



VOLUNTARY RETIREMENT ENHANCEMENT PROGRAM LETTER AGREEMENT

This Letter of Agreement ("Agreement") is an agreement between the Southern California Gas Company ("Company") and the Utility Workers Union of America, AFL-CIO, and International Chemical Workers Union Council, UFCW - (collectively the "Union"). The Company and the Union agree to offer represented employees a Voluntary Retirement Enhancement Program ("VREP") based on the conditions outlined below.

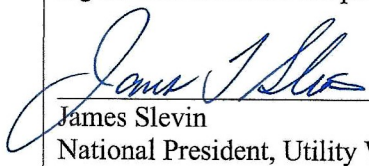
The VREP will be offered to all represented employees who are retirement eligible and at least 55 years of age, with a minimum of fifteen years of completed service, or at least 65 with 5 years of service.

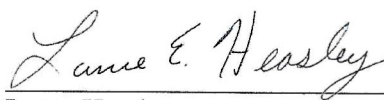
All employees who would like to elect the VREP must submit their request to the Company during the enrollment period, scheduled to begin on April 7, 2025, and close on May 23, 2025. Those employees approved for the VREP will be notified by May 30, 2025. All retirements under the program will be effective July 1, 2025. All separations under the program will be effective June 30, 2025. This agreement is contingent on successful ratification of the Comprehensive Tentative Agreement and the above dates are subject to change relative to ratification notification.

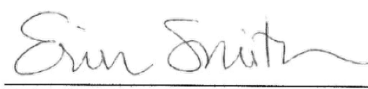
The Company will provide a post-retirement benefit called a Healthcare Reimbursement Account (HRA) for each employee who retires under the VREP. The Company will credit a recordkeeping account for each HRA with a one-time amount of \$100,000. The HRA provides a tax-free benefit for out-of-pocket health-related expenses such as medical and Medicare premiums, pharmaceutical, and medical costs during retirement. Those who accept and are approved for the VREP must sign a General Release and Waiver.

The proposed offer is voluntary, and any employee approved for this VREP will not be eligible for any benefits under Article VII (Seniority in Layoff) of the Collective Bargaining Agreement (CBA).

All parties agree that the terms of this Agreement are limited to the facts herein, and nothing in this Agreement modifies the party's CBA.

 2-28-2025
James Slevin Date
National President, Utility Workers Union of America, AFL-CIO

 02/27/2025
Lance Heasley Date
National President- International Chemical Workers Union Council, UFCW

 2/28/2025
Erin Smith Date
SVP Chief Talent, Culture & Operations Support Officer