

# OUR WORKFORCE

GRI: 102-7, 102-8, 405-1, 412-2

Our diverse workforce offers and delivers flexibility, adaptability, and capacity for innovation. We are a binational company by definition and, based on our talented team and firm commitment to the values that define us, we work together and collaborate to achieve our goals.

“WE FEEL EXTREMELY PROUD OF HOW THE INTEGRATION PROCESS OF OUR TWO COMPANIES HAS PROGRESSED BECAUSE TOGETHER WE ARE STRONGER AND MORE RESILIENT.”

**Randall L. Clark**  
Senior Vice President and  
Chief Human Resources Officer

We have made meaningful efforts focused on fostering open and honest communications. For example, in Sempra Infrastructure U.S., we conducted *Employee Engagement* surveys; facilitated 12 workshops designed to further develop communication skills and strengthen working relationships for nearly 200 employees; authored our *People & Culture Newsletter* to include articles on employee well-being, diversity, workplace flexibility, career development, leadership, job opportunities, and upcoming events; and launched three different mentoring programs to support our employees’ career growth (including our GROW mentoring program targeting high potential women employees).

We have also made significant efforts to offer training in ethics, including human rights matters. At Sempra Infrastructure Mexico, we offered more than 1,000 hours of training to 1,820 employees.<sup>46</sup>

<sup>46</sup> Includes all new hires and former employees.



ENERGÍA SIERRA JUÁREZ WIND PARK

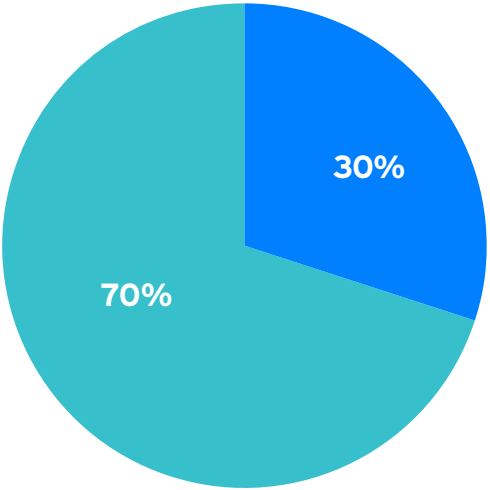


TERMOELÉCTRICA DE MEXICALI

WORKFORCE BY GENDER 2021

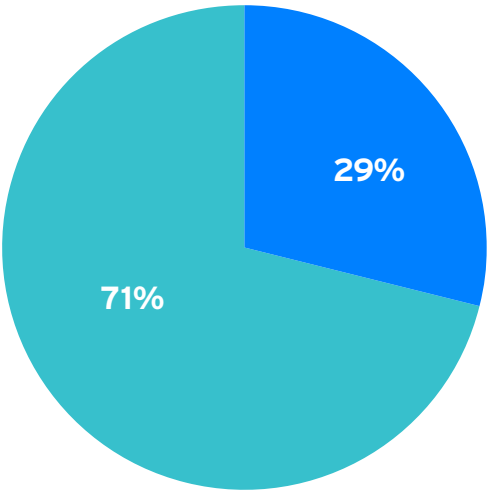
■ Women ■ Men

SEMPRA INFRASTRUCTURE

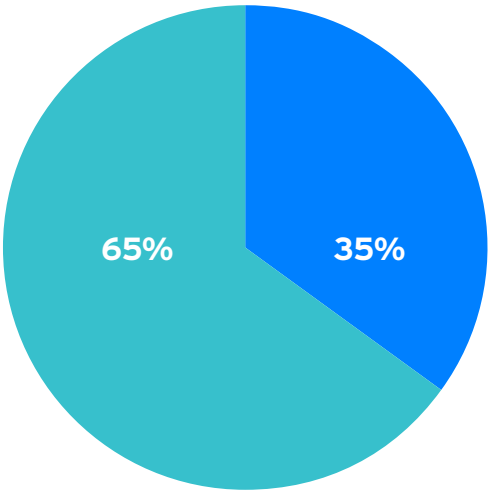


AT SEMPRA INFRASTRUCTURE,  
WOMEN MAKE UP 30% OF THE  
COMPANY'S WORKFORCE.

MEXICO



U.S.<sup>47</sup>



<sup>47</sup> This data represents employees who participated in voluntary self-identification reporting.