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**VIA ELECTRONIC MAIL**

Caroline Thomas Jacobs, Director  
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March 13, 2023

Re: San Diego Gas & Electric Company's Documentation of Compliance with Executive Compensation Provisions of Public Utilities Code § 8389(e) and the Office of Energy Infrastructure Safety Guidance

Dear Director Jacobs,

In response to the Office of Energy Infrastructure Safety's (Energy Safety) Executive Compensation Structure Submission Guidelines (2023 Guidelines), and in accordance with Public Utilities Code §§ 8389(e)(4) and (e)(6), San Diego Gas & Electric Company (SDG&E or Company) submits its request for approval of its 2023 executive compensation structure. SDG&E's executive compensation structure reflects its company values to "do the right thing," and "champion people." As described in the attached submission, safety—including but not limited to wildfire safety—remains a cornerstone of the Company's incentive compensation structure.

The enclosed submission demonstrates that SDG&E's executive compensation structure complies with the statutory requirements of Assembly Bill (AB) 1054. SDG&E's 2023 executive compensation structure carries forward numerous elements that were included in its 2022 executive compensation structure – which Energy Safety approved. As described in the enclosed submission, any revisions continue to promote safety as a priority and meet statutory requirements.

Please contact me if you have any questions or concerns regarding this submission.

Respectfully submitted,  
*/s/ Laura M. Fulton*  
Attorney for  
San Diego Gas and Electric  
Company

## Section 1: Incentive Compensation Components

**Instructions:** In Table 1.1, for each executive officer subject to the executive compensation filing requirements, provide the executive title and function, the executive name (if the executive is classified as an Officer of the Company per the Company’s website), the target percentage of Short-Term Incentives (STIP) and Long-Term Incentives (LTIP) as a proportion of Total Incentive Compensation (TIC) for the appropriate 2023 filing year. See the definition of the proceeding terms in Attachment 2.

For purposes of calculating the percentage of TIC, use the grant value of the compensation as determined for accounting purposes. Grant value is the value that is disclosed in proxy statement summary compensation tables for executive officers who are proxy officers. Percentages must be specified for each executive officer and not a range for various position levels.

**Table 1.1  
Incentive Compensation at the Target Level**

Executive Title/ Function and Name (where applicable)	Target STIP as a Percent of TIC	Target LTIP as a Percent of TIC <sup>1</sup>
██████████	25%	75%
████████████████████	26%	74%
████████████████████████	26%	74%
████████████████████████████	35%	65%
████████████████████████	28%	72%

**Instructions:** In Table 1.2, for each executive officer subject to the executive compensation filing requirements, provide the executive title and function, the executive name (if the executive is classified as an Officer of the Company per the Company’s website), the target percentage of Base Salary, STIP and LTIP as a proportion of Total Direct Compensation (TDC) for the appropriate 2023 filing year. See the definition of the proceeding terms in Attachment 2.

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<sup>1</sup> SDG&E’s LTIP calculations do not include special time-restricted stock-based compensation in the form of recognition awards and made in the sole discretion of SDG&E’s parent corporation, Sempra. Sempra’s Energy With Purpose Awards Policy is designed to recognize exemplary performance made by individuals or teams who contribute to Sempra’s values and goals and apply to all Sempra employees. These are post-performance awards that may be paid outside or after the year(s) of performance and are not a component of the executives’ guaranteed or incentive compensation structures.

**Table 1.2  
Total Direct Compensation at the Target Level**

Executive Title/ Function and Name (where applicable)	Target Base Salary as a Percent of TDC	Target STIP as a Percent of TDC	Target LTIP as a Percent of TDC
[REDACTED]	26%	18%	55%
[REDACTED]	30%	18%	51%
[REDACTED]	30%	18%	51%
[REDACTED]	44%	20%	37%
[REDACTED]	36%	18%	46%

## Section 2: Executive Officer Exclusion Rationale

**Instructions:** For the purpose of completing Table 2.1, include all the positions of the highest three tiers of the executives or officers of the electrical corporation that do not fit within the definition of “executive officers” as defined in Public Utilities Code section 451.5(c). For those positions, provide a simple explanation regarding why the executives holding those positions are not considered “executive officers” as set forth in Public Utilities Code section 451.5(c) (See Attachment 4).

Include all positions within a tier in the table.

**Table 2.1  
Pub. Util. Code § 451.5(c) Exclusion Rationales**

Executive Title/ Function	
<b>SDG&amp;E SVP, Customer Service &amp; External Affairs</b>	SDG&E has excluded the SVP as this is not a policy making role, and the individual does not perform policy making functions.
<b>SDG&amp;E SVP, Electric Operations</b>	SDG&E has excluded the SVP as this is not a policy making role, and the individual does not perform policy making functions.
<b>SDG&amp;E SVP, CIO &amp; Chief Digital Officer</b>	SDG&E has excluded the SVP as this is not a policy making role, and the individual does not perform policy making functions.
<b>SVP, State Government Affairs &amp; Chief Regulatory Officer</b>	SDG&E has excluded the SVP as this is not a policy making role, and the individual does not perform policy making functions.

- i) Definition of policy making: Explain how the electrical corporation defines policy making for purposes of the inclusion or exclusion of personnel pursuant to Public Utilities Code section 451.5(c):

Consistent with Securities and Exchange Commission (SEC) Rule 3b-7, and precedent of the California Public Utilities Commission interpreting the Rule, SDG&E defines policy making functions as performed by “senior-level management, responsible for policy decisions of the company, and directly answerable to the [utility’s] Board of Directors because their hiring and firing are determined by the Board.” (See 17 C.F.R. § 240.3b-7; D.21-08-036 at 418-419.)

## Section 3: Short-Term Incentive Program (STIP)

**Instructions:** The STIP includes all performance-based compensation awarded on a performance term of less than three years. If the electrical corporation uses more than one short-term incentive mechanism, repeat this information for each mechanism (e.g., quarterly and annually).

### Section 3a: STIP Structure

**Instructions:** Provide the requested 2023 STIP information regarding payment type, triggers, deductions, the use of individual performance modifiers, the use of company performance modifiers, the use of thresholds, targets, and maximums and the associated percentages, and how performance between categories is interpolated.

**i) STIP Payment Type** (check one):

Cash:  Other:

If other, describe the other type of STIP payment:

**ii) Use of Any Performance Triggers**

Does the electrical corporation's 2023 STIP use any performance triggers (e.g., must achieve annual earnings per share before any STIP payments are made)?

Check one: Yes:  No:

If "Yes", please describe any performance triggers:

If SDG&E's earnings are below minimum, the ICP payout for the Operational Goals other than Safety shall be discretionary as determined by the SDG&E Board of Directors.

**iii) Use of Any Automatic Deductions**

Does the electrical corporation's 2023 STIP have any automatic non-discretionary deductions (e.g., failure to achieve WMP targets results in X% reduction, catastrophic wildfire results in zeroing out all safety metrics)? Check one:

Yes:  No:

If "Yes," describe all automatic, non-discretionary deductions:

**iv) Use of Any Specifically Defined Discretionary Deductions** Does the electrical corporation's 2023 STIP have any defined deductions (e.g., foundational, deduct only goals) that are part of

the compensation structure? Check one:

Yes:  No:

If "Yes," describe all specific/defined discretionary deductions that are part of the structure:

**v) Use of Performance Range – 2022**

Were the 2022 STIP payouts based on a performance range (i.e., below minimum/threshold, minimum/threshold, target, maximum)? Check one:

Yes:  No:

Did the electrical corporation use one range for all 2022 STIP metrics or differing ranges based on the category of metric? Check one:

One range for all metrics:  Multiple ranges:

If multiple ranges are used, explain why:

Provide the 2022 STIP metric performance range(s):

**Table 3a.1  
2023 STIP Metric Performance Range(s)**

	<b>Below Minimum</b>	<b>Minimum</b>	<b>Target</b>	<b>Maximum</b>
<b>EMPLOYEE &amp; PUBLIC SAFETY OPERATIONS</b>				
<b>Electric Safety and Reliability</b>				
<b>Wildfire &amp; PSPS System Hardening</b>	0%	0%	100%	200%
<b>Vegetation Contacts in HFTD</b>	0%	0%	100%	200%
<b>PSPS Average Circuit Restoration Time (Hours)</b>	0%	0%	100%	200%
<b>Electric Overhead Fault Rate During Elevated Fire Potential</b>	0%	0%	100%	200%
<b>System Average Interruption Duration Index (SAIDI)</b>	0%	0%	100%	200%
<b>Annual Average Phishing Report Rate</b>	0%	0%	100%	200%
<b>Gas Safety</b>				
<b>Distribution Integrity Management Program - Miles of Vintage Mains &amp; Services Replaced</b>	0%	0%	100%	200%
<b>Damage Prevention (Damages per USA Ticket Rate)</b>	0%	0%	100%	200%
<b>P1 Gas Response Time (Minutes)</b>	0%	0%	100%	200%
<b>Employee Safety</b>				
<b>Lost Time Incident (LTI) Rate</b>	0%	0%	100%	200%
<b>Controllable Motor Vehicle Incidents (CMVI)</b>	0%	0%	100%	200%
<b>Field Observations</b>	0%	0%	100%	200%
<b>Near Misses Reported</b>	0%	0%	100%	200%
<b>CUSTOMER SERVICE</b>				
<b>SDG&amp;E Listens Survey (Voice of the Customer)</b>	0%	0%	100%	200%
<b>DIVERSITY AND INCLUSION/SUSTAINABILITY</b>				
<b>Diversity and Inclusion Action Plan Progress</b>	0%	0%	100%	200%
<b>Supplier Diversity</b>	0%	0%	100%	200%

<b>Community Relations</b>	0%	0%	100%	200%
<b>Virtual Power Plant - Phase of Production</b>	0%	0%	100%	200%
<b>FINANCIAL GOALS (in Millions)</b>				
<b>SRE Earnings</b>	0%	0%	100%	200%
<b>SDG&amp;E Earnings</b>	0%	0%	100%	200%



Describe the interpolation method between categories (e.g., straight line):

Straight line interpolation between minimum and target and target and maximum for all goals except those noted below.

Payout scale for earnings goals is zero at minimum, 50% of target at performance at the minimum + 25% of the difference between minimum and target, 100% of target and straight-line interpolation between target and maximum.

**vi) Use of a Performance Range - 2023**

Do the 2023 STIP payouts include a performance range (i.e., below minimum/threshold, minimum/threshold, target, maximum)? Check one:

Yes:  No:

Is the electrical corporation using one range for all 2023 STIP metrics or differing ranges based on the category of metric)? Check one:

One range for all metrics:  Multiple ranges:

If multiple ranges are used, explain why:

The payout at minimum/threshold performance is 0% for all metrics except the earnings metrics.

A 50% payout for earnings at the minimum/threshold level is appropriate based on the earnings goals at the minimum/threshold level.

Provide the 2023 STIP metric performance range(s):

**Table 3a.2  
2023 STIP Metric Performance Range(s)**

	Below Minimum	Minimum	Target	Maximum
<b>OPERATING GOALS</b>				
<b>EMPLOYEE &amp; PUBLIC SAFETY/SUSTAINABILITY</b>				
<b><u>Electric Safety and Reliability</u></b>				
<b>Wildfire &amp; PSPS System Hardening</b>	0%	0%	100%	200%
<b>Vegetation Contacts in HFTD</b>	0%	0%	100%	200%
<b>PSPS Average Circuit Restoration Time (Hours)</b>	0%	0%	100%	200%
<b>Electric Overhead Fault Rate During Elevated Fire Potential</b>	0%	0%	100%	200%
<b>Annual Average Phishing Report Rate</b>	0%	0%	100%	200%

<b><u>Gas Safety</u></b>				
<b>Distribution Integrity Management Program - Miles of Vintage Mains &amp; Services Replaced</b>	0%	0%	100%	200%
<b>Damage Prevention (Damages per USA ticket rate)</b>	0%	0%	100%	200%
<b>P1 Gas Response Time (Minutes)</b>	0%	0%	100%	200%
<b><u>Employee Safety</u></b>				
<b>Lost Time Incident (LTI) Rate</b>	0%	0%	100%	200%
<b>Controllable Motor Vehicle Incidents (CMVI)</b>	0%	0%	100%	200%
<b>Field Observations</b>	0%	0%	100%	200%
<b>Near Misses Reported</b>	0%	0%	100%	200%
<b>OTHER OPERATIONAL/ SUSTAINABILITY</b>				
<b>Customer Service Value</b>	0%	0%	100%	200%
<b>ESG Project Progress</b>	0%	0%	100%	200%
<b>Diversity, Equity and Inclusion Action Plan Progress</b>	0%	0%	100%	200%
<b>Community Relations: Underserved Communities</b>	0%	0%	100%	200%
<b>Supplier Diversity</b>	0%	0%	100%	200%
<b>System Average Interruption Duration Index (SAIDI)</b>	0%	0%	100%	200%
<b>FINANCIAL GOALS</b>				
<b>SRE Earnings</b>	0%	50%	100%	200%
<b>SDG&amp;E Earnings</b>	0%	50%	100%	200%

Describe the interpolation method between categories:

Straight line interpolation between minimum and target and target and maximum for all goals.

Did the performance range change for any metrics between 2022 and 2023? Check one:

Yes:  No:

If Yes, describe and quantify the change for each such metric:

A 50% payout for earnings at the minimum/threshold level is appropriate based on the earnings goals at the minimum/threshold level.

**vii) Use of Performance Modifiers – 2022 Actual**

Did the electrical corporation’s 2022 STIP involve the use of any of the following types of performance modifiers?

Individual Performance Modifier- 2022, check one:

Yes:  No:

If Yes, Describe each performance modifiers:

If Yes, quantify for each executive their individual performance modifiers:

**Table 3a.3  
Individual Performance Modifiers – 2022 Actual**

SDG&E did not apply individual performance modifiers in 2022, thus Table 3a.3 is not applicable.

Did the electrical corporation’s 2022 STIP involve the use of any of the following types of performance modifiers?

Company Performance Modifier – 2022, check one:

Yes:  No:

If Yes, describe and quantify the impact of the company performance modifier:

Board Discretion, check one:

Yes:  No:

If Yes, describe and quantify the impact of the board’s discretion:

The Company retains the discretion and authority to interpret, amend or modify the plan; to grant incentive awards; as well as to terminate, increase or decrease any incentive award opportunity during the performance period; and to reduce or eliminate any incentive awards that would otherwise be payable at the end of the performance period. The Company, in its sole discretion determines the Company Performance results and award calculations.

The Company shall require the forfeiture, recovery or reimbursement of awards or compensation under this Plan as (i) required by applicable law, or (ii) required under any policy implemented or maintained by the Company pursuant to any applicable rules or requirements of a national securities exchange or national securities association on which any securities of the Company are listed. The Company reserves the right to recoup compensation paid if it determines that the results on which the compensation was paid were not actually achieved. The SDG&E Board may, in its sole discretion, require the recovery or reimbursement of short-term incentive compensation awards from any employee whose fraudulent or intentional misconduct materially affects the operations or financial results of the Company or its subsidiaries.

## Section 3b: 2022 STIP Metrics – Minimum, Target, Maximum and Actual

**Instructions:** Complete Table 3b.1 for the 2022 STIP metrics, adding lines as necessary. See **Attachment 3** for a discussion of categories and sub-categories.

**Table 3b.1  
2022 STIP – Minimum, Target and Maximum Versus Actual**

Category	Sub-Category	Metric	Metric Type	Weight	Min	Target	Max	Actual Performance	Weighted Contribution
Wildfire Safety	Wildfire Mitigation Metrics	Wildfire & PSPS System Hardening	Leading	5%	125	147	170	180	10.00%
Wildfire Safety	Wildfire Mitigation Metrics	Vegetation Contacts in HFTD	Lagging/Outcome	5%	21	15	7	15	5.00%
Wildfire Safety	Wildfire Mitigation Metrics	PSPS Average Circuit Restoration Time (Hours)	Leading	5%	24	22	20	0	10.00%
Wildfire Safety	Wildfire Mitigation Metrics	Electric Overhead Fault Rate During Elevated Fire Potential	Lagging/Outcome	5%	1.47	1.14	0.97	0.90	10.00%
<b>Subtotal: Wildfire Safety</b>				<b>20%</b>					<b>35.00%</b>
Other Safety	Public Safety-Gas	Distribution Integrity Management Program - Miles of Vintage Mains & Services Replaced	Lagging/Outcome	5%	44	49	54	54.7	10.00%

Other Safety	Public Safety-Gas	Damage Prevention (Damages per USA Ticket Rate)	Lagging/Outcome	5%	1.82	1.65	1.57	1.27	10.00%
Other Safety	Emergency Response	P1 Gas Response Time (Minutes)	Lagging/Outcome	5%	33.00	31.50	29.50	28.6	10.00%
Other Safety	Workforce Safety	Lost Time Incident (LTI) Rate	Lagging/Outcome	5%	0.44	0.31	0.18	0.37	2.69%
Other Safety	Workforce Safety	Controllable Motor Vehicle Incidents (CMVI)	Lagging/Outcome	3%	43	35	27	34	3.38%
Other Safety	Workforce Safety	Field Observations	Leading	5%	15,178	16,178	17,178	20,355	10.00%
Other Safety	Workforce Safety	Near Misses Reported	Leading	5%	200	250	350	371	10.00%
<b>Subtotal: Other Safety</b>				<b>33%</b>					<b>56.07%</b>
Security		Annual Average Phishing Report Rate	Leading	4%	65%	70%	75%	73%	6.40%
<b>Subtotal: Security</b>				<b>4%</b>					<b>6.40%</b>
Customer Service		System Average Interruption Duration Index (SAIDI)	Lagging/Outcome	3%	70	66	61	68.93	0.71%
Customer Service		SDG&E Listens Survey (Voice of the Customer)	Lagging/Outcome	3%	58	68	78	63.5	1.65%
<b>Subtotal: Customer Service</b>				<b>6%</b>					<b>2.36%</b>
ESG		Virtual Power Plant - Phase of Production	Lagging/Outcome	2%	1	2	3	3	4.00%
<b>Subtotal: ESG</b>				<b>2%</b>					<b>4.00%</b>

Diversity, Equity and Inclusion	Diversity and Inclusion Action Plan Progress	Leading	3%	1	2	3	3	6.00%
Diversity, Equity and Inclusion	Community Relations	Leading	2%	76%	78%	80%	82.8%	4.00%
Diversity, Equity and Inclusion	Supplier Diversity	Lagging/Outcome	2%	35	38	42	39.75	2.88%
<b>Subtotal: DEI</b>			<b>7%</b>					<b>12.88%</b>
Financial	SRE Earnings	Lagging/Outcome	12%	\$2,489	\$2,657	\$2,816	\$2,947	24.00%
Financial	SDG&E Earnings	Lagging/Outcome	16%	\$827	\$870	\$887	\$922	32.00%
<b>Subtotal: Financial</b>			<b>28%</b>					<b>56.00%</b>
<b>Total</b>			<b>100%</b>					<b>172.71%</b>

## Section 3c: 2023 STIP Metrics- Minimum, Target, and Maximum

**Instructions:** Complete Table 3c.1 for the 2023 STIP. Provide details of the STIP metrics and minimum, target and maximum performance values for the filing year. Wildfire safety metrics must be categorized separately (with no other metrics) and must include a weighting. Add additional rows as needed.

**Table 3c.1  
2023 STIP Metrics**

Category	Sub-Category	Metric	Metric Type	Weight	Min	Target	Max
Wildfire Safety	Wildfire Mitigation Metrics	Wildfire & PSPS System Hardening	Leading	5%	140	160	180
Wildfire Safety	Wildfire Mitigation Metrics	Vegetation Contacts in HFTD	Lagging/Outcome	5%	19	14	7
Wildfire Safety	Wildfire Mitigation Metrics	PSPS Average Circuit Restoration Time (Hours)	Leading	5%	24	22	20
Wildfire Safety	Wildfire Mitigation Metrics	Electric Overhead Fault Rate During Elevated Fire Potential	Lagging/Outcome	5%	1.38	1.05	0.89
<b>Subtotal: Wildfire Safety</b>				<b>20%</b>			
Other Safety	Public Safety-Gas	Distribution Integrity Management Program - Miles of Vintage Mains & Services Replaced	Lagging/Outcome	5%	46	51	56
Other Safety	Public Safety-Gas	Damage Prevention (Damages per USA Ticket Rate)	Lagging/Outcome	5%	1.35	1.27	1.25
Other Safety	Emergency Response	P1 Gas Response Time (Minutes)	Lagging/Outcome	5%	32	30	29
Other Safety	Workforce	Lost Time Incident (LTI)	Lagging/Outcome	5%	0.42	0.30	0.18



	Safety	Rate					
Other Safety	Workforce Safety	Controllable Motor Vehicle Incidents (CMVI)	Lagging/Outcome	3%	38	31	24
Other Safety	Workforce Safety	Field Observations	Leading	5%	16,178	17,178	18,178
Other Safety	Workforce Safety	Near Misses Reported	Leading	5%	250	300	350
<b>Subtotal: Other Safety</b>				<b>33%</b>			
Security		Annual Average Phishing Report Rate	Leading	4%	67%	71%	75%
<b>Subtotal: Security</b>				<b>4%</b>			
Customer Service		System Average Interruption Duration Index (SAIDI)	Lagging/Outcome	3%	73	70	67
Customer Service		Customer Service Value	Lagging/Outcome	2%	80%	100%	120%
<b>Subtotal: Customer Service</b>				<b>5%</b>			
ESG		ESG Project Progress	Lagging/Outcome	3%	1	2	3
<b>Subtotal: ESG</b>				<b>3%</b>			
Diversity, Equity, and Inclusion		DE&I Action Plan Progress	Leading	3%	1	2	3
Diversity, Equity, and Inclusion		Community Relations	Leading	3%	78%	80%	82%
Diversity, Equity, and Inclusion		Supplier Diversity	Lagging/Outcome	2%	35%	38%	40%
<b>Subtotal: DEI</b>				<b>8%</b>			
Financial		SRE Earnings	Lagging/Outcome	7%	\$2,561	\$2,784	\$3,007
Financial		SDG&E Earnings	Lagging/Outcome	20%	\$879	\$911	\$943
<b>Subtotal: Financial</b>				<b>27%</b>			
<b>Total</b>				<b>100%</b>			

## Section 3d: 2023 STIP Metric Definition and Calculation

**Instructions:** Provide detailed definitions, whether the metric is leading, lagging or outcome, and calculations for the 2023 STIP metrics. For each metric, provide a detailed definition of the metric, any adjustments or exclusions, the basis for the definition and the actual calculation such that if Energy Safety requested the source data/inputs, it would be able to derive the reported results.

**Table 3d.1  
2023 STIP – Metric Definitions and Calculation**

Measure/Metric	Detailed Definition	Calculation Methodology	Any Adjustments/Exclusions
<b>Wildfire &amp; PSPS System Hardening</b>	The goal of this program is to mitigate the risk of wildfire and minimize the impact of PSPS either through undergrounding portions of distribution circuits or hardening overhead distribution and transmission systems to known local wind conditions. This goal will be tracked by project managers for the following programs: Strategic Underground, Distribution Overhead Traditional Hardening and Covered Conductor programs, and Transmission Wood to Steel.	This goal will be tracked by the project managers in the following programs and verified on the quarterly GIS reports. Calculation will reflect total miles hardened through included programs at year end.	
<b>Vegetation Contacts in HFTD</b>	Measures the number of primary outages caused by vegetation contacts in the High Fire Threat District (HFTD) annually. The Vegetation Management Team follows up on each tree contact to identify further details and action to be taken.	Measures the number of vegetation contacts in the High Fire Threat District (HFTD) annually, subject to applicable exclusion criteria.	
<b>PSPS Average Circuit Restoration Time (Hours)</b>	Each electric investor-owned utility shall ensure that electric service to impacted service points is restored as soon as possible and within 24 hours from the termination of the de-energization event, unless it is unsafe to do so. Electric service shall be restored only after facilities have been inspected and the utility has determined that service can be restored safely.	Average hours for power restoration after each PSPS de-energization event (measured at the circuit level; time begins once the Officer-in-Charge gives approval to begin restoration efforts; a circuit is discounted if damage is found upon patrols).  If no PSPS occurs, then the ICP payout will be determined by the	

completion of:

*Min* - Updated patrol plans are completed for 100% of PSPS circuit segments and SDG&E has made three helicopters available for aerial patrols during fire season.

*Target* - Actions under minimum are completed plus 100% of EOC responders and 100% of assigned patrollers have attended PSPS training.

*Max* - Actions under minimum and target are completed plus by March 31st, executive leadership must establish a Wildfire Mitigation Advancement Team consisting of a total of at least 50 managers, supervisors, and field personnel. By August 1, 100% of the Wildfire Mitigation Advancement Team will have participated in a challenge (“doubling down”) session that collects and documents all suggestions to advance wildfire mitigation efforts. Follow-up on all doubling down initiatives must be completed by September 30, providing all associated documentation.

**Electric Overhead Fault Rate During Elevated Fire Potential**

Measures overhead faults in the High Fire Threat District (HTFD) caused by equipment issues leading to an interruption of service during elevated threat conditions.

The number of overhead faults caused by equipment issues leading to an interruption of service during elevated threat conditions will be divided by the number of days per year in the HTFD with elevated threat conditions. In order to count as near misses, these faults must not have caused an ignition. Each fault that caused

		service interruption will have a record in our Network Management System and a record kept by our Reliability Team.
<b>Distribution Integrity Management Program - Miles of Vintage Mains &amp; Services Replaced</b>	Miles of pre-1986, Dupont Aldyl-A, plastic pipe mains and services replaced from service or abandoned. Results are a sum of the non-state of the art (NSOTA) plastic main and service footage replaced by DIMP projects with as-built packages submitted between 1/1/2023 and 12/31/2023.	Reports of the footage retired/replaced by DIMP including material and installation year for mains and services.
<b>Damage Prevention (Damages per USA ticket rate)</b>	The metric “Damages per 1,000 Tickets” consists of the number of damages that cause a gas leak to SDG&E’s below ground facilities and the total number of received USA Ticket transmittals. This is a standard industry metric for measuring operator performance for damage prevention.	To calculate this metric, the number of damages is normalized by the number of USA tickets and multiplied by 1,000 to obtain the number of damages per 1,000 tickets. Normalizing by ticket counts factors in the year-to-year variation in construction and excavation activities that have a direct influence on damages. This allows for measurable year-to-year performance, allowing this metric to be used as an indicator for success of risk reduction activities.
<b>P1 Gas Response Time (Minutes)</b>	Targets are based on a three-year average of response times adjusted for anomalies including area odors.	The Priority 1 gas emergency response time is the average time it takes either Customer Service Field or Gas Operations to respond to a Priority 1 gas emergency.
<b>Lost Time Incident (LTI) Rate</b>	LTI - The Lost Time Incident Rate is expressed as the number of OSHA Recordable Injuries or Illnesses resulting in Days Away from Work, per 100 full-time employees.	This measure is calculated using the number of Lost-time Incidents x 200,000 divided by the Total Hours Worked.

<b>Controllable Motor Vehicle Incidents (CMVI)</b>	CMVI - Motor vehicle incident records in the electronic Safety Information Management System (or EHSM) will document controllability.	CMVI - Motor vehicle incident records in the electronic Safety Information Management System (or EHSM) will document controllability.
<b>Field Observations</b>	The Company has developed a leading indicator safety metric which counts the number of documented observations to front line employees.	An observation is defined as a visit to an employee's or crew's work site in which work is observed and documented, with at minimum the date of observation and notes on the observation. Note: Remote workers may be visited virtually, and BBS peer to peer observations are also eligible.
<b>Near Misses Reported</b>	A leading indicator metric in which a near miss is reported by an employee of an event that had no injuries or illnesses but could have easily resulted in an injury or illness.	Employees submit these near miss events through an SDGE desktop or mobile application designed specifically for near miss reporting. It is measured by counting the number of documented near misses submitted.
<b>Annual Average Phishing Report Rate</b>	IT performs simulated Phishing exercises every month to raise employee awareness and establish good cyber security behaviors.	The Phishing Reporting Metric reflects the portion of employees that open the email and respond to the monthly simulated phishing exercises by reporting it as Spam, which sends it to the Cyber Security Center.
<b>System Average Interruption Duration Index (SAIDI)</b>	SDG&E's System Average Interruption Duration Index (SAIDI) is the cumulative outage time (minutes) experienced by the average SDG&E electric customer in a year	Performance will be calculated using data reported as of January 10 with defined exclusion criteria.

<p><b>Customer Service Value</b></p>	<p>Incentivize operational behaviors and outcomes that are highly correlated with customer satisfaction industry wide.</p>	<p>1) Self Service Rate: 60% weight applied to percentage of transactions where customers access digital resources without having to engage with a customer representative  - Min - 81.5%, Target - 82.0%, and Max - 82.5%</p> <p>2) Average Speed of Answer: 40% weight applied to the average speed of answer by a customer contact center representative  - Min - 355 seconds, Target - 290 seconds, and Maximum - 225 seconds</p> <p>Actual performance will be calculated on a graduated scale.  Note: As additional capabilities are introduced throughout the year, they will be included in overall self-service calculation.</p>
<p><b>ESG Project Progress</b></p>	<p>Project milestone completion in 2023 of up to 2 hydrogen demonstration projects, 4 utility-owned microgrid projects for enhanced resiliency, and 3 utility-owned energy storage projects for enhanced reliability (range will reflect the number of projects and stages of completion).</p>	<p>Project milestone completion in 2023 of up to 2 hydrogen demonstration projects, 4 utility-owned microgrid projects for enhanced resiliency, and 3 utility-owned energy storage projects for enhanced reliability (range will reflect the number of projects and stages of completion).</p> <p>1) 4 projects at 'Substantial Completion' or 3 projects at 'Substantial Completion' plus take on-site delivery of 2 hydrogen electrolyzers</p> <p>2) 6 projects at 'Substantial</p>

		<p>Completion' or 160 MW plus 1 hydrogen at 'Substantial Completion'</p> <p>3) 8 projects at 'Substantial Completion'</p>
<b>Diversity, Equity and Inclusion Action Plan Progress</b>	Incentivize cross-company coordination and prioritization to support achievement of key Equity Action Plan goals in support of our DE&I mission.	<p>Incentivize cross-company coordination and prioritization to support achievement of key Equity Action Plan goals in support of our DE&amp;I mission. The percentage of outcomes achieved from:</p> <p>1) 75% of directors to mentor women or people of color early career professionals;</p> <p>2) 100% of officers to complete D&amp;I training and ensure a minimum of 80% of directors and 25% of managers complete D&amp;I training; and</p> <p>3) Official roll out of Union Ambassador Program to include development of content, identification of at least one represented D&amp;I ambassador from Beach Cities, Eastern, Kearney, Metro, North Coast, North East; and regularly scheduled meetings.</p>
<b>Community Relations</b>	80% of Direct and Directed Charitable Giving towards diverse & underserved communities.	<p>2023 giving includes SDG&amp;E direct, and SDG&amp;E directed San Diego stipulated funding to go to diverse and underserved communities. Diverse and underserved communities defined as any grant serving any of the following groups: ethnic minority (people of color), females, LGBTQ, homeless, ill, in</p>

		crisis, low income, military status, physically/mentally disabled, seniors, students, or youth.	
<b>Supplier Diversity</b>	The Supplier Diversity attainment is calculated by dividing the DBE spend (tier 1,2, & 3) by the total spend for all goods and services.	Total dollars spent (tiers 1, 2 & 3) with certified diverse suppliers as a percentage of eligible total company spend. Regulatory guidelines to continue governing the type of spend subject to this metric.  Formula: Total DBE spend/total eligible company spend.	
<b>SDG&amp;E Earnings</b>	SDG&E Earnings (After Interest and Taxes).	Earnings generated primarily from electric and gas operations after debt financing costs and income taxes.	Predefined Adjustment to SDG&E Earnings: <ul style="list-style-type: none"> <li>• Exclude the impact of any unplanned changes in tax laws or regulations and accounting rule changes.</li> <li>• Exclude certain nonrecurring items at the discretion of the Committee, provided that such items do not have a material adverse impact on the Company's stock price, also as determined by the Compensation Committee. Such items would include but not be limited to: <ul style="list-style-type: none"> <li>• other pro forma earnings impact of any acquisition or divestiture to the extent the earnings impact of such acquisition or divestiture correlated transaction and integration costs is not included in the SDG&amp;E ICP earnings target.</li> <li>• Exclude 90% of gains or losses related to asset sales and impairments in connection with a sale to the extent the earnings impact of</li> </ul> </li> </ul>



such items is not included in the ICP earnings target.

- Exclude items that are required to be excluded from ICP under SDG&E CPUC decisions.
- Exclude the variance from plan of any impairments of the California AB 1054 Wildfire Fund.
- Exclude any earnings impact of the Wildfire Fund asset amortization if the expense is adjusted for external reporting purposes.
- Exclude any earnings impact of wildfire mitigation costs deemed unrecoverable in rates.
- Exclude the variance from plan of the liability insurance expense not recoverable through balancing accounts.
- Exclude any earnings impact associated with the disallowance of the FERC CAISO participation return on equity adder.
- Exclude any earnings impact associated with legacy litigation matters.
- Exclude the variance from plan associated with any changes in the CPUC Cost of Capital.
- Exclude any earnings impact associated with the COVID-19 CEMA filing.
- Exclude the impact of authorized decisions of the Board that could impact earnings including, but not limited to, issuing debt or preferred stock securities exceeding planned amounts to fund dividends, legal settlements, or other strategic expenses approved by the board.

			<ul style="list-style-type: none"> <li>•Exclude any earnings impact associated with decommissioning of the San Onofre Nuclear Generating Station (SONGS).</li> <li>•Exclude any earnings impact of overhead pool costs deemed unrecoverable in rates.</li> <li>•Exclude any earnings impact from reputation management investment, including related charitable contributions, and digital bill redesign.</li> </ul>
<b>SRE Earnings</b>	Sempra Energy Earnings are revenue minus expense, less tax.	Earnings are determined after accounting for the appropriate accrued level of incentive compensation expense.	<p>Pre-Defined Adjustments to Sempra Earnings for ICP:</p> <ul style="list-style-type: none"> <li>• Exclude the impact of any unplanned changes in tax laws or regulations and accounting rule changes.</li> <li>• Exclude any realized impacts from the Port Arthur FID-contingent interest rate hedge.</li> <li>• Exclude certain nonrecurring items at the discretion of the Committee, provided that such items do not have a material adverse impact on the Company's stock price, also as determined by the Compensation Committee. Such items would include but not be limited to: <ul style="list-style-type: none"> <li>• the pro forma earnings impact of any acquisition or divestiture to the extent the earnings impact of such acquisition or divestiture or related transaction and integration cost is not included in the Plan earnings target.</li> <li>• non-recurring gains or losses related to RBS Sempra Commodities.</li> </ul> </li> <li>• Exclude the variance from plan</li> </ul>

of the foreign exchange gains or losses, net of inflation, including any associated cost of hedging.

- Exclude unrealized Mark-to-Market gains or losses.
- Exclude gains or losses related to legacy litigation matters.
- Exclude 90% of gains or losses related to asset sales and impairments in connection with a sale to the extent the earnings impact of such item is not included in the Plan earnings target.
- Exclude items that are required to be excluded from the annual incentive plans under the SDG&E and/or SoCalGas general rate case decisions.
- Exclude any earnings impact associated with decommissioning of the San Onofre Nuclear Generating Station (SONGS).
- Exclude the variance from plan of the liability insurance expense not recoverable through balancing accounts.
- Exclude variance from plan of any impairments of the California AB 1054 Wildfire Fund.
- Exclude variance to plan of the impact of pending regulatory matters related to the Cost of Capital and ISO adder.
- Exclude one-time nonqualified pension settlement charges and Long-Term Incentive Plan tax windfall or shortfall to the extent such items are not included in the Plan earnings target.
- Limit impact of Rabbi trust

results (net of deferred compensation) to +/-5% (percentage points) of the Sempra ICP Earnings metric as calculated without such gains or losses.

## Section 3e: STIP Changes

**Instructions:** Describe any changes between 2022 and 2023 in terms of STIP eligibility, structure, modifiers, metrics (including changes to minimum/threshold, target and maximum performance values), weightings and definitions. Explain the reason for the change(s).

SDG&E engages in an extensive goal development process on an annual basis that reviews and establishes Company priorities for the year, concluding with approval of the goals by the SDG&E Board of Directors. Minimum, Maximum and Target goals are reviewed and updated annually considering measurements including but not limited to prior year performance, external benchmarks, and internal priorities and project plans. Success measures may be reviewed and adjusted to account for recent and historical performance, availability of resources, improvements in the means of calculating performance, or other developments.

New measures for 2023 include the following:

- Customer Service Value, which Incentivizes operational behaviors and outcomes that are highly correlated with customer satisfaction, replaces the prior SDG&E Voice of the Customer metric.
- ESG Project Progress, which is based on project milestones for hydrogen demonstration projects, utility-owned microgrid projects and/or utility-owned energy storage projects, replaces the prior Virtual Power Plant.
- Generally, weightings for ESG and DEI measures increased slightly and the weighting for financial and customer service decreased slightly.
- The addition of alternative metrics to capture PSPS preparedness and customer support in the event SDG&E does not initiate a PSPS event in 2023.
- Efforts to normalize metrics otherwise dependent on weather and external conditions to reflect collection of additional data and information.

## Section 3f: Historical STIP Data

**Instructions:** Provide five years of historical performance data for 2023 STIP metrics. If data is lacking, or should be considered in a certain context, explain in the Notes/Context field provided why there is no data for a given year(s) and the relevant context. Add rows as necessary.

**Table 3f.1  
STIP Metric Historical Actual Performance**

Metric/ Measure	2018	2019	2020	2021	2022
Wildfire & PSPS System Hardening	N/A	N/A	253.3	163.6	180
Vegetation Contacts in HFTD	12	6	6	9	15
PSPS Average Circuit Restoration Time (Hours)	N/A	N/A	N/A	3.28	0
Electric Overhead Fault Rate During Elevated Fire Potential	0.896	1.204	1.171	1.278	0.9
Distribution Integrity Management Program (Miles of Vintage Mains and Services Replaced)	22.5	46.93	51.19	52.06	54.7
Damage Prevention (Damages per USA ticket rate)	2.45	2.04	1.66	1.66	1.27
P1 Gas Response Time (Minutes)	N/A	32.02	29.6	29.1	28.6
Lost Time Incident (LTI) Rate	0.71	0.46	0.36	0.44	0.37
Controllable Motor Vehicle Incidents (CMVI)	42	33	40	24	34
Field Observations	9,157	11,843	15,801	17,178	20,355
Near Misses Reported	N/A	N/A	N/A	251	371
Annual Average Phishing Report Rate	92	49	56	68	73
System Average Interruption Duration Index (SAIDI)	72	66	65.25	70.1	68.93
Customer Service Value	N/A	N/A	N/A	N/A	N/A
ESG Project Progress	N/A	N/A	N/A	N/A	N/A
Diversity, Equity and Inclusion Action Plan Progress	N/A	N/A	N/A	Goal Met	3
Community Relations	N/A	N/A	N/A	100%	82.8%
Supplier Diversity	43.94%	40.86%	41.75%	39.13%	39.75%
SRE Earnings (\$M)	1,576	1,980	2,339	2,558	2,947
SDG&E Earnings (\$M)	675	766	823	822	922

Notes/Context:

Shaded cells indicate that the performance measure was not included in the ICP target for the year indicated.

Not applicable (“N/A”) indicates that the performance metric was not tracked previously or tracked reflecting a different methodology or definition than applicable to the current year.

### Section 3g: 2022 STIP Adjustments

**Instructions:** Provide a detailed explanation of any increases and decreases in STIP compensation in 2022 due to failure to meet safety or other targets. Separately describe any adjustments to STIP compensation levels made by the Compensation Committee or executive management and the amount and reason for the reduction. Detail any adjustments made to increase compensation beyond the levels warranted by the actual performance (in any metric classification) and the reasons for the adjustments.

**i) Actual performance lower than target due to failure to meet safety target(s):**

N/A

**ii) Actual performance lower than target due to failure to meet other target(s):**

N/A

**iii) Any deductions due to failure to meet “foundational goals”:**

N/A

**iv) Any deductions due to failure to meet earnings targets or thresholds:**

N/A.

**v) Any additional deductions made by the Compensation Committee or executive management, that were not based on failure to meet earnings targets:**

N/A

**vi) Any upward adjustments made by the Compensation Committee or executive management and reason(s) for the adjustment(s):**

N/A<sup>2</sup>

<sup>2</sup> SDG&E notes that it did not initiate a PSPS event in 2022, thus there was no basis by which to measure performance related to PSPS restoration time. While not an upward adjustment, as this outcome reflected an overall success, the Board elected to assess performance of this metric at maximum.



## Section 3h: 2022 and 2023 STIP Metric Ties to Other Metrics

### 2022 STIP

**Instructions:** For each metric included in the 2022 STIP, indicate whether the metric is tied to the electrical corporation’s WMP (and the associated initiative number) and whether it is similar in nature to SOM and/or SPM metrics (and the associated SOM and/or SPM number). For metrics similar in nature to a SOM, explain any differences between the electrical corporation’s calculation of that metric and the required SOM method of calculation of that metric.

**Table 3h.1  
2022 STIP – Ties to WMP, SPMs, and SOMs**

2022 STIP Measure/Metric	WMP Related (Yes/No)	WMP Related (initiative Number)	Similar to SPM (Yes/No)	Similar to SPM (SPM Number)	Similar to SOM (Yes/No)	Similar to SOM (SOM Number)	Description of Computational/Definitional Differences
Wildfire & PSPS System Hardening	Yes	7.3.3.17.1; 7.3.3.17.2.1; 7.3.3.17.2.2; 7.3.3.17.2.3; 7.3.3.19;	No	N/A	No	N/A	N/A
Vegetation Contacts in HFTD							
PSPS Average Circuit Restoration Time (Hours)							
Electric Overhead Fault Rate							
Distribution Integrity Management Program (Miles replaced)							

Damage Prevention (Damages per USA ticket rate)	No	N/A	N/A	N/A	N/A	N/A	N/A
P1 Gas Response Time (Minutes)	No	N/A	Yes	Yes	No	N/A	N/A
Lost Time Incident (LTI) Rate	No	N/A	Yes	SPM #14	No	N/A	Lost Time Incidents are a subset of Days Away, Restricted Duty, Job Transfer cases
Controllable Motor Vehicle Incidents (CMVI)	No	N/A	No	N/A	No	N/A	N/A
Field Observations	No	N/A	No	N/A	No	N/A	N/A
Near Misses Reported	No	N/A	No	N/A	No	N/A	N/A
Annual Average Phishing Report Rate	No	N/A	No	N/A	No	N/A	
System Average Interruption Duration Index (SAIDI)							
SDG&E Listens Survey (Voice of the Customer) - Not a 2023 ICP Goal	No	N/A	No	N/A	No	N/A	N/A
Virtual Power Plant - Phase of Production	No	N/A	No	N/A	Yes	5.1	Clean Energy Goals
DE&I Action Plan Progress	No	N/A	No	N/A	No	N/A	N/A
Community Relations	No	N/A	No	N/A	No	N/A	N/A
Supplier Diversity	No	N/A	No	N/A	No	N/A	N/A
SRE Earnings	No	N/A	No	N/A	No	N/A	N/A
SDG&E Earnings	No	N/A	No	N/A	No	N/A	N/A

## **2023 STIP**

**Instructions:** For each metric included in the 2023 STIP, indicate whether the metric is tied to the electrical corporation's WMP (and the associated initiative number) and whether it is similar in nature to SOM and/or SPM metrics (and the associated SOM and/or SPM number). For metrics similar in nature to a SOM, explain any differences between the electrical corporation's calculation of that metric and the required SOM method of calculation of that metric.

**Table 3h.2**  
**2023 STIP – Ties to WMP, SPMs, and SOMs**

2023 STIP Measure/Metric	WMP Related (Yes/No)	WMP Related (initiative Number)	Similar to SPM (Yes/No)	Similar to SPM (SPM Number)	Similar to SOM (Yes/No)	Similar to SOM (SOM Number)	Description of Computational/Definitiona l Differences
Wildfire & PSPS System Hardening	Yes	8.1.2.1; 8.1.2.2; 8.1.2.5.1; 8.1.2.5.2;	No	N/A	No	N/A	N/A
Vegetation Contacts in HFTD	Yes	8.2.2.1; 8.2.2.2; 8.2.3.3	No	N/A	No	N/A	N/A
PSPS Average Circuit Restoration Time (Hours)	Yes	8.4.5	No	N/A	No	N/A	N/A
Electric Overhead Fault Rate	Yes	8.1.2.1; 8.1.2.2; 8.1.2.5.1; 8.1.2.10; 8.1.3.1; 8.1.3.3; 8.1.3.5; 8.1.3.7; 8.1.3.8;	No	N/A	No	N/A	N/A
Distribution Integrity Management Program (Miles replaced)	No	N/A	No	N/A	No	N/A	N/A
Damage Prevention (Damages per USA ticket rate)	No	N/A	Yes	5	Yes	4.1	Gas Dig-ins (The number of 3rd party gas dig-ins per 1,000 USA tickets)
P1 Gas Response Time (Minutes)	No	N/A	Yes	11	Yes	4.3	Gas Emergency Response Time (Average & Median)

Lost Time Incident (LTI) Rate	No	N/A	Yes	14	No	N/A	Employee DART Rate (DART Cases times 200,000 divided by employee hours worked)
Controllable Motor Vehicle Incidents (CMVI)	No	N/A	No	N/A	No	N/A	N/A
Field Observations	No	N/A	No	N/A	No	N/A	N/A
Near Misses Reported	No	N/A	No	N/A	No	N/A	N/A
Annual Average Phishing Report Rate	No	N/A	No	N/A	No	N/A	N/A
System Average Interruption Duration Index (SAIDI)	No	N/A	No	N/A	Yes	2.1	SAIDI (Unplanned)
Customer Service Value	No	N/A	No	N/A	No	N/A	N/A
ESG Project Progress	No	N/A	N/A	N/A	N/A	N/A	N/A
DE&I Action Plan Progress	No	NA	No	N/A	N/A	N/A	N/A
Community Relations: Underserved Communities	No	N/A	No	N/A	No	N/A	N/A
Supplier Diversity	No	N/A	No	N/A	No	N/A	N/A
SRE Earnings	No	N/A	No	N/A	No	N/A	N/A
SDG&E Earnings	No	N/A	No	N/A	No	N/A	N/A

## Section 4: Long-Term Incentive Program (LTIP)

### Section 4a: LTIP Structure

**Instructions:** Provide name, title/function, grant date and estimated award percentage of TIC for each executive officer listed in Table 1.1 that receives or is expected to receive direct compensation under a LTIP for the applicable years. For purposes of calculating the grant value as a percentage of TIC, use the grant value of the compensation as determined for accounting purposes. Grant value is the value that is disclosed in proxy statement summary compensation tables for executive officers who are proxy officers. For purposes of calculating Earned Value as a percentage of TIC, use the value at the date of vesting. Percentages must be specified for each executive officer and not a range for various position levels. Provide a table for each executive officer. Make copies of Table 4a.1 as necessary.

**Table 4a.1  
2022 and 2023 LTIP Grants**

[REDACTED]		
LTI Type	2022 Performance Year	2023 Performance Year
	Grant Date Fair Value as a % of TIC	Target Value as a % of TIC
Stock Grant	n/a	n/a
Stock Option	n/a	n/a
Restricted Stock Unit (RSU)	23%	24%
Performance Share Unit (PSU)/Performance Restricted Stock Unit (PRSU)	51%	51%
Cash Performance Payment	n/a	n/a
Other	n/a	n/a

[REDACTED]		
LTI Type	2022 Performance Year	2023 Performance Year
	Grant Date Fair Value as a % of TIC	Target Value as a % of TIC
Stock Grant	n/a	n/a
Stock Option	n/a	n/a
Restricted Stock Unit (RSU)	23%	23%
Performance Share Unit (PSU)/Performance Restricted Stock Unit (PRSU)	51%	50%
Cash Performance Payment	n/a	n/a
Other	n/a	n/a

[REDACTED]		
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LTI Type	2022 Performance Year	2023 Performance Year
	Grant Date Fair Value as a % of TIC	Target Value as a % of TIC
Stock Grant	n/a	n/a
Stock Option	n/a	n/a
Restricted Stock Unit (RSU)	21%	23%
Performance Share Unit (PSU)/Performance Restricted Stock Unit (PRSU)	46%	50%
Cash Performance Payment	n/a	n/a
Other	n/a	n/a

LTI Type	2022 Performance Year	2023 Performance Year
	Grant Date Fair Value as a % of TIC	Target Value as a % of TIC
Stock Grant	n/a	n/a
Stock Option	n/a	n/a
Restricted Stock Unit (RSU)	20%	21%
Performance Share Unit (PSU)/Performance Restricted Stock Unit (PRSU)	45%	45%
Cash Performance Payment	n/a	n/a
Other	n/a	n/a

LTI Type	2022 Performance Year	2023 Performance Year
	Grant Date Fair Value as a % of TIC	Target Value as a % of TIC
Stock Grant	n/a	n/a
Stock Option	n/a	n/a
Restricted Stock Unit (RSU)	22%	23%
Performance Share Unit (PSU)/Performance Restricted Stock Unit (PRSU)	50%	49%
Cash Performance Payment	n/a	n/a
Other	n/a	n/a

If "Other" LTIP Type indicated, provide explanation:

i) Is any LTIP compensation not at risk?

Yes:  No:

Describe/Explain:

ii) Were the 2022 LTIP payouts determined based on a performance range (i.e., below minimum/threshold, minimum/threshold, target, maximum)? Check one:

Yes:  No:

iii) Did the electrical corporation use one range for all 2022 LTIP metrics or differing ranges based on the category of metric)? Check one:

One range for all metrics:  Multiple ranges:

iv) Provide the 2022 LTIP metric range(s):

**Table 4a.2**  
**2022 LTIP Performance Range(s)**

<b>Table 4a.2</b>	
<b>2021 LTIP Performance Range(s)</b>	
<b>Metric</b>	<b>Performance Range</b>
Sempra total shareholder return vs. S&P 500 Utilities Index	See Table 1 below
Sempra total shareholder return vs. S&P 500 Index	See Table 1 below
Sempra Earnings Per Share Growth	See Table 2 below

<b>Table 1</b>	
<b>Sempra Total Shareholder Return Percentile Ranking vs. Peer Group<sup>15</sup></b>	<b>Percentage of Number of Restricted Stock Units that Vest</b>
90 <sup>th</sup>	200%
80 <sup>th</sup>	175%
70 <sup>th</sup>	150%
60 <sup>th</sup>	125%
50 <sup>th</sup>	100%
40 <sup>th</sup>	70%
35 <sup>th</sup>	55%



30 <sup>th</sup>	40%
25 <sup>th</sup>	25%
Below 25 <sup>th</sup>	0%

<b>Table 2</b>	
Sempra Earnings Per Share Growth	Percentage of Target Number of Restricted Stock Units that Vest
2021 - 2024	
8.60%	200%
7.60%	Performance-Based Restricted Stock Units (weighted at two-thirds collectively)
6.30%	<ul style="list-style-type: none"> <li>• One-third based on 3-year relative total shareholder return (TSR) – Half based on 3-year relative TSR vs. S&amp;P 500 Utilities Index – Half based on 3-year relative TSR vs. S&amp;P 500 Index</li> </ul>
5.00%	<ul style="list-style-type: none"> <li>• One-third based on 3-year EPS CAGR with payout scale set based on forward consensus estimates of S&amp;P 500 Utilities peers.</li> </ul>
Below 5.0%	0%

Describe the interpolation method between categories (e.g., straight line):

Straight line

v) Provide the 2023 LTIP metric range(s):

**Table 4a.3  
2023 LTIP Performance Range(s)**

<b>Metric</b>	<b>Performance Range</b>
Sempra total shareholder return vs. S&P 500 Utilities Index	See Table 1 below
Sempra total shareholder return vs. S&P 500 Index	See Table 1 below
Sempra Earnings Per Share Growth	See Table 2 below

<b>Table 1</b>	
<b>Sempra Total Shareholder Return Percentile Ranking vs. Peer Group<sup>15</sup></b>	<b>Percentage of Number of Restricted Stock Units that Vest</b>
80 <sup>th</sup>	Performance-Based Restricted Stock Units (weighted at two-thirds collectively)
70 <sup>th</sup>	<ul style="list-style-type: none"> <li>• One-third based on 3-year relative total shareholder return (TSR) – Half based on 3-year relative TSR vs. S&amp;P 500 Utilities Index – Half based on 3-year relative TSR vs. S&amp;P 500 Index</li> </ul>
60 <sup>th</sup>	<ul style="list-style-type: none"> <li>• One-third based on 3-year EPS CAGR with payout scale set based on forward consensus estimates of S&amp;P 500 Utilities peers.</li> </ul>
50 <sup>th</sup>	100%

40 <sup>th</sup>	70%
35 <sup>th</sup>	55%
30 <sup>th</sup>	40%
25 <sup>th</sup>	25%
Below 25 <sup>th</sup>	0%

<b>Table 2</b>	
Sempra Earnings Per Share Growth	Percentage of Target Number of Restricted Stock Units that Vest
2022 - 2025	
9.10%	200%
7.90%	Performance-Based Restricted Stock Units (weighted at two-thirds collectively)
6.50%	<ul style="list-style-type: none"> <li>• One-third based on 3-year relative total shareholder return (TSR) – Half based on 3-year relative TSR vs. S&amp;P 500 Utilities Index – Half based on 3-year relative TSR vs. S&amp;P 500 Index</li> </ul>
6.20%	<ul style="list-style-type: none"> <li>• One-third based on 3-year EPS CAGR with payout scale set based on forward consensus estimates of S&amp;P 500 Utilities peers.</li> </ul>
Below 6.2%	0%

Describe the interpolation method between categories (e.g., straight line):

Straight line

Describe the interpolation method between categories (e.g., straight line): Straight line

**vi) Use of Any Performance Triggers**

Does the electrical corporation's 2023 LTIP use any performance triggers (e.g., must achieve annual earnings per share of at least XYZ before any LTIP payments are made)? Check one:

Yes:  No:

If "Yes", please describe any performance triggers:

**vii) Use of Any Automatic Deductions**

Does the electrical corporation's 2023 LTIP have any automatic, non-discretionary deductions (e.g., Failure to achieve WMP targets results in X% reduction, Catastrophic wildfire results in zeroing out all safety metrics)? Check one:

Yes:  No:

If "Yes", please describe all automatic, non-discretionary deductions:

**viii) Use of Any Specifically Defined Discretionary Deductions**

Does the electrical corporation's 2023 LTIP have any defined deductions (e.g., foundational goal(s)) that are part of the compensation structure? Check one:

Yes:  No:

If "Yes," describe all specific/defined discretionary deductions that are part of the structure:

N/A

**Section 4b: LTIP General Eligibility**

**Table 4b.1  
LTIP Eligibility**

**Instructions:** Provide a general description of the executive officers eligible for the electrical corporation’s long-term incentive program. Add additional rows as needed.

All executive officers of SDG&E participate in Sempra's LTIP. Target values of annual LTIP awards are based on a percentage of salary. 2022 targets are set forth below:	
[REDACTED]	200%
[REDACTED]	160%
[REDACTED]	160%
[REDACTED]	80%
[REDACTED]	120%

## Section 4c: LTIP Measures, Weighting and Award Basis

**Instructions:** For each LTIP type, indicate weighting and basis of award. If basis of award differs amongst position or person, copy Table 4c.1 and Table 4c.2 as necessary and indicate who the table applies to in space provided at the top of the table. Add additional tables if LTIP varies for certain officer classifications.

**Table 4c.1  
2022 LTIP Measures, Weighting and Award Basis**

<b>Executive Title/ Function and Name: All Executive Officers</b>		
<b>LTIP Type</b>	<b>2022 Weight</b>	<b>2022 Performance Year LTIP Award Basis</b>
Stock Grant	N/A	
Stock Option	N/A	
RSU: If SDG&E's earnings are below minimum, the ICP payout for the Operational Goals, other than Safety, shall be discretionary as determined by the SDG&E Board of Directors.	One-third	
PSU/ PRSU	Two-third	Performance-Based Restricted Stock Units (weighted at two-thirds collectively). One-third based on 3-year relative total shareholder return (TSR) – Half based on 3-year relative TSR vs. S&P 500 Utilities Index – Half based on 3-year relative TSR vs. S&P 500 Index. One-third based on 3-year EPS CAGR with payout scale set based on forward consensus estimates of S&P 500 Utilities peers.
Cash	n/a	
Other		
<b>Weighting Total:</b>	100%	

**Table 4c.2**  
**2023 LTIP Measures, Weighting and Award Basis**

<b>Executive Title/ Function and Name: All Executive Officers</b>		
<b>LTI Type</b>	<b>2023 Weight</b>	<b>2023 Performance Year LTIP Award Basis</b>
Stock Grant	n/a	
Stock Option	n/a	
RSU	One-third	
PSU/ PRSU	Two-third	<p>Performance-Based Restricted Stock Units (weighted at two-thirds collectively).</p> <p>One-third based on 3-year relative total shareholder return (TSR) – Half based on 3-year relative TSR vs. S&amp;P 500 Utilities Index – Half based on 3-year relative TSR vs. S&amp;P 500 Index.</p> <p>One-third based on 3-year EPS CAGR with payout scale set based on forward consensus estimates of S&amp;P 500 Utilities peers.</p>
Cash	n/a	
Other		
<b>Weighting Total:</b>	<b>100%</b>	

## Section 4d: 2022 LTIP Measures, Definitions and Calculations

**Instructions:** Provide detailed definitions and calculations for the 2023 LTIP metrics. For each metric, provide a detailed definition of the metric, any adjustments or exclusions, the basis for the definition and the actual calculation such that if Energy Safety requested the source data/ inputs, it would be able to derive the reported results. Also provide the weight given to the metric and the minimum, target and maximum values for the metric.

**Table 4d.1  
2023 LTIP Measures**

Measure/Metric	Detailed Definition	Calculation Methodology	Any Adjustment/ Exclusions	Weight	Min.	Target	Max.
Relative Total Shareholder Return vs. S&P 500 Utilities Index	n/a	TSR percentile ranking for the performance period (based on the 30-day average closing stock price immediately preceding the start of the performance period compared to the 30-day average closing stock price immediately preceding the end of the performance period) of Sempra Energy's cumulative total shareholder return (consisting of per share appreciation in common stock plus reinvested dividends and other distributions paid on common stock) among the companies (ranked by cumulative total shareholder returns) in the S&P 500 Utilities Index (excluding water companies)	n/a	One-sixth		See 4a.2 above	



Relative Total Shareholder Return vs. S&P 500 Index	Measures TSR over the three-year performance period for Sempra relative to the S&P 500 Index peers. Peers are based on the constituents of the index as of the grant date.	TSR percentile ranking for the performance period (based on the 30-day average closing stock price immediately preceding the start of the performance period compared to the 30-day average closing stock price immediately preceding the end of the performance period) of Sempra Energy's cumulative total shareholder return (consisting of per share appreciation in common stock plus reinvested dividends and other distributions paid on common stock) among the companies (ranked by cumulative total shareholder returns) in the S&P 500 Index	n/a	One-sixth	See 4a.2 above
Earnings per share growth	Measures the three-year compound annual growth rate (CAGR) of Sempra's earnings	Based on the compound annual growth rate of Sempra 2021 and 2024 earnings per share.	See adjustments listed under 3d for Sempra earnings. Comparability adjustments may be applied for items such as acquisitions and divestitures. Excludes stock buybacks not contemplated as of the date of grant.	One-third	See 4a.2 above

## Section 4e: Historical LTIP Data

**Instructions:** Provide historical performance data (five years) for 2023 LTIP metrics. If data is lacking, or should be considered in a certain context, explain in the Notes/Context field provided why there is no data for a given year(s) and the relevant context. Add rows as necessary.

**Table 4e.1  
LTIP Metric Historical Actual Performance**

Metric/Measure	2018 (Granted 2016)	2019 (Granted 2017)	2020 (Granted in 2018)	2021 (Granted in 2019)	2022 (Granted in 2020)
TSR vs. S&P 500 Utilities Index		125%	115%	64%	131%
TSR vs. S&P 500 Index		169%	103%	2%	81%
TSR vs. S&P Utilities Index and S&P 500 Index in integrated award design	0%				
EPS Growth	200%	Performance-Based Restricted Stock Units (weighted at two-thirds collectively)	200%	200%	200%

**Notes/Context:**

**Section 4f: 2022 LTIP Adjustments**

**Instructions:** Provide a detailed explanation of any increases and decreases in 2022 LTIP compensation due to failing to meet safety or other targets. Separately describe any adjustments to LTIP compensation levels made by the Compensation Committee or executive management and the amount and reason for the reduction. Detail any adjustments made to increase compensation beyond the levels warranted by the corporation’s actual performance (in any metric classification) and the reasons for the adjustments.

**i) Actual performance lower than target due to failure to meet safety target(s):**

n/a

**ii) Actual performance lower than target due to failure to meet other target(s):**

n/a

**iii) Any additional deductions made by the Compensation Committee or Executive Management:**

n/a

**iv) Any upward adjustments:**

n/a

## Section 4g: LTIP Prior Year Actuals

**Instructions:** For any prior year LTIP programs that vested in 2022, provide details of projected and actual payouts/performance.

**Table 4g.1  
LTIP Program Vesting in 2022**

LTIP Program Name	Performance Measure	Projecte d % of TIC at Time of Grant	Actual % of TIC at Vesting Date
2019 PSU	Total Shareholder Return vs. S&P 500 Utilities Index	29%	21%
2019 PSU	Total Shareholder Return vs. S&P 500 Index	11%	0%
2019 PSU	EPS Growth	15%	37%
2019 RSU	Third installment	7%	9%
2020 RSU	Second installment	7%	6%
2021 RSU	First installment	8%	9%

LTIP Program Name	Performance Measure	Projecte d % of TIC at Time of Grant	Actual % of TIC at Vesting Date
2019 PSU	Total Shareholder Return vs. S&P 500 Utilities Index	26%	18%
2019 PSU	Total Shareholder Return vs. S&P 500 Index	9%	0%
2019 PSU	EPS Growth	13%	33%
2019 RSU	Third installment	6%	8%
2020 RSU	Second installment	6%	6%
2021 RSU	First installment	8%	9%

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LTIP Program Name	Performance Measure	Projecte d % of TIC at Time of Grant	Actual % of TIC at Vestin g Date
2019 PSU	Total Shareholder Return vs. S&P 500 Utilities Index	28%	20%
2019 PSU	Total Shareholder Return vs.S&P 500 Index	10%	0%
2019 PSU	EPS Growth	15%	36%
2019 RSU	Third installment	6%	9%
2020 RSU	Second installment	7%	6%
2021 RSU	First installment	8%	8%

## Section 5: Fixed versus Incentive Compensation

**Instructions:** In Table 5.1, for each executive officer with a new or amended contract, provide the executive title and function, the executive name (if the executive is classified as an Officer of the Company per the Company’s website), the target percentage of Base Salary, Short-Term Incentives (STIP), Long-Term Incentives (LTIP), and Indirect and Ancillary Compensation as a proportion of Total Compensation (TC) for the appropriate 2023 filing year. See the definition of the proceeding terms in **Attachment 2**.

For purposes of calculating the percentage of TC, use the grant value of the compensation as determined for accounting purposes. Grant value is the value that is disclosed in proxy statement summary compensation tables for executive officers who are proxy officers. Percentages must be specified for each executive officer and not a range for various position levels.

For purposes of calculating the percentage of TC, use the grant value of the compensation as determined for accounting purposes. Grant value is the value that is disclosed in proxy statement summary compensation tables for executive officers who are proxy officers. Percentages must be specified for each executive officer and not a range for various position levels.

**Table 5.1  
Fixed versus Incentive Compensation at the Target Level**

Executive Title/ Function and Name (where applicable)	Target Base Salary as a Percent of TC	Target STIP as a Percent of TC	Target LTIP as a Percent of TC	Indirect and Ancillary Compensation as a Percent of TC
██████████	26%	18%	54%	2%
██████████	30%	18%	51%	1%
██████████	30%	18%	51%	0%
██████████	43%	19%	36%	2%
██████████	36%	18%	45%	1%

## Section 6: Indirect or Ancillary Compensation

### Section 6a: Indirect and Ancillary Compensation (not including Supplemental Executive Retirement Plans (SERPs))

**Instructions:** List all indirect and ancillary compensation (excluding SERP) provided to executive officers with new or amended contracts. See **Attachment 2** for the definition of and a list of typical indirect or ancillary compensation. If the electrical corporation provides indirect or ancillary compensation, provide the current estimated proportion of TC for each executive officer. For purposes of calculating the percentage of TC, use the grant value of the compensation as determined for accounting purposes. Grant value is the value that is disclosed in proxy statement summary compensation tables for executive officers who are proxy officers. Percentages must be specified for each executive officer and not a range for various position levels. Add rows as necessary. Add explanatory notes as appropriate.

**Table 6.1  
Indirect or Ancillary Compensation Example (Excluding SERP)**

Title	Indirect or Ancillary Compensation Element	Eligibility Requirements	Frequency (One-time, Annual, Other)	Current Estimated Proportion of TC
██████████	Executive Benefit Program Allowance	██████████	Annual	Approximately 1%
██████████	Supplemental Disability	██████████	Annual	Less than 1%
██████████ ██████████	Personal Liability Insurance	████████████████████ ████████████████	Annual	Less than 1%
██████████ ██████████	Medjet	████████████████████	Annual	Less than 1%

<sup>3</sup> CEO benefit is funded by the Executive Benefit Program Allowance.

[REDACTED]	Financial Planning	[REDACTED]	Annual	Less than 1% for [REDACTED] and [REDACTED], Less than 2% for [REDACTED]
[REDACTED]	Pension <sup>6</sup>	[REDACTED]	Annual	Approximately 2% for [REDACTED] and [REDACTED], 3% for [REDACTED] and [REDACTED], 4% for [REDACTED] and [REDACTED]

CEO's benefit is funded by the Executive Benefit Program Allowance.



## Section 6b: Supplemental Executive Retirement Plans (SERPs)

**Instructions:** Provide details of the SERP for all executive officers as defined in Public Utilities Code Section 451.5(c) and Attachment 2.

### i) Availability of Supplemental Retirement Plans

Does the electrical corporation have supplemental retirement plans for non-Executive Officers? Check one:

Yes:  No:

If "Yes", please describe the eligibility requirements for the plan(s):

Participation in the SERP is subject to approval by the Compensation and Talent Development Committee of the Sempra Board of Directors and the SDG&E board.

### ii) Structure of Supplemental Retirement Plans

If supplemental retirement plans are available, please describe:

- The eligibility requirements for participation in the plan(s).
- The award basis for plan(s) (e.g., years of service, company stock performance over the period of service, etc.).
- The type of payment made (e.g., cash, stock, combination of cash and stock).
- The award schedule for the plan(s).

- [REDACTED] participates in the Supplemental Executive Retirement plan. The other executive officers participate in the Cash Balance Restoration Plan.
- The Supplemental Executive Retirement Plan is a defined benefit plan that considers age at retirement, years of service and final average pay (average base salary for the two consecutive years of
- The Cash Balance Restoration Plan restores the benefits that would otherwise be provided under the qualified Cash Balance Plan but for Internal Revenue Service limits applicable to tax-qualified
- Type of payment made is cash (both Supplemental Executive Retirement Plan and Cash Balance Restoration Plan)
- Benefits are paid in a lump sum or as an annuity following retirement, based on the employee's payout election.

**iii) Supplemental Retirement Plan Benefits**

**Instructions:** Provide SERP values for all executive officers described in the electrical corporation’s executive compensation submission. If an executive officer is not eligible for the SERP, please indicate.

**Table 6.2**

Title	Number of Years Credited Service	2022 2022 SERP/Cash Balance Restoration Service Cost – as a % of TDC <sup>7</sup>	2022 Cash Balance Service Cost as a % of TDC <sup>8</sup>
[REDACTED]	37	1%	1%
[REDACTED]	18	2%	2%
[REDACTED]	3	2%	2%
[REDACTED]	8	2%	2%
[REDACTED]	24	2%	2%

<sup>7</sup> 2022 SERP Service Cost as a percentage of 2022 TDC, consistent with proxy.

<sup>8</sup> 2022 Cash Balance Service Cost as a percentage of 2022 TDC, consistent with proxy.

## Section 7: Long-Term Incentive Program (LTIP)

**Instructions:** The LTIP includes all performance-based compensation awarded on a performance term of three or more years. If the electrical corporation uses more than one long-term incentive mechanism, repeat this information for each mechanism (e.g., Three-year, Four-Year).

### Section 7a: LTIP Structure

**Instructions:** Provide name, title/function, grant date, vesting schedule and estimated award percentage of TC for each executive officer with any new or amended contract that receives or is expected to receive direct compensation under a LTIP for the applicable years. For purposes of calculating the grant value as a percentage of TC, use the grant value of the compensation as determined for accounting purposes. Grant value is the value that is disclosed in proxy statement summary compensation tables for executive officers who are proxy officers. For purposes of calculating Earned Value as a percentage of TC, use the value at the date of vesting. Percentages must be specified for each executive officer and not a range for various position levels. Provide a table for each executive officer. Make copies of Table 7a.1 as necessary.

**Table 7a.1  
2022 and 2023 LTIP Grants**

Executive Title/ Function and Name: ██████████						
	<ul style="list-style-type: none"> <li>• One-third based on 3-year relative total shareholder return (TSR) – Half based on 3-year relative TSR vs. S&amp;P 500 Utilities Index – Half based on 3-year relative TSR vs. S&amp;P 500 Index</li> </ul>			2023 Performance Year		
LTI Type	<ul style="list-style-type: none"> <li>• One-third based on 3-year EPS CAGR with payout scale set based on forward consensus estimates of S&amp;P 500 Utilities peers.</li> </ul>	Vesting Schedule	Grant Date Fair Value as a % of TC	Anticipated Grant Date	Vesting Schedule	Target Value as a % of TC
Stock Grant	n/a	n/a	n/a	n/a	n/a	n/a
Stock Option	n/a	n/a	n/a	n/a	n/a	n/a
Restricted Stock Unit (RSU)	1/3/2022	Vests ratably over three years	16%	1/3/2023	Vests ratably over three years	17%

Performance Share Unit (PSU)/ Performance Restricted Stock Unit (PRSU)	1/3/2022	Vests following completion of three-year performance period, subject to performance (see 4c for performance measure information)	36%	1/3/2023	Vests following completion of three-year performance period, subject to performance (see 4c for performance measure information)	36%
Cash Performance Payment	n/a	n/a	n/a	n/a	n/a	n/a
Other	n/a	n/a	n/a	n/a	n/a	n/a

Executive Title/ Function and Name: [REDACTED]						
	2022 Performance Year			2022 Performance Year		
LTI Type	Performance-Based Restricted Stock Units (weighted at two-thirds collectively)	Vesting Schedule	Grant Date Fair Value as a % of TC	Anticipated Grant Date	Vesting Schedule	Target Value as a % of TC
Stock Grant	<ul style="list-style-type: none"> <li>One-third based on 3-year EPS CAGR with payout scale set based on forward consensus estimates of S&amp;P 500 Utilities peers.</li> </ul>	n/a	n/a	n/a	n/a	n/a
Stock Option	n/a	n/a	n/a	n/a	n/a	n/a

Restricted Stock Unit (RSU)	1/3/2022	Vests ratably over three years	16%	1/3/2023	Vests ratably over three years	16%
Performance Share Unit (PSU)/ Performance Restricted Stock Unit (PRSU)	1/3/2022	Vests following completion of three-year performance period, subject to performance (see 4c for performance measure information)	34%	1/3/2023	Vests following completion of three-year performance period, subject to performance (see 4c for performance measure information)	34%
Cash Performance Payment	n/a	n/a	n/a	n/a	n/a	n/a
Other	n/a	n/a	n/a	n/a	n/a	n/a

Executive Title/ Function and Name: [REDACTED]						
LTI Type	2022 Performance Year			2022 Performance Year		
	Grant Date	Vesting Schedule	Grant Date Fair Value as a % of TC	Anticipated Grant Date	Vesting Schedule	Target Value as a % of TC
Stock Grant	n/a	n/a	n/a	n/a	n/a	n/a
Stock Option	n/a	n/a	n/a	n/a	n/a	n/a
Restricted Stock Unit (RSU)	1/3/2022	Vests ratably over three years	13%	1/3/2023	Vests ratably over three years	16%
Performance Share Unit (PSU)/ Performance Restricted Stock Unit (PRSU)	1/3/2022	Vests following completion of three-year performance period, subject to performance (see 4c for performance measure information)	n/a	1/3/2023	Vests following completion of three-year performance period, subject to performance (see 4c for performance measure information)	34%
Cash Performance Payment	n/a	n/a	n/a	n/a	n/a	n/a
Other	n/a	n/a	n/a	n/a	n/a	n/a

Executive Title/ Function and Name: [REDACTED]						
	2022 Performance Year			2023 Performance Year		
LTI Type	Grant Date	Vesting Schedule	Grant Date Fair Value as a % of TC	Anticipated Grant Date	Vesting Schedule	Target Value as a % of TC
Stock Grant	n/a	n/a	n/a	n/a	n/a	n/a
Stock Option	n/a	n/a	n/a	n/a	n/a	n/a
Restricted Stock Unit (RSU)	1/4/2021	Vests ratably over three years	11%	1/3/2023	Vests ratably over three years	11%
Performance Share Unit (PSU)/ Performance Restricted Stock Unit (PRSU)	1/4/2021	Vests following completion of three-year performance period, subject to performance (see 4c for performance measure information)	24%	1/3/2023	Vests following completion of three-year performance period, subject to performance (see 4c for performance measure information)	24%
Cash Performance Payment	n/a	n/a	n/a	n/a	n/a	n/a
Other	n/a	n/a	n/a	n/a	n/a	n/a

Executive Title/ Function and Name: [REDACTED]						
	2022 Performance Year			2023 Performance Year		
LTI Type	Grant Date	Vesting Schedule	Grant Date Fair Value as a % of TC	Anticipated Grant Date	Vesting Schedule	Target Value as a % of TC
Stock Grant	n/a	n/a	n/a	n/a	n/a	n/a
Stock Option	n/a	n/a	n/a	n/a	n/a	n/a

Restricted Stock Unit (RSU)	1/3/2022	Vests ratably over three years	14%	1/3/2022	Vests ratably over three years	14%
Performance Share Unit (PSU)/ Performance Restricted Stock Unit (PRSU)	1/3/2022	Vests following completion of three-year performance period, subject to performance (see 4c for performance measure information)	30%	1/3/2022	Vests following completion of three-year performance period, subject to performance (see 4c for performance measure information)	30%
Cash Performance Payment	n/a	n/a	n/a	n/a	n/a	n/a
Other	n/a	n/a	n/a	n/a	n/a	n/a

If "Other" LTIP Type indicated, provide an explanation:

i) **Is any LTIP compensation not at risk?**

Yes:  No:

If Yes, describe and explain what LTIP compensation is not at risk:

--

ii) **Were the 2022 LTIP payouts determined based on a performance range (i.e., below minimum/threshold, minimum/threshold, target, maximum)? Check one:**

Yes:  No:

iii) **Did the electrical corporation use one range for all 2022 LTIP metrics or differing ranges based on the category of metric)? Check one:**

One range for all metrics:  Multiple ranges:

iv) **Provide the 2022 LTIP metric range(s):**

**Table 7a.2  
2022 LTIP Performance Range(s)**

Metric	Performance Range
Sempra total shareholder return vs. S&P 500 Utilities Index	See Table 1 below
Sempra total shareholder return vs. S&P 500 Index	See Table 1 below
Sempra Earnings Per Share Growth	See Table 2 below

Table 1	
Sempra Total Shareholder Return Percentile Ranking vs. Peer Group <sup>15</sup>	Percentage of Number of Restricted Stock Units that Vest
90 <sup>th</sup>	200%
80 <sup>th</sup>	175%
70 <sup>th</sup>	150%
60 <sup>th</sup>	125%
50 <sup>th</sup>	100%
40 <sup>th</sup>	70%
35 <sup>th</sup>	55%



30 <sup>th</sup>	40%
25 <sup>th</sup>	25%
Below 25 <sup>th</sup>	0%

<b>Table 2</b>	
Sempra Earnings Per Share Growth	Percentage of Target Number of Restricted Stock Units that Vest
2021 - 2024	200%
8.60%	200%
7.60%	150%
6.30%	100%
5.00%	25%

Describe the interpolation method between categories (e.g., straight line):

Straight line

v) Provide the 2023 LTIP metric range(s):

**Table 7a.3  
2023 LTIP Performance Range(s)**

<b>Metric</b>	<b>Performance Range</b>
Sempra total shareholder return vs. S&P 500 Utilities Index	See Table 1 below
Sempra total shareholder return vs. S&P 500 Index	See Table 1 below
Sempra Earnings Per Share Growth	See Table 2 below

<b>Table 1</b>	
Sempra Total Shareholder Return Percentile Ranking vs. Peer Group <sup>15</sup>	Percentage of Number of Restricted Stock Units that Vest
90 <sup>th</sup>	200%
80 <sup>th</sup>	175%
70 <sup>th</sup>	150%
60 <sup>th</sup>	125%
50 <sup>th</sup>	100%
40 <sup>th</sup>	70%
35 <sup>th</sup>	55%
30 <sup>th</sup>	40%
25 <sup>th</sup>	25%
Below 25 <sup>th</sup>	0%

<b>Table 2</b>	
Sempra Earnings Per Share Growth	Percentage of Target Number of Restricted Stock Units that Vest
2022 - 2025	
9.10%	200%
7.90%	150%
6.50%	100%
6.20%	25%
Below 6.2%	0%

Describe the interpolation method between categories (e.g., straight line):

Straight line

**vi) Use of Any Performance Triggers**

Does the electrical corporation's 2023 LTIP use any performance triggers (e.g., must achieve annual earnings per share of at least XYZ before any LTIP payments are made)? Check one:

Yes:  No:

If “Yes”, please describe any performance triggers:

**vii) Use of Any Automatic Deductions**

Does the electrical corporation’s 2023 LTIP have any automatic, non-discretionary deductions (e.g., Failure to achieve WMP targets results in X% reduction, Catastrophic wildfire results in zeroing out all safety metrics)? Check one:

Yes:  No:

If “Yes”, please describe all automatic deductions:

## Section 7c: LTIP Measures, Weighting and Vesting

**Instructions:** For each LTIP Type, indicate vesting period and type. If basis of award differs amongst position or person, copy Table 7c.1 and Table 7c.2 as necessary and indicate who the table applies to in space provided at the top of the table. Add additional tables if LTIP varies for certain officer classifications.

**Table 7c.1  
2022 LTIP Measures Vesting**

<b>Executive Title/ Function and Name: All Executive Officers</b>	
<b>LTI Type</b>	<b>Vesting Period and Type</b>
<b>If SDG&amp;E's earnings are below minimum, the ICP payout for the Operational Goals, other than Safety, shall be discretionary as determined by the SDG&amp;E Board of Directors.</b>	One-third
Stock Grant	n/a
Stock Option	n/a
Table above reflects the payout percentage for the awards as noted in the column headers.	Equal installments over 3 years
PSU/ PRSU	3-year cliff
There was one adjustment that does not fall into the above categories. The Average PSPS Circuit Restoration metric was designed to measure the time (in hours) for service restoration following a PSPS event. Restoration time could not be calculated because there were no PSPS events in 2022. Factors considered by the board in determining the payout were 1) alignment with customers and stakeholders (no PSPS events is a positive outcome) and 2) an evaluation of SDG&E's preparation for a PSPS event.	n/a
Other	n/a
<b>Weighting Total:</b>	100%

**Table 7c.2  
2023 LTIP Measures Vesting**

<b>Executive Title/ Function and Name: All Executive Officers<sup>9</sup></b>	
<b>LTI Type</b>	<b>Vesting Period and Type</b>
<b>Electrical Corporation Actuals</b>	
Stock Grant	n/a
Stock Option	n/a
The Supplemental Executive Retirement Plan is a defined benefit plan that considers age at retirement, years of service and final average pay (average base salary for the two consecutive years of highest base salary prior to retirement plus the average of the three highest annual bonus (STIP) awards in the 10 years prior to retirement). Benefits payable under the Supplemental Executive Retirement Plan are reduced by benefits payable under the Cash Balance Plan.	Equal installments over 3 years
The Cash Balance Restoration Plan restores the benefits that would otherwise be provided under the qualified Cash Balance Plan but for Internal Revenue Service limits applicable to tax-qualified pension plans.	3-year cliff
Cash	n/a
Cash (both Supplemental Executive Retirement Plan and Cash Balance Restoration Plan)	n/a
<b>Weighting Total:</b>	100%

<sup>9</sup> [REDACTED] participates in the Supplemental Executive Retirement plan. The other executive officers participate in the Cash Balance Restoration Plan.