

SAN GABRIEL VALLEY
WATER COMPANY

2025 ANNUAL REPORT AND 2026 PLAN



**WOMEN, MINORITY, DISABLED
VETERAN, LGBT BUSINESS ENTERPRISE
AND PERSONS WITH DISABILITIES**

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Message from the President



I am pleased to present San Gabriel Valley Water Company's ("San Gabriel") Supplier Diversity Annual Report for 2025, along with our strategic plan for 2026. San Gabriel once again met and exceeded the California Public Utilities Commission's General Order 156 program goals.

In 2025, we partnered with 83 active diverse suppliers and second-tier subcontractors across our vendor network, resulting in a total procurement spend of \$26,606,552, or nearly 30 percent of our overall procurement expenditures. These partnerships play an important role in supporting our operations and help ensure we continue to deliver reliable, efficient, and high-quality water service to the customers and communities we serve.

San Gabriel's Supplier Diversity Program expands access to qualified vendors, strengthens our supply chain, and contributes to local and regional economic activity. Our commitment and support remains essential to sustaining a strong, compliant, and effective program.

This report highlights our 2025 results, key accomplishments, and areas of focus. As we look ahead to 2026, we remain committed to building on this progress and further strengthening the program in ways that support both our operational needs and the communities we serve.

Very truly yours,

Robert DiPrimio
President

Message from the Director of Communications



I'm pleased to share a brief reflection on San Gabriel Valley Water Company's Supplier Diversity Program and its continued role within our organization and the communities we serve. I previously managed this program earlier in my career at San Gabriel and resumed oversight in 2025 as part of my role as Director of Communications. While the program has transitioned departments over time, it has remained a consistent priority supported by leadership across the company.

From both a professional and practical standpoint, the program helps expand our vendor pool, strengthen our supply chain, and support businesses that contribute to the local economy. The companies we work with are valued partners that help us maintain reliable operations and deliver quality service to our customers.

I'm committed to continuing this work by strengthening partnerships, identifying opportunities, and ensuring qualified businesses have fair access to compete. This approach supports our operational needs while also benefiting the communities we serve.

Very truly yours,

Jeanette Diaz
Director of Communications

Internal Program Activities

Program Staffing

In 2025, San Gabriel expanded its Supplier Diversity team with the addition of Karina Sandoval, Communications Specialist. In her role, Karina supports the day-to-day administration of the Supplier Diversity Program under the direction of Jeanette Diaz, Director of Communications. She assists with program coordination, outreach efforts, and ongoing communication with vendors and partners. San Gabriel is pleased to have Karina as part of the Supplier Diversity team and looks forward to her continued contributions to the program's success.



Internal Communication

San Gabriel's commitment to supplier diversity extends beyond external outreach, it is built into how we communicate and operate internally. We know that creating a culture of inclusivity starts from within, which is why employees across all levels are regularly engaged in this effort.

Each year, we share supplier diversity updates and prior-year results during our State of the Company meeting with all employees, helping everyone understand the value and impact of this work. Throughout the year, we also communicate directly with employees who have purchasing power to reinforce expectations, share resources, and highlight opportunities to include diverse businesses.

Our Procurement and Supplier Diversity teams work hand in hand to support these efforts. Through training, tools, and ongoing collaboration, managers and staff are better equipped to consider diverse suppliers in their sourcing decisions.

Equal Employment Opportunities

San Gabriel is an equal opportunity employer committed to fostering a diverse and inclusive workplace. We prohibit discrimination and harassment of any kind based on race, color, religion, sex, national origin, age, disability, veteran status, or any other protected status under applicable laws. We believe in providing equal employment opportunities to all individuals and ensuring a fair and supportive environment where employees can thrive and contribute to our mission of delivering safe and reliable water to our communities.

As reported in San Gabriel's 2024 Employee Information Report, the Executive/Senior Level Officials and Managers level consists of ten members, including one female and one Hispanic individual.

Additionally, the report indicates that San Gabriel's consolidated workforce comprises a total of 287 employees. Of these, 79 are female, and 85 employees identify as White.

2025 Success Stories and New Business Relationships

In 2025, San Gabriel's Supplier Diversity team continued its focus on expanding our network of qualified businesses. We participated in outreach events throughout the year, creating meaningful opportunities to connect with potential partners. In addition to event participation, we actively built new relationships through community-based organizations, referrals, and research within the Supplier Clearinghouse database. These efforts have resulted in several valuable new partnerships, and we are pleased to highlight a few success stories that demonstrate our ongoing commitment to strengthening our procurement program.



AmmMmm Inc. is an Asian American-owned business located in Rancho Palos Verdes, California. Our team first met AmmMmm Inc. at the Southern California Minority Supplier Development Council's Annual B3 Conference and Expo in May 2025. After the event, San Gabriel's Procurement team was introduced to the company, and from there a strong business relationship began to develop.

Since that time, AmmMmm Inc. has become a trusted vendor on our approved supplier list. They consistently go above and beyond to ensure expectations are met, and often exceeded. We appreciate the care, responsiveness, and quality they bring to every order, and we look forward to continuing our partnership in the years ahead.



During a search in the Supplier Clearinghouse, our Supplier Diversity team identified Peak Promo, an LGBT-owned company specializing in branded merchandise and promotional items. San Gabriel decided to partner with Peak Promo on an initial order, and the experience quickly demonstrated their value.

Their customer service, competitive pricing, and attention to detail exceeded expectations. Since working with San Gabriel, Peak Promo has also been referred to other organizations and is now supporting additional water utility agencies as well.



A few years ago, our team met NJP Photography, an LGBT-owned photography business, at a Los Angeles Gay & Lesbian Chamber of Commerce (“LAGLCC”) mixer. We stayed in touch, and when we needed a photographer for a company groundbreaking event, we reached out. NJP Photography did a great job capturing the event and was professional and easy to work with.

We invited NJP Photography back to support another company event, and during that project they referred us to FlyLine Productions, an LGBT-owned videography company. FlyLine Productions produced a video for our ribbon-cutting ceremony and delivered reliable, quality work.



These experiences show how supplier diversity helps us build relationships and connect with qualified local businesses. We are pleased with both vendors and glad to have formed these partnerships through our involvement with LAGLCC.

Looking ahead, we value the opportunity to continue strengthening these relationships and exploring additional ways to collaborate with diverse, local businesses.

External Program Activities

Collaboration with the California Water Association (“CWA”)

In 2025, the California Water Association’s Utility Supplier Diversity Program (“USDSP”) Committee continued its commitment to strengthening supplier diversity within the water industry. The primary goal of this collaborative work is to encourage the utilization of diverse-owned businesses in utility contracting and procurement, consistent with the objectives of the California Public Utilities Commission’s (“CPUC”) General Order 156 (“GO 156”).

Throughout the year, the USDSP Committee worked closely with diverse suppliers across California, helping create opportunities and building long-term business relationships. These partnerships supported local businesses and contributed to a broader, more inclusive supplier base.

The USDSP Committee also advanced outreach and education efforts by organizing targeted events and providing resources that connect diverse suppliers with utility representatives and procurement teams. These activities helped vendors better understand utility needs and successfully compete for work.

In 2025, the USDP Committee supported matchmaking sessions between utilities and vendors, expanded participation in industry outreach events, and increased collaboration among member utilities to share best practices. These efforts helped introduce new diverse suppliers to the water sector and strengthened engagement with existing partners.

Through these initiatives, the USDP Committee reinforced its role in encouraging greater participation from diverse-owned businesses and supporting meaningful partnerships across the industry.

Water Acumen Training for Entrepreneurship Refinement (“W.A.T.E.R. 1.0”)

San Gabriel’s Supplier Diversity team participated in the planning for the USDP Committee’s 2025 W.A.T.E.R. 1.0 program. W.A.T.E.R. 1.0 is one of CWA’s flagship capacity-building initiatives. This program consists of three intensive sessions aimed at empowering diverse businesses limited in experience working with investor-owned water utilities, providing them with the necessary skills and knowledge to compete for contracts confidently.

The 2025 program hosted six diverse businesses, each offering specialized expertise in various fields, including pipeline construction, construction management, community engagement consulting, and water conservation technologies. Each vendor demonstrated attentiveness, curiosity, and consistent engagement throughout the program. The sessions included presentations from multiple diverse consultants who shared practical strategies for obtaining more capital, overcoming insurance barriers, enhancing cybersecurity, and refining their 60-second pitches.

W.A.T.E.R. 1.0 concluded with remarks from Craig Gott, President of Suburban Water Systems, who reinforced executive support for diverse businesses. Following this, the vendors presented their pitches to the procurement teams from San Gabriel and Suburban Water Systems. The program equipped participants with essential skills, such as crafting compelling business pitches tailored



to industry buyers, enabling them to effectively present their services. Additionally, graduates learned to identify and pursue future opportunities by analyzing rate cases and annual reports, gaining a clearer understanding of the market and emerging trends. This comprehensive training empowered participants to refine their business strategies and better position themselves for success in the water industry.

Meet the Primes 2025

CWA’s Meet the Primes 2025 event served as a critical convening space for advancing supplier diversity and strengthening relationships across the water utility supply chain. Despite heavy rain, the event drew over 100 attendees, including prime contractors, diverse-owned subcontractors, and buyers from each water utility. The strong turnout underscored the sustained demand for structured, relationship driven engagement.

One of the highlights of the event was a prime contractor panel that offered attendees direct insights into how primes identify subcontractors, evaluate qualifications, and build teams for

utility projects. Panelists shared practice guidance on expectations and strategies that diverse suppliers can use to position themselves. This dialogue helped break down the subcontracting process and provided participants with actionable information they could apply to their businesses.



The event also featured a pitch competition designed to reinforce business readiness and showcase emerging suppliers. Participants delivered concise pitches to a panel of prime contractors. 2025 W.A.T.E.R. 1.0 graduate, Janelle Hartley with EnviroGage, won the competition, highlighting the program’s effectiveness in preparing diverse businesses to confidently articulate their value and compete in real world settings.



Overall, Meet the Primes, advanced supplier diversity objectives by combining education, visibility, and direct access to decision makers. The event reinforced a shared commitment to inclusive procurement practices and the continued development of a strong, diverse supplier pipeline.

2025 Community and Business Mixer

In September, CWA hosted its first Community and Business Mixer in Redondo Beach, California, creating a dedicated forum to engage the community-based organizations (“CBOs”) supported by the USDP Committee throughout the year. The event marked an important step in strengthening relationships between CWA leadership and community partners who play a critical role in connecting diverse businesses to economic opportunities within the water sector.

The mixer was designed to foster open dialogue, knowledge sharing, and mutual understanding. Representatives from participating CBOs received an overview of the regulated water utility environment, including an introduction to the rate case process and how infrastructure investment decisions translate into contracting and subcontracting opportunities. This context helped bridge the gap between regulatory frameworks and community-led economic development efforts.

Equally important, the event created a direct channel for CBO representatives to share feedback with utility leadership. Participants discussed challenges faced by diverse businesses and offered insight into how water utilities can more effectively support outreach, education, and long-term capacity building. These conversations



reinforced the value of two-way engagement and helped inform future strategies for collaboration.

2025 Outreach Event Highlights

At San Gabriel, our Supplier Diversity Program is grounded in building meaningful connections through partnerships with CBOs and the development of new business relationships. A key driver of the program's success is a commitment to continuous education and collaboration, which helps demonstrate the value and impact of diverse-owned businesses. In 2025, San Gabriel took a more strategic approach to outreach by intentionally collaborating with CBOs that represent areas of lower spend and by integrating new engagement methods and educational tools to maximize reach.

Throughout the year, San Gabriel representatives participated in numerous outreach events, many of which included tabling at industry and community expos. As part of these efforts, the USDP Committee evaluated ways to improve the effectiveness and continuity of outreach activities. The committee implemented operational enhancements to its tabling approach by developing a standardized vendor intake form that captures vendor contact information in a shared database accessible to all USDP committee members. This system allows members who are unable to attend events in person to instantly access vendor information and enables ongoing reference when seeking vendors for specific goods, services, or future CWA events. In parallel, the committee refreshed its outreach marketing materials distributed at expos, further strengthening internal coordination and reinforcing a culture of continuous improvement.

Beyond traditional tabling events, San Gabriel representatives engaged in more targeted outreach opportunities, including participation in the Unconventional Women's Conference. This unique event paired corporate representatives with small groups of women business owners in an intimate setting, allowing for in-depth conversations that are often not possible at larger events. Through this engagement, San Gabriel connected with Yujin Anderson, owner of Steamerica's, who later became a 2025 W.A.T.E.R. 1.0 cohort graduate.

In addition to direct outreach, San Gabriel representatives contributed thought leadership through participation in industry and community panels, reinforcing transparency around equity, procurement practices, and pathways to doing business with water utilities. San Gabriel's Director of Communications, Jeanette Diaz, participated in a panel at the American Indian Chamber of Commerce's Annual Conference. The panel was focused on procurement, success, and growth for diverse businesses, where she shared best practices and lessons learned for effective collaboration.

In November, San Gabriel's Communications Specialist, Karina Sandoval, presented to the Greater Los Angeles African American Chamber of Commerce in a webinar titled "How To Do

Business with CWA” where she shared tips for obtaining contracts with investor-owned water utilities.

The collective impact of these outreach and engagement efforts was recognized through multiple honors in 2025. In April, Jeanette Diaz received the Trusted Voice Award at the Diversity Professional’s 8th Annual Women of Excellence Awards, recognizing her advocacy in the supplier diversity space.



Jeanette Diaz, San Gabriel’s Director of Communications and colleagues, at the Diversity Professional’s Women of Excellence Luncheon.

In November, the American Indian Chamber of Commerce honored Jeanette Diaz, and Karina Sandoval, with the 2025 Warrior Award for their commitment to supplier diversity. These recognitions underscore the value of sustained outreach, intentional process improvements, and authentic collaboration.



Proud moment for the USDP Committee receiving the 2025 Warrior Award from the American Indian Chamber of Commerce.

San Gabriel Valley Water Company	2025 Report	GO 156 Section 9.1.2
Supplier Diversity Procurement Results by Category		

		2025				
		Direct Spend ¹ \$	Sub Spend ² \$	Total \$	%	
1	Minority Male	African American	\$286,772	\$152,189	\$438,961	0.49%
2		Asian Pacific American	\$675,130	\$0	\$675,130	0.76%
3		Hispanic American	\$5,965,434	\$263,199	\$6,228,633	6.98%
4		Native American	\$840,346	\$0	\$840,346	0.94%
5		Total Minority Male	\$7,767,682	\$415,388	\$8,183,070	9.17%
6	Minority Female	African American	\$565,180	0	\$565,180	0.63%
7		Asian Pacific American	\$1,580,929	0	\$1,580,929	1.77%
8		Hispanic American	\$1,226,090	0	\$1,226,090	1.37%
9		Native American	\$777,825	0	\$777,825	0.87%
10		Total Minority Female	\$4,150,024	\$0	\$4,150,024	4.65%
		0	0	0.00%	0	
11	Total Minority Business Enterprise (MBE)		\$11,917,706	\$415,388	\$12,333,094	13.83%
		0	0	0.00%	0	
12	Women Business Enterprise (WBE)		\$10,840,856	\$6,351	\$10,847,207	12.16%
		0	0	0.00%	0	
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		\$593,456	\$0	\$593,456	0.67%
		0	0	0.00%	0	
14	Disabled Veteran Business Enterprise (DVBE)		\$2,782,895	\$49,900	\$2,832,795	3.18%
		0	0	0.00%	0	
15	Persons with Disabilities Business Enterprise (PDBE)		\$0	\$0	\$0	0.00%
		0	0	0.00%	0	
16	8(a)*		0	0	0.00%	0
		0	0	0.00%	0	
17	Total Supplier Diversity Spend		\$26,134,913	\$471,639	\$26,606,552	29.83%
18	Net Procurement**		\$89,190,482			

NOTES:

* 8(a) - Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPDDBE.

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 fulfil its contractual obligation(s).

% - Percentage of Net Procurement.

Totals may not add due to rounding.

Supplier Diversity Direct Procurement Results by Product and Service Categories

				2025					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Direct	\$0	0.00%	\$286,772	0.32%	\$286,772	0.32%
2		Asian Pacific American	Direct	\$98,856	0.11%	\$576,274	0.65%	\$675,130	0.76%
3		Hispanic American	Direct	\$547,804	0.61%	\$5,417,630	6.07%	\$5,965,434	6.69%
4		Native American	Direct	\$0	0.00%	\$840,346	0.94%	\$840,346	0.94%
5		Total Minority Male	Direct	\$646,660	0.73%	\$7,121,022	7.98%	\$7,767,682	8.71%
6	Minority Female	African American	Direct	\$267,345	0.30%	\$297,835	0.33%	\$565,180	0.63%
7		Asian Pacific American	Direct	\$776,765	0.87%	\$804,164	0.90%	\$1,580,929	1.77%
8		Hispanic American	Direct	\$1,134,017	1.27%	\$92,073	0.10%	\$1,226,090	1.37%
9		Native American	Direct	\$0	0.00%	\$777,825	0.87%	\$777,825	0.87%
10		Total Minority Female	Direct	\$2,178,127	2.44%	\$1,971,897	2.21%	\$4,150,024	4.65%
			Direct						
11	Total Minority Business Enterprise (MBE)		Direct	\$2,824,787	3.17%	\$9,092,919	10.19%	\$11,917,706	13.36%
			Direct						
12	Women Business Enterprise (WBE)		Direct	\$5,199,430	5.83%	\$5,641,426	6.33%	\$10,840,856	12.15%
			Direct						
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Direct	\$9,064	0.01%	\$584,392	0.66%	\$593,456	0.67%
			Direct						
14	Disabled Veteran Business Enterprise (DVBE)		Direct	\$2,540,547	2.85%	\$242,348	0.27%	\$2,782,895	3.12%
			Direct						
15	Persons with Disabilities Business Enterprise (PDBE)		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Direct						
16	8(a)*		Direct	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Direct						
17	Total Supplier Diversity Spend		Direct	\$10,573,828	11.86%	\$15,561,085	17.45%	\$26,134,913	29.30%
18	Net Procurement**					\$89,190,482			
19	Net Product Procurement					\$27,089,422			
20	Net Service Procurement					\$62,101,060			
21	Total Number of Diverse Direct Suppliers					83			

San Gabriel Valley Water Company				2025 Report		GO 156 Section 9.1.2			
Supplier Diversity Subcontractor Procurement Results by Product and Service Categories									
				2025					
				Product		Service		Total	
				\$	%	\$	%	\$	%
1	Minority Male	African American	Sub	\$0	0.00%	\$152,189	0.17%	\$152,189	0.17%
2		Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
3		Hispanic American	Sub	\$0	0.00%	\$263,199	0.30%	\$263,199	0.30%
4		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
5		Total Minority Male	Sub	\$0	0.00%	\$415,388	0.47%	\$415,388	0.47%
6	Minority Female	African American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
7		Asian Pacific American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
8		Hispanic American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
9		Native American	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
10		Total Minority Female	Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Sub						
11	Total Minority Business Enterprise (MBE)		Sub	\$0	0.00%	\$415,388	0.47%	\$415,388	0.47%
			Sub						
12	Women Business Enterprise (WBE)		Sub	\$4,391	0.00%	\$1,960	0.00%	\$6,351	0.01%
			Sub						
13	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Sub						
14	Disabled Veteran Business Enterprise (DVBE)		Sub	\$49,900	0.06%	\$0	0.00%	\$49,900	0.06%
			Sub						
15	Persons with Disabilities Business Enterprise (DBE)		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Sub						
16	8(a)*		Sub	\$0	0.00%	\$0	0.00%	\$0	0.00%
			Sub						
17	Total Supplier Diversity Spend		Sub	\$54,291	0.06%	\$417,348	0.47%	\$471,639	0.53%
18	Net Procurement**		\$89,190,482						
19	Net Product Procurement		\$27,089,422						
20	Net Service Procurement		\$62,101,060						
21	Total Number of Diverse Subcontractors		7						

Supplier Diversity Procurement Results by Standard Industrial Classification (SIC) Categories

SIC Category	\$ - %	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 Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Other 8(a)**	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
15 - Building Construction	\$					\$66,251				\$66,251	\$425,529		\$24,375			\$516,155	\$10,901,596
	%					0.07%				0.07%	0.48%		0.03%			0.58%	12.22%
16 - Heavy Construction	\$					\$1,942,705		\$813,629		\$2,756,334		\$582,329	\$8,965			\$3,347,628	\$ 5,204,463.00
	%					2.18%		0.91%		3.09%		0.65%	0.01%			3.75%	5.84%
17 - Construction - Special	\$	\$274,584				\$138,642		\$777,825		\$1,191,051	\$4,528,041		\$86,094			\$5,805,186	\$21,793,917
	%	0.31%				0.16%		0.87%		1.34%	5.08%		0.10%			6.51%	24.44%
23 - Apparel	\$					\$35,457	\$299			\$35,756	\$9,708	\$9,064				\$54,528	\$147,965
	%					0.04%	0.00%			0.04%	0.01%	0.01%				0.06%	0.17%
25 - Furniture	\$			\$43,821			\$6,829			\$50,650						\$50,650	\$62,664
	%			0.05%			0.01%			0.06%						0.06%	0.07%
26 - Paper	\$															\$ -	\$ -
	%															0.00%	0.00%
27 - Printing	\$					\$411				\$411						\$411	\$30,718
	%					0.00%				0.00%						0.00%	0.03%
28 - Chemicals	\$															\$ -	\$4,193,468
	%															0.00%	4.70%
29 - Petroleum	\$															\$ -	\$ 5,742.00
	%															0.00%	0.01%
30 - Rubber, Plastics	\$															\$ -	\$35,724
	%															0.00%	0.04%
32 - Stone, Concrete	\$					\$461,311				\$461,311			\$49,900			\$511,211	\$473,938
	%					0.52%				0.52%			0.06%			0.57%	0.53%
33 - Primary Metal	\$															\$ -	\$541
	%															0.00%	0.00%
34 - Fabricated	\$			\$776,765		\$11,215				\$787,980	\$5,185,815					\$5,973,795	\$9,406,452
	%			0.87%		0.01%				0.88%	5.81%					6.70%	10.55%
35 - Machinery	\$			\$41,242.00		\$12,679.00				\$53,921.00	\$3,684.00					\$57,605	\$ 1,089,693.00
	%			0.05%		0.01%				0.06%	0.00%					0.06%	1.22%
36 - Electronic Components	\$												\$3,541.00			\$3,541	\$1,298,418
	%												0.00%			0.00%	1.46%
37 - Transportation	\$					\$929	\$3,655			\$4,584						\$4,584	\$334,059
	%					0.00%	0.00%			0.01%						0.01%	0.37%
38 - Measuring Instruments	\$															\$ -	\$5,146,576
	%															0.00%	5.77%
39 - Misc Mfg	\$		\$267,345							\$267,345						\$267,345	\$268,740
	%		0.30%							0.30%						0.30%	0.30%
42 - Motor Freight	\$	\$152,189				\$122,076	\$39,178			\$313,443						\$313,443	\$39,178
	%	0.17%				0.14%	0.04%			0.35%						0.35%	0.04%
44 - Water Transport	\$															\$ -	\$1,026
	%															0.00%	0.00%
46 - Pipeline	\$															\$ -	\$61,500
	%															0.00%	0.07%
47 - Transportation	\$				\$782					\$782						\$782	\$1,455,927
	%				0.00%					0.00%						0.00%	1.63%

Supplier Diversity Procurement Results by Standard Industrial Classification (SIC) Categories (Cont.)

SIC Category	\$ - %	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 Veterans Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (DBE)	Other 8(a)**	Total Supplier Diversity Spend	Total Procurement
		Male	Female	Male	Female	Male	Female	Male	Female								
48 - Communications	\$ -															\$ -	\$107,925
	%															0.00%	0.12%
50 - Wholesale-durable	\$			\$13,793		\$37,017	\$1,112,019			\$1,162,829	\$224		\$2,534,806			\$3,697,859	\$3,809,089
	%			0.02%		0.04%	1.25%			1.30%	0.00%		2.84%			4.15%	4.27%
52 - Building Material	\$															\$0	\$172,842
	%															0.00%	0.19%
52 - Food Stores	\$																
	%																
55 - Auto Dealers-Gas Serv	\$					\$458,493				\$458,493	\$244,199					\$702,692	\$2,180,146
	%					0.51%				0.51%	0.27%					0.79%	2.44%
56 - Apparel and Accessory	\$															\$0	\$5,908
	%															0.00%	0.01%
57 - Home Furniture	\$															\$ -	\$10,163
	%															0.00%	0.01%
58-Eating and Drinking Places	\$															\$0	\$3,050
	%															0.00%	0.00%
59 - Misc Retail	\$												\$2,200			\$2,200	\$531,147
	%												0.00%			0.00%	0.60%
60 - Depository Institutions	\$															\$ -	\$441,107
	%															0.00%	0.49%
64 - Insurance Broker	\$		\$274,105							\$274,105						\$274,105	\$274,105
	%		0.31%							0.31%						0.31%	0.31%
73 - Business Services	\$			\$443,445	\$803,382	\$254,710	\$44,665	\$10,042		\$1,556,244	\$347,747	\$2,063	\$122,914			\$2,028,968	\$12,085,172
	%			0.50%	0.90%	0.29%	0.05%	0.01%		1.74%	0.39%	0.00%	0.14%			2.27%	13.55%
75 - Auto Repair	\$					\$28,973				\$28,973						\$28,973	\$179,169
	%					0.03%				0.03%						0.03%	0.20%
76 - Misc Repair Services	\$										\$4,391					\$4,391.00	\$159,789
	%										0.00%					0.00%	0.18%
80 - Health Services	\$															\$ -	\$5,182
	%															0.00%	0.01%
81 - Legal Services	\$															\$ -	\$311,531
	%															0.00%	0.35%
87 - Consulting Services	\$	\$12,188	\$23,730	\$132,829		\$2,668,979	\$8,229	\$16,675		\$2,862,630	\$97,870					\$2,960,500	\$6,168,411
	%	0.01%	0.03%	0.15%		2.99%	0.01%	0.02%		3.21%	0.11%					3.32%	6.92%
89 - Misc Services	\$															\$ -	\$793,440
	%															0.00%	0.89%
TOTAL		438,961	565,180	675,130	1,580,929	6,228,633	1,226,089	840,346	777,825	12,333,093	10,847,208	593,456	2,832,795	0	0	26,606,552	89,190,481
TOTAL		0.49%	0.63%	0.76%	1.77%	6.98%	1.37%	0.94%	0.87%	13.83%	12.16%	0.67%	3.18%	0.00%	0.00%	29.83%	100.00%

Total Product Procurement	\$27,089,422
Total Service Procurement	\$62,101,060
Net Procurement ***	\$89,190,482

Number of Diverse Suppliers and Revenue Reported to the Clearinghouse

Number of Diverse Suppliers Data														
Number of Diverse Suppliers	Revenue Reported to the 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 (DBE)	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 (DBE)	8(a)*	Total
Under \$1 million	20	3	3	8	0	0	34	52	13	4	8	0	0	77
Under \$5 million	13	4	0	1	0	0	18	3	2	0	1	0	0	6
Under \$10 million	5	3	0	0	0	0	8	0	0	0	0	0	0	0
Above \$10 million	17	5	1	0	0	0	23	0	0	0	0	0	0	0
Total	55	15	4	9	0	0	83	55	15	4	9	0	0	83

Revenue and Payment Data														
Revenue of Diverse Suppliers	Revenue Reported to the 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 (DBE)	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 (DBE)	8(a)*	Total
Under \$1 million	\$6,195,170	\$1,410,537	\$650,685	\$0	\$0	\$0	\$8,256,392	\$8,170,149	\$1,725,937	\$593,456	\$248,089	\$0	\$0	\$10,737,631
Under \$5 million	\$33,727,227	\$9,769,883	\$0	\$2,342,782	\$0	\$0	\$45,839,892	\$3,747,556	\$9,114,919	\$0	\$2,534,806	\$0	\$0	\$15,397,281
Under \$10 million	\$35,574,304	\$14,837,429	\$0	\$0	\$0	\$0	\$50,411,733	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Above \$10 million	\$16,259,700,239	\$125,328,474	\$15,000,000	\$0	\$0	\$0	\$16,400,028,713	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$16,335,196,940	\$151,346,323	\$15,650,685	\$2,342,782	\$0	\$0	\$16,504,536,730	\$11,917,705	\$10,840,856	\$593,456	\$2,782,895	\$0	\$0	\$26,134,912

San Gabriel Valley Water Company	2025 Report	GO 156 Section 9.1.2
Description of Supplier Workforce		

Based on information provided from the Supplier Clearinghouse, we have identified 81 out of our 83 diverse suppliers for whom California is their main contact location.

At the time of reporting, San Gabriel did not previously collect workforce demographic or residency data from its suppliers or subcontractors beyond what is required through existing certification and reporting processes. As a result, this information was not readily accessible for prior reporting periods.

To address this gap, San Gabriel is in the process of updating its vendor application form to include a voluntary data collection section that will allow suppliers and subcontractors to self-report workforce residency and demographic information.

San Gabriel anticipates that this enhancement will improve data availability for future reporting cycles and support more comprehensive analysis of workforce composition while remaining mindful of supplier privacy and data sensitivity.

San Gabriel Valley Water Company	2025 Report	GO 156 Section 9.1.3
Supplier Diversity Program Expense		

Expenses Category	2025
Wages	\$382,000
Other Employee Expenses	\$19,043
Program Expenses	\$14,555
Reporting Expenses	\$0
Training Expenses	\$0
Consultant Expenses	\$1,400
Other Expenses	\$10,980
TOTAL	\$427,978

San Gabriel Valley Water Company	2025 Report	GO 156 Section 9.1.4
Description of Progress in Meeting or Exceeding Set Goals		

In 2025, San Gabriel Valley Water Company achieved a total direct diverse supplier spend of \$26,134,913, with an additional \$471,639 in second-tier diverse spend. As requested, second-tier spend is reported separately and aligns with the totals reflected in the Results by Ethnicity and SIC Categories tables.

San Gabriel continued to make meaningful progress across multiple diversity categories; however, results varied by classification. While the Company worked diligently to meet its Minority Business Enterprise (“MBE”) goal in 2024, the goal was not met in 2025. This decrease was largely attributed to changes in ownership and certification status for two significant vendors. United Water Works, with which San Gabriel spent nearly \$4 million in 2024, is no longer MBE-certified. In addition, Merriweather Insurance transitioned under a non-minority-owned parent company, rendering it ineligible for MBE classification.

Despite these challenges, San Gabriel achieved notable successes in other categories. LGBTBE spend increased from 0.27% to 0.67%, reflecting continued progress toward expanding opportunities for LGBT-owned businesses. Additionally, San Gabriel exceeded its Disabled Veteran Business Enterprise (“DVBE”) goal in 2025, reaching 3.18%. While the Company previously met the DVBE goal in 2020, this result represents renewed and sustained advancement in DVBE participation.

This progress was driven in part by increased purchasing with a DVBE supplier specializing in maintenance and general construction supplies. Through competitive and consistent pricing comparable to other suppliers previously utilized, San Gabriel was able to shift a portion of these purchases to a DVBE supplier. This strategic approach allowed San Gabriel to meet operational needs, while advancing its supplier diversity objectives.

Overall, San Gabriel remains committed to meeting all GO 156 goals through a balanced and strategic approach. In 2026, the Company will focus on strengthening outreach, expanding its pool of qualified diverse suppliers across all classifications, improving data tracking, and leveraging competitive procurement strategies to drive progress and achieve consistent results across all diversity categories.

San Gabriel Valley Water Company	2025 Report	GO 156 Section 9.1.4
Supplier Diversity Procurement Results Compared to Set Goals		

Category	2025 Results	2025 Goals
Minority Male Business Enterprise	9.17%	-
Minority Female Business Enterprise	4.65%	-
Total Minority Business Enterprise (MBE)	13.83%	15.00%
Women Business Enterprise (WBE)	12.16%	5.00%
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	.67%	1.50%
Disabled Veteran Business Enterprise (DVBE)	3.18%	1.50%
Persons with Disabilities Business Enterprise (DBE)	-	-
TOTAL	29.83%	23.00%

San Gabriel Valley Water Company	2025 Report	GO 156 Sec. 9.1.5
Description of Prime contractors Utilization of Diverse Subcontractors		

Our primary contractors continue to play an important role in supporting San Gabriel’s supplier diversity objectives by creating opportunities for diverse subcontractors to participate in the work performed on the Company’s behalf. Increasing second-tier spend remains an ongoing focus for San Gabriel, and the Company recognizes this area as having continued potential to further strengthen the Supplier Diversity Program.

In 2025, San Gabriel maintained early and ongoing communication with prime contractors to reinforce expectations related to second-tier participation and to emphasize the importance of engaging local, small, and diverse-owned businesses where feasible. Language encouraging the use of diverse-owned businesses continued to be included in select larger contracts, reinforcing the Company’s commitment to supplier diversity. San Gabriel also continued requesting second-tier spend information on a quarterly basis to support consistent tracking, facilitate dialogue with contractors, and identify opportunities for improvement.

During 2025, prime contractors engaged diverse subcontractors for services and products including transportation, concrete cutting, sanitation services, welding, and portable restroom rentals. Total second-tier spend for the year was \$471,639, representing a decrease of approximately 37.5% compared to \$754,465 in 2024. While this decrease reflects reduced second-tier activity year over year, San Gabriel views this as an opportunity to reassess outreach.

strategies, strengthen contractor engagement, and refine reporting processes to support increased participation in future years.

As outlined in Section 10.1.6, San Gabriel remains committed to advancing its second-tier initiatives and recognizes that continued collaboration with prime contractors will be essential to driving progress and achieving long-term supplier diversity goals.

San Gabriel Valley Water Company	2025 Report	GO 156 Sec. 9.1.5
New Diverse Prime and Subcontractor Utilization		

Category	New Prime Contractors #	New Subcontractors #
Minority Male Business Enterprise	7	0
Minority Female Business Enterprise	5	0
Total Minority Business Enterprise (MBE)	12	0
Women Business Enterprise (WBE)	2	1
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	3	0
Disabled Veteran Business Enterprise (DVBE)	1	1
Persons with Disabilities Business Enterprise (DBE)	0	0
8(a)	0	0
Total	18	2

Summary of Diverse Contractor Utilization

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 (DBE)	8(a)*	Total Supplier Diversity Spend
Direct \$	\$7,767,682	\$4,150,024	\$11,917,706	\$10,840,856	\$593,456	\$2,782,895	\$0	\$0	\$26,134,913
Sub \$	\$415,388	\$0	\$415,388	\$6,351	\$0	\$49,900	\$0	\$0	\$471,639
Total \$	\$8,183,070	\$4,150,024	\$12,333,094	\$10,847,207	\$593,456	\$2,832,795	\$0	\$0	\$26,606,552
Direct %	8.71%	4.65%	13.36%	12.15%	0.67%	3.12%	0.00%	0.00%	29.30%
Sub %	0.47%	0.00%	0.47%	0.01%	0.00%	0.06%	0.00%	0.00%	0.53%
Total %	9.17%	4.65%	13.83%	12.16%	0.67%	3.18%	0.00%	0.00%	29.83%
Net Procurement **	\$89,190,482								
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)	Veteran Business Enterprise (DVBE)	Disabilities Business Enterprise (DBE)	8(a)*	Total Supplier Diversity Spend
In-State Direct \$	\$6,964,300	\$4,150,024	\$11,114,324	\$10,840,856	\$584,392	\$2,782,895	\$0	\$0	\$25,322,467
In-State Sub \$	\$415,388	\$0	\$415,388	\$6,351	\$0	\$49,900	\$0	\$0	\$471,639
Total \$	\$7,379,688	\$4,150,024	\$11,529,712	\$10,847,207	\$584,392	\$2,832,795	\$0	\$0	\$25,794,106
In-state direct %	7.81%	4.65%	12.46%	12.15%	0.66%	3.12%	0.00%	0.00%	28.39%
In-state sub %	0.47%	0.00%	0.47%	0.01%	0.00%	0.06%	0.00%	0.00%	0.53%
Total %	8.27%	4.65%	12.93%	12.16%	0.66%	3.18%	0.00%	0.00%	28.92%
Net Procurement **	\$89,190,482								

San Gabriel Valley Water Company	2025 Report	GO 156 Sec. 9.1.6
List of Supplier Diversity Complaints Received and Current Status		

San Gabriel received no complaints and none were filed in 2025 relative to its USDP.

San Gabriel Valley Water Company	2025 Report	GO 156 Sec. 9.1.7
Description of Efforts to Recruit Diverse Suppliers in Low Utilization Categories		

Legal

San Gabriel utilizes in-house General Counsel for most routine legal issues. The company’s General Counsel is aware of the goal to seek and increase the use of diverse businesses in legal services and is making efforts to utilize diverse suppliers in this area.

Finance

San Gabriel does not utilize Security and Commodity Brokers, Dealers Exchanges, or related services. We do, however, utilize the DBE accounting firm, Vasquez & Company, to provide audit and tax services including tax return preparation and advisory services.

Highly Technical

San Gabriel’s primary water quality testing laboratory is Weck Labs, a minority-owned business. San Gabriel also utilized diverse suppliers to provide studies and reports dealing with highly technical water resource planning, environmental compliance issues, and general civil engineering.

In 2025, San Gabriel continued to utilize SHI International Corporation, and Zones, LLC for Information Technology (“IT”) product acquisition. Both companies are certified minority-owned businesses.

2026 ANNUAL PLAN

Supplier Diversity Short-, Mid-, and Long-Term Procurement Goals

SIC Code Product	Short-Term 2026						Mid-Term 2026						Long-Term 2026					
	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 (DBE)	Total Supplier Diversity Goal	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 (DBE)	Total Supplier Diversity Goal	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 (DBE)	Total Supplier Diversity Goal
	25	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.25%	0.00%	0.00%	0.25%	0.00%	0.00%	0.00%
26	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%
27	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%
30	0.50%	0.75%	0.00%	0.00%	0.00%	1.25%	0.50%	0.75%	0.00%	0.00%	1.25%	0.50%	0.75%	0.00%	0.00%	0.00%	1.25%	
32	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
34	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%	0.00%	0.00%	0.00%	0.25%	0.15%	0.40%
35	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
36	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
37	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
46	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.50%	0.00%	0.50%	0.00%	0.00%	0.00%	0.50%	
50	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%
55	0.00%	0.25%	0.30%	0.00%	0.00%	0.55%	0.00%	0.25%	0.30%	0.00%	0.55%	0.00%	0.25%	0.30%	0.00%	0.00%	0.55%	
59	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.25%	0.00%	0.25%	0.00%	0.00%	0.00%	0.25%	
Subtotal	3.00%	2.00%	0.30%	0.75%	0.30%	6.35%	3.00%	2.00%	0.30%	0.75%	0.30%	6.35%	3.00%	2.00%	0.30%	0.75%	0.30%	6.35%

SIC Code Service	Short-Term 2026						Mid-Term 2026						Long-Term 2026					
	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 (DBE)	Total Supplier Diversity Goal	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 (DBE)	Total Supplier Diversity Goal	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 (DBE)	Total Supplier Diversity Goal
	15	1.00%	1.00%	0.00%	0.00%	0.00%	2.00%	1.00%	1.00%	0.00%	0.00%	0.00%	2.00%	1.00%	1.00%	0.00%	0.00%	0.00%
16	2.00%	1.50%	0.50%	0.50%	0.20%	4.70%	2.00%	1.50%	0.50%	0.50%	0.20%	4.70%	2.00%	1.50%	0.50%	0.50%	0.20%	4.70%
17	1.00%	0.50%	0.00%	0.00%	0.00%	1.50%	1.00%	0.50%	0.00%	0.00%	1.50%	1.00%	0.50%	0.00%	0.00%	0.00%	1.50%	
42	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%
44	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
64	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%
73	2.50%	0.00%	0.20%	0.25%	0.00%	2.95%	2.50%	0.00%	0.20%	0.25%	2.95%	2.50%	0.00%	0.20%	0.25%	0.00%	2.95%	
75	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%	1.00%	0.00%	0.00%	0.00%	1.00%	1.00%	0.00%	0.00%	0.00%	0.00%	1.00%	
81	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
87	3.00%	0.00%	0.50%	0.00%	0.00%	3.50%	3.00%	0.00%	0.50%	0.00%	3.50%	3.00%	0.00%	0.50%	0.00%	0.00%	3.50%	
89	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.50%	0.50%	0.00%	0.00%	0.00%	0.00%	0.50%	
Subtotal	12.00%	3.00%	1.20%	0.75%	0.20%	17.15%	12.00%	3.00%	1.20%	0.75%	0.20%	17.15%	12.00%	3.00%	1.20%	0.75%	0.20%	17.15%
Total	15.00%	5.00%	1.50%	1.50%	0.50%	23.50%	15.00%	5.00%	1.50%	1.50%	0.50%	23.50%	15.00%	5.00%	1.50%	1.50%	0.50%	23.50%

San Gabriel Valley Water Company	2026 Plan	GO 156 Sec. 10.1.2
Description of Supplier Diversity Program Activities Planned for the Next Calendar Year		

Internal Activities

Capacity Building and Technical Assistance Program

San Gabriel will maintain its engagement with CBOs and Chambers of Commerce through ongoing memberships and active participation in their outreach events. We will also continue collaborating with the CWA USDP Committee to develop Capacity Building and Technical Assistance Programs.

Internal Communication

San Gabriel has long recognized that strong internal communication is essential to the success of this program. We have consistently seen increased interest from employees across the company in our Supplier Diversity program, with more requests for diverse supplier referrals than ever before. This growing engagement reflects the strong support we receive from our executive leadership and colleagues throughout the organization. Ongoing education and awareness around the value of supplier diversity remain critical to the long-term sustainability of the program.

Maintaining consistent and meaningful communication with our prime contractors will continue to be a priority. San Gabriel will remain actively engaged with the CWA USDP Committee to help educate prime contractors on their role, connect them with qualified diverse suppliers, and support their efforts in identifying appropriate subcontractors for their projects.

External Activities

Collaboration with CWA

San Gabriel will continue its partnership with CWA to expand procurement and business development opportunities for diverse suppliers. Together, we will coordinate events that connect diverse suppliers with key stakeholders across the industry, helping foster meaningful relationships and support long-term growth. We will also continue evaluating and strengthening our programs to ensure they are effective and responsive to the needs of diverse suppliers. Through this collaboration, we seek to create additional pathways for supplier success while enhancing our overall procurement practices.

San Gabriel Valley Water Company	2026 Plan	GO 156 Sec. 10.1.3
Plans for Recruiting Diverse Suppliers in Low Utilization Areas		

San Gabriel does not utilize Security and Commodity Brokers, Dealers, Exchanges or related services, thus we have no plans to recruit suppliers of those services. San Gabriel will, however, continue to seek to identify and recruit diverse businesses in other areas where their utilization is low by supporting events targeted at these areas. Purchasers of these services will be reminded of the importance to attend these events and to make every reasonable effort to retain diverse suppliers when opportunities arise.

San Gabriel Valley Water Company	2026 Plan	GO 156 Sec. 10.1.4
Plans for Recruiting Diverse Suppliers Where Unavailable		

San Gabriel continues to seek out diverse suppliers in all areas through attending outreach events, working with CBOs and identifying suppliers in the Supplier Clearinghouse.

San Gabriel Valley Water Company	2026 Plan	GO 156 Sec. 10.1.5
Plans for Encouraging Prime contractors to Subcontract Diverse Suppliers		

San Gabriel plans to host a vendor meeting in 2026 to reinforce the importance of supplier diversity and encourage increased second-tier participation, particularly in response to a recent decrease in second-tier spend. This meeting will focus on setting clear expectations, sharing best practices, and identifying opportunities for prime contractors to expand their use of diverse subcontractors. It will also provide an opportunity for open discussion around challenges and solutions related to second-tier engagement.

In addition, San Gabriel will continue its collaboration with CWA through active participation on the USDP Committee, supporting the planning and execution of industry outreach efforts, including the Meet the Primes event. Through this involvement, San Gabriel will help educate prime contractors on their role in advancing supplier diversity goals and facilitate meaningful connections between prime contractors and qualified diverse suppliers.

Throughout the year, San Gabriel plans to maintain ongoing communication with prime contractors to provide guidance, reinforce program expectations, and support continued engagement. While prime contractors have demonstrated commitment through outreach participation, timely submission of quarterly second-tier reports, and expanded use of diverse subcontractors, San Gabriel recognizes there is still opportunity for improvement and remains focused on strengthening second-tier outcomes in 2026 and beyond.

San Gabriel Valley Water Company	2026 Plan	GO 156 Sec. 10.1.6
Plans for Complying with Supplier Diversity Program Guidelines		

San Gabriel is pleased to have met and exceeded the overall GO 156 goal for the past nine years, a notable achievement given our starting point of 0.16 percent diverse spend in 2006. While substantial progress has been made, several objectives from the 2025 plan remain ongoing as we move into 2026. Continued focus is needed to further strengthen performance across all GO 156 subcategories. To support continued progress, San Gabriel will prioritize expanded outreach, increased engagement with Prime contractors, and enhanced data tracking to more effectively measure and sustain results.

Moving into 2026, San Gabriel will focus on the following areas to further strengthen the Supplier Diversity Program and continue advancing the goals established under CPUC GO 156:

- **Second-Tier Spend**

Second-tier participation remains an important area of focus for San Gabriel’s Supplier Diversity Program. San Gabriel remains committed to strengthening this component of the program through more intentional communication, relationship-building, and clearly defined expectations. Efforts to support increased second-tier participation will focus on strengthening collaboration with Prime contractors and creating more consistent pathways for diverse subcontractor and consultant involvement. Planned actions include:

 - Engaging in ongoing communication with Prime contractors and consultants to reinforce the importance of second-tier participation and the utilization of diverse subcontractors and consultants;
 - Enhancing contract language to clearly encourage the inclusion of diverse subcontractors and consultants, supporting consistency and long-term commitment;
 - Establishing achievable second-tier spend expectations for each Prime based on awarded contract values;
 - Collecting and reviewing second-tier spend data on a quarterly basis to monitor participation trends and identify opportunities for additional support;
 - Maintaining consistent engagement with Prime contractors through regular introductions to qualified diverse suppliers capable of providing needed goods and services;
 - Encouraging participation in outreach and networking events to expand opportunities for Primes to connect with diverse subcontractors and consultants.

Through these efforts, San Gabriel aims to strengthen second-tier participation and expand meaningful business opportunities for diverse suppliers.

- **Distribution of Diverse Spend**

San Gabriel will continue to evaluate spending patterns and refine strategies to support progress across all GO 156 categories. Building on prior outreach efforts, additional emphasis will be placed on increasing engagement with LGBT and MBE vendors while continuing to strengthen participation across all diverse business classifications. Outreach activities will be complemented by deeper engagement with existing vendors and a review of high-spend categories to identify qualified diverse suppliers capable of providing comparable products or services. Specific areas of continued focus include:

- Lesbian, Gay, Bisexual, and Transgender business enterprises;
- Disabled Veteran Business Enterprises;
- Minority female-owned businesses;
- Asian American male-owned businesses;
- African American male-owned businesses; and
- Persons with Disabilities Business Enterprises.

To support these efforts, San Gabriel will continue collaborating with organizations that serve these communities, including BuildIT California, Veterans in Business Network, Disability:IN, the Asian American Business Association, and the Black Business Association. San Gabriel’s supplier diversity team will remain active in events hosted by these organizations to strengthen networking and outreach.

- **Vendor Meeting and Vendor Communication**

San Gabriel is planning a vendor meeting in the first quarter of 2026 to recognize supplier partners and further strengthen relationships across the supply chain. This meeting will provide employees with purchasing authority an opportunity to meet directly with vendors, build relationships, and gain a better understanding of available capabilities and services. While this event serves as a key touchpoint, it is not intended to be the sole form of engagement. San Gabriel will continue to maintain momentum throughout the year through ongoing communication, regular outreach, and continued coordination with vendors and Prime contractors. By creating both in-person and sustained engagement opportunities, San Gabriel aims to strengthen collaboration, increase awareness of qualified suppliers, and support more inclusive procurement practices across departments and projects.

- **Capacity Building and Technical Assistance**

San Gabriel will continue strengthening engagement with CBOs through sustained memberships and active participation in outreach events. In collaboration with the CWA USDP Committee, San Gabriel will remain involved in supporting capacity building and

technical assistance efforts designed to help diverse suppliers grow, compete, and participate more effectively in utility procurement opportunities.

- **Data Tracking and Monitoring**

In 2026, we plan to enhance data tracking and monitoring practices to maintain greater visibility into vendor certification status and diverse spend trends. In coordination with the Information Technology department, San Gabriel is working to develop improved custom reporting tools that will streamline data retrieval and provide more timely, real-time access to key supplier diversity metrics. Improved tracking will support earlier identification of expiring or lapsed certifications and potential impacts to program performance, allowing for proactive engagement with vendors and more informed planning. These enhancements will improve efficiency, strengthen data accuracy, and enable more responsive decision-making, helping to support continuity in certification where appropriate and promote consistent participation by eligible diverse suppliers.

- **Internal Communication**

San Gabriel continues to view strong internal communication as essential to the effectiveness and sustainability of its Supplier Diversity Program. Ongoing education and engagement help ensure employees understand the value of supplier diversity and how to incorporate it into project planning, procurement decisions, and day-to-day operations. Supplier diversity remains a recurring topic in internal meetings and companywide events, reinforcing shared responsibility across departments. The Supplier Diversity team will continue working closely with department leaders to identify opportunities and provide support in locating qualified diverse suppliers.

- **Program Goals and Compliance**

As reflected in Table 10.1.1, the company will continue to comply with all provisions and revisions of GO 156 while working toward projected short-, mid-, and long-term goals. San Gabriel remains committed to meeting program requirements established by the California Public Utilities Code Section 8283(c) and to sustaining progress that builds upon prior year results.

We look forward to another successful year of strengthening partnerships, expanding opportunities for diverse suppliers, and supporting their continued growth and success.

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