

**ATTACHMENT 2**

**2024 SEMPRA SAFETY CULTURE IMPROVEMENT INITIATIVES**

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Throughout 2024, Sempra conducted a number of safety initiatives, both internally and in conjunction with SoCalGas. These initiatives consisted of new safety trainings, led by Sempra's safety consultant, Propulo Consulting, increased interaction and dialogues between Sempra leadership and employees at SoCalGas, the creation of new safety informational resources, and a safety pulse survey.

### **SAFETY TRAININGS**

Sempra senior leaders that serve on the SoCalGas and SDG&E board of director safety committees continued to meet and receive instruction and coaching from Propulo Consulting on safety culture concepts. In 2024, six such coaching sessions have already taken place with an additional three sessions scheduled before year-end. The topics have ranged from high-energy control assessments, traits of a healthy safety culture and key safety metrics.

Sempra conducted a set of two in-person safety leadership training sessions facilitated by Propulo Consulting for company directors and managers to encourage conversations to equip leaders with an understanding of how they contribute to developing a strong safety element of our high-performance culture, both within their teams and across the operating companies. Almost 100 directors and managers participated in these small group conversations that included a broader definition of safety, while tapping into the personal stories that have helped connect us to other in the enterprise and our effect on positive safety outcomes. The coaching sessions explored concrete actions to demonstrate safety leadership commitment.

### **SAFETY INTERACTIONS AND DIALOGUES**

Sempra leaders participated in two safety culture dialogues conducted by SoCalGas, which included SoCalGas officers and directors. The purpose of these workshops involved exploring both individual and collective relationships to safety at Sempra and SoCalGas, reflecting on ways to take a significant leap in safety culture and performance, and committing to a joint and aligned safety stand.

Sempra officers are undertaking a second set of site visits to SoCalGas and SDG&E facilities to better understand how their and their teams' work supports the safety outcomes of the operating companies' frontline employees.

### **SAFETY INFORMATIONAL RESOURCES AND SURVEYS**

Sempra's safety group launched a re-imagined SharePoint site that acts as the hub for the sharing of safety-related information, news and resources. The site includes a list of potential safety moments for employees and teams to explore and use during their staff meetings.

Sempra leadership launched the first in a series of safety pulse surveys to help reinforce to Sempra employees our "safety-first" mindset and receive feedback on recent initiatives and

activities. Several survey questions were similar to questions included in the 2021 2EC assessment. Result highlights included:

- Improved scores on key questions about safety being an overriding priority.
- Improved scores on questions related to communication about safety, understanding safety expectations, psychological safety and the ability to raise concerns.
- High scores on new questions related to improving information sharing and organizational learning for safety.

The shared mental model and safety value description initiative was conducted. The definition of Sempra's "Safety Pillar" was developed following a broad range of inputs from across the Sempra enterprise, including insights from 120 leaders, a working group of safety leaders from the operating companies as well as frontline employee input from thirteen in-person focus groups.

Employee safety culture training is being launched in the Fall. The new e-training will support Sempra's broader vision for safety. Specifically, the training equips team members with safety ownership tools and tools to assist in influencing others to deliver positive safety outcomes at Sempra and across the enterprise.