICES



Appendix A—Program Activities and Organizations (Section 9.1.1)

In 2022, PG&E sponsored and/or participated in the following activities:

American Association of Blacks in Energy

- 45th National Conference: Building Our Energy Future
- Legislative Issues of Public Policy Webinar Series (Black History Month)

American Indian Chamber of Commerce — California

- Native American Heritage Month Luncheon
- Network with the Best Webinar
- Quarterly American Indian Chamber Advisory Board Meetings
- Reconnect, Rebound, Rebuild, and Recover for the Next Level of Success Business Expo

BuildOUT California

- Electric Undergrounding, Construction Outreach with PG&E
- Founders Day, Networking Event

California African American Chamber of Commerce

California State of the African American Economy Virtual Summit

California Hispanic Chamber of Commerce

43rd Annual Statewide Convention, expo, networking and matchmaking

California Public Utilities Commission

- Small Business Expo
- Supplier Diversity En Banc: Implementing Best Practices to Reshape the Future of Supplier Diversity

Disability:IN

- Fall Corporate Partner Virtual Matchmaking Event
- Global Conference and Expo
- Procurement Council meeting
- Spring Virtual Matchmaker Event

DISTRIBUTECH International

Annual Transmission and Distribution Conference for utilities and vendors, networking and outreach

Edison Electric Institute

38th Annual Business Diversity Conference, networking and outreach

Equality California

Sacramento Equality Reception and Awards, networking

Fresno Metro Black Chamber of Commerce

- Fresno Metro Chamber of Commerce/PG&E Black History Month Event
- How to Do Business with PG&E presentation

Golden Gate Business Association

- Asset Protection for Business Owners Hybrid Workshop
- PG&E Technical workshop: Sustainability in Business Presentation
- Power Connect Conference: The New World of Business, networking and outreach

Hispanic Chambers of Commerce of San Francisco

How To Do Business with Corporations Webinar

Initiative for a Competitive Inner City

Annual Conference: Open for Business

National Asian American Coalition

- Access to Capital Financial Literacy Workshop
- Annual Economic Development Conference

National Association of Women Business Owners (NAWBO), California

NAWBO-CA Propel Your Business Conference

National Gay and Lesbian Chamber of Commerce

- B2B & B2C Matchmaker
- Communities of Color Initiative (CoCi) B2B & B2C Matchmakers
- International Business & Leadership Conference, expo, networking and outreach.
- Platinum Circle B2B and B2C Matchmaking Event

National Minority Supplier Development Council

50th Anniversary Conference & Exchange

National Utilities Diversity Council

- Supplier Diversity Legacy Webinar
- Supplier, Workforce, and Governance Diversity Summit
- Sustainability and Diversity: The Sustainable Purchasing Leadership Council Webinar

Nor-Cal Elite Disabled Veterans Network

- Annual Service Disable Veterans Small Business NorCal Conference
- Department of General Services Processes Webinar
- I am Certified, Now What? Take Next Steps to Contract with the State Webinar
- Managing your Business—Transitioning from Service to your Business Webinar

Pacific Gas and Electric Company

- Electric Undergrounding, Construction Outreach Event
- Monthly Technical Assistance Program (TAP) Learning Management System (LMS) Community Coffee Chats (12)
- Prime Supplier Academy Monthly Webinar Supplier Diversity Program Expectations series (12)
- Small Business Utility Advocate Bi-annual Meeting
- Supplier Academy Workshop: Supplier Code of Conduct series (7)
- Supplier Environmental Performance Expectations Webinar series (6)
- TAP Learning Management System Launch Event

Powerful Women of the Bay

Annual Awards Luncheon

Sacramento Rainbow Chamber of Commerce

- Create Value Leveraging Technology Lunch and Learn
- Risk Assessment Training for Your Business Webinar

Silicon Valley Rainbow Chamber of Commerce

Creating Inclusion In the LGBTQ+ & Ally Business Community Webinar

Small Business Administration

- National Small Business Week

Sustainable Supply Chain Alliance

- Annual Spring Workshop for Utility and Supplier Affiliate Members
- Sustainable Sourcing Conference

United States Hispanic Chamber of Commerce

Annual National Conference: Igniting America's Economic Prosperity

United States Pan Asian American Chamber of Commerce

- CelebrASIAN Business + Procurement Conference
- SHEroes 2022 in Honor of Women's History Month networking event
- To Certify or not to Certify Luncheon

United States Veteran Business Alliance

Keeping the Promise Virtual National Conference Event

University of California, Los Angeles

Management Development for Entrepreneurs Graduation

Veterans in Business Network

Annual National Conference: The Voice for Veteran Businesses

Western Regional Minority Supplier Development Council

- Best Practices Virtual Forum: WHERE THERE IS UNITY, THERE IS VICTORY
- Black-Tie Excellence in Supplier Diversity Awards Gala & Fundraiser
- Corporate Ready Program Graduation
- Franchise Fund Graduation: Inaugural Cohort Construction Day: Resilience, Remedy, Resources
- St. Mary's Business Growth Accelerator Program (BGAP) Graduation
- The Multiverse Supplier Diversity Expo: Across Time and Space
- Virtual Matchmaking & Mentoring Virtual Expo
- Welcome PG&E to Oakland Networking Event

Women Construction Owners and Executives

California Annual Conference

Women's Business Enterprise Council Pacific

- 2022: Technology, Trends, and Innovations Conference
- BOLD Success: The ART of Business Conference
- Limitless: Phenomenal Women—Honoring Excellence in Business Celebration
- Professional Services Roundtable and Matchmaker
- Technology Industry Roundtable and Matchmaker
- Utilities/Energy Industry Roundtable and Matchmaker
- WE-Xcel Fall Cohort Graduation and Vendor Showcase
- Women in Construction Roundtable and Matchmaker

Women's Business Enterprise National Council

BE BOLD National Conference

Appendix B—Annual Results (Section 9.1.2)

Supplier Diversity Results by Ethnicity

| | | Direct ¹ \$ | Sub ² \$ | Total \$ | % |
|---|------------------------------|------------------------|----------------------|------------------------|---------------|
| MALE | African American | \$307,571,071 | \$16,251,305 | \$323,822,376 | 2.66% |
| | Asian Pacific American | \$194,415,858 | \$29,288,765 | \$223,704,623 | 1.84% |
| | Hispanic American | \$1,110,853,510 | \$273,779,526 | \$1,384,633,037 | 11.39% |
| | Native American | \$122,332,996 | \$8,292,122 | \$130,625,118 | 1.07% |
| | Total Minority Male | \$1,735,173,436 | \$327,611,717 | \$2,062,785,153 | 16.96% |
| FEMALE | African American | \$64,635,478 | \$1,109,957 | \$65,745,435 | 0.54% |
| | Asian Pacific American | \$549,482,841 | \$36,805,374 | \$586,288,214 | 4.82% |
| | Hispanic American | \$120,082,646 | \$19,602,090 | \$139,684,737 | 1.15% |
| | Native American | \$18,116,904 | \$15,347,000 | \$33,463,904 | 0.28% |
| | Total Minority Female | \$752,317,869 | \$72,864,421 | \$825,182,290 | 6.79% |
| Total Minority Business Enterprise (MBE) | | \$2,487,491,305 | \$400,476,138 | \$2,887,967,443 | 23.75% |
| Women Business Enterprise (WBE) | | \$1,056,336,987 | \$370,730,127 | \$1,427,067,114 | 11.73% |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | | \$6,926,439 | \$603,459 | \$7,529,898 | 0.06% |
| Disabled Veteran Business Enterprise (DVBE) | | \$416,449,328 | \$46,598,775 | \$463,048,103 | 3.81% |
| Persons with Disabilities Business Enterprise (PDBE) | | \$0 | \$0 | \$0 | 0.00% |
| Other 8(a)* | | \$0 | \$0 | \$0 | 0.00% |
| Total Supplier Diversity Spend | | \$3,967,204,059 | \$818,408,499 | \$4,785,612,558 | 39.35% |

| | |
|--------------------------|-------------------------|
| Net Procurement** | \$12,161,726,933 |
|--------------------------|-------------------------|

NOTES:

* **8(a)**: Firms classified as 8(a) by the Small Business Administration include non diverse supplier. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (50 USC 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 fulfil its contractual obligation(s).

%: Percentage of Net Procurement.

Totals may not add due to rounding.

Supplier Diversity Direct Procurement Results by Product and Service Categories

| | | Product | | Service | | Total | |
|---|------------------------------|------------------------|--------------|------------------------|---------------|------------------------|---------------|
| | | DIRECT ¹ \$ | % | DIRECT \$ | % | DIRECT \$ | % |
| MALE | African American | \$61,923,326 | 0.51% | \$245,647,746 | 2.02% | \$307,571,071 | 2.53% |
| | Asian Pacific American | \$29,684,588 | 0.24% | \$164,731,270 | 1.35% | \$194,415,858 | 1.60% |
| | Hispanic American | \$13,444,998 | 0.11% | \$1,097,408,512 | 9.02% | \$1,110,853,510 | 9.13% |
| | Native American | \$2,743,585 | 0.02% | \$119,589,411 | 0.98% | \$122,332,996 | 1.01% |
| | Total Minority Male | \$107,796,498 | 0.89% | \$1,627,376,938 | 13.38% | \$1,735,173,436 | 14.27% |
| FEMALE | African American | \$102,568 | 0.00% | \$64,532,910 | 0.53% | \$64,635,478 | 0.53% |
| | Asian Pacific American | \$475,782,209 | 3.91% | \$73,700,631 | 0.61% | \$549,482,841 | 4.52% |
| | Hispanic American | \$17,060,691 | 0.14% | \$103,021,955 | 0.85% | \$120,082,646 | 0.99% |
| | Native American | \$7,026,774 | 0.06% | \$11,090,131 | 0.09% | \$18,116,904 | 0.15% |
| | Total Minority Female | \$499,972,242 | 4.11% | \$252,345,627 | 2.07% | \$752,317,869 | 6.19% |
| Total Minority Business Enterprise (MBE) | | \$607,768,740 | 5.00% | \$1,879,722,566 | 15.46% | \$2,487,491,305 | 20.45% |
| Women Business Enterprise (WBE) | | \$266,857,865 | 2.19% | \$789,479,121 | 6.49% | \$1,056,336,987 | 8.69% |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | | \$0 | 0.00% | \$6,926,439 | 0.06% | \$6,926,439 | 0.06% |
| Disabled Veteran Business Enterprise (DVBE) | | \$276,861 | 0.00% | \$416,172,467 | 3.42% | \$416,449,328 | 3.42% |
| Persons with Disabilities Business Enterprise (PDBE) | | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| Other 8(a)* | | \$0 | 0.00% | \$0 | 0.00% | \$0 | 0.00% |
| Total Supplier Diversity Spend | | \$874,903,466 | 7.19% | \$3,092,300,593 | 25.43% | \$3,967,204,059 | 32.62% |

| | |
|---|------------------|
| Net Procurement** | \$12,161,726,933 |
| Net Product Procurement | \$1,844,150,394 |
| Net Service Procurement | \$10,317,576,539 |
| Total Number of Diverse Suppliers that Received Direct Spend | 331 |

NOTES:

* **8(a):** Firms classified as 8(a) by the Small Business Administration include non diverse supplier. 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.

%: Percentage of Net Procurement.

Totals may not add due to rounding.

Supplier Diversity Subcontractor Procurement Results by Product and Service Categories

| | | Product | | Service | | Total | |
|---|------------------------------|---------------------|-----|---------|-----|----------------------|--------------|
| | | SUB ¹ \$ | % | SUB \$ | % | SUB \$ | % |
| MALE | African American | N/A | N/A | N/A | N/A | \$16,251,305 | 0.13% |
| | Asian Pacific American | N/A | N/A | N/A | N/A | \$29,288,765 | 0.24% |
| | Hispanic American | N/A | N/A | N/A | N/A | \$273,779,526 | 2.25% |
| | Native American | N/A | N/A | N/A | N/A | \$8,292,122 | 0.07% |
| | Total Minority Male | N/A | N/A | N/A | N/A | \$327,611,717 | 2.69% |
| FEMALE | African American | N/A | N/A | N/A | N/A | \$1,109,957 | 0.01% |
| | Asian Pacific American | N/A | N/A | N/A | N/A | \$36,805,374 | 0.30% |
| | Hispanic American | N/A | N/A | N/A | N/A | \$19,602,090 | 0.16% |
| | Native American | N/A | N/A | N/A | N/A | \$15,347,000 | 0.13% |
| | Total Minority Female | N/A | N/A | N/A | N/A | \$72,864,421 | 0.60% |
| Total Minority Business Enterprise (MBE) | | N/A | N/A | N/A | N/A | \$400,476,138 | 3.29% |
| Women Business Enterprise (WBE) | | N/A | N/A | N/A | N/A | \$370,730,127 | 3.05% |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | | N/A | N/A | N/A | N/A | \$603,459 | 0.00% |
| Disabled Veteran Business Enterprise (DVBE) | | N/A | N/A | N/A | N/A | \$46,598,775 | 0.38% |
| Persons with Disabilities Business Enterprise (PDBE) | | N/A | N/A | N/A | N/A | \$0 | 0.00% |
| Other 8(a)* | | N/A | N/A | N/A | N/A | \$0 | 0.00% |
| Total Supplier Diversity Spend | | N/A | N/A | N/A | N/A | \$818,408,499 | 6.73% |

| | |
|--------------------------|-------------------------|
| Net Procurement** | \$12,161,726,933 |
|--------------------------|-------------------------|

| | |
|--------------------------------|-------------------------|
| Net Product Procurement | \$1,844,150,394 |
| Net Service Procurement | \$10,317,576,539 |

NOTES:

* **8(a)**: Firms classified as 8(a) by the Small Business Administration include non diverse supplier. 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 **Sub**: Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfil its contractual obligation(s).

%: Percentage of Net Procurement.

Totals may not add due to rounding.

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

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

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

| | | | African American | | Asian Pacific American | | Hispanic American | | Native American | | Minority Business Enterprise (MBE) | Women Business Enterprise (WBE) | Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | Disabled Veteran Business Enterprise (DVBE) | Persons with Disabilities Business Enterprise (PDBE) | Other 8(a) | Total Supplier Diversity Spend | Total Procurement |
|----|---|----|------------------|---------|------------------------|------------|-------------------|------------|-----------------|------------|------------------------------------|---------------------------------|--|---|--|------------|--------------------------------|-------------------|
| | | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | | | | | | | | |
| 07 | Agricultural Services | \$ | 21,971 | 0 | 92,823,401 | 9,205,123 | 747,736,462 | 16,083,453 | 2,196,709 | 0 | 868,067,120 | 201,632,695 | 0 | 14,355,032 | 0 | 0 | 1,084,054,847 | 1,633,235,843 |
| | | % | 0.00% | 0.00% | 5.68% | 0.56% | 45.78% | 0.98% | 0.13% | 0.00% | 53.15% | 12.35% | 0.00% | 0.88% | 0.00% | 0.00% | 66.37% | |
| 15 | General Business Contractors | \$ | 2,912,547 | 282,287 | 5,520,863 | 531,100 | 263,148,177 | 13,939,762 | 2,829,113 | 410,830 | 289,574,680 | 325,557,048 | 0 | 269,552,201 | 0 | 0 | 884,683,929 | 2,146,570,220 |
| | | % | 0.14% | 0.01% | 0.26% | 0.02% | 12.26% | 0.65% | 0.13% | 0.02% | 13.49% | 15.17% | 0.00% | 12.56% | 0.00% | 0.00% | 41.21% | |
| 17 | Special Trade Contractors | \$ | 8,153,010 | 0 | 75,605 | 59,066 | 86,214,648 | 983,693 | 104,114,329 | 14,446,549 | 214,046,900 | 166,021,353 | 0 | 22,435,961 | 0 | 0 | 402,504,214 | 878,314,236 |
| | | % | 0.93% | 0.00% | 0.01% | 0.01% | 9.82% | 0.11% | 11.85% | 1.64% | 24.37% | 18.90% | 0.00% | 2.55% | 0.00% | 0.00% | 45.83% | |
| 24 | Lumber and Wood Products | \$ | 0 | 0 | 1,670,425 | 0 | 0 | 0 | 3,122,064 | 0 | 4,792,489 | 4,796 | 0 | 0 | 0 | 0 | 4,797,285 | 186,386,074 |
| | | % | 0.00% | 0.00% | 0.90% | 0.00% | 0.00% | 0.00% | 1.68% | 0.00% | 2.57% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 2.57% | |
| 25 | Furniture and Fixtures | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 810,940 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 26 | Paper and Allied Products | \$ | 0 | 0 | 0 | 0 | 0 | 1,367 | 0 | 0 | 1,367 | 0 | 0 | 0 | 0 | 0 | 1,367 | 1,367 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | |
| 27 | Printing and Publishing | \$ | 0 | 0 | 15,225 | 0 | 0 | 1,554 | 0 | 0 | 16,779 | 203,360 | 0 | 0 | 0 | 0 | 220,138 | 9,867,149 |
| | | % | 0.00% | 0.00% | 0.15% | 0.00% | 0.00% | 0.02% | 0.00% | 0.00% | 0.17% | 2.06% | 0.00% | 0.00% | 0.00% | 0.00% | 2.23% | |
| 28 | Chemicals and Allied Products | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 87,020 | 0 | 0 | 0 | 0 | 87,020 | 2,585,882 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 3.37% | 0.00% | 0.00% | 0.00% | 0.00% | 3.37% | |
| 29 | Petroleum and Coal Products | \$ | 0 | 0 | 264,371 | 0 | 0 | 0 | 0 | 0 | 264,371 | 0 | 0 | 0 | 0 | 0 | 264,371 | 264,371 |
| | | % | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 100.00% | |
| 30 | Rubber and Misc. Plastics Products | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 859,607 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 32 | Stone, Clay and Glass Products | \$ | 0 | 0 | 0 | 0 | 0 | 716,102 | 0 | 0 | 716,102 | 0 | 0 | 0 | 0 | 0 | 716,102 | 14,462,597 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 4.95% | 0.00% | 0.00% | 4.95% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 4.95% | |
| 33 | Primary Metal Industries | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 525,607 |
| | | % | 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% | |
| 34 | Fabricated Metal Products | \$ | 0 | 0 | 0 | 29,712,495 | 11,681,692 | 0 | 2,179,699 | 0 | 43,573,886 | 25,410 | 0 | 0 | 0 | 0 | 43,599,296 | 108,989,759 |
| | | % | 0.00% | 0.00% | 0.00% | 27.26% | 10.72% | 0.00% | 2.00% | 0.00% | 39.98% | 0.02% | 0.00% | 0.00% | 0.00% | 0.00% | 40.00% | |
| 35 | Industrial Machinery and Equipment | \$ | 144,061,873 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 144,061,873 | 25,435,113 | 0 | 0 | 0 | 0 | 169,496,986 | 279,467,127 |
| | | % | 51.55% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 51.55% | 9.10% | 0.00% | 0.00% | 0.00% | 0.00% | 60.65% | |
| 36 | Electronic and Other Electric Equipment | \$ | 0 | 0 | 1,958,643 | 0 | 0 | 0 | 0 | 0 | 1,958,643 | 100,309,267 | 0 | 433,354 | 0 | 0 | 102,701,264 | 226,400,455 |
| | | % | 0.00% | 0.00% | 0.87% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.87% | 44.31% | 0.00% | 0.19% | 0.00% | 0.00% | 45.36% | |
| 37 | Transportation Equipment | \$ | 0 | 0 | 7,051,232 | 0 | 0 | 0 | 0 | 0 | 7,051,232 | 0 | 0 | 0 | 0 | 0 | 7,051,232 | 10,294,571 |
| | | % | 0.00% | 0.00% | 68.49% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 68.49% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 68.49% | |
| 38 | Instruments and Related Products | \$ | 8,053,048 | 0 | 0 | 0 | 358,587 | 0 | 0 | 0 | 8,411,635 | 21,391 | 0 | 4,282,164 | 0 | 0 | 12,715,190 | 45,781,097 |
| | | % | 17.59% | 0.00% | 0.00% | 0.00% | 0.78% | 0.00% | 0.00% | 0.00% | 18.37% | 0.05% | 0.00% | 9.35% | 0.00% | 0.00% | 27.77% | |
| 39 | Miscellaneous Manufacturing Industries | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 48,213 |
| | | % | 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% | |
| 42 | Trucking and Warehousing | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2,939,182 | 2,939,182 | 87,274 | 0 | 0 | 0 | 0 | 3,026,457 | 8,505,750 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 34.56% | 34.56% | 1.03% | 0.00% | 0.00% | 0.00% | 0.00% | 35.58% | |
| 45 | Transportation by Air | \$ | 0 | 0 | 0 | 0 | 1,449,197 | 5,496,044 | 74,854 | 0 | 7,020,095 | 24,252,482 | 0 | 0 | 0 | 0 | 31,272,577 | 86,452,414 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 1.68% | 6.36% | 0.09% | 0.00% | 8.12% | 28.05% | 0.00% | 0.00% | 0.00% | 0.00% | 36.17% | |
| 46 | Pipelines, Except Natural Gas | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |

Totals may not add due to rounding.

continued

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

| | | | African American | | Asian Pacific American | | Hispanic American | | Native American | | Minority Business Enterprise (MBE) | Women Business Enterprise (WBE) | Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | Disabled Veteran Business Enterprise (DVBE) | Persons with Disabilities Business Enterprise (PDBE) | Other 8(a) | Total Supplier Diversity Spend | Total Procurement |
|-------|---|----|------------------|------------|------------------------|-------------|-------------------|-------------|-----------------|------------|------------------------------------|---------------------------------|--|---|--|------------|--------------------------------|-------------------|
| | | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE | | | | | | | | |
| 47 | Transportation Services | \$ | 0 | 0 | 0 | 460,574,092 | 0 | 0 | 0 | 0 | 460,574,092 | 0 | 0 | 0 | 0 | 0 | 460,574,092 | 460,648,957 |
| | | % | 0.00% | 0.00% | 0.00% | 99.98% | 0.00% | 0.00% | 0.00% | 0.00% | 99.98% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 99.98% | |
| 48 | Communications | \$ | 0 | 0 | 0 | 0 | 36,255 | 0 | 0 | 0 | 36,255 | 0 | 0 | 0 | 0 | 0 | 36,255 | 10,940,540 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.33% | 0.00% | 0.00% | 0.00% | 0.33% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.33% | |
| 49 | Electric, Gas and Sanitary Services | \$ | 39,425 | 4,860 | 4,403,806 | 78,006 | 7,875,462 | 76,659,949 | 1,627,444 | 0 | 90,688,952 | 62,515,642 | 0 | 819,673 | 0 | 0 | 154,024,266 | 472,514,603 |
| | | % | 0.01% | 0.00% | 0.93% | 0.02% | 1.67% | 16.22% | 0.34% | 0.00% | 19.19% | 13.23% | 0.00% | 0.17% | 0.00% | 0.00% | 32.60% | |
| 50 | Wholesale Trade-Durable Goods | \$ | 11,868,678 | 0 | 20,884,500 | 1,263,518 | 0 | 548,046 | 2,747 | 7,151,094 | 41,718,583 | 239,310,605 | 0 | 1,150,946 | 0 | 0 | 282,180,134 | 579,187,854 |
| | | % | 2.05% | 0.00% | 3.61% | 0.22% | 0.00% | 0.09% | 0.00% | 1.23% | 7.20% | 41.32% | 0.00% | 0.20% | 0.00% | 0.00% | 48.72% | |
| 51 | Wholesale Trade-Nondurable Goods | \$ | 60,811 | 0 | 0 | 0 | 239,626 | 0 | 0 | 0 | 300,437 | 6,195,731 | 0 | 0 | 0 | 0 | 6,496,168 | 10,279,434 |
| | | % | 0.59% | 0.00% | 0.00% | 0.00% | 2.33% | 0.00% | 0.00% | 0.00% | 2.92% | 60.27% | 0.00% | 0.00% | 0.00% | 0.00% | 63.20% | |
| 52 | Building Materials and Garden Supplies | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 292,168 |
| | | % | 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% | |
| 55 | Automotive Dealers and Service Stations | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10,163,593 |
| | | % | 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% | |
| 56 | Apparel and Accessory Stores | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,539,757 |
| | | % | 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% | |
| 58 | Eating and Drinking Places | \$ | 7,715,213 | 0 | 470,569 | 183,496 | 173,386 | 124,155 | 1,418,027 | 255,477 | 10,340,323 | 7,133,126 | 0 | 0 | 0 | 0 | 17,473,448 | 167,322,913 |
| | | % | 4.61% | 0.00% | 0.28% | 0.11% | 0.10% | 0.07% | 0.85% | 0.15% | 6.18% | 4.26% | 0.00% | 0.00% | 0.00% | 0.00% | 10.44% | |
| 63 | Insurance Carriers | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 404,995 |
| | | % | 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 | 625,821 | 0 | 208,993 | 0 | 0 | 0 | 834,814 | 1,221,901 | 0 | 362,776 | 0 | 0 | 2,419,491 | 46,532,044 |
| | | % | 0.00% | 0.00% | 1.34% | 0.00% | 0.45% | 0.00% | 0.00% | 0.00% | 1.79% | 2.63% | 0.00% | 0.78% | 0.00% | 0.00% | 5.20% | |
| 72 | Personal Services | \$ | 0 | 0 | 73,438 | 0 | 3,094,938 | 18,494 | 869,565 | 0 | 4,056,436 | 323,935 | 35,382 | 280,363 | 0 | 0 | 4,696,115 | 23,249,747 |
| | | % | 0.00% | 0.00% | 0.32% | 0.00% | 13.31% | 0.08% | 3.74% | 0.00% | 17.45% | 1.39% | 0.15% | 1.21% | 0.00% | 0.00% | 20.20% | |
| 73 | Business Services | \$ | 21,512 | 64,548,756 | 14,822,630 | 72,513,941 | 31,308,428 | 1,323,616 | 571,212 | 8,247,637 | 193,357,731 | 136,874,136 | 444,354 | 115,970,367 | 0 | 0 | 446,646,589 | 2,642,605,633 |
| | | % | 0.00% | 2.44% | 0.56% | 2.74% | 1.18% | 0.05% | 0.02% | 0.31% | 7.32% | 5.18% | 0.02% | 4.39% | 0.00% | 0.00% | 16.90% | |
| 75 | Auto Repair, Services and Parking | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1,362,842 | 0 | 0 | 0 | 0 | 1,362,842 | 7,634,258 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 17.85% | 0.00% | 0.00% | 0.00% | 0.00% | 17.85% | |
| 76 | Miscellaneous Repair Services | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6,341 | 0 | 0 | 0 | 0 | 6,341 | 12,160,287 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.05% | 0.00% | 0.00% | 0.00% | 0.00% | 0.05% | |
| 78 | Motion Pictures | \$ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3,724 |
| | | % | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| 80 | Health Services | \$ | 0 | 0 | 0 | 58,365 | 0 | 0 | 0 | 0 | 58,365 | 0 | 0 | 0 | 0 | 0 | 58,365 | 243,323 |
| | | % | 0.00% | 0.00% | 0.00% | 23.99% | 0.00% | 0.00% | 0.00% | 0.00% | 23.99% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 23.99% | |
| 81 | Legal Services | \$ | 0 | 0 | 267,373 | 349,557 | 20,693,528 | 388,091 | 0 | 0 | 21,698,549 | 7,375,090 | 0 | 0 | 0 | 0 | 29,073,640 | 131,071,360 |
| | | % | 0.00% | 0.00% | 0.20% | 0.27% | 15.79% | 0.30% | 0.00% | 0.00% | 16.55% | 5.63% | 0.00% | 0.00% | 0.00% | 0.00% | 22.18% | |
| 87 | Engineering and Management Services | \$ | 140,914,288 | 909,532 | 72,776,720 | 11,759,455 | 210,413,657 | 23,400,410 | 11,619,356 | 13,134 | 471,806,552 | 121,110,556 | 7,050,162 | 33,405,265 | 0 | 0 | 633,372,535 | 1,945,108,462 |
| | | % | 7.24% | 0.05% | 3.74% | 0.60% | 10.82% | 1.20% | 0.60% | 0.00% | 24.26% | 6.23% | 0.36% | 1.72% | 0.00% | 0.00% | 32.56% | |
| Total | | \$ | 323,822,376 | 65,745,435 | 223,704,623 | 586,288,214 | 1,384,633,037 | 139,684,737 | 130,625,118 | 33,463,904 | 2,887,967,443 | 1,427,067,114 | 7,529,898 | 463,048,103 | 0 | 0 | 4,785,612,558 | 12,161,726,933 |
| | | % | 2.66% | 0.54% | 1.84% | 4.82% | 11.39% | 1.15% | 1.07% | 0.28% | 23.75% | 11.73% | 0.06% | 3.81% | 0.00% | 0.00% | 39.35% | |

Totals may not add due to rounding.
*Firms classified as 8(a) by the Small Business Administration include non diverse suppliers

Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

| Data on Number of Suppliers ¹ | | | | | | | | | | | | | | |
|--|-------------------------|------------|----------|-----------|----------|-------------|--------------------|-------------------------------|------------|----------|-----------|----------|-------------|------------|
| # of Diverse Suppliers | Revenue Reported to CHS | | | | | | | Utility-Specific 2022 Summary | | | | | | |
| | MBE | WBE | LGBTBE | DVBE | PDBE | Other 8(a)* | Total ² | MBE | WBE | LGBTBE | DVBE | PDBE | Other 8(a)* | Total |
| Under \$1M | 51 | 46 | 3 | NA | 0 | 0 | 100 | 172 | 142 | 6 | 29 | 0 | 0 | 349 |
| Under \$5M | 77 | 83 | 3 | NA | 0 | 0 | 163 | 44 | 61 | 2 | 7 | 0 | 0 | 114 |
| Under \$10M | 33 | 44 | 0 | NA | 0 | 0 | 77 | 21 | 26 | 0 | 5 | 0 | 0 | 52 |
| Above \$10M | 118 | 94 | 2 | NA | 0 | 0 | 214 | 42 | 38 | 0 | 8 | 0 | 0 | 88 |
| TOTAL | 279 | 267 | 8 | 49 | 0 | 0 | 603 | 279 | 267 | 8 | 49 | 0 | 0 | 603 |

| Revenue and Payment Data ¹ | | | | | | | | | | | | | | |
|---------------------------------------|-------------------------|----------------------|------------------|--------------------|----------|-------------|----------------------|-------------------------------|----------------------|------------------|--------------------|----------|-------------|----------------------|
| Revenue of Diverse Suppliers | Revenue Reported to CHS | | | | | | | Utility-Specific 2022 Summary | | | | | | |
| | MBE | WBE | LGBTBE | DVBE | PDBE | Other 8(a)* | Total ² | MBE | WBE | LGBTBE | DVBE | PDBE | Other 8(a)* | Total |
| Under \$1M | 63,858,658 | 64,007,754 | 1,995,633 | NA | 0 | 0 | 129,862,045 | 37,926,717 | 29,269,792 | 794,915 | 6,258,746 | 0 | 0 | 74,250,170 |
| Under \$5M | 119,027,464 | 135,745,237 | 539,615 | NA | 0 | 0 | 255,312,316 | 103,863,316 | 134,165,605 | 6,734,983 | 15,883,639 | 0 | 0 | 260,647,543 |
| Under \$10M | 43,069,496 | 157,756,133 | 0 | NA | 0 | 0 | 200,825,629 | 149,005,707 | 177,318,255 | 0 | 34,198,650 | 0 | 0 | 360,522,612 |
| Above \$10M | 2,662,011,825 | 1,069,557,990 | 4,994,650 | NA | 0 | 0 | 3,736,564,466 | 2,597,171,703 | 1,086,313,462 | 0 | 406,707,067 | 0 | 0 | 4,090,192,232 |
| TOTAL | 2,887,967,443 | 1,427,067,114 | 7,529,898 | 463,048,103 | 0 | 0 | 4,785,612,558 | 2,887,967,443 | 1,427,067,114 | 7,529,898 | 463,048,103 | 0 | 0 | 4,785,612,558 |

NOTES:

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

CHS: CPUC Supplier Clearinghouse

¹Includes direct and subcontracting diverse suppliers

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

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

PG&E is committed to fostering a culture where diversity, equity, and inclusion are fundamental to our work. This includes helping to ensure that our coworkers always feel safe on the job, their voices and ideas are heard, and that everyone experiences a sense of belonging and can bring their whole selves to work. We also remain focused on representing the broad diversity of our hometowns.

PG&E Workforce Demographics (%)

| Category | Percentage |
|---------------------------------------|--------------|
| Women | 26.0% |
| Ethnic Minorities | 48.9% |
| • American Indian or Alaskan Native | 1.2% |
| • Asian | 14.3% |
| • Black/African American | 6.7% |
| • Hispanic/Latino | 21.7% |
| • Native Hawaiian or Pacific Islander | 0.8% |
| • Two or more races | 4.2% |
| IWD | 8.0% |

PG&E Corporation and Utility Board Diversity (#)

| Category | PG&E Corporation Board Diversity | Pacific Gas and Electric Company Board Diversity |
|---------------------------------------|----------------------------------|--|
| Women | 4 | 4 |
| Ethnic Minorities | | |
| • American Indian or Alaskan Native | 0 | 0 |
| • Asian | 1 | 1 |
| • Black/African American | 1 | 2 |
| • Hispanic/Latino | 1 | 1 |
| • Native Hawaiian or Pacific Islander | 0 | 0 |
| • Two or more races | 0 | 0 |
| Other Board Members | 6 | 6 |
| Total Board Members | 13 | 14 |

NOTES:

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

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

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

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

Annual Energy Product Results by Ethnicity and Diverse Supplier Certification

| | | Direct Power Purchases \$ | Direct Fuels for Generation \$ ⁶ | | Totals\$ ¹ | | | % ² |
|---|------------------------------|--|---|-------------|-----------------------|--------------------|-----------------------|----------------|
| | | RENEWABLE AND NON-RENEWABLE POWER PRODUCTS | DIESEL | NATURAL GAS | DIRECT ³ | SUB | TOTAL \$ ⁴ | |
| MALE | African American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| | Asian Pacific American | \$0 | \$0 | \$0 | \$0 | \$10,574 | \$10,574 | 0.00% |
| | Hispanic American | \$0 | \$0 | \$0 | \$0 | \$712,196 | \$712,196 | 0.02% |
| | Native American | \$0 | \$0 | \$0 | \$0 | \$49,062 | \$49,062 | 0.00% |
| | Total Minority Male | \$0 | \$0 | \$0 | \$0 | \$771,832 | \$771,832 | 0.02% |
| FEMALE | African American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| | Asian Pacific American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| | Hispanic American | \$0 | \$335,932 | \$0 | \$335,932 | \$23,086 | \$359,018 | 0.01% |
| | Native American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| | Total Minority Female | \$0 | \$335,932 | \$0 | \$335,932 | \$23,086 | \$359,018 | 0.01% |
| Total Minority Business Enterprise (MBE) | | \$0 | \$335,932 | \$0 | \$335,932 | \$794,918 | \$1,130,850 | 0.03% |
| Women Business Enterprise (WBE) | | \$0 | \$0 | \$0 | \$0 | \$2,249,641 | \$2,249,641 | 0.06% |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | | \$0 | \$0 | \$0 | \$0 | \$6,714 | \$6,714 | 0.00% |
| Disabled Veteran Business Enterprise (DVBE) | | \$0 | \$0 | \$0 | \$0 | \$367,620 | \$367,620 | 0.01% |
| Persons with Disabilities Business Enterprise (PDBE) | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| Other 8(a)⁵ | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | 0.00% |
| Total Supplier Diversity Spend | | \$0 | \$335,932 | \$0 | \$335,932 | \$3,418,893 | \$3,754,825 | 0.10% |

| | |
|--|------------------------|
| Net Power Procurement | \$3,730,987,441 |
| Net Direct Power Purchases | \$3,133,134,915 |
| Net Direct Fuels for Generation | \$597,852,526 |

NOTES:

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

² %: Percentage of Net Procurement.

³ Includes 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 (50 USC 156 Section 1.3.13).

⁶ Public version excludes Nuclear spend

Totals may not add due to rounding.

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

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

| | | Natural Gas \$ | | LPG \$ ¹ | | Totals ² | | | % ³ |
|---|------------------------------|----------------|--------------|---------------------|-----------|---------------------|-----------|--------------|----------------|
| | | SHORT TERM | LONG TERM | SHORT TERM | LONG TERM | TOTAL NATURAL GAS | TOTAL LPG | TOTAL \$ | |
| MALE | African American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | Asian Pacific American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | Hispanic American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | Native American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | Total Minority Male | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| FEMALE | African American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | Asian Pacific American | \$0 | \$12,609,120 | \$0 | \$0 | \$12,609,120 | \$0 | \$12,609,120 | 0.76% |
| | Hispanic American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | Native American | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| | Total Minority Female | \$0 | \$12,609,120 | \$0 | \$0 | \$12,609,120 | \$0 | \$12,609,120 | |
| Total Minority Business Enterprise (MBE) | | \$0 | \$12,609,120 | \$0 | \$0 | \$12,609,120 | \$0 | \$12,609,120 | 0.76% |
| Women Business Enterprise (WBE) | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE) | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| Disabled Veteran Business Enterprise (DVBE) | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| Persons with Disabilities Business Enterprise (PDBE) | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| Other 8(a)⁴ | | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | \$0 | |
| Total Supplier Diversity Spend | | \$0 | \$12,609,120 | \$0 | \$0 | \$12,609,120 | \$0 | \$12,609,120 | 0.76% |

| | |
|------------------------------------|-----------------|
| Net Fuel Procurement | \$1,655,588,404 |
| Net Natural Gas Procurement | \$1,655,588,404 |
| Net LPG Procurement | \$0 |

NOTES:

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

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

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 (50 U.S.C. 1.3.13).

Totals may not add due to rounding.

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