

2025 Sempra workforce data detail^{1, 2}

	Total workforce (%)	Salaried employees (%)	Company leadership (%) ³
Race and ethnicity (U.S. employees) ⁴			
White	39	40	66
Hispanic	38	32	14
Asian	9	14	8
Black/African American	7	6	7
Native Hawaiian or other Pacific Islander	0.7	0.7	0.5
American Indian/Alaska Native	0.6	0.5	0.2
Two or more races	3	4	3
Not specified	2	2	1
Gender representation			
Women	28	35	37
Men	72	65	63
Not Specified	0.06	0.0	0.0
Tenure representation			
0-2 years	20	11	10
3-5 years	21	18	6
6-10 years	18	20	15
11-20 years	24	29	36
>20 years	18	21	33

¹ Unless otherwise specified, this workforce data detail supplement includes information from Jan. 1, 2025 to Dec. 31, 2025. 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 is included at 100%); Sempra Texas (although Sempra owns 80.25% of Oncor, data for Oncor is included at 100%; data from Sharyland Utilities is not included); and Sempra Infrastructure (although Sempra owns a 70% interest in Sempra Infrastructure Partners (SI Partners), data is 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. Certain ring-fencing measures, governance mechanisms and commitments limit our ability to direct the management, policies and operations of Oncor, which has its own board of directors (a majority of which are independent directors) that oversees the management of its activities and sets its company policies. Oncor sets its own sustainability goals and policies and maintains its own governance structure separate and apart from Sempra.

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. Equal Employment Opportunity Commission includes race and ethnic categories that are not applicable to our employees based in Mexico. Employees based in Mexico are therefore not reflected in this supplement where data on race is presented.

Movements in 2025	%
Hires	
Women	28
Men	72
Not Specified	0.06
Promotions	
Women	31
Men	69
Not specified	0.08
Turnover ⁵	
Women	33
Men	67
Not specified	0
Hires	
White	46
Hispanic	32
Asian	8
Black/African American	8
Native Hawaiian or other Pacific Islander	0.4
American Indian/Alaska Native	0.8
Two or more races	3
Not specified	2
Promotions	
White	46
Hispanic	34
Asian	7
Black/African American	6
Native Hawaiian or other Pacific Islander	1
American Indian/Alaska Native	1
Two or more races	4
Not specified	1

Movements in 2025	%
Turnover ⁵	
White	43
Hispanic	29
Asian	12
Black/African American	8
Native Hawaiian or other Pacific Islander	1
American Indian/Alaska Native	0.9
Two or more races	4
Not specified	3
Promotions	
0-2 years	21
3-5 years	29
6-10 years	23
11-20 years	18
>20 years	8
Turnover	
0-2 years	23
3-5 years	16
6-10 years	11
11-20 years	15
>20 years	36

Ratio of women to men base salary (U.S. employees) ⁶	Women	Men
Executive	0.89	1.00
Management ⁷	1.03	1.00
Non-management - same jobs ⁸	0.99	1.00
Non-management - all jobs	0.93	1.00

⁵ Turnover includes voluntary and involuntary terminations.

⁶ 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.

⁷ Management includes all directors, managers and supervisors.

⁸ This represents the base pay for all non-executive and non-management employees in the same job title.