



## DIVERSITY, EQUITY & INCLUSION REPORT

# Executive Summary

Our company's core values of Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy (our term for teamwork) drive everything we do. We believe everyone has a right to be treated with dignity, fairness, and respect — and everyone has a duty to treat others the same way. That requires faithfulness to diversity, equity, and inclusion. An intentional focus on DE&I also can create a competitive advantage, by deepening our understanding of all customers' perspectives, allowing us to reflect the values and contributions of our communities, and making us more responsive and innovative. In short, pursuing DE&I is both the right thing to do and good for business. Hence, we are building a culture of DE&I not only for our employees and the communities we serve, but in partnership with them. DE&I is integrated into all aspects of our corporate strategy.

## Our Progress

We understand growing in DE&I is a journey — a marathon, not a sprint. Some of our notable DE&I accomplishments in 2021 include:

- As part of our HBCU Promise<sup>SM</sup>, contributing \$5.3 million to HBCUs (out of a six-year, \$25 million commitment) and continuing a series of conversations with leaders at HBCUs.
- Spending \$1 billion with diverse suppliers — a 24.5% increase over the previous year.
- Joining the National Hispanic Corporate Council, laying the groundwork for a new partnership with the Hispanic Association of Colleges and Universities, and expanding our partnership with the Society of Hispanic Professional Engineers by joining its Industry Partnership Council and increasing the posting of company job openings on the SHPE career site.
- Updating our processes for requesting accessibility and disability accommodations to ensure that all candidate and employee needs are met.
- Expanding family care benefits, adding subsidized back-up child and elder care, a milk shipping service so nursing mothers who travel for work can ship breast milk home, and “bump boxes” that provide expecting or adopting parents helpful support items such as a parenting book, clothing, and toiletries.

## By the Numbers

Dominion Energy reports workforce representation numbers to comply with federal requirements, to track our progress, and to find opportunities for growth.

- In 2021, we increased diverse hiring 6.8 percentage points, from 50.7% to 57.5%, and increased diverse workforce representation to 35.5%.
- We are committed to increasing diverse workforce representation to reach 40% by 2026, and we are on track to achieve that goal.
- Diverse hiring in 2021 grew:
  - 4.4% for Blacks
  - 3.5% for Women
  - 0.8% for Other
  - 0.6% for Hispanic or Latinos
  - 0.2% for Asians

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## Our People

The company's employees are its most valuable assets. Nothing happens without them. We have programs and policies in place to increase diverse hiring and strengthen our culture of equity and inclusion. Our strategy takes a multi-faceted approach to build a stronger DE&I culture at every level, so employees can bring their whole selves to work each day.

- We have eight ERGs focused on employees, communities, business, and recruiting:
  - African American
  - Asian Pacific Islander
  - Disability
  - LGBTQ+
  - Hispanic or Latinos
  - Veterans
  - Women
  - Young Professionals
- In 2021 the DE&I requirement for our annual incentive program (AIP) included allyship training for leaders, leader-led conversations about inclusion and respect for individual contributors, and a supplier-diversity spending goal. Over 95% of leaders and employees met those requirements in 2021.
- We added a permanent personal holiday for all employees to commemorate Juneteenth.
- Our Careers in Energy Diversity Student Conference provides a unique path for us to identify diverse students to compete for internships.

## Our Communities

We are committed to supporting and respecting all communities — whether those communities are distinguished by geography, economics, race/ethnicity, gender, or some other attribute.

### 2021 highlights:

- We made it a point to ensure that our giving furthered the cause of DE&I. We contributed \$11.4 million to organizations that do the work of DE&I — a total that includes \$5.3 million for the HBCU Promise<sup>SM</sup> and \$530,000 in Education Equity Scholarships.
- We contributed \$50,000 to the College of Charleston's "Call Me MISTER" program, which is designed to address the shortage of African American male teachers; \$25,000 to an environmental-justice project in Richmond, Virginia; and \$25,000 to an effort to help black-owned businesses recover from the pandemic in Charleston, South Carolina.
- We launched the Musical Pathway enrichment program in Cleveland, Ohio, to support Black and Hispanic/Latino musicians in middle and high schools by providing free private lessons, ensemble training, music theory, and more — creating a pipeline to recruit more Black and Hispanic/Latino students into classical college-level studies and potential careers in the field.
- We held hiring roundtables for underrepresented communities near our Coastal Virginia Offshore Wind commercial project.

## Our Partners

Real commitment to DE&I involves making sure we conduct our core business in a way that is inclusive. We're working hard to expand the number of small, local, and diverse companies we look to for the goods and services we rely on.

- In 2021 we spent \$1 billion with diverse suppliers — a 24.5% increase over the previous year.
- We ask our prime, non-diverse suppliers to award a minimum of 20% of their subcontracts to diverse suppliers.