

Supplier Diversity: Staying The Course



LibertyTM

Liberty Utilities (CalPECO Electric) LLC
2025 Annual Report and 2026 Annual Plan
General Order 156 - Utilization Of Women, Minority, Service-Disabled Veteran,
Lesbian, Gay, Transgender, Bisexual, And Persons With Disabilities Enterprises
(WMDVLGBTPDBE)



The numbers only tell part of the story. The real measure of our success is how Liberty continues to show up for our customers, communities, and each other. Our culture of accountability and care continue to strengthen and contribute to that progress.

The work we have done this year has not been easy, but it has been essential. We will Stay the Course to keep the momentum going.

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2025 has been a year of back-to-the-basics

After a year of transition, Liberty has focused on establishing steady and predictable outcomes to best serve our key stakeholders: our customers, communities, employees and shareholders. This re-establishment of the basics is essential to maintaining the delivery of safe, reliable, and affordable electric service to our nearly 50,000 customers. Our focus remains on securing the necessary investments and balancing affordability while hardening our grid and protecting our communities in an increasingly complex wildfire landscape.



Liberty is working to advance our electric service delivery by integrating our Supplier Program directly into our broader strategic goals. By aligning our supply chain with our business plans, we create new opportunities for more suppliers to contribute to critical infrastructure projects and programs.

We recorded a diverse spend of 26.70% in 2025, exceeding our target by nearly 4%. We remain steadfast in our commitment to General Order 156, and we are utilizing and enhancing data-driven processes through our SAP systems to meet and even exceed our targets moving forward.

Our Supplier Diversity Program Manager collaborates with business unit leadership to implement a resilient and diverse mindset in all sourcing events. These initiatives increase the visibility of our program and support team members' understanding of their roles in compliance with California Public Utilities Commission (CPUC) rules and regulations and their contributions to the success of our local economy.

Liberty's forward-looking focus extends beyond simple percentages. We emphasize a culture that seeks diversity in suppliers, supports local businesses, and delivers value for our customers and communities. We believe that a diverse supply chain is a more resilient supply chain, and this resilience will power Liberty beyond 2025.

Liberty embraces the milestones we have achieved and remains dedicated to building lasting partnerships. This is an era of smart investment in the Tahoe Basin, and it is a privilege to lead this team as we build a safer, more reliable and affordable future together.

A handwritten signature in black ink, appearing to read 'E. Schwarzrock'.

Eric Schwarzrock, President, Liberty



2025 Annual Report

Liberty's Diversity, Equity, and Inclusion (DEI) policy acknowledges the recognition and support of the benefits that a diverse workforce brings to the organization at all levels. Led by the DEI Council, Liberty has adopted initiatives to raise awareness regarding the value placed on diversity and to measure progress in creating a more inclusive workplace.

Liberty is committed to being an equal opportunity employer and values each person's unique background, diversity, experiences, perspectives, and talents.

Liberty files EEO-1 reports (<https://www.eeoc.gov/data/eeo-data-collections>) and other reports, such as the California Pay Data Reporting to the Civil Rights Department of the State of California.

Liberty's West Region Board of Directors is comprised of four members. 25% of the Board Members are diverse.

For information regarding Liberty Cal Peco Supplier Diversity Program, please see the contact information below

Holley Joy

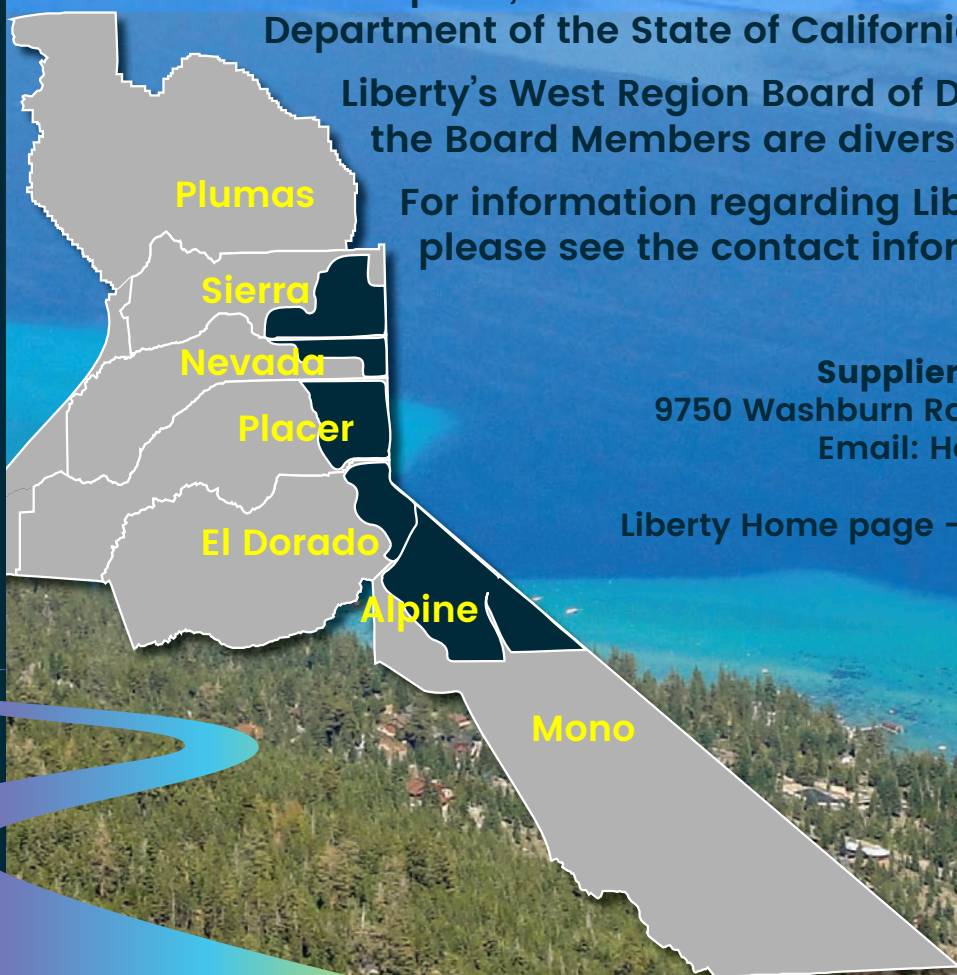
Supplier Diversity Program Manager

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Email: Holley.joy@libertyutilities.com

Company:

Liberty Home page - Residential - California Electric - Liberty





2025 Highlights

Liberty remained committed to providing quality service to and for our customers in our service territory. Liberty initiated and completed several projects largely utilizing diverse suppliers.

Work performed included:

Island Excavation: Crews responded to emergency work and service restoration – South Lake Tahoe.



Work performed included:

A&P Helicopters: Crews performed General Order 95 repairs associated with our inspection program on our 120kv Cir-111 Transmission Line coming in from NV Energy in Nevada to South Lake Tahoe.



Perhaps the most visible and heartwarming highlight is the loyalty of our crews and suppliers during the heavy winter storm of 2025. Crews ventured into the night to restore power to our customers. From Stateline to Glenshire and everywhere in between, we were kept our community's holidays warm and bright.

Liberty's customers greatly appreciated our efforts to keep the lights on and they let us know with heartfelt thanks and expressions of gratitude:

- ▶ **"Thank you to these hard-working teams!!** I hope they can get back to their families and be cozy again soon!!"
- ▶ **"Thank you to all the crews who are working through the holidays** and missing out on time with their families to keep the community's lights on! Merry Christmas!"
- ▶ **"Thank you, boys, for all your hard work out in this nasty weather!** Hope you guys get at least a couple hours with your families today! Merry Christmas."
- ▶ **"Thank you to the Liberty crews working through the night to restore our power** in Kingswood - Wishing you a Warm & Merry Christmas!"
- ▶ **"Thank you for getting us back on** in Tahoe Mountain!"





Liberty will continue
to power
Lake Tahoe communities.



Liberty's Supplier Diversity Program continues to educate and interact with all business units within the organization. The goal is to provide support and knowledge-share to maintain a robust and diverse roster of suppliers able to support Corporate Capital and Operational sourcing needs.

Liberty participated in a variety of events supporting Supplier Diversity programming efforts.

AMERICAN INIDAN CALIFORNIA CHAMBER OF COMMERCE

Jun 6 - Annual Chamber Luncheon

Jul 13-15 - Annual Expo

Council Advisory Member - Monthly Engagement

CALIFORNIA PUBLIC UTILITIES COMMISSION

April 2 - Regional Energy network Conference

October 7 - Small Business Expo

October 8 - 23RD Annual EnBanc

CALIFORNIA WATER ASSOCIATION

Mar 11 - Women in Leadership

DIVERSITY PROFESSIONAL MAGAZINE

Apr 28 - Women of Excellence Awards

GREATER LOS ANGELES AFRICAN AMERICAN CHAMBER OF COMMERCE

Oct 29 - Women in the C-Suite

ORANGE COUNTY INLAND EMPIRE SMALL BUSINESS DEVELOPMENT COUNCIL

Jun 25 - Contracting Conference

SOUTHERN CALIFORNIA BLACK CHAMBER OF COMMERCE

May 16 – Elevate Program
Oct 26-27 – Business Summit

SOUTHERN CALIFORNIA GAS COMPANY

Jul 10 – Pride in Business Showcase and Matchmaking Conference

SOUTHERN CALIFORNIA MINORITY DEVELOPMENT COUNCIL

May 15 – B3 Conference and Expo
Aug 8 – Supplier of the Year Awards
Corporate Round Table Member – Monthly Engagement

WOMEN BUSINESS ENTERPRISE COUNCIL – WEST

Jul 23 – Unconventional Women's Conference

WOMEN BUSINESS ENTERPRISE COUNCIL – PACIFIC

Aug 20 – Regional Pitch Finals – Judge

Community Involvement

We remained visible at community events via creation, invitation, participation and collaboration with Lake Tahoe community partners:

Boys & Girls Club of Lake Tahoe Donation

Liberty completed our five-year donation commitment to support the new Boys & Girls Club building. This organization serves over 700 children with after-school and summer programs.

The Collaborative Room at the Boys & Girls Club of Lake Tahoe's Angel of Tahoe Clubhouse is sponsored by Liberty Utilities.

Please access the link below to read more about this partnership

<https://www.tahoedailytribune.com/news/kudos-for-kindness-liberty-utilities-fulfills-55000-pledge-to-support-angel-of-tahoe-clubhouse/>

Community Meal Service

Another great evening serving the South Lake Tahoe community a Liberty-sponsored meal.



Community Involvement

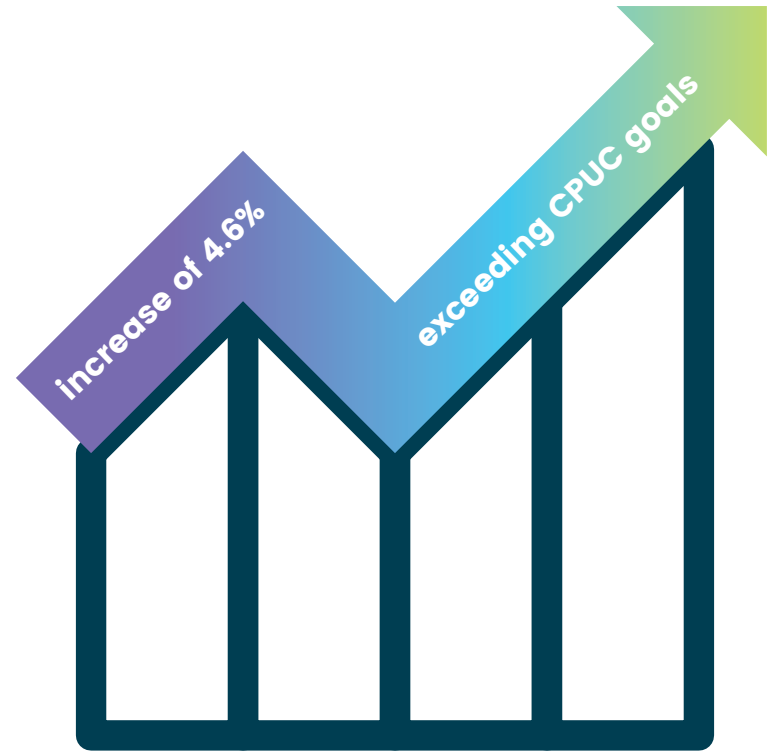


Lake Tahoe Pride Ride

Liberty participated in the second annual Lake Tahoe Pride Ride on Sunday June 18. The LGBTQIA+ community and allies came together to ride almost 16 miles around South Lake Tahoe.

Note: All expenditures presented in this section reflect actual payments made during the reporting period and are reported on a cash (date of payment) basis.

- ▶ By Category
- ▶ Supplier Diversity Direct Procurement Results By Product And Service Categories
- ▶ Supplier Diversity Subcontractor Procurement Results By Product And Service Categories
- ▶ Supplier Diversity Results By Standard Industrial Code
- ▶ Number Of Diverse Suppliers And Revenue Reported To Supplier Clearinghouse
- ▶ Description Of Supplier Workforce



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2025 Supplier Diversity Annual Results by Category

GO 156 Section 9.1.2

		2025			
		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%
Minority Male	African American	\$ 1,244,509.33	\$ 0.00	\$ 1,244,509.33	1.47%
	Asian Pacific American	\$ 2,071,676.51	\$ 0.00	\$ 2,071,676.51	2.44%
	Hispanic American	\$ 79,200.04	\$ 0.00	\$ 79,200.04	0.09%
	Native American	\$ 3,070,109.85	\$ 0.00	\$ 3,070,109.85	3.62%
	Total Minority Male	\$ 6,465,495.73	\$ 0.00	\$ 6,465,495.73	7.62%
Minority Female	African American	\$ 0.00	\$ 0.00	\$ 0.00	0.00%
	Asian Pacific American	\$ 366,986.10	\$ 0.00	\$ 366,986.10	0.43%
	Hispanic American	\$ 6,872,962.16	\$ 0.00	\$ 6,872,962.16	8.10%
	Native American	\$ 4,596.98	\$ 0.00	\$ 4,596.98	0.01%
	Total Minority Female	\$ 7,244,545.24	\$ 0.00	\$ 7,244,545.24	8.54%
Total Minority Business Enterprise (MBE)		\$ 13,710,040.97	\$ 0.00	\$ 13,710,040.97	16.16%
Women Business Enterprise (WBE)		\$ 8,663,443.10	\$ 0.00	\$ 8,663,443.10	10.21%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$ 0.00	\$ 0.00	\$ 0.00	0.00%
Disabled Veteran Business Enterprise (DVBE)		\$ 271,921.75	\$ 0.00	\$ 271,921.75	0.32%
Persons with Disabilities Business Enterprise (PDBE)		\$ 0.00	\$ 0.00	\$ 0.00	0.00%
8(a)*		\$ 0.00	\$ 0.00	\$ 0.00	0.00%
Total Supplier Diversity Spend		\$ 22,645,405.82	\$ 0.00	\$ 18,164,082	26.70%
Net Procurement**		\$ 84,818,556.53			

NOTES:

* 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDV/LGBT/PDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct – Means Direct Procurement: when a utility directly procures from a supplier.

² Sub – Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% – Percentage of Net Procurement

Totals may not add due to rounding.

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2025 Supplier Diversity Direct Procurement Results by Product and Service Categories GO 156 Section 9.1.2

			2025					
			Product		Service		Total	
			\$	%	\$	%	Total \$	%
Minority Male	African American	Direct	\$ 0.00	0.00%	\$ 1,244,509.33	1.47%	\$ 1,244,509.33	1.47%
	Asian Pacific American	Direct	\$ 163,187.00	0.19%	\$ 1,908,488.58	2.25%	\$ 2,071,676.51	2.44%
	Hispanic American	Direct	\$ 0.00	0.00%	\$ 79,200.04	0.09%	\$ 79,200.04	0.09%
	Native American	Direct	\$ 0.00	0.00%	\$ 3,070,109.85	3.62%	\$ 3,070,109.85	3.62%
	Total Minority Male	Direct	\$ 163,187.00	0.19%	\$ 6,302,307.80	7.43%	\$ 6,465,495.73	7.62%
Minority Female	African American	Direct	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
	Asian Pacific American	Direct	\$ 0.00	0.00%	\$ 366,986.10	0.43%	\$ 366,986.10	0.43%
	Hispanic American	Direct	\$ 0.00	0.00%	\$ 6,872,962.16	8.10%	\$ 6,872,962.16	8.10%
	Native American	Direct	\$ 0.00	0.00%	\$ 4,596.98	0.01%	\$ 4,596.98	0.01%
	Total Minority Female	Direct	\$ 0.00	0.00%	\$ 7,244,545.24	8.54%	\$ 7,244,545.24	8.54%
Total Minority Business Enterprise (MBE)		Direct	\$ 163,187.00	0.19%	\$ 13,546,853.04	15.97%	\$ 13,710,040.97	16.16%
Women Business Enterprise (WBE)		Direct	\$ 6,664,164.82	7.86%	\$ 1,999,278.28	2.36%	\$ 8,663,443.10	10.21%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
Disabled Veteran Business Enterprise (DVBE)		Direct	\$ 0.00	0.00%	\$ 271,921.75	0.32%	\$ 271,921.75	0.32%
Persons with Disabilities Business Enterprise (PDBE)		Direct	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
8(a)*		Direct	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
Total Supplier Diversity Spend		Direct	\$ 6,827,352.75	8.05%	\$ 15,818,053.07	18.65%	\$ 22,645,405.82	26.70%
Net Procurement**			\$ 84,818,556.53					
Net Product Procurement			\$ 6,827,352.75					
Net Service Procurement			\$ 15,818,053.07					
Total Number of Diverse Direct Suppliers			33					

NOTES:

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** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct – Means Direct Procurement: when a utility directly procures from a supplier.

² Sub – Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% – Percentage of Net Procurement

Totals may not add due to rounding.

Liberty 2025 Supplier Diversity Subcontractor Procurement Results by Product and Service Categories GO 156 Section 9.1.2

			2025					
			Product		Service		Total	
			\$	%	\$	%	Total \$	%
Minority Male	African American	Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
	Asian Pacific American	Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
	Hispanic American	Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
	Native American	Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
	Total Minority Male	Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
Minority Female	African American	Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
	Asian Pacific American	Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
	Hispanic American	Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.26%
	Native American	Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
	Total Minority Female	Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
Total Minority Business Enterprise (MBE)		Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.26%
Women Business Enterprise (WBE)		Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
Disabled Veteran Business Enterprise (DVBE)		Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
Persons with Disabilities Business Enterprise (PDBE)		Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
8(a)*		Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
Total Supplier Diversity Spend		Sub	\$ 0.00	0.00%	\$ 0.00	0.00%	\$ 0.00	0.00%
Net Procurement**			\$ 84,818,556.53					
Net Product Procurement			\$ 0.00					
Net Service Procurement			\$ 0.00					
Total Number of Diverse Subcontractors			0					

NOTES:

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** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

¹ Direct – Means Direct Procurement: when a utility directly procures from a supplier.

² Sub – Means Subcontractor Procurement: when a prime contractor, in contract with a utility, procures from a subcontractor to fulfill its contractual obligation(s).

% – Percentage of Net Procurement

Totals may not add due to rounding.

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2025 Supplier Diversity Results by Standard Industrial Classification Codes

GO 156 Sec 9.1.2

			African American		Asian Pacific American		Hispanic American		Native American		Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Business Enterprise (DBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend	Total Procurement
SIC Code	\$/%	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female							
4522	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 472,073.50	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 472,073.50	\$ 472,073.50
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.56%
2752	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 45,098.23	\$ 0.00	\$ 0.00	\$ 0.00	\$ 45,098.23	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 45,098.23	\$ 45,098.23
	%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.05%
8742	\$	\$ 1,192,769.33	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,192,769.33	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,192,769.33	\$ 1,192,769.33
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	43.54%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	1.41%
4931	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 998,770.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 998,770.00	\$ 998,770.00
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	1.181%
7311	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 4,596.98	\$ 4,596.98	\$ 5,505.88	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 10,102.86	\$ 10,102.86
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	45.50%	45.50%	54.50%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.01%
7361	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 248,736.10	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 248,736.10	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 248,736.10	\$ 248,736.10
	%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.29%
7371	\$	\$ 51,740.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 51,740.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 51,740.00	\$ 51,740.00
	%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.08%
8748	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,487.03	\$ 249,733.54	\$ 0.00	\$ 0.00	\$ 251,220.57	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 251,220.57	\$ 251,220.57
	%	0.00%	0.00%	0.00%	0.00%	0.59%	99.41%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.30%
8711	\$	\$ 0.00	\$ 0.00	\$ 279,663.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 279,663.00	\$ 9,600.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 289,263.00	\$ 289,263.00
	%	0.00%	0.00%	96.68%	0.00%	0.00%	0.00%	0.00%	0.00%	96.68%	3.32%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.34%
4789	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3272	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
6331	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 117,394.69	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 117,394.69	\$ 117,394.69
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.14%
5599	\$	\$ 0.00	\$ 0.00	\$ 163,142.08	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 163,142.08	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 163,142.08	\$ 163,142.08
	%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.19%
8111	\$	\$ 0.00	\$ 0.00	\$ 141,271.00	\$ 118,250.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 259,521.10	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 259,521.10	\$ 259,521.10
	%	0.00%	0.00%	54.44%	45.56%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.31%
781	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 76,920.64	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 76,920.64	\$ 76,920.64
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.09%
1623	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 2,966,109.85	\$ 0.00	\$ 2,966,109.85	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 2,966,109.85	\$ 2,966,109.85
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	3.50%
8743	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 497.61	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 90,000.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 90,000.00	\$ 90,000.00
	%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.11%
783	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1794	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1731	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 136,638.10	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 136,638.10	\$ 136,638.10
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.16%
5063	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 6,538,289.84	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 6,538,289.84	\$ 6,538,289.84
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	7.71%
5172	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8744	\$	\$ 0.00	\$ 0.00	\$ 1,487,554.58	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,487,554.58	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,487,554.58	\$ 1,487,554.58
	%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	1.75%
7331	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 61,566.75	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 61,566.75	\$ 61,566.75
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.07%
782	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 30,808.72	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 30,808.72	\$ 30,808.72
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.04%
5199	\$	\$ 0.00	\$ 0.00	\$ 45.85	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 45.85	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 45.85	\$ 45.85
	%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
3069	\$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 12,533.62	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 12,533.62	\$ 12,533.62
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.01%
851	\$																	

9.1.2 Supplier Diversity Annual Results

Liberty

2025 Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

GO 156 Sec. 9.1.2

Number of Diverse Suppliers	Number of Diverse Suppliers Data													
	Revenue Reported to Supplier Clearinghouse							Utility-Specific 2025 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total
Under \$1 Million	6	2	0	1	0	0	9	14	12	0	2	0	0	28
Under \$5 Million	3	4	0	0	0	0	7	3	0	0	0	0	0	3
Under \$10 Million	0	1	0	0	0	0	1	4	1	0	0	0	0	5
Above \$10 Million	9	6	0	0	0	0	15	0	0	0	0	0	0	0
TOTAL	18	13	0	1	0	0	32	18	13	0	2	0	0	33

Revenue of Diverse Suppliers	Revenue and Payment Data													
	Revenue Reported to Supplier Clearinghouse							Utility-Specific 2025 Summary						
	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total
Under \$1 Million	\$ 2,927,446.00	\$ 818,476.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 3,745,922.00	\$ 1,440,378.59	\$ 2,125,173.26	\$ 0.00	\$ 271,921.75	\$ 0.00	\$ 0.00	\$ 3,837,473.60
Under \$5 Million	\$ 7,955,000.00	\$ 10,458,904.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 18,413,904.00	\$ 5,646,433.76	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 5,646,433.76
Under \$10 Million	\$ 7,955,000.00	\$ 17,038,822.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 24,993,822.00	\$ 6,623,228.62	\$ 6,538,269.84	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 13,161,498.46
Above \$10 Million	\$ 624,388,827.00	\$ 885,009,227.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,509,398,054.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
TOTAL	\$ 635,271,273.00	\$ 902,866,525.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 1,538,137,798.00	\$ 13,710,040.97	\$ 8,663,443.10	\$ 0.00	\$ 271,921.75	\$ 0.00	\$ 0.00	\$ 22,645,405.82

NOTE: * 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Totals may not add due to rounding.

Currently this data is not being tracked by Liberty or the Supplier Clearinghouse. Efforts are in process to obtain the data.

Liberty 2025 Supplier Diversity Program Expenses GO 156 Section 9.1.3

Expense Category	2025
Wages	\$ 75,000.00
Other Employee Expenses	0.00
Program Expenses	\$ 1,487.03
Reporting Expenses	\$ 4,596.98
Training Expenses	\$ 0.00
Consultant Expenses	\$ 0.00
Other Expenses	\$ 0.00
TOTAL	\$ 83,109.01

In 2025, Liberty achieved **26.70%** spend with diverse suppliers,
an **increase of 4.6%**, as reported for 2024
and exceeded CPUC Supplier Diversity Program goals of 23%.

Liberty is still committed to continuing the work to increase diverse supplier utilization and spend where able and appropriate.

Liberty 2025 Supplier Diversity Results Compared to Set Goals GO 156 Section 9.1.4

Category	2025 Results %	2025 Goals %
Minority Male Business Enterprise	7.62%	7.50%
Minority Female Business Enterprise	8.54%	7.50%
Minority Business Enterprise (MBE)	16.16%	15.00%
Women Business Enterprise (WBE)	10.21%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00%	1.50%
Disabled Veteran Business Enterprise (DVBE)	0.32%	1.50%
Persons with Disabilities Business Enterprise (PDBE)	0.00%	0.00%
TOTAL	26.70%	23.00%

NOTE: % – Percentage of Net Procurement

Continuous improvement and a more focused analysis on subcontracting with diverse suppliers is necessary to increase opportunities and diverse spend in this area. Liberty recognizes the value and is actively seeking solutions. Business unit leads, supply chain staff and supplier diversity program management continue to identify opportunities to improve in this area.

Liberty New Diverse Prime and Subcontractor Utilization GO 156 Section 9.1.5

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	2	0
Minority Female Business Enterprise	0	0
Total Minority Business Enterprise (MBE)	2	0
Women Business Enterprise (WBE)	1	0
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0	0
Disabled Veteran Business Enterprise (DVBE)	1	0
Persons with Disabilities Business Enterprise (PDBE)	0	0
8 (a)	0	0
TOTAL	4	0

In 2025, Prime Contractors did not report any second tier spend with diverse suppliers.

Liberty

2025 Summary of Diverse Contractor Utilization

GO 156 Sec. 9.1.5

Total Prime Contractor Utilization of Diverse Subcontractors									
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend
Direct \$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$0.00	\$ 0.00
Sub \$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$0.00	\$ 0.00
TOTAL \$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Direct %	0%	0%	0%	0%	0%	0%	0%	0%	0%
Sub %	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL %	0%	0%	0%	0%	0%	0%	0%	0%	0%

Net Procurement**

\$ 84,818,556.53

In-State Prime Contractor Utilization of Diverse Subcontractors (California Domiciled)									
	Minority Male	Minority Female	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	8(a)*	Total Supplier Diversity Spend
In-State Direct %	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 10.00
In-State Sub \$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
TOTAL \$	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
In-State Direct %	0%	0%	0%	0%	0%	0%	0%	0%	0%
In-State Sub %	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL %	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Net Procurement**

\$ 84,818,556.53

NOTE: * 8(a) – Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDBE. Businesses owned and controlled by persons found to be disadvantaged by the U.S. Small Business Administration pursuant to Section 8(a) of the Small Business Act, as amended (15 U.S.C. 637 (a)) or the U.S. Secretary of Commerce, pursuant to Section 5 of Executive Order 11625 (GO 156 Section 1.3.13).

** Net Procurement includes purchase orders, non-purchase orders, and credit card dollars.

Totals may not add due to rounding.



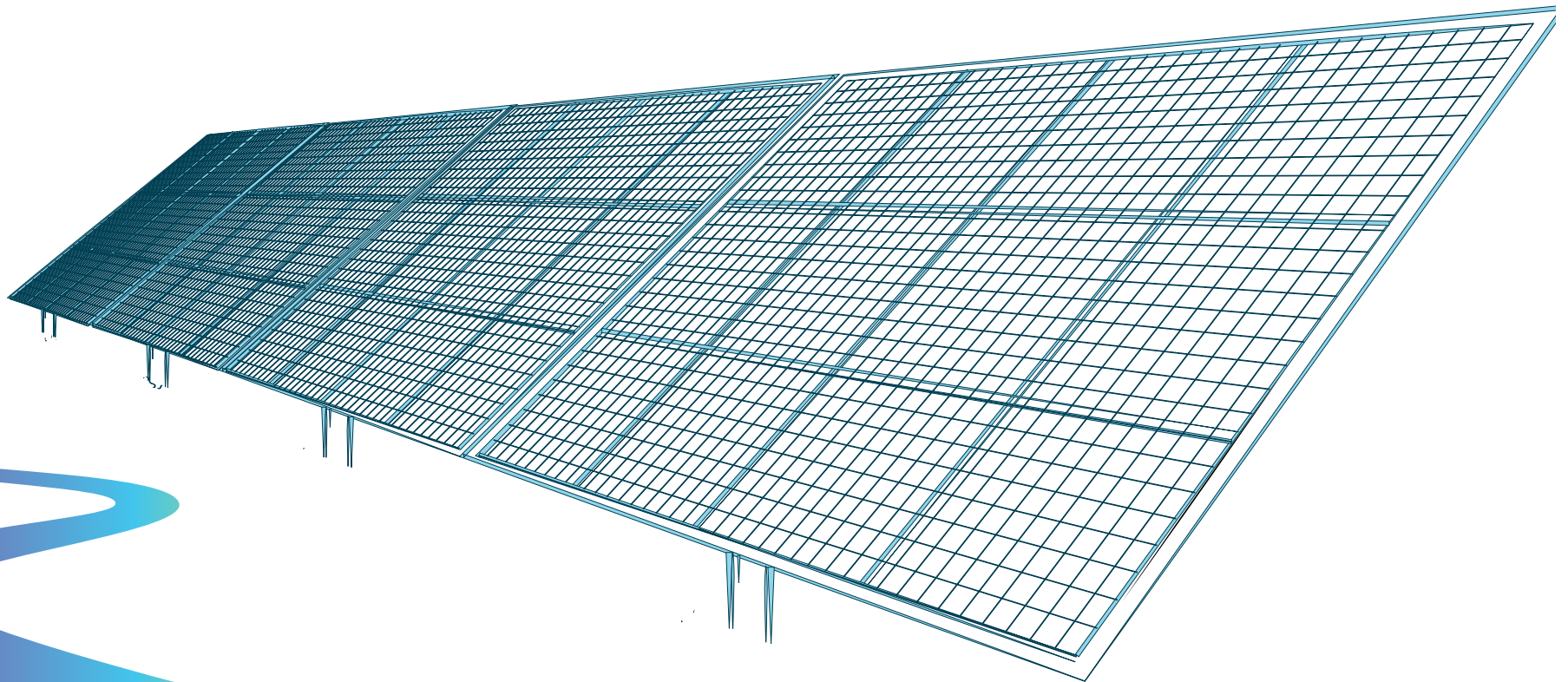
Liberty received no complaints in 2025.

In 2025, Liberty was not able to focus on efforts to recruit diverse suppliers in Low Utilization Categories as advised in our 2024 report. Our focus centered on maintaining safe and reliable utility services to our customers.

Liberty continues to maintain and further develop relationships with existing suppliers to maintain its commitment to supplier diversity. We have stayed the course to provide greater insight into our supplier expectations.

Liberty will continue to work with local, regional, and national community-based organizations to help identify diverse business enterprises that can support and meet our procurement needs.

Liberty produces approximately 22% of its energy needs from its Luning and Turquoise solar facilities. Liberty procures the remaining 78% of required energy supplies from NVEnergy, governed by a multi-year power purchase agreement. Purchased power costs from NV Energy for 2024 were approximately \$34 million for a volume of approximately 492 million kWh.





2026 Annual Plan

Liberty is still on course to get back to basics in 2026 and beyond. We are creating and identifying best practice approaches to identify and manage all projects, which will provide greater internal efficiencies in sourcing for products and services, while maintaining safe and reliable energy service for our customers

Short-Term – 2026

- ▶ Continue analysis of Procurement practices to promote diversification within our Supply Chain.
- ▶ Continue sharing the knowledge of supplier diversity values, goals, objectives and the path forward with internal staff.

2026 and Beyond

- ▶ Formalize Supply Chain diversification and Procurement Structure.
- ▶ Identify gaps and opportunities for local and small business enterprise utilization and opportunities for inclusion.
- ▶ Currently, reporting short, mid and long-term goals specific to Standard Industrial Classification (SIC) categories and low utilization areas, are not available for the 2026 report year.

Internal

- ▶ Liberty will continue to evolve and execute on Supply Chain Diversification and Programming by continuing to educate and engage staff in the efforts set forth above.

External

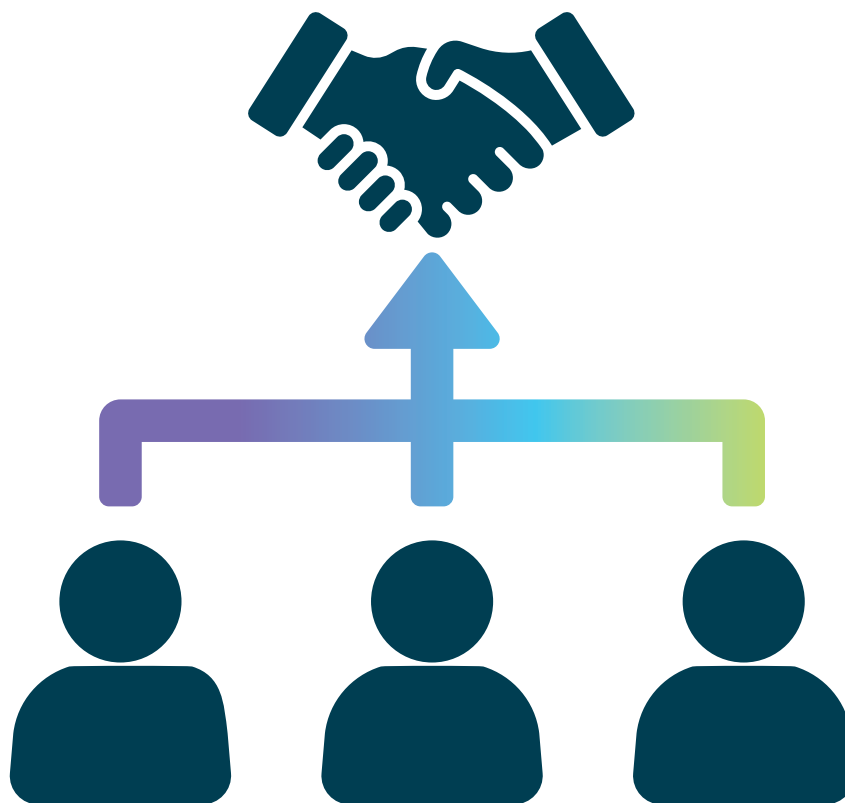
Liberty will continue to support and actively participate in:

- ▶ Joint outreach collaboration and engagement with investor-owned utilities to support program goals and objectives.
- ▶ The California Public Utilities Commission Annual Small Business Expo and EnBanc as well as other activities that will expand opportunities for Supply Chain diversification and are aligned with providing quality utility services to ratepayers.
- ▶ Identification, participation and engagement in Diverse Supplier exhibitions. Expos and other events that will provide opportunities to meet, expand, and share knowledge that could enhance diversity within our Supply Chain.
- ▶ Continuation of relationships with Community Based Organizations (CBOs) and Trade Associations that can provide access to diverse business enterprises capable of meeting and successfully competing for Liberty's project needs.

Aligning and executing on the activities described above, Liberty will continue to seek and develop opportunities to identify low utilization areas (categorical or geographic) to meet available diverse business enterprises that can successfully compete to provide specific goods and services.

Liberty will continue to work with community-based organizations, colleagues, and other community resources to create, host, and execute events to attract diverse business enterprises that can supply goods and services needed to increase utilization in gap areas.

Supplier Diversity Program activities will encourage and expand inclusion of diverse suppliers in sourcing events that are applicable to products and services offered and that align with project needs.

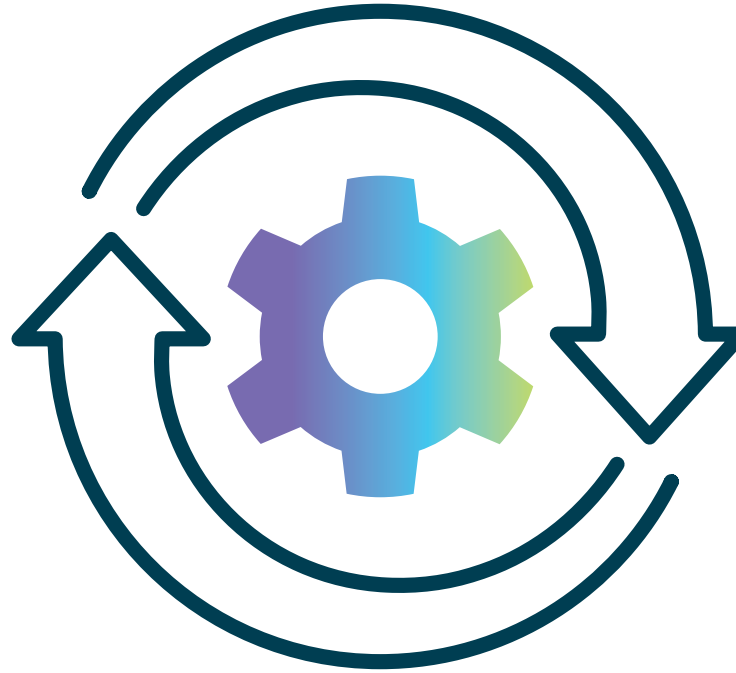


Liberty's efforts to recruit diverse suppliers are ongoing. Liberty continues to assess the alignment between project needs and products and services offered by diverse suppliers.

Liberty continues to develop and refine approaches to help address challenges in compliance with Supplier Diversity Program goals and objectives.

Additionally, as part of the supply chain analysis, Liberty will seek to identify suppliers that are diverse, but not yet certified. If applicable, the Supplier Diversity Program manager will assist in educating diverse suppliers of the Supplier Clearinghouse certification benefits.





Liberty will continue discussions and focused meetings with prime contractors.

Liberty will remain compliant with California Public Utilities Commission Supplier Diversity Program guidelines to maintain the integrity of its Supplier Diversity Program.

Liberty's commitment to and value of supplier diversity is demonstrated by internal and external champions seeking to move within a variety of circles that exist in the diverse supplier marketplace.

Liberty is confident that its commitment to collaborate efforts to create, expand, and sustain the Supplier Diversity Program will lead to the successful and positive sharing of ideas, innovation, and performance within Liberty and with business enterprises that align with the goals and objectives of Liberty.

This report is respectfully submitted to the California Public Utilities Commission.
For any questions about Liberty CalPECO's Supplier Diversity Program or
the content within this report, please reach out to:

Holley Joy

Supplier Diversity Program Manager

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