

A Note to Applicants from SoCalGas Chief Talent & Culture Officer, Erin M. Smith

SoCalGas seeks to provide an inclusive and opportunity-rich environment where everyone can flourish to their fullest, where everyone feels secure and well-supported by leaders they trust, and where compensation and benefits reflect true appreciation for employees and their families. SoCalGas makes major investments to achieve these priorities, and as Chief Talent & Culture Officer of SoCalGas, talent attraction and retention are among the most important aspects of my job.

We are proud of what we've built here, and we work every day to become better. Here are just some of the unique attributes that make SoCalGas a special place to be:

OUR MISSION

SoCalGas is on a mission to build the cleanest, safest, most innovative energy company in America. For over 150 years we have served the energy needs of Southern Californians, and that important work motivates us daily. Today we are leading cutting-edge research projects to make energy cleaner. We are passionate about the work of today and the progress of tomorrow. Every role at SoCalGas is an opportunity to make an impact now and into the future.

OUR CULTURE

Three core values guide everything we do: Do the Right Thing, Champion People, and Shape the Future. We apply these values to the way we hire, onboard, develop, and promote. These values are at the heart of how we serve communities by our delivery of energy, and also through service to those in need by equitable and ethical business practices, volunteering, and charitable contributions.

Safety is foundational to who we are. Our commitment to providing safe working conditions for our employees and contractors, and safe systems for our customers and the public, is unwavering. We prioritize psychological safety, which is the understanding that every person's voice is welcomed, valued, and expected. In a psychologically safe environment, work-related concerns and ideas are raised freely, and we become safer and more innovative by the continuous exchange of ideas and information.

We pride ourselves on a culture of high performance, where all are encouraged to innovate, collaborate, and continuously improve. There is great value in personal interaction, and the best-performing teams are those in which relationships are positive and members are heard, understood, supported, and able to make significant contributions.

We enacted a hybrid work model for most non-represented roles, which offers employees greater flexibility than pre-pandemic, while still enabling the bonding, mentorship, and collaboration that contribute to excellence in our work. We promote Wellness through several dozen no-cost programs and a portfolio of self and family care services, such as counseling. We want to help employees be their best selves.

OUR PEOPLE

We believe in every person's limitless potential and see every position as an entry point to a flourishing career. We invest substantially in development through in-house training and education, leadership development programming, and tuition reimbursement. We take time to spotlight and acknowledge employees for the great work they do.

Like the communities we serve, employees at SoCalGas represent a variety of backgrounds, identities, and life experiences. We maintain a culture of inclusion where every employee belongs and feels valued. Through Employee Resource Groups, heritage commemorations, and the promotion of allyship and education, we learn from each other and strengthen as an organization.

Continue on the next page



[socalgas.com](https://www.socalgas.com)

Like our employees, our Senior Management Team represents a diverse array of backgrounds and experiences. We lead with transparency and an authentic commitment to SoCalGas' mission and values. We prioritize connection and regularly seek input from employees on their experiences and how we can improve. Here's what employees had to say in our most recent Employee Engagement Survey:

- 92% know our company is committed to employee safety
- 92% would gladly refer a good friend or family member to work with us
- 90% are proud to work at SoCalGas
- 89% have open and honest communications with their immediate supervisors
- 87% believe their immediate supervisor cares about their well-being
- 87% agree SoCalGas provides consistent opportunities for learning and development

I hope this gives you a clearer idea of who we are and what sets us apart. Wherever your path leads you, I wish you fulfillment and prosperity.

Sincerely,



ERIN M. SMITH

Chief Talent & Culture Officer



socalgas.com