

POWER THROUGH PEOPLE:
**Our Journey
Continues**





Our Progress

Every Day, We Strive To Do Better Than Yesterday

Our People

We Value Colleagues Not Just For What They Do, But For Who They Are

Our Communities

We Help Agents of Change Have Greater Impact



Our Partners

Inclusive Supply-Chain Practices Strengthen Our Communities

“I’m very passionate about diversity, equity, and inclusion, and I’m grateful to work for a company that is, too. Dominion Energy takes DE&I seriously because it truly believes in those values. Yes, DE&I is good for business, but the company genuinely cares about all its employees and treasures them for who they are as people first. At Dominion Energy, we embrace individuals with different backgrounds, perspectives, cultures, and personal traits. They are not just accepted, they’re applauded. I find that extremely validating — and I know others do, too.”

Maria Pia Tamburri
VICE PRESIDENT-DE&I AND EMPLOYEE ENGAGEMENT





Message from Leadership

Letter from the CEO

Dominion Energy is committed to its corporate purpose of safely delivering reliable, affordable, and sustainable energy to our customers, while operating as an employer of choice and creating value for our shareholders. Diversity, equity, and inclusion are essential to fulfilling that purpose. They inform our vision of becoming the most sustainable energy company in the country.

As a values-driven company with a strong emphasis on ethics and teamwork, we believe fostering Diversity, Equity, and Inclusion (DE&I) has intrinsic value: Everyone has a right to be treated with dignity, fairness, and respect — and everyone has a duty to treat others the same way.

As a company that counts excellence among our core values, we believe fostering DE&I has value in driving our business, as well. Companies with a sharp focus on DE&I are generally more nimble, more innovative, and more successful. They see around corners and better serve their customers. Focus on DE&I gives a clear competitive advantage to companies that take it seriously. Dominion Energy does. We believe actions speak louder. We infuse DE&I into our culture — from the individual-contributor level all the way up to our Board of Directors — through clear goals and specific plans to achieve them, including incentives to encourage strong execution. While we still have more to accomplish, I am proud of how far that approach has taken us.



Letter from the CEO

This report documents that progress, highlighting our efforts in 2021 and the opportunities that remain. And while numbers do not tell the whole story, they can offer insight. Here are some of our salient figures for 2021:

- We continued to work towards achieving the goal, set in 2020, to reach 40% diverse workforce representation by the end of 2026. For 2020 and 2021 combined, we increased diverse workforce representation 2.2 percentage points to 35.5%.
- We increased workforce representation in every diverse demographic and increased promotions and leadership representation in nearly every diverse demographic.
- We achieved a 57.5% diverse hiring rate⁹ in 2021.
- We spent \$1 billion with diverse suppliers — an increase of 24.5% over the previous year.

We foster DE&I in other ways, including our Environmental Justice (EJ) policy; our pursuit of a Just Transition to ensure workers in legacy operations are not left behind; our Rural Broadband ProgramSM; our customer assistance and philanthropic efforts; and more.

As always, we solicit input from our stakeholders and consider their perspectives. Doing so is crucial to our long-term success. It's about putting our values into action. It's about honoring the inherent value of every person. It's about being willing to learn and being a force for good in the world. Delivering the energy people and communities need to flourish is a start. How we deliver that energy also matters. So do the actions we take beyond our core mission to make a difference in our communities, in our country, and in the world.

Sometimes we fall short. Pretending otherwise would be wrong. And we know DE&I is a daily discipline, not a box to check off and forget. The point is that we are willing to learn, to grow, and to improve. We strive to make progress, note the areas where we can do better, and then find ways to make that happen.

We have come a long way. We intend to go further.

Thank you,

Robert M. Blue

Chair, President, and Chief Executive Officer





Message from Leadership

Our Journey Continues

We're nurturing a culture where everyone feels valued for who they are — where differences are celebrated, each of us belongs, and everyone is empowered to be the best version of themselves, so we can all move forward together.

Values-Based Culture

Achieving diversity, equity, and inclusion requires intentional action. At Dominion Energy, we cultivate them through company norms, policies, practices, and training.

Our company's five core values — Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy — depend on, and reinforce, DE&I. We count on employees to coach and hold one another accountable on safety, which is much more likely to happen when there is an inclusive company culture. Ethics involves treating people as they should be treated, which requires fidelity to the principles of DE&I. Excellence is more likely when we welcome the best ideas from everyone — promoting innovation and improving how we understand and serve our communities. Advancing DE&I requires individual and cultural growth, which involves embracing change. And true teamwork happens only in conditions of genuine inclusiveness.

These values intersect with DE&I in another way. Reinforcing organizational standards encourages everyone to participate and speak up. When employees feel comfortable bringing their authentic selves to work — when they feel *a part of*, rather than *apart from* — they are far more likely to raise a safety or ethics concern, insist there's a better way, suggest a new idea, and support one another. Employees who second-guess themselves and their place within the company are more likely to remain silent.



Our Journey Continues

That's one reason new employees receive instruction about DE&I starting at their new-hire orientation, with information about our DE&I commitment. Dominion Energy has a clear DE&I strategy, an Executive Diversity Council, as well as Diversity Councils within each operating segment. Our Annual Incentive Plan, or AIP, includes a DE&I component. Leaders conduct sessions on inclusion and respect in the workplace. And our Employee Resource Groups (ERGs) provide opportunities for employees with shared life experiences to support one another and increase understanding through activities such as heritage festivals celebrating the experiences, traditions, performances, and foods from other cultures.

While our DE&I culture percolates up through the organization, all of it receives oversight from our CEO and Board of Directors. Ultimately, developing our DE&I culture is a collective endeavor, carried out in the true spirit of One Dominion Energy.



Strategy

Our vision is to be the most sustainable energy company in the country. Our commitment to environmental stewardship and to achieving net zero carbon and methane emissions across our operations by 2050 makes up an important part of achieving this vision. But we view sustainability more broadly. To us, it includes community vitality, social justice, safety, workforce development, and DE&I. These are the areas in which we must excel, and the stakeholder needs we must satisfy, in order to support the company's long-term viability — for our customers, employees, and investors.

As we pursue that vision, and as we carry out our core mission, we highlight sustainability by focusing on our work taking place across five pillars:

- Delivering safe, reliable, affordable, sustainable energy;
- Protecting the environment;
- Serving customers and communities;
- Empowering our people; and
- Creating shareholder value.

For reasons explained below, we consider DE&I essential to strategic execution of all these pillars.

The Business Case

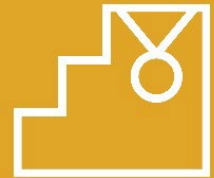
DE&I is a core part of our long-term strategy for success. It enables us to better serve our customers, communities, and stakeholders. Drawing on the broadest possible candidate pool to find top-tier talent makes us a stronger, more agile company — and a more innovative one, too.

For example, the 2021 winner of our Chairman's Excellence Award for innovation was a proposal to use solar farms at night to help regulate voltage on the grid. This innovation advances sustainability by making more efficient use of solar farms and keeping customers' bills affordable by saving millions of dollars. The diverse team that developed the idea was led by engineer Lindsey Wildman. The team "included individuals in various business units across the company," Lindsey says. "Having a group of people with diverse backgrounds and experiences working on a project resulted in better planning, decision-making, and results. We would not have been so successful without the diverse team!"

We also find DE&I brings other benefits, including a deeper understanding of our customers and communities. This leads to better insights into challenges and opportunities; better recruitment, as candidates see proof of our commitment to DE&I in our increasingly diverse workforce; and better employee retention that comes from a sense of belonging.

Research consistently shows this is true at other companies as well: Higher levels of diversity correlate with greater innovation and better financial performance. In an era of rapid change, DE&I is not just the right thing to do — it is a business imperative.

CHAIRMAN'S
EXCELLENCE
AWARDS 2021





Our Progress
Overview

Our company has made strides on diversity, equity, and inclusion, but we know we have more to do. As society's understanding of DE&I evolves, so does our understanding. Our goal is always to do better today than we did the day before.

In 2021, our company continued to deepen its dedication to diversity, equity, and inclusion. We adopted new policies to enhance DE&I. We continued the internal dialogue about DE&I that has enabled employees to educate and learn from one another. We carried our DE&I commitment into the communities we serve. We improved diverse hiring and workforce representation. And we published our first public report solely focused on DE&I.

We continue to be recognized for the progress we are making. Among other things, we were recognized again as one of the best employers for women and for diversity (by *Forbes*); received a perfect score on the Corporate Equality Index and were named one of the best places to work for LGBTQ+ Equality by the Human Rights Campaign; were recognized for Excellence in Workplace Diversity and Inclusion by the South Carolina Chamber of Commerce; and were honored as one of two national corporations of the year by the Carolinas-Virginia Minority Supplier Development Council.

While we do not champion DE&I for the accolades, we appreciate the honors as validation that our efforts are producing tangible benefits.



EMPLOYEE SPOTLIGHT

Regina J. Elbert
Senior Vice President—Human Resources



A native of Richmond, Virginia, Regina Elbert grew up thinking she wanted to be an engineer or a scientist — until she joined her high-school debate club, which led her instead to Harvard Law. She clerked for the Chief Justice of the Virginia Supreme Court before entering private practice and eventually joining Dominion Energy as an in-house attorney. Gina has held a variety of leadership positions at Dominion Energy. Now, as Senior Vice President—Human Resources, she is responsible for everything from employee compensation to talent acquisition and leadership development — and still finds time to volunteer for a host of worthy causes, including the YWCA of Richmond, the Richmond Forum, and Bon Secours Richmond Health System.

“A diverse workforce means that we can apply multiple perspectives to any situation,” Gina says. “My goal is for all of our employees to know that their unique voices are valued in support of our shared mission.”

EMPLOYEE SPOTLIGHT

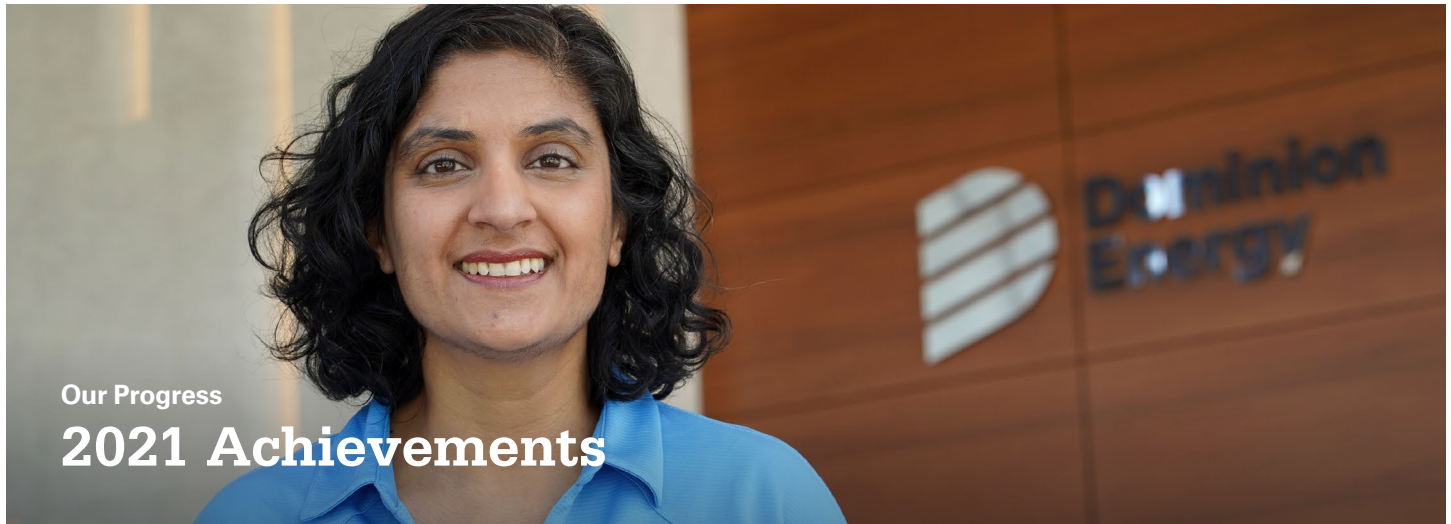
Maria Pia Tamburri
Vice President—DE&I and Employee Engagement



A native of Argentina, Maria Pia Tamburri came to the United States with her family when she was eight. She has worked in the White House as a director of specialty media in the administration of President George W. Bush and in Stuttgart, Germany, with the U.S. Africa Command. Today, as Vice President—Diversity, Equity, and Inclusion and Employee Engagement, she helps make Dominion Energy a place where people can do their best work by being their most authentic selves.

“I am passionate and truly believe in the work we’re doing around DE&I,” Maria Pia says. “DE&I is a journey, and I am honored to lead this effort at Dominion Energy. It’s very uplifting to come to work each day knowing you are making an impact.”





Our Progress

2021 Achievements

We're always looking — and listening — for ways to do better.



COVID-19 Vaccines

We offered a range of COVID-19 testing and vaccine solutions, including offering on-site vaccinations for thousands of employees, along with informational sessions with a medical expert, to reduce barriers to care.



“One Year Later”

In recognition of the nation's ongoing social-justice concerns, we have held a series of company conversations that supported racial justice and equity and that helped to move us toward greater awareness, education, and consequential activities. In 2021, we held an employee town hall to discuss the progress made since the first town hall, held in 2020.



A New Holiday

In 2021, we permanently added a new personal holiday, which employees can use in a way that is most meaningful to them, including observing Juneteenth.



New Goals

As part of our Annual Incentive Plan, we encouraged individual contributors to attend leader-led conversations about inclusion and respect in the workplace. We also required leaders to attend training on how to be an ally.



A New Milestone

We raised the bar for spending with diverse suppliers by far exceeding our goals, spending \$1 billion in 2021.



A Continued Promise

As part of our HBCU PromiseSM, we contributed \$5.3 million out of a six-year, \$25-million commitment. We continued a series of [conversations](#) with leaders at historically black colleges and universities, covering topics such as the wealth gap, the state of race relations a year after widespread protests in support of social justice, and the role of diversity in innovation.

2021 Achievements



New Benefits

We expanded 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 with helpful support items such as a parenting book, clothing, and toiletries.



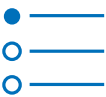
New Communications

We added messages about heritage months to our enterprise-wide company communications highlighting diverse employees and diverse partners.



New Partnerships

We joined the National Hispanic Corporate Council, laid the groundwork for a new partnership with the Hispanic Association of Colleges and Universities, and expanded our partnership with the Society of Hispanic Professional Engineers (SHPE) by joining its Industry Partnership Council and increasing the posting of company job openings on the SHPE career site.



New Observances

We added the ability to include faith-based holidays, observances, and heritage months that are culturally inclusive on employee Microsoft Outlook calendars. We symbolically lit up our downtown Richmond, Virginia, Thomas F. Farrell II Building for cultural observances, including Pride month, the Fourth of July, Christmas, Hannukah, Memorial Day, Veterans Day, and Earth Day.



New Accommodations

We updated our policy regarding accessibility and disability accommodation to ensure that all candidate and employee needs are met.



A New Podcast

The Diversity Council for our Services operating segment rolled out “DE Perspectives,” a podcast about DE&I. Each episode explored a variety of topics to help employees gain insight and awareness of the lives and careers of other employees and DE&I efforts companywide.



Our Progress

By the Numbers

Measuring our progress holds us accountable.

Our goal is to make sure we're not only on the right track but keeping a proper pace.

Overview

Dominion Energy reports workforce representation numbers to comply with federal requirements. But our view of diversity extends beyond federal reporting categories, and we define success more broadly.

In 2021, we improved in several areas:

- We increased diverse representation to 35.5% (up from 34.7% in 2020).
- We achieved a 57.5% diverse hiring rate (up from 50.7% in 2020).
- Minority hires increased from 32.3% in 2020 to 38.2%.
- Female hires increased from 30.5% in 2020 to 34.0%.

We do not include other underrepresented groups in our reported diversity metrics, but we consider them important markers of company diversity in the larger sense: Individuals with different life experiences bring different perspectives to the table, broadening our collective way of looking at the world and our understanding of how we can be of service to others. It is therefore worth noting that in 2021 average employee tenure and average age among employees remained level at 14 years and 45 years, respectively. Eighteen percent of our employees were veterans, and one percent were military spouses.

Reporting Methodology

As a large organization subject to the Office of Federal Contract Compliance Programs (OFCCP) regulations, Dominion Energy annually submits an EEO-1 Form. The company publicly discloses the EEO-1 data on our workforce demographics by race/ethnicity and gender.

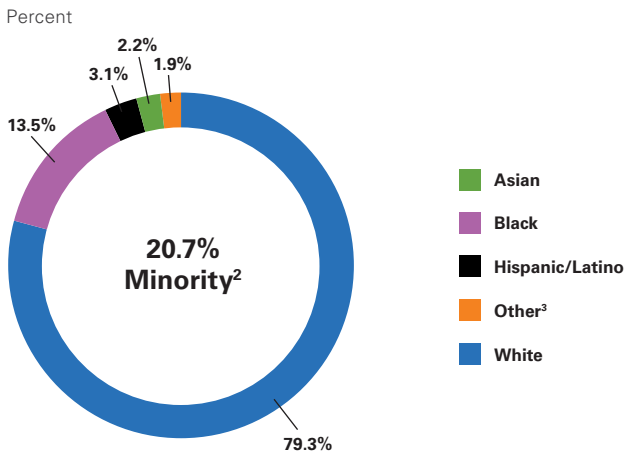
As required by the Equal Employment Opportunity Commission (EEOC), our EEO-1 data does not include an “undeclared” demographic status. To better align this voluntary DE&I report with the methodology required for our EEO-1 data and provide a fuller picture of our workforce diversity, this 2021 DE&I report does not use the “undeclared” status that was used in our 2020 DE&I report. Those employees who have chosen an “undeclared” status have been placed in a demographic category in accordance with the EEOC guidance applicable to our EEO-1 reporting.

By the Numbers

While we do not consider race or ethnicity, gender or any other demographics when making our final hiring decision, we do work extra hard to make sure the pool of talent we recruit from and consider for company roles is as reflective of the communities that we serve as possible. The improvements we have seen in our diverse hiring result from our purposeful outreach efforts to recruit the brightest and most diverse pools of candidates possible.

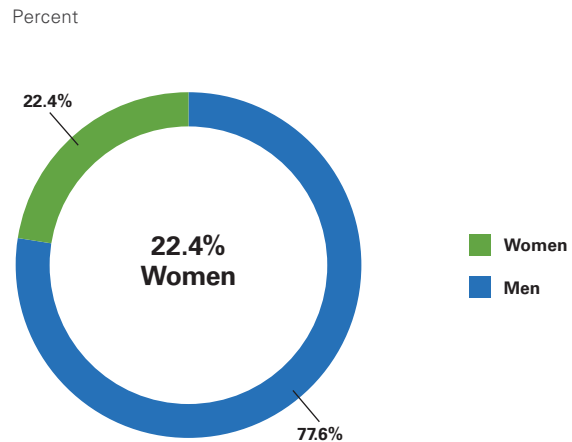
Workforce Representation

Total Workforce Representation¹ by Race/Ethnicity



Headcount data as of 12/31/2021

Total Workforce Representation¹ by Gender



Headcount data as of 12/31/2021

Workforce Representation¹

All Workforce	2020 Headcount (17,331 Employees)	2021 Headcount (17,387 Employees)	Labor Market Availability ⁴ (Local)	People Living in our Communities ⁵ (24 Million People)
Asian	2.1%	2.2%	3.0%	4.5%
Black	13.2%	13.5%	15.9%	19.9%
Hispanic/Latino	2.9%	3.1%	4.6%	8.8%
Other ³	1.8%	1.9%	2.1%	3.7%
White	80.0%	79.3%	74.4%	63.1%
Women	22.0%	22.4%	31.0%	50.9%
Men	78.0%	77.6%	69.0%	49.1%

Data as of 12/31 of specified year

By the Numbers

Leadership Representation⁶

Managers & Supervisors	2020 Headcount (2,255 Leaders)	2021 Headcount (2,273 Leaders)	Labor Market Availability⁴ (Local)	People Living in our Communities⁵ (24 Million People)
Asian	1.5%	1.5%	2.4%	4.5%
Black	9.2%	9.7%	11.6%	19.9%
Hispanic/Latino	2.0%	2.2%	3.8%	8.8%
Other³	1.3%	1.5%	1.9%	3.7%
White	86.0%	85.1%	80.3%	63.1%
Women	15.6%	15.8%	30.8%	50.9%
Men	84.4%	84.2%	69.2%	49.1%

Data as of 12/31 of specified year

Executive Representation⁷

Executives & Directors	2020 Headcount (321 Leaders)	2021 Headcount (318 Leaders)	Labor Market Availability⁴ (National)	People Living in our Communities⁵ (24 Million People)
Asian	2.5%	2.8%	5.0%	4.5%
Black	9.0%	10.4%	4.7%	19.9%
Hispanic/Latino	0.3%	0.3%	8.0%	8.8%
Other³	0.6%	0.9%	2.1%	3.7%
White	87.6%	85.6%	80.2%	63.1%
Women	27.7%	29.9%	27.4%	50.9%
Men	72.3%	70.1%	72.6%	49.1%

Data as of 12/31 of specified year

Diverse Hiring Trends by Race/Ethnicity & Gender

We have increased diverse hiring in most ethnic groups. To improve all aspects of our diverse hiring, we are engaging with outside organizations and enhancing internal efforts, such as our annual Careers in Energy Diversity Student Conference.

Diverse Hiring Trends by Race/Ethnicity & Gender

Total Hires⁸

Race	Gender	2020 (744 Total)	2021 (978 Total)	% Change (2020-2021)
Asian	Women	1.6%	1.3%	-0.3%
	Men	3.1%	3.6%	+0.5%
Black	Women	6.7%	9.0%	+2.3%
	Men	10.1%	12.2%	+2.1%
Hispanic/Latino	Women	2.6%	2.6%	0.0%
	Men	4.7%	5.3%	+0.6%
Other ³	Women	1.2%	1.9%	+0.7%
	Men	2.3%	2.4%	+0.1%
White	Women	18.4%	19.2%	+0.8%
	Men	49.3%	42.5%	-6.8%
Diverse Total		50.7%	57.5%	+6.8%
Non-Diverse Total		49.3%	42.5%	-6.8%

Data as of 1/1 – 12/31 of specified year

By the Numbers

Promotion Trends by Race/Ethnicity & Gender

We hire high-potential candidates and provide them with the training and opportunities to experience different areas of the business and move up the career ladder. As we continue to refine our approach to DE&I, we are exploring new ways to identify, train, and promote diverse employees.

Promotions Trends by Race/Ethnicity & Gender

Total Promotions¹⁰

Promotions	2020 (2,061 Total)	2021 (2,180 Total)	% Change (2020-2021)
Asian	1.5%	2.3%	+0.8%
Black	13.2%	13.0%	-0.2%
Hispanic/Latino	3.3%	5.0%	+1.7%
Other ³	2.0%	2.2%	+0.2%
White	80.0%	77.5%	-2.5%
Women	18.6%	24.1%	+5.5%
Men	81.4%	75.9%	-5.5%

Data as of 12/31 of specified year

By the Numbers

Separations¹¹

At 5.5%, our annual separation rate remained low and declined slightly (by 0.1%) in 2021. The Other race/ethnicity category and Hispanic or Latino employees saw the largest increases in separations from the company. Female employees also saw higher separation rates in 2021 than 2020.

Attrition Trends by Race/Ethnicity & Gender

Separation Rates¹²

Race/Ethnicity and Gender	2020 (966 Total)	2021 (948 Total)	% Change (2020-2021)
Asian	6.9%	6.2%	-0.7%
Black	6.8%	6.7%	-0.1%
Hispanic/Latino	6.8%	7.1%	+0.3%
Other ³	5.8%	6.9%	+1.1%
White	5.3%	5.1%	-0.2%
Women	6.0%	7.0%	+1.0%
Men	5.4%	5.0%	-0.4%
TOTAL	5.6%	5.5%	-0.1%

Data as of 1/1 - 12/31 of specified year

Voluntary Resignations

The company saw a 0.9 percentage-point increase in voluntary resignations, from 1.9% in 2020 to 2.8% in 2021. In 2021, the nation saw a record number of workers quit their jobs in what has become known as the “great resignation.” This phenomenon affected our company as well, as voluntary resignation rates rose in every demographic category. Generally speaking, voluntary resignation rates for diverse employees were higher among those with fewer years at the company, and younger employees.

Attrition Trends by Race/Ethnicity & Gender

Voluntary Resignation Rates^{13,14}

Race/Ethnicity and Gender	2020 (325 Total)	2021 (487 Total)	% Change (2020-2021)
Asian	3.6%	5.4%	+1.8%
Black	2.7%	3.9%	+1.2%
Hispanic/Latino	4.2%	5.6%	+1.4%
Other ³	2.3%	3.6%	+1.3%
White	1.6%	2.4%	+0.8%
Women	2.6%	4.1%	+1.5%
Men	1.7%	2.4%	+0.7%
TOTAL	1.9%	2.8%	+0.9%

Data as of 1/1 - 12/31 of specified year

It’s important to listen to employees even after they decide to leave the company. We ask voluntarily resigning employees to fill out an exit survey. In 2021, we launched a revamped exit survey process by fine-tuning survey questions, automating the distribution of exit surveys, and offering incentives for completion. These steps substantially raised the participation rate to 50%.

We also conducted focus groups with the help of Kincentric (a human-capital development company) and interviewed current employees to sharpen our retention strategies.



Our People

Our Culture of Inclusion

We're committed to taking good care of what we value most: our people.

We want everyone to feel comfortable bringing their whole, authentic selves to work so they can stretch their talents and abilities and grow to their full potential.

Our DE&I Strategy

Dominion Energy's strategy takes a multi-faceted approach to build a stronger DE&I culture at every level of the company. That begins with an Executive Diversity Council established in the early 2000s. The Executive Diversity Council designs and implements the company's DE&I strategy and objectives; establishes and reviews company-wide diversity programs, policies, and initiatives; monitors company performance; and serves as Executive Sponsors for Diversity Councils and Employee Resource Groups, or ERGs. Diversity Councils at the operating segment level review alignment with the corporate DE&I strategy and make recommendations to enhance the company's efforts.

The company's Board of Directors oversees all these efforts, and its Sustainability and Corporate Responsibility Committee and Compensation, Talent and Development Committee provide additional scrutiny to ensure that DE&I efforts align with overall strategy.



Our Culture of Inclusion

To raise our performance even further, we incorporated DE&I goals in our Annual Incentive Plan (AIP) for both leaders and individual contributors. In recent years, the DE&I requirement for the AIP has included sexual-harassment training, leader-led training on discrimination in the workplace, supplier-diversity goals, and unconscious-bias training. In 2021, the requirements included goals for spending with diverse suppliers; a diverse-supplier showcase event to be held by every operating segment; attendance by leaders at a training session on how to be an ally; and attendance by individual contributors at leader-led discussions on inclusion and respect in the workplace. Since we established the DE&I AIP goal in 2015, more than 95% of leaders and individual contributors have completed it each year.

The company distributes an annual ethics and compliance survey asking employees whether they know of any possible legal violations, including violations of anti-discrimination laws. All allegations of discrimination are investigated to determine whether violations occurred, and how any violations should be addressed.

Finally, we take other steps to foster DE&I, such as reviewing personnel policies to ensure gender-neutral language; encouraging engagement with DE&I through town halls, podcasts, and team meetings; and looking for other opportunities to proactively and creatively promote DE&I.



Our ERGs

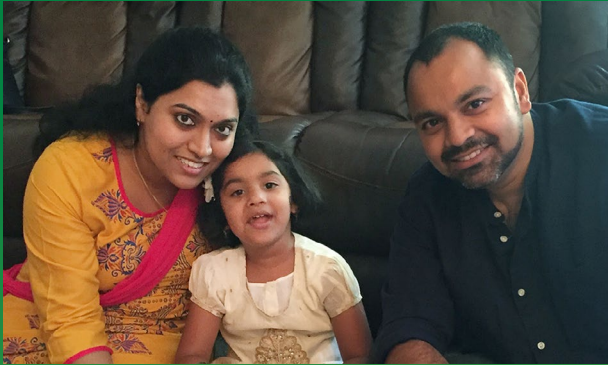
We have eight employee resource groups: the African American Resource Group, the Asian Pacific Islander Resource Group; DiverseAbility (disability-oriented group); ¡Hola! (Hispanic or Latino); Pride (LGBTQ+); Veterans Resource Group; We3 (women’s group), and Young Professionals. These ERGs give employees with shared interests and backgrounds the opportunity to connect, to create communities, to enhance our work environment, to develop networks, and to encourage professional development. ERGs are open to all company employees and interns.

Throughout the year, our ERGs conduct a variety of activities for the benefit of fellow employees and our communities.

Some examples from 2021:

- In May, members of the Northern Virginia African American ERG donated 75 books to Oak Hill Elementary School. Each of the books features characters of African descent and are written by authors of African descent.
- Our Asian Pacific Islander ERG launched a monthly female empowerment circle where female employees could connect more deeply, share struggles, give advice, celebrate wins, and focus on empowering themselves — and one another.
- Our DiverseAbility ERG extended its partnership with the Rehabilitation Research and Training Center at Virginia Commonwealth University through 2026. It also rebranded the initiative. The DiverseAbility Employment Program promotes the hiring of individuals with neurodisabilities at Dominion Energy.
- Our ¡Hola! West ERG participated in an event at the University of Utah designed to engage diverse members of the community when attracting volunteers for Sageland Collaborative, a conservation group seeking to increase its appeal to underrepresented communities.
- Our Pride ERG supported a Bastille Day event held by the Utah Pride Center and Sage, an organization that advocates for LGBTQ+ elders, enabling older members of the community to socialize and build relationships.
- Our Veterans ERG hosted retired FBI Senior Team Leader James Gagliano for a conversation on leadership development and the challenges brought on by transitioning between the public and private sector.
- The Ohio chapter of our We3 ERG held a panel discussion in March on male allyship and its role in the workplace.
- Our Young Professionals group supported mentoring initiatives for more than 100 interns.





Arun Aravind (right), *Senior Energy Market Analyst – Investor Relations*

Rooted in Two Cultures

Arun Aravind, currently a senior energy market analyst in investor relations, grew up playing cricket in India and sitting outside during the occasional power outage. Today, his job involves analyzing commodity-market related issues and answering investor and top management’s questions on how the company is serving our stakeholder expectations. While attending to those responsibilities, he takes care of his family and continues his pursuit of permanent residency through a green card — a process that has taken more than a decade. Arun says:

“I feel fortunate that I was able to get a job with Dominion Energy, despite these uncertainties, and that the company is supportive and understanding of the complicated processes involved.”
Joining the Asian Pacific Islander ERG also has helped him put down roots. “Understanding and appreciating each other’s viewpoints is so important — now, more than ever.”



Anderson Mack (left), *Manager–IT Infrastructure Operations–Information Technology*
India Mack (second from right), *IT Enterprise Project Manager–Information Technology*

Different Challenges, Different Joys

India Mack, an account manager for our IT division, and her husband Anderson, an IT infrastructure operations manager, have three children. Their son Andy not only has Down syndrome but was also diagnosed with Autism Spectrum Disorder. Raising him, they say, has taught them a great deal.

“In our profession, we are wired to be solution-oriented. If there’s a problem, we want to fix it. Andy has taught us that he’s not a problem. Our way of thinking, and sometimes our approach, is the problem.” The best way to support someone with autism is to show them “respect, compassion, and understanding. . . . Also, extend that same grace to the caregivers. We appreciate when our work family and friends seek understanding by having honest conversations with us. This is when we can begin to build a rapport and transition from awareness to allyship. We find extra support in DiverseAbility.”

The Power of Allies



Blake O'Brien, *Director—Sustainability, Governance & Engagement*

Diversity, equity, and inclusion work best when everyone supports them. Our value of One Dominion Energy also encourages employees to stand up for one another. Here are two colleagues who put these principles into practice.

As Director-Sustainability, Governance & Engagement, Blake O'Brien works frequently in the area of DE&I and understands how important it is to the company's stakeholders. As a member of We3, he believes ERGs play a critical role in our journey to become an even more diverse and inclusive place to work.

"We3 provides a forum for honest conversations about unique challenges that women face," Blake says. "Allyship is essential to creating a truly inclusive environment where all feel comfortable bringing their whole selves to work, and I'm proud to support We3's mission and to help in any way I can."



Michael Levey, *Supervisor—Records & Information Management*

Michael Levey, Supervisor-Records & Information Management based in Cayce, South Carolina, has a passion for bringing diverse people together. He fosters a sense of belonging and inclusion by inviting leaders and guest speakers to his team meetings to share their personal stories and experiences about unconscious bias, stereotypes, discrimination, sexism, ageism, ethnicity, and more. He credits company management with leading the way.

"The tone from the top has enabled my folks to be more open, honest, and direct," Michael says, "and that has helped me to make better decisions for allocating resources, make job assignments for special projects, and keeping everyone together despite our differences."

Leadership Engagement

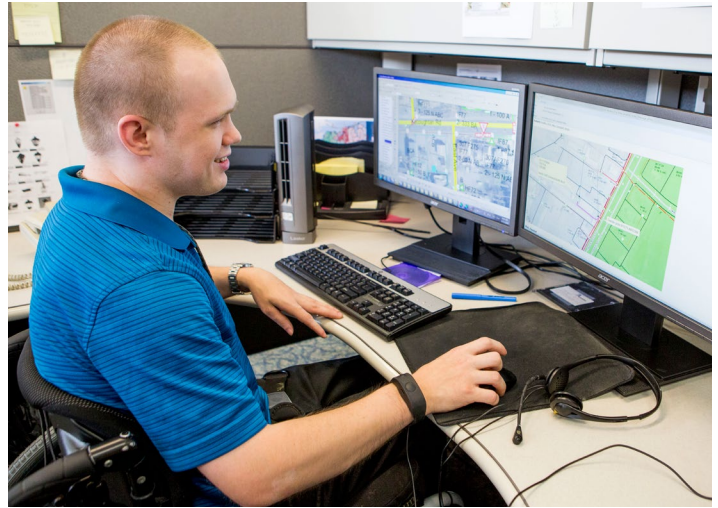
Every two years, Dominion Energy conducts an employee engagement survey to educate leadership about issues, concerns, and desires in the workforce. The results inform decisions at the executive level. In response to our 2018 survey, for instance, the company added the Careers in Energy Diversity Student Conference, an innovation contest, workplace improvements such as upgraded meeting room technology and expanded flex scheduling, and more.

In our 2020 survey, employees said they wanted to have more interaction with senior leadership. In response, the company began a series of executive town halls where employees could hear from leaders about company strategy, plans, and policies, and ask questions about those and any other issues.

Policy Overview

Society's understanding of DE&I continues to evolve, and so does ours. We review policies and procedures frequently and look for ways to improve them. In 2021, the company worked with the DiverseAbility ERG to review our compliance with the Americans with Disabilities Act (ADA) and found areas where we could improve.

Following the review, we updated both our ADA reasonable accommodations policy and our medical evaluation policy, which is used to assess requests for reasonable accommodations in cases where the need is not known or obvious. We also created a centralized, transparent process for employees who request accommodations to ensure that our employees' accessibility needs are met.



Human Rights

We believe every person has a right to be treated with dignity and respect; to exercise autonomy and self-determination; to receive fair and equal treatment; and to work in a safe and supportive workplace regardless of individual attributes or membership in a demographic class. Across our operations and throughout our value chain, we are committed to a humane workplace free from discrimination, harassment, physical coercion, and any form of workplace violence. Our commitment to human rights is expressed in our compliance with labor laws; our nondiscrimination policies; our human resources policies, including those dictating procedural rights in personnel matters; and elsewhere.

In September 2022, we published these and other related commitments in our first stand-alone Human Rights Policy, a complement to our long-standing [Supplier Code of Ethics and Business Conduct](#).



A diverse workforce can be cultivated in many ways, but it starts with being intentional and taking action to build and nurture relationships to ensure a strong pipeline of talent. We recruit potential employees from all walks of life. And we focus on recruiting and retaining top diverse talent through a variety of outreach efforts and a robust intern-to-employee pipeline.

To make sure we seek out a broad spectrum of qualified applicants, our recruitment efforts focus on the following key areas:

- **Educational institutions** (e.g., high schools, trade schools, career and technical education centers, two and four-year colleges and universities);
- **The military** (e.g., armed forces transition offices, veterans' representatives);
- **Student programming and scholarships** (e.g., annual Careers in Energy Diversity Student Conference, annual summer internship program, DiverseAbility Employment Program, HBCU PromiseSM, Dominion Energy Educational Equity Scholarship, Diversity Scholarship Program);
- **Talent-pipeline organizations** (e.g., the Center for Energy Workforce Development, the Society of Hispanic Professional Engineers, the Society of Women Engineers, the National Society of Black Engineers, community organizations); and
- **Employment branding** (e.g., through the company's careers website, social media, and employee resource groups).



Diversity Recruitment

We don't wait for diverse job candidates to come to us; we pursue them through numerous channels, including:

Diversity Sourcing and Workforce Development.

We use a variety of methods to attract candidates from diverse populations, including efforts to source talent through minority- and women-focused organizations and conferences like the National Society of Black Engineers, the Virginia Hispanic Chamber of Commerce, the Utah African American Chamber of Commerce, the Black Male Summit, RVATECH – Women in Tech, the Virginia Reach Initiative, the National Association of Women in Construction, the Women Veterans Summit, Hire Vets Now, the Society of Hispanic Professional Engineers, Junior Achievement, Ohio Means Jobs, Say Yes to Cleveland, Black Expo, the Coalition of Hispanic/Latino Issues & Progress (CHIP), Youth Career Olympics, and the Society of Women Engineers.

The Power of Networks

As assistant general counsel working at Gas Distribution offices in Cleveland, Ohio, Lessie Jones spends her days assisting with employment and labor issues that can sometimes be sensitive and complex. She has learned that problem resolution is a team effort. "It is not about good or bad," she says. "It is more about being insightful and understanding outcomes."

Lessie joined the company in 2008.



Lessie Jones,
Assistant General Counsel—Labor
& Employment Law

"To me, engaging in DE&I is not just about ensuring impartial, fair, and equal treatment in the workplace," she believes. "Equally important is recognizing the value added that unique perspectives (as opposed to group-think) bring to the table in resolving critical business challenges."



Olivia Chee-Martin, Customer Projects Designer—Privatization Ft. Hood

Honoring Tradition

Olivia Chee-Martin, a customer projects designer in Fort Hood, Texas, married her husband Andrew Martin the old-fashioned way: in a Hogan (the primary, traditional dwelling of Navajo people). She walked to the building with her head covered, so she and the sun would not see each other. Andrew, dressed in a traditional Scottish kilt, rode to the wedding on horseback. Gifts were also exchanged between Olivia's family and Andrew's friends and family, as Navajo custom requires. After the ceremony, the couple and assembled guests enjoyed an earth cake, made with corn and molasses, and baked in a hole in the ground with a fire built on top.

"My culture is in danger of going extinct," Olivia says. "I grew up listening to stories — stories that I now tell my kids and husband about. Dominion Energy has given me another way for me to share my stories so they can be documented and shared to help preserve my culture. I have gotten back great reviews about my wedding. I love knowing that I can share it."

The DiverseAbility Employment Program.

We seek to increase our employment of individuals with neurodisabilities. In Richmond, Virginia, we are working with the Rehabilitation Research and Training Center at Virginia Commonwealth University to match our talent needs with the skills of individuals with neurodisabilities. We continue to explore ways to expand and enhance this program to optimize each individual's fit within the company.

Attracting Talent

Military recruitment.

Dominion Energy holds those who serve in our armed forces in high esteem — not only for their selfless sacrifice on behalf of their nation, but also for the traits and skills they bring to the table. Military veterans are values-driven, mission-focused, nimble-minded and dauntless in the face of challenge. Having served in an institution with an exemplary record on diversity, equity, and inclusion, they are particularly well-suited to work in and lead diverse groups. Veterans make up 18% of our workforce, and we continue to be an attractive employer to military spouses.

Our Military Fellowship Program provides an opportunity for service members to work as interns before leaving the military. While the pandemic delayed the program’s growth in 2020, the company has employed six military fellows through 2021.



Felisse Alexander, Intern—
Electric Distribution Grid Planning



Jordan Young,
Intern—Talent Acquisition

An Inside Look

In 2021 we hosted Felisse Alexander and Jordan Young, two summer interns from one of the schools participating in our HBCU PromiseSM: North Carolina Agricultural and Technical State University. Felisse, an electrical engineering student, spent the summer working in our Electric Distribution operating segment. Jordan, a marketing major, spent his time in Talent Acquisition. Both found the company was much bigger on the inside than it looked from the outside, and both found opportunities for growth.

“Don’t be afraid to ask questions,” Felisse says. “There are always opportunities at Dominion Energy to learn something new.” Jordan adds that he learned “the lesson of not limiting myself. Coming into my internship, I was very unsure of how my marketing background would factor into a staffing role, but I have come to find out that I fit right into whatever I need to do.”

EMPLOYEE SPOTLIGHT



Sam Rodriguez

Construction Project Manager—Offshore Wind Projects

Sam Rodriguez knows the weight of responsibility. As an officer in the Army and the Marine Corps — including four years of combat tours — he understood that having the right people and equipment in the right place, at the right time, was critical to mission success. Now — as a construction project manager for Dominion Energy’s Coastal Virginia Offshore Wind commercial project — he is responsible for helping to ensure the largest wind farm on this side of the Atlantic Ocean proceeds according to plan. He knows hundreds of thousands of customers will be counting on the project in just a few years.

To Sam, building up people is just as important. He’s served as a certified life coach for transitioning service members and as a panelist for the Center for Energy Workforce Development’s Troops-to-Energy events.

“I have witnessed first-hand Dominion Energy’s continual efforts to create a stronger organization through bringing people together, valuing their perspectives and ideas, and placing emphasis on the value of our bonds,” Sam says. “Just like when I was in the military, I feel the power of everyone being on one team.”

Summer Internship Program.

Interns provide a rich supply of long-term, diverse talent for our company: In 2021, roughly half of our intern cohort represented a diverse community. Historically, we offer full-time employment upon graduation to about three out of four interning seniors. In 2021, three-fourths of those offered positions accepted.

Attracting Talent

Careers in Energy Diversity Student Conference.

Rather than wait for diverse candidates to approach us, we seek them out through a variety of avenues. One of those is our Careers in Energy Diversity Student Conference, an annual event launched in 2019. In 2021, 126 students from 26 states and territories (including Puerto Rico and the District of Columbia), representing 63 colleges or universities (including 11 Hispanic-serving institutions and six HBCUs) and more than 50 majors, attended the conference. We offered internships to more than 60% of the attendees; 79% of the offers were accepted.



Vanessa Ross (left), *Gas Sales Representative–Marketing*

Empowering Others

More than two decades ago, Charlotte, North Carolina-based natural gas sales representative Vanessa Ross's niece asked for her help with completing college applications and applying for scholarships. Ever since, Vanessa has been helping at-risk youth submit their college and financial-aid applications — and as a graduation gift, she gives each student luggage to help them on their journey. Part of the deal: She gets to check their grades while they're getting their higher education.

"I see potential in each of them to change the world," Vanessa says. "I just have to help them see what I see.... I work with so many intelligent, articulate, innovative youngsters each year that just need someone to believe that they can do it! They need to feel that no matter what happens, someone has got their back. They soon realize that you don't become what you want, you become what you believe."

Workforce Development

We strive to make our workforce development efforts as inclusive as possible. For example, we held events at middle schools and high schools that serve underrepresented students. In June and September 2021, we conducted hiring roundtables with leaders of diverse organizations serving African Americans, Hispanics or Latinos, Native Americans, and others in the Hampton Roads, Virginia, community to discuss workforce development opportunities related to our Coastal Virginia Offshore Wind (CVOW) commercial project. Moreover, we are working with the Hampton Roads Workforce Council, K-12 educators, community colleges, colleges and universities, North American Building Trades Union and its state affiliate, Virginia State Building Trades, and other partners throughout the nation to help train today's workforce and the next generation of clean-energy employees.

EMPLOYEE SPOTLIGHT



Cortney Polchosky Fitter Operator— Northeastern C&M

As a self-described "farm girl" who worked for her father's excavation company, Cortney Polchosky says "grabbing a shovel and getting in a ditch is nothing new." So, when an opportunity arose to work in

Dominion Energy's Wickliffe, Ohio, gas construction and maintenance shop, she jumped at it. When she isn't pursuing her other interests, such as barrel-racing horses, she spends her days running gas lines to customers' homes and, occasionally, responding when there's a leak in the system. While she's the only female in her department, she says:

"I've never been singled out for being a female.... I never get treated any different. Nothing changed, which was awesome for me. I didn't want to be treated differently. I wanted to be treated like a guy. Don't change things up for me.... All the guys I work with were very welcoming."



Our People

Developing & Retaining Talent

Once talented people have come through the door, we want them to stay, and to optimize their talents and abilities — for their own sake and for ours.

We've developed an extensive catalog of learning and development opportunities, along with avenues for employees to provide feedback so we know we're on the right track.

We provide multiple resources to help our employees experience different areas of the business and move up the career ladder. These include a career center that offers coaching and other resources for employees who want guidance on professional advancement and open-registration courses — both internal and through partners such as LinkedIn Learning — where employees can learn more about the energy sector, develop new skills, obtain certifications, and master leadership fundamentals.

A multi-stage leadership program guides individuals with strong management potential. Individual contributors who meet certain criteria can be nominated for a six-month Emerging Leader Program that provides them with the foundation they need to move into a leadership role. A New Leader Boot Camp teaches first-time leaders the basics in team management, and the Developing the Dominion Energy Leader program prepares high-potential managers for senior leadership roles and gives directors additional training to cultivate an inclusive culture.



Developing & Retaining Talent

We encourage leaders to mentor aspiring employees who are looking for career advancement in the company. For example, the African American ERG has teamed up with the company’s Talent Management and Development department and McKinsey & Company to offer, at no charge due to McKinsey’s generosity, the Black Leadership Academy, a dedicated program that presents an opportunity for senior leaders to engage and support the cohorts’ learning with guidance on how to apply leadership fundamentals.

Input from employees is a crucial part of our strategy. To improve how we collect that input, and to build on the progress made from our 2020 employee engagement survey, in 2021 all our operating segments formed action teams to gather feedback and recommendations from colleagues at all levels throughout the company, both to find out why some employees, including some diverse employees, left the company, and to improve the employee experience overall.

In response to that input, we took a variety of actions, including:

- Piloting a hybrid 3-2 work schedule (three days in the office, two days of teleworking) to accommodate the need for flexibility.
- Enhancing our performance management system to provide greater recognition to high achievers.
- Developing a Leadership Exploration and Discovery (LEAD) program, which launched in 2022.
- Conducting a workload analysis for our Power Delivery operating segment and hiring personnel in identified areas to fill needed positions.
- Improving our recognition-and-reward system. For example, in Ohio, our Gas Distribution operating segment developed a toolkit to train leaders on performance recognition and planned several training workshops so leaders could improve performance recognition within their teams.
- Conducting “stay interviews” to better determine what employees like about working at Dominion Energy and how to optimize those aspects of company employment.
- Developing a strategy to support the workforce needs driven by the Virginia Clean Economy Act, including the specific skills that will be needed.
- Working with Kincentric to conduct focus groups to identify employees’ concerns and needs. The information provided the company focus areas to address to improve retention.
- Incorporating additional training on DE&I into our Emerging Leader, New Leader Boot Camp, and Developing the Dominion Energy Leader programs that included an open-registration course on keeping an open mindset and holding difficult discussions.
- Providing an open-registration course for all employees on emotional intelligence.
- Focusing our company “Community Conversations” podcast on DE&I-related themes.
- Hosting We3 programs on women and leadership at our career center.

In addition, we took other steps to respond to employee feedback. These included:

- Enhancing our exit-survey process by automating survey invitations; encouraging completion of the survey by offering incentives; and sending out postcard reminders. As a result, more than half the employees who left the company completed an exit survey.



We continue to look for new ways to improve talent development. In 2021, Dominion Energy’s Leadership Effectiveness team worked with our Environmental, Legal, Compliance, and Sustainability division to pilot a Coaching Circles program. The program teaches the mindset and skills crucial to good coaching, provides opportunities for leaders to practice those skills, and enables them to facilitate an inclusive environment where people feel heard and valued, where input from everyone matters, and where problems can be overcome by maximizing individual performance and development. The pilot’s early and pronounced success has sparked interest among other operating segments eager to adopt it as well.

The Power of Women in STEM

Women traditionally have been underrepresented in the energy industry, but that is changing — including at Dominion Energy. We currently have five female executives leading operations organizations:

- Diane Leopold, Executive Vice President and Chief Operating Officer
- Charlene Whitfield, Senior Vice President–Power Delivery–Dominion Energy Virginia
- Iris Griffin, Vice President–Power Generation–Dominion Energy South Carolina
- Lisa Hilbert, Site Vice President–North Anna Nuclear Power Station
- Ann Jones, Vice President–Operations Support–Dominion Energy Virginia

Many other female leaders have STEM backgrounds and oversee STEM-heavy operations, including:



Ashley Forte,
Manager–Gas Operations–
Dominion Energy South
Carolina



Rebecca Gilmer,
Supervisor–Power Generation
Technical Support–Dominion
Energy Virginia



Gianna Ligato,
Director–Gas Operations–Gas
Distribution



Charlotte McAfee,
Director–Electric Distribution
Services–Dominion Energy
Virginia



Mona Montgomery,
Supervisor–AMI Metering
Systems–Dominion Energy
Virginia



Cindy Ostrander,
Director–Gas Operations–
Dominion Energy South
Carolina



Julie Pischulla,
General Manager–Technical
Excellence–Gas Distribution



Alexandra Vargas-Mendez,
Supervisor–Nuclear
Engineering–Contracted
Generation

In July 2022, Dominion Energy’s Board of Directors elected technology and cybersecurity leader Kristin G. Lovejoy to serve as a director, effective August 1, 2022. Lovejoy’s addition brings the Board’s gender and ethnic diversity to 38%.



Our Communities

Supporting Diverse Communities

Serving the places where we live and work is about more than just delivering energy.

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

Meaningful sustainability must be inclusive. Just as we have a statutory obligation to provide energy to everyone in the areas we serve, we have an ethical obligation to support and respect all corresponding communities.

One of our longest-standing efforts is Strong Men & Women. In partnership with the Library of Virginia, we annually honor prominent African Americans, past and present, who have made noteworthy and admirable contributions to Virginia, the nation, and their professions. The program, which was recently expanded into South Carolina in partnership with the South Carolina Department of Education, is now in its fourth decade.

In Ohio, Dominion Energy conducts The Community Impact Awards in partnership with *Cleveland Magazine*. In 2021, the awards — now in their 27th year — contributed to numerous DE&I efforts. Among them: an initiative launched by the Cleveland Institute of Music to increase Black and Hispanic/Latino middle and high school students' access to classical music. The Musical Pathway Fellowship is an enrichment program that levels the playing field for underrepresented musicians by providing free private lessons, ensemble training, music theory, wrap-around services, and more. Students can participate in the program until they graduate from high school, creating a pipeline to recruit more Black and Hispanic/Latino students into classical collegiate-level studies and potential careers in the field.

Strong Men & Women in Virginia History

Company Giving

Dominion Energy contributes financially to community well-being through direct corporate giving, energy-assistance programs, and through the Dominion Energy Charitable Foundation.

Investors, rather than customers, underwrite our corporate giving, which supports organizations across our service areas that provide or promote education, housing assistance, medical care, and other benefits. The company also supports the veteran-focused Dominion Energy Charity Classic, an annual PGA TOUR Champions golf tournament, which has raised more than \$7.3 million for worthy causes.

In 2021, 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 and \$530,000 in Educational Equity Scholarships.

Among these efforts, 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.

Not all our initiatives are financial. For instance, we have held hiring roundtables for underrepresented communities near our CVOW commercial project (for more, see the Workforce Development section in [“Attracting Talent”](#)). We have made extensive efforts to reach out to those potentially affected by CVOW, through community organizations, businesses, local government, faith-based organizations, environmental organizations, environmental-justice advisory councils, and others — and have reached 19,768 people through such efforts. When developing new infrastructure, we reach out to local communities in their preferred language.

HIGHLIGHT



Ileana Fiegel (left), Energy Customer Assistance Outreach Assistant—Customer Service

Language No Barrier

For many of our customers, English is not their first language. That’s when Ileana Fiegel steps in. A native of Costa Rica and a customer outreach assistant in Charleston, South Carolina, she puts her bilingual skills to work solving problems and saving money for customers with limited English proficiency. Some of her customers are recent immigrants, arriving in the United States from regions where heating and cooling systems are unfamiliar. Others have found themselves in financial straits after an economic downturn.

“Being bilingual brings an understanding of the shared experience of being immigrants. You’re not just a translator, you’ve been in their shoes,” Ileana says. “These kind of interactions with our customers touch my soul.”

Fulfilling a Promise

In 2020, we launched the HBCU PromiseSM: a six-year, \$25 million commitment to support historically black colleges and universities. At the same time, we announced a six-year, \$10 million commitment to provide college scholarships to students from underrepresented communities. In 2021, we contributed a total of \$5.3 million for the HBCU PromiseSM and \$530,000 in Dominion Energy Educational Equity Scholarships.

As part of the HBCU PromiseSM, we convened a three-part forum at which HBCU presidents and other leaders shared insights about the state of diversity, equity, and inclusion in America today. We signed on to the Congressional Bipartisan HBCU Caucus' HBCU Challenge, further signifying our support for HBCUs and our willingness to build partnerships with them. And we provided Educational Equity Scholarships to 60 students from eight states, who are attending more than 40 schools — including HBCUs and Ivy League institutions.

In the fall of 2021, we launched a program called Power Forward in cooperation with school districts in South Carolina. The program provides mentoring, field studies, and a path to enrollment in the Darla Moore School of Business at the University of South Carolina.

“No matter what their background is, no matter what their circumstance, if we can expose them to this world-class business school in a way that feels very personal and accepting to them, it can change lives and it can change trajectories.”

Dr. Deborah Hazzard,
Associate Dean of Diversity & Inclusion
at the Darla Moore School of Business



Good Neighbor Fund

Our employees and retirees, in cooperation with the Dominion Energy Charitable Foundation, provided food and toys for more than 1,100 families in the Carolinas to spread holiday cheer to those who needed it the most through the Good Neighbor Fund Christmas project. Established in 1982, this employee-led non-profit provides financial assistance to families that face unexpected tragedies or emergencies. Donations collected through this initiative go directly to help families throughout the Carolinas in need. This year, they helped several families that were deeply impacted by COVID-19.





Our Communities
Volunteerism

Our roughly 17,000 employees generously give their time and energy to a multitude of volunteer projects throughout the year.

In 2021, despite the continuing obstacles imposed by the pandemic, our employees volunteered more than 81,000 hours.

Our core value of Ethics guides us: Helping others is not just one part of doing the right thing. It is an integral part of our culture as a company whose utilities perform a vital public service — one reinforced by our long history of supporting our communities. The company encourages employees to serve on non-profit boards and lead volunteer activities. Each year, we provide one day of paid volunteer time off for each nonunion employee, and we encourage participation in company-sponsored volunteer events, which contributes to our overall volunteerism goal. To reward colleagues who give the gift of their time volunteering in their communities, Dominion Energy's Dollars for Doers program will donate \$500 to a qualifying 501(c)3 non-profit for every 20 volunteer hours recorded. Employees can use this program up to three times per calendar year.

Employees also look for opportunities to serve on their own. Employees in Action is a grassroots effort driven by Dominion Energy volunteers across the many states and communities the company serves. Each year, hundreds of employee volunteers put their talent, time, and efforts into improving their hometowns during a year-long project blitz. Local employee volunteers work with local organizations on projects to improve parks, schools, shelters, and other community resources.



Volunteerism

The Dominion Energy Benjamin J. Lambert, III, Volunteer of the Year Awards were established to recognize Dominion Energy employees and retirees for their individual efforts to improve the communities in which they live. Nominees represent the best in volunteerism excellence and commitment to improving their communities. The awards were named in honor of a longtime Virginia legislator and member of our company’s Board of Directors.

In 2021, our employees volunteered to distribute backpacks full of school supplies to students in need; participated in the HBCU Send-Off, presenting footlockers full of school supplies, toiletries, and dorm-room items to students entering HBCUs; delivered food baskets and toys to families in need during the holidays; rehabbed a clubhouse for the Boys & Girls Club; renovated a library; and took part in many more activities — including many that benefit the environment. For projects of that nature, see our latest [Sustainability & Corporate Responsibility Report](#).



Porsche Harris, Supervisor of Gas Operations–Leak Survey Department

A Heart for Children

Porsche Harris, one of Dominion Energy’s Benjamin J. Lambert, III, Volunteers of the Year in 2021, has a true heart for children. She volunteers at Providence House, an emergency children’s shelter in Cleveland, Ohio. Among her many charitable efforts, Porsche — an operations supervisor for one of our gas distribution companies — also has led a team of Dominion Energy colleagues that built a school library.

“If not you, then who?” Porsche asks.
 “The world is ours to destroy or uplift and make better than it was before. Which will you choose?”

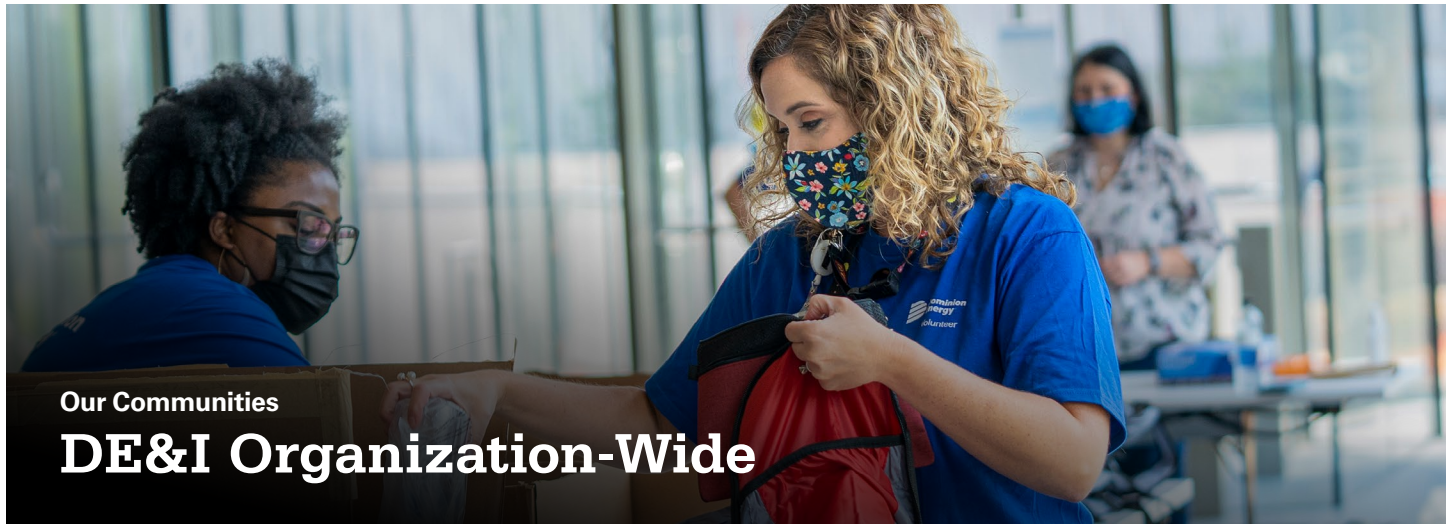


Jennifer Ford, Government Affairs Coordinator–Central Virginia State-Local Affairs

To the Rescue Squad

Some people rise to meet the challenge. Jennifer Ford, a government affairs coordinator for Dominion Energy, rises to crush it. When one of her sons died at 16, Jennifer felt the call to work with a volunteer rescue squad, as she had some years before. Now she works with the Holly Grove Volunteer Rescue Squad in central Virginia. When she was named one of Dominion Energy’s 2021 Volunteers of the Year, she designated the rescue squad as the recipient of the accompanying \$5,000 donation.

“This was part of the reason I wanted to work for Dominion Energy,” she says. “I watched the integrity of the company and the intentionality of their commitment to its communities and employees.”



Our Communities
DE&I Organization-Wide

Social and economic justice matter.

Whether we're providing financial assistance, conducting Environmental Justice assessments, or helping rural communities bridge the digital divide, we strive to increase equity in the diverse communities we serve.

In 2022, Dominion Energy celebrates the 40th year of its signature assistance program, EnergyShare®. During that period, the program has assisted more than 968,000 individuals and families with their energy needs in Virginia, Ohio, and the Carolinas.

In the 2020-2021 program year (program years vary based on location), EnergyShare® contributed \$14.4 million across all our service areas to provide bill assistance to 15,000 individuals and families — including more than 1,100 veterans of the armed forces and 1,500 individuals with disabilities — along with 780 small businesses, non-profits, and houses of worship. It also enabled the weatherization of 1,800 homes. In 2021, Dominion Energy expanded EnergyShare®'s energy efficiency offerings to include heat pump replacement, electric baseboard upgrades, wall insulation, and more. These expanded measures ensure that more vulnerable households can save energy and money.

More than 1,700 single- and multi-family homes were made more energy efficient in 2021, bringing the total homes weatherized since the 2015 expansion to 16,500 homes. Through similar programs such as ThermWise® (Utah), and Housewarming (Ohio), we also help customers with much-needed home repairs.



DE&I Organization-Wide

Through other public-private partnerships, EnergyShare® offers free fans and air conditioning units to the elderly and those with chronic medical conditions in Virginia and North Carolina (Senior Cool Care and Operation Heat Relief, respectively), helping 1,050 households in 2021. For more about EnergyShare®, see its [annual report](#).

In Utah and Idaho, we work with the Salvation Army to help individuals pay their gas bill through the REACH (Residential Assistance through Community Help) program. In Connecticut, Operation Fuel provides year-round emergency energy assistance to every city and town, aided by our statewide network of local fuel banks.

Environmental Justice

Dominion Energy is committed to hearing, learning from, fully considering, and responding to the concerns of all our stakeholders regardless of race, color, national origin, or income. We seek to build partnerships and engage with local communities, stakeholders, and customers on environmental issues important to them. To affirm our commitment, four years ago we adopted a formal Environmental Justice (EJ) Policy, which ensures that historically marginalized communities are neither disproportionately harmed by our infrastructure-development initiatives nor excluded from our projects' benefits, such as contributing to the local economy and expanding access to high-speed broadband. With the implementation of this policy, we developed rigorous internal processes to ensure accountability and follow-through. We employ a dedicated EJ staff and provide comprehensive training for company employees. Since our policy adoption, we have trained more than 1,000 colleagues on the importance and intricacies of environmental justice. We review all major projects for potential environmental justice considerations. In 2021, that led to more than 75 EJ reviews.

In addition, while we respect and comply with a variety of different statutes, regulations, and policies dictating legal requirements for formal Tribal government-to-government consultations with federally recognized Tribes, we do not stop there. We are committed to engaging with Tribes, regardless of recognition status, to achieve meaningful and long-lasting relationships with Tribal stakeholders. For further information on our Environmental Justice and Tribal relations efforts, please see our [Sustainability & Corporate Responsibility Report](#).



Just Transition

The clean-energy transition will affect many of our stakeholders, from those who have worked in the industry for decades to the communities the industry calls home. As we lead that transition, we're committed to minimizing potential harm and ensuring that benefits are shared equitably. We're also committed to hearing and considering a broad range of perspectives, particularly those of historically marginalized or underrepresented communities.

For example, the company has a designated manager role — a full-time employee — responsible for leading and facilitating engagement and support of Native American Tribes. And in 2021 we hired a third-party consultant which has relationships with three Native American Tribes to assist in discussions regarding our renewable natural gas project in Snowflake, Arizona, which led to effective and meaningful engagement.

Yet our efforts to ensure a just transition are not new. For our 2.6-gigawatt Coastal Virginia Offshore Wind commercial project, we have held meetings with homeowner associations, civic groups, faith organizations, state and local economic-development officials, and others. We have held roundtables with mariners to discuss fishery concerns. We have printed materials in English, Spanish, and Tagalog, and provided multi-lingual translation services at virtual community meetings, to help make sure every voice can be heard.

In 2019, we retired our fossil-fuel-powered Brema Power Station in Fluvanna County, Virginia. Nine of the station's employees were impacted; we offered all of them other positions within the company with the same or better compensation, options for severance packages, or both. Those who left the company did so on their own accord and with support. Many vendors and suppliers continued to support the decommissioning efforts. The company offered and continued to pay full taxes to Fluvanna County for an additional two years to help the local community with the transition.

We are working with community colleges to train or retrain workers for clean-energy jobs. We offer employees numerous development opportunities through our education assistance program; our growth and development programs; and internal re-skilling and up-skilling. When we consider closing facilities, we hold discussions with state and local leaders about the effects of such closures, as well as clean-energy opportunities. We're educating vendors, suppliers, and job seekers about opportunities in the clean-energy economy. Programs such as our Diversity Scholarship Program and our annual Careers in Energy Diversity Student Conference encourage young people from traditionally underrepresented groups to consider careers with us. Historically, the company provided displaced colleagues who supported retiring fossil-fuel generation consideration for other internal jobs for which they were qualified. We fully intend to continue treating such displaced employees equitably.



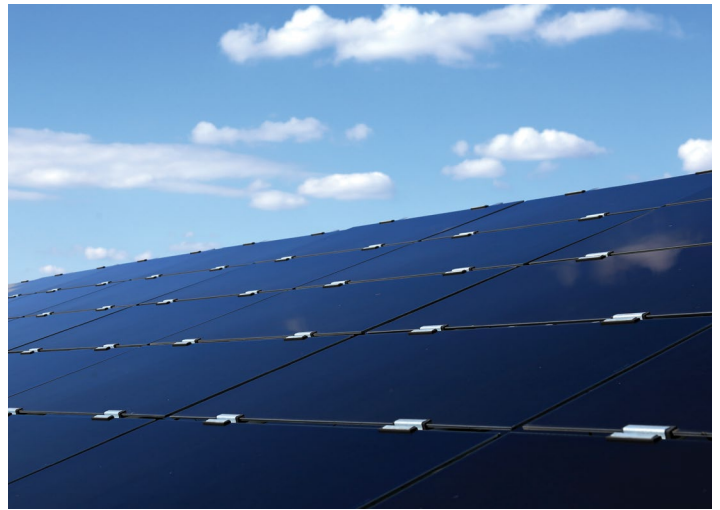
Other efforts, such as our HBCU PromiseSM, our Educational Equity Scholarship Program, and our partnership with the Hispanic Association of Colleges and Universities seek to expand economic opportunity for minority youth in a clean-energy economy. Our Rural Broadband ProgramSM provides critical high-speed internet service to underserved or unserved communities. In 2021, for instance, we signed a Memorandum of Understanding with a broadband provider and the Pamunkey Indian Tribe to bring service to the tribal reservation in King William County, Virginia. The program is made possible by our effort to modernize the electric grid and make it more responsive to the needs of a clean-energy world.

We recognize that change involves disruption. Dominion Energy is committed to making the effects of the clean-energy transition as positive as possible as we continue to provide safe, reliable, and affordable energy.

On the Forefront of Sustainability-linked Finance

Within the realm of sustainability, Dominion Energy has been an early adopter of the concept of tying ESG-specific metrics related to DE&I to its financial instruments. For example, in 2021 the company entered into a \$6 billion core credit facility, supported by several large banks, that includes multiple sustainability targets and related key performance indicators that directly affect pricing for Dominion Energy's sub-limit. One of those targets references a threshold for diverse hiring, above which the company receives a pricing benefit related to borrowings under the facility in the subsequent calendar year. In 2021, the company exceeded the target, which provides for the realization of the pricing benefit for the Dominion Energy sub-limit in 2022.

The company also has a \$900 million supplemental credit facility that incorporates sustainability-linked principles. Each time the company draws on the credit facility, we have the opportunity to declare a specific "use of proceeds." If proceeds are used to finance, in whole or in part, investments in or other general corporate purposes relating to (i) small- and medium- sized businesses and/or diverse-owned businesses, (ii) COVID-19 and emergency-related response, (iii) measures to increase diversity among new hires and the retention and promotion of women and minority employees or (iv) solidarity with vulnerable, underrepresented, underserved and/or marginalized populations including donations or grants made to community organizations or to support educational programs serving underrepresented populations, Dominion Energy has the opportunity to realize a pricing benefit for the related credit spread associated with those borrowings. In 2021, the company exercised its ability to declare a sustainability-linked use of proceeds for borrowings under the credit facility and realized the corresponding pricing benefit.





Our Partners

Increasing Supplier Diversity

Being a good partner with our communities also means forming partnerships with businesses in those communities.

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.

Why It Matters

Real commitment to DE&I involves making sure we conduct our core business in a way that is inclusive. Our supply chain should involve businesses from a broad mix of companies, including a healthy percentage owned and operated by diverse members of our communities. Supplier diversity matters to our customers, our communities, and our stakeholders. We know it can be transformational for individuals, families, and communities — and that the benefits can last for generations.

As with other aspects of DE&I, doing the right thing on supplier diversity is good for business. It shows our customers and communities that we are committed to their well-being. And a wider pool of suppliers makes the bidding process more competitive; new bidders often bring greater innovation and ingenuity than entrenched incumbents. That's not just theory: Evidence shows that companies with a strong commitment to supplier diversity earn higher returns on procurement investment.

Relying on local suppliers makes local economies stronger. The ripple effects can include more jobs, more infrastructure investment, more resources for basic services, and more investment in education and worker training — all of which benefit Dominion Energy as well.



“This is an exciting time to be in the energy business. A revolution is happening in the industry, and Dominion Energy is leading the way. We see great things on the horizon, and we intend to make sure everyone has an opportunity to take part — so we can all move forward together.”

Robert M. Blue,
Chair, President, & CEO

Increasing Supplier Diversity

Partnerships

To improve our performance on supplier diversity, we work with an array of groups, including:

- National Minority Supplier Development Council
- Women’s Business Enterprise National Council
- National LGBT Chamber of Commerce
- Disability:IN
- National Veteran Business Development Council
- The Metropolitan Business League
- Virginia Asian Chamber of Commerce

We also work with local chambers of commerce and advocacy groups. And while suppliers can self-certify as small or diverse businesses, we encourage potential suppliers to get certified with independent third parties, including the organizations above, the Department of Veterans Affairs, the Small Business Administration, and similar organizations at the state and local level.

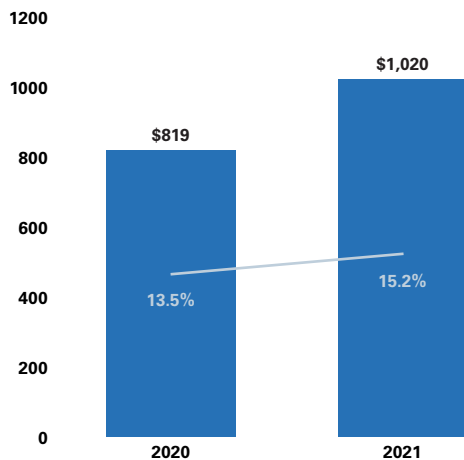


Progress

Our focus on diversifying our supply chain has paid dividends. Since 2016, we increased spending with diverse suppliers by 95%. Given the \$818.9 million we spent with diverse suppliers in 2020, our 2021 results translate to an increase of 24.5% in a single year. Diverse suppliers now account for 15.2% of our total spending on procurement.

Supplier Diversity Spend Trend

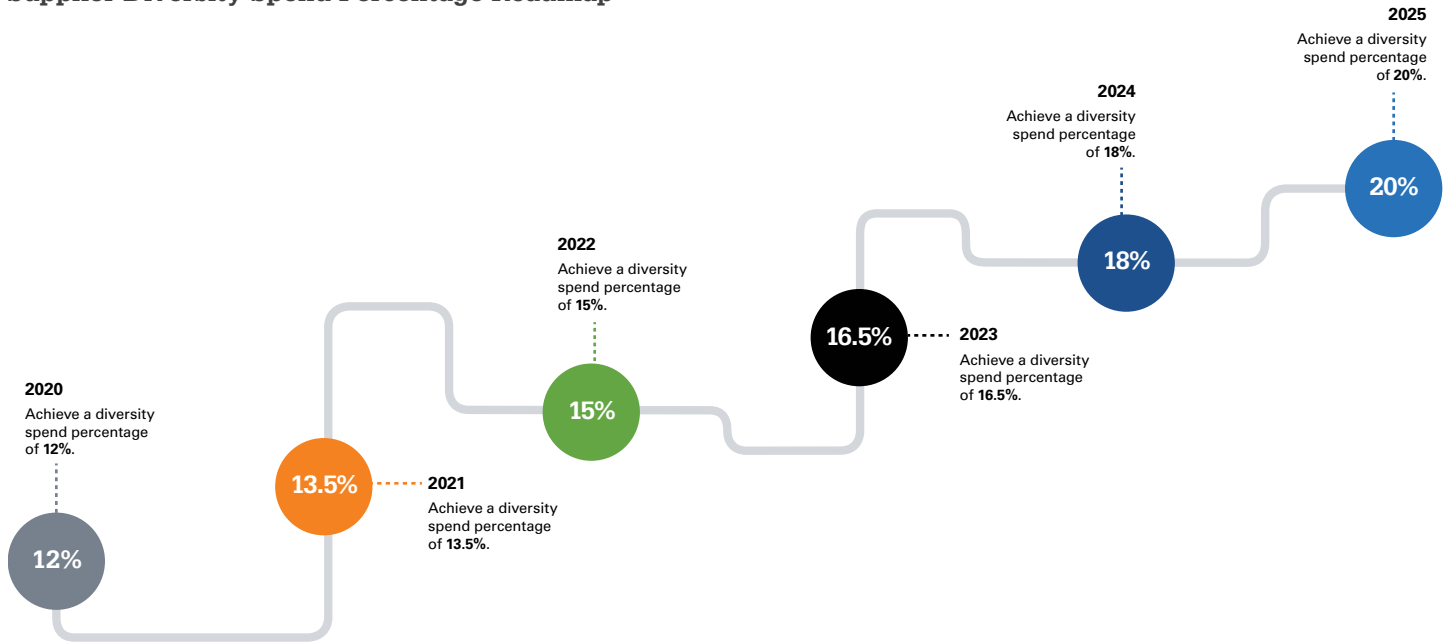
\$Million



■ Total Diverse Spend
— Diversity Spend Percentage

Looking Ahead

Supplier Diversity Spend Percentage Roadmap



Outreach

We're eager to work with other organizations that promote diverse businesses, and we reach out to them when we're looking for suppliers. To date, we have formed partnerships with more than 20 advocacy organizations, from Hampton Roads Business Outreach — Virginia's first LGBT chamber of commerce — to the Salt Lake City Pacific Island Business Alliance to the Women's Business Enterprise Council Ohio River Valley. We seek to give back to such organizations by serving on boards or steering committees, including those of The Metropolitan Business League in Richmond, Virginia, the Carolinas-Virginia Minority Supplier Development Council, and the Women's Business Enterprise Council — Greater D.C., Maryland, and Virginia, and New York.

We also organize our own supplier diversity events. In 2021, we hosted 36 diverse supplier showcase meetings and more than 250 suppliers at Convergence, our annual supplier-diversity fair where Dominion Energy employees can connect with prospective suppliers.



Success Stories

We're pleased to be able to work with many small and diverse companies, such as:

- Cherryville Distributing Co., Inc., a five-person operation in North Carolina that provided Dominion Energy with 1,000 gallons of hand sanitizer and more than 4,000 spray bottles when supplies were tight during the early months of the COVID-19 pandemic.
- Astyra Corporation, a black-owned staffing and consulting firm headquartered in Richmond, Virginia, that has led technology upgrades for our company.
- Shockoe, a Hispanic-owned company that builds and designs mobile applications. It developed a mobile application for customer bill payment and outage reporting. This application won Shockoe a 2021 Summit Emerging Media Award in an international competition with more than 1,000 entries from 11 nations.



Ken Ampy, CEO, and Sam Young, President, of Astyra Corporation



This report represents Dominion Energy's effort to share our performance on diversity, equity, and inclusion.

In doing so, we want to transparently illustrate what's working and identify gaps we need to address.

The report focuses on the activities of Dominion Energy and the Dominion Energy Charitable Foundation in 2021. Where relevant or helpful for context, it includes historical or forward-looking information.

The report highlights workforce representation broken down by race/ethnicity and gender. The company also discloses our EEO-1 Form data in the report.

Changes in workforce representation data related to demographics, hiring, and departures reflect both deliberate workforce policies and the results of mergers, acquisitions, and divestitures unconnected to DE&I efforts.

Definitions

Term	Definition
AIP Bonus Payouts	Payouts available to non-union employees and through most of our union agreements that are distributed when the company meets certain financial, operating, and stewardship targets. Payment levels depend in part on meeting safety, environmental, and DE&I goals, which are equally weighted in AIP calculations.
Ally	Any person who actively promotes and aspires to advance the culture of inclusion.
Asian	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
Black or African American	A person having origins in any of the black racial groups of Africa.
Disability	A physical or mental impairment that substantially limits one or more major life activities.
Disability-owned businesses	A business that is owned, operated, managed, and controlled (51% or more) by a person(s) with a disability.
Diverse	Employees who identify their gender as female and/or their race/ethnicity as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, or Two or More Races.
Diversity	The collection of differences and similarities (e.g., race/ethnicity, individual characteristics, values, beliefs, life experiences, culture, preferences, and abilities).
EEOC 1 Component 1	Federal annual data collection and reporting regulation that requires all private-sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, to submit demographic workforce data, including data by race/ethnicity, sex, and job categories. The filing is required under section 709(c) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-8(c), and 29 CFR 1602.7-14 and 41 CFR 60-1.7(a). Unlike our workforce representation data, which is a headcount as of December 31, 2021, EEO-1 requires the count of employees' payroll reporting between October and December 31 of the reporting year, which may differ.
Employee Engagement Survey	A biannual survey that measures employee engagement and experiences across varied workplace dimensions.
Equity	The outcome we achieve when we remove barriers and provide the opportunities and resources needed to level the playing field.
Ethnicity	Ethnic background or affiliation.
Gender	The socially constructed concepts of masculinity and femininity. For statistical reporting purposes, either male or female.
Hispanic or Latino	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
HUBZone businesses	A business operating in a historically underutilized business zone where at least 35% of employees reside. Must meet all the necessary HUBZone criteria of the Small Business Administration (SBA).
Inclusion	The intentional action of all employees contributing to the company's success by supporting and respecting others so that all can bring their full selves to work.
Leadership	Employees who are supervisors, managers, directors, or executives.
LGBT-owned businesses	A business that is owned, operated, managed, and controlled (51% or more) by an LGBT person or persons.

Definitions

Term	Definition
LGBTQ+	Acronym used to signify Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Gender-Nonconforming, Nonbinary, and Asexual people collectively.
Military Veterans	Any employee who had served in the U.S. Armed Forces, whether in active duty, National Guard, or Reserves.
Minority-owned businesses	A business, regardless of size, that is owned, managed, and controlled (51% or more) by one or more African Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, and Asian-Indian Americans, or another ethnic minority.
Native American or Alaska Native	A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
Native Hawaiian or Pacific Islander	A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
Non-Diverse	Employees who identify their gender as male and their race as white.
Race	Any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry.
Service-disabled-veteran-owned businesses	A business, regardless of size, that is owned, managed, and controlled (51% or more) by one or more individuals with a service-connected disability.
Small disadvantaged businesses	A business that is owned, managed, and controlled (51% or more) by one or more individuals who are both socially and economically disadvantaged.
Sustainability	How we ensure the company’s long-term success by excelling today in the areas that matter most to our stakeholders: (1) Delivering clean, reliable, and affordable energy; (2) Protecting the environment; (3) Serving customers and communities; (4) Empowering our employees.
Two or More Races	All persons who identify with more than one of the above five races (White, Black or African American, Native Hawaiian or Pacific Islander, Asian, Native American or Alaska Native). For the purposes of this group, identifying as Hispanic or Latino and only one of the listed five race groups does NOT qualify.
Veteran-owned businesses	A business, regardless of size, that is owned, managed, and controlled (51% or more) by one or more veterans.
White	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
Woman-owned businesses	A business, regardless of size, that is owned, managed, and controlled (51% or more) by one or more women.

Citations

Annotation	Term	Definition
1	Workforce Representation	The headcount of our workforce as of the end of a year (12/31) with breakdowns by race/ethnicity and gender. Includes all employees, including leaders and executives. Excludes interns.
2	Minorities	Employees who identify race/ethnicity as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander or Two or More Races.
3	Other	Employees who disclose their race as American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Two or More Races.
4	Labor Market Availability	Labor market availability is based on the size of the working-age population within a given area (based on the latest occupational census - 2018), with an occupational census code that aligns with the skills of our employee population. Relevant availability is national for executives and local for leaders and individual contributors, based on where we typically source candidates. Data collected by third-party partner Biddle Consulting Group, Inc.
5	People in our Communities	The population of the counties in Dominion Energy's service area. Data is based off the 2021 estimates on BLS' QuickFacts website.
6	Leadership Representation	Employees who are managers or supervisors.
7	Executive Representation	Employees who are executives or directors.
8	Hires	External hires only; excludes interns.
9	Diverse Hiring Rate	Calculation = # of Diverse Hires / Total Hires
10	Promotion	A title change into a new job with increased responsibility, scope, and/or impact that meets one or more of the following criteria: * Progression to a higher level in an existing job series or within a job family (such as Engineer I to Engineer II or Senior Accountant to Lead Accountant) * Advancement into a higher job category (such as from Supervisor to Manager) * Higher incentive tier and/or * Significant increase in market range (typically at least 10% or greater).
11	Separation	An employee departure, for any reason. Excludes interns and divestitures.
12	Separation Rate	Calculation = # of Separations / Year End Headcount
13	Voluntary Resignation	An employee departure by voluntary termination of employment. Does not include terminations due to retirement, death, long-term disability, or company-sponsored voluntary separation or retirement programs. Does not include intern terminations.
14	Voluntary Resignation Rate	Calculation = # of Voluntary Resignations / Year End Headcount