Supplier Diversity

2025 Annual Report & 2026 Annual Plan

CLEAN POWER ALLIANCE

Report to the California Public Utilities Commission

March 2, 2026

Contents

Message from the Chief Executive Officer 3

Introduction 4

2025 Annual Report 5

9.1.1 Description of Supplier Diversity Program Activities in 2025 5

9.1.2 Supplier Diversity Procurement Results by Product and Service Categories (Non-Power Purchases) 16

9.1.2 Description of Diverse Suppliers with Majority Workforce in California 17

9.1.3 Supplier Diversity Program Expense 17

9.1.5 Description of Prime Contractors Utilization of Diverse Subcontractors 17

9.1.5 New Diverse Prime and Subcontractor Utilization 17

9.1.6 List of Supplier Diversity Complaints Received and Current Status 18

9.1.9 Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement 18

9.1.9 Supplier Diversity Results in Power (Energy) Procurement 19

2025 Annual Plan 20

10.1 Description of Supplier Diversity Program Activities Planned for the Next Calendar Year 20

10.2 Plans to Encourage Prime Contractors to Subcontract Small, Local, and Diverse Businesses 23

Appendix A: CPA Board of Directors Self-Identification 24

Appendix B: CPA Voluntary Supplier Diversity Survey 25

CPA submits this report annually in compliance with General Order 156 (GO 156) of the California Public Utilities Commission (CPUC), and the section numbers referenced in this report correspond to GO 156.

Message from the Chief Executive Officer

At Clean Power Alliance, our vision remains clear: an inclusive clean energy future where everyone can participate and benefit. That vision continues to guide our decisions, our investments and the way we partner with the communities we serve. As climate impacts intensify and energy affordability remains a pressing concern, equity is not a parallel effort—it is foundational to how we operate.

Over the past year, CPA has continued to advance equity through targeted workforce development, expanded access to affordable renewable energy and sustained investments in community-driven solutions. These efforts reflect our belief that a successful clean energy transition must also strengthen local economies, create accessible career pathways and build long-term resilience—especially for communities that have historically been underserved.

Our workforce development initiatives remain a cornerstone of this commitment. By supporting pre-apprenticeship and training programs, expanding scholarship opportunities and partnering with labor and educational institutions, CPA is helping prepare the next generation of clean energy professionals. These investments are designed not only to meet the region's growing infrastructure needs, but to ensure that those facing barriers to employment can access family-sustaining career opportunities in the clean energy sector.

Equity also shapes how we invest our resources and conduct our business. In 2025, more than 70% of CPA's non-energy expenditures were allocated to suppliers based in Southern California, reinforcing our commitment to local economic development. We expanded outreach and direct engagement with small and local business owners across our service area to increase participation in contracting opportunities and ensure our procurement processes remain accessible, competitive and inclusive.

CPA strengthened these efforts through participation in the California Public Utilities Commission's Small and Diverse Business Expo in Carson, where we broadened engagement with contractors and supported workforce development opportunities across the region. These efforts helped expand the pool of prospective vendors, support local job creation and increase opportunities for businesses owned by veterans, women, LGBTQ+, minority and disabled entrepreneurs. We also launched a solicitation alert email and enhanced our pre-qualification process, enabling potential contractors to register more easily and compete for CPA opportunities.

Through partnerships with local chambers of commerce, community-based organizations and nonprofits such as the Veterans in Business Network, CPA extended the reach of its solicitation notifications to a broader and more diverse community of talented workers and businesses. CPA also became a founding member of the California LGBTQ Chamber of Commerce, further demonstrating our commitment to inclusive economic development and strengthening our ability to engage a wide range of qualified suppliers.

Internally, we continue to foster a workplace culture rooted in inclusion, respect and belonging. Employee-led resource groups, inclusive recruitment practices and ongoing professional development help ensure that CPA remains a place where people can grow, contribute and lead. Our People & Culture team's work underscores our belief that strong outcomes for customers begin with a supported and engaged workforce.

Expanding access to affordable, renewable energy for disadvantaged communities remains a critical priority. Through programs that reduce energy costs, incentivize participation during peak demand and offer flexible options to meet diverse household needs, CPA is working to ensure that the benefits of clean energy are shared broadly and equitably.

As our organization continues to grow, so does our responsibility to listen and respond. Input from our Community Advisory Committee, Board of Directors, customers and partners plays an essential role in shaping our programs and priorities. We remain committed to collaboration and to building lasting partnerships that reflect the diversity and strengths of the communities we serve.

Equity is not a destination—it is an ongoing commitment. We are proud of the progress we have made, and we recognize there is more work ahead. We welcome continued dialogue, collaboration and feedback as we work alongside our communities to build a clean energy future that is resilient, inclusive and shared by all.

— Ted Bardacke
Chief Executive Officer
Clean Power Alliance

Introduction

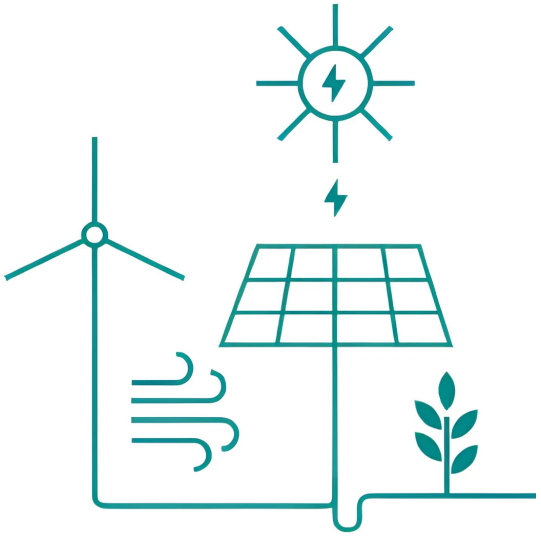
Clean Power Alliance (CPA) is the electricity provider for 38 communities across Los Angeles and Ventura counties, serving more than three million residents and businesses through more than one million customer accounts. CPA is the largest Community Choice Aggregator (CCA) and fourth largest electricity provider in California and has the distinction of being the number one green power provider in the United States, as determined by the U.S. Department of Energy's National Renewable Energy Laboratory.

Dedicated to environmental sustainability and statewide resiliency, CPA proudly supplies 100% renewable energy to nearly 710,000 customers. Two-thirds of our member communities have chosen our 100% Green Power option as the preferred energy option to serve residents and businesses in their jurisdictions. Currently, CPA is contracted for 2,702 megawatts (MW) of renewable energy resources and 1,910 MW of new battery storage, making CPA a significant contributor to the development of a clean and reliable grid.

Inclusivity is at the heart of CPA's mission, with approximately 23% of our customers benefiting from financial assistance programs for their electricity bills through the statewide California Alternate Rates for Energy (CARE), Family Energy Rates Assistance (FERA), and Medical Baseline programs. CPA also offers numerous engagement programs to help customers save money on their electric bills.

As a public, not-for-profit Joint Powers Authority (JPA), CPA operates under the governance of elected officials from each of its 38 member communities, ensuring local voices and needs are represented. Aligned with state laws and guided by the core values expressed in its JPA, CPA's Board of Directors sets rates and procurement policies.

CPA expects to expand its service area to 40 communities in October 2027, when 2 new cities begin CPA service (pending CPUC certification of CPA's Implementation Plan Addendum 6).



2025 Annual Report

9.1.1

Description of Supplier Diversity Program Activities During the Previous Calendar Year (2025)

During 2025, CPA continued to advance a comprehensive supplier diversity strategy centered on expanding access to contracting opportunities, strengthening the pipeline of small, local, and diverse businesses, and integrating equity, transparency, and accountability into procurement practices. CPA's approach is designed to produce measurable outcomes while remaining fully compliant with Proposition 209 and CPUC General Order 156.

CPA's activities in 2025 emphasized the following priority areas:

- Expanding and strengthening relationships with small and diverse businesses to increase awareness of contracting opportunities and improve vendor readiness.
- Advancing workforce development initiatives that support access to high-quality, family-sustaining careers in the clean energy economy.
- Continuing implementation of CPA's DEI strategic plans, including inclusive recruitment, staff development, and cultivation of an organizational culture that supports a just and sustainable clean energy transition.

Internal Activities
Supplier Diversity – Non-Energy Procurement

CPA's supplier outreach in 2025 resulted in contracts with two new GO 156–certified suppliers and four additional certified suppliers completing CPA's Request for Qualifications (RFQ) process and becoming Pre-Qualified Providers (PQPs). These efforts reflect CPA's continued focus on growing a pool of vendors who are prepared to compete for future contracting opportunities.

CPA's overall eligible supplier spend levels more than tripled in 2025, totaling $668,354, representing purchasing from 4 GO 156-certified suppliers. This increase was driven in part by CPA's direct engagement with a contractor to support successful certification through the CPUC Supplier Clearinghouse.

Our 2025 Supplier Diversity Survey (Appendix B) and a search of publicly available information identified at least 17 suppliers as "qualified" eligible suppliers which are not currently certified via the GO 156 Clearinghouse. This spend represented a total of $4,365,216 in additional purchasing in 2025, marking a 250% increase in this category year-over-year.

CPA continued to engage suppliers in this group to encourage certification and better understand barriers, which commonly included company restructuring, limited internal capacity to complete the application process, documentation challenges during prior attempts, and reliance on local certifications that are not reciprocal with the Supplier Clearinghouse.

CPA's non-energy procurement continues to be locally oriented, with 82% of non-energy spend occurring with California-based suppliers and 73% concentrated in Southern California. Nine suppliers are certified as small businesses through the California Department of General Services, and at least 29 additional suppliers meet small business criteria but are not currently certified.

Company Profile
Mellady Direct Marketing

Mellady Direct Marketing is a certified women-owned, family-operated print and direct mail company based in Valencia, California, which is in northern Los Angeles County and within Clean Power Alliance's service area. The business is led by Jill Mellady, majority owner, alongside Jim Mellady. We specialize in full-service printing, mailing, and fulfillment solutions for clients across a wide range of industries. As a locally owned business, we pride ourselves on combining advanced production capabilities with personalized service and long-standing community relationships throughout Southern California and beyond.

We have partnered with Clean Power Alliance since 2021, supporting a variety of print and mail initiatives. Our work has included projects such as customer communications, postcards, letters, reports, and other outreach materials that require precise production, data management, and timely distribution. Approximately 8% of our 2025 production volume was generated through projects with Clean Power Alliance.

We have been certified as a WBE with the CPUC Supplier Clearinghouse since January 2025. The certification has helped expand our visibility with organizations that prioritize supplier diversity and has opened the door to valuable partnerships with agencies and companies seeking qualified diverse vendors.

Additional activities aimed at encouraging diverse supplier participation in CPA contracting opportunities included:

- Simplifying CPA's RFQ process to make it even more accessible to small and local businesses.
- Maintaining our solicitation distribution lists to ensure everyone who signed up via CPA's Contracting Opportunities webpage is alerted of our opportunities, thereby continually increasing CPA's applicant pool.
- Leveraging warm introductions from CPA staff to small and local vendors, resulting in high PQP conversion rates.
- Tracking outreach activities, including information on audience size, specific supplier diversity content, and the success rate of converting contacted suppliers into PQPs.
- Continuing to post new solicitations on the Supplier Clearinghouse website and other job boards like Veterans in Business (VIB).
- Maintaining a policy of working with suppliers to negotiate contract provisions that reduce barriers for small businesses, such as waiving or reducing insurance requirements or implementing quick pay.
- Raising awareness amongst staff regarding supplier diversity efforts and sharing resources to ensure CPA's solicitations reach a broad audience.

CPA's overall eligible supplier spend levels more than tripled in 2025, totaling $668,354, representing purchasing from four GO 156-certified suppliers. This increase was driven in part by CPA's direct engagement with a contractor to support successful certification through the CPUC Supplier Clearinghouse.

Diverse Business Enterprise Spend

Category	GO 156 Certified	Not GO 156 Certified*	Total
Minority Male (African American)	$25,000	$0	$25,000
Minority Female (African American)	$0	$43,205	$43,205
Minority Male (Hispanic American)	$0	$1,304,906	$1,304,906
Minority Female (Hispanic American)	$0	$375	$375
Minority Male (Asian Pacific American)	$0	$0	$0
Minority Female (Asian Pacific American)	$0	$103,992	$103,992
Women Business Enterprise	$457,114	$2,910,739	$3,367,853
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	$0	$2,000	$2,000
Disabled Veteran Business Enterprise (DVBE)	$0	$0	$0
Persons with Disabilities Business Enterprise (DBE)	$186,240	$0	$186,240
Total Supplier Diversity Spend	**$668,354**	**$4,365,217**	**$5,033,571**
% of Non-Energy Procurement	**2.79%**	**18.25%**	**21.05%**

*Suppliers self-identified as qualified for GO 156 certification but not currently certified.

Small Business Spend

Category	Direct	% of Non-Energy Procurement	Number of Suppliers
DGS Certified*	$1,811,439	7.57%	9
Qualified but not certified*	$4,214,197	17.62%	29
Total	**$6,025,636**	**25.20%**	**38**

*Certified as a Small Business by the State of California Department of General Services (DGS).
**Not certified but meets DGS Small Business certification requirements based on publicly available information.

Local Spend*

Category	Direct	% of Non-Energy Procurement	Number of Suppliers
Los Angeles and Ventura Counties	$5,755,518	24.07%	27
Southern California**	$17,383,319	72.69%	30
California	$19,514,535	81.60%	62

*Businesses whose principal offices and workforces are located in the indicated areas.
**Los Angeles, Ventura, Orange, San Bernardino, Riverside, and San Diego Counties.

CPA Staff Diversity*
Internal Diversity, Equity, and Inclusion

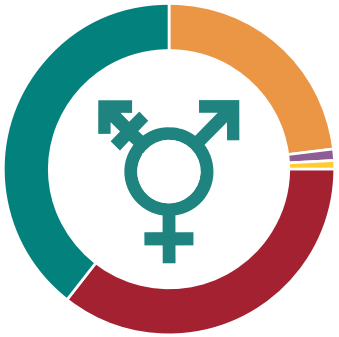
In support of CPA's DEI Strategic plan, 2025 was spent focused on sustaining a diverse, equitable, and inclusive environment for our staff. We continued to ensure our overall hiring process was standardized and equitable, maintained our feedback avenues to foster our culture of transparency, and deepened our Employee Resource Groups (ERGs) to ensure our staff have engaging, inclusive spaces.

CPA's Board of Directors includes 38 elected officials who are appointed by each member city or county's governing body, along with approximately 63 alternate directors who include elected officials, agency staff and public members. CPA collected voluntary self-identification data from the Board which is summarized in Appendix A. The Board-appointed Community Advisory Committee (CAC) is comprised of 15 community leaders representing customers in each subregion of our service territory.

Disability

- No • 65%
- Yes • 13%
- Prefer not to answer • 20%

Gender

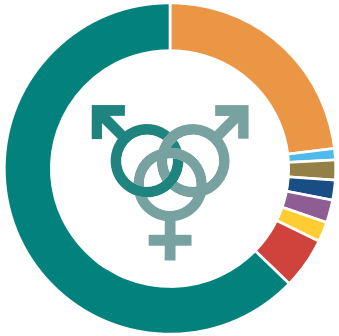


- Female • 39%
- Male • 35%
- Transgender • 1%
- Non-Binary • 1%
- Prefer not to answer • 23%

Race/Ethnicity

- White • 36%
- Asian • 14%
- Hispanic or Latino • 11%
- Two or more • 7%
- Black or African American • 6%
- American Indian or Alaskan Native • 0%
- Native Hawaiian or Other Pacific Islander • 0%
- Prefer not to answer • 27%

Sexual Orientation



- Heterosexual • 62%
- Homosexual • 5%
- Lesbian • 2%
- Bisexual • 2%
- Queer • 2%
- Asexual • 2%
- Pansexual • 1%
- Prefer to not answer • 23%

Veteran

- No • 80%
- Yes • 0%
- Prefer not to answer • 19%

CPA submits an annual voluntary survey to collect data on the demographics of all its employees, which meets the reporting requirement of Chapter 7 of Division 4 of the Public Utilities Code Article 6 8290.2(a)(2).

External Activities

Throughout 2025, CPA broadened its engagement with small, local, and diverse businesses across its service territory. Activities were focused on raising awareness of our contracting opportunities, funding workforce development, and connecting low-income communities to economic opportunity through our suite of customer programs.

External activities in 2025 included:

- CPUC Business Expo: Participated in the CPUC's Small and Diverse Business Expo in Carson, where we met dozens of certified suppliers and educated them about CPA and our upcoming contracting opportunities.
- Black Entrepreneurs Leaders and Learners (BELL) Conference: Spoke on an in-person panel moderated by the CPUC to provide insights into the public procurement process, tips for creating a successful proposal, and benefits to becoming a certified supplier. (pictured on this page)
- Veterans in Business (VIB) Conference: Traveled to San Diego for VIB's annual conference, where we networked with small, local, and in many cases GO 156 certified businesses, and followed up with introductions to CPA staff in various departments.
- Central Coast Minority Enterprise Affiliates (CCMERA): CPA presented to CCMERA as part of their CPA-sponsored webinar series focused on connecting Black businesses to Green Initiatives in Ventura County. Our presentations focused on how to do business with CPA as well as how to become GO 156 certified.
- LGBT Initiatives: CPA is a founding member of the California LGBTQ Chamber of Commerce, and we attended several of their local networking mixers. CPA also tabled at WeHo Pride, where we met hundreds of residents, including business owners, and encouraged CPA email sign-ups.

- Amplify and Certify Webinar: CPA marketed this annual CCA- and CPUC-hosted educational webinar to multiple eligible-but-not-certified vendors we contract with, in support of the event.
- Regional Sponsorships: Statewide Clean Air Day, National Drive Electric Week, LA Auto Show, and over a dozen community Earth Day fairs.
- Proactive Outreach: CPA engaged with more than 180 Community-Based Organizations (CBOs) throughout Los Angeles and Ventura counties to publicize our various contracting opportunities and encourage applications from small, local, and diverse suppliers.
- CPA continued to maintain relationships with a broad network of chambers, business associations, and community-based organizations to support sustained engagement with diverse businesses.

CPA's Supplier Diversity Program

Information can be found on our website at cleanpoweralliance.org/supplier-diversity.

You may also reach out to our Contracting Department at any time with questions:

contracting@cleanpoweralliance.org

213-376-4815

Scott Gropp
Senior Manager, Strategic Sourcing

Mo Shapiro
Assistant, Operations & Strategic Sourcing

CPA collaborates with a range of groups, including:

- Active San Gabriel Valley
- Alhambra Chamber of Commerce
- Association of Women in Water, Energy & Environment
- Beverly Hills Chamber of Commerce
- Carson Chamber of Commerce
- California Interfaith Power and Light
- California LGBTQ Chamber of Commerce
- Center Stage Inc.
- Central Coast Alliance United for a Sustainable Economy (CAUSE)
- Central Coast Clean Cities Coalition (C5)
- Central Coast Minority Enterprise Resource Affiliates (CCMERA)
- Chingona Community Inc.
- Citizens' Climate Lobby, Ventura County
- Claremont Chamber of Commerce
- Climate Action Santa Monica
- Climate First: Replacing Oil & Gas
- Climate Reality Project – Los Angeles
- Climate Reality Project – South Central Coast
- Community Environmental Council
- Community Nature Connection
- Conejo Climate Coalition
- Film2Future

- Food Exploration and Discovery
- Greater Conejo Valley Chamber of Commerce
- Greater Conejo Valley Chamber of Commerce – Legislative Roundtable
- Greater Los Angeles African American Chamber of Commerce
- Hawthorne Chamber of Commerce
- Hermosa Beach Chamber of Commerce
- Latino Journalists of California
- La Canada Flintridge Chamber of Commerce
- Los Angeles Area Chamber of Commerce
- Los Angeles Cleantech Incubator (LACI)
- Los Angeles Latino Chamber of Commerce
- Los Angeles LGBTQ Chamber of Commerce
- Los Angeles Regional Consortium
- Merito Foundation
- Mixteco/Indigena Community Organizing Project (MICOP)
- Monrovia Chamber of Commerce
- Nyeland Promise
- ONEgeneration
- One Step A La Vez
- Palos Verdes Peninsula Chamber of Commerce
- Paramount Chamber of Commerce
- People for Mobility Justice
- Redondo Beach Chamber of Commerce
- Regrow Altadena: Resilient, Sustainable Communities
- Reel Guppy Outdoors
- San Gabriel Valley Council of Governments
- San Gabriel Valley Non-Profit Summit
- Santa Monica Black Empowerment Association
- Santa Monica Chamber of Commerce
- Santa Paula Chamber of Commerce
- Santa Paula Business Roundtable
- South Bay Cities Council of Governments
- South Pasadena Chamber of Commerce
- Sustainable Claremont
- Tree People
- United States Green Building Council (USGBC) LA Chapter
- Urban Teens Exploring Technology
- Vehicle-Grid Integration Council
- Ventura Chamber of Commerce
- Ventura Chamber of Commerce - Economic Development & Legislative/Government Affairs Committee
- Ventura County Citizen's Climate Lobby
- Ventura County Community Foundation
- Ventura County Regional Energy Alliance
- Ventura County Workforce Development Board – Clean Green Working Group
- Vision y Compromiso
- West Ventura County Business Association
- West Ventura County Business Association – Business Advocacy Committee
- Wishtoyo Foundation

Workforce Development

CPA's Workforce Development program utilizes community benefit funding received from power purchase agreements (PPAs). In 2025, the program was funded by the NextEra Mohave Wind project, and CPA's Board approved grants totaling $1,043,000 to three community organizations.

Two such organizations received funding for Multi-Craft Core Curriculum (MC3) pre-apprenticeship trainings and stipends for up to 510 students over the course of 3 years. Participation in 10-week bootcamps leads to apprenticeships and high-wage jobs in construction-related trades. The two recipients were Women in Non-Traditional Employment Roles (WINTER), which serves women who are low income, of color, gang-impacted, or recently out of foster care, and Flintridge Center, which supports previously incarcerated and gang-impacted individuals. WINTER will use a portion of their funds to expand their classroom area to accommodate 24 additional students per year.

The third organization, California Green Building Council (USGBC-CA), received CPA funding to provide architecture, engineering, and construction professionals with wildfire recovery training through their Wildfire Defense Education program. In 2025, 154 contractors were trained in wildfire defense strategies, and the sessions were held in areas affected by the Eaton and Palisades fires.

Additionally, CPA continued to fund its Voyager Scholarship program, in partnership with Terra-Gen, the developer of the Voyager Wind Project, which sells energy to CPA. To date, the program has distributed $117,334 out of $585,000 in earmarked scholarship funding to 105 community college students who are pursuing energy career pathways in Los Angeles and Ventura County. Seven community colleges currently participate, and four new schools are expected to participate as of 2026 (pending executed agreements).

Customer Programs and Community Investments

In 2025, CPA launched, expanded, or continued programs that fall into three categories:

- *resiliency and grid management;*
- *building and transportation electrification; and*
- *local clean energy procurement.*

Many of the CPA programs include targeted economic opportunities and benefits for small, local, and diverse enterprises, especially ones located in disadvantaged and hard-to-reach communities.

Resilience and Grid Management

CPA and Golden State Rebates continued their partnership on the **Instant AC Savings Program** in 2025, which delivers rebates for energy-efficient air conditioners to CPA customers on CARE or FERA. CPA has committed $3,150,000 to the program as part of its effort to increase customer resilience to extreme heat.

Power Ready is a community benefit program that enhances energy and community resiliency by installing solar-plus-storage systems as a clean energy backup source that is available when a power outage occurs.

Eligible facilities include those that provide the continuation of a critical public service (e.g. emergency operations centers, police stations, fire stations, etc.), and those that serve as a place of refuge for the community (e.g. community centers, cooling centers, libraries, etc.).

CPA's Board of Directors approved a multi-site PPA with Coast Energy in 2024. It will be comprised of 11 backup energy systems, which are currently in the design and permitting phase. Coast Energy is committed to creating community benefits by ensuring that work performed will be conducted using a project labor agreement, community workforce agreement, work site agreement, and a collective bargaining agreement (or similar agreement). Coast Energy estimates that 180 new direct construction jobs will be created and paid prevailing wages. Further, where subcontracting opportunities arise, Coast Energy plans to subcontract to veteran- and minority-owned businesses.

Power Response is an energy-saving demand response program available to all CPA residential and commercial customers. The program unites our communities to save energy by providing participants with financial incentives for reducing their electricity use when demand is high and

In 2025, approximately 3,973 devices and 3,549 customers were enrolled in the Power Response Program and approximately 80 MWhs were reduced as a result of the 12 Energy Savings Events called for by the program.

the grid may become stressed. Working with our program implementer Uplight, and in collaboration with the equipment manufacturers, CPA directly manages the enrolled devices and notifies enrolled customers during events to reduce load. In 2025, approximately 3,973 devices and 3,549 customers were enrolled in the Power Response Program. Of those enrollments, over 1,420 households were income-qualified customers under CARE or FERA rates or located in disadvantaged communities. In 2025, approximately 80 MWhs were reduced as a result of the 12 Energy Savings Events called for the Power Response Program.

CPA and ev.energy launched the **EV SmartCharge Program** in January 2025, to support the projected growth in electric vehicle adoption and associated EV charging in CPA service territory. EV SmartCharge helps customers save money on their electricity bills by automatically charging their vehicles during off-peak periods when electricity demand and costs are lower. This simultaneously allows CPA to better manage the energy load associated with charging. In 2025, over 1,300 customers participated in the program. Of those enrollments, approximately 265 customers were income qualified under CARE or FERA rates or located in disadvantaged communities. In addition, 94% of EV charging through the program occurred during off-peak hours, meaning nearly all charging happened when electricity demand is lower, and cleaner energy is more readily available.

Building and Transportation Electrification

Energy Team is a program designed to provide personalized energy efficiency and electrification upgrade solutions to residential and small business customers of all income levels. Energy Team provides free virtual energy assessments and customized electrification plans to help guide customer decisions about what upgrades to pursue, how to maximize cost savings from local, state, and federal rebates, and which established local contractors are available to complete electrification projects. In 2025, Energy Team supported 259 CPA customers with electrification consultations. Then, in late 2025, CPA added home hardening technical support to the program, which includes a virtual assessment to help determine the vegetation management, building materials, and other strategies that can be used to limit risk and exposure to wildfire.

CPA continued its support of its member agencies through the **Energized Communities Program**, providing technical assistance and funding incentives to advance decarbonization projects in CPA partner communities. The Pathways to Electrification portion of the program aims to accelerate building decarbonization as well as the electrification of fleets and vehicles within member agencies' operations or communities. Lincus, Inc., a CPUC Supplier Clearinghouse-certified Women Business Enterprise ("WBE"), supports CPA's Building Electrification pathway as part of this program. In 2025, CPA launched the Community Electric Vehicle Charging Pathway to offer funding and technical assistance to accelerate the adoption of public EV charging at partner community sites. The County of Ventura, the City of Whittier, and the City of Downey are enrolled and will be installing publicly available EV charging.

In partnership with the California Energy Commission, CPA distributes rebate funding in Ventura County and Los Angeles County for Level 2 EV charging rebates through **CALeVIP**. The program expects to distribute $3.8 million in Level 2 and DC Fast chargers in Ventura County, and approximately $8.6 million in Level 2 funding in Los Angeles County. This amounts to 205 Level 2 connectors and 12 DC fast chargers in Ventura County, and 72 Level 2 connectors in Los Angeles County, for a total of 289 new chargers. At least 50% of these funds will go to EV chargers in low-income and disadvantaged communities.

The CALeVIP Program expects to distribute $3.8 million in Level 2 and DC Fast chargers in Ventura County, and approximately $8.6 million in Level 2 funding in Los Angeles County. This amounts to nearly 300 new chargers.

Power Share provides participants with 100% renewable electricity from local small-scale solar power with a 20% bill discount.

Local Clean Energy Procurement

The DAC-GT program known as **Power Share** achieved program enrollment capacity in 2025, and has enrolled over 10,000 low-income residential customers. Power Share provides participants with 100% renewable electricity from local small-scale solar power with a 20% bill discount. The enrollment of the program is done automatically for eligible customers and prioritizes those at the greatest risk of disconnection.

The newly launched **Community Solar Program** serves 360 customers in the unincorporated Los Angeles neighborhoods of Bassett and Avocado Heights. Similar to Power Share, Community Solar provides participants with 100% renewable electricity with a 20% bill discount.

The **Sun Storage Rebate Program** expanded in 2025, with $68,750 in rebates distributed, incentivizing residential customers to install battery storage systems paired with solar photovoltaic (PV) panels. The program offers residential customers a rebate of $750 for installing an eligible battery storage system with customers who are on an income-based assistance or medical-based assistance rate (CARE, FERA or MBL) able to receive an additional rebate of $250. Additionally, customers living in communities with high fire hazard severity zones are eligible for an additional rebate of $1,250 through the Reliability+ incentive.

CPA also launched the **Solar and Battery Access Program** in 2025, which provides income-qualified customers with a no-upfront cost solar PV and battery storage system. This Program is available for homeowners who are at or below 80% of the area-median income, and 10 systems have already been installed, building those customers' resiliency and saving them up to 70% on their electric bills. The newly installed battery storage systems will be operated as a virtual power plant to help customers reduce peak electricity demand charges while lowering CPA's resource adequacy costs.

9.1.2

Supplier Diversity Procurement Results by Product and Service Categories (Non-Power Purchases)

		Direct Spend[1] $	Sub Spend[2] $	Total $	%	Product Spend $	Service Spend $	Total $	%
Minority Male	African American	$25,000	$0	$25,000	0.10%	$0	$25,000	$25,000	0.10%
	Asian Pacific American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Hispanic American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Native American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Total Minority Male	**$25,000**	**$0**	**$25,000**	**0.10%**	**$0**	**$25,000**	**$25,000**	**0.10%**
Minority Female	African American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Asian Pacific American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Hispanic American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Native American	$0	$0	$0	0.00%	$0	$0	$0	0.00%
	Total Minority Female	**$0**	**$0**	**$0**	**0.00%**	**$0**	**$0**	**$0**	**0.00%**
Total Minority Business Enterprise (MBE)		$25,000	$0	$25,000	0.10%	$0	$25,000	$25,000	0.10%
Women Business Enterprise (WBE)		$457,114	$0	$457,114	1.91%	$0	$457,114	$457,114	1.91%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$0	$0	$0	0.00%	$0	$0	$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		$0	$0	$0	0.00%	$0	$0	$0	0.00%
Persons with Disabilities Business Enterprise (DBE)		$186,240	$0	$186,240	0.78%	$0	$186,240	$186,240	0.78%
8(a)*		$0	$0	$0	0.00%	$0	$0	$0	0.00%
Total Supplier Diversity Spend		**$668,354**	**$0**	**$668,354**	**2.79%**	**$0**	**$668,354**	**$668,354**	**2.79%**

Net Procurement**	$23,915,179
Net Product Procurement	$9,078
Net Service Procurement	$23,906,101
Total Number of Diverse Suppliers that Received Direct Spend	**4**

* 8(a) - 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 CCA directly procures from a supplier. [2] Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfill its contractual obligation(s). % - Percentage of Net Procurement.

9.1.2

Description of Diverse Suppliers with Majority Workforce in California

CPA's four GO 156 certified suppliers are based in California. Across all suppliers who responded to CPA's Supplier Diversity Survey and specified that the majority of their workforce is based in California, the average percentage of workforce that resides in California is 98%. This is based on a sample size of 16 responses.

Four suppliers elected to provide CPA their workforce demographic data, captured in the below table. CPA will continue to pursue increased data collection efforts in the coming year, as well as efforts to standardize the data reported.

Supplier Voluntary Workforce Data*	
African American	6%
Asian Pacific American	12%
Hispanic American	20%
Native American	1%
Total Minority	**40%**
Male	34%
Female	65%
Other Gender	1%

*Average workforce data across a sample of four (4) suppliers who voluntarily reported to CPA.

In power procurement, CPA prioritizes projects located in California and in CPA's service territory. Four of the seven long-term power purchase contracts CPA entered into in 2025 are located in California and will supply CPA's Power Share Program. Two of these four projects are located in Ventura County, within CPA's service territory.

9.1.3

Supplier Diversity Program Expense

Expense Category	Year (Actual)
Wages	$31,200
Other Employee Expenses	$5,200
Program Expenses	$0
Reporting Expenses	$2,682
Training Expenses	$0
Consultant Expenses	$0
Other Expenses	$0
Total	**$39,082**

9.1.5

Description of Prime Contractors Utilization of Diverse Subcontractors

In its most recent Clean Energy Request for Offers (RFO) in 2025, CPA found that 59% of bidders had plans to utilize GO 156 subcontractors, and 78% had initiatives in place to promote workforce diversity. One supplier bidding for the 2025 RFO was GO 156 certified. To date, no supplier that has been selected through the CPA RFO process has been GO 156 certified.

In the realm of non-power purchases, no suppliers have reported the utilization of GO 156 certified suppliers as subcontractors, and this is mostly due to the limited scope of work generally procured from our non-power suppliers, who can effectively manage the scope of work without needing to engage subcontractors.

9.1.5

New Diverse Prime and Subcontractor Utilization

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

9.1.6

List of Supplier Diversity Complaints Received and Current Status

CPA has received no complaints from eligible suppliers.

9.1.9

Description of Supplier Diversity Activities and Progress in Power (Energy) Procurement

CPA spent $727,434,682 on electricity purchases in 2025, representing 97% of CPA's total direct spend.

In 2025, CPA continued to communicate to energy suppliers that while, pursuant to Proposition 209, we do not give preferential treatment based on race, sex, color, ethnicity, or national origin, CPA encourages eligible suppliers certified under GO 156 to respond to all solicitations. CPA also encourages energy suppliers to expand their own outreach and consideration of diverse subcontractors.

CPA continues to leverage its purchasing power to help create high-quality jobs and careers through a rigorous power procurement selection process. CPA prioritizes projects that utilize project labor agreements, targeted-hire, union labor, or multi-trade labor agreements, including requirements for state-apprenticeship graduates, and requires projects to commit to these hiring practices in its power purchase agreements. All of CPA's new-build contracts since November 2019 have included project labor agreements or prevailing wage requirements.

CPA also prioritizes projects that would create jobs or spur other economic benefits in disadvantaged communities and prioritizes projects located in California. CPA's long-term contracts have generated approximately 5,300 construction jobs to date, helping to lay a foundation of skills and experience that can help seed a new generation of diverse entrepreneurs and small business owners.

9.1.9

Supplier Diversity Results in Power (Energy) Procurement

		Direct Power Purchases $	Direct Fuels for Generation $			Totals $[1]			%[2]
		Renewable and Non-Renewable Power Products	Diesel	Nuclear	Natural Gas	Direct[3]	Sub[4]	Total $[5]	
Minority Male	African American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Asian Pacific American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Hispanic American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Native American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Total Minority Male	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**0.00%**
Minority Female	African American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Asian Pacific American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Hispanic American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Native American	$0	$0	$0	$0	$0	$0	$0	0.00%
	Total Minority Female	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**0.00%**
Total Minority Business Enterprise (MBE)		$0	$0	$0	$0	$0	$0	$0	0.00%
Women Business Enterprise (WBE)		$0	$0	$0	$0	$0	$0	$0	0.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		$0	$0	$0	$0	$0	$0	$0	0.00%
Disabled Veteran Business Enterprise (DVBE)		$0	$0	$0	$0	$0	$0	$0	0.00%
Persons with Disabilities Business Enterprises (DBE)		$0	$0	$0	$0	$0	$0	$0	0.00%
8(a)[6]		$0	$0	$0	$0	$0	$0	$0	0.00%
Total Supplier Diversity		**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**0.00%**

Net Power Procurement	$727,434,682
Net Direct Power Purchases	$727,434,682
Net Direct Fuels for Generation	$0
Total Number of Diverse Suppliers	**0**

[1] Excludes purchases from the California Independent System Operator (CAISO), utilities, federal entities, state entities, municipalities and cooperatives. [2] % - Percentage of Net Procurement. [3] Includes Direct Power Purchases and Direct Fuels for Generation. Direct - Means Direct Procurement: when a CCA directly procures from a supplier. [4] Sub - Means Subcontractor Procurement: when a prime contractor, in contract with a CCA, procures from a subcontractor to fulfil its contractual obligation(s). [5] "Total" does not include pre-commercial development (COD) subcontracting values. [6] 8(a) - 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).

2026 Annual Plan

Planned Internal and External Activities

CPA's Diversity, Equity, and Inclusion (DEI) framework is anchored by three interconnected pillars:

- *Supplier Diversity*
- *Customer Programs and Community Investments*
- *Internal Diversity, Equity, and Inclusion*

The planned Supplier Diversity activities for 2026 are described below, along with related and supporting initiatives across the other two pillar areas.

10.1

Description of Supplier Diversity Program Activities Planned for the Next Calendar Year

Internal Diversity, Equity and Inclusion

Diversity, equity, and inclusion remain fundamental to CPA's mission and daily operations. In 2026, CPA will continue advancing its DEI strategic plans through recruiting, staff development, and ongoing efforts to cultivate an organizational culture that is inclusive, collaborative, and equitable, and that supports the building of a just and sustainable clean energy future.

Planned internal DEI activities for 2026 include:

- Continued support of People & Culture initiatives, including DEI training for all staff and annual engagement surveys to promote transparent feedback and continuous improvement.
- Empowerment of Employee Resource Groups (ERGs) to support spaces where staff can build community, and to create initiatives that foster an inclusive culture at CPA. A few examples of planned events include staff training, community volunteering, and career networking sessions.
- Ongoing working sessions among CPA's internal DEI team, with representation from leadership, energy procurement, non-energy procurement, and programs teams, to coordinate and advance inclusive practices.

Supplier Diversity and Workforce Development

CPA will further strengthen its Supplier Diversity Program in 2026 by leveraging growing brand recognition to expand awareness of contracting opportunities among small, local, and diverse businesses, while continuing to foster workforce development in the clean energy sector. The planned activities for 2026 include:

Procurement Processes

- Refreshing CPA's Contracting Opportunities webpage to include a streamlined form for suppliers to respond to RFQs, improving ease of access for new and returning vendors.
- Expanding data collection on supplier diversity through solicitation materials and supplier surveys.
- Evaluating and researching contracting terms that may reduce administrative and financial barriers for small businesses.
- Connecting staff with resources to help them identify local suppliers for upcoming projects.
- Increasing communication regarding contracting opportunities through local and diverse business networks.

Diverse Supplier Outreach

- Updating our Supplier Diversity webpage to make our GO 156 report and information on Supplier Clearinghouse certification more accessible.
- Collaborating with other CCAs, CalCCA, and the CPUC quarterly to share best practices and lessons learned related to supplier diversity efforts.
- Attending the CPUC's Small Business Expositions to table a booth to share information about CPA's programs and procurement opportunities with interested small, local, and diverse businesses.
- Attending two or more additional tabling events a year that are hosted by trusted organizations that uplift small, local, and diverse suppliers.
- Collaborating with local and ethnic chambers, business associations, and professional groups that CPA sponsors, and attending local events to connect with suppliers.
- Leveraging CPA's Community Advisory Committee to identify additional partnership opportunities.
- Continuing outreach, advocacy, and direct support for Supplier Clearinghouse certification.

Expansion of Workforce Development Initiatives

CPA will keep funding pre-apprenticeship programs which utilize the national-standard Multi-Craft Core Curriculum (MC3). The MC3 was developed by the Building Trades National Apprenticeship Committee and is utilized by 26 unions from the Los Angeles Building and Construction Trades Council. The curriculum includes job site certifications, life skills, hands-on training, and case management to assist with navigating additional support services.

CPA will continue to prioritize labor agreements and workforce development in the selection of renewable energy supply and storage projects, to continue raising the bar for the creation of jobs in the rapidly growing transportation and building electrification sectors.

Customer Programs and Community Investments

Every CPA program listed in this report tracks metrics including reach, enrollment, spend (e.g. rebates, incentives, bill discounts), and benefits to small, local, and diverse businesses, particularly those that support the local economy and jobs in disadvantaged communities. These metrics are shared in our publicly accessible Board packets as of February 2026, and they demonstrate the ongoing and significant impact CPA customer programs have on our communities.

Other Community Investment activities planned for 2026 that support our supplier diversity priorities include:

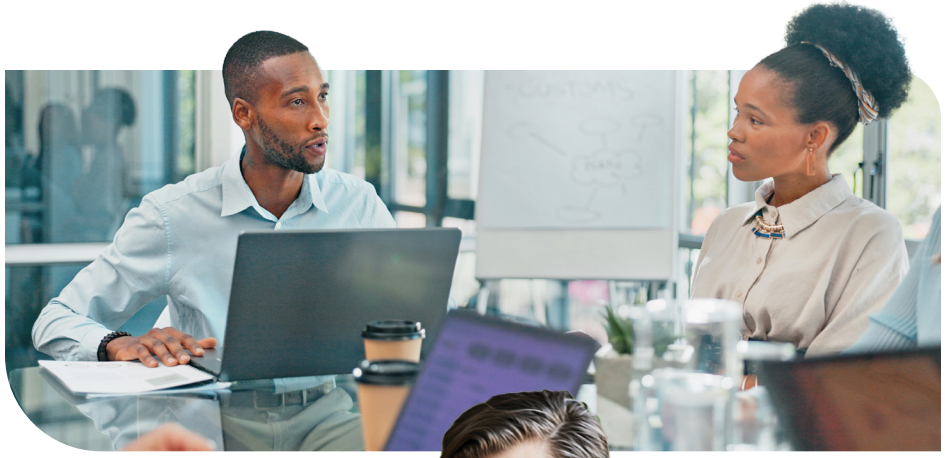
- Additional funding for our **Community Benefits Grant Program** in collaboration with our billing and data management partner, Calpine Community Energy. This grant provided over $326,000 to local community-based organizations (CBOs) for programs and projects that took place in 2025. These grants prioritize programs that focus on environmental education, workforce development, benefits to disadvantaged communities, resilience, and research.
- Further funding to local CBOs who will work to educate CPA customers about our program offerings and how to connect with us. The priority programs will be an instant $300 coupon off air-conditioning for income-qualified customers, and a battery storage rebate program for customers impacted by the January 2025 fires or who live in high fire areas.
- Active leadership and participation in important local, regional, and statewide forums on diversity, equity, and inclusion.
- Participation in and sponsorship of local events and forums that reach a broad community and engage small businesses.

10.2

Plans to Encourage Prime Contractors to Subcontract Small, Local, and Diverse Businesses

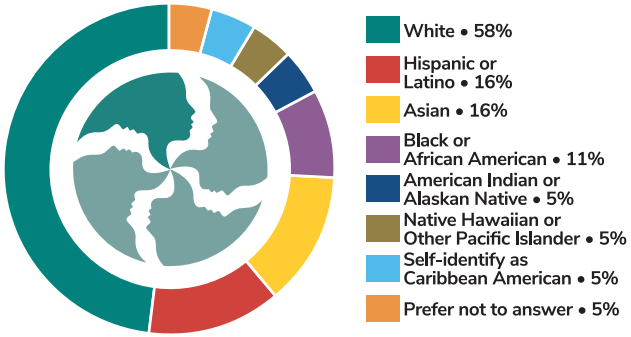
CPA will continue to promote a robust and inclusive supply chain by encouraging prime contractors to engage small, local, and diverse subcontractors whenever feasible. Contractors are encouraged to collect and report data on subcontractor utilization to improve transparency.

CPA will continue refining and expanding its data collection practices to strengthen accountability and highlight the tangible results of subcontracting activity.

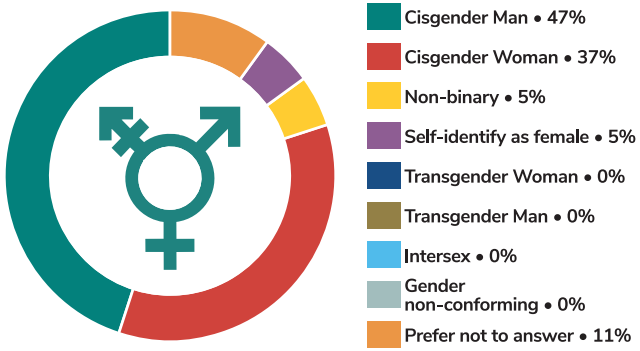


CPA Board of Directors Self-Identification

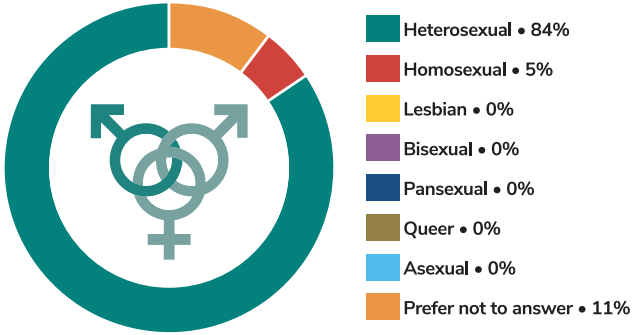
Race/Ethnicity



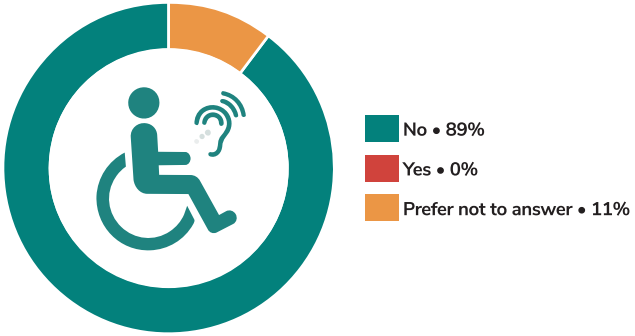
Gender



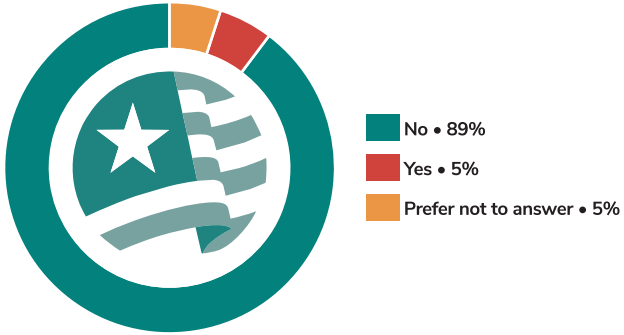
Sexual Orientation



Disability



Veteran



CPA Voluntary Supplier Diversity Survey

Please note that not all questions may apply to your business. For the questions that do not apply, please skip them or answer "Not Applicable" or "Decline to State." Pursuant to Proposition 209, CPA does not give preferential treatment based on race, sex, color, ethnicity, or national origin. Providing information in these categories is optional and will not impact your participation in any future CPA solicitation selection process. Responses are collected for informational and reporting purposes only pursuant to CPUC General Order 156 (GO 156).

1 Please provide the full legal name of your business:

2 What is your work email address?

3 In what city/state is your organization currently headquartered?

4 Does the majority of your workforce reside in California? (A majority workforce is defined as more than 50% of a supplier's workforce residing in California.)

○ Yes ○ No

5 If you answered "yes" to Question 4, what percentage of your workforce resides in California?

6 Is your business certified under GO 156? GO 156 is a California Public Utilities Commission ruling that requires utility entities to report annually on their contracts with majority women-owned, minority-owned, disabled veteran-owned and LGBT-owned business enterprises (Eligible Suppliers) in all categories. Qualified businesses become GO 156 Certified through the CPUC and are then added to the GO 156 Clearinghouse database at www.thesupplierclearinghouse.com

○ Yes ○ No ○ Qualified as an Eligible Supplier but not GO 156 certified

7 If you answered "yes" to Question 6, when does your certification expire?

8 If you answered "yes" or "qualified, but not certified" to Question 6, in which categories are you certified or qualified? Please choose all that apply.

○ Minority Owned ○ Women Owned
○ LGBT Owned ○ Disabled Veteran Owned

9 If your business is a minority-owned business enterprise, what GO 156 certification or qualification does your business fall under?

○ Black American ○ Hispanic American
○ Asian Pacific American ○ Native American

10 Does your business collect data regarding the diversity of its workforce, where the data are voluntarily provided by your employees?

○ Yes ○ No

11 If you answered "yes" to question 10, can you share that information with CPA?

12 If your business is qualified, but not GO 156 certified, please identify the reasons for not completing the certification process.

13 If your business has used GO 156 certified subcontractors for your CPA contract, please include a list of your subcontractor business names, if the subcontract is for products or services, and the anticipated subcontract amount. Example: Electrical Design Technology, Inc.; products (batteries); $100,000.

14 Do you qualify as a small business for government contracting purposes? Please refer to the Small Business Association's Size Standards tool for more information: https://www.sba.gov/size-standards.

○ Yes ○ No

15 Do you have formal initiatives to promote diversity, equity, and inclusion among your workforce?

○ Yes ○ No

16 Is there any additional feedback that you would like to provide to CPA at this time?

CPA CLEAN POWER ALLIANCE