



SUPPLIER DIVERSITY PROGRAM

# 2025 REPORT 2026 PLAN



FUEL PROCUREMENT  
2025 REPORT | 2026 PLAN

# A LOOK INSIDE

## 2025 ANNUAL REPORT

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# A MESSAGE FROM OUR PRESIDENT

At Southwest Gas Corporation (Southwest Gas or Company) supplier diversity is more than a program, it represents one of our core values, “Relationships Matter.” It also represents our commitment to our communities, creating partnerships, and our commitment to investing in the future. Inclusive procurement strengthens our business, expands opportunity, and reinforces our commitment to the customers and communities we serve. For more than three decades, our Supplier Diversity Program (“Program”) has advanced these priorities, and I am proud of the progress achieved through the collective efforts of our employees and suppliers.

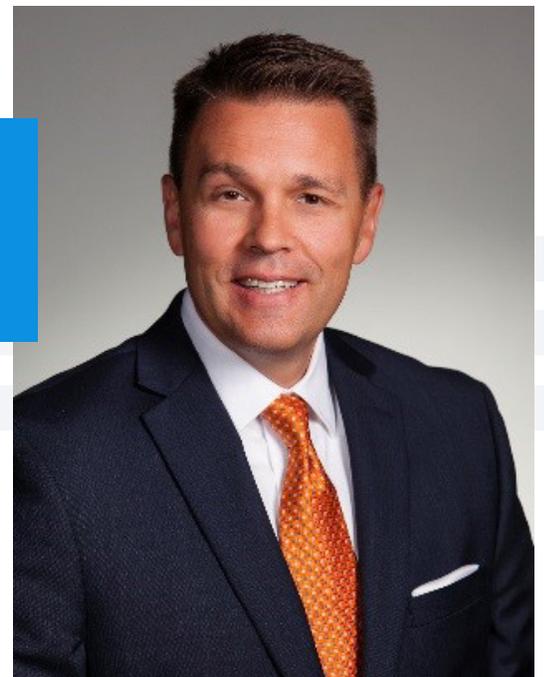
In 2025, Southwest Gas spent approximately \$43M with Supplier Clearinghouse certified suppliers in our California service territory, representing a 56.3% diverse spend percentage. We value partnerships with women, minority, LGBT, disabled veteran, and persons with disabilities business enterprises. These relationships create shared value – driving innovation, strengthening our supply chain, and contributing to inclusive economic growth across our service territories.

Our continued focus on supplier diversity expands opportunity and enhances community resilience, drives economic growth, empowers business owners, and supports regulatory compliance. This commitment was recognized in 2025 by several respected organizations, including:

- Western Regional Minority Supplier Development Council (WRMSDC)—Ambassador of the Year Award
- American Indian Chamber of Commerce—2025 Warrior Award
- Southern California Black Chamber—Empowerment Through Service Award
- Los Angeles LGBTQ Chamber of Commerce—Community Impact Partner Award
- Women Business Enterprise Council West (WBEC)—Leadership Circle Award

We remain committed to working alongside our certified suppliers to create a lasting impact. Together, we are fostering *Partnerships That Fuel Progress* toward a more sustainable energy future.

**JUSTIN BROWN**  
*President*



# EXECUTIVE SUMMARY

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As reflected in the table below, Southwest Gas' 2025 procurement with Clearinghouse-verified diverse suppliers in California totaled approximately \$43 million. This accomplishment underscores Southwest Gas' strong commitment to fostering inclusive business opportunities for women, minority, LGBT, disabled veteran, and persons with disabilities business enterprises.

## 2025 PROCUREMENT WITH CLEARINGHOUSE-VERIFIED DIVERSE SUPPLIERS

	California
	\$
Minority Men	13,728,864
Minority Women	798,410
<b>Total Minority Business Enterprise (MBE)</b>	<b>14,527,274</b>
Women Business Enterprise (WBE)	3,965,309
<b>Total Women, Minority Business Enterprise (WMBE)</b>	<b>18,492,582</b>
LGBTBE	89,524
Disabled Veteran Business Enterprise (DVBE)	23,417,220
Person with Disabilities Business Enterprise (PDBE)	998,565
<b>Total Clearinghouse Supplier Diversity Spend</b>	<b>42,997,892</b>
Agency-Certified Spend (Non-Clearinghouse)	1,134,624
<b>Total Supplier Diversity Spend</b>	<b>44,132,516</b>
<b>Total Net Procurement</b>	<b>76,445,807</b>
<b>% Clearinghouse-Verified Procurement</b>	<b>56.25%</b>

**Note:**

Percentage and procurement dollars may reflect rounding differences



# 2025 ANNUAL REPORT



# DESCRIPTION OF SUPPLIER DIVERSITY PROGRAM ACTIVITIES DURING THE PREVIOUS CALENDAR YEAR

## INTERNAL ACTIVITIES

Diverse suppliers are key to a resilient, sustainable supply chain at Southwest Gas. The Company values its contributions and is committed to expanding opportunities through its Supplier Diversity Program. In 2025, Southwest Gas strengthened partnerships to drive Program success across seven focus areas: awareness, advocacy, engagement, strategy, utilization, support, and education. Key highlights from 2025 include:



### AWARENESS AND EDUCATION

Supplier Diversity took its message on the road with a roadshow to raise awareness across internal departments about the Program and highlighted how teams can collaborate to expand opportunities for diverse suppliers.



### ENGAGEMENT

Supplier Diversity brought internal stakeholders together for a diverse supplier Lunch & Learn focused on strengthening partnerships and expanding opportunities with Southwest Gas.



### ADVOCACY

Southwest Gas remained committed to its Supplier Diversity Program and continues to leverage its partnerships with diverse suppliers.



### STRATEGY AND SUPPORT

To enhance operational efficiency and maximize impact, the Supplier Diversity function was strategically realigned within the Supply Chain organization.

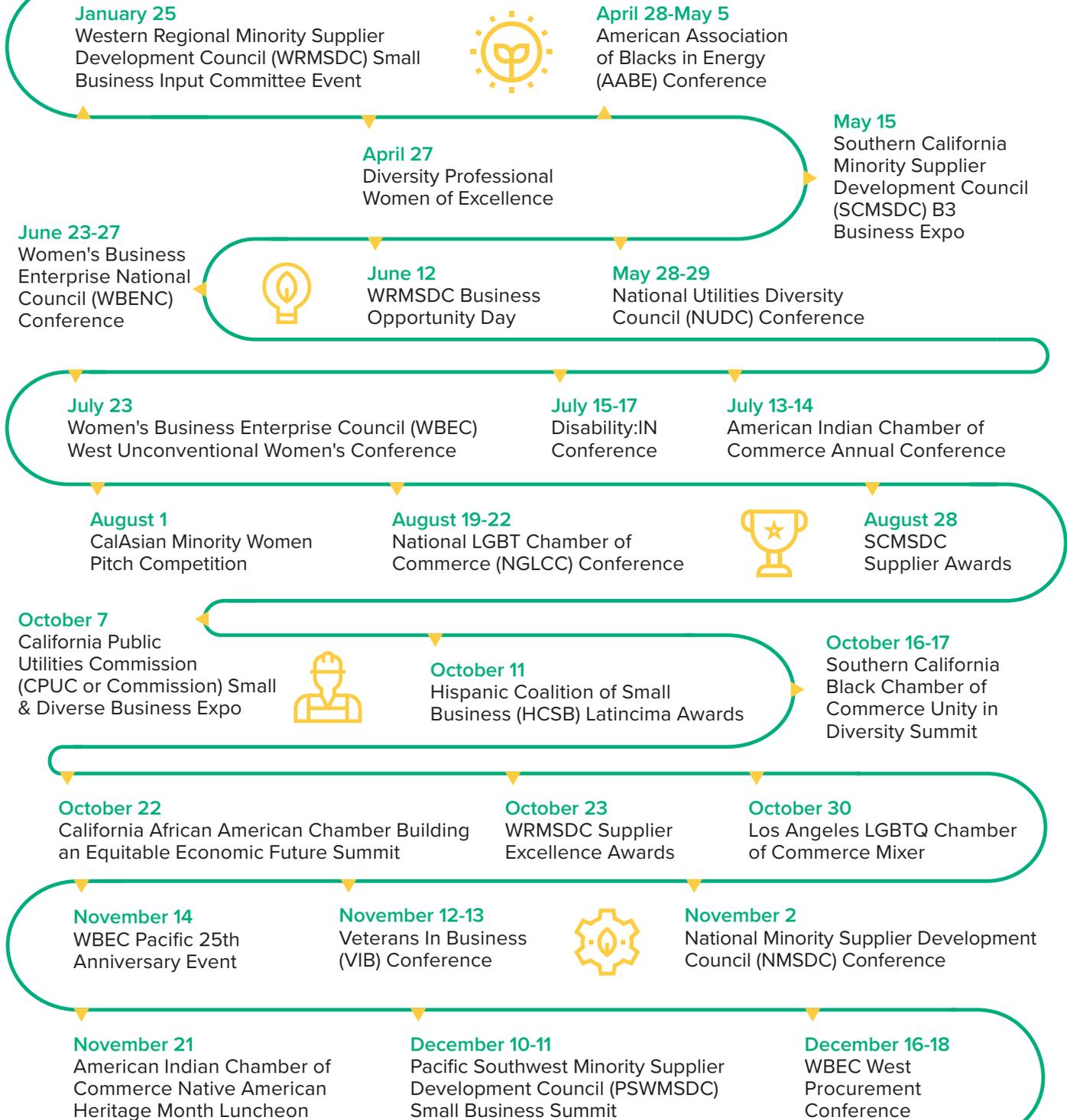


### UTILIZATION

Supplier Diversity facilitated opportunities for diverse suppliers at Southwest Gas and promoted stakeholder engagement to grow the pipeline of potential partners.

## EXTERNAL ACTIVITIES

Throughout 2025, Southwest Gas strengthened key relationships with partner organizations and chambers of commerce that align with its commitment to supplier diversity, economic inclusion, and growth of diverse businesses. Supplier Diversity participated in panels, webinars, and workshops to empower suppliers with practical guidance for doing business with Southwest Gas. The Company actively participated in and/or sponsored the following outreach activities:



## REGULATORY PARTICIPATION

In 2025, Southwest Gas participated in the following regulatory activities:

- **March 6**  
Q1 Joint Utility Meeting
- **June 5**  
Q2 Joint Utility Meeting
- **October 8**  
CPUC 23rd Annual Supplier Diversity En Banc
- **October 9**  
Q3 Joint Utility Meeting
- **December 4**  
Q4 Joint Utility Meeting

VIB Conference

**“Southwest Gas strengthened key relationships with partner organizations and chambers of commerce that align with its commitment to supplier diversity, economic inclusion, and the growth of diverse businesses.”**



## UTILITY WORKFORCE AND BOARD DIVERSITY

Pursuant to Section 14 in General Order (GO) 156 and Decision (D) 24-09-035, Southwest Gas is including a description and data regarding its workforce and board diversity.

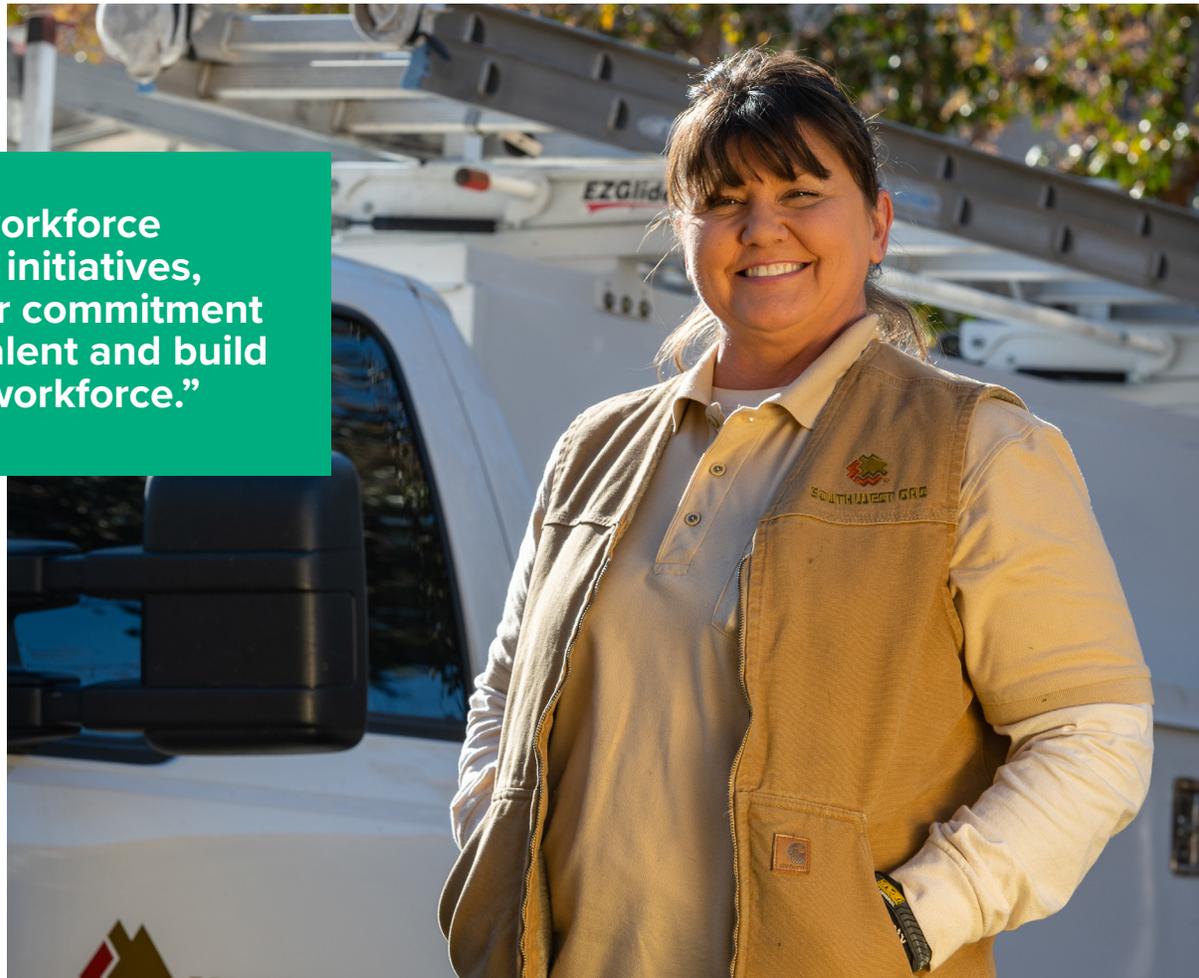
As of December 2025, Southwest Gas employed 189 individuals in its California workforce.

Based upon voluntary information gathered from the workforce, approximately 51.9% were classified as White, 21.7% as Hispanic or Latino, 14.8% as two or more races, 6.3% as African American, and the remaining 5.3% was comprised of Asian, American Indian, and Native Hawaiian.

The Southwest Gas Board of Directors was comprised of eleven individuals, 55% were classified as female and 45% as male. Additionally, 36% were members of a minority group.

In 2025, Southwest Gas advanced our commitment to our employees by launching our sixth Employee Resource Group supporting Asian American employees and allies, and strengthened community partnerships promoting STEM education, youth development, veterans, women in engineering, and careers in trades.

**“Supporting workforce development initiatives, reinforces our commitment to cultivate talent and build an inclusive workforce.”**



Supporting workforce development initiatives, like Cristo Rey St. Viator's Corporate Work Study Program, the Foundation for Women's Leadership and Empowerment, and technical education through the College of Southern Nevada, reinforces our commitment to cultivate talent and build an inclusive workforce.

In addition to the programs we support, Southwest Gas' open job postings are emailed daily to active and passive job seekers from our community partners, who are part of a network of over 600 employment and diversity websites. Our community and diversity outreach partners receive job postings that match the requested criteria and then share the positions with the appropriate members of their organizations.

## **SUPPLIER DIVERSITY PROGRAM WEBSITE AND CONTACT INFORMATION**

[WWW.SWGAS.COM/EN/SUPPLIER-DIVERSITY](http://WWW.SWGAS.COM/EN/SUPPLIER-DIVERSITY)

**TABLE 9.1.2 (A)**  
**SUPPLIER DIVERSITY PROCUREMENT**  
**RESULTS BY CATEGORY**

**SUPPLIER DIVERSITY**  
**RESULTS BY CATEGORY**

Ethnicity		Direct \$	Sub \$	Total \$	%
Minority Male	African American	3,633,024	-	3,633,024	4.75
	Asian Pacific American	1,571,323	-	1,571,323	2.06
	Hispanic American	1,149,294	117,418	1,266,712	1.66
	Native American	7,257,805	-	7,257,805	9.49
	Other	-	-	-	0.00
<b>Total Minority Male</b>		<b>13,611,446</b>	<b>117,418</b>	<b>13,728,864</b>	<b>17.96</b>
Minority Female	African American	22,160	6,600	28,760	0.04
	Asian Pacific American	429,473	27,288	456,761	0.60
	Hispanic American	13,774	157,967	171,742	0.22
	Native American	115	141,032	141,147	0.18
	Other	-	-	-	0.00
<b>Total Minority Female</b>		<b>465,522</b>	<b>332,887</b>	<b>798,410</b>	<b>1.04</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>14,076,969</b>	<b>450,305</b>	<b>14,527,274</b>	<b>19.00</b>
Women Business Enterprise (WBE)		3,953,740	11,569	3,965,309	5.19
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		86,814	2,710	89,524	0.12
Disabled Veteran Business Enterprise (DVBE)		23,409,650	7,570	23,417,220	30.63
Person with Disabilities Business Enterprise (PDBE)		2,003	996,562	998,565	1.31
Other 8(a)*		-	-	-	0.00
<b>Total Supplier Diversity Spend</b>		<b>41,529,177</b>	<b>1,468,715</b>	<b>42,997,892</b>	<b>56.25</b>
<b>Net Procurement**</b>		<b>76,445,807</b>			

**Notes:**

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

\*\* Net procurement includes purchase orders and non-purchase orders

Direct: Means direct procurement from a supplier

Sub: Means subcontractor procurement when a prime contractor procures from a subcontractor

#: Percentage of net procurement

Percentages and procurement dollars may reflect rounding differences

**TABLE 9.1.2 (B)**  
**SUPPLIER DIVERSITY DIRECT PROCUREMENT**  
**RESULTS BY PRODUCT AND SERVICE CATEGORIES**

Ethnicity		Product	%	Services	%	Total	%
		\$		\$		\$	
Minority Male	African American	9,074	0.16	3,623,950	5.13	3,633,024	4.75
	Asian Pacific American	1,192,274	20.76	379,048	0.54	1,571,323	2.06
	Hispanic American	-	0.00	1,149,294	1.63	1,149,294	1.50
	Native American	-	0.00	7,257,805	10.27	7,257,805	9.49
	Other	-	0.00	-	0.00	-	0.00
<b>Total Minority Male</b>		<b>1,201,349</b>	<b>20.92</b>	<b>12,410,098</b>	<b>17.55</b>	<b>13,611,446</b>	<b>17.81</b>
Minority Female	African American	-	0.00	22,160	0.03	22,160	0.03
	Asian Pacific American	3,940	0.07	425,533	0.60	429,473	0.56
	Hispanic American	-	0.00	13,774	0.02	13,774	0.02
	Native American	115	0.00	-	0.00	115	0.00
	Other	-	0.00	-	0.00	-	0.00
<b>Total Minority Female</b>		<b>4,055</b>	<b>0.07</b>	<b>461,467</b>	<b>0.65</b>	<b>465,523</b>	<b>0.61</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>1,205,404</b>	<b>20.99</b>	<b>12,871,565</b>	<b>18.21</b>	<b>14,076,969</b>	<b>18.41</b>
Women Business Enterprise (WBE)		254,130	4.43	3,699,610	5.23	3,953,740	5.17
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		-	0.00	86,814	0.12	86,814	0.11
Disabled Veteran Business Enterprise (DVBE)		-	0.00	23,409,650	33.11	23,409,650	30.62
Person with Disabilities Business Enterprise (PDBE)		-	0.00	2,003	0.00	2,003	0.00
Other 8(a)*		-	0.00	-	0.00	-	0.00
<b>Total Supplier Diversity Spend</b>		<b>1,459,534</b>	<b>25.41</b>	<b>40,069,643</b>	<b>56.67</b>	<b>41,529,177</b>	<b>54.32</b>
<b>Net Diverse Procurement</b>		<b>42,997,892</b>					
<b>Total Product Procurement \$</b>		<b>5,742,866</b>					
<b>Total Service Procurement \$</b>		<b>70,702,941</b>					
<b>Net Procurement**</b>		<b>76,445,807</b>					
<b>Total Number of Diverse Suppliers that Received Direct Spend</b>			<b>43</b>				

**Notes:**

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

\*\* Net procurement includes purchase orders and non-purchase orders

Direct: Means direct procurement from a supplier

Sub: Means subcontractor procurement when a prime contractor procures from a subcontractor

#: Percentage of net procurement

Percentages and procurement dollars may reflect rounding differences

**TABLE 9.1.2 (C)**  
**SUPPLIER DIVERSITY SUBCONTRACTOR PROCUREMENT**  
**RESULTS BY PRODUCT AND SERVICE CATEGORIES**

**PRODUCTS AND SERVICES—**  
**SUBCONTRACTING**

Ethnicity		Product	%	Services	%	Total	%
		\$		\$		\$	
Minority Male	African American	-	0.00	-	0.00	-	0.00
	Asian Pacific American	-	0.00	-	0.00	-	0.00
	Hispanic American	189	0.00	117,229	0.17	117,418	0.15
	Native American	-	0.00	-	0.00	-	0.00
	Other	-	0.00	-	0.00	-	0.00
<b>Total Minority Male</b>		<b>189</b>	<b>0.00</b>	<b>117,229</b>	<b>0.17</b>	<b>117,418</b>	<b>0.15</b>
Minority Female	African American	-	0.00	6,600	0.01	6,600	0.01
	Asian Pacific American	27,288	0.48	-	0.00	27,288	0.04
	Hispanic American	157,967	2.75	-	0.00	157,967	0.21
	Native American	-	0.00	141,032	0.20	141,032	0.18
	Other	-	0.00	-	0.00	-	0.00
<b>Total Minority Female</b>		<b>185,255</b>	<b>3.23</b>	<b>147,632</b>	<b>0.21</b>	<b>332,887</b>	<b>0.44</b>
<b>Total Minority Business Enterprise (MBE)</b>		<b>185,444</b>	<b>3.23</b>	<b>264,860</b>	<b>0.37</b>	<b>450,305</b>	<b>0.59</b>
Women Business Enterprise (WBE)		-	0.00	11,569	0.02	11,569	0.02
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)		-	0.00	2,710	0.00	2,710	0.00
Disabled Veteran Business Enterprise (DVBE)		-	0.00	7,570	0.01	7,570	0.01
Person with Disabilities Business Enterprise (PDDBE)		-	0.00	996,562	1.41	996,562	1.30
Other 8(a)*		-	0.00	-	0.00	-	0.00
<b>Total Supplier Diversity Spend</b>		<b>185,444</b>	<b>3.23</b>	<b>1,283,271</b>	<b>1.82</b>	<b>1,468,715</b>	<b>1.92</b>
<b>Net Diverse Procurement</b>		<b>42,997,892</b>					
<b>Total Product Procurement \$</b>		<b>5,742,866</b>					
<b>Total Service Procurement \$</b>		<b>70,702,941</b>					
<b>Net Procurement**</b>		<b>76,445,807</b>					
<b>Total Number of Diverse Suppliers that Received Subcontract Spend</b>		<b>13</b>					

**Notes:**

\* Firms classified as 8(a) by the Small Business Administration include non-WMDV/LGBT/PDBE

\*\* Net procurement includes purchase orders and non-purchase orders

Direct: Means direct procurement from a supplier

Sub: Means subcontractor procurement when a prime contractor procures from a subcontractor

#: Percentage of net procurement

Percentages and procurement dollars may reflect rounding differences

# SUPPLIER DIVERSITY PROCUREMENT RESULTS BY STANDARD INDUSTRIAL CLASSIFICATION (SIC) CODES

Pursuant to D.05-12-023, Southwest Gas reports diverse supplier procurement results by SIC code.

The table on the following three pages lists the SIC codes for products and services that Southwest Gas obtained from Clearinghouse-verified diverse suppliers throughout 2025.



**TABLE 9.1.2 (D)  
SUPPLIER DIVERSITY PROCUREMENT  
RESULTS BY SIC CODES**

**PRODUCTS AND SERVICES—  
STANDARD INDUSTRIAL  
CLASSIFICATION CODE REPORTING**

SIC Category	African American		Asian Pacific American		Hispanic American		Native American	
	Male	Female	Male	Female	Male	Female	Male	Female
07 - Agricultural Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
15 - Building Construction General Contractors and Operative Builders	\$0	\$0	\$0	\$0	\$0	\$0	\$6,700,829	\$0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.77%	0.00%
16 - Underground Utility Contractor	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
17 - Special Trade Contractor	\$3,564,538	\$0	\$0	\$0	\$114,014	\$0	\$0	\$0
	4.66%	0.00%	0.00%	0.00%	0.15%	0.00%	0.00%	0.00%
23 - Apparel & Other Finished Products	\$0	\$0	\$701	\$3,940	\$0	\$0	\$0	\$115
	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%
26 - Paper and Allied Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
28 - Chemicals and Allied Products	\$0	\$0	\$0	\$27,288	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	0.04%	0.00%	0.00%	0.00%	0.00%
34 - Fabricated Metal Products	\$0	\$0	\$0	\$0	\$189	\$0	\$0	\$0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
36 - Electrical Machinery & Equipment (NEC)	\$9,074	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
38 - Instruments and Related Products	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
47 - Transportation Services	\$0	\$0	\$0	\$425,533	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	0.56%	0.00%	0.00%	0.00%	0.00%
50 - Wholesale Trade Durable Goods	\$32,544	\$0	\$1,192,274	\$0	\$0	\$157,967	\$0	\$141,032
	0.043%	0.00%	1.560%	0.00%	0.00%	0.207%	0.001%	0.184%
51 - Wholesale Trade NonDurable Goods	\$0	\$0	\$0	\$0	\$3,215	\$0	\$0	\$0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
52 - Building Materials	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
73 - Business Services	\$26,868	\$28,760	\$6,392	\$0	\$85,179	\$13,774	\$0	\$0
	0.04%	0.04%	0.01%	0.00%	0.11%	0.02%	0.00%	0.00%
75 - Automotive Body & Collision Repair	\$0	\$0	\$0	\$0	\$937,555	\$0	\$0	\$0
	0.00%	0.00%	0.00%	0.00%	1.23%	0.00%	0.00%	0.00%
87 - Engineering & Management Services	\$0	\$0	\$371,956	\$0	\$126,560	\$0	\$556,976	\$0
	0.00%	0.00%	0.49%	0.00%	0.17%	0.00%	0.73%	0.00%
<b>Total</b>	<b>\$3,633,024</b>	<b>\$28,760</b>	<b>\$1,571,323</b>	<b>\$456,761</b>	<b>\$1,266,712</b>	<b>\$171,742</b>	<b>\$7,257,805</b>	<b>\$141,147</b>
	<b>4.75%</b>	<b>0.04%</b>	<b>2.06%</b>	<b>0.60%</b>	<b>1.66%</b>	<b>0.22%</b>	<b>9.49%</b>	<b>0.18%</b>

**Notes:**

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

\*\* Net procurement includes purchase orders and non-purchase orders

Direct: Means direct procurement from a supplier

Sub: Means subcontractor procurement when a prime contractor procures from a subcontractor

#: Percentage of net procurement

Percentages and procurement dollars may reflect rounding differences

**TABLE 9.1.2 (D)  
SUPPLIER DIVERSITY PROCUREMENT  
RESULTS BY SIC CODES**

**PRODUCTS AND SERVICES—  
STANDARD INDUSTRIAL  
CLASSIFICATION CODE REPORTING**

SIC Category	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 (PDBE)	Other 8(a)*
07 - Agricultural Services	\$0 0.00%	\$219,875 0.29%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
15 - Building Construction General Contractors and Operative Builders	\$6,700,829 8.77%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
16 - Underground Utility Contractor	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$23,409,650 30.62%	\$0 0.00%	\$0 0.00%
17 - Special Trade Contractor	\$3,678,551 4.81%	\$1,309,371 1.71%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
23 - Apparel & Other Finished Products	\$4,756 0.01%	\$1,593 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
26 - Paper and Allied Products	\$0 0.00%	\$199 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
28 - Chemicals and Allied Products	\$27,288 0.04%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
34 - Fabricated Metal Products	\$189 0.00%	\$70,216 0.09%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
36 - Electrical Machinery & Equipment (NEC)	\$9,074 0.01%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
38 - Instruments and Related Products	\$0 0.00%	\$17,331 0.02%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
47 - Transportation Services	\$425,533 0.56%	\$0 0.00%	\$81,578 0.11%	\$0 0.00%	\$0 0.00%	\$0 0.00%
50 - Wholesale Trade Durable Goods	\$1,523,817 1.993%	\$89,521 0.117%	\$0 0.00%	\$0 0.001%	\$0 0.00%	\$0 0.00%
51 - Wholesale Trade NonDurable Goods	\$3,215 0.00%	\$49,932 0.07%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
52 - Building Materials	\$0 0.00%	\$33,486 0.04%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
73 - Business Services	\$160,973 0.21%	\$2,137,370 2.80%	\$0 0.00%	\$0 0.00%	\$998,565 1.31%	\$0 0.00%
75 - Automotive Body & Collision Repair	\$937,555 1.23%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%	\$0 0.00%
87 - Engineering & Management Services	\$1,055,492 1.38%	\$36,414 0.05%	\$7,945 0.01%	\$7,570 0.01%	\$0 0.00%	\$0 0.00%
<b>Total</b>	<b>\$14,527,274</b> <b>19.00%</b>	<b>\$3,965,309</b> <b>5.19%</b>	<b>\$89,524</b> <b>0.12%</b>	<b>\$23,417,220</b> <b>30.63%</b>	<b>\$998,565</b> <b>1.31%</b>	<b>\$0</b> <b>0.00%</b>

**Notes:**

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

\*\* Net procurement includes purchase orders and non-purchase orders

Direct: Means direct procurement from a supplier

Sub: Means subcontractor procurement when a prime contractor procures from a subcontractor

#: Percentage of net procurement

Percentages and procurement dollars may reflect rounding differences

**TABLE 9.1.2 (D)  
SUPPLIER DIVERSITY PROCUREMENT  
RESULTS BY SIC CODES**

**PRODUCTS AND SERVICES—  
STANDARD INDUSTRIAL  
CLASSIFICATION CODE REPORTING**

SIC Category	Total Supplier Diversity Spend	Total Product Procurement	\$5,742,866
07 - Agricultural Services	\$219,875 0.29%	Total Service Procurement	\$70,702,941
15 - Building Construction General Contractors and Operative Builders	\$6,700,829 8.77%	Net Procurement**	\$76,445,807
16 - Underground Utility Contractor	\$23,409,650 30.62%		
17 - Special Trade Contractor	\$4,987,922 6.52%		
23 - Apparel & Other Finished Products	\$6,348 0.01%		
26 - Paper and Allied Products	\$199 0.00%		
28 - Chemicals and Allied Products	\$27,288 0.04%		
34 - Fabricated Metal Products	\$70,405 0.09%		
36 - Electrical Machinery & Equipment (NEC)	\$9,074 0.01%		
38 - Instruments and Related Products	\$17,331 0.02%		
47 - Transportation Services	\$507,111 0.66%		
50 - Wholesale Trade Durable Goods	\$1,613,338 2.10%		
51 - Wholesale Trade NonDurable Goods	\$53,147 0.07%		
52 - Building Materials	\$33,486 0.04%		
73 - Business Services	\$3,296,908 4.31%		
75 - Automotive Body & Collision Repair	\$937,555 1.23%		
87 - Engineering & Management Services	\$1,107,421 1.45%		
<b>Total</b>	<b>\$42,997,892 56.25%</b>		

**Notes:**

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

\*\* Net procurement includes purchase orders and non-purchase orders

Direct: Means direct procurement from a supplier

Sub: Means subcontractor procurement when a prime contractor procures from a subcontractor

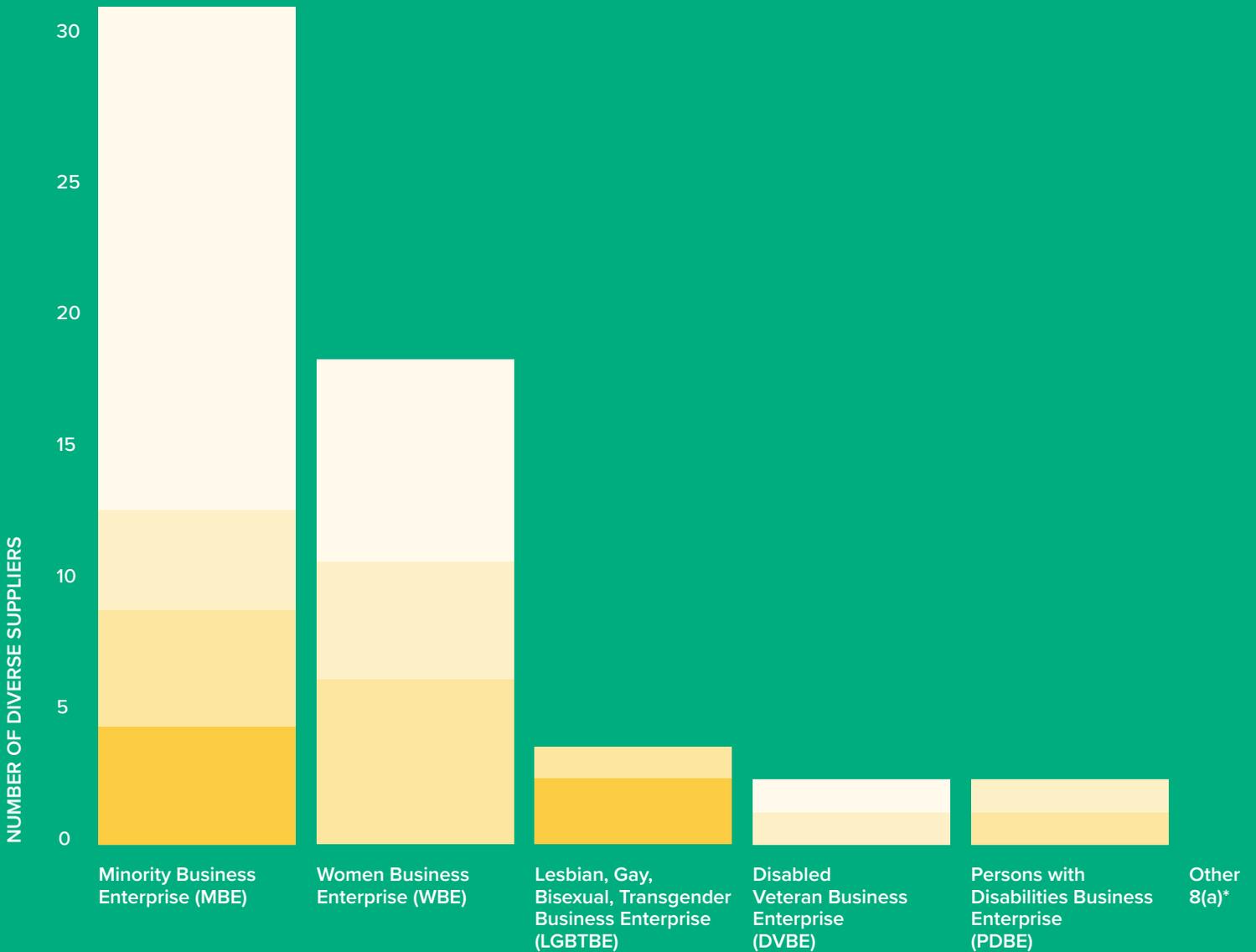
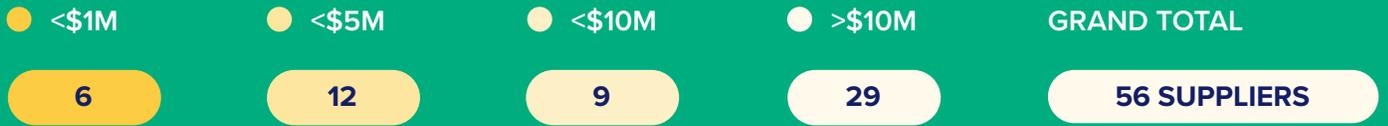
#: Percentage of net procurement

Percentages and procurement dollars may reflect rounding differences

GRAPH 9.1.2 (E)  
ANNUAL RESULTS BY SUPPLIERS'  
GROSS REVENUE SIZE – SUPPLIER CLEARINGHOUSE

DATA ON REVENUE  
OF SUPPLIERS

REVENUE REPORTED TO SUPPLIER CLEARINGHOUSE



Note:  
\* Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTPDBE

**TABLE 9.1.2 (E)**  
**ANNUAL RESULTS BY SUPPLIERS'**  
**GROSS REVENUE SIZE – SUPPLIER CLEARINGHOUSE**

## REVENUE REPORTED TO SUPPLIER CLEARINGHOUSE

Number of Diverse Suppliers	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 (PDBE)	Other 8(a)*	Grand Total
Under \$1 million	4	0	2	0	0	0	6
Under \$5 million	4	6	1	0	1	0	12
Under \$10 million	3	4	0	1	1	0	9
Above \$10 million	20	8	0	1	0	0	29
<b>Total</b>	<b>31</b>	<b>18</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>56</b>

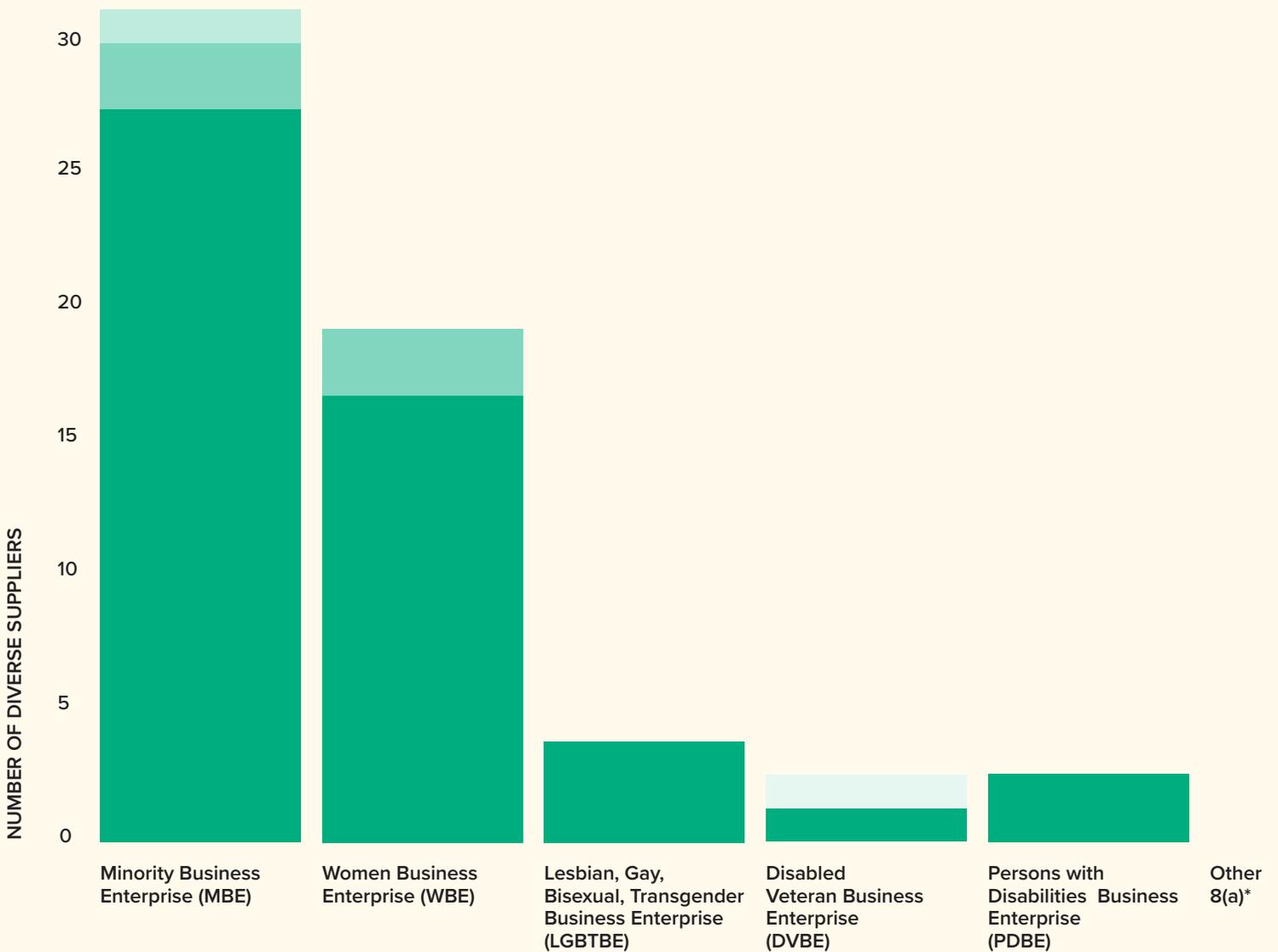
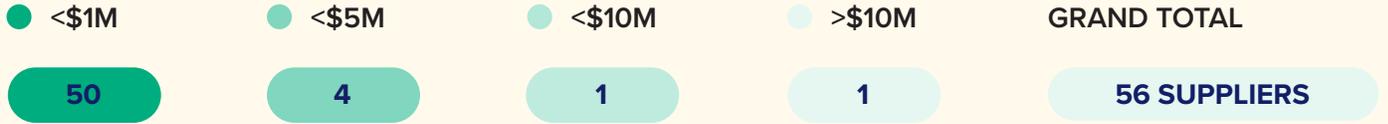
Revenue of Diverse Suppliers	Minority Business Enterprise (MBE)	Women Business Enterprise (WBE)	Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	Disabled Veteran Business Enterprise (DVBE)	Persons with Disabilities Business Enterprise (PDBE)	Other 8(a)*	Grand Total
	\$	\$	\$	\$	\$	\$	\$
Under \$1 million	1,722,293	-	168,720	-	-	-	1,891,013
Under \$5 million	10,519,813	21,630,561	2,980,858	-	4,500,000	-	39,631,232
Under \$10 million	29,083,392	29,550,066	-	8,000,000	-	-	66,633,458
Above \$10 million	19,404,706,746	443,904,026	-	107,052,458	-	-	19,955,663,230
<b>Total</b>	<b>19,446,032,244</b>	<b>495,084,653</b>	<b>3,149,578</b>	<b>115,052,458</b>	<b>4,500,000</b>	<b>-</b>	<b>20,063,818,933</b>

**Note:**

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

GRAPH 9.1.2 (E)  
ANNUAL RESULTS BY SUPPLIERS'  
GROSS REVENUE SIZE – UTILITY-SPECIFIC

UTILITY-SPECIFIC 2025 SUMMARY



Note:  
\* Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBT/PDBE

**TABLE 9.1.2 (E)**  
**ANNUAL RESULTS BY SUPPLIERS'**  
**GROSS REVENUE SIZE – UTILITY-SPECIFIC**

**UTILITY-SPECIFIC 2025 SUMMARY**

Number of Diverse Suppliers	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 (PDBE)	Other 8(a)*	Grand Total
Under \$1 million	28	16	3	1	2	0	50
Under \$5 million	2	2	0	0	0	0	4
Under \$10 million	1	0	0	0	0	0	1
Above \$10 million	0	0	0	1	0	0	1
<b>Total</b>	<b>31</b>	<b>18</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>56</b>

Revenue of Diverse Suppliers	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 (PDBE)	Other 8(a)*	Grand Total
	\$	\$	\$	\$	\$	\$	\$
Under \$1 million	53,503	-	81,578	-	-	-	135,082
Under \$5 million	52,658	387,116	7,945	-	2,003	-	449,723
Under \$10 million	170,664	120,031	-	7,570	996,562	-	1,294,827
Above \$10 million	14,250,448	3,458,161	-	23,409,650	-	-	41,118,260
<b>Total</b>	<b>14,527,274</b>	<b>3,965,309</b>	<b>89,524</b>	<b>23,417,220</b>	<b>998,565</b>	<b>-</b>	<b>42,997,892</b>

**Note:**

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

## DESCRIPTION OF SUPPLIER WORKFORCE

Based on available information, approximately 71% of Southwest Gas' Clearinghouse-verified diverse suppliers have a majority of their workforce in California.

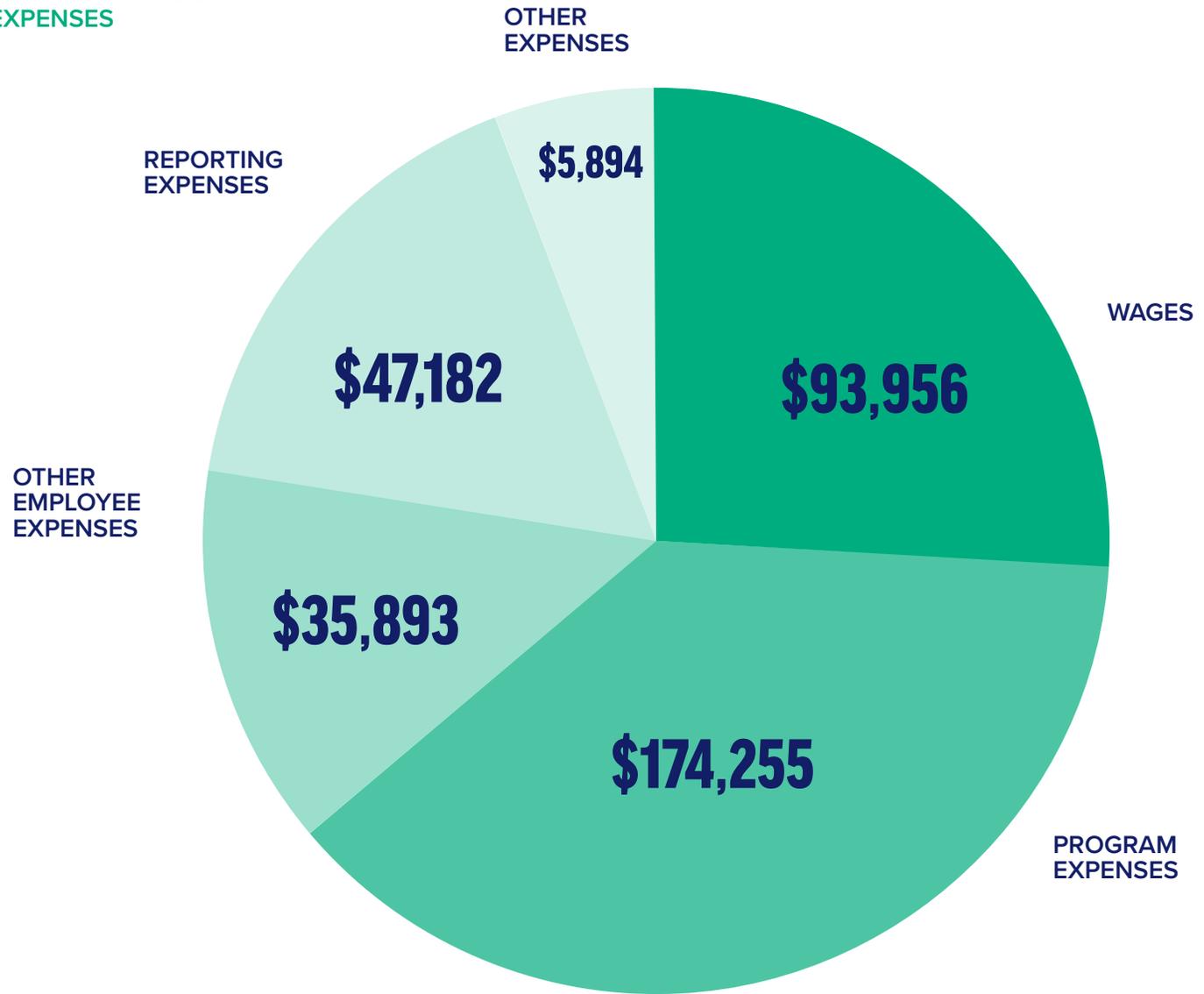


**71%**

SUPPLIER  
CLEARINGHOUSE-  
VERIFIED SUPPLIER  
WORKFORCE

# SUPPLIER DIVERSITY PROGRAM EXPENSES

GRAPH 9.1.3  
ANNUAL PROGRAM  
EXPENSES



# TOTAL: \$357,180

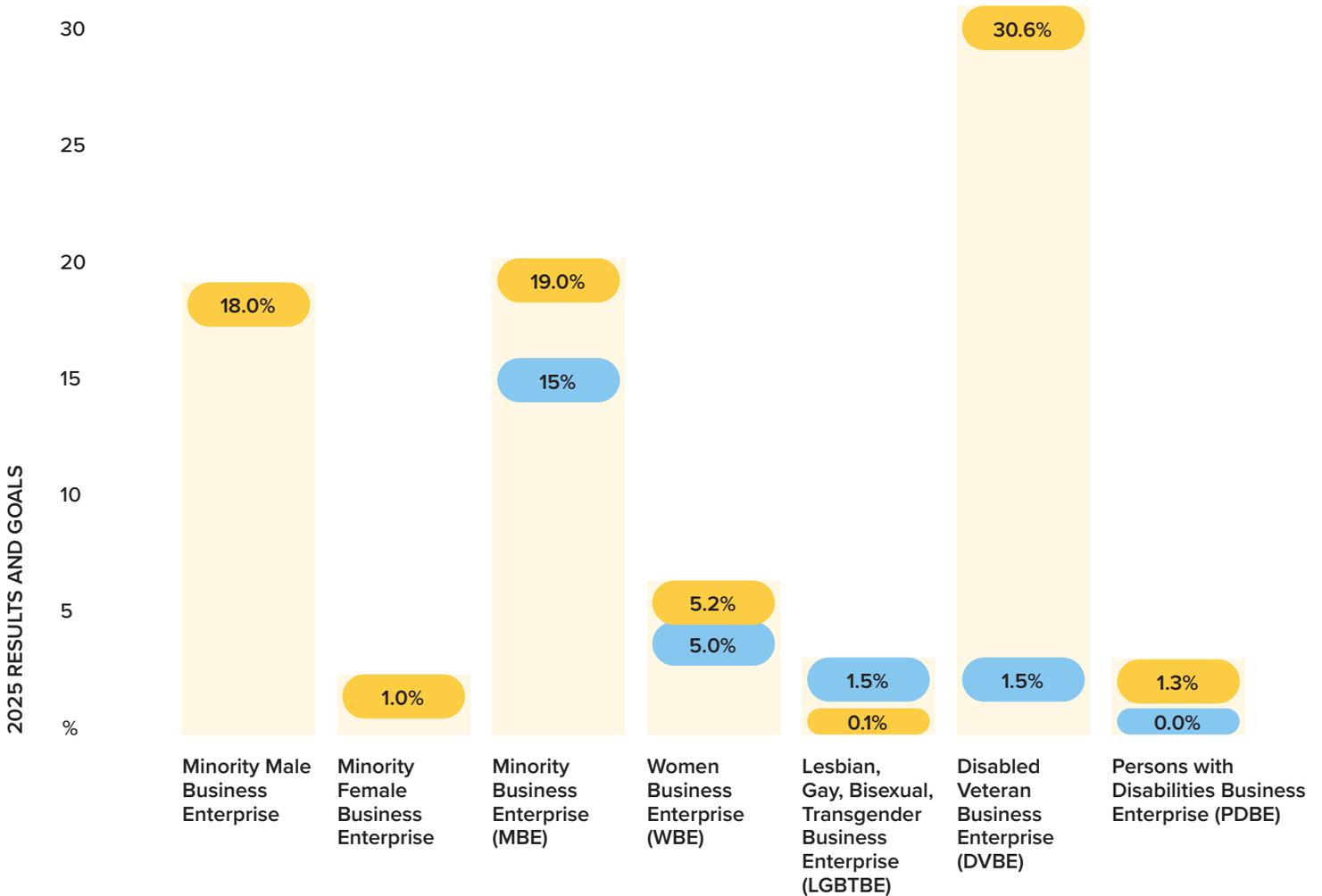
# DESCRIPTION OF PROGRESS IN MEETING OR EXCEEDING SET GOALS

In 2025, Southwest Gas exceeded its internal procurement goal and the CPUC’s goal of 23% for procurement with Clearinghouse-verified diverse suppliers in California. Southwest Gas achieved approximately \$43 million, representing 56.25% of its total procurement in California. Southwest Gas exceeded GO 156’s goals in the MBE, WBE, and DVBE categories. The Company remains committed to diligently working towards attaining the goals in each individual category, demonstrating its ongoing dedication to supplier diversity initiatives.

**GRAPH 9.1.4  
SUPPLIER DIVERSITY RESULTS  
COMPARED TO SET GOALS**

● 2025 RESULTS\*  
● GOALS

**GRAND TOTAL**  
56.25% (2025 Results)  
23.0% (Goals)

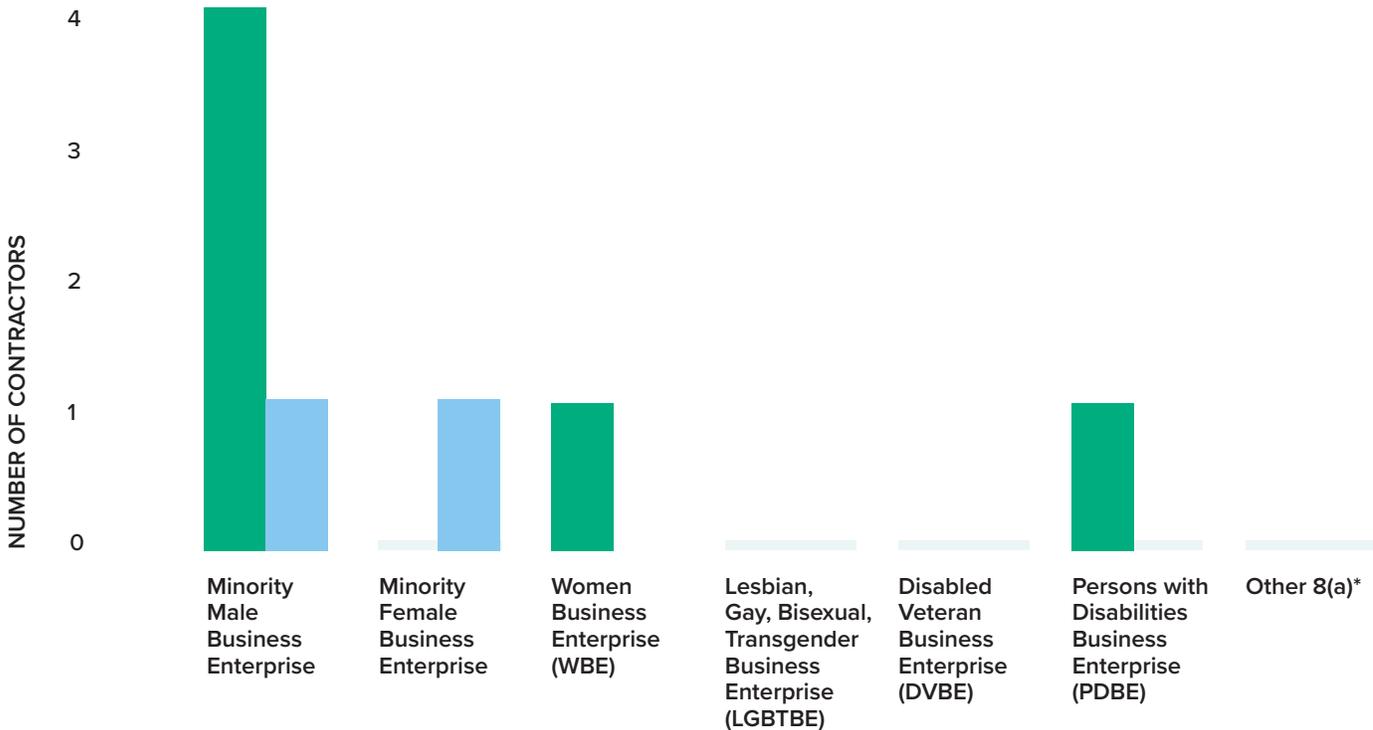


Note:  
\* Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBTPDBE

# DESCRIPTION OF PRIME CONTRACTORS' UTILIZATION OF DIVERSE SUBCONTRACTORS

In 2025, Southwest Gas had diverse spend with six new certified firms and its prime contractors achieved diverse spend with two new subcontractors. Southwest Gas continues to encourage prime contractors to support diverse subcontractors within their supply chains.

GRAPH 9.1.5 (A)  
NEW DIVERSE PRIME CONTRACTOR AND SUBCONTRACTOR UTILIZATION



Note:

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

<b>2025 Southwest Gas</b>	<b>Direct \$</b>	<b>Subcontracting \$</b>	<b>Total \$</b>	<b>Direct %</b>	<b>Subcontracting %</b>	<b>Total %</b>
Minority Male	13,611,446	117,418	13,728,864	17.8	0.2	18.0
Minority Female	465,522	332,887	798,410	0.6	0.4	1.0
Minority Business Enterprise (MBE)	14,076,969	450,305	14,527,274	18.4	0.6	19.0
Women Business Enterprise (WBE)	3,953,740	11,569	3,965,309	5.2	0.0	5.2
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	86,814	2,710	89,524	0.1	0.0	0.1
Disabled Veteran Business Enterprise (DVBE)	23,409,650	7,570	23,417,220	30.6	0.0	30.6
Person with Disabilities Business Enterprise (PDBE)	2,003	996,562	998,565	0.0	1.3	1.3
Other 8(a)*	-	-	-	0.0	0.0	0.00
<b>Total Supplier Diversity Spend</b>	<b>41,529,177</b>	<b>1,468,715</b>	<b>42,997,892</b>	<b>54.3</b>	<b>1.9</b>	<b>56.2</b>
<b>Net Procurement**</b>	<b>76,445,807</b>					

**Notes:**

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

\*\* Net procurement includes purchase orders and non-purchase orders

Direct: Means direct procurement from a supplier

Sub: Means subcontractor procurement when a prime contractor procures from a subcontractor

#: Percentage of net procurement

Percentages and procurement dollars may reflect rounding differences

<b>2025 Southwest Gas</b>	<b>In-State Direct \$</b>	<b>In-State Subcontracting \$</b>	<b>Total \$</b>	<b>In-State Direct %</b>	<b>In-State Subcontracting %</b>	<b>Total %</b>
Minority Male	13,463,871	117,418	13,581,289	17.6	0.2	17.8
Minority Female	439,422	191,855	631,278	0.6	0.3	0.8
Minority Business Enterprise (MBE)	13,903,294	309,273	14,212,567	18.2	0.4	18.6
Women Business Enterprise (WBE)	599,067	8,889	607,956	0.8	0.0	0.8
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	-	-	-	0.0	0.0	0.0
Disabled Veteran Business Enterprise (DVBE)	24,532,330	7,570	24,539,900	32.1%	0.0	32.1
Person with Disabilities Business Enterprise (PDBE)	2,003	996,562	998,565	0.0	1.3	1.3
Other 8(a)*	-	-	-	0.0	0.0	0.00
<b>Total Supplier Diversity Spend</b>	<b>39,036,694</b>	<b>1,322,294</b>	<b>40,358,988</b>	<b>51.1</b>	<b>1.7</b>	<b>52.8</b>
<b>Net Procurement**</b>	<b>76,445,807</b>					

**Notes:**

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

\*\* Net procurement includes purchase orders and non-purchase orders

Direct: Means direct procurement from a supplier

Sub: Means subcontractor procurement when a prime contractor procures from a subcontractor

#: Percentage of net procurement

Percentages and procurement dollars may reflect rounding differences

## LIST OF SUPPLIER DIVERSITY COMPLAINTS RECEIVED AND CURRENT STATUS

Southwest Gas did not receive any formal supplier diversity-related complaints during 2025.

## DESCRIPTION OF EFFORTS TO RECRUIT DIVERSE SUPPLIERS IN LOW UTILIZATION CATEGORIES

### FINANCIAL SERVICES

#### INVESTMENT BANKING

Southwest Gas continues to cultivate and strengthen relationships with diverse investment banks. Since 2013, Southwest Gas has had nine public debt issuances. In eight issuances, Southwest Gas appointed diverse investment banks as co-managers as reflected in the table below. The ninth offering, however, was tied to a maturing bank loan and the banks in the bank loan were appointed as agreed upon to the bond transaction.

**TABLE 9.1.7  
INVESTMENT  
BANKING**

Issue Date	Maturity Date	Gross Principal Offered \$	Allocated to WMDVPDBEs	
			Principal \$	Percent %
10-04-2013	10-01-2043	250,000,000	44,000,000	17.6
9-29-2016	9-29-2046	300,000,000	60,000,000	20.0
3-15-2018	4-1-2028	300,000,000	60,000,000	20.0
5-31-2019	6-1-2049	300,000,000	60,000,000	20.0
6-4-2020	6-15-2030	450,000,000	110,000,000	24.4
8-20-2021	8-15-2051	300,000,000	48,000,000	16.0
3-22-2022	3-15-2032	600,000,000	132,000,000	22.0
12-1-2022	12-1-2027	300,000,000	60,000,000	20.0
3-23-2023	3-23-2028	300,000,000	-	0.0
		3,100,000,000	574,000,000	18.5

## ASSET MANAGEMENT

In 2025, Southwest Gas continued its more than 22-year relationship with a diverse asset manager for the Company's 401k plan. The diverse asset manager continues to do well for our employees.

## LEGAL SERVICES

Southwest Gas supports diversity and inclusion within the legal profession, offering work opportunities for women and minority attorneys in both diverse and non-diverse law firms.

A number of women and minority attorneys who are members/partners of majority-owned law firms serve as lead attorneys on various matters representing Southwest Gas. The Company remains committed and proactive in its efforts to meet its legal needs utilizing women- and minority-owned law firms and will continue to promote increased opportunities for diversity within the legal services field.

**“The Company remains committed and proactive in its efforts to meet its legal needs utilizing women- and minority-owned law firms and will continue to promote increased opportunities for diversity...”**

# DIVERSE BUSINESS TESTIMONIAL



## SDI PRESENCE

**Hardik Bhatt**  
CEO

Southwest Gas has cultivated a strong partnership with SDI Presence (SDI), a diverse IT consultancy and managed services provider that combines technology delivery with a commitment to workforce development, community investment, and sustainable economic impact. Over the years, SDI and Southwest Gas have built a relationship rooted in trust, collaboration, and shared values.

This foundation has evolved into a meaningful strategic partnership. SDI works closely with multiple teams across the organization, contributing to initiatives that enhance resiliency, improve operational performance, and support responsible growth throughout Southwest Gas' service territory. From SDI's perspective, its partnership with Southwest Gas has served as a catalyst for both organizational growth and capability development. Working with a regulated utility has provided SDI with a complex and dynamic environment in which to deepen its technical expertise,

refine its service delivery model, and strengthen its understanding of critical infrastructure operations. The collaboration has enabled SDI to apply its solutions at scale, enhancing its ability to deliver reliable, secure, and resilient technology services.

Perhaps most importantly, the partnership has allowed SDI to fulfill its broader mission of driving social and economic impact through technology. By collaborating with Southwest Gas, SDI has been able to expand its footprint, grow sustainably, and reinvest in communities through job creation, training programs, and inclusive hiring practices. The partnership not only delivers business value but also exemplifies how strategic supplier relationships can create shared success for both organizations and the communities they serve.

"Our partnership with Southwest Gas reflects a shared belief that strong operations and strong communities go hand-in-hand," says Hardik Bhatt, CEO of SDI. "Together, Southwest Gas and SDI continue to build a partnership that supports reliable operations."

# DESCRIPTION OF SUPPLIER DIVERSITY ACTIVITIES AND PROGRESS IN FUEL PROCUREMENT

Southwest Gas' fuel procurement is reflected in the Company's 2025 Annual Fuel Procurement Report.



# DESCRIPTION OF SUPPLIER DIVERSITY ACTIVITIES AND PROGRESS IN FUEL PROCUREMENT

Southwest Gas remains committed and steadfast to include diverse businesses in its gas supply solicitations. In 2025, Southwest Gas spent:

~ 0.04% of the Company's total California procurement during 2025

# \$18,582

On purchases from Clearinghouse-verified diverse suppliers to support operations in California (see Fuel Purchases Chart).

# \$1,615,242

On purchases from Clearinghouse-verified diverse suppliers to support its operations in Nevada and Arizona.

~ 0.47% of the Company's total gas purchases for 2025

# \$1,633,824

Total Company-wide spend

## CURRENT MARKET CONDITIONS

The Company's Gas Supply Department secures natural gas supplies to serve Southwest Gas' customers in California, Nevada, and Arizona.



Southwest Gas meets these requirements through a combination of firm contract purchases, monthly spot market purchases, and daily spot market purchases. Southwest Gas purchases gas supplies in the most economic manner from a wide variety of sources and ever-changing number of potential suppliers.

Southwest Gas acquires the necessary gas supplies on a competitive price basis, also taking into consideration the reliability and assured performance of potential gas suppliers, as well as the reliability of the actual sources of supply. Diverse suppliers have an opportunity to compete directly with the Company's other natural gas suppliers.

Southwest Gas has a longstanding commitment to doing business with diverse suppliers and will provide opportunities when possible and economic.

Southwest Gas actively solicits both firm and spot market gas supply offers from diverse suppliers. Whether daily, monthly, or long term, the Company encourages diverse suppliers to participate when it seeks offers for natural gas supplies. Southwest Gas may receive responses to its solicitation programs from various diverse suppliers, some of whom become successful in the competitive process.

During 2025, diverse suppliers provided offers in response to the Company's gas supply short- and long-term solicitations providing supplies in support of the Company's California operations during one month. In support of the Company's operations in Nevada and Arizona during that same time, diverse suppliers provided successful offers for short- and long-term deals in response to the Company's gas supply solicitations for delivery during three months.

## OUTREACH EFFORTS

Southwest Gas reviews proposals from prospective diverse gas suppliers and provides those potential suppliers with information and the opportunity to participate in all bidding programs. Additionally, the Company's Gas Supply Department fields calls directly from prospective suppliers, accepts referrals from industry contacts, and pursues contacts provided by Supplier Diversity Program staff.



**“Whether daily, monthly, or long term, the Company encourages diverse suppliers to participate when it seeks offers for natural gas supplies.”**

## RECRUITING DIVERSE SUPPLIERS IN LOW UTILIZATION AREAS

In 2026, Southwest Gas will continue its efforts to increase its utilization of diverse suppliers in fuel procurement.

**TABLE 9.1.11  
SUPPLIER DIVERSITY RESULTS IN  
FUEL PROCUREMENT**

Ethnicity	Natural Gas \$		LPG \$ <sup>1</sup>		Totals \$ <sup>2</sup>		% <sup>3</sup>		
	Short Term	Long Term	Short Term	Long Term	Total Natural Gas	Total LPG	Total \$	Total %	
Minority Male	African American	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Asian Pacific American	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Hispanic American	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Native American	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Minority Male</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
Minority Female	African American	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Asian Pacific American	18,582	0.00	0.00	0.00	18,582	0.00	18,582	0.04
	Hispanic American	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Native American	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Other	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Minority Female</b>	<b>18,582</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>18,582</b>	<b>0.00</b>	<b>18,582</b>	<b>0.04</b>	<b>0.04</b>
<b>Total Minority Business Enterprise (MBE)</b>	<b>18,582</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>18,582</b>	<b>0.00</b>	<b>18,582</b>	<b>0.04</b>	<b>0.04</b>
Women Business Enterprise (WBE)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Lesbian, Gay, Bisexual, Transgender Business Enterprise (LGBTBE)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Disabled Veteran Business Enterprise (DVBE)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Person with Disabilities Business Enterprise (PDBE)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other 8(a)*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total WMDVLGBTBE</b>	<b>18,582</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>18,582</b>	<b>0.00</b>	<b>18,582</b>	<b>0.04</b>	<b>0.04</b>
<b>Net Fuel Procurement</b>	<b>52,506,943</b>								
<b>Net Natural Gas Procurement</b>	<b>52,506,943</b>								
<b>Net LPG Procurement</b>	<b>0</b>								

**Notes:**

Short Term: The term of the deal is no longer than one calendar month.

Long Term: The term of the deal is greater than one calendar month but less than one calendar year.

<sup>1</sup> LPG: Liquefied Petroleum Gel

<sup>2</sup> Excludes purchases from the CAISO, other utilities, federal entities, state entities, municipalities and cooperatives.

<sup>3</sup> %: Percentage of Net Fuel Procurement

\* 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

## SUPPLIER DIVERSITY PROGRAM FUEL PROCUREMENT ANNUAL PLAN FOR 2026

In 2026, the Company's Gas Supply Department will endeavor to find and develop new diverse suppliers and encourage existing diverse suppliers to participate in Southwest Gas' various natural gas supply solicitation opportunities. Gas Supply employees will also meet with prospective diverse suppliers to discuss natural gas supply requirements, existing supply arrangements, and settlements for gas purchased. Southwest Gas will continue to engage and welcome Clearinghouse-verified diverse natural gas suppliers that offer cost-competitive natural gas supplies to the Company.

**“In 2026, the  
Company's Gas  
Supply Department  
will endeavor to find  
and develop new  
diverse suppliers.”**



# 2026 ANNUAL PLAN

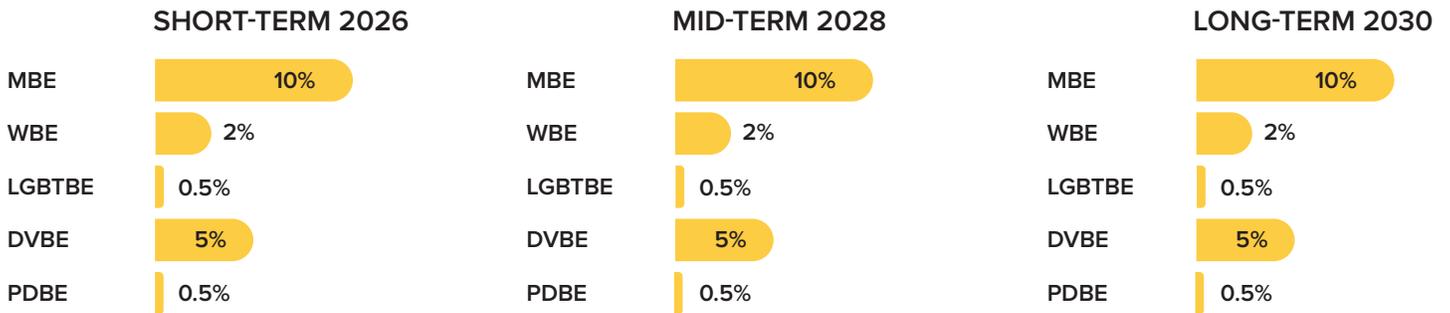


# SUPPLIER DIVERSITY SHORT-, MID-, AND LONG-TERM PROCUREMENT GOALS

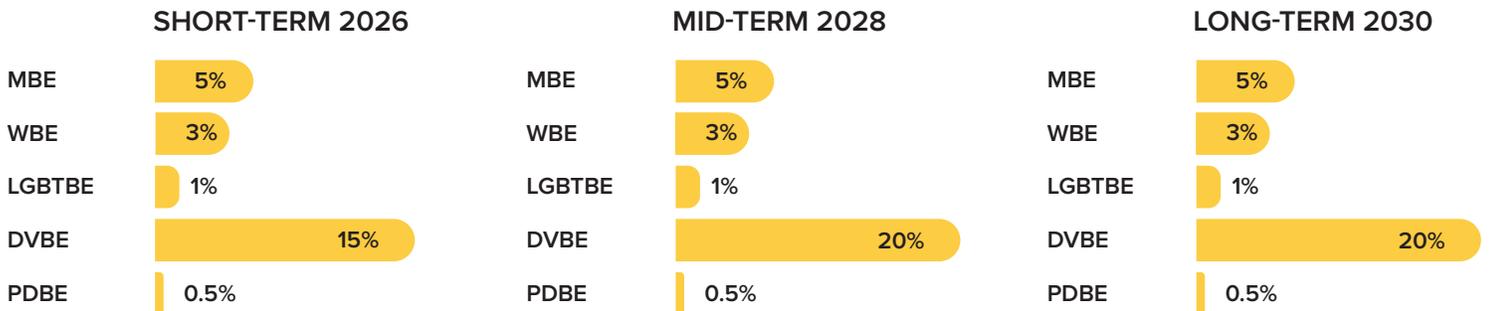
Southwest Gas remains firmly committed to meeting or exceeding the goals established in GO 156. The Company continues to strengthen existing partnerships with organizations that share its values while actively developing new relationships within the diverse business community. Southwest Gas aligns its short-, mid-, and long-term product and service category goals with those outlined in GO 156, as reflected in the table below. This alignment highlights the Company’s ongoing dedication to advancing diversity and inclusion across its operations and supply chain.

**GRAPH 10.11**  
ANNUAL, SHORT-, MID- AND LONG-TERM PROCUREMENT GOALS

## PRODUCTS



## SERVICES



### OVERALL WMDVLGBTBPD BE PROCUREMENT GOAL



**Descriptors:**

- 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 (PDBE)
- Firms classified as 8(a) by the Small Business Administration include non-WMDVLGBTBPD BE

# DESCRIPTION OF SUPPLIER DIVERSITY PROGRAM ACTIVITIES PLANNED FOR THE NEXT CALENDAR YEAR

## INTERNAL OUTREACH ACTIVITIES

Southwest Gas plans to strengthen its Supplier Diversity Program through a series of targeted internal initiatives designed to increase visibility, accountability, and engagement across the organization. These efforts include:



### RAISING PROGRAM VISIBILITY

Utilize internal platforms and communication tools to broaden awareness and understanding of the Supplier Diversity Program among employees and leadership.



### EXPANDING TIER 2 PARTICIPATION

Work collaboratively with internal teams to grow Tier 2 subcontracting activity, creating additional pathways for diverse suppliers within prime contracts.



### STRENGTHENING PERFORMANCE MEASUREMENT

Develop and apply more robust tracking systems and analytical methods to assess Program outcomes and identify gaps or opportunities for growth.



### BUILDING BUSINESS UNIT ENGAGEMENT

Partner with business units to reinforce Program goals, and align on current and future opportunities for diverse supplier participation.



### DRIVING SUPPLIER INTERACTION

Promote meaningful engagement through supplier forums, industry events, and educational sessions that support relationship-building and business development.

Women of Excellence



## EXTERNAL OUTREACH ACTIVITIES

Southwest Gas is dedicated to expanding and strengthening relationships with organizations that champion diverse businesses. Through intentional external engagement, the Company seeks to broaden access, increase visibility, and create meaningful opportunities for diverse suppliers. These efforts reinforce Southwest Gas’ commitment to supplier diversity within its procurement processes and supplier partnerships.



### STRATEGIC SUPPLIER OUTREACH

Design category-specific outreach strategies to ensure diverse suppliers are considered across all areas of spend and procurement needs.



### COMMUNITY PARTNERSHIP AND ENGAGEMENT

Actively participate in community-based events, industry forums, and supplier development programs that foster networking, relationship-building, and business growth for diverse suppliers.



### PROGRAM VISIBILITY AND PROMOTION

Increase awareness of the Supplier Diversity Program through consistent outreach initiatives, including virtual and in-person engagement opportunities that connect Southwest Gas with diverse suppliers.

# CALIFORNIA OUTREACH ORGANIZATIONS



# PLANS FOR RECRUITING DIVERSE SUPPLIERS IN LOW UTILIZATION AREAS

Southwest Gas is focused on increasing participation from diverse suppliers, particularly within categories that have historically experienced lower levels of utilization. In 2026, the Supplier Diversity team will prioritize targeted strategies designed to expand access and strengthen the pipeline of qualified diverse businesses, including:

## 01

### CROSS-UTILITY COLLABORATION

Engage with peer utility companies to exchange insights, share successful practices, and collectively identify new diverse suppliers, with the goal of broadening opportunities across the industry.

## 02

### PARTNERSHIPS WITH SUPPLIER DEVELOPMENT ORGANIZATIONS

Invest in and collaborate with organizations that specialize in supporting diverse businesses in underrepresented categories, helping to build supplier capacity and readiness for future procurement opportunities.

## 03

### EXPANDED TARGETED OUTREACH

Increase engagement with minority-, women-, and LGBT-owned businesses through focused outreach and tailored support, fostering stronger relationships and improving visibility into upcoming sourcing needs.

Through these focused initiatives, Southwest Gas seeks to accelerate progress in supplier diversity, promote inclusive procurement practices, and create sustainable growth opportunities for diverse suppliers.

## PLANS FOR RECRUITING DIVERSE SUPPLIERS WHERE UNAVAILABLE

Southwest Gas seeks to recruit diverse suppliers for products and services where diverse suppliers are available. We remain committed to exploring business opportunities with diverse suppliers as they become available in areas previously viewed as being unavailable.

## PLANS FOR ENCOURAGING PRIME CONTRACTORS TO SUBCONTRACT WITH DIVERSE SUPPLIERS

In 2026, Southwest Gas is committed to creating more opportunities for diverse subcontractors throughout the procurement process. The Supplier Diversity team will continue to engage both prime contractors and internal business units to advance Program objectives. Key strategies include:



### STRENGTHENING PRIME CONTRACTOR PARTNERSHIPS

Deepen relationships with existing prime contractors and develop new collaborations to support and expand opportunities for diverse subcontractors.



### SUPPORTING PRIME CONTRACTORS IN SUPPLIER IDENTIFICATION

Assist prime contractors in locating and connecting with qualified diverse subcontractors, increasing participation and engagement in procurement activities.



### FACILITATING CERTIFICATION PROCESSES

Offer support and resources to subcontractors in obtaining necessary certifications to ensure eligibility for procurement opportunities.



### CREATING NETWORKING AND ENGAGEMENT OPPORTUNITIES

Attend networking events, matchmaking sessions, and other outreach initiatives to foster connections between prime contractors and diverse subcontractors.

By implementing these strategies, Southwest Gas aims to grow its inclusive and diverse supplier base, driving value for the Company, its suppliers, and the communities it serves.

# PLANS FOR COMPLYING WITH SUPPLIER DIVERSITY PROGRAM GUIDELINES

Southwest Gas is firm in its commitment to promote the continued growth of diverse suppliers and adhere to the guidelines established in GO 156. Southwest Gas further intends to integrate revisions to GO 156 in its business practices and continue to deliver positive outcomes for diverse businesses.

HR Roadshow





**SOUTHWEST GAS**