



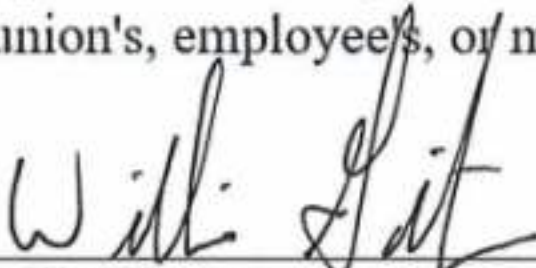
*DE-COUPLE UHC MEDICARE  
ADVANTAGE AND PRESCRIPTION  
DRUG RETIREE HEALTH  
AGREEMENT*


This Letter of Agreement (“Agreement”) is entered into between the Southern California Gas Company (“Company”) and the Utility Workers Union of America, AFL-CIO, and the International Chemical Workers Union Council, UFCW (collectively, the “Union”). The Company and Union agree to the terms and conditions outlined in this Agreement.

With regard to Retiree Medical Benefits for Post Age-65 Retirees who retire on or after July 1, 2025 as outlined in Appendix F of the July 1, 2025 Agreement, the parties agree to de-couple retiree medical benefits and prescription benefits for Medicare-eligible retirees and covered dependents enrolled in one of our current UnitedHealthcare (UHC) Medicare Advantage plans who retire on or after July 1, 2025. This change is intended to mitigate the projected increase in costs for 2026, while maintaining the overall value of retiree health coverage.

1. Effective January 1, 2026, the UHC Medicare Advantage plans, as described in Appendix F of the July 1, 2025, Agreement, will be administered as separate medical and prescription drug components of the retiree health benefit and will be renamed accordingly.
2. The Company will maintain UHC as the medical plan carrier, resulting in no impact to medical benefits and design.
3. The Company will engage Express Scripts as the prescription drug carrier, resulting in minimal impact to pharmacy benefits and no change in plan design.
4. The Company agrees to extend the extra \$50 per month defined dollar benefit (DDB) provided in 2025 to certain eligible retirees for 2026. Eligible retirees include those enrolled in UHC plans under a DDB cost structure. The extra \$50 per month is per retiree for all coverage tiers.
5. Current cost sharing ratios are not changed by this Agreement. The Company will in good faith provide notice to the Union of any material increases to health insurance rates as soon as practical after receipt of notice from the pertinent plan provider.

All parties agree that the terms of this Agreement are limited to the facts herein. All parties further agree that nothing in this Agreement modifies, in any way, any provisions of the parties' CBA, or union's, employees, or management's rights other than as specifically addressed in this Agreement.

  
 Bill Gilbertson 8/25/25  
 Chair, Joint Steering Committee Date

  
 David Cameron 8/25/2025  
 Manager- Labor Relations, SoCalGas Date