

Environmental Strength

- ❑ Customer water usage at GSWC decreased ~34% since 2007, while the number of customers has increased.
- ❑ GSWC's capital improvement program has totaled \$580.5 million in the last five years (2015-2019), improving water and electric reliability and reducing water loss throughout our systems.
- ❑ The number of water leaks in GSWC's water utility systems has declined by nearly 40% over the last four years.
- ❑ In 2020, BVESI's renewable power will represent 33% of total electric supply purchases. California's Renewable Portfolio Standards requirements continue to escalate, reaching 50% by 2026 and 100% carbon free by 2045.
- ❑ Our Environmental Guidelines commit to protecting the environment, ensuring the health and safety of our employees, our customers, and the diverse communities where we operate.
- ❑ California, home to our regulated utilities, is one of the leading states in the nation in setting environmentally-sensitive policies.

- ❑ Providing safe, reliable water, electricity and wastewater services to over one million customers every day including homes, commercial and industrial businesses, and military bases.
- ❑ Community service – giving back to our local communities and military programs. Our employees contributed 5,300 volunteer hours to various community events and activities in 2019.
- ❑ Doing business with a broad group of vendors - our regulated utilities spend with diverse suppliers was 29.4% in 2019, a four-fold increase since 2003. At ASUS, 85.8% of subcontract work was awarded to small businesses (2019).
- ❑ Diversity focus - Our workforce is representative of the workforce in the regions we serve in terms of ethnic diversity.

- 8 of 9 board members are independent, including the Chairman
- 5 of 8 (62.5%) independent board members are female
- 7 of 12 (58.3%) board members and senior officers are female
- 75% of the CEO's long-term equity awards are performance-based
- The Company maintains a clawback policy for its performance-based executive compensation
- No poison pill
- The Nominating and Governance Committee of the Board of Directors provides Sustainability oversight at the Board level. The CSR report and the issues and disclosures contained within, is reviewed by this committee every two years.