

2024 workforce data detail^{1, 2}

	Total workforce (%)	Salaried employees (%)	Company leadership (%) ³
Workforce diversity (U.S. employees)⁴			
White	39	41	65
Hispanic	38	31	15
Asian	10	15	8
Black/African American	9	7	7
Two or more races	3	4	3
Native Hawaiian or other Pacific Islander	0.7	0.8	0.5
American Indian/Alaska Native	0.7	0.5	0.2
Not specified	2	2	1.2
Gender representation			
Women	28	35	37
Men	72	65	63
Not Specified	0.06	0	0
Tenure representation			
0-2 years	22	14	10
3-5 years	18	17	6
6-10 years	17	19	15
11-20 years	23	28	36
>20 years	19	23	33

1 Unless otherwise specified, this workforce data detail supplement includes information as of Dec. 31, 2024, or for the 2024 calendar year. We include data for entities that Sempra wholly owns or in which Sempra holds an interest, as follows: Sempra California (workforce data for Sempra's California energy delivery subsidiaries are included at 100%); Sempra Texas (although Sempra owns 80.25% of Oncor, data for Oncor are included at 100%; data from Sharyland Utilities are not included); and Sempra Infrastructure (although Sempra owns a 70% interest in Sempra Infrastructure Partners (SI Partners), data are included at 100% for consolidated entities in which SI Partners holds at least a 50% interest other than the Cameron LNG facility). References in this document to "Sempra," "we," "our," "us," "our companies," "our growth platforms," "our businesses," "our employees" and similar phrases refer to the entities included in the reporting boundary, as described above. In all other instances, these phrases refer to Sempra and its consolidated entities, collectively, unless otherwise stated or indicated by the context.

2 Percentage totals within this workforce data detail supplement are +/- 1% due to rounding.

3 Company leadership includes director-level employees and officers.

4 Race and ethnicity as defined by the U.S. EEOC includes race and ethnic categories that are not applicable to our employees based in Mexico. Employees in Mexico are therefore not reflected in this supplement where data on race is presented.

2024 workforce data detail (continued)

Movements in 2024	Total workforce (%)
Hires	
Women	31
Men	69
Not Specified	0.12
Promotions	
Women	29
Men	71
Not specified	0.07
Turnover¹	
Women	31
Men	69
Hires	
White	41
Hispanic	33
Asian	12
Black/African American	9
Two or more races	3
Native Hawaiian or other Pacific Islander	0.6
American Indian/Alaska Native	0.6
Not specified	2
Promotions	
White	40
Hispanic	39
Asian	9
Black/African American	6
Two or more races	3
Native Hawaiian or other Pacific Islander	1
American Indian/Alaska Native	1
Not specified	1

Movements in 2024	Total workforce (%)
Turnover¹	
White	47
Hispanic	27
Asian	13
Black/African American	7
Two or more races	3
Native Hawaiian or other Pacific Islander	0.5
American Indian/Alaska Native	0.7
Not specified	3
Promotions	
0-2 years	23
3-5 years	27
6-10 years	22
11-20 years	19
>20 years	9
Turnover	
0-2 years	36
3-5 years	19
6-10 years	11
11-20 years	12
>20 years	21

Ratio of women to men base salary (U.S. employees) ²	Women	Men
Executive	0.84	1.00
Management ³	1.02	1.00
Non-management – same jobs ⁴	0.99	1.00
Non-management – all jobs	0.92	1.00

1 Turnover includes voluntary and involuntary terminations. Data for individuals who do not specify their gender is currently not reported.

2 Excludes employees in Mexico and Oncor. Pay is driven by many individualized factors, which are not controlled for here, including but not limited to tenure, overall experience and performance.

3 Management includes all directors, managers and supervisors.

4 This represents the base pay for all non-executive and non-management employees in the same job title.

Workforce data according to U.S. Equal Employment Opportunity Commission (EEOC) Job Categories¹

2023 Employer Information Report EEO-1, Consolidated Report Section D – Employment Data															
Job Categories	Hispanic or Latino		Not Hispanic or Latino												Overall Totals
	Male	Female	Male						Female						
			White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executives/Sr. Officials & MGRS	5	6	30	3	6	0	0	2	18	3	2	0	0	0	75
First/Mid Officials & MGRS	547	194	722	91	151	16	12	66	314	45	110	5	5	30	2,308
Professionals	971	768	1,238	187	562	27	18	129	749	177	427	19	7	124	5,403
Technicians	540	42	378	60	82	8	8	38	22	8	9	1	1	4	1,201
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	335	792	145	56	83	5	1	24	250	121	103	7	5	51	1,978
Craft Workers	1,688	41	940	147	150	34	23	77	23	6	2	0	4	1	3,136
Operatives	341	28	131	37	31	7	5	14	10	6	3	1	1	3	618
Laborers & Helpers	45	6	34	7	2	3	2	6	2	0	0	0	0	1	108
Service Workers	15	1	3	0	0	0	0	1	0	0	0	0	0	0	20
Total	4,487	1,878	3,621	588	1,067	100	69	357	1,388	366	656	33	23	214	14,847
Previous Report Total	4,227	1,776	3,569	565	1,035	98	66	328	1,376	366	632	36	23	207	14,304

¹ Represents 2024 EEOC submittal for Sempra for calendar year 2023, with the exception of women to men base salary which is not reported.