



2020 CORPORATE SUSTAINABILITY REPORT
INNOVATION, SUSTAINABILITY AND LEADERSHIP

SERVING OUR STAKEHOLDERS

At Sempra, we believe we can shape the future. We aim to build greater resilience and create enduring, sustainable value for our shareholders, employees, customers and the communities in which we operate. We accomplish this by the way we engage with our stakeholders, build and reinforce our safety culture, create a high performing and inclusive culture, support our customers, and engage with regulators and policy makers.


SHAREHOLDERS

including institutional investors and retail investors, many of whom are current or former employees

**REGULATORS
AND
LEGISLATORS**

from across the U.S. and Mexico

**OVER 36
MILLION
ENERGY
CONSUMERS**

in California, Texas and Mexico

**MORE THAN
19,000
EMPLOYEES**

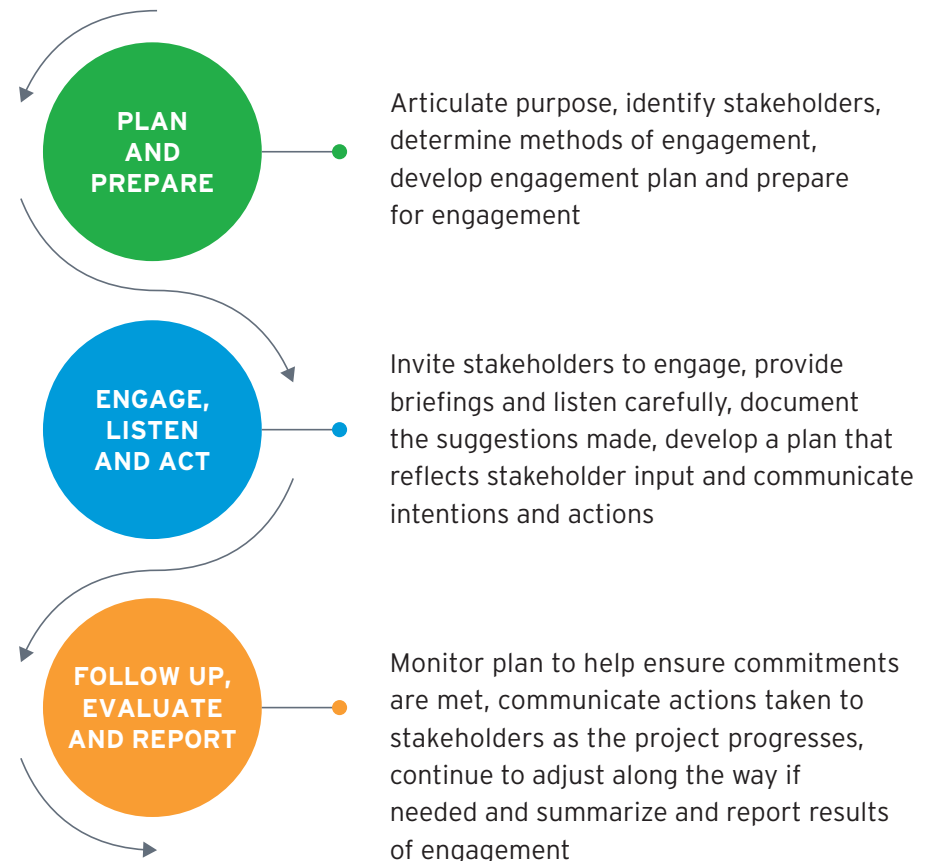


**THOUSANDS
OF
SUPPLIERS**

who support our businesses



Across the Sempra family of companies, we engage with our stakeholders to listen, learn and find ways to improve.



Building and reinforcing a safety culture

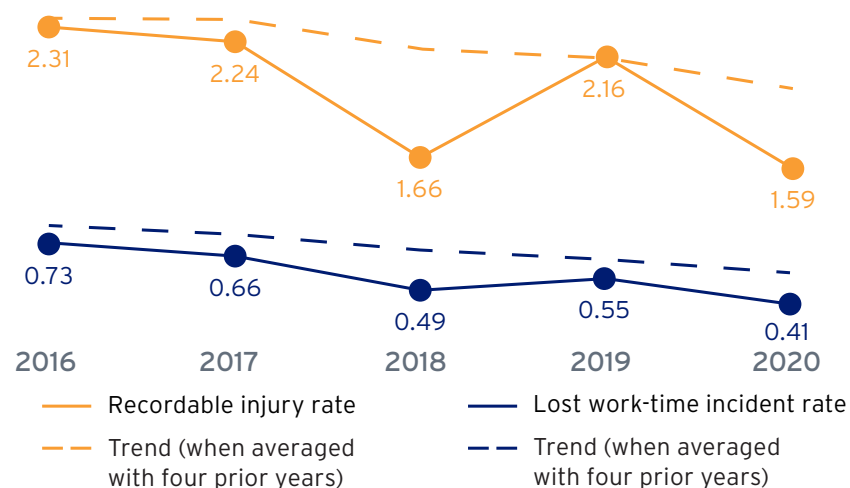
In our safety-focused culture, safety is much more than a “check-the-box” exercise. Our goal is for everyone to feel responsible for their own safety and that of others. We made progress toward that goal in 2020 when all operating companies achieved decreases in the employee recordable injury rate compared to 2019.

Driving a high-performance culture

At Sempra, we understand that a high-performance culture must be an inclusive one. When our employees are trained, valued and challenged to take initiative, our business thrives. To protect and build on our company culture, we aligned the Sempra companies under a refreshed set of values:

- Do the right thing
- Champion people
- Shape the future

Employee safety incidents, per 100 full-time workers



Representative public safety areas of focus



Customer education - public information campaigns such as “Dial 8-1-1 before you dig”



Pipeline testing - testing and replacing natural gas pipelines and upgrading valves to enable automatic or remote response



Electric upgrades - upgrading electrical cables, wires and other equipment



Outage mapping - installing smart-grid devices that can identify the location of an outage



Undergrounding - repositioning electric lines underground



Wood-to-steel - converting power poles from wood to steel, improving wildfire resistance



Wildfire prevention and preparedness - including public safety power shutoffs



Physical and cyber security - assessing and mitigating vulnerabilities related to deliberate attacks on energy infrastructure or customer information systems



Driving a high-performance culture (continued)

At the heart of our value to champion people is our commitment to investing in people and an inclusive environment. Doing so not only elevates our performance, but also helps us to partner responsibly. In 2020, we took steps to improve equity in our workplace and in the communities we serve by, among other things, establishing an enterprise-wide equity action plan to guide our path forward. The plan is centered around five strategic pillars and three core goals:

Strategic pillars:

1. Leading from the top
2. Accelerating engagement
3. Creating opportunity
4. Driving conscious inclusion
5. Partnering with communities

Goals:

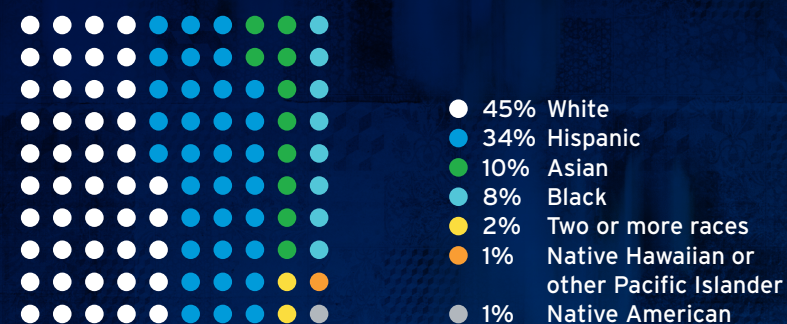
1. To increase the number of employees from under-represented communities in our workforce;
2. To increase the number of organizational leaders at all levels from under-represented communities; and
3. To create new enterprise-wide initiatives to support communities of color with (a) targeted volunteer and charitable giving programs and (b) re-invigorated diverse spending goals with our community partners.

Key D&I metrics

Women in our workforce (company-wide)



Workforce diversity (Semptra U.S. employees³)



People of color in our workforce (Semptra U.S. employees)



Ratio of female to male base salary (Semptra U.S. employees²)



¹ Employees in positions that place them in the top 2% of the company.

² Does not include compensation data for Oncor.

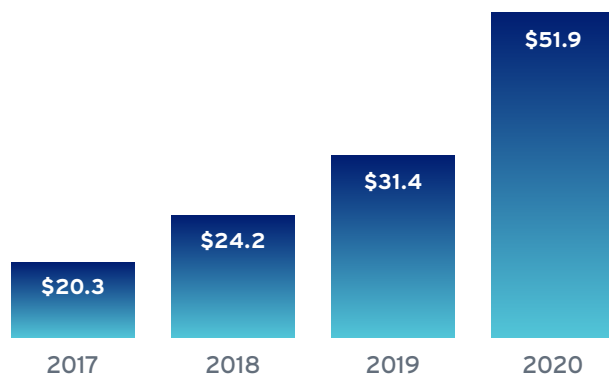
³ Due to rounding, percentages do not add up to 100.

Supporting customers and communities

In 2020, Sempra aligned its corporate citizenship program with our vision, mission and values by creating a framework that anchors our investments in three areas: climate action, D&I and economic prosperity.

Sempra and our operating companies and the Sempra Energy Foundation contributed nearly **\$52 million** to charities and other nonprofit civic and community groups. This included more than **\$14.1 million** in support of community-based organizations engaged in the response to the COVID-19 pandemic.

Sempra and Sempra Energy Foundation community giving¹



¹ 2019 and 2020 figures include \$7.5 million and \$10 million, respectively, in one-time donations to donor advised funds.

Engaging with regulators and policymakers

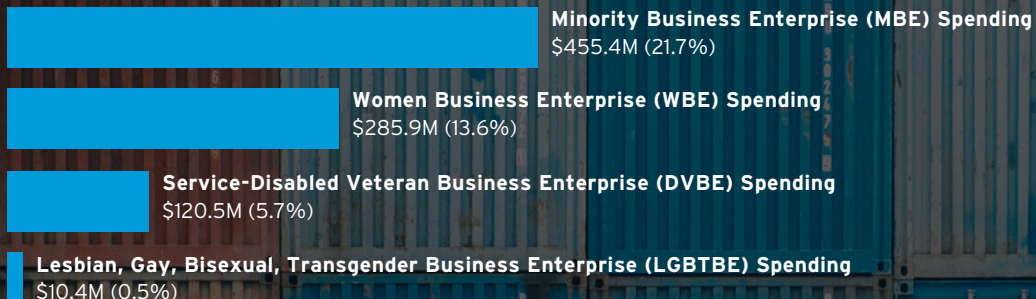
We work to align our direct lobbying activities with the relevant policies of global multi-lateral collaborations and the legislative and regulatory jurisdictions in which we operate, such as the Paris Agreement.

Our operating companies actively participate in several trade associations focused on the important business and technical issues of our industry and the interests of our stakeholders. Sharing our views, hearing the views of others and providing feedback within these associations allows us to voice our perspectives on proposed legislation and regulations in an educated and thoughtful manner.



Supplier diversity highlights

SDG&E



SoCalGas



Oncor



To learn more about Sempra's sustainability achievements, efforts and goals, download our 2020 corporate sustainability report: *[Innovation, Sustainability and Leadership](#)*.

Supply chain

We look to our suppliers as partners in creating a culture and environment that fosters continuous improvement and innovation across every area of our business. That means challenging the status quo, embracing supplier diversity and broadening our collaboration efforts with our suppliers and community-based organizations. In 2020:

- SDG&E and SoCalGas' supplier diversity spending reached above 40%, far exceeding the California Public Utilities Commission's goal of 21.5%.
- Oncor issued \$450 million pursuant to its sustainable bond framework. Proceeds are intended to finance or refinance expenditures with minority and women-owned business suppliers.
- Our California utilities remained focused on enhancing their sustainable supply chain efforts.

* In September 2020, Oncor issued \$450 million principal amount of senior secured notes pursuant to its sustainable bond framework. Proceeds of the offering are intended to be used to finance or refinance expenditures with minority- and women-owned business suppliers.