

May 2, 2022

OFFICE OF ENERGY INFRASTRUCTURE SAFETY OF THE CALIFORNIA NATURAL RESOURCES AGENCY

Subject: Pacific Gas and Electric Company's Quarterly Notification Regarding the Implementation of Its Approved Wildfire Mitigation Plan and Its Safety Recommendations; Submitted Pursuant to Public Utilities Code Section 8389(e)(7), the Office of Energy Infrastructure Safety's Compliance Operational Protocols, and Assembly Bill 1054

Pacific Gas and Electric Company (PG&E) respectfully submits this Quarterly Notification detailing: (1) the status of its current wildfire mitigation plan; (2) recommendations of the most recent safety culture assessment; (3) recommendations of the Board of Directors' safety committee meetings that occurred during the quarter; and (4) a summary of the implementation of any safety committee recommendations from the previous quarterly submittal. This Quarterly Notification is provided pursuant to California Public Utilities Code (PUC) Section 8389(e)(7) and the Office of Energy Infrastructure Safety's (Energy Safety) *Compliance Operational Protocols*, issued on February 16, 2021 (Compliance Operational Protocols) and subsequent clarified on September 8, 2021 by Energy Safety.¹

Background

On July 12, 2019, Governor Gavin Newsom signed Assembly Bill (AB) 1054 into law adding Section 8389(e)(7) to the PUC. As one of the conditions for the issuance of a safety certification, Section 8389(e)(7) — as amended by AB 148 — requires documentation of the following:

The electrical corporation is implementing its approved wildfire mitigation plan. The electrical corporation shall file a notification of implementation of its wildfire mitigation plan with the office and an information-only submittal with the commission on a quarterly basis that details the implementation of both its approved wildfire mitigation plan and recommendations of the most

¹ Energy Safety issued "Submission of Safety Certification Request and Supporting Documents" on September 8, 2021, which, among other items, clarified Assembly Bill 148, effective as of July 22, 2021, updated PUC Section 8389(e)(7) to reporting requirements, notably that the Quarterly Advice Letter (QAL) will change in format but not content to the Quarterly Notification.

recent safety culture assessments by the commission and office, and a statement of the recommendations of the board of directors safety committee meetings that occurred during the quarter. The notification and information-only submittal shall also summarize the implementation of the safety committee recommendations from the electrical corporation's previous notification and submission. If the office has reason to doubt the veracity of the statements contained in the notification or information-only submittal, it shall perform an audit of the issue of concern. The electrical corporation shall provide a copy of the information-only submittal to the office.

On February 16, 2021, Energy Safety issued Compliance Operational Protocols which, in addition to the existing requirements established by Section 8389(e)(7), provide further guidance and requirements for electrical corporations' quarterly submissions. Specifically, the Compliance Operational Protocols standardize the quarterly submission dates across electrical corporations, describe the information and materials to be included in the Quarterly Notifications, and also require the submission of Wildfire Mitigation Plan (WMP) initiative progress in a separate document referred to as the Quarterly Initiative Update (QIU).

This Quarterly Notification submission provides the requested information for the first quarter (Q1) of 2022, pursuant to the statutory requirements and the Compliance Operational Protocols.

Q1 2022 Update

WMP Regulatory Background and Scope of Quarterly Notification:

PG&E submitted its 2022 WMP on February 25, 2022.² In the 2022 WMP, PG&E described approximately 120 initiatives and provided 51 initiative targets for 2022 in Tables PG&E-5.3-1(A) and PG&E-5.3-1(B).³ The 51 initiative targets represent areas that "we believe will have the most significant impact on wildfire risk reduction."⁴

Our Q1 2022 QIU, which is being submitted concurrently with this Quarterly Notification, provides progress updates for all of the initiative targets described in our 2022 WMP. This Quarterly Notification will focus on providing additional details associated with these 51 initiative targets.

2022 WMP Initiative Target Summary:

² PG&E's 2022 WMP is available at: www.pge.com/wildfiremitigationplan.

³ 2022 WMP at pp. 255-284 & 287.

⁴ 2022 WMP at p. 252.

A table of all 51 initiative targets, including the current status, is provided in Appendix 1. A summary of the status of these initiative targets, broken down by 2022 WMP area, is provided in Table 1 below. The Compliance Operational Protocols indicate that five pre-designated status categories should be used for each initiative target.⁵

Table 1: Summary of 51 2022 WMP Initiative Targets

2021 WMP Area	Completed	In Progress	Planned	Delayed	Cancelled	Total
A. Risk Assessment and Mapping		2		3		5
B. Situational Awareness and Forecasting		6				6
C. Grid Design and System Hardening	1	14		1		15
D. Asset Management and Inspections		6		3		9
E. Vegetation Management and Inspections		9				9
G. Grid Operations and Protocols		3				4
I. Data Governance		1				1
J. Resource Allocation Methodology		1				1
K. Stakeholder Cooperation & Community Engagement		1				1
Total	1	43	0	7	0	51

Details of the 7 Delayed Initiative Targets in PG&E’s 2022 WMP:

In this section, we provide information regarding the seven initiative targets that have been designated “Delayed” at the end of Q1. In Tables PG&E-5.3-1(A) and PG&E-5.3-1(B) of the WMP, we provided a Unique ID for each initiative target.⁶ Below, we have included the Unique ID, the name of the activity, a brief description of the activity, and the status.

A.03 PSPS Consequence Model: This initiative target involves an assessment of the PSPS Consequence model. This assessment will inform if the model is fit for use as part of PSPS mitigation plans and potentially help minimize customer impact. There has been

⁵ Compliance Operational Protocols at p. 9 (indicating status should be: completed, in progress, planned, delayed, or cancelled).

⁶ See 2022 WMP at pp. 255-284 & 287.

a delay in the progress on this initiative due to our resources being focused on supporting the Undergrounding Tool and Integrated Risk Spend Efficiency for System Hardening team. In order to remediate these resource issue, management has shifted resource priorities to correct this delay and ensure this initiative target is completed on time. We have developed a recovery plan and anticipate this work will be back on track by May 13, 2022, in time to complete the work by the target date of June 1, 2022.

A.04 Wildfire Consequence Model Enhancements - Ingress/Egress: This initiative target involves the development of an approach on how to incorporate ingress/egress into the Wildfire Consequence Model. The Egress model has been delivered by UCLA and the RAVE model has been delivered by Technosylva. The next step in the process is to identify and assign resources to apply and explore models, and to identify how to include Egress in the risk models. This work is delayed due to a lack of qualified resources available. However, discussions have been held with management to identify and make additional qualified resources available. A recovery plan date has been instituted and we anticipate this target will be back on track by May 13, 2022, with sufficient time to meet the December 31, 2022, target date.

A.05 Wildfire Consequence Model Enhancements - Resistance to Control: This initiative target involves the evaluation of an approach to incorporate "Resistance to Control" (i.e., TDI) into the Wildfire Consequence Model. Resistance to Control is the relative difficulty of constructing and holding a control line as affected by resistance to line construction and by fire behavior. Contractual arrangements for the resistance to control model outputs from the Technosylva RAVE model were completed. This work has also been delayed due to a lack of qualified resources available. As with A.04, discussions with management to identify and make additional qualified resources available are underway. A recovery plan has been created and this work is expected to be back on track by May 13, 2022, ahead of the target due date of December 31, 2022.

C.14 Remote Grid - Operate New SPS Units: This initiative target involves the operation of two new Remote Grid Standalone Power System (SPS) units by December 31, 2022. After completing 30% of the product design, our contractor notified us that the remainder of the engineer/procure/construct timelines will be longer than expected due to COVID-related delays. Global supply chain issues delaying generator procurement, extended design and contracting durations, and incremental civil scopes identified on two projects were the primary causes of the delay. A recovery plan has been enacted and the following actions are being taken to mitigate these delays: (1) escalating to management to discuss accelerating generator procurement with the current vendor, Generac; and (2) pursuing alternative vendor options.

D.01 Distribution HFTD Inspections (Poles): This initiative target involves the completion of detailed inspections on a minimum of 396,000 distribution poles. By the end of March, PG&E had completed detailed ground inspections on 6,235 distribution poles compared to a year-to-date target of 20,379. Delays with execution were driven by transitioning from three contractors to a single contractor. This resulted in delayed

onboarding, training, and skills assessment that is required for the contractor to start the work. The contractor has been secured and the onboarding, training, and skills assessment have been completed. A recovery plan has been put in place and this target is anticipated to be back on track by June 4, 2022, ahead of the September 30, 2022, deadline.

D.02 Detailed Inspection Transmission – Ground: This initiative target involves the completion of detailed ground inspections on a minimum of 39,000 transmission structures. By the end of March, PG&E had completed detailed ground inspections on 2,783 transmission structures compared to a year-to-date target of 7,329. As with D.01, delays with execution were again driven by transitioning from three contractors to a single contractor. This resulted in delayed onboarding, training, and skills assessment that is required for the contractor to start the work. The contractor has been secured and the onboarding, training, and skills assessment have been completed. A recovery plan has been instituted and this target is anticipated to be back on track by June 25, 2022, in advance of the June 30, 2022 target deadline.

D.04 Detailed Inspection Transmission – Aerial: This initiative target involves the completion of detailed aerial inspections on a minimum of 39,000 transmission structures. By the end of March, PG&E had completed aerial inspections on 8,202 transmission structures compared to a year-to-date target of 12,485. Delays with execution were driven by lengthy contract reviews as we transitioned from six contractors in 2021 down to three contractors in 2022. A recovery plan is in place and this target is expected to be back on track by June 25, 2022, ahead of the June 30, 2022, target deadline.

Implementation of PG&E's 2021 Safety Culture Assessment

1. PG&E's 2021 Safety Culture Assessment was issued by Energy Safety on October 6, 2021. The Safety Culture Assessment evaluated the personal and wildfire safety culture at PG&E through the use of a workforce survey, management self-assessments, and interviews. The Safety Culture Assessment provided the following six recommendations for PG&E to act upon: Build leadership skills and ensure frontline supervisors are demonstrating those skills regularly in the field to improve the work environment for wildfire and personal safety.
2. Establish a governance structure to ensure effective implementation and tracking of the 2025 Workforce Safety Strategy.
3. Execute the strategy with active leadership by senior executives to ensure implementation.
4. Leverage the new safety management system to improve the flow of information up, down, and across the organization and provide a single mechanism for reporting and tracking wildfire concerns.

5. Increase engagement on the safety culture assessment within the workforce supporting wildfire mitigation initiatives.
6. Recognize and take action to mitigate the safety concerns posed by interactions with certain discontented members of the public.

On October 22, 2021, PG&E formally notified Energy Safety that it agreed to implement all the findings and recommendations identified in the Safety Culture Assessment and committed to work with Energy Safety and its third-party contractor, DEKRA, to facilitate their implementation.

During Q1, some of the actions PG&E completed to advance the implementation of the recommendations from the 2021 Energy Safety Culture Assessment include:

- Reviewing the overall Leadership Development program for potential improvements, including in the area of safety.
- Implementing safety performance review and serious incident alerts at all levels of the company through daily, weekly and monthly operating reviews.
- Redefining our Safety Management System (SMS) Strategy by implementing a PG&E Safety Excellence Management System (PSEMS) which covers four areas: Asset Management, Safety Culture, Process Safety and Occupational Health & Safety. These programs will be based on the Plan-Do-Check-Act cycle, include a governance structure, and a safety assurance function.
- Through PSEMS, focusing on the early identification of risk, establishment of controls, and an assurance process to check controls as proper and effective.
- Kicking off the 2022 OEIS Safety Culture Assessment team and process, highlighting the importance of improving processes to increase the coworker participation rate.
- Executing, through PG&E's security organization, several actions to protect our coworkers when interacting with the public. Some of the actions include hiring of additional security personnel for response to difficult situations, de-escalation training for coworkers, and proactive outreach to known difficult customer situations.

PG&E remains dedicated to continually improving its safety culture and is currently developing processes for implementing the remaining recommendations. PG&E will continue to provide further information on the methods through which it will implement these recommendations in its next quarterly update.

Board of Directors' Safety and Nuclear Oversight Committee – Q1 2022 Update

The PG&E Board of Directors' Safety and Nuclear Oversight (SNO) Committee is an important part of PG&E's Board-level oversight of safety, enterprise risk, and other matters. A SNO Committee also concurrently exists at the PG&E Corporation Board (together referred to as the SNO Committees).

This section describes the SNO Committees' oversight activities and is organized as follows:

1. Safety Topics Covered in SNO Committees' Meetings; and
2. Recommendations of the SNO Committees and Management Implementation.

Safety Topics Covered in SNO Committee Meetings

During the first quarter of 2022, the SNO Committees held a joint meeting with the PG&E Corporation People and Compensation Committee on January 13, 2022, and a stand-alone SNO Committees' meeting on February 23, 2022.

During the January meeting, the SNO Committees jointly met with the PG&E Corporation People and Compensation Committee regarding proposed 2022 Short-Term Incentive Plan and Long-Term Incentive Plan award design metric targets (including for safety and operational metrics).

During the February meeting, the SNO Committees received a safety performance update, including discussion of Serious Injuries or Fatalities (SIF) actual and potential events as well as Days Away, Restricted, or Transferred (DART) rates, and a nuclear performance update. The Committees reviewed status of the WMP, the Enhanced Vegetation Management Corrective Action Plan, and high-risk audits. Lastly, the Committees discussed the IT Disaster Recovery program and changes to cybersecurity laws.

Recommendations of Boards of Directors' Safety Committee Meetings During Q1 2022

There is an ongoing dialogue between the Chair of the SNO Committees and management, with frequent engagement around the implementation of the workforce safety strategy, safety performance updates, and corrective actions in the normal course of business. In addition, the SNO Committees made the following specific, safety-related recommendations to management during the first quarter of 2022:

- Conduct benchmarking and identify best practices on training on body mechanics and ergonomics;
- Provide the Committees with more information about technology disaster recovery, including definitions of what is critical based on enterprise risk;

- Use videos on body mechanics more broadly with employees;
- Provide information about our aviation program on a regular cadence; and
- Provide updates on undergrounding targets.

Management Implementation of Recommendations Described in Q4 2021 Quarterly Notification

The following summarizes actions that management has taken to implement guidance and direction from the SNO Committees that was described in PG&E's Quarterly Notification for the fourth quarter of 2021.

- Recommendation # 1: Involve employees who have experienced safety incidents as "ambassadors" in peer-to-peer education.

Management's response: PG&E has implemented this recommendation, and it is ongoing. Employees share personal stories in different settings and meetings to educate peers and emphasize the importance of safety.

- Recommendation # 2: For customer issues related to EVM work, release the 2022 plan earlier to identify potential issues and work with regulators to resolve these issues proactively.

Management's response: Operations will perform upfront due diligence reviews to identify pre-existing access issues in advance of scheduled work. Operations will also work closely with Corporate Security and Customer Care to improve coordination and communication with customers to resolve issues as they arise as well as to get ahead of customer access issues.

- Recommendation # 3: In the area of third-party safety incidents, identify ways to reduce the number of car/pole collisions.

Management's response: PG&E has design standards in place to set poles at locations to minimize vehicle hazards and would consider removing or relocating as necessary.

- Recommendation #4: Explore ability to ask open-ended questions in employee surveys to learn more about employee sentiment.

Management's response: PG&E continues to explore this opportunity in surveys that are conducted by the company.

May 2, 2022

Conclusion

PG&E appreciates the opportunity to provide updates to Energy Safety, the Commission, and all stakeholders on its progress implementing its approved 2021 Revised WMP and the recommendations and progress on implementing SNO committee recommendations from the previous quarter. If there are any questions, please contact Wade Greenacre at Wade.Greenacre@pge.com.

Sincerely

/S/

Meredith Allen
Vice President, Regulatory Relations

Appendix 1 - 2021 WMP Initiative Targets
Attachment A - Safety and Culture Governance Quarterly Report

cc: Service Lists I.19-09-016 and I.15-08-019

APPENDIX 1: 2021 WMP Initiative Targets

Plan Area	2022 WMP Targets – ⁷ (progress as of 03/31)			
A. Risk Assessment and Mapping	A.01 - Distribution Modeling Enhancements - Equipment Failure and Contact From Object	A.02 - Transmission Modeling Enhancements - Threat and Hazard Risk Drivers	A.03 - PSPS Consequence Model	A.04 - Wildfire Consequence Model Enhancements - Ingress/Egress
	A.05 - Wildfire Consequence Model Enhancements - Resistance to Control			
B. Situational Awareness and Forecasting	B.01 - FPI and OPW Modeling - Revision Evaluation	B.02 - Weather Stations - Installations and Optimizations	B.03 - High-Definition Cameras - Installation	B.04 - Distribution Fault Anticipation (DFA) - Installations
	B.05 - Early Fault Detection (EFD) - Installations	B.06 - Line Sensor - Installations		
C. Grid Design and System Hardening	C.01 - Expulsion Fuse - Removal	C.02 - Distribution Sectionalizing Devices - Install and SCADA commission	C.03 - Transmission Line Sectionalizing - Install and SCADA commission	C.04 - Distribution Line Motorized Switch Operator (MSO) - Replacements
	C.05 - SCADA Recloser Equipment - Installations	C.06 - Fuse Savers (Single Phase Reclosers) - Installations	C.07 - Temporary Distribution Microgrids	C.08 - Rincon Transformer Fuse - Replacement
	C.09 -Emergency Back-up Generation -- Equip PG&E Service & Materials Distribution Centers	C.10 - 10k Undergrounding	C.11 - System Hardening - Distribution	C.12 - System Hardening - Transmission
	C.13 - Surge Arrestors Removal	C.14 - Remote Grid - Operate New SPS Units	C.15 Butte County Rebuild - Undergrounding	
D. Asset Management and Inspections	D.01 - Detailed Inspections - Distribution HFTD Inspections (poles)	D.02 - Detailed Inspection Transmission – Ground	D.03 - Detailed Inspection Transmission – Climbing structures)	D.04 - Detailed Inspection Transmission – Aerial
	D.05 - Infrared Inspections - Distribution HFTD	D.06 - Supplemental Inspections - Substation Distribution HFTD	D.07 - Supplemental Inspections - Substation Transmission	D.08 - Supplemental Inspections - Hydroelectric Substations and Powerhouses

⁷ Red dotted outline = Target is partially or completely due prior to the end of 2022 (12/31). Status color: Blue = “Completed on Time” - pending validation; Green = “On Track” – with internal milestones to meet external targets; Amber = “At Risk” - off track with internal plan but has line of sight into meeting the target scope by the externally due date; Red = “Off Track / Missed” - unable to meet the full target scope by the externally committed due date. Recovery is not possible or “Missed” if after due date.

	D.09 - Asset Inspections - Quality Assurance			
Plan Area	2022 WMP Targets – (progress as of 03/31) Continued			
E. Vegetation Management and Inspections	E.01 - Enhanced Vegetation Management	E.02 - Pole Clearing Program	E.03 - LiDAR Ground Inspections – Distribution	E.04 - LiDAR Routine Inspections - Transmission
	E.05 - Vegetation Management - Quality Assurance	E.06 - Defensible Space Inspections - Distribution Substation	E.07 - Defensible Space Inspections - Transmission Substation	E.08 - Defensible Space Inspections - Hydroelectric Substations and Powerhouses
	E.09 - Utility Defensible Space - Distribution			
F. Grid Operations and Protocol	F.01 - EPSS - Settings Design and Test	F.02 - EPSS - Install Settings on Distribution Line devices	F.03 - EPSS - Develop Enablement Standards and Procedures	F.04 - EPSS - Reliability Improvements
G. Data Governance	G.01 - Data Governance - Identify and Centralize High Priority Data			
H. Resource Allocation Methodology	H.01 - Risk Spend Efficiency - Develop and Share Governance Process			
J. Stakeholder Cooperation and Community Engagement	J.01 - Community Engagement - Meetings			

Attachment A

Safety and Culture Governance Quarterly Report

PACIFIC GAS AND ELECTRIC COMPANY
SAFETY CULTURE AND GOVERNANCE QUARTERLY REPORT

NO. 14-2022

IN COMPLIANCE WITH CPUC DECISION 18-11-050

SUBMITTED APRIL 29, 2022

PUBLIC



PACIFIC GAS AND ELECTRIC COMPANY
SAFETY CULTURE AND GOVERNANCE QUARTERLY REPORT
NO. 14-2022
IN COMPLIANCE WITH CPUC DECISION 18-11-050
SUBMITTED APRIL 29, 2022

TABLE OF CONTENTS

I.	Introduction	1
II.	Q1 SIF Actual Review.....	1
III.	Conclusion.....	1
IV.	Sustainability Update	2
	A. Ongoing Execution and Sustainability	2
	B. Additional NorthStar Recommendations	5
	C. Changes to PG&E Execution of Plans	9
V.	Board of Directors Reporting	11
	A. BOD and SNO Committee Meeting Minutes	12
	B. BOD Safety-Related Training.....	12
VI.	Safety Strategy and Performance Update	13
	A. Safety Strategy Update	13
	B. Safety Metrics	23
VII.	Conclusion.....	26

**PACIFIC GAS AND ELECTRIC COMPANY
SAFETY CULTURE AND GOVERNANCE QUARTERLY REPORT
NO. 14-2022
IN COMPLIANCE WITH CPUC DECISION 18-11-050**

I. Introduction

Effective January 1, 2022, Pacific Gas and Electric Company (PG&E or the Company) combined the Risk and Enterprise Health and Safety functions under the leadership of Executive Vice President Sumeet Singh. In combining our Risk and Safety functions, PG&E sees opportunity to leverage the learnings from our strong risk program to continue our progress in protecting the safety of our customers and our coworkers. Throughout Q1, Mr. Singh and the Safety and Risk leadership team have focused on the Safety Strategy and identifying those areas that need heightened focus such as the increase in Serious Injuries and Fatalities potential (SIF-P) incidents, primarily driven by our contract partners. In addition, the leadership team is completing an organizational structure review, looking for synergy opportunities, and defining our future combined organizational structure.

II. Q1 SIF Actual Review

PG&E experienced no SIF actual (SIF-A) incidents in the first quarter of 2022. In January, we received new information about an October 2021 SIF-P incident in which a contract worker was injured while performing tree removal activities. The contract worker's injuries did not heal as expected, and sadly, his injuries became life-altering. The SIF-P incident was re-classified to a 2021 SIF-A (non-fatal).

III. Conclusion

Consistent with PG&E's previous quarterly Reports, the Appendix has a progress update on the Workforce Safety Strategy, including first quarter 2022 safety performance. PG&E also certifies the ongoing execution of NorthStar's recommendations.

Attachment 1 to this Report includes approved Board of Directors (BOD) and Safety and Nuclear Oversight (SNO) Committee meeting minutes.

PG&E recognizes and remains committed to improving safety culture and safety performance. Our focus is on building an accountable, transparent organization that embraces raising issues and ideas, and acts upon resolving them. PG&E is moving quickly to sustain the progress we have made with the company's revamped safety strategy and to continue identifying gaps and improvement opportunities.

APPENDIX

IV. Sustainability Update

A. Ongoing Execution and Sustainability

PG&E continues to execute on NorthStar's recommendations and has verified the sustainability of its Safety Order Instituting Investigation (OII) plans for the period of January 1, 2022, through March 31, 2022.

Compliance certifications for the first quarter of 2022 are shown in Table 1 below, and the status of the additional NorthStar recommendations is provided in Table 2.

**TABLE 1
MATRIX OF SUSTAINABILITY PLANS**

Line No.	PG&E Implementation Plan	Certification Due Date	Certification Status ^(a)	Approver	Initial Implementation
1	Safety Culture and Governance OII – F-2_Supv in the Field includes V-4	3/31/2022	Certified	Jan Nimick	Report No. 04-2019
2	Safety Culture and Governance OII – F-3_SLD_includes VIII-1	3/31/2022	Certified		Report No. 03-2019 Report No. 03-2019
3	Safety Culture and Governance OII – F-4_Comprehensive Safety Strategy includes III-2 III-3 V-3	3/31/2022	Certified	Sumeet Singh	Report No. 01-2018
4	Safety Culture and Governance OII – F-5_Best Practice Coordination includes IV-5 IV-6 IV-7 V-1 V-2 V-5	3/31/2022	Certified		Report No. 01-2018
5	Safety Culture and Governance OII – III-1_Board Qualifications	3/31/2022	Certified	Brian Wong	Report No. 01-2018
6	Safety Culture and Governance OII – IV-2_CS0 Org position	3/31/2022	Certified	Brian Wong	Report No. 01-2018
7	Safety Culture and Governance OII – F-1_OII Implementation Plan	3/31/2022	Certified	Sumeet Singh	Report No. 01-2018
8	Safety Culture and Governance OII – IX-1_Safety Communication	3/31/2022	Certified		Report No. 01-2018
9	Safety Culture and Governance OII – IX-2_Safety Culture Metrics	3/31/2022	Certified		Report No. 01-2018
10	Safety Culture and Governance OII – IX-3_Reach Every Employee	3/31/2022	Certified		Report No. 01-2018
11	Safety Culture and Governance OII – III-5_IA Safety Role	3/31/2022	Certified	Stephen Cairns	Report No. 01-2018
12	Safety Culture and Governance OII – IV-3_Safety Dept Roles and Responsibilities includes IV-4	3/31/2022	Certified	Sumeet Singh	Report No. 01-2018

**TABLE 1
MATRIX OF SUSTAINABILITY PLANS
(CONTINUED)**

Line No.	PG&E Implementation Plan	Certification Due Date	Certification Status ^(a)	Approver	Initial Implementation
13	Safety Culture and Governance OII – IV-1 CSO Experience	3/31/2022	Certified	Sumeet Singh	Report No. 01-2018
14	Safety Culture and Governance OII – VI-1_Separate Safety Expenditures-RAMP	3/31/2022	Certified	Stephanie Williams	Report No. 01-2018
15	Safety Culture and Governance OII – VI – 2 Safety IPP includes III-4	3/31/2022	Certified		Report No. 02-2019
16	Safety Culture and Governance OII – VI-3 Risk and Bus Case Planning	3/31/2022	Certified		Report No. 02-2019
17	Safety Culture and Governance OII – VI-4_PPM for Power Gen	3/31/2022	Certified		Report No. 03-2019
18	Safety Culture and Governance OII – VI-5_Session D Link to Sessions 1 and 2	3/31/2022	Certified		Report No. 02-2019
19	Safety Culture and Governance OII – VII-1_STIP and LTIP Metrics includes VII-4_VII-5	3/31/2022	Certified		Report No. 02-2019
20	Safety Culture and Governance OII – VII-2_Former STIP metric tracking	3/31/2022	Certified	Stephanie Williams	Report No. 01-2018
21	Safety Culture and Governance OII – VII-3_LTIP Safety Weight	3/31/2022	Certified		Report No. 02-2019
22	Safety Culture and Governance OII – VII-6_BPR Metrics	3/31/2022	Certified	Stephanie Williams	Report No. 01-2018
23	Safety Culture and Governance OII – VII-7_Expanded Best Practice Sharing	3/31/2022	Certified	Sumeet Singh	Report No. 02-2019
24	Safety Culture and Governance OII – VIII-10_PwrGen Training Completion	3/31/2022	Certified		Report No. 01-2018
25	Safety Culture and Governance OII – VIII-11_PwrGen Refresher Training	3/31/2022	Certified		Report No. 03-2019
26	Safety Culture and Governance OII – VIII-2_Field-first Training Profiles	3/31/2022	Certified		Report No. 03-2019
27	Safety Culture and Governance OII – VIII-3_SLD 360	3/31/2022	Certified	Sumeet Singh	Report No. 01-2018
28	Safety Culture and Governance OII – VIII-4_Mandatory Refresher Training	3/31/2022	Certified		Report No. 03-2019

**TABLE 1
MATRIX OF SUSTAINABILITY PLANS
(CONTINUED)**

Line No.	PG&E Implementation Plan	Certification Due Date	Certification Status ^(a)	Approver	Initial Implementation
29	Safety Culture and Governance OII – VIII-5 Human Performance Training	3/31/2022	Certified		Report No. 03-2019
30	Safety Culture and Governance OII – VIII-6 OQ Status Reporting	3/31/2022	Certified		Report No. 01-2018
31	Safety Culture and Governance OII – VIII-7 2014 OQ Review	3/31/2022	Certified		Report No. 03-2019
32	Safety Culture and Governance OII – VIII-9 PwrGen Apprentice Program	3/31/2022	Certified		Report No. 03-2019
33	Safety Culture and Governance OII – X-1 SEMS-CAP Integration	3/31/2022	Certified		Report No. 01-2018
34	Safety Culture and Governance OII – X-2 CAP-NH Costs and Benefits	3/31/2022	Certified		Report No. 01-2018
35	Safety Culture and Governance OII – X-3 CAP-NH Reporting Benefits	3/31/2022	Certified		Report No. 01-2018
36	Safety Culture and Governance OII – X-4 IA Review of Serious Incident Investigations	3/31/2022	Certified		Report No. 01-2018
37	Safety Culture and Governance OII – X-5 WGE Documentation Improvement	3/31/2022	Certified		Report No. 01-2018
38	Safety Culture and Governance OII – X-6 Central Repository for Investigation info	3/31/2022	Certified		Report No. 01-2018
39	Safety Culture and Governance OII – X-7 Safety Communication Protocol	3/31/2022	Certified		Report No. 01-2018
40	Safety Culture and Governance OII – X-8 Cause Evaluation Process includes X-9	3/31/2022	Certified		Report No. 02-2019
41	Safety Culture and Governance OII – XI-1 Surprise Inspections for Cont Safety	3/31/2022	Certified		Report No. 01-2018
42	Safety Culture and Governance OII – XI-2 Solely Responsible Cont Language	3/31/2022	Certified	Brooke Reilly	Report No. 01-2018
43	Safety Culture and Governance OII – XI-3 Cont Incident Closure Criteria	3/31/2022	Certified		Report No. 01-2018

**TABLE 1
MATRIX OF SUSTAINABILITY PLANS
(CONTINUED)**

Line No.	PG&E Implementation Plan	Certification Due Date	Certification Status ^(a)	Approver	Initial Implementation
44	Safety Culture and Governance OII – XI-4 Cont Safety best Practice Sharing	3/31/2022	Certified		Report No. 02-2019
45	Safety Culture and Governance OII – XI-5 LOB Guidelines for Cont Safety	3/31/2022	Certified		Report No. 02-2019
46	Safety Culture and Governance OII – XI-6 PwrGen Contractor On-boarding	3/31/2022	Certified	Jan Nimick	Report No. 01-2018
47	Safety Culture and Governance OII – V-6 Reduce Overall Mileage	3/31/2022	Certified		Report No. 02-2019

Note: Additional recommendations from NorthStar’s Report – First Update (March 29, 2019) are certified in MetricStream under the plans in scope for the assessment (F-1, F-2, F-3, F-4, III-1, and IX-1). The table excludes “IX-4 Speak-up Effectiveness” and “VIII-8 OQ Feasibility Study”, which do not require ongoing actions.

(a) MetricStream compliance certification status.

B. Additional NorthStar Recommendations

At the request of Safety and Enforcement Division (SED), NorthStar performed a secondary assessment of six PG&E Safety OII plans, established in response to recommendations from NorthStar’s original report,¹ and included a set of additional recommendations in the NorthStar Report – First Update.² PG&E agreed with the additional recommendations and embraced the opportunity to further improve its safety culture and governance. The status of PG&E’s implementation of these additional recommendations is provided in Table 2 below.

Throughout 2021, NorthStar worked on a Second Update report. PG&E is currently waiting to receive the final report and interacted with NorthStar and the California Public Utilities Commission (CPUC or Commission) during Q3 on questions concerning this review. This Second Update will be a comprehensive review of all NorthStar recommendations.

¹ NorthStar Report, issued on May 8, 2017.

² NorthStar Report – First Update, issued on March 29, 2019.

**TABLE 2
MATRIX OF ADDITIONAL NORTHSTAR RECOMMENDATIONS AND
PG&E'S IMPLEMENTATION STATUS**

Line No.	PG&E Implementation Plan	NorthStar Recommendation	Status
1	F-1_OII Implementation Plan	Institute version control over, and include dates for the implementation plans, completion narratives, sustainability plans and for the Internal Audit (IA) sign-off process.	Implemented Under Existing Plan
2	F-1_OII Implementation Plan	Increase the rigor and formality over target completion date changes, status changes and scope changes associated with the implementation of NorthStar's recommendations. Review the implementation status of all recommendations to ensure all elements of the recommendations have been addressed or PG&E's modifications have been documented and justified.	Implemented Under Existing Plan
3	F-1_OII Implementation Plan	Develop processes to ensure the sustainability of the implementation of NorthStar's recommendations.	Implemented Under Existing Plan
4	F-1_OII Implementation Plan	In addition to the status of the implementation of NorthStar's recommendations, continue to report to the Commission on any significant changes that might affect the sustainability of the recommendations.	Implemented Under Existing Plan
5	F-1_OII Implementation Plan	Report to the Commission on a quarterly basis the status of the One PG&E Operational Health and Safety (OH&S) Plan and associated metrics (in process).	Implemented Under Existing Plan
6	F-4 Comprehensive Safety Strategy _includes III-2_III-3_V-3	Increase Chief Safety Officer (CSO) oversight and governance over public and other aspects of safety to mitigate potential silos and ensure risks are adequately addressed.	Implemented Under Existing Plan
7	F-4 Comprehensive Safety Strategy _includes III-2_III-3_V-3	Communicate results of IA safety-related audits and Line of Business (LOB) management response to Safety, Health and Enterprise Corrective Action Plan (CAP) (reporting to the CSO).	IA Review Complete
8	F-4 Comprehensive Safety Strategy _includes III-2_III-3_V-3	Include the Generation Safety Lead in routine meetings between Electric Operations (EO) and Gas Operations (GO) and Safety and Health regarding the implementation of OH&S plan.	Implemented Under Existing Plan

**TABLE 2
MATRIX OF ADDITIONAL NORTHSTAR RECOMMENDATIONS AND
PG&E'S IMPLEMENTATION STATUS
(CONTINUED)**

Line No.	PG&E Implementation Plan	NorthStar Recommendation	Status
9	F-4 Comprehensive Safety Strategy _includes III-2_III-3_V-3	<p>Conduct an annual (or biennial) blue sky strategic safety planning exercise to concentrate on the changing environment, potential risks and threats. The exercise should force a comprehensive analysis of all safety-related opportunities and threats and a formal, proactive action plan. The planning exercise should:</p> <ul style="list-style-type: none"> • Consider the environmental, financial, political, technological, infrastructure, public, workforce and other risks and safety advancements. • Include executives, management and potentially the BODs. • Be facilitated by an outside expert. • Cover ALL potential contributors to safety. 	Implemented Under Existing Plan
10	F-2_Supv in the Field includes V-4	Increase the number of Supervisors in EO, GO and Power Generation field operations to comply with Corporate Procedure HR-2010-P01 thereby limiting the span of direct reports to a maximum of 1:20.	Implemented Under Existing Plan
11	F-2_Supv in the Field includes V-4	Commit to a target level of dedicated time in supervisors calendars each week for time in the field; guidance will remain flexible for each LOB to take into consideration the different job functions and geographic work considerations.	Implemented Under Existing Plan
12	F-2_Supv in the Field includes V-4	Transfer administrative tasks such as scheduling of work, training and paperwork review, from the Supervisor to the office-based staff.	Implemented Under Existing Plan
13	F-2_Supv in the Field includes V-4	Formalize Gas, Electric, and Power Generation management expectations for supervisors spending time in the field and communicate techniques for how to reduce impediments in each LOB thereby increasing time in the field.	Implemented Under Existing Plan
14	F-2_Supv in the Field includes V-4	Move completed work review to the jobsite, allowing for immediate feedback before electronic records and paperwork are finalized.	This plan will not be implemented.
15	F-2_Supv in the Field includes V-4	Reduce travel requirements for field personnel and supervisors who are frequently assigned to work or attend meetings outside their normal work locations.	Implemented Under Existing Plan
16	F-3_SLD_includes VIII-1	Continue to provide Crew Lead Safety Leadership training courses for employees that move into Crew Lead positions. Automatically include Crew Lead Safety Leadership training in the training profiles for new crew leads.	Implemented Under Existing Plan

**TABLE 2
MATRIX OF ADDITIONAL NORTHSTAR RECOMMENDATIONS AND
PG&E'S IMPLEMENTATION STATUS
(CONTINUED)**

Line No.	PG&E Implementation Plan	NorthStar Recommendation	Status
17	F-3_SLD_includes VIII-1	On an annual basis, revise Safety Leadership Development (SLD) training to address any areas of concern identified in the review of SafetyNet observation data.	IA Review Complete
18	III-1_Board Qualifications	Report any changes in the BOD skills matrix, and any changes to the composition of the BOD to the CPUC.	Implemented Under Existing Plan
19	III-1_Board Qualifications	Continue to update the BOD on safety and other significant industry issues.	Implemented Under Existing Plan
20	III-1_Board Qualifications	<p>Encourage BOD members to inquire and challenge PG&E executives to ensure a robust governance process. Revise PG&E Corp.'s Governance Guidelines to include expectations for Directors. As an example, see the Sempra Energy Corporate Governance Guidelines. Among other items, the Sempra Energy Guidelines include the following:</p> <ul style="list-style-type: none"> • Maintain an attitude of constructive skepticism, ask relevant, incisive, probing questions and engage in direct and forthright discussions with the Board and management. • Develop and maintain a broad understanding of the corporation's business and risk profile, its strategic, financial and operating opportunities and plans, and its internal control systems and disclosure controls and procedures, including environmental, and health and safety systems and procedures • Balance prompt action with thorough deliberations, prioritize matter requiring attention, gather sufficient information, engage in open discussion, invite differing views, evaluate the benefits and risks of various courses of action and support the acceptance of prudent business risks to permit informed and timely decision making. 	IA Review Complete
21	IX-1_Safety Communication	Implement the recommendations identified in the outside vendor's communications audit.	IA Review Complete
22	IX-1_Safety Communication	Revise the communications plan as necessary to address any safety and health issues that are identified in recent and on-going Premier surveys and associated analyses	Implemented Under Existing Plan

C. Changes to PG&E Execution of Plans

As recommended by NorthStar, PG&E will continue to report to the Commission on any significant changes that might affect the sustainability of the recommendations.

- PG&E certifies ongoing compliance with recommendation XI-5, LOB Contractor Safety Procedures, noting that we have reduced the quantity of assessments, utilizing information from the field safety observations, and focusing on quality over quantity.
- PG&E certifies ongoing compliance with recommendation VI-5, Session D link to Sessions 1 and 2, noting that the integrated planning process has been replaced by the Lean Management System and a revised enterprise planning process. Design and implementation of these processes is on-going. How risk will be integrated is still in development. Several initiatives related to how PG&E's True North Strategy will address risk-planning integration are currently in the scoping and planning phase. Risk Informed Budget Allocation has been retired; a new prioritization standard has been developed and is in continuous improvement cycle. Resource rings have been retired and risk status is now tracked in MetricStream, the system of record. Guidance documents continue to be updated to align with Risk Assessment and Mitigation Proceeding and Safety Model Assessment Proceeding recommendations and directives. Continued certification is dependent on continued progress in integrating risk into the Lean Management System/Operating Rhythm processes.
- PG&E certifies ongoing compliance with recommendation VIII-7, 2014 OQ Review, noting that PG&E verifies contractors OQ's prior to permitting the contractor to perform covered task work. The validation is completed by the work group supervisor or construction inspectors.
- PG&E certifies ongoing compliance with recommendation VII-7, Expanded Best Practice Sharing, noting that the Lean process of daily, weekly and monthly operating reviews is the process to share learnings, escalate issues and review safety plans. In addition, accountable owners prepare implementation plans, review the 30/60/90-day plans and prepare catch-back plans when necessary.
- PG&E certifies ongoing compliance with recommendation F-4, Comprehensive Safety Strategy, noting that the Chief Safety and Risk Officer has oversight of public safety, including wildfire risk. All operating organizations are included in the weekly safety operating reviews where safety performance is discussed.
- PG&E certifies ongoing compliance with recommendation VIII-3, SLD Training 360, noting that SLD training is continuing. In addition, PG&E is in the process of improving and enhancing the Safety Leadership training.
- PG&E certifies ongoing compliance with recommendation IV-3, Safety Department Roles and Responsibilities, noting that the Safety and Risk organization on a regular basis reviews safety staffing required to meet the needs of the Enterprise.

- PG&E certifies ongoing compliance with recommendation IV-1, CSO experience, noting that the CSO position continues to be filled on an interim basis with the newly combined role of Chief Safety and Risk Officer. PG&E remains committed to the recommendation that the company safety leader will possess and/or obtain the appropriate safety certifications. This change to combine the two roles has been previously communicated to the Commission.
- PG&E certifies ongoing compliance with recommendation X-4, IA Review of Serious Incident Investigations, noting that there are factors negatively impacting the execution of the SIF program. The Senior Manager over SIF investigations left the organization last year and the position has not yet been approved for backfill and program priorities continue to shift due to three leaders filling the safety leadership role in the last year.
- PG&E certifies ongoing compliance with recommendation VII-2, Former Short-Term Incentive Plan (STIP) Metric Tracking, noting that leadership visibility to a robust and comprehensive set of metrics related to all aspects of safety is maintained through alternative forums and structures that have evolved and advanced over time. With the introduction of the Lean Operating System in 2021, the metrics monitored at the L1 level with the accountable leaders within organizational-specific metric structures, where they still live. This also includes continued visibility to areas previously tracked within STIPs as importance of performance in these key areas (that we previously incentivized to improve) does not change the business when they are no longer part of annual STIP. Additionally, the evolution of PG&E's new Lean Operating System, which is still in development, will continue to support and align with the intent of having increased visibility into and reporting frequency of comprehensive metrics through the "Operating Review" function of the Lean Operating System.
- PG&E certifies ongoing compliance with recommendation VII-6, Business Plan Review (BPR) Metrics, noting that leadership visibility to a robust and comprehensive set of metrics related to all aspects of safety is maintained through alternative forums and structures as the BPR forum has changed over time. A robust and comprehensive list of metrics addressing all aspects of safety were maintained in 2019 and 2020 at the Executive level and within other organization-specific metric structures beyond the L1 level, where they still live. With the introduction of the Lean Operating System in 2021, the metrics monitored at the L1 level were refined, but a comprehensive set of metrics are maintained beyond the L1 level with the accountable leaders. For example, a list of Key Risk Indicators tied with the company's comprehensive set of top risks is maintained with monthly visibility to the enterprise-wide, cross-cutting risk management community. Additionally, the evolution of PG&E's new Lean Operating System, which is still in development, will continue to support and align with the intent of having increased visibility into a robust and comprehensive list of metrics addressing all aspects of safety through the "Operating Review" function of the Lean Operating System.
- PG&E certifies ongoing compliance with recommendation F-5, Best Practice Coordination, noting that the Safety Technical Council meeting

has been replaced by the regional Daily, Weekly and Monthly Operating Review meetings as the mechanism to ensure coordination between the Safety and Risk organization and the various Lines of Business.

- PG&E certifies ongoing compliance with recommendation VIII-9, Power Generation Apprentice Program, noting that PG&E has identified the following Power Generation apprenticeship courses that have not been reviewed or revised in the last five years. PG&E has prepared a plan to review each of these courses, and if any curriculum update needs are identified, the courses will be updated by the end of 2022. Reviewing and updating these courses by the end of 2022 is compliant with the 5-year review/refresh cycle identified in the 2017 implementation plan. The impacted courses are:
 - PGEN-0146 – Advanced Rigging;
 - PGEN-0126WBT – Prints and Drawing;
 - PSOS-0050 – Simulator Practice Modules;
 - PSOS-0051 – 18-Month Simulator Test;
 - ELEC-0301 – Tower Climbing; and
 - PSOS-0546 – SCADA for Electric Techs.

In addition, PG&E identified the following course that has not been reviewed or revised in the last five years. We have determined the course is no longer needed in the Power Generation apprenticeship program and are in the process of removing it from the curriculum map:

- GAS-0165.

Please note that PGEN-0105, Schematics for Operators, which was identified in the 2017 implementation plan, has been retired and is no longer part of a Power Generation apprenticeship.

- PG&E certifies ongoing compliance with recommendation VI-4, Portfolio and Project Management for Power Gen, noting that Operations has reorganized and centralized some functions while also splitting out Power Generation from Nuclear and completing and realigning in Operations. This should not change the fact the Enterprise Portfolio Planning and Management (EPPM) is to be utilized, however priorities across the organization have been shifting with the new organization. Data from the lines of business are pushed into EPPM on an at least quarterly basis.
- PG&E certifies ongoing compliance with recommendation VIII-6, OQ Status Reporting, noting that the development of OQ information will continue to evolve based upon usefulness, applicability and feedback from report recipients.

V. Board of Directors Reporting

In Decision (D.) 19-06-008, the Commission directed PG&E to provide the following information in the quarterly reports submitted to SED pursuant to D.18-11-050:

- 1) Non-confidential versions of the minutes of all BOD and safety committee meetings.
- 2) All training, education, or other support on safety that PG&E and PG&E Corporation are providing to Board members so that they can adequately perform their duties on safety issues.³

A. BOD and SNO Committee Meeting Minutes

In the first quarter of 2022, the Boards held a joint meeting with the PG&E Corporation People and Compensation Committee on January 13 and held stand-alone Boards meetings on February 8 and February 24. The SNO Committees held a joint meeting with the PG&E Corporation People and Compensation Committee on January 13 and a stand-alone SNO Committees meeting on February 23.

Attachment 1 to this Report includes non-confidential versions of approved minutes for the following BOD and SNO Committee meetings that were held on or after June 13, 2019,⁴ and for which approved minutes have not been provided in connection with a prior quarterly report.

- Meetings of the SNO Committees of the BODs of PG&E and PG&E Corporation that were held concurrently on the following dates:

November 15, 2021 – Boards of Directors
December 14, 2021 – SNO Committees
December 15, 2021 – Boards of Directors
January 13, 2022 – Boards of Directors and People and Compensation Committee
January 13, 2022 – SNO Committees and People and Compensation Committee

Meeting minutes for the BODs and the SNO Committees must be formally reviewed and approved by the relevant governance body prior to finalization. The timing for this process varies, and in many cases the minutes will be finalized in a different quarter than the quarter in which the meeting was held.

B. BOD Safety-Related Training

PG&E is submitting information regarding “all training, education or other support on safety that PG&E and PG&E Corp.” provided “to board members to ensure that they can adequately perform their duties on safety issues.”

- In February, the Boards received a safety training focused on the Coronavirus (COVID-19) pandemic and reviewed the enterprise performance dashboard and risk report. The Boards also discussed the 2022 Wildfire Mitigation Plan (WMP) and aviation services and safety.

³ D.19-06-008, *mimeo*, p. 4.

⁴ Effective date of D.19-06-008.

- In January 2022, the SNO Committees jointly met with the PG&E Corporation People and Compensation Committee regarding proposed 2022 STIP and Long-Term Incentive Plan award design metric targets (including for safety and operational metrics).
- In February 2022, the SNO Committees received a safety performance update, including discussion of SIF-A and potential events as well as Days Away, Restricted, or Transferred (DART) rates, and a nuclear performance update. The Committees reviewed the status of the WMP, the Enhanced Vegetation Management CAP, and high-risk audits. Lastly, the Committees discussed the Information Technology (IT) Disaster Recovery program and changes to cybersecurity laws.

VI. Safety Strategy and Performance Update

A. Safety Strategy Update

PG&E continues to execute against and make improvements to its 2025 Workforce Safety Strategy. The safety updates included in this report align with the major components of the 2025 Workforce Safety Strategy. The strategy has been reviewed by senior leadership and the BOD and has driven our execution since mid-2020.

**TABLE 3
CRITICAL RISK UPDATE**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
1		<ul style="list-style-type: none"> • Technical standards 	<ul style="list-style-type: none"> • Completed reviews with the LOB subject matter experts through multiple review meetings in Q1. • Final review and gap assessments are in progress, with anticipated release of Standards June 2022

**TABLE 4
TRANSPORTATION SAFETY UPDATE**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
1		<ul style="list-style-type: none"> • Motor Vehicle Safety 	<ul style="list-style-type: none"> • Relunched the 360-walk around app with some LOB's mandating the utilization of the app. Currently there are 20,000+ co-workers with the application on their company provided or provisioned device.
2		<ul style="list-style-type: none"> • Safety Technology 	<ul style="list-style-type: none"> • Letter of Agreement was signed for the event based distracted driving and fatigue driving camera system pilot. Project plan will be completed by 3/31 for an estimated roll out of 500 users by 10/1/2022. • Cell phone blocking system project plan will be completed by 3/31 with a plan estimated roll out of 1,000 users by 7/1/2022.
3		<ul style="list-style-type: none"> • Contractor Transportation Risk 	<ul style="list-style-type: none"> • Started with approximately 2,000 vendors. Completed full reviews for 1,025 vendors for valid United States Department of Transportation and CA market clearing prices.

**TABLE 5
CONTRACTOR SAFETY UPDATE**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
1		<ul style="list-style-type: none"> • Contractor Safety Program 	<ul style="list-style-type: none"> • Launched a cross-functional team to review and analyze contractor SIF incidents, and to develop system-based measures to reduce risk. • Cancelled Revision 6.2 of the Contractor Safety Standard 3001 and returned to Revision 5 of the Contractor Safety Standard. This was done to review and collaborate with Operations on the impact of the requirements in Revision 6.2. The major items impacted by the cancellation were: • Fatality weighting moving to 30-point deductions for a fatality in the past 3 years; • Low risk contractors required to pre-qualify in ISNetworld; • Work in Progress from minimum of one engagement to a minimum of three engagements; • Completed the annual pre-qualification process; no variances were issued. Unqualified contractors were removed from PG&E's active contractor portal; • Improved the process timeliness of communicating serious safety incidents to contractors to within 3 days from 45 days; • Communicated 33 safety lessons learned; • 43 percent of the LOB Assessments were unannounced; and • 3,358 individual contract worker safety program knowledge assessments were performed.

**TABLE 6
SERIOUS INJURY AND FATALITY MANAGEMENT UPDATE**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
1		<ul style="list-style-type: none"> Analyze SIF investigations and share key learnings 	<ul style="list-style-type: none"> YTD, opened a total of 23 SIF investigations, including 14 contractor SIF potential and 9 PG&E employee SIF potential cases. There are 0 SIF actual incidents to date in 2022. YTD, the count of total SIF incidents, include 10 in EO, 6 in Wildfire Risk/Vegetation Management, 4 in GO, 1 in Power Generation, 1 in Engineering, Planning and Strategy, and 1 in Safety and Risk. Year-to-date (YTD), across the lines of business, 4 total SIF incidents are a motor vehicle incident
2		<ul style="list-style-type: none"> Improve timeliness and clarity of SIF-related communications 	<ul style="list-style-type: none"> Following each SIF incident, the team convenes discussions with executive leadership, publishes initial communications for the involved LOB and full enterprise, meets weekly with each investigation sponsor, then convenes a discussion on findings and corrective actions with leadership, and issues final communications to the involved LOB and enterprise. In addition to these written communications, "Safety State of Mind" videos series are created and distributed to the full enterprise where leaders discuss key learnings from select SIF incidents.

**TABLE 7
ENTERPRISE CORRECTIVE ACTION PROGRAM UPDATE**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
1		<ul style="list-style-type: none"> Near Hit Program 	<ul style="list-style-type: none"> Near Hit Dashboard being utilized for enterprise and LOB specific trends (by workgroups, locations, and categories). In Q1 2022, 2 Near Hit feature stories have published in the Daily Digest highlighting employee-shared Near Hits, lessons learned, and resources. New Near Hit attributes in process of being added to CAP to allow for increased trending capabilities, including Process Safety & Contractor trending. Anonymous rate Q1 2022 is 1.00 percent.

**TABLE 8
ASSURANCE UPDATE**

Line No.	Strategy Component	Q1 2022 Progress	
1		<ul style="list-style-type: none"> • Auditing 	<ul style="list-style-type: none"> • Safety Assurance Auditor positions have not been filled due to hiring pause initiated in late 2021.
2		<ul style="list-style-type: none"> • Independent Safety Oversight Committee (ISOC) 	<ul style="list-style-type: none"> • ISOC was closed out 12/31/21. Any remaining open items are being tracked in CAP.

**TABLE 9
OCCUPATIONAL HEALTH UPDATE**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
1		<ul style="list-style-type: none"> • Health and Wellness 	<ul style="list-style-type: none"> • Live Health Online telehealth YTD through 2/28/2022 = 76 registrations, 115 medical visits, 31 behavioral health visits. • Coordinated Regrouping After a Difficult Call workshops for those supporting the HR Helpline with COVID-19-related calls. • All-coworker webinars: Health Risk Factors, Burnout, Mindfulness for ADD/ADHD, Self-Care, Nutrition Masterclass series. • Health & Wellness portal: 6,981 (26.8%) eligible employees enrolled as of 3/31/2022. • Completed all-coworker Warm Up for Winter team step challenge. • 70 completed onsite health coaching appointments 1/1-2/28/2022. • 2022 Health Screenings: 52 percent participating 10/1/2021-3/31/2022.

**TABLE 9
OCCUPATIONAL HEALTH UPDATE
(CONTINUED)**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
2		<ul style="list-style-type: none"> • Ergonomics 	<ul style="list-style-type: none"> • <u>Office Ergonomics</u>: Conducted 1,942 new ergonomic evaluations in Q1; 21,000+ virtual evaluations since March 2020. • Launched second enterprise-wide round of the predictive model initiative, targeting 714 employees identified as high-risk by the predictive model for early-intervention coaching; profiled 255 supervisors for training. • Launched the automated Post-Evaluation Ergo survey, which has streamlined the case closure process. To date, there's been a reduction of 532 cases from aging. • <u>Industrial Ergonomics (IE)</u>: 8 IE high-risk tasks assessed with IT, GO, Fleet, EO. 2 Fleet projects implemented solutions in Q1. Identified a new Vegetation management project. • Refreshed the Lift Safely, Hit List and PowerZone enterprise-wide campaign (materials, webinars, "Stop for Safety" video)—focusing on optimizing strength and reducing awkward positioning. • Engaged with wearable and exoskeletal vendors on options to pilot the technology on future projects (wearables in 2022 and exoskeletal in 2023). • Researched best practices, lifting standards and benchmarking on weight labeling; provided findings/recommendations for Materials to consider changes. • <u>Industrial Athlete</u>: Hired and on-boarded 18 Industrial Athlete Specialists out of the 21 total planned for the program. • <u>Vehicle Ergonomics (VE)</u>: 105 VE Assessments performed in Q1, 70 percent were proactive assessments for high-risk workgroups. • Worked with Safety and Infrastructure Protection Technician on vehicle ergo modifications to improve rear cargo ingress/egress.

**TABLE 9
OCCUPATIONAL HEALTH UPDATE
(CONTINUED)**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
3		<ul style="list-style-type: none"> • Injury Management 	<ul style="list-style-type: none"> • PG&E's Concord Gateway onsite clinic temporary location increased new unique patient utilization by 15 percent and maintained overall visit rates from 2021. Plans to open the new Oakland headquarters Nearsite Clinic continue with construction underway and expected launch Q3 2022. • Fresno and San Carlos onsite clinic locations remain closed and remodeling of spaces delayed due to city permitting lag. Construction on sites pushed to April 2022. • Return-to-Work Task program: saved 1,104 lost workdays and placed 22 employees into temporary task assignments in Q1. • Telephonic Nurse Case Management program: provided early nurse intervention on 173 new Workers' Compensation claims; resulting in 412 lost workdays saved in Q1.

**TABLE 10
CULTURE UPDATE**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
1		<ul style="list-style-type: none"> • Safety Culture assessment 	<ul style="list-style-type: none"> • Most Safety Barometer action plans are complete with some ongoing efforts into 2022.
2		<ul style="list-style-type: none"> • Safety in Talent Management 	<ul style="list-style-type: none"> • Talent Management webpage is being updated by outside vendor.
3		<ul style="list-style-type: none"> • SLD 	<ul style="list-style-type: none"> • The course content is complete. • Finalizing logistics for pilots. • Continued review of the course participant population, timing of course delivery, and integration with other Leadership courses.
4		<ul style="list-style-type: none"> • Safety Connections (Directors and Officers in the field having informal conversations with employees) 	<ul style="list-style-type: none"> • Leaders are conducting field visits with employees, which is part of the Lean operating principles. In Q2, 2022 we will review the duplicative program requirement.
5		<ul style="list-style-type: none"> • Communications 	<ul style="list-style-type: none"> • Implemented Serious Incident Alerts into the Daily Safety Report. • Updated safety- and health-related tailboards brand and content (with subject matter expert input). • Published monthly Stop 4 Safety videos (1-2 safety topics). • Launched winter safety campaign. • Sent weekly Safety Snapshot to all leaders.

**TABLE 11
FIELD SAFETY OPERATIONS UPDATE**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
1		<ul style="list-style-type: none"> Field observations 	<ul style="list-style-type: none"> 11,821 safety observation checklists were completed by EH&S safety personnel during the period 1/01/2022 through 3/24/2022. 27,841 safety observations were completed enterprise-wide during this time-period.
2		<ul style="list-style-type: none"> Tailboard redesign 	<ul style="list-style-type: none"> All 300+ tailboards were updated and converted to the new company standard form. A new tailboard web platform was designed and implemented to hold all tailboards in one central location and facilitate ease of access.
3		<ul style="list-style-type: none"> Supervisor training 	<ul style="list-style-type: none"> All safety specialists will complete Technical Information Library Management training on 4/1, 4/5 or 4/7. All specialists who have not completed Occupational Safety and Health Administration-30 within the last five years must complete it during 2022 along with Telehandler safety training and Human Performance Tools training.

**TABLE 12
HEALTH AND SAFETY MANAGEMENT SYSTEM UPDATE**

Line No.	Strategy Component	Workstream	Q1 2022 Progress
1		<ul style="list-style-type: none"> Implementation 	<ul style="list-style-type: none"> Self-assessments completed; Ernst & Young provided a summary and LOBs are working on their gap closure action items. In January 2022, the scope of the management system was expanded beyond Health and Safety (International Organization for Standardization (ISO) 45001 focus) to a broader focus including ISO 55001 and other ISO and API standards. The name has been changed to reflect the increased scope to PSEMS.
2		<ul style="list-style-type: none"> Management of Change (MOC) software 	<ul style="list-style-type: none"> MOC Software was implemented in November 2021 and our regulatory commitment was closed out with the CPUC by Regulatory Affairs. Due to usability and functionality concerns that have been raised with the chosen software, a review is underway to determine if the next phase of the software implementation plan is appropriate for PG&E or if a different software application should be adopted.

B. Safety Metrics

PG&E established DART⁵ targets for 2022 based on the goal of reaching 1st quartile by 2026. The 2022 goal would place PG&E in 3rd quartile.

Table 13 below summarizes key metrics performance and established targets for 2019-2022. Figure 1 below provides current performance with respect to employee safety metrics as of March 31, 2022.

Additional Analysis:

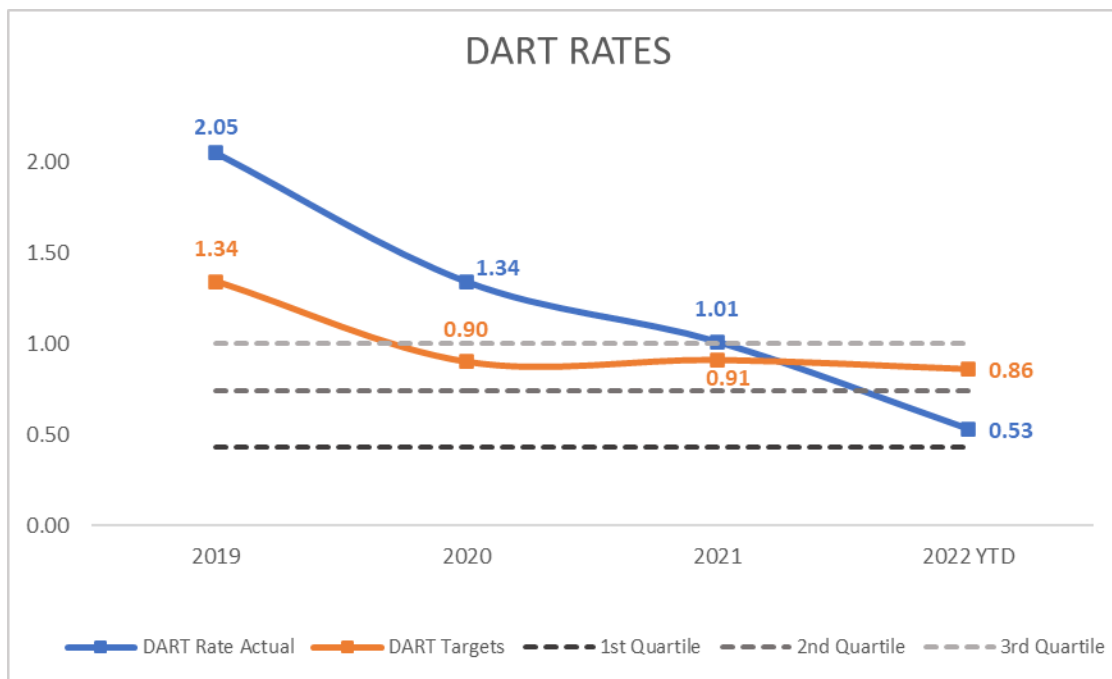
**TABLE 13
2019-2022 PERFORMANCE AND ESTABLISHED TARGETS**

Metric	2019		2020*		2021*		2022*		
	Actual	Target	Actual	Target	Actual	Target	YTD Actual	YTD Target	EOY Target
Employee SIF Actual Count	0		4		0		0		
Employee SIF Potential Count	33		25		23		6		
DART Rate	2.05	1.34	1.34	0.90	1.01	0.91	0.53	0.86	0.86

*Number includes count of all injured parties

Data through 3/31/2022

**FIGURE 1
CURRENT PERFORMANCE AS OF MARCH 31, 2022**

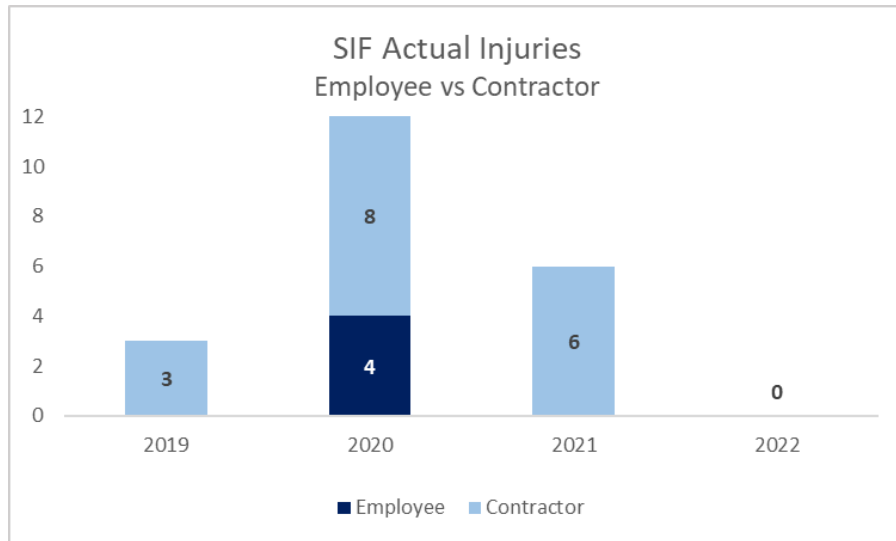


SIF Graphs

Additional Analysis: Started tracking Contractor SIF-P in June 2020. Contractors have contributed 16 SIF-P events (80 percent) of total 2022 YTD count.

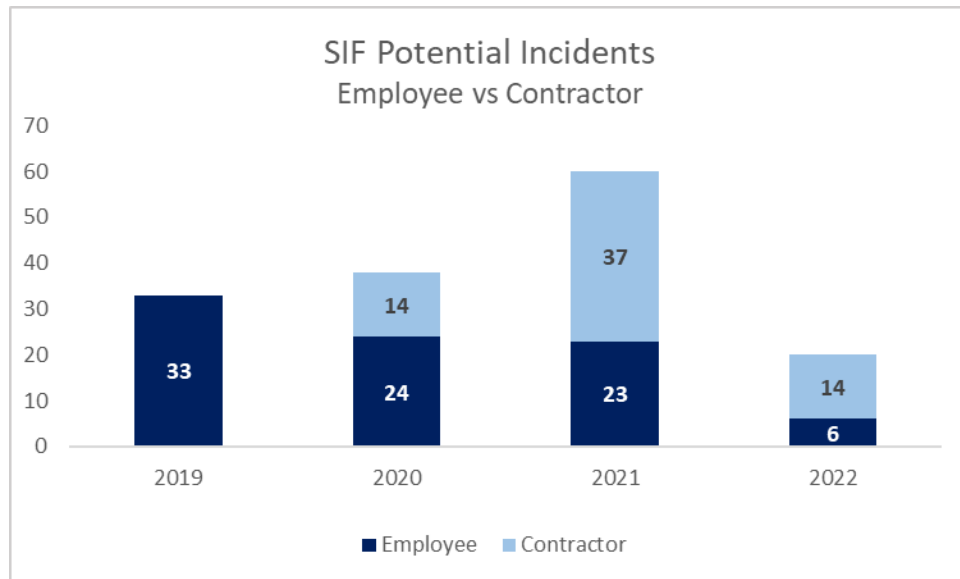
⁵ DART: Injury that results in days away, restricted or transferred duty, rate based on 200,000 hours worked.

**FIGURE 2
SIF ACTUAL
EMPLOYEE VS CONTRACTOR (2019-2022)**



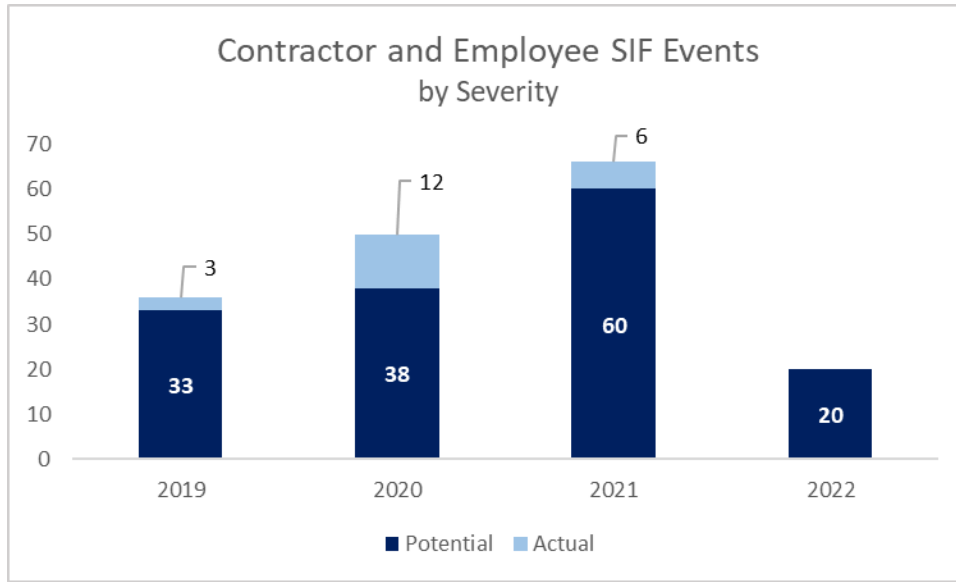
Note: Graph above is based on number of injuries.

**FIGURE 3
SIF POTENTIAL
EMPLOYEE VS CONTRACTOR (2019-2022)**



Note: Graph above is based on number of incidents.

**FIGURE 4
CONTRACTOR AND EMPLOYEE SIF EVENTS (2019 – 2022)**



Notes: Contractor SIFp events were not tracked in 2018-2019.
Contractor SIFp tracking started in June 2020.

**TABLE 14
2019-2022 PERFORMANCE**

Metric***	2019	2020*	2021*	2022*
	Actual	Actual	Actual	YTD Actual
Contractor SIF Actual Count	3	8	6	0
Contractor SIF Potential Count**	N/A	14	38	14

*Number includes count of all injured parties

**Contractor SIF Potentials were only tracked starting June 2020

***Targets are not set for Contractor metrics

Data through 3/31/2022

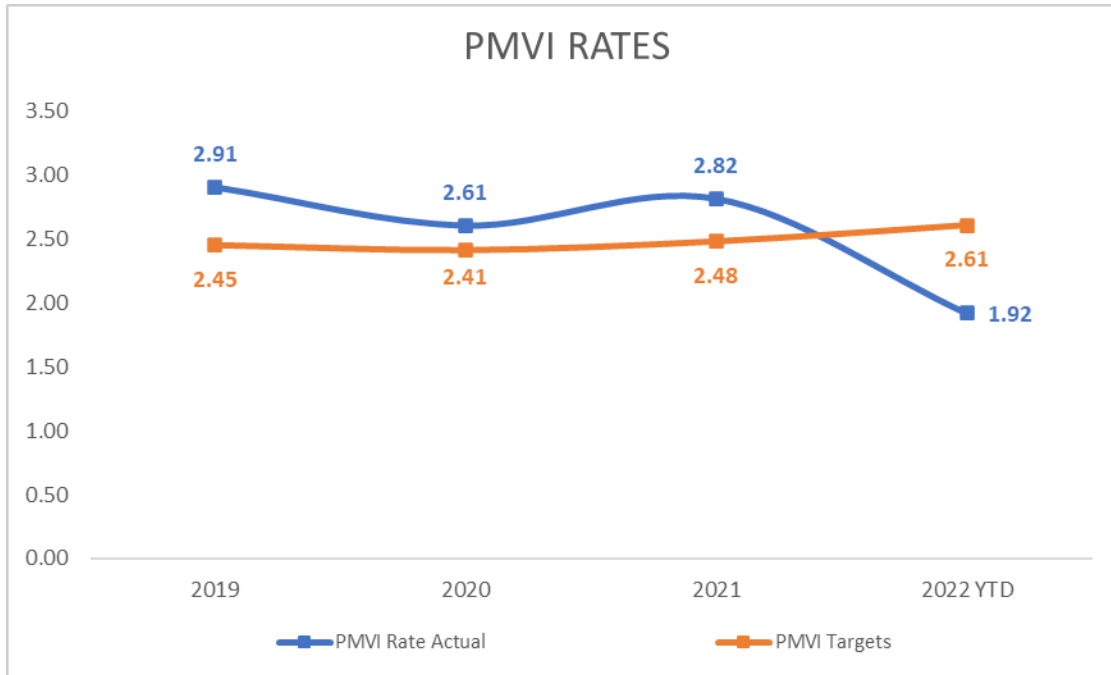
Additional Analysis: 2022 Preventable Motor Vehicle Incidents targets are based on the best performance from prior 3 years with continuing target declines through 2026. The 2022 goal would place PG&E in 2nd quartile.

**TABLE 15
2019–2022 PERFORMANCE AND ESTABLISHED TARGETS**

Metric	2019		2020		2021*		2022*		
	Actual	Target	Actual	Target	Actual	Target	YTD Actual	YTD Target	EOY Target
PMVI Rate	2.91	2.45	2.61	2.41	2.82	2.48	1.92	2.61	2.61

Data through 3/31/2022

**FIGURE 5
CURRENT PERFORMANCE AS OF MARCH 31, 2022**



VII. Conclusion

PG&E is committed to improving its safety culture and performance and regaining the public’s trust. The areas of opportunity identified by NorthStar in its Final Report and in its First Update are at the core of a strong and proactive safety culture. PG&E looks forward to continuing this important work and providing the Commission with quarterly updates on its progress.

PACIFIC GAS AND ELECTRIC COMPANY
ATTACHMENT 1
BOD AND SNO COMMITTEE MEETING MINUTES

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE OF THE
BOARD OF DIRECTORS OF PG&E CORPORATION

November 15, 2021

A videoconference meeting of the Safety and Nuclear Oversight (SNO) Committees of the Corporation and Pacific Gas and Electric Company (Utility) (together, the Companies) Boards of Directors. was held at 8:00 a.m. Pacific Time on Monday, November 15, 2021. The meeting was held concurrently with meetings of the People and Compensation Committee of the Board of Directors of PG&E Corporation (Corporation)

Committee members Cheryl F. Campbell, Jessica L. Denecour, W. Craig Fugate, and William L. Smith, attended by video conference as permitted by the Companies' Bylaws.

Also participating by video at the beginning of the meeting were directors Kerry W. Cooper, Mark E. Ferguson III, and Michael R. Niggli as well as Patricia K. Poppe, Julius Cox, Jason M. Glickman, Marlene M. Santos, Adam L. Wright, John R. Simon, Sumeet Singh, James M. Welsch, Peter Kostiw, William V. Manheim, Andrew K. Williams, Lisa Laanisto, Frances S. Chang, J. Ellen Conti, and Sujata Pagedar, along with Matthew Isakson, Tom McNeill, and Rosie Newman of Meridian Compensation Partners LLC (Meridian), and James C. Rutten of Munger, Tolles & Olson LLP.

Quorum present, Mr. Ferguson, Chair, presided over the meeting. Ms. Conti served as secretary of the meeting and provided a safety briefing before the beginning of the meeting.

Mr. Ferguson and Mr. Cox gave a brief introduction of the materials that had been provided to Committee members in advance of the meeting and that are included in the records of this Committee. They then asked Ms. Campbell, Chair of the SNO Committees, to lead the initial discussion. Ms. Campbell opened the discussion of proposed metrics for the 2022 Short-Term Incentive Plan and the 2022 awards to be granted under the Long-Term Incentive Plan and asked the SNO Committee members for feedback. The SNO Committee members advised the People and Compensation Committee members on the metrics being proposed, and the People and Compensation Committee members agreed to consider the SNO Committee members' feedback in further evaluations of the 2022 Short Term Incentive Plan and the 2022 awards under the Long-Term Incentive Plan.

Ms. Poppe and other members of management discussed the proposed metrics and the Companies' desire to align with the enterprise purpose and strategic priorities, and to be consistent with and aligned to the Utility's regulatory requirements. The Committees' members asked questions and discussed various aspects of the presentation, including questions about benchmarking the proposed metrics with other utilities and questions about wildfire and safety and operational metrics.

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE –
PG&E CORPORATION – NOVEMBER 15, 2021

There being no further business, on motion made, seconded, and carried, the meeting was adjourned at 9:00 a.m.

J. ELLEN CONTI
Secretary

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE OF THE
BOARD OF DIRECTORS OF PACIFIC GAS AND ELECTRIC COMPANY

November 15, 2021

A videoconference meeting of the Safety and Nuclear Oversight (SNO) Committees of the Utility and PG&E Corporation (Corporation) (together, the Companies) Boards of Directors. was held at 8:00 a.m. Pacific Time on Monday, November 15, 2021. The meeting was held concurrently with meetings of the People and Compensation Committee of the Board of Directors of PG&E Corporation (Corporation)

Committee members Cheryl F. Campbell, Jessica L. Denecour, W. Craig Fugate, and William L. Smith, attended by video conference as permitted by the Companies' Bylaws.

Also participating by video at the beginning of the meeting were directors Kerry W. Cooper, Mark E. Ferguson III, and Michael R. Niggli as well as Patricia K. Poppe, Julius Cox, Jason M. Glickman, Marlene M. Santos, Adam L. Wright, John R. Simon, Sumeet Singh, James M. Welsch, Peter Kostiw, William V. Manheim, Andrew K. Williams, Lisa Laanisto, Frances S. Chang, J. Ellen Conti, and Sujata Pagedar, along with Matthew Isakson, Tom McNeill, and Rosie Newman of Meridian Compensation Partners LLC (Meridian), and James C. Rutten of Munger, Tolles & Olson LLP.

Quorum present, Mr. Ferguson, Chair, presided over the meeting. Ms. Conti served as secretary of the meeting and provided a safety briefing before the beginning of the meeting.

Mr. Ferguson and Mr. Cox gave a brief introduction of the materials that had been provided to Committee members in advance of the meeting and that are included in the records of this Committee. They then asked Ms. Campbell, Chair of the SNO Committees, to lead the initial discussion. Ms. Campbell opened the discussion of proposed metrics for the 2022 Short-Term Incentive Plan and the 2022 awards to be granted under the Long-Term Incentive Plan and asked the SNO Committee members for feedback. The SNO Committee members advised the People and Compensation Committee members on the metrics being proposed, and the People and Compensation Committee members agreed to consider the SNO Committee members' feedback in further evaluations of the 2022 Short Term Incentive Plan and the 2022 awards under the Long-Term Incentive Plan.

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SAFETY AND NUCLEAR OVERSIGHT COMMITTEE –
PACIFIC GAS AND ELECTRIC COMPANY – NOVEMBER 15, 2021

There being no further business, on motion made, seconded, and carried, the meeting was adjourned at 9:00 a.m.

J. ELLEN CONTI
Secretary

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE OF THE
BOARD OF DIRECTORS OF PG&E CORPORATION

December 14, 2021

A meeting of the Safety and Nuclear Oversight (SNO) Committee of the Board of Directors of PG&E Corporation (Corporation) was held at 8:30 a.m. Pacific Time on Tuesday, December 14, 2021 at Le Meridien Hotel in San Francisco. The meeting was held concurrently with a meeting of the Pacific Gas and Electric Company (Utility and, together with the Corporation, the Companies) SNO Committee.

SNO Committee members Cheryl F. Campbell, Jessica L. Denecour, W. Craig Fugate, Mark E. Ferguson III, Michael R. Niggli, and William L. Smith were present. Directors Kerry W Cooper, Robert C. Flexon, and Dean L. Seavers were present at the beginning of the meeting.

Also present at the beginning of the meeting were Patricia K. Poppe, Christopher A. Foster, John R. Simon, Adam L. Wright, Sumeet Singh, Ajay Waghray, Stephen J. Cairns, Andrew K. Williams, Sujata Pagedar, J. Ellen Conti, and Todd Filsinger of Filsinger Energy Partners.

Quorum present, Ms. Campbell, Chair, presided over the meeting. Ms. Pagedar served as secretary of the meeting and provided a situational safety message at the beginning of the meeting.

Mr. Williams provided an update on the Companies' safety performance, referring to the materials that were provided to the Committee in advance of the meeting ("Committee materials") and that are included in the records of the meeting. Mr. Williams described improvements in safety metrics, comparing the results to other utilities, and describing plans to further improve safety performance. Mr. Singh described a serious injury to a contractor working on vegetation management activities, including describing the cause evaluation conducted and actions taken to reduce the risk of similar injuries in the future. The Committee asked Mr. Williams and Mr. Singh questions about the Committee materials, including clarifying questions about trends, opportunities to benchmark, and the need to continue to work with contract workers on safety.

James M. Welsch, Paula A. Gerfen, together with Gary Parkey and Chuck Casto of the Nuclear Safety Oversight Commission, joined the meeting at this point via videoconference.

Referring to Committee materials, Mr. Welsch provided an update on performance at Diablo Canyon Nuclear Power Plant. Mr. Welsch described safety and reliability performance, and noted a correction to Committee materials to reflect that Unit 2 was taken offline four times in 2021, not six, and the total number of days offline was 78, not 77. The Committee discussed Mr. Welsch's presentation and asked questions, including questions about a feedwater heater outage described in Committee Materials.

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE
BOARD OF DIRECTORS OF PG&E CORPORATION

Referring to the Committee materials, Mr. Parkey and Mr. Casto described the results of their oversight of Diablo Canyon Nuclear Power Plant, concluding that the units are being operated in a manner that promotes nuclear safety. The Committee asked questions of Mr. Parkey and Mr. Casto, including questions about their ability to compare results of performance against similar situated nuclear reactors.

Mr. Welsch, Ms. Gerfen, Mr. Parkey, and Mr. Casto left the videoconference at this point, and Mr. Peter Kenny joined the meeting in person.

Referring to Committee materials, Mr. Singh provided an update on the wildfire mitigation program, describing steps taken to reduce risk in high fire threat districts. The Committee asked questions, including whether the program remained on target for both performance and budget milestones.

Mr. Kenny described the Utility's Enhanced Vegetation Management program, referring to Committee materials, including reviewing progress towards the commitments made to the California Public Utilities Commission (CPUC), as well as improvements made such as better alignment on the development of a risk-informed workplan, and to build a rigorous safety observation program. The Committee discussed and asked questions about the use of contractors in the program, and the establishment of clear metrics for the program.

Mr. Kenny left the meeting at this point, and Mr. Srinivas Sarathy joined the meeting, with Mr. Martin Strasburger.

Mr. Sarathy led a discussion of the Companies' technology disaster recovery program, referring to Committee materials. Mr. Sarathy described the steps taken to reduce risk and improve recovery by developing and testing scenario-based recovery, and by focusing on critical programs. Mr. Strasburger also provided the Committee with information about ransomware, including describing the risks to infrastructure as well as solutions currently being implemented. The Committee discussed various aspects of Mr. Sarathy's presentation and asked questions, including asking how critical programs were identified, as well as questions about how other industries are approaching similar risks.

Mr. Strasburger led a brief discussion about changes to cybersecurity laws and their application to the Companies. The Committee members asked questions and discussed various aspects of Mr. Strasburger's presentation, including assessing the Companies' ability to meet compliance deadlines.

Mr. Sarathy and Mr. Strasburger left the meeting at this point, as did Mr. Seavers.

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE
BOARD OF DIRECTORS OF PG&E CORPORATION

Ms. Campbell then referred to the minutes of the Committee meeting held on October 26, 2021 and a joint meeting with Audit Committees also held on October 26, 2021. On motion made and seconded, the minutes were approved.

Messrs. Wright, Foster, Simon, Singh, Waghray, Cairns, Williams, Filsinger, Ms. Pagedar, and Ms. Conti were excused, and the meeting continued in executive session with Ms. Poppe present, along with members of the Committee, Mr. Flexon and Ms. Cooper.

Following the executive session, the secretary was informed that the Committee members continued their discussion regarding several of the topics covered earlier in the meeting.

There being no further business presented for action, on motion made, seconded, and carried, the meeting was adjourned at 10:30 a.m.

SUJATA PAGEDAR
Secretary

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE OF THE
BOARD OF DIRECTORS OF PACIFIC GAS AND ELECTRIC COMPANY

December 14, 2021

A meeting of the Safety and Nuclear Oversight (SNO) Committee of the Board of Directors of Pacific Gas and Electric (Utility) was held at 8:30 a.m. Pacific Time on Tuesday, December 14, 2021 at Le Meridien Hotel in San Francisco. The meeting was held concurrently with a meeting of the PG&E Corporation (Corporation and, together with the Utility, the Companies) SNO Committee.

SNO Committee members Cheryl F. Campbell, Jessica L. Denecour, W. Craig Fugate, Mark E. Ferguson III, Michael R. Niggli, and William L. Smith were present. Directors Kerry W Cooper, Robert C. Flexon, and Dean L. Seavers were present at the beginning of the meeting.

Also present at the beginning of the meeting were Patricia K. Poppe, Christopher A. Foster, John R. Simon, Adam L. Wright, Sumeet Singh, Ajay Waghray, Stephen J. Cairns, Andrew K. Williams, Sujata Pagedar, J. Ellen Conti, and Todd Filsinger of Filsinger Energy Partners.

Quorum present, Ms. Campbell, Chair, presided over the meeting. Ms. Pagedar served as secretary of the meeting and provided a situational safety message at the beginning of the meeting.

Mr. Williams provided an update on the Companies' safety performance, referring to the materials that were provided to the Committee in advance of the meeting ("Committee materials") and that are included in the records of the meeting. Mr. Williams described improvements in safety metrics, comparing the results to other utilities, and describing plans to further improve safety performance. Mr. Singh described a serious injury to a contractor working on vegetation management activities, including describing the cause evaluation conducted and actions taken to reduce the risk of similar injuries in the future. The Committee asked Mr. Williams and Mr. Singh questions about the Committee materials, including clarifying questions about trends, opportunities to benchmark, and the need to continue to work with contract workers on safety.

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SAFETY AND NUCLEAR OVERSIGHT COMMITTEE MEETING
PACIFIC GAS AND ELECTRIC COMPANY – December 14, 2021

Referring to the Committee materials, Mr. Parkey and Mr. Casto described the results of their oversight of Diablo Canyon Nuclear Power Plant, concluding that the units are being operated in a manner that promotes nuclear safety. The Committee asked questions of Mr. Parkey and Mr. Casto, including questions about their ability to compare results of performance against similar situated nuclear reactors.

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Mr. Strasburger led a brief discussion about changes to cybersecurity laws and their application to the Companies. The Committee members asked questions and discussed various aspects of Mr. Strasburger's presentation, including assessing the Companies' ability to meet compliance deadlines.

Mr. Sarathy and Mr. Strasburger left the meeting at this point, as did Mr. Seavers.

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE MEETING
PACIFIC GAS AND ELECTRIC COMPANY – December 14, 2021

Ms. Campbell then referred to the minutes of the Committee meeting held on October 26, 2021 and a joint meeting with Audit Committees also held on October 26, 2021. On motion made and seconded, the minutes were approved.

Messrs. Wright, Foster, Simon, Singh, Waghray, Cairns, Williams, Filsinger, Ms. Pagedar, and Ms. Conti were excused, and the meeting continued in executive session with Ms. Poppe present, along with members of the Committee, Mr. Flexon and Ms. Cooper.

Following the executive session, the secretary was informed that the Committee members continued their discussion regarding several of the topics covered earlier in the meeting.

There being no further business presented for action, on motion made, seconded, and carried, the meeting was adjourned at 10:30 a.m.

SUJATA PAGEDAR
Secretary

PRIVILEGED AND CONFIDENTIAL¹

BOARD MEETING – December 15, 2021
PG&E CORPORATION

A regular meeting of the Board of Directors of PG&E Corporation (Corporation) was held at Le Meridien Hotel in San Francisco, California, on Wednesday, December 15, 2021 at 8:00 a.m. Pacific Time. The meeting was held concurrently with a meeting of the Pacific Gas and Electric Company (Utility and, together with the Corporation, the Companies or PG&E) Board of Directors.

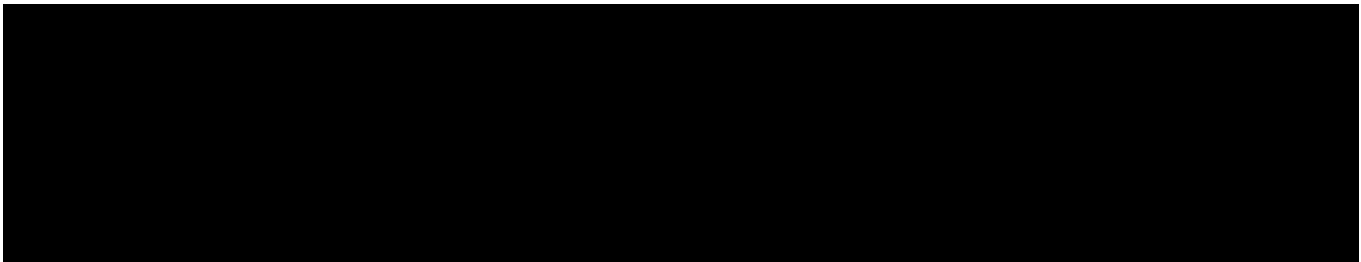
Present at the beginning of the meeting were directors Rajat Bahri, Cheryl F. Campbell, Kerry W. Cooper, Jessica L. Denecour, Mark E. Ferguson III, Robert C. Flexon, W. Craig Fugate, Arno L. Harris, Michael R. Niggli, Patricia K. Poppe, Dean L. Seavers, and William L. Smith. Director Benjamin F. Wilson attended by telephone as permitted by the Corporation's Bylaws. No director was absent.

Also present at Le Meridien at the beginning of the meeting were Adam L. Wright, as well as Julius Cox, Christopher A. Foster, Jason M. Glickman, Carla J. Peterman, Marlene M. Santos, John R. Simon, Sumeet Singh, Ajay Waghray, Alejandro T. Vallejo, Andrew K. Williams, Brian M. Wong, Lisa J. Crawford, and Jenny Kan.

Quorum present, Mr. Flexon, Chair of the Board of the Corporation, presided as chair of the concurrent meeting. Mr. Wong served as secretary of the meeting.

Ms. Kan opened the meeting with brief remarks about meeting safety.

[THE FOLLOWING PARAGRAPH CONTAINS ATTORNEY-CLIENT PRIVILEGED AND CONFIDENTIAL INFORMATION.]



[END OF PRIVILEGED AND CONFIDENTIAL INFORMATION.]

At this point, Todd Filsinger of Filsinger Energy Partners entered the meeting.

Referring to materials that had been provided to the directors in advance of the meeting and that are included in the records of this Board ("Board materials"), Mr. Williams led a discussion on ergonomics and safe lifting techniques to prevent injuries.

¹ [REDACTED]

BOARD MEETING – December 15, 2021
PG&E CORPORATION

Next, Ms. Poppe provided an overview of the year in review and 2022 focus areas, which are reflected in the Board materials. Mr. Singh, Mr. Wright, Mr. Glickman, Ms. Santos, Mr. Waghray, Mr. Cox, Ms. Peterman, and Mr. Foster each presented on key metrics, accomplishments, challenges, and 2022 priorities for their respective lines of business. The directors asked questions and discussed, among other things, wildfire risk prioritization, the Companies' culture-building initiatives, and COVID-19 impacts on customers and employees.

Following the discussion, Messrs. Filsinger and Vallejo left the meeting.

Referring to Board materials, Ms. Peterman, with the participation of Ms. Santos and Mr. Foster, presented on energy affordability. This included a summary of the CPUC's Affordability proceeding, utility programs for income-qualified customers, and share of wallet analysis. Directors asked questions, and a discussion ensued.

At this point, Christopher Benjamin entered the meeting.

Referring to Board materials, Ms. Peterman, with the participation of Mr. Glickman and Mr. Benjamin, led a discussion on the Utility's climate and environmental stewardship goals and how they tie into the Companies' True North Strategy. The directors asked questions and discussed, among other things, green hydrogen, demand response programs, and electric vehicle investments.

Mr. Benjamin was excused.

After a brief recess, Mr. Flexon called the meeting back to order. Mr. Simon provided a brief update to the Board on a hearing that had been set by the District Court.

Mr. Flexon next presented the following consent items for Boards: (i) resolutions setting the time and date of the Annual Meeting of Shareholders, and setting the record date for shares entitled to vote at the Annual Meeting, and (ii) the minutes of the prior meetings for the Boards' approval.

On motion made and seconded, the Board approved the resolutions regarding (i) the time and date of the Annual Meeting of Shareholders, and record date for shares entitled to vote at the Annual Meeting (see Resolution 1 in Appendix A), and (ii) the minutes of the Board meeting held on October 27, 2021, as presented.

Mr. Wilson, Chair of the Corporation's Audit Committee, reported on the key topics discussed at the Committee's most recent meeting.

Mr. Ferguson, Chair of the Corporation's People and Compensation Committee, reported on the key topics discussed at the Committee's most recent meeting. He then led a

BOARD MEETING – December 15, 2021
PG&E CORPORATION

discussion on the People and Compensation Committee’s recommendation that the Board approve changes to the Non-Employee Director (NED) compensation plan and the Corporate Governance Guidelines, as described in the Board materials. The directors discussed the proposed action.

On motion made and seconded, the Board approved the changes to NED compensation, as presented.

Mr. Seavers, Chair of the Corporation’s Finance and Innovation Committee, reported on the key topics discussed at the Committee’s most recent meeting. He then led a discussion on the Finance and Innovation Committee’s recommendation that the Boards (i) concur with the capital expenditure budget in the 2022 Financial Performance Plan and (ii) approve additional expenditures and execution of the related agreements for the Butte County Rebuild – Phase 3 project. Mr. Seavers reviewed the background and reasons for the proposed actions. The directors asked questions, and a discussion ensued.

On motion made and seconded, the Board (i) concurred with the capital expenditure budgets in the 2022 Financial Performance Plan, and (ii) approved additional expenditures for the Butte County rebuild, as presented.

Ms. Denecour, Chair of the Corporation’s Sustainability and Governance Committee, reported on the key topics discussed at the Committee’s most recent meeting, including an update on the search for a new Board member. She reported that, among other matters, the Committee reviewed and agreed to recommend that the Boards (i) approve the director skills matrix and (ii) Board leadership structure. Ms. Denecour invited questions and discussion on these recommendations.

On motion made and seconded, the Boards approved (i) the director skills matrix and (ii) Board leadership structure.

Ms. Campbell, Chair of the Corporation’s Safety and Nuclear Oversight (SNO) Committee, presented the Committee’s third quarter 2021 report to the Boards on the Utility’s progress against its 2021 Wildfire Mitigation Plan. This included a discussion of Board materials.

At this point, Mr. Wright, Mr. Cox, Mr. Foster, Ms. Peterman, Ms. Santos, Mr. Simon, Mr. Singh, Mr. Waghray, Mr. Williams, Ms. Crawford, Mr. Wong, and Ms. Kan left the meeting, and the Board continued in executive session with Ms. Poppe present.

Mr. Wong was recalled and informed that the directors continued their discussion regarding matters reflected on the agenda, and with Ms. Poppe absent, the independent directors

PRIVILEGED AND CONFIDENTIAL

BOARD MEETING – December 15, 2021
PG&E CORPORATION

met in executive session to discuss various matters. There being no further business presented for action, on motion made and seconded, the meeting was adjourned at 2:30 p.m.

BRIAN M. WONG
Secretary

BOARD MEETING – December 15, 2021
PG&E CORPORATION

ATTACHMENT A

Resolution 1

BE IT RESOLVED that the 2022 annual meeting of shareholders of PG&E Corporation shall be held at ten o'clock a.m. on Thursday, May 19, 2022, at the San Ramon Valley Conference Center, 3301 Crow Canyon Road, San Ramon, California, with an opportunity for shareholders to attend by videoconference or other electronic communication; provided that the 2022 annual meeting of shareholders may, to the extent permitted by law, be held entirely by videoconference or other electronic communication in response to public safety or similar concerns; and

BE IT FURTHER RESOLVED that March 21, 2022 is hereby fixed as the record date for the determination of shareholders entitled to receive notice of and to vote at said annual meeting and at any adjournment thereof.

PRIVILEGED AND CONFIDENTIAL¹

BOARD MEETING – December 15, 2021
PACIFIC GAS AND ELECTRIC COMPANY

A regular meeting of the Board of Directors of Pacific Gas and Electric Company (Utility) was held at Le Meridien Hotel in San Francisco, California, on Wednesday, December 15, 2021 at 8:00 a.m. Pacific Time. The meeting was held concurrently with a meeting of the PG&E Corporation (Corporation and, together with the Utility, the Companies or PG&E) Board of Directors.

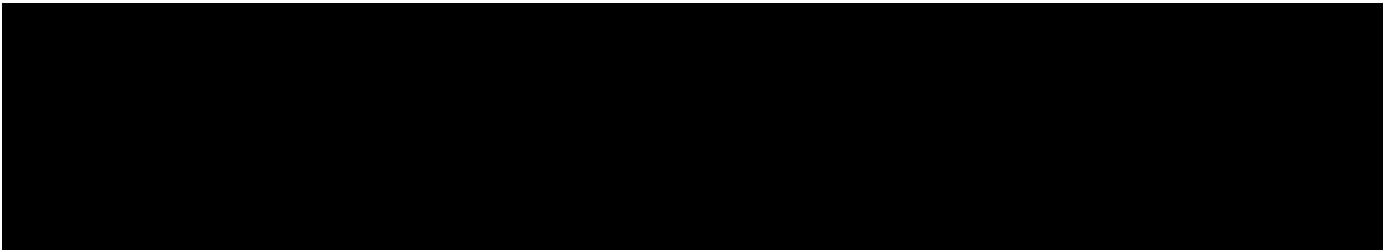
Present at the beginning of the meeting were directors Rajat Bahri, Cheryl F. Campbell, Kerry W. Cooper, Jessica L. Denecour, Mark E. Ferguson III, Robert C. Flexon, W. Craig Fugate, Arno L. Harris, Michael R. Niggli, Patricia K. Poppe, Dean L. Seavers, William L. Smith, and Adam L. Wright. Director Benjamin F. Wilson attended by telephone as permitted by the Utility's Bylaws. No director was absent.

Also present at Le Meridien at the beginning of the meeting Julius Cox, Christopher A. Foster, Jason M. Glickman, Carla J. Peterman, Marlene M. Santos, John R. Simon, Sumeet Singh, Ajay Waghay, Alejandro T. Vallejo, Andrew K. Williams, Brian M. Wong, Lisa J. Crawford, and Jenny Kan.

Quorum present, Mr. Flexon, Chair of the Board of the Corporation, presided as chair of the concurrent meeting. Mr. Wong served as secretary of the meeting.

Ms. Kan opened the meeting with brief remarks about meeting safety.

[THE FOLLOWING PARAGRAPH CONTAINS ATTORNEY-CLIENT PRIVILEGED AND CONFIDENTIAL INFORMATION.]



[END OF PRIVILEGED AND CONFIDENTIAL INFORMATION.]

At this point, Todd Filsinger of Filsinger Energy Partners entered the meeting.

Referring to materials that had been provided to the directors in advance of the meeting and that are included in the records of this Board ("Board materials"), Mr. Williams led a discussion on ergonomics and safe lifting techniques to prevent injuries.

¹ 

BOARD MEETING – December 15, 2021
PACIFIC GAS AND ELECTRIC COMPANY

Next, Ms. Poppe provided an overview of the year in review and 2022 focus areas, which are reflected in the Board materials. Mr. Singh, Mr. Wright, Mr. Glickman, Ms. Santos, Mr. Waghray, Mr. Cox, Ms. Peterman, and Mr. Foster each presented on key metrics, accomplishments, challenges, and 2022 priorities for their respective lines of business. The directors asked questions and discussed, among other things, wildfire risk prioritization, the Companies' culture-building initiatives, and COVID-19 impacts on customers and employees.

Following the discussion, Messrs. Filsinger and Vallejo left the meeting.

Referring to Board materials, Ms. Peterman, with the participation of Ms. Santos and Mr. Foster, presented on energy affordability. This included a summary of the CPUC's Affordability proceeding, utility programs for income-qualified customers, and share of wallet analysis. Directors asked questions, and a discussion ensued.

At this point, Christopher Benjamin entered the meeting.

Referring to Board materials, Ms. Peterman, with the participation of Mr. Glickman and Mr. Benjamin, led a discussion on the Utility's climate and environmental stewardship goals and how they tie into the Companies' True North Strategy. The directors asked questions and discussed, among other things, green hydrogen, demand response programs, and electric vehicle investments.

Mr. Benjamin was excused.

After a brief recess, Mr. Flexon called the meeting back to order. Mr. Simon provided a brief update to the Board on a hearing that had been set by the District Court.

Mr. Flexon next presented the following consent items for Boards: (i) resolutions setting the time and date of the Annual Meeting of Shareholders, and setting the record date for shares entitled to vote at the Annual Meeting, and (ii) the minutes of the prior meetings for the Boards' approval.

On motion made and seconded, the Board approved the resolutions regarding (i) the time and date of the Annual Meeting of Shareholders, and record date for shares entitled to vote at the Annual Meeting (see Resolution 1 in Appendix A), and (ii) the minutes of the Board meeting held on October 27, 2021, as presented.

Mr. Wilson, Chair of the Utility's Audit Committee, reported on the key topics discussed at the Committee's most recent meeting.

Mr. Ferguson, Chair of the Corporation's People and Compensation Committee, reported on the key topics discussed at the Committee's most recent meeting. He then led a

BOARD MEETING – December 15, 2021
PACIFIC GAS AND ELECTRIC COMPANY

discussion on the People and Compensation Committee’s recommendation that the Board approve changes to the Non-Employee Director (NED) compensation plan and the Corporate Governance Guidelines, as described in the Board materials. The directors discussed the proposed action.

On motion made and seconded, the Board approved the changes to NED compensation, as presented.

Mr. Seavers, Chair of the Corporation’s Finance and Innovation Committee, reported on the key topics discussed at the Committee’s most recent meeting. He then led a discussion on the Finance and Innovation Committee’s recommendation that the Boards (i) concur with the capital expenditure budget in the 2022 Financial Performance Plan and (ii) approve additional expenditures and execution of the related agreements for the Butte County Rebuild – Phase 3 project. Mr. Seavers reviewed the background and reasons for the proposed actions. The directors asked questions, and a discussion ensued.

On motion made and seconded, the Board (i) concurred with the capital expenditure budgets in the 2022 Financial Performance Plan, and (ii) approved additional expenditures and execution of the related agreements for the Butte County rebuild, as presented.

Ms. Denecour, Chair of the Corporation’s Sustainability and Governance Committee, reported on the key topics discussed at the Committee’s most recent meeting, including an update on the search for a new Board member. She reported that, among other matters, the Committee reviewed and agreed to recommend that the Boards (i) approve the director skills matrix and (ii) Board leadership structure. Ms. Denecour invited questions and discussion on these recommendations.

On motion made and seconded, the Boards approved (i) the director skills matrix and (ii) Board leadership structure.

Ms. Campbell, Chair of the Utility’s Safety and Nuclear Oversight (SNO) Committee, presented the Committee’s third quarter 2021 report to the Boards on the Utility’s progress against its 2021 Wildfire Mitigation Plan. This included a discussion of Board materials.

At this point, Mr. Wright, Mr. Cox, Mr. Foster, Ms. Peterman, Ms. Santos, Mr. Simon, Mr. Singh, Mr. Waghay, Mr. Williams, Ms. Crawford, Mr. Wong, and Ms. Kan left the meeting, and the Board continued in executive session with Ms. Poppe present.

Mr. Wong was recalled and informed that the directors continued their discussion regarding matters reflected on the agenda, and with Ms. Poppe absent, the independent directors

PRIVILEGED AND CONFIDENTIAL

BOARD MEETING – December 15, 2021
PACIFIC GAS AND ELECTRIC COMPANY

met in executive session to discuss various matters. There being no further business presented for action, on motion made and seconded, the meeting was adjourned at 2:30 p.m.

BRIAN M. WONG
Secretary

BOARD MEETING – December 15, 2021
PACIFIC GAS AND ELECTRIC COMPANY

ATTACHMENT A

Resolution 1

BE IT RESOLVED that the 2022 annual meeting of shareholders of Pacific Gas and Electric Company shall be held at ten o'clock a.m. on Thursday, May 19, 2022, at the San Ramon Valley Conference Center, 3301 Crow Canyon Road, San Ramon, California, with an opportunity for shareholders to attend by videoconference or other electronic communication; provided that the 2022 annual meeting of shareholders may, to the extent permitted by law, be held entirely by videoconference or other electronic communication in response to public safety or similar concerns; and

BE IT FURTHER RESOLVED that March 21, 2022 is hereby fixed as the record date for the determination of shareholders entitled to receive notice of and to vote at said annual meeting and at any adjournment thereof.

PEOPLE AND COMPENSATION COMMITTEE OF THE
BOARD OF DIRECTORS OF PG&E CORPORATION

January 13, 2022

A video conference meeting of the People and Compensation Committee of the Board of Directors of PG&E Corporation (Corporation) was held on Thursday, January 13, 2022, at 8:00 a.m. Pacific time. The meeting was held concurrently with a meeting of the Corporation and the Pacific Gas and Electric Company (Utility) (together with the Corporation, the Companies or PG&E) Board of Directors.

Committee members Kerry W. Cooper, Mark E. Ferguson III, Michael R. Niggli, and Dean L. Seavers participated by video conference, as permitted by the Corporation's Bylaws.

Also participating by video conference were directors Cheryl F. Campbell, Jessica L. Denecour, Robert C. Flexon, W. Craig Fugate, Arno L. Harris, Patricia K. Poppe, William L. Smith, Benjamin F. Wilson, and Adam L. Wright. Director Rajat Bahri was absent.

Also participating by video conference at the beginning of the meeting were Julius Cox, John R. Simon, Peter Kostiw, Lisa Laanisto, Frances S. Chang, J. Ellen Conti, and Sujata Pagedar, along with Matthew Isakson and Tom McNeill of Meridian Compensation Partners LLC.

Quorum present, Mr. Ferguson, Chair of the Committee, presided as Chair of the concurrent meeting. Ms. Conti served as secretary of the meeting.

Ms. Conti opened the meeting with brief remarks about meeting safety.

Referring to the meeting materials that had been provided to the Committee in advance of the meeting and that are included in the records of this Committee, Mr. Cox led a discussion on the proposed election of four new vice presidents to the Utility, as well as the promotion of an existing Utility vice president. Mr. Cox described actions taken to realign PG&E Corporation and the Utility leadership based on functional activities, and to redesign the organization to support this realignment of operations. The directors asked questions, including questions about the organizational design, and a discussion ensued.

On motion made and seconded, the People and Compensation Committee recommended for approval by the Utility Board the election of the following officers at the Utility, (1) Mr. Jason R. Regan, Vice President, System Inspections, (2) Ms. Angie M. Gibson, Vice President, Emergency Preparedness and Response, (3) Ms. Meredith E. Allen, Vice President, Regulatory Affairs, (4) Ms. Brooke A. Reilly, Vice President and Chief Procurement Officer, and (5) the promotion of Mr. Peter Kenny to Senior Vice President, Vegetation Management & System Inspections, all on the terms as presented to the Committee. The People

PEOPLE AND COMPENSATION COMMITTEE MEETING
PG&E CORPORATION – JANUARY 13, 2022

and Compensation Committee also recommended approval of compensation for Mr. Kenny, related to and contingent upon his proposed promotion by the Utility Board.

At this point in the concurrent meeting, Mr. Seavers, Chair of the Utility Board, called for a motion so to approve. On motion made and seconded, and based on the recommendation of the People and Compensation Committee, the Utility Board approved the election of the four Utility Vice Presidents, and the promotion of the Utility Senior Vice President, as presented.

There being no further business presented for action, on motion made and seconded, the meeting was adjourned at 8:30 a.m.

J. ELLEN CONTI
Secretary

PRIVILEGED AND CONFIDENTIAL

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE OF THE
BOARD OF DIRECTORS OF PG&E CORPORATION

January 13, 2022

A videoconference of the Safety and Nuclear Oversight (SNO) Committee of the Board of Directors of PG&E Corporation (Corporation) was held at 8:30 a.m. Pacific Time on Thursday, January 13, 2022. The meeting was held concurrently with meetings of the Pacific Gas and Electric Company (Utility and, together with the Corporation, the Companies) SNO Committee and the Corporation People and Compensation Committee.

SNO Committee members Cheryl F. Campbell, Jessica L. Denecour, W. Craig Fugate, Mark E. Ferguson III, Michael R. Niggli, and William L. Smith attended by video conference, as permitted by the Corporation's Bylaws.

Also participating by video at the beginning of the meeting were directors Kerry W. Cooper, Robert C. Flexon, Arno L. Harris, Dean L. Seavers, and Benjamin F. Wilson, as well as Patricia K. Poppe, Julius Cox, Christopher A. Foster, Jason M. Glickman, Marlene M. Santos, John R. Simon, Adam L. Wright, Sumeet Singh, Peter Kostiw, William V. Manheim, Lisa E. Laanisto, Frances S. Chang, J. Ellen Conti, Sujata Pagedar, along with Tom McNeill and Matthew Isakson of Meridien Compensation Partners LLC, and Charles J. Kalil II and Christopher W. Keegan and of Kirkland and Ellis LLP.

Quorum present, Mr. Ferguson, Chair of the People and Compensation Committee, presided over the meeting. Ms. Conti served as secretary of the meeting and provided a brief safety message at the beginning of the meeting.

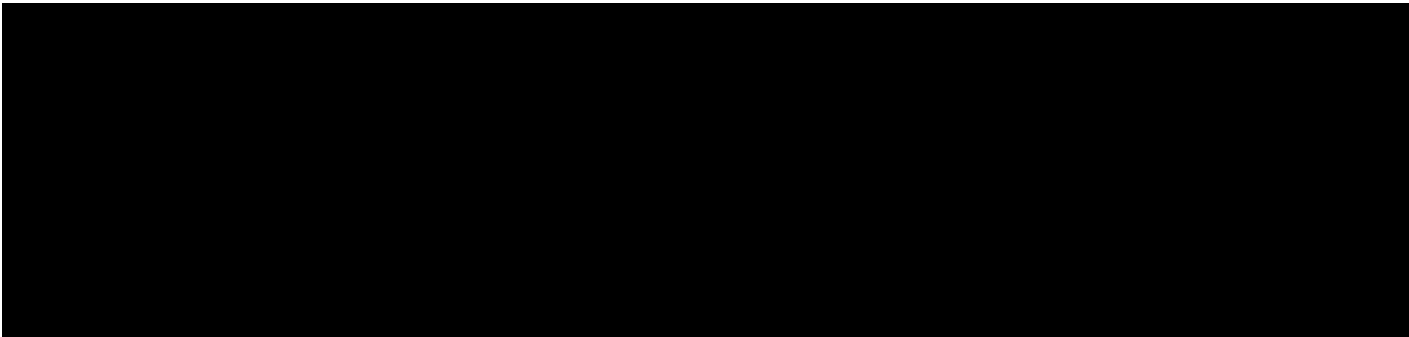
Mr. Cox, referring to the materials that were provided to the Committees in advance of the meeting ("Committee materials") and that are included in the records of the meeting, opened the meeting with a discussion about the Companies' proposed metric targets for the 2022 Short-Term Incentive Plan (STIP) and the 2022 awards to be granted under the Long-Term Incentive Plan (LTIP). The SNO Committee members advised the People and Compensation Committee members on the metric targets being proposed, and the People and Compensation Committee members agreed to consider the SNO Committee members' feedback in further evaluations of the 2022 STIP Plan and the 2022 awards under the LTIP.

Mr. Cox and other members of management discussed the proposed metric targets and the Companies' desire for metrics that are outcome-based with a high standard of auditability, promote continuous improvement from prior years, and align with the enterprise purpose and strategic priorities. The Committees' members asked questions and discussed various aspects of the presentation, including questions about affordability, serious injuries and fatalities, customers experiencing major interruptions, and system hardening in high-risk areas.

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE
BOARD OF DIRECTORS OF PG&E CORPORATION

Messrs. Foster, Glickman, Wright, Singh, McNeill, Isakson, Kalil, Keegan, and Ms. Santos and Ms. Chang were excused, and the meeting went into executive session, with directors Kerry W. Cooper, Robert C. Flexon, Arno L. Harris, Dean L. Seavers, and Benjamin F. Wilson, as well as Ms. Poppe, Mr. Cox, Mr. Simon, Mr. Kostiw, Mr. Manheim, Ms. Laanisto, Ms. Conti, and Ms. Pagedar present. Mr. Brad Brian and Mr. Henry Weissmann of Munger, Tolles & Olson LLP joined the meeting at this point.

[THE FOLLOWING PARAGRAPH CONTAINS ATTORNEY-CLIENT PRIVILEGED AND CONFIDENTIAL INFORMATION.]



[END OF PRIVILEGED AND CONFIDENTIAL INFORMATION.]

The Committee members agreed that no additional executive session was needed.

There being no further business presented for action, on motion made and seconded, the meeting was adjourned at 10:00 a.m.

J. ELLEN CONTI
Secretary

PRIVILEGED AND CONFIDENTIAL

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE OF THE
BOARD OF DIRECTORS OF PACIFIC GAS AND ELECTRIC COMPANY

January 13, 2022

A videoconference of the Safety and Nuclear Oversight (SNO) Committee of the Board of Directors of Pacific Gas and Electric Company (Utility) was held at 8:30 a.m. Pacific Time on Thursday, January 13, 2022. The meeting was held concurrently with meetings of the PG&E Corporation (Corporation and, together with the Utility, the Companies) SNO Committee and the Corporation People and Compensation Committee.

SNO Committee members Cheryl F. Campbell, Jessica L. Denecour, W. Craig Fugate, Mark E. Ferguson III, Michael R. Niggli, and William L. Smith attended by video conference, as permitted by the Utility's Bylaws.

Also participating by video at the beginning of the meeting were directors Kerry W. Cooper, Robert C. Flexon, Arno L. Harris, Dean L. Seavers, and Benjamin F. Wilson, as well as Patricia K. Poppe, Julius Cox, Christopher A. Foster, Jason M. Glickman, Marlene M. Santos, John R. Simon, Adam L. Wright, Sumeet Singh, Peter Kostiw, William V. Manheim, Lisa E. Laanisto, Frances S. Chang, J. Ellen Conti, Sujata Pagedar, along with Tom McNeill and Matthew Isakson of Meridien Compensation Partners LLC, and Charles J. Kalil II and Christopher W. Keegan and of Kirkland and Ellis LLP.

Quorum present, Mr. Ferguson, Chair of the People and Compensation Committee, presided over the meeting. Ms. Conti served as secretary of the meeting and provided a brief safety message at the beginning of the meeting.

Mr. Cox, referring to the materials that were provided to the Committees in advance of the meeting ("Committee materials") and that are included in the records of the meeting, opened the meeting with a discussion about the Companies' proposed metric targets for the 2022 Short-Term Incentive Plan (STIP) and the 2022 awards to be granted under the Long-Term Incentive Plan (LTIP). The SNO Committee members advised the People and Compensation Committee members on the metric targets being proposed, and the People and Compensation Committee members agreed to consider the SNO Committee members' feedback in further evaluations of the 2022 STIP Plan and the 2022 awards under the LTIP.

Mr. Cox and other members of management discussed the proposed metric targets and the Companies' desire for metrics that are outcome-based with a high standard of auditability, promote continuous improvement from prior years, and align with the enterprise purpose and strategic priorities. The Committees' members asked questions and discussed various aspects of the presentation, including questions about affordability, serious injuries and fatalities, customers experiencing major interruptions, and system hardening in high-risk areas.

SAFETY AND NUCLEAR OVERSIGHT COMMITTEE -
PACIFIC GAS AND ELECTRIC COMPANY – December 14, 2021

Messrs. Foster, Glickman, Wright, Singh, McNeill, Isakson, Kalil, Keegan, and Ms. Santos and Ms. Chang were excused, and the meeting went into executive session, with directors Kerry W. Cooper, Robert C. Flexon, Arno L. Harris, Dean L. Seavers, and Benjamin F. Wilson, as well as Ms. Poppe, Mr. Cox, Mr. Simon, Mr. Kostiw, Mr. Manheim, Ms. Laanisto, Ms. Conti, and Ms. Pagedar present. Mr. Brad Brian and Mr. Henry Weissmann of Munger, Tolles & Olson LLP joined the meeting at this point.

[THE FOLLOWING PARAGRAPH CONTAINS ATTORNEY-CLIENT PRIVILEGED AND CONFIDENTIAL INFORMATION.]

[END OF PRIVILEGED AND CONFIDENTIAL INFORMATION.]

The Committee members agreed that no additional executive session was needed.

There being no further business presented for action, on motion made and seconded, the meeting was adjourned at 10:00 a.m.

J. ELLEN CONTI
Secretary