



Actions Speak Louder

Leading the Way to a Clean-Energy Future

2020 Sustainability and Corporate
Responsibility Report

Letter from the Chair



This is Dominion Energy's first Sustainability and Corporate Responsibility Report without a letter from our late chair, president, and CEO, Tom Farrell.

At a ceremony this summer honoring his legacy I said that as his successor, I hoped to make him proud — and to help our company remain a strong corporate citizen.

While I can't speak to the former hope, I'm confident that we are fulfilling the latter. Our industry is in transition, and Dominion Energy is leading the way. We are building momentum as we pursue our vision of becoming the most sustainable energy company in the country.

As a values-driven company, we see sustainability as an integral part of everything we do. And we take an expansive view of the term. Sustainability includes environmental stewardship. It also includes community vitality; social justice; workforce safety and development; and diversity, equity, and inclusion, or DE&I — an essential element of our workplace culture that we consider non-negotiable. We must excel in all these areas in order to satisfy stakeholder needs, meet our own expectations, and continue to thrive in the long term.

In 2020, we made progress in all those areas.

- We had our best year in safety ever — posting an OSHA-recordable rate of 0.41 injuries per 100 workers, which represents a 90% reduction since 2003 and makes us safer than 80% of our industry peers. Nevertheless, we will not be satisfied until we reach our “Target Zero” goal of no injuries on the job, ever.
- We continued reducing our greenhouse-gas emissions. From 2005 to 2020, we have cut carbon emissions from our electric generation business by approximately 43%, and since 2010, we have cut methane emissions from our natural gas business by 32%.
- We set a new goal: Net zero carbon and methane emissions across our entire business by 2050.

Letter from the Chair

- We pledged \$5 million for social justice and community rebuilding.
- We launched the HBCU Promise, a \$25 million commitment to support Historically Black Colleges and Universities and committed another \$10 million to an educational-equity scholarship program for students from underrepresented communities.
- We continued to grow our renewable-energy and storage portfolio:
 - We energized the first offshore wind project in federal waters: a 12-megawatt pilot that will offer useful lessons for our proposed 2.6-gigawatt wind farm — the largest on this side of the Atlantic Ocean.
 - Our first renewable natural gas project entered service in Milford, Utah.
 - Dominion Energy Virginia exceeded 100,000 acres of land under its control, which helps position us to meet 40% of the Virginia Clean Economy Act’s goal of 16,000 megawatts of solar development.
 - We moved forward on four energy storage pilot projects, the largest of their kind in Virginia.
 - We continued to upgrade our networks to support renewable and distributed generation.
- Through the Dominion Energy Charitable Foundation, energy assistance programs, direct giving, COVID-19 relief, social-justice support, the HBCU Promise, and sponsorships, we contributed \$58.1 million to community betterment.
- We continued to diversify our workforce, with diverse employees — defined by the company as non-minority female, minority male, minority female, and undeclared female — making up 34.6% of our workforce, and diverse candidates accounting for half of our new hires, in 2020.



At the same time, we acted vigorously to deal with the crisis of the coronavirus pandemic. We began preparing our response as soon as the first U.S. case was identified, and we enacted extensive measures to protect our employees and assist our customers and communities. Among other things, we:

- Donated \$4 million to COVID relief efforts;
- Provided Dominion-Energy branded masks for the protection of our employees;
- Encouraged employees who could do so to work remotely;
- Granted employees an additional 80 hours of COVID-related paid leave, as well as additional work flexibility;
- Hosted our own vaccine clinics for employees; and
- Established an employee relief fund through which employees could provide and receive mutual financial assistance.

Creating Shareholder Value

Letter from the Chair

For our customers and communities, we:

- Suspended disconnections for non-payment during the emergency and reconnected customers previously disconnected due to non-payment;
- Waived late fees;
- Extended payment plan options offering up to 24 months to repay past-due balances;
- Made 125,000 N95 masks available to help critical-care providers in the areas where we do business; and
- Procured more than 65% of personal protective equipment from small, local, and diverse suppliers.



Last year, we reshaped our company — divesting substantially all our gas transmission and storage business, and repositioning Dominion Energy as a largely pure-play state regulated utility with a strong sustainability focus.

We are maintaining that focus as we move forward. Over the next decade and a half, we anticipate investing up to \$72 billion in renewable, storage, and electric and gas grid transformation opportunities, and ensuring the continued operations of our zero-carbon nuclear power stations. We expect these investments will improve our environmental profile even further. We also expect they will benefit our stakeholders — from retirees and pension funds that rely on Dominion Energy investments for financial security, to the customers and communities who depend on the vital service we provide to go about their lives, to the 17,000 employees and their families who make up the One Dominion Energy team.

Those employees have always impressed me. Since I took over the leadership of Dominion Energy from Tom Farrell, my good friend and mentor, I have had the privilege of getting to know even more of them. Actions speak louder, and I know from watching my colleagues that they are unmatched in their enthusiasm, their work ethic, and their dedication to our core values of safety, ethics, excellence, embrace change, and One Dominion Energy, or teamwork. Ultimately, they are the people who make this company tick — and they are the ones who will sustain it and make it flourish in the years to come.

Sincerely,

Bob Blue

CHAIR, PRESIDENT, AND CHIEF EXECUTIVE OFFICER

November 22, 2021

Forward-Looking Statement

Forward-Looking Statement

This report contains statements concerning Dominion Energy's expectations, plans, objectives, future financial performance and other statements that are not historical facts. These statements are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. In most cases, the reader can identify these forward-looking statements by such words as "anticipate," "estimate," "forecast," "expect," "believe," "should," "could," "plan," "may," "continue," "target" or other similar words.

Dominion Energy makes forward-looking statements with full knowledge that risks and uncertainties exist that may cause actual results to differ materially from predicted results. Factors that may cause actual results to differ are often presented with the forward-looking statements themselves. Additionally, other factors may cause actual results to differ materially from those indicated in any forward-looking statement. These factors include but are not limited

- Unusual weather conditions and their effect on energy sales to customers and energy commodity prices;
- Extreme weather events and other natural disasters, including, but not limited to, hurricanes, high winds, severe storms, earthquakes, flooding, climate changes and changes in water temperatures and availability that can cause outages and property damage to facilities;
- The impact of extraordinary external events, such as the current pandemic health event resulting from COVID-19, and their collateral consequences, including extended disruption of economic activity in Dominion Energy's markets and global supply chains;
- Federal, state and local legislative and regulatory developments, including changes in or interpretations of federal and state tax laws and regulations;
- Risks of operating businesses in regulated industries that are subject to changing regulatory structures;
- Changes to regulated electric rates and regulated gas distribution, transportation and storage rates collected by Dominion Energy;
- Changes in rules for regional transmission organizations and independent system operators in which Dominion Energy joins and/or participates, including changes in rate designs, changes in Federal Energy Regulatory Commission's interpretation of market rules and new and evolving capacity models;
- Risks associated with membership and participation in PJM Interconnection, L.L.C., including risks related to obligations created by the default of other participants;
- Risks associated with entities in which Dominion Energy shares ownership with third parties, including risks that result from lack of sole decision making authority, disputes that may arise between Dominion Energy and third party participants and difficulties in exiting these arrangements;
- Changes in future levels of domestic and international natural gas production, supply or consumption;

Forward-Looking Statement

- Impacts to Dominion Energy's noncontrolling interest in Cove Point LNG, LP from fluctuations in future volumes of liquefied natural gas (LNG) imports or exports from the U.S. and other countries worldwide or demand for, purchases of, and prices related to natural gas or LNG;
- Timing and receipt of regulatory approvals necessary for planned construction or growth projects and compliance with conditions associated with such regulatory approvals;
- The inability to complete planned construction, conversion or growth projects at all, or with the outcomes or within the terms and time frames initially anticipated, including as a result of increased public involvement, intervention or litigation in such projects;
- Risks and uncertainties that may impact Dominion Energy's ability to develop and construct the CVOW commercial Project within the currently proposed timeline, or at all, and consistent with current cost estimates along with the ability to recover such costs from customers;
- Changes to federal, state and local environmental laws and regulations, including those related to climate change, the tightening of emission or discharge limits for greenhouse gases and other substances, more extensive permitting requirements and the regulation of additional substances;
- Cost of environmental compliance, including those costs related to climate change;
- Changes in implementation and enforcement practices of regulators relating to environmental standards and litigation exposure for remedial activities;
- Difficulty in anticipating mitigation requirements associated with environmental and other regulatory approvals or related appeals;
- Unplanned outages at facilities in which Dominion Energy has an ownership interest;
- The impact of operational hazards, including adverse developments with respect to pipeline and plant safety or integrity, equipment loss, malfunction or failure, operator error, and other catastrophic events;
- Risks associated with the operation of nuclear facilities, including costs associated with the disposal of spent nuclear fuel, decommissioning, plant maintenance and changes in existing regulations governing such facilities;
- Changes in operating, maintenance and construction costs;
- Domestic terrorism and other threats to Dominion Energy's physical and intangible assets, as well as threats to cybersecurity;
- Additional competition in industries in which Dominion Energy operates, including in electric markets in which Dominion Energy's nonregulated generation facilities operate and potential competition from the development and deployment of alternative energy sources, such as self-generation and distributed generation technologies, and availability of market alternatives to large commercial and industrial customers;
- Competition in the development, construction and ownership of certain electric transmission facilities in Dominion Energy's service territories in connection with FERC Order 1000;
- Changes in technology, particularly with respect to new, developing or alternative sources of generation and smart grid technologies;

Forward-Looking Statement

- Changes in demand for Dominion Energy's services, including industrial, commercial and residential growth or decline in Dominion Energy's service areas, changes in supplies of natural gas delivered to Dominion Energy's pipeline systems, failure to maintain or replace customer contracts on favorable terms, changes in customer growth or usage patterns, including as a result of energy conservation programs, the availability of energy efficient devices and the use of distributed generation methods;
- Receipt of approvals for, and timing of, closing dates for acquisitions and divestitures;
- Impacts of acquisitions, divestitures, transfers of assets to joint ventures and retirements of assets based on asset portfolio reviews;
- The expected timing and likelihood of completing the sales of Dominion Energy Questar Pipeline, LLC and certain other affiliated entities and Kewaunee nuclear power station, including the ability to obtain the requisite regulatory approvals and the terms and conditions of such regulatory approvals;
- Adverse outcomes in litigation matters or regulatory proceedings, including matters acquired in the acquisition of SCANA Corporation;
- Counterparty credit and performance risk;
- Fluctuations in the value of investments held in nuclear decommissioning trusts and in benefit plan trusts by Dominion Energy;
- Fluctuations in energy-related commodity prices and the effect these could have on Dominion Energy's earnings and liquidity position and the underlying value of Dominion Energy's assets;
- Fluctuations in interest rates;
- Fluctuations in currency exchange rates of the Euro or Danish Krone associated with the CVOW commercial Project;
- Changes in rating agency requirements or credit ratings and their effect on availability and cost of capital;
- Global capital market conditions, including the availability of credit and the ability to obtain financing on reasonable terms;
- Political and economic conditions, including inflation and deflation;
- Employee workforce factors including collective bargaining agreements and labor negotiations with union employees; and
- Changes in financial or regulatory accounting principles or policies imposed by governing bodies.

Looking Forward

With minimal exceptions, this edition of our annual Sustainability and Corporate Responsibility Report covers the activities of Dominion Energy for the calendar year 2020.

While we are proud of this record, we are focused on key developments that will drive future actions and carry out our strategy to become the most sustainable energy company in the country.

Addressing Climate Change

Dominion Energy is committed to doing our part to address climate change. We are reducing carbon and methane emissions in our operations. We are also helping our customers do the same.

We have worked for two decades to diversify and transform our generation portfolio to support our low-carbon goals. At the same time, we have implemented an aggressive plan to reduce methane emissions from our gas infrastructure. We will continue transitioning our fleet and working to reduce carbon and methane emissions across our electric and natural gas infrastructure.

In February 2020, we announced a new emissions reduction goal: net zero emissions of both carbon dioxide and methane, from both our electric and gas businesses, by 2050. In November 2020, we announced our formal support for the Task Force on Climate-related Financial Disclosures (TCFD). In July 2021, our company released a new [Climate Report](#). The report examines the risks and opportunities presented by global warming, details how Dominion Energy is addressing them, and incorporates a scenario analysis exploring pathways to a carbon-free future.

Looking Forward

Strategic Repositioning

Over the past several years, Dominion Energy has taken steps to narrow its strategic focus to premier, state-regulated, sustainability-focused, utility operations. In 2020, we announced the sale of substantially all our gas transmission and storage business. This strategic repositioning will allow the company to highlight the value of our increasingly green energy profile — something frequently emphasized by investors and stakeholders alike — and to focus even more on fulfilling utility customer needs and positioning the company for a prosperous and increasingly sustainable future.

Social Justice & Diversity

Dominion Energy’s core value of ethics embodies our belief that everyone has the right to be treated with dignity, fairness, and respect, and that everyone has a duty to treat others the same way. Dominion Energy has long been committed to the principles of diversity, equity, and inclusion (DE&I), and has supported the cause of social justice for many years.

In 2020, as the nation grappled with unresolved inequities, Dominion Energy approached questions of racial and social justice with a sense of purpose. For example:

- We created the HBCU Promise, a six-year, \$25 million commitment in support of Historically Black Colleges and Universities to provide a long-term path to address educational and economic inequity;
- We created a \$10 million educational equity scholarship fund to help students from underrepresented communities¹ defray the cost of higher education, which we know is the greatest equalizer;
- We established a \$5 million fund to support nonprofits doing the work of social justice and community rebuilding, including the We Care Rebuild Project and Lawyers’ Committee for Civil Rights Under Law;
- We launched a series of company conversations led by our senior-most executives about race and social justice to bring greater awareness and a supportive environment for employees to speak openly about current events; and
- We announced a new personal holiday to honor Juneteenth.

We plan to continue with these and other efforts in the coming years. Dominion Energy also seeks to promote social justice through other avenues. These include our Environmental Justice policy (see the [corresponding section](#) in this report), as well as our commitment to diversity, equity, and inclusion, starting at the executive level: Diverse individuals make up more than half our CEO’s executive leadership team.



¹ Students from underrepresented communities are defined as those of American Indian, Asian, Black, Hispanic, Native Hawaiian, biracial, or multiracial heritage.

Looking Forward

In 2021, we also produced our first [DE&I report](#), which covers our actions in these areas in detail, particularly regarding EEO-1 demographic workforce data. That report notes the progress we have made — such as increasing our diverse hiring rate by 13.4 percentage points from 2016 through 2020. We continue to increase diverse representation in our workforce, and we have steadily increased the share of our procurement spending devoted to diverse suppliers. Finally, the report provides a frank assessment of areas where we still have room to improve.

For Dominion Energy, social justice is not a fad; it is an enduring ideal that we will continue to pursue.

Sustainability-Linked Financing

Dominion Energy's sustainability focus extends to the way we finance our daily operations. In 2021, the company entered into two sustainability-linked credit facilities totaling \$6.9 billion, including a \$6 billion master credit facility that ties certain pricing parameters to the achievement of annual renewable electric generation and diversity and inclusion milestones. A separate \$900 million credit facility, believed to be the first of its kind globally, provides a reduced interest rate when our borrowings are used to fund clean generation infrastructure or social investments such as supporting diverse-owned businesses, enhancing diversity within our workforce, or supporting marginalized populations within our communities. In addition, we issued \$1 billion in green bonds in 2021 to finance eligible clean energy projects. Taken together, these financings support our sustainability objectives and provide additional flexibility to finance our \$32 billion, five-year growth capital plan — over 80% of which is slated for emissions-reduction and enabling investments.

The Flexible Workplace

During the course of the coronavirus pandemic, we learned important lessons from our employees — including how effectively many of our roles can be done from home. Although employees who had been working remotely began returning to the office or worksite in July 2021, we also began piloting a hybrid work model. For the first year, employees in flexible roles have the opportunity to work remotely part of the time, enabling them to reduce travel and travel-related emissions while maintaining in-person relationships with their colleagues and supporting our One Dominion Energy core value.

About Us



At A Glance

More than 7 million customers in 16 states energize their homes and businesses with electricity or natural gas from Dominion Energy (NYSE: [D](#)), headquartered in Richmond, Virginia. The company is committed to sustainable, reliable, affordable, and safe energy and to achieving net zero carbon dioxide and methane emissions from its power generation and gas infrastructure operations by 2050. Please visit [DominionEnergy.com](https://www.dominionenergy.com) to learn more.

Creating Shareholder Value

About Us

Key Stats

(as of December 31, 2020, unless otherwise noted.)

Environmental

43%

reduction in carbon emissions from our electric generation business since 2005

32%

reduction in methane emissions from our natural gas business since 2010

One of the Largest

solar fleets in operation among utility holding companies

Largest

offshore wind farm under development in the United States — 2.6 gigawatts, enough to power up to 660,000 homes at peak output — with plans to double that by 2035

Largest

renewable natural gas partnership in the United States, focused on reducing methane emissions from the agricultural sector

Largest

electric school bus program in the United States

31,380

metric ton reduction in our annual methane emissions since 2010

24.5

million metric ton reduction in our annual carbon emissions since 2005

40,000+

acres of open space managed as habitat suitable for birds, bees, and other pollinators

Creating Shareholder Value

About Us

Social

\$818.9M

spent with diverse suppliers in 2020

\$58.1M

contributed in total in 2020 to social betterment through charitable programs, energy assistance, direct giving, COVID relief, social-justice support, and the HBCU Promise^{SM 2}

\$25M

committed (through 2026) to support Historically Black Colleges and Universities

\$15M

committed to energy efficiency upgrades and critical health and safety repairs for vulnerable customers in South Carolina

\$200+M

in unpaid bills during the coronavirus pandemic forgiven

\$10M

committed (through 2026) to provide educational equity scholarships to post-secondary students from underrepresented communities.

\$5M

committed to social justice and community rebuilding

Financial

\$96B

in total assets

#193

on Fortune 500 (as of June 2, 2021)

\$14B

total operating revenue

\$60B

market cap

² The \$58.1 million total contribution in 2020 includes: \$4 million for COVID relief, \$2 million for social justice, \$16.3 million for grants through the Dominion Energy Charitable Foundation, \$11.7 million in direct giving from the company, \$18.3 million in energy assistance, \$5.8 million for the HBCU Promise.

Governance

33%

**gender and ethnic
diversity** on Board of
Directors

6.6

years average tenure
on Board

**Two-
thirds**

of Board members
have experience in
environmental matters

**Board-
level**

**Sustainability and
Corporate Responsibility
Committee**

**Executive-
level**

Climate Council

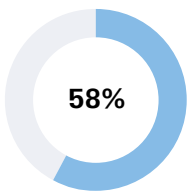
Creating Shareholder Value

About Us

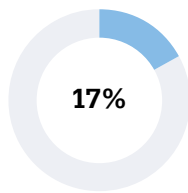
Operating Groups*

*As of November 22, 2021. Excludes Corporate and Other. Results as of Dec. 31, 2020.

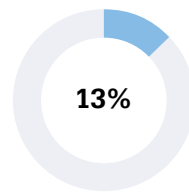
2020 Earnings % by Primary Operating Segment



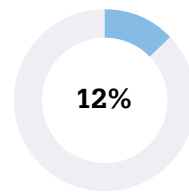
Dominion Energy Virginia



Gas Distribution



Dominion Energy South Carolina



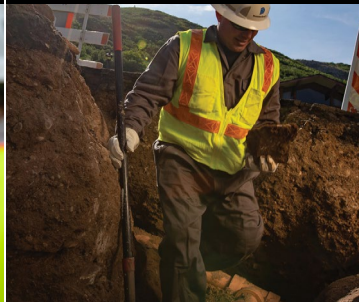
Contracted Assets

- 58% of operating earnings in 2020
- Electric generation, transmission, distribution

- 17% of operating earnings in 2020
- Gas Distribution

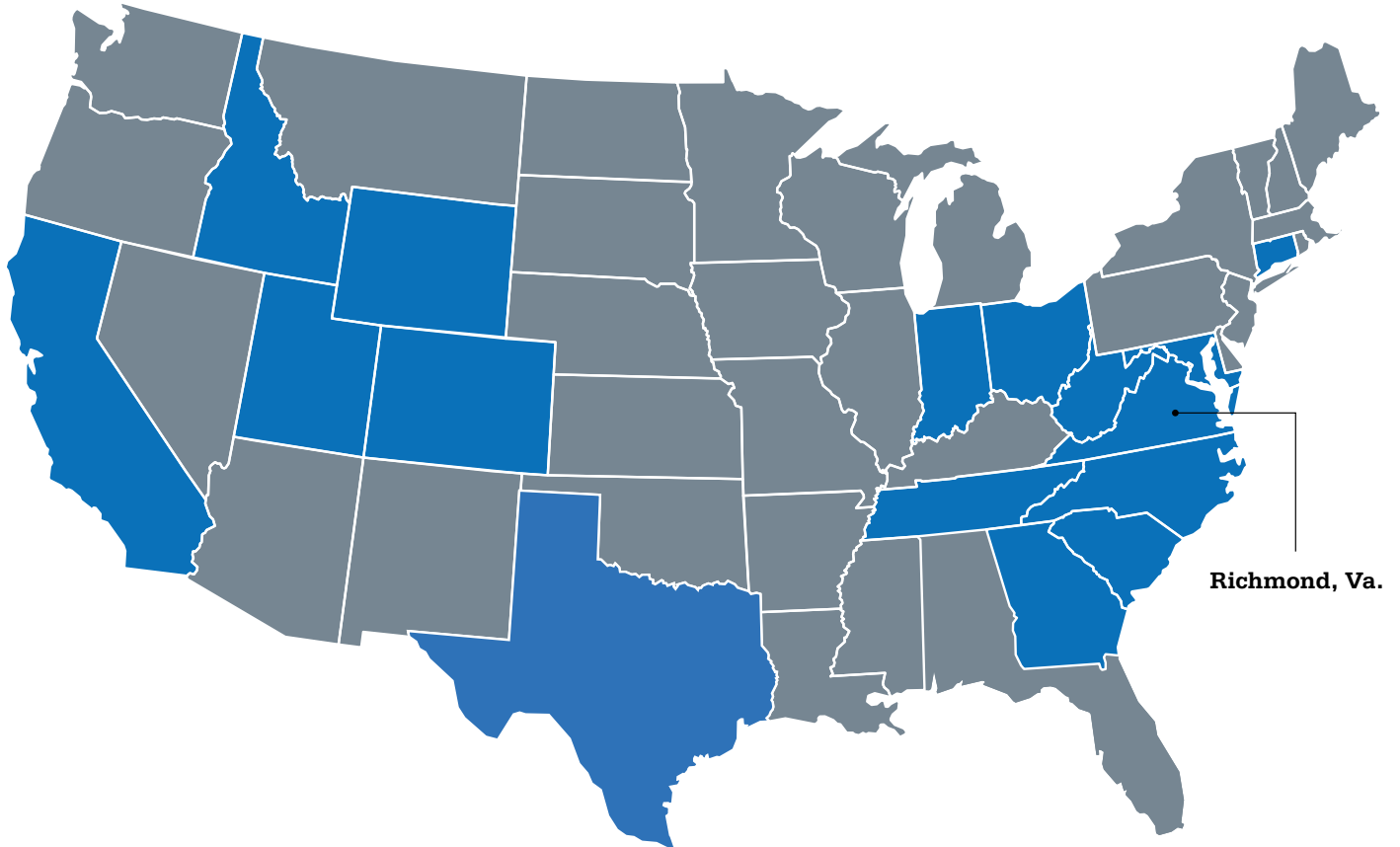
- 13% of operating earnings in 2020
- Electric generation, transmission, distribution; gas distribution

- 12% of operating earnings in 2020
- Long-term contracted solar, Millstone nuclear power station, non-controlling interest in Cove Point LNG



Where We Work

(as of December 31, 2020)



Awards and Recognition

World’s Most Admired Companies 2021

Forbes

America’s Best Large Employers 2021

Forbes

America’s Best Employers for Women 2021

Forbes

America’s Best Employers for Diversity 2021

Forbes

America’s Best Employers for Veterans 2021

Forbes

Top 10 Military-Friendly Companies

G.I. Jobs
since 2018

Best for Vets: Employers

Military Times
since 2010

A-minus

from CDP for climate change reporting

A-minus

from CDP for water reporting

Bloomberg Gender Equality Index, 2021

100% (perfect) score

on the Disability Equality Index, 2021

100% (perfect) score

from the Human Rights Campaign, 2021

Top Utility

recognition from *Business Facilities* magazine, 2021

Chairman’s Award

Southeastern Electric Exchange Industry Excellence Awards, 2020

#Hes4Shes Award (2019)

Women Business Enterprise National Council (WBENC)

“JUST 100” ranking

from JUST Capital for the second consecutive year.

AGA Safety Achievement Award

for lowest DART (Days Away, Restricted, or Transferred), 2020

Emergency Response Award

from the Edison Electric Institute for Hurricane Isaias Recovery Efforts (2021)

Done Deals Corporate Champion Award (2020)

Women Presidents’ Educational Organization (WPEO)

Presidents’ Award (2020)

Women Presidents’ Educational Organization – DC Region (WPEO-DC)

Thomas F. Farrell, II, Safety Leadership and Innovation Award

created (2021) by the Edison Electric Institute in honor of Dominion Energy’s former chair, president, and CEO’s devotion to safety

Most Trusted Business Partner Utility 2021

(Dominion Energy Virginia, Dominion Energy North Carolina) from Escalent Market Research

“Trendsetter” Award

for political disclosure and accountability from the Center for Political Accountability and the Zicklin Center for Business Ethics Research at the University of Pennsylvania, 2020

Most Inclusive Public Utility Energy Company for Minority Business Enterprise (2018)

Maryland Washington Minority Contractors Association (MWMCA)

Top Military Diverse Supplier Company (2017-2020)

G.I. Jobs

Done Deals Corporate Opportunity Award (2019),

WPEO

2020 Innovation in Private Sector Award

(large companies) from RVATech, the Richmond (Virginia) Technology Council

Values, Ethics & Compliance

At Dominion Energy, everything starts with clear values. Doing the right thing is a constant thread woven throughout the fabric of our culture — one that we keep front of mind through intentional effort.

Maintaining the trust of investors, customers, regulators, and other stakeholders is crucial. We know actions speak louder than words, so we deliver on our commitments.



Safety



Ethics



Excellence



Embrace Change



One Dominion Energy

Our Values

Five core values guide the people of Dominion Energy: Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy — our term for teamwork. These values define who we are. They form the basis of our company culture, set the course for our actions, align our culture and strategy, and create the environment for long-term success.

Each of these values plays an integral role in sustainability — by safeguarding the health and welfare of our employees, communities, and environment; fostering trust between Dominion Energy and others; and ensuring that the company uses innovative strategies to safeguard the well-being of all our stakeholders, today and long into the future.

Ethics & Compliance

Our goal is to always comply with the letter and spirit of the law and to act consistently with our core values. To reinforce that norm, each year employees complete training in ethics and compliance and certify that any potential compliance items have been reported or are being addressed.

In addition, Dominion Energy maintains a comprehensive Ethics and Compliance Program. Our [Code of Ethics and Business Conduct](#), which is overseen by the Board of Directors, as well as a Compliance Council composed of senior officers, sets and enforces our expectations.

Employees can use a dedicated email account to ask questions or seek guidance about ethical concerns and compliance issues. They also have a duty to report any concerns whenever they suspect noncompliance, misconduct, or illegality. In all cases, retaliation for good-faith reporting is strictly prohibited.

Dominion Energy stakeholders can report concerns by contacting the compliance line or by [communicating directly](#) with independent members of the Board of Directors. A compliance attorney oversees all ethics and compliance investigations.

In 2019, we enhanced our already robust regulatory-compliance program and in 2020, we completed an enterprise-wide compliance ownership and gap analysis.

Privacy Policy

We value the trust customers place in us when they provide their personal information, and we are committed to protecting their privacy. In 2020, we published a comprehensive [privacy notice](#) on our website that describes to consumers how we collect, use, retain, and disclose personal information. We consider this more than a mere pro forma notice. Our privacy policy embodies our customer-centric orientation, and publication of it embodies our commitment to transparency — both of which we view as essential components of our mandate to serve our customers and the public.

CASE STUDY



Safety

Since 2003, Dominion Energy has slashed its OSHA-recordable injury rate by 90%. But we will not be satisfied until no employee ever gets hurt, so we are constantly looking for ways to reduce the risk of harm. In November 2019, our Power Generation organization introduced a program called Mission Zero — a positive safety process encouraging colleagues to self-report good catch/close call safety events.

The program is an effective means to report and share potential safety concerns. As of July 31, 2021, more than 235 good catch/close call events have been reported and shared. Dominion Energy Virginia Power Generation's safety performance in 2020 was the best performance in the history of the fleet. Mission Zero is a key contributing factor to that accomplishment.

Governance and Risk Oversight

Most of what goes right with an enterprise — and most of what goes wrong with it — can be traced back to decisions made at the top.

Good corporate governance and risk oversight promote well-informed, effective decision-making and ensure that Dominion Energy remains a reliable steward of the resources in our care and a trusted partner to our customers and communities.

Governance Structure

For Dominion Energy, governance extends beyond the top of the organizational chart. It encompasses the manner in which we operate, including the management of risk.

Dominion Energy's experienced, engaged and diverse [Board of Directors](#) oversees the company's management and direction and is led by our Chair and an active, independent Lead Director with robust and well-defined duties. The Board has a fiduciary duty to uphold business and investor interests. Accordingly, our Board of Directors has oversight of the company's environmental performance and sustainability initiatives, along with our long-term growth strategy.

The Board of Directors operates through five committees: Audit, Compensation and Talent Development, Finance and Risk Oversight, Nominating and Governance, and Sustainability and Corporate Responsibility (SCR). The Board formed its SCR Committee in 2018 and in 2021 separated its former Compensation, Governance and Nominating Committee into two committees — Compensation and Talent Development and Nominating and Governance — in its ongoing effort to incorporate governance best practices.

Sustainability and Corporate Responsibility Committee

The SCR Committee is composed of independent directors who oversee the company's performance as a sustainable organization and responsible corporate citizen, including oversight of strategies, activities, and policies regarding environmental sustainability, climate strategy, corporate social responsibility, and public issues of significance that might affect company stakeholders — including shareholders, employees, customers, and the communities in which the company operates. Each of the SCR Committee's meetings in 2020 was devoted primarily to environmental, social, and governance (ESG) matters.

Management

Effective management of the company's strategy and operations starts with the CEO and the senior leadership team, which consists of six senior officers who report to the CEO. Together, they develop and oversee the company's sustainability strategy and initiatives.

The senior leadership team carries out oversight of climate strategy³ specifically through the following governance structure:

- **A Climate Council** – composed of the CEO, the CEO's leadership team, and operating unit presidents – which develops and oversees sustainability strategy and initiatives and reviews the company's sustainability commitments and performance (meets quarterly);
- **A Climate Working Group** – composed of senior leadership and subject-matter experts – which manages key initiatives at the direction of the Climate Council (meets monthly); and
- **A Net Zero Team** – composed of a subset of the Climate Working Group plus business-unit advisers – which supports the Climate Council on achieving climate goals and evaluates policy and technology developments in clean energy.

Human Rights, Workplace Expectations, and Supplier Expectations

Dominion Energy believes 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. This commitment to human rights covers all the company's operations and sets the expectation for suppliers as well.



³ Other governance structures oversee other sustainability topics, including diversity, equity, and inclusion and economic development.

Governance and Risk Oversight

Supplier Code of Ethics and Business Conduct

Dominion Energy expects all suppliers to share our commitment to ethics and compliance. Our [Supplier Code of Ethics and Business Conduct](#) outlines these minimum expectations, including in the areas of human labor practices, responsible sourcing, environmental compliance, sustainability, and the health and safety of suppliers' employees.

Risk Oversight

Dominion Energy's Board of Directors oversees our long-term strategy and the various risks the company faces, including climate-related risk. The Board believes that the company's interests are advanced by responsibly addressing these risks, whether they are operational, financial, regulatory, or strategic in nature.

While the Board and its committees oversee risk policies, company management carries them out. The company has robust enterprise risk management (ERM) processes embedded throughout the organization. We identify and assess, at least annually, major risks at the corporate level and for each of our key operating segments and report those findings to the Board. We are committed to discussing our approach to risk management in our external reporting, including our SEC filings and our most recent [Climate Report](#).

The company's approach has always been to employ the Precautionary Principle — which is to minimize known risks and mitigate risks that are not yet fully understood, but for which there are indications of possible future events or outcomes.

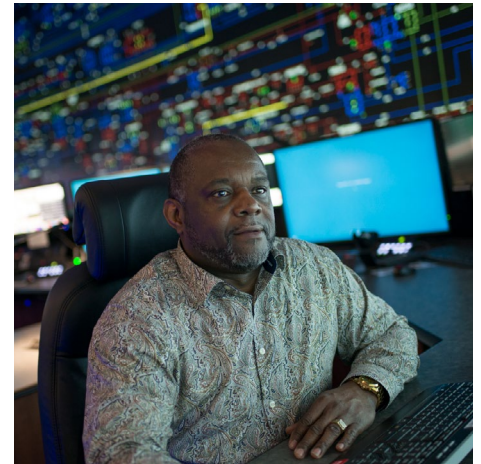
In 2020, we announced our support for the TCFD and its recommendations, which provide guidance to organizations on providing information to investors, lenders, insurers, and others on the business risks and opportunities presented by climate change.

Cybersecurity

Our Strategy

We recognize cyber threats as a key risk for our company and our industry. To minimize that risk, we employ an extensive system of rigorous security protocols, overseen by experts responsible for protecting against cyberattacks. We deploy cybersecurity controls using a defense-in-depth approach, strengthening our posture to identify and prevent external attacks as well as insider threats. We revise the cybersecurity strategic plan at least annually and provide status updates and performance metrics to the Board of Directors and senior leadership.

We maintain industry-leading relationships with government agencies, trade groups, and other energy sector elements — including the Federal Bureau of Investigation (FBI), the Department of Homeland Security (DHS), and the Electricity Information Sharing and Analysis Center (E-ISAC) — to obtain actionable intelligence information, to mitigate threats, close gaps, and identify vulnerabilities, and to help assess the overall security posture of the organization. These partnerships are instrumental components of our cybersecurity program to ensure that information and critical infrastructure remain protected from cyber threats.



Political Participation

As a company whose operations are subject to extensive regulation throughout its multi-state service areas, Dominion Energy participates in the political process at the local, state, and national levels. We believe an open, transparent, and accessible political process is one of the most important components of a successful democracy, so we encourage all our stakeholders to participate. We support both the letter and the spirit of all applicable federal and state laws governing our political activities and our actions, holding ourselves to the highest ethical standards. By actively participating in the political process, we help shape policies that advance our business strategies and goals, promote effective public and government relations, and serve the interests of key stakeholder groups.

Dominion Energy operates a political action committee, or PAC, which is strictly voluntary and nonpartisan. Membership is open to eligible employees and shareholders.

We strive to conduct our business as transparently as possible engaging elected officials, regulators, environmental and safety agencies as well as community and business leadership in hopes of building public trust and forming lasting and mutually beneficial partnerships.

We routinely evaluate our approach to political contributions and participation. To learn more, please visit our [Political Contributions & Participation](#) website.

Transparency

Every year we voluntarily report the corporate political contributions we make to tax-exempt 527 organizations, 501(c)(4) organizations that appear to use some funds for political purposes, trade associations and other tax-exempt organizations to which we contribute \$50,000 or more, the portions of our payments attributable to lobbying, and payments greater than \$50,000 in the aggregate to national 501(c)(3) tax-exempt organizations whose predominant purpose is to provide venues for the exchange of ideas on matters of public policy. Dominion Energy's policies ensure that all corporate political donations made by the company are in full compliance with all applicable federal and state election laws, rules and regulations. In addition, we disclose our political contributions on the website of the Federal Election Commission and the electoral board website of the states in which we contribute to state and local elections. Because of such efforts, the Center for Political Accountability has again recognized Dominion Energy as a "trendsetter" for transparency regarding political contributions disclosure. Contribution reports can be found [here](#).

We maintain a lobbying and political contributions policy, which is available [here](#). The policy governs Dominion Energy's lobbying activities, including direct, indirect, and grassroots lobbying; our participation in trade associations; and our political contributions.

To increase accountability, the Audit Committee of our Board of Directors maintains oversight of political contributions and lobbying.

Commitments



Performance Against 2020 Sustainability Commitments

Our Company

Category	2020 & Beyond Commitments	2020 Performance
Values, Ethics & Compliance	To continue to reinforce the importance of ethics and compliance, an ongoing implementation of risk-based program structures will be promoted	<p>On-Track</p> <ul style="list-style-type: none"> • Formed an enhanced Regulatory Compliance program with a risk-based approach to centralized oversight of various compliance areas. • Completed an enterprise-wide Compliance Ownership and Gap Analysis to confirm organizational responsibility for compliance matters and identify compliance risk areas.

Creating Shareholder Value

Commitments / Performance Against 2020 Sustainability Commitments

Category	2020 & Beyond Commitments	2020 Performance
Values, Ethics & Compliance	We will create and adopt a new privacy policy and training program on customer communications	<p>Achieved</p> <ul style="list-style-type: none"> Adopted a comprehensive new Privacy Notice that consolidates separate operating segment policies and incorporates California Consumer Privacy Act compliance requirements. The Privacy Notice confirms our processes: it provides consumers with a comprehensive description of Dominion Energy’s practices for collection, use, disclosure, and sharing of personal information, and consumers’ rights regarding personal information. Conducted communications compliance training with multiple employee-facing teams.
Governance & Risk Oversight	ESG matters will continue to be discussed at each regularly scheduled Board of Directors meeting	<p>Achieved</p> <ul style="list-style-type: none"> The Board of Directors received reports on safety, environmental compliance and staffing diversity at each of its regularly scheduled meetings in 2020. The Board of Directors also received and discussed reports on other ESG matters, including, but not limited to: <ul style="list-style-type: none"> The establishment of the Company’s net zero emission target and the path to achieve it; The Company’s long-term goals and strategy with respect to human capital; The Company’s response and actions with respect the coronavirus; Social justice; and Environmental justice screening with all projects presented to the Board for approval. The Sustainability and Corporate Responsibility Committee met four times with each agenda devoted primarily to Environmental, Social and Governance (ESG) matters.
Governance & Risk Oversight	We will continue to improve our communication transparency on ESG matters with all company stakeholders	<p>Achieved</p> <ul style="list-style-type: none"> Formally declared support for the Task Force on Climate-related Financial Disclosures (TCFDs) providing guidance to organizations on the business risks and opportunities presented by climate change, incorporated in Climate Report.

Creating Shareholder Value

Commitments / Performance Against 2020 Sustainability Commitments

Category	2020 & Beyond Commitments	2020 Performance
Governance & Risk Oversight	<p>Corporate Intelligence and Security’s Cyber Security Branch (CSB) will develop and continue to leverage evolving tools, techniques, and processes, which build capacity and capabilities enabling advanced threat detection against hostile nation states and sophisticated criminal groups</p>	<p>Achieved</p> <ul style="list-style-type: none"> • Dominion Energy’s Corporate Intelligence and Security’s (CSB) has become an industry leader with advanced tools, techniques, processes, and intelligence sharing relationships. A partnership with the Department of Homeland Security (DHS) both provides tactical intelligence on threats and an ability to help reverse engineer some attack attempts to determine the source. A strong relationship with the Richmond FBI has resulted in plans for a “honeypot” server placed outside our perimeter to detect nation state and criminal attacks. We are the first utility to work with the CISA branch of DHS to deploy their Cyber Sentry capability within our network to monitor for suspicious activity from advanced persistent threat (APT) actors. CSB deployed a cyber range which allows actual attack scenarios to be played out in a simulated environment to ensure the defensive skills of CSB personnel are at the highest level to counter APTs. The use cases which tailor our SEIM effectively monitor for hostile activity are constantly evolving with the latest threat intelligence to look for patterns of behavior as the techniques of APTs and other threat actors change. CSB built a robust penetration testing program which simulates attacks on key systems to locate vulnerabilities and correct them before they can be exploited.

Creating Shareholder Value

Commitments / Performance Against 2020 Sustainability Commitments

Delivering Clean, Reliable, Affordable Energy

Category	2020 & Beyond Commitments	2020 Performance
Reducing Emissions	<p>Dominion Energy South Carolina will expand its grid modernization efforts and increase EV charging infrastructure</p>	<p>On-Track</p> <ul style="list-style-type: none"> • Dominion Energy South Carolina launched a multi-year roll-out of advanced meter infrastructure (AMI) across our system, with 110k meters installed. • A Demand Side Management (DSM) incentive program was approved by the Public Service Commission to convert municipal overhead pole lighting fixtures to LED; about 54,000 fixtures were targeted, and 11,500 are currently under contract, with a goal to add additional lighting classes in the future. We also determined an opportunity to leverage the LED model to address public and private options to compensate for lack of private EV charging infrastructure investment while using public transportation electrification growth to build out additional charging resources. • In addition, we identified 2021 critical success factors to create partnerships with vehicle manufacturers to advance transportation electrification.
Reducing Emissions	<p>Net Zero carbon and methane emissions by 2050</p> <ul style="list-style-type: none"> • 55 percent Carbon emissions reduction by 2030 (compared to 2005) • 65 percent Methane emissions reduction by 2030 (compared to 2010) • 80 percent Methane emissions reduction by 2040 (compared to 2010) 	<p>On-Track</p> <ul style="list-style-type: none"> • 43% reduction in carbon emissions between 2005 and 2020. • 32% reduction in methane emissions between 2010 and 2020.

Creating Shareholder Value

Commitments / Performance Against 2020 Sustainability Commitments

Category	2020 & Beyond Commitments	2020 Performance
Reducing Emissions	<p>Make Natural Gas Distribution System “Future Energy Ready”</p> <ul style="list-style-type: none"> Convert 4 percent of our Natural Gas System throughput to Renewable Natural Gas by 2040 Prepare the distribution system to receive up to 5 percent hydrogen blend by 2030 	<p>On-Track</p> <ul style="list-style-type: none"> Dominion Energy [representatives] met with state commissions to educate on the Gas Distribution sustainability strategy, including the promotion of on-system renewable natural gas (RNG), and are working with regulators and legislators in each state to develop tariffs and incentives to develop RNG. Implemented on-system projects in Ohio and Utah, and two NCUC-approved RNG pilot programs. In addition, Dominion Energy is expanding the Green Therm program (voluntary RNG offering to customers) in Utah and across LDCs. A Hydrogen blending test pilot at the Utah training center is on track to be completed in 2021. Initial results from that pilot have confirmed that a 5% hydrogen blend did not adversely affect the distribution system or appliance performance. Further testing will be used to plan for an on-system pilot at training centers in Ohio and North Carolina. In addition, a memorandum of understanding was signed in Ohio with the regional transit authority for hydrogen production.
Reducing Emissions	<p>Implement a company-wide travel smart program</p>	<p>On Hold</p> <p>Due to changes in employee report-to-work requirements due to COVID-19 protections, this commitment was put on hold. We are evaluating other offsets to manage air travel and emissions in the future. We continue our partnership with Lyft for employee transportation while traveling.</p>

Creating Shareholder Value

Commitments / Performance Against 2020 Sustainability Commitments

Category	2020 & Beyond Commitments	2020 Performance
Clean Energy Diversity & Security – Virginia	<p>Dominion Energy Virginia will continue to reduce carbon emissions across its generation fleet and investing in cleaner solutions</p>	<p>On-Track</p> <ul style="list-style-type: none"> • Our solar operating investments in VA and NC include 1,381 MW of company-owned solar and 1,414 MW of 3rd party power purchase agreements (PPAs) through 2020. An additional 3,269 MW of solar is currently in development or under construction in VA. We filed our first RPS Development Plan in October 2020 with the State Corporation Commission (SCC) laying out our long-term plan to achieve the VCEA renewable development targets. In the same filing, we petitioned for the approval to construct, operate and recover costs for three solar generating facilities, totaling approximately 82 MW, and to contract for 416 MW 3rd party solar PPAs. In addition, we issued a request for proposal (RFP) for 250MW of solar, both acquisitions and PPAs. • The company is planning to deploy three battery energy storage systems (BESS) pilot facilities representing 16 MW in total. Dominion Energy Virginia issued an RFP in 2020 seeking bids for up to 250 MW of new energy storage projects in Virginia. • The company finalized our 12 MW Coastal Virginia Offshore Wind (CVOW) project, the first in federal waters, placed into service January 2021. We have the largest offshore wind farm, approximately 2,600 MW, under development in the United States, targeted to be operating in 2026. In December 2020, the company filed a Construction and Operations Plan with the Bureau of Ocean Energy Management initiating the federal review of the project. • Our Virginia nuclear fleet accounts for about 45% of the Commonwealth’s zero-carbon generation.
Clean Energy Diversity & Security – Virginia	<p>Dominion Energy Virginia will continue to enhance reliability and resiliency by modernizing the electric grid and expanding EV charging infrastructure</p>	<p>On-Track</p> <ul style="list-style-type: none"> • We added 45 miles of new transmission line and 11 new substations while refurbishing 185 miles of transmission line and expanding 15 existing substations. We also launched the Online Hosting Capacity Tool, which enables customers in Virginia and North Carolina to evaluate optimal locations to interconnect distributed energy resources (DERs). We completed 22 miles GTP fiber and ramped up the Advanced Metering Infrastructure (AMI) efforts, installing 225,646 AMIs through 2020. • The company launched the Smart Charging Infrastructure Pilot Program, which provides rebates for EV charging infrastructure, in October 2020.

Commitments / Performance Against 2020 Sustainability Commitments

Category	2020 & Beyond Commitments	2020 Performance
Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to engage with industry partnerships and stakeholders to solicit public input on Demand Side Management programs which support the VCEA	<p>On-Track</p> <p>In December 2020, Dominion Energy Virginia filed for 11 new DSM programs, reaching \$476M of the 2018 Grid Transformation and Security Act proposed programs' goal of \$870M (55%) in the first few years of the ten-year goal, and \$53M of a target \$130M spend goal on low-income programs as set forth in the 2020 VCEA over a ten-year period. In total, the company has 38 active and proposed DSM programs.</p>
Clean Energy Diversity & Security – South Carolina	Dominion Energy South Carolina will continue to reduce its carbon and methane emissions and invest in solutions including Demand Side Management (DSM) programs that make cleaner solutions available	<p>On-Track</p> <ul style="list-style-type: none"> • CO2 mass emissions in DESC down 50% compared to 2005 baseline. • Reducing methane emissions via voluntary leak detection and repair (LDAR) and high-risk excavation monitoring system. • DSM investment of \$143M through 2020, resulting in cumulative energy savings of 925M kWh.
Energy Value	Invest \$7.85M to help families with electric energy bills along with strategic outreach events	<p>Achieved</p> <p>The company assisted 13,000+ vulnerable residential customers via bill assistance program, provided bill assistance to 102 small businesses in support of COVID-19 relief, and weatherized 2,200+ homes. Total EnergyShare spend for 2020 was \$13M+ (includes bill assistance, weatherization, and education/outreach.)</p>
Energy Value	We will achieve a 50 percent increase in savings of natural gas through energy efficiency programs by 2025	<p>On-Track</p> <p>A 47% increase in energy efficiency program funding is planned from 2020 to 2025 (\$38M to \$56M). This funding increase is anticipated to lower customer emissions by more than 150,000 tons of CO2e. In addition, our Utah operations currently has the largest energy efficiency program. Customers have saved more than 3,250,000 Dekatherms since the baseline was established, and they are on track to meet the 50% goal by 2025.</p>
Innovation	Detect and deliver solutions to accelerate net zero carbon and methane for our customers and communities	<p>On-Track</p> <ul style="list-style-type: none"> • The company has implemented the following initiatives: <ul style="list-style-type: none"> • CT Greenbank electric vehicle (EV) charging • Electric school buses • Autonomous shuttle • Airport EV charging program

Commitments / Performance Against 2020 Sustainability Commitments

Category	2020 & Beyond Commitments	2020 Performance
Innovation	Every Business Segment and DES will develop and implement at least one innovative idea related to environmental stewardship by 12/31/2020	<p>Achieved</p> <ul style="list-style-type: none"> Across the company, each Business Segment and Dominion Energy Services developed and implemented innovative ideas related to environmental stewardship. Examples include: an environmental observations program to capture noncompliance and 'near misses', and their corrections; the formation of cross-functional compliance task teams to self-identify areas of improvement and best practices; a virtual environmental innovation conference; a horizontal directional drilling project to identify best practices and track inadvertent returns; development of Standard Operating procedures for avian handling; and home sustainability projects and supplementary sustainability training courses.

Protecting The Environment

Category	2020 & Beyond Commitments	2020 Performance
Clean Water	Reduce 21M gallons of water over the next five years	<p>On-Track</p> <ul style="list-style-type: none"> Reduced 4.5M gallons of fresh water use in first year of goal, and on track to reduce 21M gallons over five years at planned pace of development.
Clean Water	50% reduction from 2000 levels in freshwater withdrawn per MWh to generate electricity by 2030	<p>On-Track</p> <ul style="list-style-type: none"> Achieved a 49% reduction in 2020 since 2000 levels.
Habitat & Wildlife Protection	We commit to 350 acres of pollinator habitat with native species established or under development by 2025	<p>On-Track</p> <p>Electric Transmission has achieved ~121.5 acres of solar pollinator habitat. In South Carolina, the Yemassee to Burton transmission line that runs through Brewton Place for two miles has been restored to native pollinators through clean-up and management by DESC following the construction of the transmission line. Five additional transmission line segments (spans) will be more extensively managed for pollinators upon right-of-way drying out sufficiently for entry. This will include grubbing the site, adding lime, and utilizing a grain drill for more intensive plantings for specific species. This work is being coordinated with The Audubon Society.</p>

Creating Shareholder Value

Commitments / Performance Against 2020 Sustainability Commitments

Category	2020 & Beyond Commitments	2020 Performance
Habitat & Wildlife Protection	Replace oil-filled electrical equipment to mitigate the risk of an oil release to the environment	<p>On-Track</p> <p>We are continuing the process of replacing oil-filled breakers and power transformers, including the installation of oil containment systems around new and existing transformers and temporary containment systems placed under oil-processing equipment and tankers during oil filling of transformers. Dominion Energy Virginia electric distribution continues to make progress eliminating oil-filled pad-mount switches that are nearing end-of-life with an ongoing proactive switch replacement program.</p>
Sustainable Operations: Reducing Waste	Reduce waste at 100% of offices by 2025	<p>On-Track</p> <p>In 2020, we piloted an interactive recycling and waste sorting “app” at 12 offices, launched five new composting programs, started a “Scraps From Home” initiative to collect employees’ food scraps while working from home, and launched a pilot collaboration with a landscaping vendor to compost wood chips from right-of-way clearings in Ohio, resulting in 94k pounds of organic waste diverted from landfill. To support our commitment to reduce waste-to-landfill impact, a baseline was established at supply chain managed warehouses, which we will use to measure future waste reduction progress.</p>
Sustainable Operations: Supply Chain	Increase partnership and engagement with suppliers, industry peers, and employees to improve environmental and social sustainability performance, to implement best practices, and to minimize reportable environmental events	<p>Achieved</p> <p>We have leveraged our supply chain sustainability strategy and relationships with partner organizations like the Electric Utility Industry Sustainable Supply Chain Alliance (EUISSCA) to continue to guide our path to be a transformational leader in the industry. The Vice President of Shared Services now serves as the Chair among our peer utilities. We also developed a Supply Chain Sustainability Network, which will continue to support efforts to conduct innovative actions to improve sustainability and implement best practices. In addition, we established a qualifications policy that requires environmental and sustainability evaluations during the procurement process. Key suppliers were surveyed to assess their supply chain environmental sustainability practices, social impacts, and environmental impacts.</p>

Commitments / Performance Against 2020 Sustainability Commitments

Serving Customers and Communities

Category	2020 & Beyond Commitments	2020 Performance
Safety	Install approximately 90 remote-controlled or automated valves across company footprint	<p>Achieved</p> <ul style="list-style-type: none"> The company installed 99 automated-shutoff and remote-control valves (ASVs and RCVs) in 2020: <ul style="list-style-type: none"> 14 in Dominion Energy Utah/Wyoming/Idaho 69 in Dominion Energy Ohio 16 in Dominion Energy North Carolina and South Carolina
Safety	We will continue to improve system integrity and reduce methane emissions by reworking storage wells and expand first-time pipeline inline assessments to reduce risk	<p>On-Track</p> <ul style="list-style-type: none"> As of year-end 2020, Dominion Energy Ohio has completed 81% of storage well baseline assessments and is on-pace to complete 100% by 2026. Completed first time inline assessment on 112 miles of pipelines systemwide in 2020. Deployed new technology (Pipetel inline inspection robot) to assess non-piggable pipelines.
Supplier Diversity	Dominion Energy works to ensure that small, local and diverse businesses can participate in our procurement process. To help deliver value to our customers and communities, we will generate a diverse supplier base reflective of the diverse population in the communities we support and achieve 20% in annual diverse spend by 2025	<p>On-Track</p> <ul style="list-style-type: none"> Our strategic plan to increase diverse spend employs several focus areas including leadership focus, outreach and mentoring, category management, analytics, and effective policies. Supporting initiatives have increased engagement with diverse suppliers, leveraged data to identify new opportunities, and increased participation of diverse suppliers in our procurement process. These efforts have contributed to a 63% increase in diverse spend since 2015. In 2020, diversity spend was over \$818M and represented 13.5% of procurement spend. We remained committed to supporting diverse businesses during the COVID-19 pandemic with over 65% of our essential health and safety supplies like surgical masks and sanitizer coming from small, local and diverse businesses. The pandemic allowed us to pivot to our first virtual supplier diversity conference to bring together and unite industry stakeholders to develop business and partnership opportunities for diverse suppliers. Over 300 diverse businesses attended the event with the opportunity to learn about doing business with Dominion Energy, sharpen skills for gaining new business during the pandemic, and to engage with 8 different business areas and over 20 prime suppliers. In partnership with the Metropolitan Business League’s We Care RVA Rebuild Project, Dominion Energy contributed \$400,000 to help small businesses in Richmond as they managed the impacts of COVID-19 to their businesses while engaging in community rebuilding.

Commitments / Performance Against 2020 Sustainability Commitments

Category	2020 & Beyond Commitments	2020 Performance
Environmental Justice	We commit to increase inclusiveness of our stakeholder engagement on decisions regarding the siting and operation of energy infrastructure. Our efforts will include a focused effort to include to all people and communities, regardless of race, color, national origin, or income to ensure a diversity of views in our public engagement process	<p>On-Track</p> <p>In 2020, the company developed formal internal processes for Environmental Justice (EJ) reviews. We trained more than 500 employees on environmental justice and how it relates to our business. Also in 2020, every one of our major generation-construction projects was reviewed for environmental-justice concerns, and we performed scores of EJ assessments over the course of the year. Of the 70 screens completed to date, 27 led to outreach coordination between DEES, external affairs and capital project support. EJ reports will be included in Virginia SCC regulated filings for new electric generation facilities beginning in 2021.</p>
Community Development	Expand broadband access to underserved rural communities in Virginia	<p>On-Track</p> <p>A public hearing on the first of three projects was held in February 2021 and a stipulation agreement was reached with all parties agreeing to the terms. Through the Grid Transformation Plan, 22 miles of broadband fiber were installed in 2020.</p>
Community Development	Expand affordable broadband access to underserved rural communities in South Carolina	<p>On-Track</p> <p>In 2020, Governor McMaster formed AccelerateSC and made a strong recommendation for broadband expansion for more than \$100 million. Bill H.3780 signed into law during the 2020 Session, resolving disputes between Internet Service Provider’s and South Carolina Cooperatives. The bill clarifies that electric easements are perfected and no additional easements would be needed if running fiber on existing rights-of-way. In addition, the company partnered with electric cooperatives in South Carolina through pole attachment agreements to focus on under-served broadband areas outside the assigned electric territory. We also engaged in joint trench opportunities with electric, gas, and fiber regarding various construction projects.</p>
Community Development	\$35M over the next six years to support Historically Black Colleges and Universities and provide scholarships to underrepresented minority students	<p>On-Track</p> <p>In 2020, we provided \$5.8M in support of Dominion Energy’s \$25M HBCU Promise. We also created the \$10M Dominion Energy Education Equity Scholarship Program and launched the application for the first class of scholars.</p>

Creating Shareholder Value

Commitments / Performance Against 2020 Sustainability Commitments

Empowering Our People

Category	2020 & Beyond Commitments	2020 Performance
Attracting Talent & Retaining Talent	Increase capacity and delivery of virtual training by 50 percent over 2019	Achieved All training programs delivered by Learning and Development have been adapted to the virtual learning environment, by which we have increased our capacity to deliver virtual training by 100%.
Attracting Talent & Retaining Talent	Leverage technology and develop tools to streamline a customer-focused hiring process including creating standardized metrics to measure improvements	Achieved Talent Acquisition rolled out a quarterly scorecard measuring five key metrics designed to drive diversity hiring and improve the candidate experience. The five metrics are: percentage of interviews that achieved "Two in Pool", percentage of talent pools that achieved 50% diversity, time-to-fill, time-to-offer, and percentage met of monthly sourcing production goals.
Attracting Talent & Retaining Talent	Increase our diverse workforce representation by 1 percent each year, until we achieve at least 40% diverse representation* * To be adjusted as necessary based on position and market availability.	Achieved In 2020, workforce diversity representation increased from 33.2% to 34.6% (a 1.4% increase), which exceeded our one-percent goal for the year. Despite headwinds that exist related to reduced hiring and increased retirement levels for diverse employees, our commitment to diverse hiring and retention efforts continue.

Creating Shareholder Value

Commitments / 2021 & Beyond Commitments

2021 & Beyond Commitments

Creating Shareholder Value

Category	2021 & Beyond Commitment
Values, Ethics & Compliance	To continue to reinforce the importance of ethics and compliance, an ongoing implementation of risk-based program structures will be promoted
Values, Ethics & Compliance	We will increase the accessibility of our corporate website by providing the resource in Spanish
Governance & Risk Oversight	ESG matters will continue to be discussed at each regularly scheduled Board of Directors meeting
Governance & Risk Oversight	We will continue to improve our communication transparency on ESG matters with all company stakeholders

Delivering Clean, Reliable and Affordable Energy

Category	2021 & Beyond Commitment
Reducing Emissions	Dominion Energy South Carolina will expand its grid modernization efforts and increase EV charging infrastructure
Reducing Emissions	<p>Net Zero carbon and methane emissions by 2050:</p> <ul style="list-style-type: none"> • 55 percent Carbon emissions reduction by 2030 (compared to 2005) • 65 percent Methane emissions reduction by 2030 (compared to 2010) • 80 percent Methane emissions reduction by 2040 (compared to 2010)
Reducing Emissions	<p>Make Natural Gas Distribution System “Future Energy Ready”</p> <ul style="list-style-type: none"> • Blend increasing quantities of renewable natural gas into our LDC systems* • Prepare the distribution system to receive up to 5 percent hydrogen blend by 2030 <p>* Replaces previous RNG-focused commitment to reflect updated assumptions.</p>
Reducing Emissions	Implement a companywide sustainable travel program

Creating Shareholder Value

Commitments / 2021 & Beyond Commitments

Category	2021 & Beyond Commitment
Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to reduce carbon emissions across its generation fleet and investing in cleaner solutions
Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to enhance reliability and resiliency by modernizing the electric grid and EV charging infrastructure
Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to engage with industry partnerships and stakeholders to solicit public input on Demand Side Management programs which support the VCEA
Clean Energy Diversity & Security – South Carolina	Dominion Energy South Carolina will continue to reduce its carbon and methane emissions and invest in solutions including Demand Side Management (DSM) programs that make cleaner solutions available
Energy Value	We will achieve a 50 percent increase in savings of natural gas through energy efficiency programs by 2025
Innovation	Detect and deliver solutions to accelerate net zero carbon and methane for our customers and communities

Protecting The Environment

Category	2021 & Beyond Commitment
Clean Water	Reduce 21 million gallons of water over the next five years
Clean Water	50 percent reduction from 2000 levels in freshwater withdrawn per MWh to generate electricity by 2030
Habitat and Wildlife Protection	We commit to 350 acres of pollinator habitat with native species established or under development by 2025
Habitat and Wildlife Protection	Replace oil-filled electrical equipment to mitigate the risk of an oil release to the environment
Sustainable Operations: Reducing Waste	Reduce waste at 100 percent of offices by 2025

Creating Shareholder Value

Commitments / 2021 & Beyond Commitments

Category	2021 & Beyond Commitment
Sustainable Operations: Supply Chain	<p>By 2030, 50% of our work-vehicles including off-road equipment like forklifts and ATVs/UTVs will be powered by plugs-ins or alternative fuels, and more than 75% of our passenger vehicle fleet will be electric. After 2030, all purchases of passenger vehicles will be electric, and all new work-vehicle purchases will be powered by plug-ins or alternative fuels*</p> <p>* Achievement of goal is subject to market availability and imperatives</p>
Sustainable Operations: Supply Chain	<p>We will encourage supplier and peer company engagement to enhance sustainability in procurement. Collaborative engagement and supplier education will drive innovation, best practice implementation, and GHG reduction activities. By 2025, we will target a 95% response rate to our supplier sustainability assessment; require key suppliers to disclose GHG emissions and targets; and include sustainability criteria in the procurement and evaluation process for 100% of key suppliers</p>

Serving Customers and Communities

Category	2021 & Beyond Commitment
Safety	<p>We will continue to improve system integrity and reduce methane emissions by reworking storage wells and expand first-time pipeline inline assessments to reduce risk</p>
Supplier Diversity	<p>Dominion Energy works to ensure that small, local and diverse businesses can participate in our procurement process. To help deliver value to our customers and communities, we will generate a diverse supplier base reflective of the diverse population in the communities we support and achieve 20 percent in annual procurement spend by 2025</p>
Environmental Justice	<p>We commit to increase inclusiveness of our stakeholder engagement on decisions regarding the siting and operation of energy infrastructure. Our efforts will include a focused effort to include to all people and communities, regardless of race, color, national origin, or income to ensure a diversity of views in our public engagement process</p>
Community Development	<p>Expand broadband access to underserved rural communities in Virginia</p>
Community Development	<p>Expand affordable broadband access to underserved rural communities in South Carolina</p>
Community Development	<p>\$35M over the next six years to support Historically Black Colleges and Universities and provide scholarships to underrepresented minority students</p>

Creating Shareholder Value

Commitments / 2021 & Beyond Commitments

Empowering Employees

Category	2021 & Beyond Commitment
Attracting Talent & Retaining Talent	Increase capacity and delivery of virtual training by 50 percent over 2019
Attracting Talent & Retaining Talent	Leverage technology and develop tools to streamline a customer-focused hiring process including creating standardized metrics to measure improvements
Attracting Talent & Retaining Talent	Increase our diverse workforce representation by 1 percent each year, with a goal of reaching 40% by year-end 2026* * To be adjusted as necessary based on position and market availability.
Attracting Talent & Retaining Talent	Complete a pilot of a hybrid home/office work environment for eligible employees

About This Report

This report covers the activities of Dominion Energy and its philanthropic arm, the Dominion Energy Charitable Foundation, for calendar year 2020 and, in certain instances, information about 2021 initiatives.

Where relevant or helpful for context, it includes information about previous years.

The report has been prepared in accordance with the Core Option of the Global Reporting Initiative (GRI) Standards. Elsewhere in the report, we included an index cross-referencing the topics covered in this report with the relevant GRI standards. In the interest of even greater transparency, we have mapped disclosures in this report to two other important sets of standards: the United Nations Sustainable Development Goals and Sustainability Accounting Standards Board standards.

The company conducts business in 16 states (see: [About Us](#)), and those states define the physical boundary of the company's impacts, with two exceptions: (1) carbon dioxide and methane emissions, which contribute to global climate change, and (2) our customers, suppliers, and investors, who are spread across the country (and, in certain cases, the world).

While we have relied on third-party input to help compile the report, the report has not been third-party assured. However, some greenhouse-gas emissions in this report have been third-party assured by an independent consultant.

Please direct all feedback, including any questions, to: esg@DominionEnergy.com.

Creating Shareholder Value

About This Report

Priority Sustainability Issues

As Dominion Energy considers the future of our strategic approach to sustainability, it is critical for us to understand what aspects of sustainability our stakeholders value – and which ones they value most.

For that reason, we conducted a Priority Sustainability Issue (PSI) assessment in 2020* in partnership with the Electric Power Research Institute (EPRI). This report endeavors to capture Dominion Energy’s actions in these critical areas.

The PSI assessment process involved detailed research and multiple rounds of direct engagement with both internal and external stakeholders — including customers, employees, investors, non-governmental organizations (NGOs), suppliers, and universities. First, an extensive review of internal and external literature was used to create a preliminary list of sustainability issues and accompanying descriptions. The list was then refined through engagement with company representatives and external stakeholders followed by additional stakeholder surveys to determine

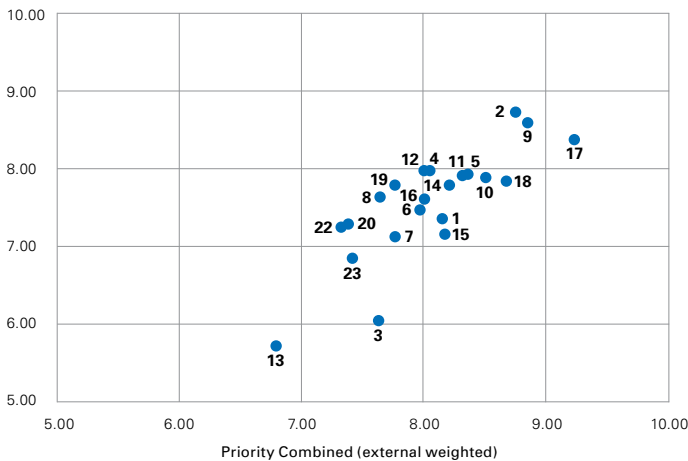
which sustainability issues should receive the highest priority in our reporting. Finally, the fully developed list of Priority Sustainability Issues was presented to the Dominion Energy leadership team for validation.

The matrix included in this report reflects the results of the process outlined above and compares the priority of the issue with its associated impact. Though the matrix suggests certain issues hold more importance than others, it is imperative to note that each issue is a priority for Dominion Energy and our stakeholders and influences the company’s sustainability strategy.

With the list of priority sustainability issues in mind, this report is structured to share insights on activities and initiatives underway to drive change on these stakeholder priorities. Further, we are evaluating our approach to these issues to ensure we are strategically continuing to improve our performance, commit to targets that matter, and transparently disclose on our progress.

Priority v. Impact (weighted)

Impact Combined (external weighted)



- 1 Climate Change
- 2 Clean Energy
- 3 Community Vitality
- 4 Customer Relations
- 5 Cyber & Physical Security
- 6 Diversity & Inclusion
- 7 Employee Engagement
- 8 Energy Value
- 9 Energy Reliability & Resiliency
- 10 Financial Health
- 11 Greenhouse Gas Emissions
- 12 Grid Modernization
- 13 Habitat & Wildlife
- 14 Innovation
- 15 Public Policy & Government Relations
- 16 Risk Management
- 17 Safety & Health
- 18 Stakeholder Trust
- 19 Strategic Governance
- 20 Supply Chain
- 21 Talent Management**
- 22 Waste
- 23 Water

*The Priority Sustainability Issue assessment was conducted in 2020 in coordination with the preparation of the 2019 report. This assessment was revisited for the 2020 SCR Report.

**The issue of Talent Management was only evaluated from a Prioritization standpoint; therefore, this issue is not plotted on the Priority v. Impact matrix.

Creating Shareholder Value

About This Report / Stakeholder Engagement

Stakeholder Engagement

Communities

TYPE OF ENGAGEMENT	FREQUENCY
Community Partner meetings	Periodically as needed
Nonprofits, Chambers, Associations, Clubs; attending and supporting events & programs	Regularly throughout the year
Volunteering (Board service, events, programs)	Regularly throughout the year
Education partners for recruitment; education programs (Board service, events, programs)	Regularly throughout the year
Diversity partners for recruitment of employees and business partners (Board service, events, programs)	Regularly throughout the year
Open houses associated with a project, event, programs	Periodically as needed

Customers

TYPE OF ENGAGEMENT	FREQUENCY
Dominion Energy Website	Regularly throughout the year
Dominion Energy Social Media (Twitter, Facebook)	Regularly throughout the year
Billing statements and customer newsletter	Monthly
Customer feedback through call center	Continuously
Key customer meetings	Regularly
Customer focus groups	Periodically
Press releases and local media	As needed

Creating Shareholder Value

About This Report / Stakeholder Engagement

Employees

TYPE OF ENGAGEMENT	FREQUENCY
Leadership updates	Throughout the year
Company intranet	Updated regularly
Training and development	Regular
Employee Resource Groups	Meet regularly, hold community events
Engagement survey	Once every two years
Volunteerism	Throughout the year
Putting Our Energy to Work events	Throughout the year
Performance reviews	Quarterly

Facility Neighbors

TYPE OF ENGAGEMENT	FREQUENCY
Community meetings associated with specific facility updates, projects or events	Periodically as needed
Letters to neighbors concerning projects and updates	Periodically as needed
Local media, press releases	Periodically as needed
Volunteer events	Throughout the year

Government

TYPE OF ENGAGEMENT	FREQUENCY
Attendance at meetings and hearings	Throughout the year
Press releases and local media	As needed
Volunteer events	Throughout the year
Community meetings	Periodically as needed

Creating Shareholder Value

About This Report / Stakeholder Engagement

Shareholders

TYPE OF ENGAGEMENT	FREQUENCY
Investor calls and meetings	Throughout the year
Investor Relations website	Updated regularly
ESG website and disclosures	Updated regularly
Presentations at investor meetings, earnings calls	Quarterly and throughout the year
Press releases	As needed

Creating Shareholder Value

About This Report / GRI Index

GRI Index

The Global Reporting Initiative provides a framework disclosing information of particular interest to stakeholders materially affected by a company’s operations. The index below shows where to find such information in this report.

A materiality analysis was conducted in 2020 to help shape our sustainability strategy by understanding the issues important to our investors, employees, customers and

communities. The analysis was conducted using both internal and external interviews. In addition to external interviews, external documents that provided stakeholder perspectives were reviewed. The internal interviews focused on those who directly engage with stakeholders on a regular basis. In addition, a targeted employee survey was used to hear directly from employees on issues important to them. With the help of external sustainability experts, an internal team of stakeholders considered the issues that had been identified, and then selected a list of material issues that were then vetted with internal leaders.

GRI 102: General Disclosures		
Disclosure	Description	Reference/Response
102-1	Name of organization	Front Page
102-2	Activities, brands, products, and services	About Us
102-3	Location of headquarters	About Us
102-4	Location of operations	About Us
102-5	Ownership and legal form	Publicly-traded corporation; 10-K
102-6	Markets served	About Us
102-7	Scale of the organization	About Us
102-8	Information on employees and other workers	Metrics ; DE&I Report
102-9	Supply chain	Supply Chain Sustainability
102-10	Significant changes to the organization and its supply chain	Strategic Repositioning
102-11	Precautionary Principle or approach	Risk Oversight
102-12	External initiatives	Inexhaustive List: CDP,TCFD, Climate Action 100+, EEI/AGA ESG Template, Low-Carbon Resource Initiative, CEO Action for Diversity & Inclusion, CEO Climate Dialogue, Natural Gas Sustainability Initiative (NGSI), NextGen Natural Gas

About This Report / GRI Index

GRI 102: General Disclosures

Disclosure	Description	Reference/Response
102-13	Membership of Associations	Inexhaustive List: Electric Utility Industry Sustainable Supply Chain Alliance, Edison Electric Institute (EEI), American Gas Association (AGA), Electric Power Research Institute, Electric Highway Coalition, EPA's Natural Gas STAR (NgSTAR), EPA's Methane Challenge, ONE Future Coalition
Strategy		
102-14	Statements from senior decision-maker	Letter from the Chair DE Investor Relations Webpage
102-15	Key impacts, risks, and opportunities	Risk Oversight ; Climate Report ; SEC Filings
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Values, Ethics & Compliance
102-17	Mechanisms for advice and concerns about ethics	Values, Ethics & Compliance
Governance		
102-18	Governance structure	Governance & Risk Oversight ; 2021 Proxy Statement
102-19	Delegating authority	Governance and Risk Oversight
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability and Corporate Responsibility Committee ; Sustainability and Corporate Responsibility Committee Charter
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement
102-22	Composition of the highest governance body and its committees	2021 Proxy Statement
102-23	Chair of the highest governance body	2021 Proxy Statement
102-24	Nominating and selecting the highest governance body	2021 Proxy Statement
102-25	Conflicts of Interest	2021 Proxy Statement ; Corporate Governance Guidelines ; Related Party Guidelines
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability and Corporate Responsibility Committee Charter ; 2021 Proxy Statement

About This Report / GRI Index

GRI 102: General Disclosures

Disclosure	Description	Reference/Response
102-27	Collective knowledge of highest governance body's performance	Sustainability and Corporate Responsibility Committee Charter
102-28	Evaluating the highest governance body's performance	2021 Proxy Statement
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability and Corporate Responsibility Committee; Sustainability and Corporate Responsibility Committee Charter
102-30	Effectiveness of risk management processes	Governance Structure; Sustainability and Corporate Responsibility Committee Charter
102-31	Review of economic, environmental, and social impacts	2021 Proxy Statement; Sustainability and Corporate Responsibility Committee Charter
102-32	Highest governance body's role in sustainability reporting	Sustainability and Corporate Responsibility Committee Charter
102-33	Communicating critical concerns	Ethics and Compliance: Reporting and Addressing Concerns
102-35	Remuneration policies	2021 Proxy Statement
102-36	Processes for determining remuneration	2021 Proxy Statement
102-37	Stakeholders' involvement in remuneration	2021 Proxy Statement
102-38	Annual total compensation ratio	2021 Proxy Statement
102-39	Percentage increase in annual total compensation ratio	2021 Proxy Statement, Page 68; 2020 Proxy Statement, Page 70

Stakeholder Engagement

102-40	List of stakeholder groups	About This Report
102-41	Collective bargaining agreements	10-K, page 10
102-42	Identifying and selecting stakeholders	Stakeholder Engagement Processes; Engaging Customers and Communities
102-43	Approach to stakeholder engagement	Stakeholder Engagement Processes; Priority Sustainability Issues; Engaging Customers and Communities

Creating Shareholder Value

About This Report / GRI Index

GRI 102: General Disclosures

Disclosure	Description	Reference/Response
102-44	Key topics and concerns raised	Priority Sustainability Issues; Engaging Customers & Communities;
Reporting Practice		
102-45	Entities included in the consolidated Financial Statements	SEC Filings
102-46	Defining report content and topic Boundaries	About this Report
102-47	List of material topics	Priority Sustainability Issues
102-48	Restatements of information	Greenhouse Gas Reporting; These updates are a result of further alignment with Greenhouse Gas Protocol.
102-49	Changes in reporting	About this Report
102-50	Reporting period	About This Report
102-51	Date of most recent report	Oct-20
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	About this Report: esg@DominionEnergy.com
102-54	Claims of reporting in accordance with the GRI Standards	About This Report
102-55	GRI Content Index	GRI Index
102-56	External assurance	About this Report
Electric Utility Sector Standards		
EU1	Installed capacity, broken down by primary energy source and by regulator regime	Metrics; Partial Mapping: Does not include breakdown by regulatory regime
EU2	Net energy output broken down by primary energy source and by regulatory regime	Metrics; Partial Mapping: Does not include breakdown by regulatory regime
EU3	Number of residential, industrial, institutional, and commercial customer accounts	Metrics
EU 29	Average power outage duration	Energy Reliability and Resiliency

Creating Shareholder Value

About This Report / GRI Index

GRI 103: Management Approach

Disclosure	Description	Reference/Response
103-1	Explanation of the material topic and its Boundary	Throughout Report
103-2	The management approach and its components	Throughout Report
103-3	Evaluation of the management approach	Throughout Report; Commitments
G4-DMA (EU6)	Management approach to ensure short and long-term electricity availability and reliability	Energy Reliability and Value
G4-DMA (EU8)	Research and development activity and expenditure aimed at providing reliable electricity and promoting sustainable development	Innovation
G4-DMA (EU21)	Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans	Electric Safety

GRI 200: Economic

Disclosure	Description	Reference/Response
Economic Performance		
201-1	Direct economic value generated and distributed	10-K pages 75,83
201-2/G4-EC2	Financial implications and other risks and opportunities due to climate change	Climate Report pages 31-50; 10-K pages 27-35
201-3	Defined benefit plan obligations and other retirement plans	10-K pages 148-155
Indirect Economic Impacts		
203-1/G4-EC7	Infrastructure investments and services supported	Investing in Infrastructure; Community Development
203-2	Significant indirect economic impacts	UN SDGs; Community Development

About This Report / GRI Index

GRI 300: Environmental

Disclosure	Description	Reference/Response
Energy		
302-1	Energy consumption within the organization	Climate CDP; Metrics
Water and Effluents		
303-1	Interactions with water as a shared resource	Water CDP
303-2	Management of water discharge-related impacts	Water CDP
303-3/G4-EN8	Water withdrawal	Water CDP
303-4	Water discharge	Water CDP
303-5	Water consumption	Water CDP
Biodiversity		
304-2	Significant impacts of activities, products, and services on biodiversity	Habitat & Wildlife Protection
Emissions		
305-1/G4-EN15	Direct (Scope 1) GHG emissions	Climate CDP
305-2/G4-EN16	Energy indirect (Scope 2) GHG emissions	Climate CDP
305-3	Other indirect (Scope 3) GHG emissions	Climate Report page 52
305-4/G4-EN18	GHG emissions intensity	Climate CDP; Metrics
305-5/G4-EN19	Reduction of GHG emissions	Carbon Emissions Reduction; Methane Emissions Reduction; Climate Report
305-7/G4-EN21	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Metrics; Climate CDP
Waste		
306-2	Management of significant waste-related impacts	Reducing Waste; Metrics
306-3	Waste generated	Metrics

Creating Shareholder Value

About This Report / GRI Index

GRI 300: Environmental

Environmental Compliance

Disclosure	Description	Reference/Response
307-1	Non-compliance with environmental laws and regulations	Metrics

Supplier Environmental Compliance

308-1	New suppliers that were screened using environmental criteria	Supply Chain Sustainability
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Oil & Gas Sector Standards

OG2	Total amount invested in renewable energy	Carbon Emissions Reduction
OG3	Total amount renewable energy generated by source	Metrics

GRI 400: Social

Disclosure	Description	Reference/Response
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Employment

401-1	New employee hires and employee turnover	DE&I Report
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	DE&I Report; Careers Webpage

Occupational Health and Safety

403-1	Occupational health and safety management system	Workplace Safety
403-2	Hazard identification, risk assessment, and incident investigation	Workplace Safety
403-3	Occupational health services	Workplace Safety
403-5	Worker training on occupational health and safety	Workplace Safety
403-6	Promotion of worker health	Developing & Retaining Talent: Employee Health and Wellness
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Workplace Safety: Employee and Contractor Oversight

Training and Education

404-2	Programs for upgrading employee skills and transition assistance programs	Developing Talent; Just Transition
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Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees	2021 Proxy Statement; DE&I Report
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Creating Shareholder Value

About This Report / GRI Index

GRI 400: Social

Disclosure	Description	Reference/Response
Child Labor		
408-1	Operations and suppliers identified as having significant risk for incidents of child labor	U.S. law prohibits child labor, and Dominion Energy prohibits these practices within the company. We hold our suppliers to that same standard. See our Supplier Code of Ethics and Business Conduct for more details.
Forced or Compulsory Labor		
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor	U.S. law prohibits forced or compulsory labor, and Dominion Energy prohibits these practices within the company. We hold our suppliers to that same standard. See our Supplier Code of Ethics and Business Conduct for more details.
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Engaging Customers and Communities; Community Development
Public Policy		
415-1	Political contributions	Political Participation

Creating Shareholder Value

About This Report / U.N. Sustainable Development Goals

U.N. Sustainable Development Goals





The United Nations Sustainable Development Goals (UN SDGs) outline a blueprint for businesses, government, and other organizations to work together toward sustainable development. Below is a mapping of Dominion Energy's sustainability initiatives to the applicable UN SDGs (note: a number of the UN SDG targets are not applicable to our business lines).



Creating Shareholder Value



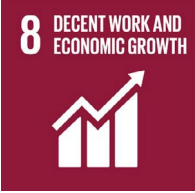
About This Report / U.N. Sustainable Development Goal Mapping

U.N. Sustainable Development Goal Mapping

Goal	Target	Location in Report
 <p>1. End poverty in all its forms everywhere</p>	<p>1.4: By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance</p>	<p>Engaging Customers and Communities; Community Development</p>
	<p>1.5: By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters</p>	<p>Community Development</p>
 <p>3: Ensure healthy lives and promote well-being for all at all ages</p>	<p>3.9: By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<p>Clean Energy; Reducing Emissions; Clean Water; Habitat & Wildlife Protection; Environmental Justice and Tribal Engagement</p>
 <p>4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p>	<p>Philanthropy; Attracting Talent</p>
	<p>4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p>	<p>Philanthropy; Attracting Talent</p>
	<p>4.7: By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development</p>	<p>Philanthropy; Attracting Talent</p>
 <p>5: Achieve gender equality and empower all women and girls</p>	<p>5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<p>Attracting Talent; Diversity and Inclusion; DE&I Report</p>



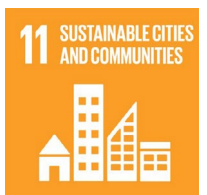
Creating Shareholder Value

About This Report / U.N. Sustainable Development Goal Mapping

Goal	Target	Location in Report
 <p>6: Ensure availability and sustainable management of water and sanitation for all</p>	6.3: Improve water quality, wastewater treatment and safe reuse	Protecting the Environment
	6.4: Increase water-use efficiency and ensure freshwater supplies	Protecting the Environment
	6.6: Protect and restore water-related ecosystems	Creating, Protecting and Restoring Habitat
	6.b: Support local engagement in water and sanitation management	Clean Water; Engaging Customers and Communities; Environmental Justice and Tribal Engagement Water CDP
 <p>7: Ensure access to affordable, reliable, sustainable and modern energy for all</p>	7.1: By 2030, ensure universal access to affordable, reliable and modern energy services	Clean Energy; Reliable Energy; Energy Value
	7.2: By 2030, increase substantially the share of renewable energy in the global energy mix	Clean Energy; Reducing Emissions
	7.3: By 2030, double the global rate of improvement in energy efficiency	Reliable Energy; Energy Value
 <p>8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	8.3: Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	Clean Energy; Reliable Energy; Energy Value
	8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Clean Energy; Reducing Emissions
	8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	Reliable Energy; Energy Value



Creating Shareholder Value

About This Report / U.N. Sustainable Development Goal Mapping

Goal	Target	Location in Report
	<p>9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p> <p>9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p> <p>9.5: Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending</p>	<p>Investing in Infrastructure; Reducing Emissions</p> <p>Investing in Infrastructure; Reducing Emissions; Innovation</p>
	<p>10: Reduce inequality within and among countries</p> <p>10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p> <p>10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p>10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<p>Philanthropy; Diversity and Inclusion Supplier Code of Ethics and Business Conduct</p> <p>Values, Ethics, & Compliance; Human Rights; Just Transition; Social Justice; Diversity and Inclusion; Supplier Code of Ethics and Business Conduct</p> <p>Human Rights; Just Transition; Diversity and Inclusion; Supplier Code of Ethics and Business Conduct</p>
	<p>11: Make cities and human settlements inclusive, safe, resilient and sustainable</p> <p>11.4: Strengthen efforts to protect and safeguard the world's cultural and natural heritage</p> <p>11.5: By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations</p> <p>11.a: Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning</p>	<p>Habitat & Wildlife Protection; Environmental Justice & Tribal Engagement</p> <p>Reliable Energy; Community Development</p> <p>Reducing Emissions; Community Development</p>



Creating Shareholder Value

About This Report / U.N. Sustainable Development Goal Mapping

Goal	Target	Location in Report
 <p>12: Ensure sustainable consumption and production patterns</p>	<p>12.2: By 2030, achieve the sustainable management and efficient use of natural resources</p>	<p>Clean Water; Habitat & Wildlife Protection; Sustainable Operations; Water CDP</p>
	<p>12.3: By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses</p>	<p>Reducing Waste</p>
	<p>12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>	<p>Reducing Emissions; Clean Water; Habitat & Wildlife Protection; Sustainable Operations</p>
	<p>12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>Sustainable Operations</p>
	<p>12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>	<p>Sustainability and Corporate Responsibility Committee; Commitments; Reducing Emissions; Sustainable Operations; Metrics; Climate CDP; Water CDP</p>
	<p>12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<p>Supply Chain Sustainability; Supplier Diversity</p>
	 <p>13: Take urgent action to combat climate change and its impacts</p>	<p>13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>
<p>13.2: Integrate climate change measures into national policies, strategies and planning</p>		<p>Political Participation</p>

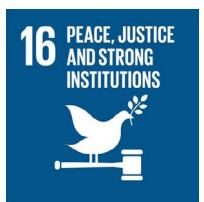

Creating Shareholder Value

About This Report / U.N. Sustainable Development Goal Mapping

Goal	Target	Location in Report
	<p>14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p> <p>14.1: By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution</p> <p>14.2: By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans</p> <p>14.3: Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels</p> <p>14.5: By 2020, conserve at least 10 per cent of coastal and marine areas, consistent with national and international law and based on the best available scientific information</p>	<p>Clean Water; Habitat & Wildlife Protection; Water CDP</p> <p>Clean Water; Habitat & Wildlife Protection; Water CDP</p> <p>Clean Water; Habitat & Wildlife Protection; Water CDP</p> <p>Clean Water; Habitat & Wildlife Protection; Water CDP</p>
	<p>15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p> <p>15.1: By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p> <p>15.2: By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally</p> <p>15.5: Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species</p> <p>15.8: By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species</p> <p>15.8: By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species</p>	<p>Habitat & Wildlife Protection</p> <p>Habitat & Wildlife Protection</p> <p>Habitat & Wildlife Protection</p> <p>Habitat & Wildlife Protection</p> <p>Habitat & Wildlife Protection</p> <p>Habitat & Wildlife Protection</p>

Creating Shareholder Value

About This Report / U.N. Sustainable Development Goal Mapping

Goal	Target	Location in Report	
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<p>16.2: End abuse, exploitation, trafficking and all forms of violence against and torture of children</p>	<p>Human Rights; Supplier Code of Ethics and Business Conduct</p>
	<p>16.5: Substantially reduce corruption and bribery in all their forms</p>	<p>Human Rights; Political Participation; Code of Ethics and Business Conduct; Supplier Code of Ethics and Business Conduct</p>	
	<p>16.6: Develop effective, accountable and transparent institutions at all levels</p>	<p>Governance & Risk</p>	
	<p>16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>	<p>Governance & Risk; Just Transition; Engaging Customers and Communities; Environmental Justice & Tribal Engagement</p>	
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development Finance</p>	<p>17.14: Enhance policy coherence for sustainable development</p>	<p>Governance & Risk; Lobbying Policy</p>
		<p>17.17: Encourage and promote effective public, public private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	<p>Governance & Risk; Clean Energy; Innovation; Sustainable Operations; Engaging Customers and Communities; Lobbying Policy</p>

SASB Map

The Sustainability Accounting Standards Board provides another framework for disclosing information of interest to stakeholders. The map below shows where to find SASB disclosures in this report.

Electric Utilities & Power Generators

Topic	Accounting Metric	Location	Omitted	Reason for Omission
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1: (1) Gross global Scope 1 emissions	Metrics	Percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	Information unavailable.
	IF-EU-110a.3: Discussion of long-term and short term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	Clean Energy; Reducing Emissions; Climate Report; Climate CDP		
Air Quality	IF-EU-120a.1: Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (5) mercury (Hg)	Other Air Emissions; Metrics	(3) particulate matter (PM10), (4) lead (Pb); percentage of each in or near areas of dense population	Information unavailable.
Water Management	IF-EU-140a.1: (1) Total water withdrawn and (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Metrics; Water CDP		
	IF-EU-140a.2: Number of incidents of non-compliance associated with water quality and/or quality permits, standards, and regulations	Water CDP		
	IF-EU-140a.3: Description of water management risks and discussion of strategies and practices to mitigate those risks	Clean Water; Water CDP		
Coal Ash Management	IF-EU-150a.1: Amount of coal combustion residuals (CCR) generated, percentage recycled	Metrics		
Energy Affordability	IF-EU-240a.1: Average retail electric rate for (1) residential customers	Energy Value	Average retail rate for (2) commercial, and (3) industrial customers	Information not publicly disclosed.
	IF-EU-240a.2: Typical monthly electric bill for residential customers for (2) 1,000 kWh of electricity delivered per month	Energy Value	Typical monthly electric bill for residential customers for 500 kWh of electricity delivered per month	Information not publicly disclosed.
	IF-EU-240a.4: Discussion of impact of external factors on customer affordability of electricity, including the economic condition of the service territory	Energy Value		

Creating Shareholder Value

About This Report / SASB Map

Topic	Accounting Metric	Location	Omitted	Reason for Omission
Workforce Health & Safety	IF-EU-320a.1: (1) Total recordable incident rate (TRIR), (2) fatality rate	Safety ; Social & Workforce Metrics	(3) near miss frequency rate (NMFR)	Information not publicly disclosed.
Nuclear Safety & Emergency Management	IF-EU-540a.1: Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column IF-EU-540a.2: Description of efforts to manage nuclear safety and emergency preparedness	All 7 of our units are in the Licensee Response column: Millstone 2, Millstone 3, North Anna 1, North Anna 2, Surry 1, Surry 2, and V.C. Summer. Nuclear Safety		
Activity Metrics	IF-EU-000.A: Number of: (1) residential, (2) commercial, and (3) industrial customers served	Social & Workforce Metrics		

Gas Utilities & Distributors

Topic	Accounting Metric	Location	Omitted	Reason for Omission
End-use Efficiency	IF-GU-420a.2: Customer gas savings from efficiency measures by market	Energy Value		
Integrity of Gas Delivery Infrastructure	IF-GU-540a.4: Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emission	Methane Emissions Reductions ; Natural Gas Diversity ; Natural Gas Reliability & Resiliency ; Natural Gas Safety ; Methane Appendix		

Oil & Gas Midstream

Topic	Accounting Metric	Location	Omitted	Reason for Omission
Greenhouse Gas Emissions	EM-MD-110a.1: Gross global Scope 1 emissions, percentage methane EM-MD-110a.2: Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emission reduction targets, and an analysis of performance against those targets	Methane Emissions Reductions ; Natural Gas Metrics ; Methane Appendix Cleaner Air ; Methane Appendix ; Climate Report	Percentage covered under emissions-limiting regulations	Information not publicly disclosed
Ecological Impacts	EM-MD-160a.1: Description of environmental management policies and practices for active operations	Protecting the Environment		
Operational Safety, Emergency Preparedness & Response	EM-MD-540a.4: Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Natural Gas Safety		

Creating Shareholder Value

Metrics

Our story in numbers.

Environmental

Capacity

YEAR	2000 Baseline	2005 Baseline	2018	2019	2020
Dominion Energy Virginia and Contracted Generation Owned Nameplate Generation Capacity at end of year (MW)	15,108	25,910	25,102	23,768	23,359
Coal	5,992	7,937	4,406	3,684	3,684
Natural Gas	1,800	7,107	9,187	8,413	8,413
Nuclear	3,253	5,726	5,349	5,349	5,349
Petroleum	2,476	3,219	2,155	2,143	1,373
Total Renewable Energy Resources	1,587	1,921	4,005	4,179	4,540
Biomass/Biogas		80	236	153	153
Geothermal					
Hydroelectric	1,587	1,841	2,124	2,124	2,124
Solar			1,363	1,752	2,113
Wind			282	150	150
Other	39			15	

Creating Shareholder Value

Metrics / Environmental

Capacity

YEAR	2000 Baseline	2005 Baseline	2018	2019	2020
Dominion Energy South Carolina Owned Nameplate Generation Capacity at end of year (MW)	4,483	5,776	5,708	5,651	5,289
Coal	2,720	2,590	1,789	1,704	1,362
Natural Gas	372	1,719	2,507	2,513	2,493
Nuclear	635	644	647	650	650
Petroleum					
Total Renewable Energy Resources	756	823	765	784	784
Biomass/Biogas					
Geothermal					
Hydroelectric	756	823	765	784	784
Solar					
Wind					
Other					
Combined Owned Nameplate Generation Capacity at end of year (MW)	19,591	31,686	30,810	29,419	28,648
Coal	8,712	10,527	6,195	5,388	5,046
Natural Gas	2,172	8,826	11,694	10,926	10,906
Nuclear	3,888	6,370	5,996	5,999	5,999
Petroleum	2,476	3,219	2,155	2,143	1,373
Total Renewable Energy Resources	2,343	2,744	4,770	4,963	5,324
Biomass/Biogas		80	236	153	153
Geothermal					
Hydroelectric	2,343	2,664	2,889	2,908	2,908
Solar			1,363	1,752	2,113
Wind			282	150	150
Other	39		15		

Creating Shareholder Value

Metrics / Environmental

Generation Production

YEAR	2000 Baseline	2005 Baseline	2018	2019	2020
Dominion Energy Virginia and Contracted Net Generation Production for the data year (MWh)	71,536,133	109,328,723	100,659,014	94,855,233	100,010,054
Coal	37,772,810	51,607,246	12,302,427	7,177,447	7,719,995
Natural Gas	3,698,671	7,728,873	38,838,261	38,386,925	42,986,218
Nuclear	26,552,901	44,164,092	43,541,335	43,833,345	43,418,072
Petroleum	3,021,949	4,710,344	626,111	123,323	115,279
Total Renewable Energy Resources	489,802	1,118,168	5,350,881	5,334,193	5,770,490
Biomass/Biogas		540,007	1,196,101	1,007,679	787,986
Geothermal					
Hydroelectric	489,802	578,161	849,606	690,754	777,530
Solar			2,686,996	3,037,885	3,899,725
Wind			618,177	597,876	305,249
Other					
Dominion Energy South Carolina Net Generation Production for the data year (MWh)	22,459,240	25,493,722	23,523,302	23,223,220	21,209,072
Coal	17,501,201	17,867,835	8,580,257	6,481,671	4,483,735
Natural Gas	90,882	2,063,550	9,519,949	10,970,384	11,123,466
Nuclear	4,240,198	4,979,600	4,910,880	5,483,003	5,155,266
Petroleum					4,075
Total Renewable Energy Resources	626,959	582,737	512,217	288,162	442,530
Biomass/Biogas	382,880	154,836	150,181		
Geothermal					
Hydroelectric	244,079	427,901	362,036	288,162	442,530
Solar					
Wind					
Other					

Metrics / Environmental

Generation Production

YEAR	2000 Baseline	2005 Baseline	2018	2019	2020
Combined Net Generation Production for the data year (MWh)	93,995,373	134,822,445	124,182,317	118,078,453	121,219,126
Coal	55,274,011	69,475,081	20,882,684	13,659,118	12,203,730
Natural Gas	3,789,553	9,792,423	48,358,209	49,357,309	54,109,684
Nuclear	30,793,099	49,143,692	48,452,215	49,316,348	48,573,338
Petroleum	3,021,949	4,710,344	626,111	123,323	119,354
Total Renewable Energy Resources	1,116,761	1,700,905	5,863,097	5,622,355	6,213,020
Biomass/Biogas	382,880	694,843	1,346,282	1,007,679	787,986
Geothermal					
Hydroelectric	733,881	1,006,062	1,211,642	978,916	1,220,060
Solar			2,686,996	3,037,885	3,899,725
Wind			618,177	597,876	305,249
Other					

Metrics / Environmental

Owned Generation Carbon Emissions (following GHG protocols)

YEAR	2005 Baseline	2018	2019	2020
Dominion Energy Virginia and Contracted Assets				
Total Generation (net MWh) (by ownership)	86,968,083	92,317,493	94,835,888	100,010,054
Carbon Dioxide (CO2)				
Total CO2 emissions (MT) (by ownership)	40,213,731	24,419,843	21,892,115	24,356,638
CO2 intensity rate (MT/net MWh) (by ownership)	0.462	0.265	0.231	0.244
Carbon Dioxide Equivalent (CO2e)				
Total CO2e emissions (MT) (by ownership)	40,679,880	24,466,847	21,922,618	24,389,535
CO2e intensity rate (MT/net MWh) (by ownership)	0.468	0.265	0.231	0.244
Dominion Energy South Carolina				
Total Generation (net MWh) (by ownership)	25,493,722	23,523,302	23,223,220	21,209,072
Carbon Dioxide (CO2)				
Total CO2 emissions (MT) (by ownership)	17,227,385	11,612,700	9,857,679	8,554,753
CO2 intensity rate (MT/net MWh) (by ownership)	0.676	0.494	0.424	0.403
Carbon Dioxide Equivalent (CO2e)				
Total CO2e emissions (MT) (by ownership)	17,427,081	11,636,331	9,874,227	8,567,853
CO2e intensity rate (MT/net MWh) (by ownership)	0.684	0.495	0.425	0.404
Dominion Energy Combined				
Total Generation (net MWh) (by ownership)	112,461,805	115,840,795	118,059,108	121,219,126
Carbon Dioxide (CO2)				
Total CO2 emissions (MT) (by ownership)	57,441,116	36,032,543	31,749,794	32,911,391
CO2 intensity rate (MT/net MWh) (by ownership)	0.511	0.311	0.269	0.272
Carbon Dioxide Equivalent (CO2e)				
Total CO2e emissions (MT) (by ownership)	58,106,961	36,103,178	31,796,845	32,957,387
CO2e intensity rate (MT/net MWh) (by ownership)	0.517	0.312	0.269	0.272

Metrics / Environmental

Purchased Power Carbon Emissions

YEAR	2005 Baseline	2018	2019	2020
Dominion Energy Virginia				
Total Purchased Generation (Gross MWh)	20,037,242	18,825,992	16,168,363	9,961,288
Carbon Dioxide (CO2)				
Total Purchased Generation CO2 Emissions (MT)	17,153,642	10,374,391	8,180,551	4,291,263
Total Purchased Generation CO2 Emissions Intensity (MT/Gross MWh)	0.856	0.551	0.506	0.431
Carbon Dioxide Equivalent (CO2e)				
Total Purchased Generation CO2e Emissions (MT)	17,187,949	10,395,139	8,196,912	4,299,845
Total Purchased Generation CO2e Emissions Intensity (MT/Gross MWh)	0.858	0.552	0.507	0.432
Dominion Energy South Carolina				
Total Purchased Generation (Gross MWh)	831,683	1,332,503	1,144,067	2,040,239
Carbon Dioxide (CO2)				
Total Purchased Generation CO2 Emissions (MT)	686,768	492,486	63,516	275,743
Total Purchased Generation CO2 Emissions Intensity (MT/Gross MWh)	0.826	0.370	0.056	0.135
Carbon Dioxide Equivalent (CO2e)				
Total Purchased Generation CO2e Emissions (MT)	688,141	493,470	63,643	276,295
Total Purchased Generation CO2e Emissions Intensity (MT/Gross MWh)	0.827	0.370	0.056	0.135
Dominion Energy Combined				
Total Purchased Generation (Gross MWh)	20,868,925	20,158,495	17,312,430	12,001,527
Carbon Dioxide (CO2)				
Total Purchased Generation CO2 Emissions (MT)	17,840,409	10,866,876	8,244,067	4,567,006
Total Purchased Generation CO2 Emissions Intensity (MT/Gross MWh)	0.855	0.539	0.476	0.381
Carbon Dioxide Equivalent (CO2e)				
Total Purchased Generation CO2e Emissions (MT)	17,876,090	10,888,610	8,260,555	4,576,140
Total Purchased Generation CO2e Emissions Intensity (MT/Gross MWh)	0.857	0.540	0.477	0.381

Metrics / Environmental

Owned Generation + Purchased Power Carbon Emissions (following GHG protocol)

YEAR	2005 Baseline	2018	2019	2020
Dominion Energy Virginia and Contracted Assets				
Total Owned (net MWh) + Purchased Generation (Gross MWh)	107,005,325	111,143,485	111,004,251	109,971,342
Carbon Dioxide (CO2)				
Total Owned + Purchased Generation CO2 Emissions (MT)	53,440,829	34,794,234	30,072,665	28,647,900
Total Owned + Purchased Generation CO2 Emissions Intensity [MT (Owned + Purchased) / Total MWh (Net Owned + Gross Purchased)]	0.462	0.265	0.231	0.244
Carbon Dioxide Equivalent (CO2e)				
Total Owned + Purchased Generation CO2e Emissions (MT)	53,895,770	34,861,986	30,119,530	28,689,380
Total Owned + Purchased Generation CO2e Emissions Intensity [MT (Owned + Purchased) / Total MWh (Net Owned + Gross Purchased)]	0.504	0.314	0.271	0.261
Dominion Energy South Carolina				
Total Owned (net MWh) + Purchased Generation (Gross MWh)	26,325,405	24,855,805	24,367,287	23,249,311
Carbon Dioxide (CO2)				
Total Owned + Purchased Generation CO2 Emissions (MT)	17,914,152	12,105,186	9,921,195	8,830,496
Total Owned + Purchased Generation CO2 Emissions Intensity [MT (Owned + Purchased) / Total MWh (Net Owned + Gross Purchased)]	0.680	0.487	0.407	0.380
Carbon Dioxide Equivalent (CO2e)				
Total Owned + Purchased Generation CO2e Emissions (MT)	18,115,222	12,129,801	9,937,870	8,844,147
Total Owned + Purchased Generation CO2e Emissions Intensity [MT (Owned + Purchased) / Total MWh (Net Owned + Gross Purchased)]	0.688	0.488	0.408	0.380

Metrics / Environmental

Owned Generation + Purchased Power Carbon Emissions (following GHG protocol)

YEAR	2005 Baseline	2018	2019	2020
Dominion Energy Combined				
Total Owned (net MWh) + Purchased Generation (Gross MWh)	133,330,730	135,999,290	135,371,538	133,220,653
Carbon Dioxide (CO2)				
Total Owned + Purchased Generation CO2 Emissions (MT)	75,281,525	46,899,419	9,993,860	37,478,396
Total Owned + Purchased Generation CO2 Emissions Intensity [MT (Owned + Purchased) / Total MWh (Net Owned + Gross Purchased)]	0.565	0.345	0.295	0.281
Carbon Dioxide Equivalent (CO2e)				
Total Owned + Purchased Generation CO2e Emissions (MT)	75,983,051	46,991,788	40,057,400	37,533,527
Total Owned + Purchased Generation CO2e Emissions Intensity [MT (Owned + Purchased) / Total MWh (Net Owned + Gross Purchased)]	0.570	0.346	0.296	0.282

Non-Generation CO2e Emissions

YEAR	2005 Baseline	2018	2019	2020
Dominion Energy Virginia*				
Fugitive CO2e emissions of sulfur hexafluoride (MT)	NA	39,900	38,338	30,974
Leak rate of fugitive CO2e emissions of SF6 (MT CO2e emissions/MT CO2e system capacity**) ***	NA	0.072	0.007	0.005
Dominion Energy South Carolina				
Fugitive CO2e emissions of sulfur hexafluoride (MT)	NA	11,914	10,265	28,037
Leak rate of fugitive CO2e emissions of SF6 (MT/capacity) (MT CO2e emissions/MT CO2e system capacity**) ***	NA		0.012	0.034
Dominion Energy Combined*				
Fugitive CO2e emissions of sulfur hexafluoride (MT)	NA	51,814	48,603	59,011
Leak rate of fugitive CO2e emissions of SF6 (MT/capacity) (MT CO2e emissions/MT CO2e system capacity**) ***	NA		0.007	0.008

*Contracted assets do not have SF6 emissions.

**System Capacity = End-of-year SF6 Nameplate Capacity for the System in MT CO2e.

***Cell intentionally left blank. Value not previously reported and nameplate capacity not readily accessible for DESC.

Metrics / Environmental

Nitrogen Oxide (NOx), Sulfur Dioxide (SO2), Mercury (Hg)

YEAR	2005 Baseline	2018	2019	2020
Dominion Energy Virginia and Contracted Assets				
Generation basis for calculation	86,968,083	92,317,493	94,835,888	100,010,054
Nitrogen Oxide (NOx)				
Total NOx Emissions (MT)	64,931	10,433	6,351	6,319
Total NOx Emissions Intensity (MT/Net MWh)	0.0006	0.0001	0.0001	0.0001
Sulfur Dioxide (SO2)				
Total SO2 Emissions (MT)	160,763	7,500	2,992	2,932
Total SO2 Emissions Intensity (MT/Net MWh)	0.002	0.00007	0.00003	0.00003
Mercury (Hg)				
Total Hg Emissions (kg)	615	23	29	16
Total Hg Emissions Intensity (kg/Net MWh)	0.0000057	0.0000002	0.0000003	0.0000001
Dominion Energy South Carolina				
Generation basis for calculation	25,493,722	23,523,302	23,223,220	21,209,072
Nitrogen Oxide (NOx)				
Total NOx Emissions (MT)	24,502	5,289	4,966	3,623
Total NOx Emissions Intensity (MT/Net MWh)	0.0010	0.0002	0.0002	0.0002
Sulfur Dioxide (SO2)				
Total SO2 Emissions (MT)	98,101	2,290	1,658	930
Total SO2 Emissions Intensity (MT/Net MWh)	0.004	0.00010	0.00007	0.00004
Mercury (Hg)				
Total Hg Emissions (kg)	177	10	10	10
Total Hg Emissions Intensity (kg/Net MWh)	0.0000069	0.0000004	0.0000004	0.0000005

Metrics / Environmental

Nitrogen Oxide (NO_x), Sulfur Dioxide (SO₂), Mercury (Hg)

YEAR	2005 Baseline	2018	2019	2020
Dominion Energy Combined				
Generation basis for calculation	112,461,805	115,840,795	118,059,108	121,219,126
Nitrogen Oxide (NO _x)				
Total NO _x Emissions (MT)	89,432	15,722	11,318	9,942
Total NO _x Emissions Intensity (MT/Net MWh)	0.0008	0.0001	0.0001	0.0001
Sulfur Dioxide (SO ₂)				
Total SO ₂ Emissions (MT)	258,864	9,790	4,650	3,862
Total SO ₂ Emissions Intensity (MT/Net MWh)	0.002	0.00008	0.00004	0.00003
Mercury (Hg)				
Total Hg Emissions (kg)	792	33	39	25
Total Hg Emissions Intensity (kg/Net MWh)	0.0000070	0.0000003	0.0000003	0.0000002

Creating Shareholder Value

Metrics / Environmental

Water

YEAR	2000 Baseline	2005 Baseline	2018	2019	2020
Dominion Energy Virginia					
Water reused/recycled (million liters) (by ownership)			4,194,700	3,139,995	4,284,952
Water reused/recycled (million liters/net MWh) (by ownership)			0.042	0.033	0.043
Fresh water withdrawn (billion liters)			6,885	6,815	7,074
Fresh water consumed (billion liters)			16.7	20	35.37
Water withdrawals - consumptive (billion liters/net MWh)	0.0000006	0.00000007	0.00000017	0.00000021	0.00000035
Water withdrawals - non-consumptive (billion liters/net MWh)	0.000142	0.000133	0.000068	0.000072	0.000071
Dominion Energy South Carolina					
Water reused/recycled (million liters) (by ownership)			5,457,708	5,804,755	5,265,591
Water reused/recycled (million liters/net MWh) (by ownership)			0.232	0.250	0.248
Fresh water withdrawn (billion liters)			1,777	1,807	1,387
Fresh water consumed (billion liters)			16.2	5.3	6.94
Water withdrawals - consumptive (billion liters/net MWh)			0.00000069	0.00000023	0.00000033
Water withdrawals - non-consumptive (billion liters/net MWh)	0.000124		0.000076	0.000078	0.000065
Dominion Energy Combined					
Water reused/recycled (million liters) (by ownership)			9,652,408	8,944,750	9,550,543
Water reused/recycled (million liters/net MWh) (by ownership)			0.078	0.076	0.079
Fresh water withdrawn (billion liters)			8,662	8,622	8,461
Fresh water consumed (billion liters)			32.9	25.3	42.3
Water withdrawals - consumptive (billion liters/net MWh)			0.00000026	0.00000021	0.00000035
Water withdrawals - non-consumptive (billion liters/net MWh)	0.000136		0.0000698	0.000073	0.00007

Metrics / Environmental

Waste

YEAR	2018	2019	2020
Dominion Energy Virginia			
Coal combustion byproducts (tons)*	340,695	399,901	448,584
Gypsum (tons)	97,157	319,516	374,048
Biomass combustion products (tons)	6,564	13,066	14,638
Oils, fluids for reclamation/recovery (tons)	10,481	1,423	1,323
Scrap metals (tons)	18,973	15,431	12,677
Paper, cardboard, plastic, glass (tons)	724	4,543	83
E-waste (tons)	54	4.41	63
Organic recycling/compost (tons)	2.15	34.39	45.31
Dominion Energy South Carolina			
Coal combustion byproducts (tons)*	377,973	387,769	335,456
Gypsum (tons)	48,851	159,401	74,119
Biomass combustion products (tons)	0	0	
Oils, fluids for reclamation/recovery (tons)	861	564	630
Scrap metals (tons)	3,415	4,911	5,320
Paper, cardboard, plastic, glass (tons)	493	614	0.37
E-waste (tons)	16.25	41.9	0.17
Organic recycling/compost (tons)	0	0	1.93
Dominion Energy Combined			
Coal combustion byproducts (tons)*	718,668	787,670	784,040
Gypsum (tons)	146,008	478,917	448,167
Biomass combustion products (tons)	6,564	13,066	14,638
Oils, fluids for reclamation/recovery (tons)	11,342	1,987	1,953
Scrap metals (tons)	22,388	20,342	17,997
Paper, cardboard, plastic, glass (tons)	1,217	5,157	83.72
E-waste (tons)	70.25	46.31	62.99
Organic recycling/compost (tons)	2.15	34.39	47.24

*The amount of CCB material recycled includes material from newly generated CCB, reuse of deposited material, and material from storage unit closures.

Metrics / Environmental

Other

YEAR	2018	2019	2020
Dominion Energy Virginia			
Coal ash produced / reused (million tons) (by ownership)	2.21/0.34	1.2/0.08	1.01/0.07
Coal combustion byproducts produced / reused (million tons) (by ownership)	2.31/0.44	1.62/0.4	1.39/0.45
Percent of coal combustion byproducts reused / recycled (by ownership)***	19%	25%	32%
Hazardous waste produced (million lbs) (by ownership)	3.72	11.1	5.09
Notices of violation (NOVs)*	18	19	12
Environmental penalties paid	\$485,111	\$168,200	\$1,477,737
Dominion Energy South Carolina			
Coal ash produced / reused (million tons) (by ownership)	0.43/0.33	0.29/0.23	0.18/0.26
Coal combustion byproducts produced / reused (million tons) (by ownership)	0.61/0.38	0.4/0.39	0.26/0.34
Percent of coal combustion byproducts reused / recycled (by ownership)***	62%	98%	127%
Hazardous waste produced (million lbs) (by ownership)	0.016	0.005	0.01
Notices of violation (NOVs)*	0	1	1
Environmental penalties paid	\$0	\$10,000	\$0
Dominion Energy Combined			
Coal ash produced / reused (million tons) (by ownership)	2.6/0.6	1.5/0.3	1.2/0.34
Coal combustion byproducts produced / reused (million tons) (by ownership)	2.9/0.78	2.01/0.79	1.65/0.78
Percent of coal combustion byproducts reused / recycled (by ownership)***	27%	39%	47%
Hazardous waste produced (million lbs) (by ownership)	3.74	11.1	5.09
Notices of violation (NOVs)*	18	20	13
Environmental penalties paid	\$485,111	\$178,200	\$1,477,737

*BHE Phase 1 excluded as of 11/1/2020.

**\$1,400,000 of the total penalties paid in 2020 was the EPA Consent Decree for legacy events from 2013-2018.

***The amount of CCB material recycled includes material from newly generated CCB, reuse of deposited material, and material from storage unit closures.

Natural Gas Metrics

AGA Voluntary Sustainability Metrics: Quantitative Information — Dominion Energy Gas Utilities

Disclaimer: All information below is being provided on a voluntary basis, and as such, companies may elect to include or exclude any of the topics outlined below and customize the template to their specific needs. The decision to include data for historical and future years is at the discretion of each company and the specific years (e.g., historical baseline) should be chosen as appropriate for each company.

Parent Company	Dominion Energy Inc
Operating Company(s)	DECG, DENC, DEO, DEOP, DEQP, DESC, DETI, DEUWI, DEWexpro, DEWV, DGP
Business Type(s)	Vertically integrated
State(s) of Operation	CO, GA, ID, MD, NC, NY, OH, PA, SC, UT, VA, WV, WY
Regulatory Environment	<i>Regulated and Unregulated</i>
Report Date	November 22, 2021

Natural Gas Distribution

All methane leak sources per 98.232 (i) (1-6) are included for Distribution. Combustion sources are excluded. CO2 is excluded.

1. Methane Emissions and Mitigation from Distribution Mains

Ref. No.	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
1.1	Number of Gas Distribution Customers	3,084,167	3,352,371	3,420,887	Average over data year
1.2	Distribution Mains in Service				These metrics should include all local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.
1.2.1	Plastic (miles)		38,495	39,348	
1.2.2	Cathodically Protected Steel - Bare & Coated (miles)		20,463	20,521	
1.2.3	Unprotected Steel - Bare & Coated (miles)		5,238	5,105	
1.2.4	Cast Iron / Wrought Iron - without upgrades (miles)		22	21	
1.3	Plan/Commitment to Replace / Upgrade Remaining Miles of Distribution Mains (# years to complete)				These metrics should provide the number of years remaining to take out of service, replace or upgrade cathodically unprotected steel mains, and cast iron/wrought iron mains, consistent with applicable state utility commission authorizations.
1.3.1	Unprotected Steel (Bare & Coated) (# years to complete)		24	24	Optional: # yrs by pipe type.

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Ref. No.	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
1.3.2	Cast Iron / Wrought Iron (# years to complete)		24	24	Optional: # yrs by pipe type.
2	Distribution CO2e Fugitive Emissions				
2.1	CO2e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)		864,659	852,877	Fugitive methane emissions (not CO2 combustion emissions) stated as CO2e, as reported to EPA under 40 CFR 98, Subpart W, sections 98.236(q)(3)(ix)(D), 98.236(r)(1)(v), and 98.236(r)(2)(v) (B) - i.e., this is Subpart W methane emissions as input in row 2.2 below and converted to CO2e here. This metric should include fugitive methane emissions above the reporting threshold for all natural gas local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule. Calculated value based on mt CH4 input in the 2.2 (below).
2.2	CH4 Fugitive Methane Emissions from Gas Distribution Operations (metric tons)		34,586	34,115	INPUT VALUE (total mt CH4) as explained in definition above. Subpart W input is CH4 (mt).
2.2.1	CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)		1,801	1,777	
2.3	Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (Mscf/year)		748,911,530	735,695,401	This metric provides gas throughput from distribution (quantity of natural gas delivered to end users) reported under Subpart W, 40 C.F.R. 98.236(aa)(9)(iv), as reported on the Subpart W e-GRRT integrated reporting form in the "Facility Overview" worksheet Excel form, Quantity of natural gas delivered to end users (column 4).
2.3.1	Annual Methane Gas Throughput from Gas Distribution Operations in millions of standard cubic feet (MMscf/year)		711,466	698,911	
2.4	Fugitive Methane Emissions Rate (Percent MMscf of Methane Emissions per MMscf of Methane Throughput)		0.25%	0.25%	Calculated annual metric: (MMSFC methane emissions/MMSCF methane throughput)

Natural Gas Transmission and Storage

All methane leak sources per 98.232 (e) (1-8), (f)(1-8), and (m) are included for Transmission and Storage. Combustion sources are excluded. CO2 and N2O are excluded.

1. Onshore Natural Gas Transmission Compression Methane Emissions

Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (e) (1-8), CO2 and N2O emissions are excluded from this section.

Ref. No.	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
1.1.1	Pneumatic Device Venting (metric tons/year)		128	84	Value reported using calculation in 40 CFR 98 Sub W Section 236(b) (4)
1.1.2	Blowdown Vent Stacks (metric tons/year)		1,546	1,161	Value reported using calculation in 40 CFR 98 Sub W Section 236(i) (1)(iii)
1.1.3	Transmission Storage Tanks (metric tons/year)		106	158	Value reported using calculation in 40 CFR 98 Sub W Section 236(k) (2)(v)

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Metrics / Natural Gas Metrics

Ref. No	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
1.1.4	Flare Stack Emissions (metric tons/year)		0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(n) (11)
1.1.5	Centrifugal Compressor Venting (metric tons/year)		319	27	Value reported using calculation in 40 CFR 98 Sub W Section 236(o) (2)(ii)(D)(2)
1.1.6	Reciprocating Compressor Venting (metric tons/year)		240	740	Value reported using calculation in 40 CFR 98 Sub W Section 236(p) (2)(ii)(D)(2)
1.1.7	Equipment leaks from valves, connectors, open ended lines, pressure relief valves, and meters (metric tons/year)		237	204	Value reported using calculation in 40 CFR 98 Sub W Section 236(q) (2)(v)
1.1.8	Other Leaks (metric tons/year)		0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q) (2)(v)
1.2	Total Transmission Compression Methane Emissions (metric tons/year)		2,576	2,373	
1.3	Total Transmission Compression Methane Emissions (CO ₂ e/year)		64,403	59,333	
1.4	Total Transmission Compression Methane Emissions (MSCF/year)		134,172	123,610	Density of Methane = 0.0192 kg/ft ³ per 40 CFR Sub W EQ. W-36

2. Underground Natural Gas Storage Methane Emissions

Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (f) (1-8), CO₂ and N₂O emissions are excluded from this section.

Ref. No	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
2.1.1	Pneumatic Device Venting (metric tons/year)		161	129	Value reported using calculation in 40 CFR 98 Sub W Section 236(b) (4)
2.1.2	Flare Stack Emissions (metric tons/year)		0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(n) (11)
2.1.3	Centrifugal Compressor Venting (metric tons/year)		23	13	Value reported using calculation in 40 CFR 98 Sub W Section 236(o) (2)(ii)(D)(2)
2.1.4	Reciprocating Compressor Venting (metric tons/year)		605	497	Value reported using calculation in 40 CFR 98 Sub W Section 236(p) (2)(ii)(D)(2)
2.1.5	Equipment leaks from valves, connectors, open ended lines, pressure relief valves, and meters (metric tons/year)		486	338	Value reported using calculation in 40 CFR 98 Sub W Section 236(q) (2)(v)
2.1.6	Other Equipment Leaks (metric tons/year)		0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q) (2)(v)
2.1.7	Equipment leaks from valves, connectors, open-ended lines, and pressure relief valves associated with storage wellheads (metric tons/year)		277	267	Value reported using calculation in 40 CFR 98 Sub W Section 236(q) (2)(v)

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Metrics / Natural Gas Metrics

Ref. No	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
2.1.8	Other equipment leaks from components associated with storage wellheads (metric tons/year)		0	0	Value reported using calculation in 40 CFR 98 Sub W Section 232(q)(2)(v)
2.2	Total Storage Compression Methane Emissions (metric tons/year)		1,551	1,243	
2.3	Total Storage Compression Methane Emissions (CO ₂ e/year)		38,780	31,085	
2.4	Total Storage Compression Methane Emissions (MSCF/year)		80,792	64,761	Density of Methane = 0.0192 kg/ft ³ per 40 CFR Sub W EQ. W-36

3. Onshore Natural Gas Transmission Pipeline Blowdowns

Blowdown vent stacks for onshore transmission pipeline as defined in 40 CFR 98 Sub W Section 232 (m), CO₂ and N₂O emissions are excluded from this section.

Ref. No	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
3.1	Transmission Pipeline Blowdown Vent Stacks (metric tons/year)		4,821	3,106	Value reported using calculation in 40 CFR 98 Sub W Section 232(i)(3)(ii)
3.2	Transmission Pipeline Blowdown Vent Stacks (CO ₂ e/year)		120,535	77,648	
3.3	Transmission Pipeline Blowdown Vent Stacks (MSCF/year)		251,115	161,766	

4. Other Non-Sub W Emissions Data (OPTIONAL)

(OPTIONAL) If desired, report additional sources required by ONE Future include dehydrator vents, storage station venting transmission pipeline leaks, and storage tank methane.

Ref. No	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
4.1	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (metric tons/year)		13,919	4,478	
4.2	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (CO ₂ e/year)		347,973	111,948	
4.3	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (MSCF/year)		724,943	233,226	

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Metrics / Natural Gas Metrics

5. Summary and Metrics

Ref. No	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
5.1	Total Transmission and Storage Methane Emissions (MMSCF/year)		1,191	583	
5.2	Annual Natural Gas Throughput from Gas Transmission and Storage Operations (MSCF/year)		3,324,151,084	3,359,660,253	EIA 176 throughput or other reference for other throughput selected
5.2.1	Annual Methane Gas Throughput from Gas Transmission and Storage Operations (MMSCF/year)		3,157,944	3,191,677	Methane content in natural gas equals 95% based on 40 CFR 98 Sub W 233(u)(2)(vii)
5.3	Methane Emissions Intensity Metric (Percent MMscf of Methane Emissions per MMscf of Methane Throughput)		0.038%	0.018%	

Natural Gas Gathering and Boosting

1. Methane Emissions

Ref. No	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
1.1	Gathering and Boosting Pipelines, Blow Down Volumes, and Emissions				
1.1.1	Total Miles of Gathering Pipeline Operated by gas utility (miles)		827	1,137	
1.1.2	Volume of Gathering Pipeline Blow Down Emissions (scf)		64,761	388,179	Not reported to EPA. This metric is collected to support calculations under EPA 40 CFR 98, Subpart W.
1.1.4	Gathering Pipeline Blow-Down Emissions outside storage and compression facilities (metric tons CO2e)		1,476	7,563	
2	CO2e COMBUSTION EMISSIONS FOR GATHERING & BOOSTING COMPRESSION				
2.1	CO2e Emissions for Gathering & Boosting Compression Stations (metric tons)		89,466	105,644	CO2 combustion emissions as reported to EPA under 40 CFR 98, Subpart C, as directed in Subpart W, 98.232(k).
3	CONVENTIONAL COMBUSTION EMISSIONS FROM GATHERING & BOOSTING COMPRESSION				
3.1	Emissions reported for all permitted sources (minor or major)				The number of permitted sources for conventional emissions may not be the same number of sources reporting under the EPA GHG reporting rule. Companies may wish to describe which, or how many, sources are included in the conventional pollutants data and whether the CO2e data reported includes all of these sources.
3.1.1	NOx (metric tons per year)		212	289	
3.1.2	VOC (metric tons per year)		26	31	

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Metrics / Natural Gas Metrics

Human Resources

Ref. No	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
1.1	Total Number of Employees		19,263	17,394	Reference Section 7 Human Resources in EEI Definitions tab.
1.2	Percentage of Women in Total Workforce		21%	22%	
1.3	Percentage of Minorities in Total Workforce		19%	20%	
2.1	Total Number on Board of Directors/ Trustees		13	12	
2.2	Percentage of Women on Board of Directors/Trustees		23%	25%	
2.3	Percentage of Minorities on Board of Directors/Trustees		15%	17%	
3	Employee Safety Metrics				
3.1	Recordable Incident Rate		0.62	0.41	
3.2	Lost-time Case Rate				
3.3	Days Away, Restricted, and Transfer (DART) Rate		0.28	0.27	
3.4	Work-related Fatalities		1	0	

Additional Metrics (Optional)

Ref. No	Metric	Baseline Year 2010	Last Year 2019	Current Year 2020	Definitions
1	TOTAL CORPORATE METHANE AND CARBON EMISSIONS INVENTORY				Consistent with GHG Protocols, the 2010 Methane baseline and 2019-2020 figures represent the DE companies post divestment, 2020 acquisitions, and partial equity (Cardinal and Pine Needle). As such, the transmission and storage business sold to Berkshire Hathaway Energy and the Dominion Energy Questar Pipeline (DEQP) assets, in anticipation of a 2021 sale, are not included. In addition, in the interest of consistency and transparency, Dominion Energy Cove Point, LNG's (DECP's) emissions are included in the natural gas Total Corporate Methane and CO2e Inventories, as DECP is included in our Net Zero commitment. Note, DECP's emissions are reported at 50% equity share. CO2e as reported in 1.2 includes methane and carbon dioxide only.
1.1	Total Corporate Inventory Methane - Gas Business Post Divestiture and DECP (Metric Tons)	97,845	67,884	66,445	
1.1.1	Inventory Methane - Gas Business Post Divestiture (Metric Tons)	97,732	67,818	66,352	
1.1.2	Inventory Methane - DECP (Metric Tons)	113	66	93	
1.2	Total Corporate Inventory CO2e - Gas Business Post Divestiture and DECP (Metric Tons)		2,458,289	2,453,996	
1.2.1	Inventory CO2e - Gas Business Post Divestiture (Metric Tons)		1,873,348	1,891,557	
1.2.2	Inventory CO2e - DECP (Metric Tons)		584,940	562,439	

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Metrics / Social and Workforce Metrics

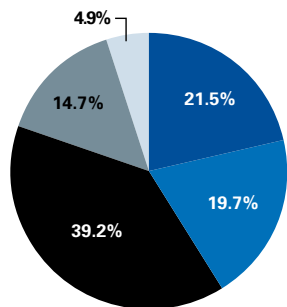
Social and Workforce Metrics

Workforce Metrics

YEAR	2018	2019	2020
Total Number of Employees	16,014	19,263	17,394

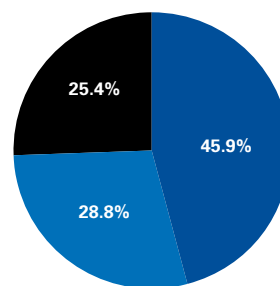
YEAR	2018	2019	2020
Temporary workers as a percentage of workforce	0.20%	0.40%	0.36%
Women as a percentage of workforce		21%	22%
Minorities as a percentage of workforce		19%	20%
Women as a percentage of management		17%	17%
Minorities as a percentage of management		13%	14%

Breakdown of employees by Dominion Energy business unit



- Dominion Energy Services
- Gas Distribution
- Dominion Energy Virginia
- Dominion Energy South Carolina
- Contracted Generation

Breakdown of employees by Dominion Energy tenure



- 0-10
- 11-20
- 21+

Metrics / Social and Workforce Metrics

Employee Safety Metrics

YEAR	2018	2019	2020
OSHA recordable injury rate	0.68	0.62	0.41
Lost-Day/Restricted Duty (LDRD) Rate	0.27	0.28	0.27
Work-related Fatalities	0	1	0

Customer Metrics

YEAR	2018	2019	2020
Retail Electric Customer Count (at end of year)	2,614,240	3,386,557	3,437,810
Commercial	277,678	381,761	385,514
Industrial	642	1,404	1,376
Residential	2,335,920	3,003,392	3,050,920
Average Gas Distribution Customer Accounts	2,366,627	3,352,371	3,420,887

Governance Metrics

YEAR	2018	2019	2020*
Board of Directors			
% Diverse Board of Directors	25%	31%	33%
Total Number on Board of Directors/Trustees	12	13	12
Total Women on Board of Directors/Trustees	3	3	3
Total Minorities on Board of Directors/Trustees	1	2	2
Years of average tenure on Board of Directors			6.6
Ratio of Board Directors with professional experience in environmental matters			67%
Ratio of Board Directors with professional experience in innovation and technology			58%
Total monetary value of political contributions by country and recipient/beneficiary			Political contributions
CEO to Median Employee Compensation Ratio			73:1

*As of March, 2021

Delivering Clean, Reliable, Affordable Energy

We're working to get as clean as we can, as fast as we can, while maintaining safety, reliability, and affordability.

43%

REDUCTION

in carbon emissions from our electric generation business since 2005

32%

REDUCTION

in methane emissions from our natural gas business since 2010



Protecting the Environment

From protecting water quality to preserving wildlife habitats, we strive to ensure that future generations will be able to enjoy the world around them.

24.5 M

METRIC TONS REDUCTION

in our annual carbon emissions since 2005

31,380

METRIC TONS REDUCTION

in our annual methane emissions since 2010



Serving Customers and Communities

From energy assistance to support for nonprofits, we're always looking for ways to contribute to the places where we live and work.

\$25 M

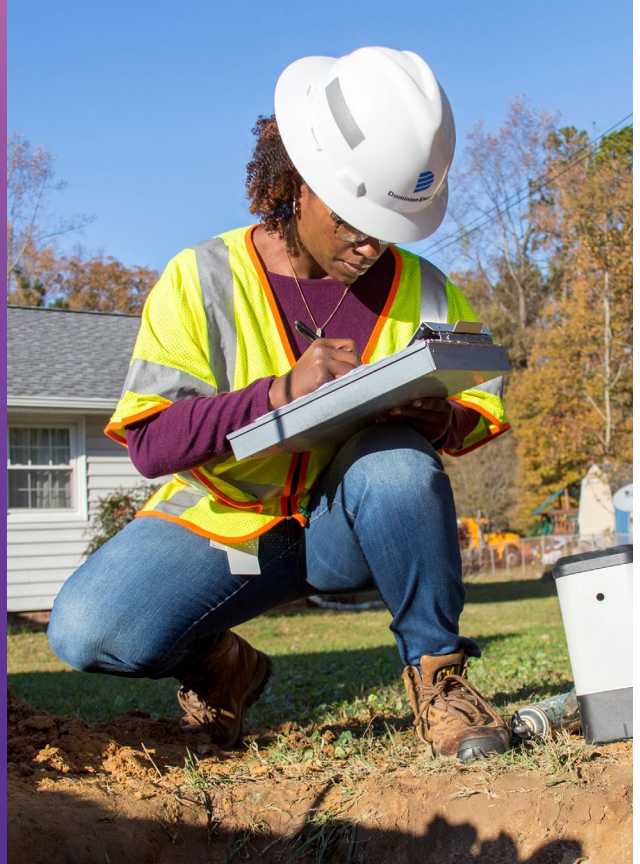
COMMITTED

to support Historically Black Colleges and Universities (through 2026)

\$200+ M

FORGIVEN

in unpaid bills during the Coronavirus pandemic



Empowering Employees

We seek out the best candidates from all walks of life and then help them reach their full potential.

\$15 M

COMMITTED

to energy efficiency upgrades and critical health and safety repairs for vulnerable customers in South Carolina

\$818.9 M

SPENT

with diverse suppliers in 2020



Delivering Clean, Reliable, Affordable Energy

Clean Energy



Dominion Energy is at the forefront of the clean-energy transition.

We are investing heavily in renewables such as solar and wind, along with low- and no-carbon energy sources, and accelerating our innovation efforts to advance our vision of being the most sustainable energy company in America.

Dominion Energy is working to get as clean as we can, as fast as we can, while maintaining reliability and affordability.

In 2005, coal made up 52% of our electricity production. Within 10 years, we cut our coal generation by half, and in 2020, coal accounted for just 10% of our electricity production. We expect that by 2035, coal will contribute less than 1% to our generation mix.



In 2013, we built our first megawatt of solar generating capacity. Today we have one of the largest solar portfolios among investor-owned utilities in the United States, and we are developing more every day.



For years, we have jointly owned the world's largest energy storage facility: the 3,003-megawatt pumped-hydro system in Bath County, Va. We are launching four battery storage pilot projects, and plan to add substantially more storage in the coming years. At the same time, we are exploring innovative new technologies such as advanced nuclear and hydrogen that could make up the next generation of energy production.



We are developing the largest offshore wind farm this side of the Atlantic Ocean. When completed, it will be able to serve up to 660,000 customers. We currently have the only offshore wind turbines operating in federal waters.



We are extending the licenses of our carbon-free nuclear fleet, which comprised 40% of our electric generation in 2020.



Climate Change Strategy

Global warming presents one of the greatest and most complex challenges of our time. Keeping the average global temperature increase below 1.5 degrees Celsius compared to pre-industrial levels — which is needed to avoid the worst effects of climate change — requires a concerted international effort that encompasses the whole of the economy. That includes the U.S. electric sector, which accounts for 25% of U.S. carbon-equivalent emissions (CO₂e) — second only to the transportation sector at 29%. And while the energy sector can take credit for more than nine-tenths of economywide CO₂e reductions since 2005, Dominion Energy recognizes that we can, and should, do more to reduce our own emissions, and to help our customers, suppliers, and other economic sectors cut their emissions, too.

Strategy: Net Zero by 2050

In 2020, Dominion Energy announced a new emissions reduction target: net zero carbon and methane emissions by 2050 across our business, for both gas and electricity. Our approach to reaching this goal is simple: We will continue to execute our current sustainability strategies, including the transformation of our power generation business and dramatic emissions reductions in our gas business, increasing our momentum as we go.

Through 2020, we have cut carbon emissions by approximately 43% from our electric generation business (since 2005) and methane emissions 32% from our natural gas business (since 2010). As we move toward net zero, we expect to hit intermediate targets for methane: a 65% reduction by 2030 and an 80% reduction by 2040 from our natural gas business, as well as a 55% reduction in carbon by 2030 from our electric generation business. We are on track to achieve these results. Further, the company has committed to invest in carbon-beneficial renewable natural gas (RNG) projects that will capture an amount of methane from U.S. farms at least equivalent to any remaining methane and carbon dioxide emissions from the company’s natural gas operations, making Dominion Energy’s gas infrastructure business net zero 10 years before the overall company.

In July 2021, we published a new, TCFD-aligned [Climate Report](#), which examines the risks and opportunities presented by global warming and details potential roadmaps to our net zero destination.



“This is just the beginning of our potential to be ... world leaders in renewable energy.”

Virginia Gov. Ralph Northam,
speaking about Dominion Energy’s offshore wind pilot project.

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Clean Energy

VCEA

In 2020, Virginia enacted the Virginia Clean Economy Act (VCEA). The law lays the public-policy groundwork for a massive expansion of renewables — for Dominion Energy, roughly 24,000 megawatts of solar, wind, and storage by 2035 — and requires Dominion Energy Virginia to be 100% carbon-free in Virginia by the end of 2045.






Dominion Energy Virginia submitted its 2021 Integrated Resource Plan (IRP) Update on September 1, 2021. To meet the VCEA and reduce carbon substantially by the end of 2035, the IRP Update calls for approximately:

- 14,300 megawatts of solar;
- 5,200 megawatts of offshore wind; and
- 2,700 megawatts of energy storage



as well as significant increases in energy efficiency to meet the VCEA’s targets.

Progress to Date

 <p>2005-2020 Dominion Energy cut carbon emissions approximately 43% from its electric generation business.</p> <p>2010-2020 Dominion Energy cut methane emissions 32% from its natural gas business.</p>	<p>By the end of 2020, Dominion Energy</p> <div style="display: flex; justify-content: space-around; align-items: flex-start;"> <div data-bbox="532 1197 738 1486">  <p>owned 2,200 megawatts of solar generating capacity, enough to serve 550,000 homes at peak production.</p> </div> <div data-bbox="787 1186 966 1459">  <p>secured roughly 63,000 acres of land intended to support solar generation.</p> </div> <div data-bbox="1023 1186 1218 1459">  <p>had roughly 3,700 megawatts of solar generating capacity under development.</p> </div> <div data-bbox="1274 1186 1485 1459">  <p>had 12 megawatts of offshore wind generating capacity off the coast of Virginia.</p> </div> </div>			
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Joint Efforts

Our company is proud to have joined forces with others in pursuing a clean-energy future. For example:

- Through our work with Smithfield Foods and Vanguard Renewables, we are capturing methane from swine and dairy operations and converting it into renewable natural gas.
- Through the CEO Climate Dialogue, a partnership of businesses and environmental nonprofits, we advocate for a market-based, federal approach to climate change.
- Through the Low-Carbon Resource Initiative, we are striving to accelerate development of low- and zero-carbon energy technologies such as hydrogen.

Clean Energy

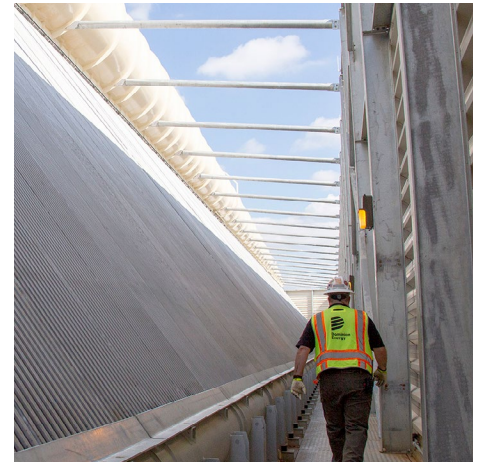
- Through the Electric Highway Coalition, we are creating a charging network for electric vehicles connecting major highway systems from the Atlantic Coast, through the Midwest and South, and into the Gulf and Central Plains regions.
- Through cooperation agreements with several local governments in Utah, we are striving to reduce air pollution and greenhouse gases by using renewable natural gas (RNG) and innovation.
- Through participation in NextGenGas Coalition, we are supporting certification and procurement of responsibly-sourced natural gas.
- Through collaboration with Connecticut Green Bank and other partners, we registered the first validated multi-partner EV-charging carbon offset credit project.

Just Transition

The transition to a clean-energy economy will impose burdens, and those hardships should not be borne disproportionately by any one group, least of all the most vulnerable. The Just Transition is a framework that seeks to provide an equitable transition for workers and communities as we pivot from an extractive, carbon-intensive economy to a more sustainable future. According to the Just Transition Alliance (a coalition of environmental organizations and labor unions) the principle of just transition is that a healthy economy and a clean environment can and should co-exist. The process for achieving this vision should not cost workers or community residents their health, environment, long-term employment prospects, or economic assets and should involve those on the front line of infrastructure development in the crafting of policy solutions.

Dominion Energy's core value of ethics impels us to consider questions of equity, and a low-carbon development strategy must take into consideration the needs of our entire workforce. It is important that each colleague has the opportunity, means, and training to obtain energy jobs of the future as we retire some of our generation facilities as part of our clean energy transition. 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 to treat such displaced employees equitably.

Dominion Energy belongs to multiple organizations focused on training or retraining workers for the clean-energy future, including the Virginia Workforce Consortium, the Solar Hands-on Instructional Network of Excellence, the Center for Energy Education, and the Center for Energy Workforce Development. In addition, development of our Coastal Virginia Offshore Wind commercial project is expected to create many hundreds of jobs, both direct and indirect. To ensure that the opportunities of the clean-energy transformation are spread as widely as possible, Dominion Energy maintains partnerships with community and technical colleges to train workers in renewable-energy occupations. The company also provides philanthropic support to coalfield communities. Finally, while we are committed to making the energy system as clean as we can, as fast as we can, we recognize the imperative not to sacrifice affordability for the sake of speed. The energy transition will not be just if the cost of energy does not remain affordable.



Delivering Clean, Reliable, Affordable Energy

Investing in Infrastructure

New kinds of energy require new ways to deliver them. We are expanding our generation portfolio, upgrading the electric grid, and modernizing our gas infrastructure to better meet the next-generation energy needs of the communities we serve.

Building the Future Today

In 2020, we made substantial progress developing renewable energy resources that will help us cut emissions even further.

- We placed into service 253 megawatts of solar within the Dominion Energy Virginia segment. As of Jan. 1, 2021, the company owned 1,381 megawatts of solar in Virginia and North Carolina, and held power-purchase agreements for another 1,414 megawatts. An additional 4,367 megawatts of solar capacity is currently in development or under construction in Virginia.
- We completed work on the 12-megawatt Coastal Virginia Offshore Wind (CVOW) pilot project (enabling it to be placed in service in January 2021).
- We announced a Dominion Energy-led consortium to build the roughly \$500 million Charybdis, the first Jones Act-compliant offshore wind turbine installation vessel in America. The vessel is on track to begin supporting U.S. wind projects in late 2023 and will provide an option for the construction of the CVOW commercial project.
- In October 2020, we filed our first Renewable Portfolio Standard Development Plan with the State Corporation Commission of Virginia (SCC), laying out our long-term plan to achieve the renewable development targets of the VCEA. The plan was approved in April 2021.
- In that filing, we also petitioned for approval of three solar projects totaling roughly 82 megawatts, and for approval to contract for another 416 megawatts of solar energy through third-party power-purchase agreements (PPAs).
- We filed a construction and operations plan with the Bureau of Ocean Energy Management initiating federal review of our planned 2.6-gigawatt offshore wind farm.
- Dominion Energy Ohio and Dominion Energy West Virginia replaced a total of 165 miles of gas pipelines as part of their pipeline replacement programs. October 2020, marked the 12th anniversary of DEO's pipeline infrastructure replacement program, with over 2,000 miles of target pipe replaced.
- Dominion Energy Virginia added 45 miles of new electric transmission lines and 11 new substations; refurbished 185 miles of transmission lines and expanded or modified 39 substations to increase capacity and grid reliability, and interconnect renewable energy projects; and installed more than 225,000 smart meters.
- Dominion Energy South Carolina (DESC) launched a multi-year roll-out of advanced metering infrastructure and installed 110,000 meters.
- Dominion Energy Utah mobilized construction of the approximately \$200-million Magna LNG facility, an on-system natural gas storage facility capable of storing 1.2 billion cubic feet (Bcf) of natural gas that is expected to enter service in the second half of 2022.



Delivering Clean, Reliable, Affordable Energy

Investing in Infrastructure

- Dominion Energy South Carolina received an order from the Federal Energy Regulatory Commission issuing a new, 50-year license for our 576-megawatt Fairfield pumped-storage facility and our 15-megawatt Parr Hydroelectric facility.
- DESC commenced construction on a Dominion Energy affiliate-owned six-megawatt solar facility interconnected with DESC system.
- Dominion Energy Virginia has converted nearly 80,000 overhead streetlights to LED in Virginia and North Carolina. DESC launched a similar program in late 2020; through October 2021, it had converted 6,501 streetlights.



HIGHLIGHT

2021 Developments

During preparation of this report, Dominion Energy continued to execute on its clean-energy strategy. Here are some of the actions we have taken to date in 2021:

- In Utah, we launched development of ThermH2, a pilot project that uses a simulated small town to analyze the effect of blending hydrogen into the natural-gas distribution system. We are exploring a similar project for North Carolina.
- **April**
Issued a request for proposals in April 2021 for up to 1,000 megawatts of solar and onshore wind, through both acquisitions and power purchase agreements (PPAs), and for 250 megawatts of storage.
- **May**
Received approval from the Nuclear Regulatory Commission on our request to extend the license of our Surry Power Station for another 20 years.
- **June**
Received approval for Dominion Energy South Carolina’s updated IRP with a “preferred” low-carbon plan.
- **August**
Dominion Energy South Carolina filed an IRP update that includes plans with additional solar over the next five years in the preferred plan.
- **September:**
 - Filed our second Renewable Portfolio Standard Plan with the Virginia State Corporation Commission which included updates to our Plan.
 - Petitioned for approval to enter into 24 PPAs for 32 separate solar and energy storage resources totaling 253 megawatts of solar and 33 megawatts of energy storage.
 - Filed the Dominion Energy Virginia IRP Update. The updated plans significantly reduce carbon emissions each year.

Carbon-Free Nuclear

Nuclear energy is an essential part of the fight against climate change. Dominion Energy's nuclear fleet constitutes the largest source of carbon-free energy in our generating portfolio and will grow increasingly important as we pursue our net zero goal. Our nuclear power stations provide more than a third of our total electricity generation capacity — enough energy to power roughly 3 million homes around the clock. Our nuclear fleet in Virginia accounts for about 95% of Virginia's zero-carbon generation, avoiding about 8 million tons of carbon dioxide per year. In Connecticut, our Millstone Power Station provides 42% of the state's electricity, and more than 90% of its carbon-free electricity. V.C. Summer in South Carolina produces enough carbon-free electricity to power 225,000 homes.

As part of Dominion Energy's focus on reliability and its commitment to achieve net zero emissions, the company is committed to extending the continued operation of its nuclear fleet. We have submitted applications to extend the licenses of our Surry and North Anna Power Stations for an additional 20 years. (In May 2021, the Nuclear Regulatory Commission approved our application for Surry.) We are evaluating license extensions for our other nuclear stations as well. Any decision to pursue the extension of the operating license for our Millstone Power Station, in particular, would depend on whether public policy and energy markets sufficiently compensate the plant for its zero-carbon, around-the-clock generation and support the long-term operation of the plant.

Natural Gas Sustainability

Natural gas plays a major role in reducing our greenhouse-gas emissions. It has enabled Dominion Energy to transition away from coal, helping to reduce coal's share of our electricity generation from 52% in 2005 to 10% by the end of 2020. In the future, natural gas will continue to serve the crucial function of providing on-demand backup power that can ramp up when intermittent renewable sources such as solar and wind ramp down. By doing so, natural gas will enable the rapid expansion of renewable energy while maintaining the reliability customers depend on. Natural gas also remains important for customer end uses such as home heating and manufacturing.

Dominion Energy is working hard to make our natural gas distribution business more sustainable. The company has an extensive program to replace cast-iron, bare steel, and ineffectively coated steel pipelines and service lines with lower-emitting plastic pipe or coated steel. We also have implemented a variety of other voluntary best management practices in order to further reduce our methane emissions, including reducing, and eliminating where feasible, blowdowns during operational activities and construction projects and an extensive voluntary leak detection and repair program.

In addition to modernizing our pipelines, we also conduct pilots to prepare our system to blend hydrogen with natural gas to further reduce emissions and deliver clean energy to customers.

“It is an undeniable fact that nuclear energy is clean energy, almost free of CO2 emissions. Today's nuclear power plants save us two gigatons of greenhouse gas emissions per year in global electricity generation. ... I'm not a lobbyist for the nuclear industry, but I cannot look away from the scientific facts.”

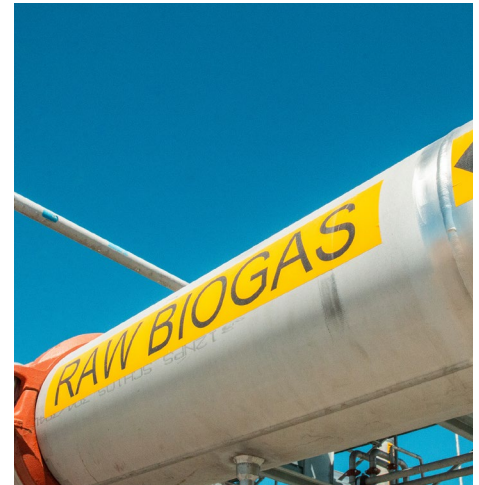
Rafael Grossi,
Head of the International Atomic
Energy Agency

Investing in Infrastructure

We continue to develop our RNG business. By blending carbon-negative RNG into our pipeline systems, we will reduce the greenhouse gas impact of natural gas. For example, our compressed natural gas (CNG) fueling stations in Utah are being fueled almost solely with RNG. In addition, our GreenThermSM program allows customers to support this effort by voluntarily purchasing blocks of environmental attributes from RNG. In Utah and Idaho, each \$5 monthly block buys a half-dekatherm of RNG green attributes. To learn more about the environmental benefits of GreenTherm, please refer to page 16 in our [2020 Annual GreenTherm Program Report](#).

As noted in the “[Reducing Emissions Throughout the Value Chain](#)” section, Dominion Energy is increasingly focused on Scope 3 emissions — those upstream and downstream from our own operations.

To encourage reductions in emissions by our suppliers, we are soliciting emissions disclosures, promoting the adoption of net-zero goals, and building coalitions with industry peers. To help our natural gas customers shrink their own greenhouse-gas footprint, we are promoting efficiency programs — including residential rebates for weatherization and dual-fuel heating, as well as residential and commercial energy assessments and a program for homebuilders. At present, Utah has ThermWise[®], an energy-efficiency program through which customers have saved more than 3,250,000 dekatherms and are on track to increase gas savings 50% by 2025. We anticipate increasing funding for these efforts by as much as 45% by 2025 (subject to regulatory approval), and project they will not only lower customers’ bills, but cut emissions by an aggregate 150,000 tons of CO₂e. We intend (subject to regulatory approval) to expand our GreenThermSM program for RNG attributes to other states.



Grid Transformation

Dominion Energy Virginia’s Grid Transformation Plan (GT Plan) is a comprehensive program to make prudent investments on the electric grid to meet the future needs outlined in the VCEA, while improving both grid resilience and the customer experience.

In March 2020, the Virginia SCC issued a final order partially approving numerous foundational elements in Phase I of the GT Plan — including the customer information platform, several grid-hardening initiatives, a microgrid at Dominion Energy’s Locks Campus, hosting-capacity analysis, cyber and physical security elements, and the Smart Charging Infrastructure Pilot Program.

During the remainder of the year, Dominion Energy Virginia made progress on many of these elements — including the launch of the customer information platform, the completion of an initial substation hardening project, grid hardening investments, the deployment of more than 20 miles of telecommunications fiber to ensure communication with critical equipment, the launch of a hosting capacity tool, and the launch of the smart-charging infrastructure pilot project.

Phase II of the GT Plan was filed with the SCC in June 2021, with a final order expected no later than January 2022. Phase II aims to build from the foundation and successes provided in Phase I, as we look forward to continuing our efforts to transform Virginia’s electric grid as part of our journey to become a net zero carbon utility.

Delivering Clean, Reliable, Affordable Energy

Reducing Emissions



In recent years, we have cut carbon and methane emissions substantially.

But we are not content with the progress we have made: Our goal is to achieve net zero carbon and methane emissions from our company's electric and gas operations by 2050.

Reducing Emissions Throughout the Value Chain

In the early stages of our transition to clean energy, Dominion Energy focused primarily on Scope 1 emissions — those that are produced directly by our own operations. More than 90% of these emissions come from electricity generation — the rest come primarily from our natural gas operations. For Dominion Energy, Scope 2 emissions, produced by the generation of third-party electricity consumed at our facilities outside our electric service areas, add only a minimal amount to our total emissions. Therefore, as we continue to reduce our own emissions, we are increasingly focused on ways to reduce Scope 3 emissions — those indirect emissions from upstream sources (including purchased power, methane emissions at the wellhead for gas we purchase for our customers, and purchased goods and services) or downstream sources (e.g., customer end use of natural gas).

Reducing Emissions

In addition to reducing our own emissions, we seek to help other economic sectors reduce theirs. Our current efforts focus on transportation, agriculture, and industry.

Transportation

Our mission is to build the infrastructure and renewable energy sources needed to support the rapid adoption towards a zero-emissions transportation future that removes carbon, smog and noise pollution from the communities and states we serve. Here are some of the initiatives we are working on:

- **Electric School Buses.** We're working to reduce the number of diesel school buses on Virginia's roads by helping school districts to replace them with cleaner, more efficient electric buses. The first 50 buses began rolling out in 2020. The buses will prevent almost 3 million pounds of carbon emissions annually.
- We have partnered with Fairfax County, Virginia, to bring an **autonomous electric shuttle** online that integrated into the public transit system and connects a Washington Metro transit stop to a popular shopping district about a mile away, and we are sponsoring six electric buses for the Hampton Roads Transit system in Southeastern Virginia.
- We are expanding opportunities for **electric vehicle charging** in a number of ways. For example:
 1. We have installed the first electric bus charging stations in Dominion Energy South Carolina's system to serve the Charleston Area Regional Transportation Authority's bus depot.
 2. We helped launch the Electric Highway Coalition to create an electric vehicle charging network for major highways in much of the Eastern half of the U.S.
 3. In October 2020, we launched a Smart Charging pilot project that provides rebates for electric vehicle charging infrastructure for multi-family communities, workplaces, transit bus depots, and fast-charging stations.
 4. We are partnering with airports in our service areas to evaluate the installation of electric vehicle charging infrastructure.
 5. In Virginia at a variety of airports in existing longer-term parking areas, we have installed level II chargers, with the company owning the chargers and retaining rights to all data and any associated environmental offset values.

Agriculture & Industry

Dominion Energy has undertaken initiatives with swine and dairy farmers to capture methane emissions from animal waste that would otherwise escape into the atmosphere and process the captured natural gas for use by our customers. The first facility came online, in Milford, Utah, in the summer of 2020. It consists of 26 hog farms and will produce enough methane each year to heat roughly 3,000 homes.

Capturing methane and converting it to renewable natural gas substantially reduces greenhouse-gas emissions from agriculture, which accounts for 10%

“Dominion’s project paints the perfect picture of why Virginia Beach and Hampton Roads are one of the best places in the country for data centers. There will be an abundance of clean, renewable energy off the coast. Most in the data center industry see that as a big-time plus.”

Ben Davenport

Former Virginia Beach City Council member

Delivering Clean, Reliable, Affordable Energy

Reducing Emissions

of U.S. greenhouse-gas emissions. Because methane is a substantially more potent greenhouse gas than carbon dioxide, the RNG process removes more greenhouse-gas potential from the atmosphere than is created at the customer’s burner tip. Our RNG initiatives are expected to reduce emissions by an amount equivalent to taking 650,000 combustion-engine vehicles off the road each year.

While agriculture accounts for a tenth of the nation’s greenhouse-gas emissions, heavy industry accounts for roughly a fifth. Much of those emissions come from the burning of fossil fuels, because many industrial processes require high temperatures for sustained periods. While electrification is not currently practical for some processes, such as limestone calcination, it may be applicable in others, such as petrochemical steam reformation. Switching from coal and oil to natural gas could reduce emissions in some instances. Further reductions could be achieved through the use of hydrogen.



Suppliers

Suppliers are integral to our overall commitment to sustainability, and at minimum we expect suppliers to comply with all environmental laws and regulations. We scrutinize suppliers’ potential sustainability risk through environmental bid qualifiers, annual assessments, contract negotiations, labor-law compliance checks, and evaluation meetings. Key and strategic suppliers are asked to report annually on managing environmental impacts across their organization, including energy usage, and their efforts to measure, track, and minimize greenhouse-gas emissions across their organization. Through the assessment platform, suppliers are encouraged to report targets and to set plans for improvement year over year. In 2020, we had a 63% response rate (an 18% increase from 2019) with 57 supplier responders, representing 32% of our total procurement spending.

Our commitment to supply chain sustainability, continuous engagement with suppliers, and involvement in the Electric Utility Industry Sustainable Supply Chain Alliance (EUISSCA), help improve our relationships with key suppliers and emphasize the importance of sustainability performance across our entire supply chain. These efforts promote supplier innovation, partnership, and climate-related benefits. As an example, one of our recycling partners primarily supporting Virginia was able to divert 97% of collected wood, concrete, and fiberglass utility poles from landfills in 2020. This equates to about 5,396 cubic yards or 3.6 million pounds of material. Much of the diverted material is used for fence posts, landscaping walls, and other outdoor applications. By repurposing this material, an estimated 4,177 trees were saved, translating to more than 200,000 pounds of carbon dioxide sequestered.

Reducing Emissions

Other Air Emissions

While carbon dioxide and methane constitute the bulk of our emissions, we strive to reduce other emissions as well.

From 2005 to 2020, we reduced the emissions rates of nitrogen oxide, sulfur dioxide, and mercury from our power generation fleet by 90%, 99%, and 97% respectively. More rigorous accounting and improved leak-detection technology have enabled us to develop a fuller inventory of sulfur hexafluoride (SF6), an electrical insulator, in our equipment and emissions. The more accurate inventory gives us a reliable baseline for calculating the impact of future improvements.

Greenhouse Gas Reporting

Following the sale of the majority of our gas transmission and storage assets to Berkshire Hathaway Energy in 2020 and the announced 2021 sale of the Questar Pipeline assets, the company adjusted the reporting of natural gas metrics. Methane emissions reductions are measured from a baseline that excludes the assets sold to Berkshire Hathaway Energy and the Questar Pipeline assets held for sale, consistent with the Greenhouse Gas Protocol. However, in the interest of transparency, we are also providing environmental metrics in this disclosure that include emissions from these assets for the period of 2020, during which the assets were still owned by Dominion Energy.

To be consistent with the adjustments mentioned in the paragraph above, we undertook a re-baselining of our carbon emissions to further incorporate Greenhouse Gas Protocol and TCFD recommendations. Emissions reductions reported in last year's Sustainability and Corporate Responsibility Report were calculated using a baseline that included company assets previously sold and did not include certain assets purchased by Dominion Energy after the baseline year.

In 2021 and going forward, carbon and methane emissions reductions will be measured from baselines that exclude divestments and include acquisitions.



Delivering Clean, Reliable, Affordable Energy

Carbon Emissions Reductions

The power sector is leading the way in cutting carbon emissions, and Dominion Energy has cut carbon faster than the industry average.

We are retiring coal-fired generation, investing in renewables, and tracking our progress closely to hold ourselves accountable. We will continue until we reach our goal of net zero.

Strategy

Our environmental strategy focuses heavily on achieving net zero carbon and methane emissions from our electric and natural gas operations by 2050. We are pursuing a diverse mix of cleaner, more efficient, and lower-emitting methods of generating and delivering energy, while advancing aggressive voluntary measures to continue reducing emissions from traditional generation and delivery and maintaining reliable service and affordability.

Changing Generation Mix

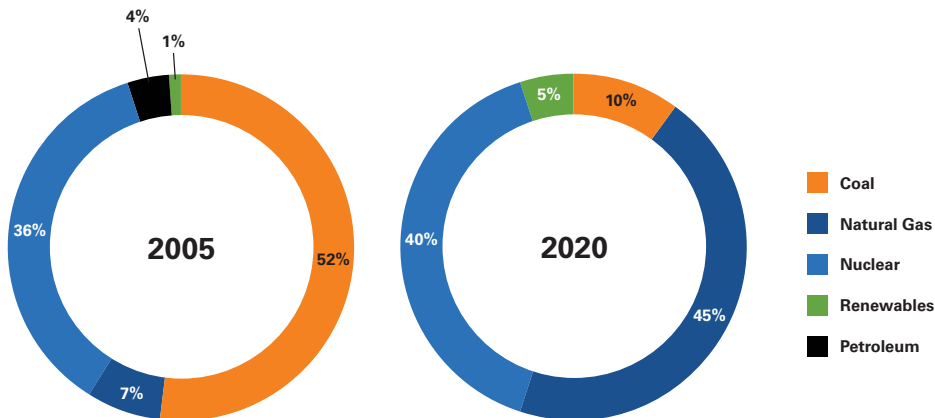
Dominion Energy has slashed carbon emissions, primarily by switching fuels for electricity generation. Over the past decade we have retired more than 3,000 megawatts of fossil-fired generation in Virginia and 375 megawatts of fossil-fired generation in South Carolina. We have announced plans to retire Chesterfield Units 5 and 6 (both coal) and Yorktown Unit 3 (oil) in Virginia.

Pursuant to the VCEA, we anticipate shutting down most coal-fired generation in Virginia by 2024, and retiring biomass generation at Altavista, Hopewell, and Southampton by 2028. In South Carolina, we expect to retire or convert all coal-fired generation by 2030.

Since 2013, we have invested more than \$4.5 billion in renewables. From 2021 through 2025, we anticipate investing up to \$17 billion in zero-carbon generation and storage. Between 2020 and 2035, investment opportunities in zero-carbon generation and energy storage total as much as \$48 billion.



Combined Net Generation for the Data Year (MWh)



Delivering Clean, Reliable, Affordable Energy

Reducing Emissions / Carbon Emissions Reduction

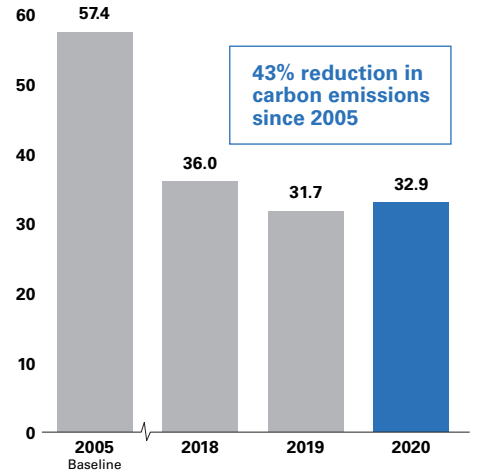
Carbon Emissions Performance Over Time

Since 2005, carbon dioxide emissions from the U.S. power sector have fallen about 33%, and the power industry has been responsible for more than 90% of total cuts in CO₂e emissions. Dominion Energy’s CO₂e reductions have far outpaced the industry average: From 2005 to 2020, we have cut carbon emissions by approximately 43% from our electric generation business. Dominion Energy Virginia and our Contracted Assets business have cut carbon emissions 38% from 2005 to 2020. Dominion Energy South Carolina’s electric generation total carbon emissions reductions from 2005 through 2020 stand at 50%.

In 2020, our Scope 1 direct emissions rose from 2019, driven primarily by market conditions, including the lowest natural gas prices in a decade. Under these conditions, it was more cost-effective for our customers to meet their needs with power generated from the company’s own generation units rather than market purchases. For the same reason, PJM’s economic dispatch model favored and called on Dominion Energy’s natural gas units more often. Because we used more of our own generating capacity, our Scope 3 emissions from purchased power were lower than they otherwise might have been. On an overall basis, 2020 Scope 1 emissions from self-generation coupled with Scope 3 emissions from purchased power were lower than in 2019.

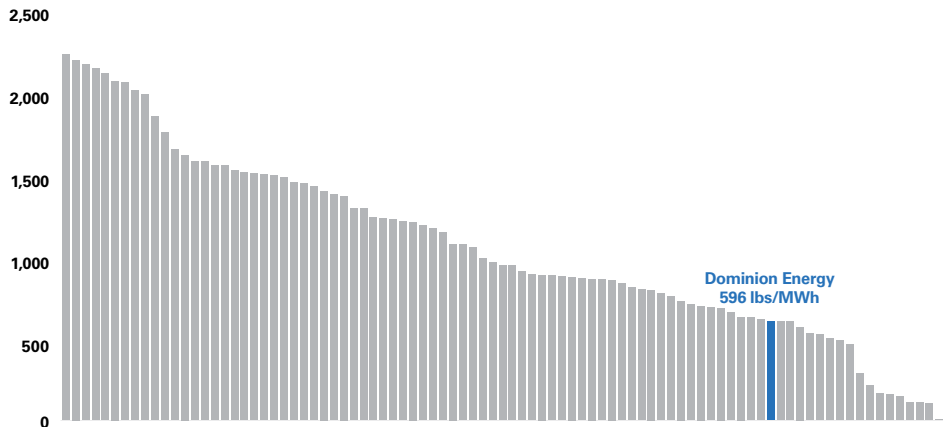
Dominion Energy Generation Carbon Emissions

CO₂ Emissions (MMT)



Carbon Emissions Benchmarking - M.J. Bradley Report by Company

CO₂ Emissions Rate (lbs/MWh)



Note: Ratings based on 2019 emissions and generation (by ownership).
Source: <https://www.mjbradley.com/content/emissions-benchmarking-emissions-charts>

Delivering Clean, Reliable, Affordable Energy

Methane Emissions Reductions

We have cut methane emissions substantially by investing in new infrastructure, changing our maintenance programs, and deploying new technology.

We track our progress closely, measure more thoroughly than regulations require, participate in voluntary methane-reduction programs, and pursue further reductions made possible by hydrogen and renewable natural gas.

Overview

Dominion Energy has made significant progress in reducing methane emissions from natural gas infrastructure. From 2010 to 2020, we have cut methane emissions 32%. Replacing infrastructure, improving systems, and pursuing a wide range of voluntary initiatives have cut methane emissions sharply.

In 2020, the company committed to a net zero framework. Dominion Energy expects to decrease methane emissions from our natural gas infrastructure 65% by 2030 and 80% by 2040, from 2010 levels. Further, the company has committed to invest in carbon-beneficial RNG projects that will capture an amount of methane from U.S. farms at least equivalent to any remaining methane and carbon dioxide emissions from the company's natural gas operations, making Dominion Energy's gas infrastructure operations effectively net zero 10 years before the overall company.

Also in 2020, Dominion Energy sold the majority of its gas transmission and storage business to Berkshire Hathaway Energy and announced the 2021 sale of Questar Pipeline assets.

For more on how this affects our emissions reporting, see the [“Looking Forward”](#) section of this report.

Strategy

Dominion Energy has been at the forefront of efforts to reduce methane emissions. The company has been a founding member or leading participant in the EPA's Natural Gas STAR (NgSTAR) Program, the EPA's Methane Challenge Program, the Natural Gas Sustainability Initiative (NGSI), and the ONE Future Coalition. We are working to reduce not only our Scope 1 emissions from our natural gas business, but our Scope 3 emissions as well.

For Scope 1 — emissions from our own operations — we use four different approaches:

- **Reducing or eliminating gas venting during planned maintenance and inspections.** To reduce operational venting, the company uses pressure-reduction protocols and innovative equipment to limit, capture, recycle, and reuse methane emissions where feasible. For instance, we use Zero Emissions



Delivering Clean, Reliable, Affordable Energy

Reducing Emissions / Methane Emissions Reductions

Vacuum and Compression (ZEVAC®) technology to capture natural gas before maintenance or inspection so it can be recycled.

- **Replacing targeted infrastructure and equipment with new, lower-emission equipment.** For example, Dominion Energy West Virginia is replacing more than 1,000 miles of its gas distribution system. With the approval of state regulators, we plan to accelerate the timeline for our Pipeline Replacement and Expansion Program (PREP), ending it in 2047.
- **Expanding leak detection and repair programs.** Dominion Energy Ohio uses a voluntary Leak Detection and Repair (LDAR) system to detect minor emissions sources. In North and South Carolina, we have implemented voluntary LDAR programs for gas facilities. It also has adopted a high-risk excavator monitoring program to reduce fugitive emissions from pipeline damage.
- **Innovation.** For example, we are using Pipetel in-line inspection robots to inspect gas pipelines not accessible through our usual smart pigging process.



Continued improvements such as these are enhancing our environmental performance. From 2019 to 2020, Dominion Energy Ohio increased savings of methane emissions that would have otherwise been released into the atmosphere, by 24%. For Scope 3 — emissions from our customers and suppliers — we are seeking legislative and/or regulatory approval for a variety of approaches. These include:

- Soliciting emissions disclosures from suppliers, promoting the adoption of net-zero policies, and building coalitions with industry peers.
- Empowering customers to lower their GHG footprints through efficiency programs such as weatherization and industrial audits and offering a carbon calculator so that customers can better understand how to reduce their carbon emissions.
- Offering our GreenTherm program, which supports the use of RNG, through all our local distribution companies.
- Supplying RNG to compressed-natural-gas fueling stations in North Carolina and Utah.

Already, we have met with state commissions to educate them about our gas distribution sustainability strategy, and we are working with developers, regulators, and legislators in each of our operating states to develop RNG tariffs and incentives. These efforts will continue.

HIGHLIGHT

Agriculture and Renewable Natural Gas

RNG is a critical component of our net zero strategy for methane emissions. More information on our RNG strategy is available in the [“Agriculture & Industry”](#) section.

Delivering Clean, Reliable, Affordable Energy

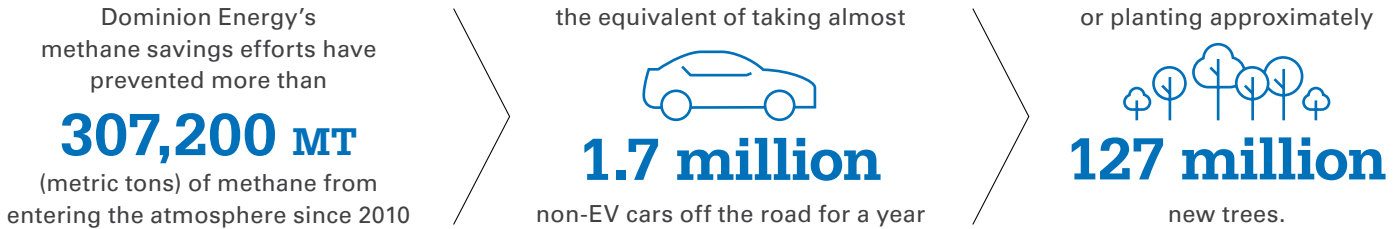
Reducing Emissions / Methane Emissions Reductions

Progress to Date

From 2010 to 2020, Dominion Energy has cut methane emissions 32% from our natural gas business in just a decade, far better than the industry average.

Since 2010, Dominion Energy has prevented potential methane emissions from entering the atmosphere by replacing infrastructure, improving processes and systems, pursuing a wide range of voluntary initiatives, investing in innovation, and striving towards best-in-class technical excellence. These cumulative savings efforts have resulted in preventing 307,200 metric tons of methane from entering the atmosphere, which is equivalent to taking 1.7 million non-EV cars off the road for a year, or planting approximately 127 million new trees.

Dominion Energy Methane Savings (Since 2010)



Hydrogen

In Utah, we launched ThermH2, a hydrogen blending test pilot, that uses a simulated small town to analyze the effect of blending hydrogen into the natural-gas distribution system. The first pilot project is underway at the company's Training Academy in Utah. The company is blending 5% hydrogen in a test system to learn how hydrogen works in gas lines and appliances before blending it into the larger system that serves more than 1 million gas utility customers in Utah. The company is exploring a similar pilot in North Carolina.

Disclosures

Dominion Energy reports emissions of carbon and methane, as well as other greenhouse gases from its natural gas and electric generation facilities to the EPA under the EPA's Greenhouse Gas Reporting Program rule. But we don't stop there. As part of our commitment to transparency, we voluntarily disclose emissions from additional sources not required to be reported to EPA in our Corporate Methane Inventory. See the [Methane Emissions Reduction Appendix](#) for further details.

Delivering Clean, Reliable, Affordable Energy

Reliable Energy

Our customers depend on the electricity and gas we provide. If service is interrupted, people suffer.

As we move forward with the clean-energy transition, we continue to prioritize reliability and affordability. We work hard to make sure our customers can get the service they want, when they want it.

Energy Diversity

Diversifying our energy portfolio enables us to provide our customers with cleaner options, more choices, and lower bills, while protecting the power supply from potential disruption.

Electric Diversity

Maintaining a diverse array of generation sources helps ensure reliability by avoiding over-reliance on any given source of power and helps maintain affordability by insulating the company and our customers against price shocks for a particular fuel source or generation component.

Currently, our primary means of providing electricity consist of:

- **Solar:** Since 2013, we have grown our solar fleet from almost nothing to one of the largest solar portfolios among investor-owned utilities in the nation. In Virginia alone, our solar development pipeline is approaching 4,400 megawatts; company-wide, we anticipate up to \$20 billion in solar investment through 2035. Our BrightSuite solar program provides homeowners with one-stop convenience when considering solar panels for their residences.
- **Wind:** Our Coastal Virginia Offshore Wind commercial project, slated for completion in late 2026, will be the first such project in federal waters and the largest on this side of the Atlantic Ocean. At full capacity, it will provide enough energy to power about 660,000 homes.

Delivering Clean, Reliable, Affordable Energy

Reliable Energy

- **Storage:** Our pumped-hydro station in Bath County, Virginia, is the largest of its type in the world. We operate a similar station in Jenkinsville, South Carolina, and are exploring the potential for a third in Southwest Virginia. We also have four battery-storage pilot projects in Virginia, and our innovative electric-bus program enables vehicle-to-grid technology that can help backstop renewables and provide on-site backup power in emergencies.
- **Natural Gas:** Our fast-start, cleaner-burning natural gas plants provide crucial backup for the intermittent renewable energy sources that make up a rapidly growing share of our generation mix.
- **Nuclear Power:** Our always-on fleet of reactors provides reliable baseload generation to serve roughly 3 million customers around the clock.
- **Hydropower:** We operate seven hydropower stations, which use the energy from river flow or the release of dammed water to spin turbines and generate electricity. The seven stations — in Thelma, N.C.; Louisa, Va.; Roanoke Rapids, N.C.; Carlisle, Columbia, and Jenkinsville, S.C.; and Augusta, Ga. — generate enough power to serve roughly 140,000 homes.
- **Coal:** While we have slashed coal’s share of electricity generation from more than half in 2005 to about 10 percent in 2020, and plan to reduce our use of coal even further, it still has a small role in our generation portfolio at present.

Our company also provides numerous green-energy programs for customers who want them. Those include:

- **Green Power** — enables participants to buy renewable energy certificates, or RECs, to offset up to 100% of their energy use. A REC provides proof that a given amount of electricity came from renewable sources.
- **Virginia Community Solar Pilot** — enables customers to purchase energy from participating new solar facilities located in communities throughout Dominion Energy Virginia’s service territory.
- **South Carolina Community Solar** — allows customers to subscribe to energy from one of three solar farms in return for bill credits.
- **Schedule RG (Renewable Generation)** — for larger commercial customers; enables companies to have Dominion Energy Virginia develop a renewable-energy portfolio with a unique rate structure for all their locations.
- **Net Metering** — enables customers with their own energy generators to pay only for power they take from the grid and to receive credit for energy they deliver to the grid.
- **South Carolina Solar Choice** — enables residential and commercial customers to install solar and participate in time-variant rates for generation and consumption.
- **South Carolina Voluntary Renewable Program** — allows commercial and industrial customers to enter a three-way contract between a customer, the company, and a solar developer to create new solar farms and provide RECs to the customer.
- **REC Select** — enables customer to purchase RECs that are sourced across the nation from any resources that are deemed “renewable,” per the Code of Virginia.
- **100% Renewable Energy** — participating customers are purchasing RECs and energy from solar, hydropower, and biomass facilities located in Virginia and North Carolina.



“We were the first brewery in Virginia to be powered entirely by renewable energy, including solar, biomass, and wind through the Dominion [Energy] Virginia Green Power Program.”

Eric McKay,
President of Hardywood Park Craft Brewery in Richmond, Va.

Reliable Energy

Natural Gas Diversity

Dominion Energy has created two of the largest RNG programs in the country by working first with Smithfield Foods to create Align RNG, and then with Vanguard Renewables and the Dairy Farmers of America. These programs capture methane created through farming operations and convert it into renewable natural gas that can be used interchangeably with conventional natural gas. Because methane is a substantially more potent greenhouse gas than carbon dioxide, the RNG process removes more greenhouse-gas potential from the atmosphere than is created at the customer’s burner tip.

Hydrogen

In Utah, we have launched ThermH2, a pilot project that uses a simulated small town to analyze the effect of blending hydrogen into the natural-gas distribution system.

Compressed Natural Gas

In North Carolina, we are supplying natural gas to the compressed natural gas bus fleet in Raleigh. In Utah, we supply natural gas to Fleet Saver, an industrial fleet-fueling company, through our CNG stations.

Support for Renewables

While battery technology is improving, it has not yet reached the point at which batteries can supply electricity to large numbers of customers for days or even weeks on end. Hence the need for a quick-start generation source that can step in when solar and wind generation are unavailable or inadequate to meet customer demand. At present, natural gas is most optimally suited for that purpose.



“In some instances, new gas infrastructure may also deliver services that cannot be cost-effectively provided by low-carbon alternatives, such as peak winter heating, seasonal storage, or high-temperature heat for industry.”

International Energy Agency

Reliable Energy

Energy Reliability & Resiliency

Large-scale power or natural gas outages can wreak havoc, and even minor outages can cause serious inconvenience. Our customers rely on the electricity and gas we provide to conduct their lives.

Electric Reliability & Resiliency

We constantly invest in system maintenance and upgrades to ensure our customers continue to receive safe and reliable service.

Grid Transformation

For example, in 2020, Dominion Energy Virginia:

- Added 45 miles of new electric transmission lines, and refurbished 185 miles of transmission lines;
- Added 11 new substations and expanded or modified 39 more;
- Launched an online hosting capacity tool in Virginia and North Carolina; and
- Moved forward with a mainfeeder hardening program targeting circuits that serve customers who have experienced worse-than-average reliability over the past five years; the initial phase is expected to improve reliability for more than 24,000 customers by an average of 27%.

Many of these projects are being built in accordance with to the Grid Transformation and Security Act of 2018 and the resulting orders from the State Corporation Commission of Virginia.

In November 2020, Dominion Energy was awarded a service contract to improve energy resiliency at United States Marine Corps Base Quantico in Virginia. The project will involve installing new generators that will use microgrid technology to automatically “island” critical facilities during emergencies. A one-megawatt microturbine will add flexibility and reduce electricity costs for the federal government.

For more on our reliability efforts, see the Grid Transformation discussion in [“Investing in Infrastructure.”](#)

Strategic Undergrounding

Our Strategic Underground Program in Virginia places underground those tap lines (overhead wires in neighborhoods) that are most vulnerable to outages. This not only reduces outages in those communities during heavy storms, it also allows repair crews to move to other outage locations faster. From its inception through 2020, the program has converted almost 1,600 miles to underground and eliminated more than 2,200 outage events per year.



Worker repairing lines after storms, praised

Editor, Richmond Times-Dispatch:
I want to express my thanks and appreciation to the men and women who go out in the daytime and on dark nights, sometimes in the rain, to repair damaged electrical wires. This is one of the greatest services and usually keeps our food from going bad and allows us to move freely around our homes.

We all cheer when our lights come back on, and in our hearts, thank those who perform a thankless job.

Patricia Gilchrist
Richmond

Delivering Clean, Reliable, Affordable Energy

Reliable Energy

The program benefits all customers, not just those closest to tap lines, because reducing outages in one area frees up repair crews to restore service elsewhere. We monitor the program for unintentional bias or disparate impact during various stages of the process, and metrics for both income and ethnicity show no pattern of disparate treatment.

Storm Preparation and Training

Dominion Energy places heavy emphasis on storm preparation and training. We train and prepare for major weather events year-round. When a major storm approaches, we stage crews and equipment in the field so they can begin work as quickly as possible. When severe weather hits, we follow careful and detailed emergency restoration plans.

Performance

Efforts such as these yield benefits for our customers. For example, DESC finished 2020 with a reliability performance of 88.23 minutes of outage per customer (excluding major storms) — better than its goal of 95 minutes. Moreover, in 2020, South Carolina endured the deadliest tornado outbreak since 1984. DESC restored power to roughly 117,000 customers in 60 hours — 94% of them within 24 hours. In Virginia, from 2017 through 2020, customers have had power 99.9% of the time despite more than 65 major weather events. In August 2020, Tropical Storm Isaias impacted our North Carolina and Virginia service territories, causing 508,000 customer outages, which ranks it as one of the 10 worst storms in our history. Restoration for nearly all customers was completed in only 72 hours. The company received the Edison Electric Institute’s Emergency Response Award for its effort and commitment to our customers.



Watch a customer appreciation video [here](#).

“This region owes a debt of gratitude to the utility line workers and public works employees for their exhaustive efforts this week. Tropical Storm Isaias wasn’t expected to make much of a mess when it came through Tuesday morning, but the system’s strong winds felled trees, toppled power lines and spawned tornadoes that caused widespread damage. But before the storm’s last bands had passed through the region, Dominion Energy workers deployed to help the more than 400,000 homes that lost power. ... To everyone who went above and beyond in the aftermath of this week’s weather, a grateful region thanks you.”

The Virginian-Pilot Newspaper

Reliable Energy

Natural Gas Reliability & Resiliency

Dominion Energy’s natural gas operations have a strong record of reliable service. In a typical year, our distribution customers rarely experience service interruptions. We respond to all reported gas emergencies. In 98% of all cases, we are onsite within 60 minutes. Our extensive storage pools enabled us to respond to customer demand without interruption.

To maintain this strong record, we rely on around-the-clock monitoring, deploy remote sensors, and install remote-controlled shutoff valves to prevent, isolate, and repair any deficiencies.

Pipeline Replacement Programs

Dominion Energy has invested substantial sums modernizing its natural gas network — more than \$1.9 billion in Ohio, for example, to replace cast iron, bare steel, and ineffectively coated pipelines and services. In Utah, we have spent more than \$500 million to replace all cast-iron bare steel and ineffectively coated pipe. Dominion Energy West Virginia (DEWV) launched its Pipeline Replacement and Expansion Program in 2016. In 2020, Dominion Energy Ohio replaced 135 miles of pipe and Dominion Energy West Virginia replaced 30 miles of pipe. Over roughly the next two decades, DEWV will replace more than 1,000 miles of pipe in its 3,244-mile distribution pipeline system.

These programs not only reduce system emissions, they fortify the critical delivery systems our customers depend on to heat their homes and buildings and power the processes they need to run their businesses.

Performance

On March 18, 2020 — shortly after Utah Governor Gary Herbert declared a state emergency because of the coronavirus — Salt Lake City suffered a 5.7-magnitude earthquake, followed by multiple aftershocks for weeks afterward. Dominion Energy Utah received more than 1,700 emergency calls on the day of the quake, and nearly 400 the day after. We responded to 100% of the calls within 24 hours. Out of 1,397 orders issued the day of the quake, fewer than 10 had yet to be completed by 10 p.m. the night of the quake.



Delivering Clean, Reliable, Affordable Energy

Energy Value



Keeping energy affordable matters just as much as keeping it reliable. Our electric rates compare favorably to regional and national averages.

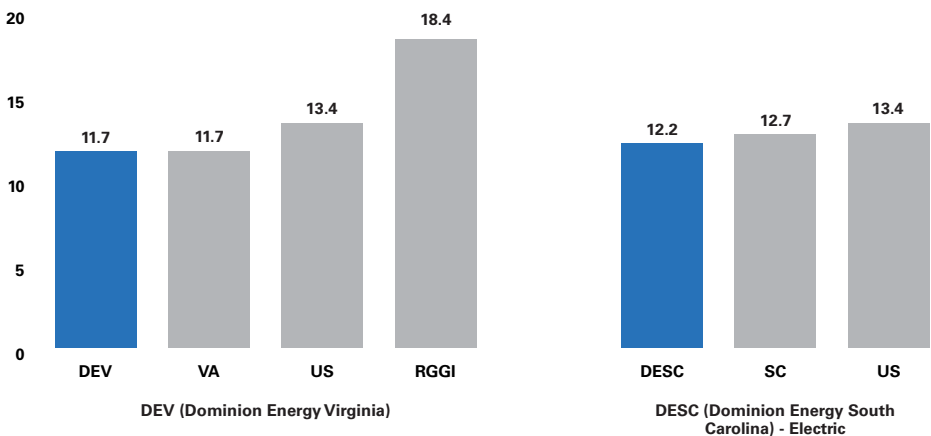
To help our customers manage costs further we offer a variety of energy-efficiency programs, as well as assistance programs to help those facing financial difficulty get back on their feet.

Value for Money/Affordability

Our electric rates in Virginia and South Carolina remain well below rates in other parts of the country, and the nation as a whole:

Residential Electric Rates*

¢/kWh



*Source: EIA, table 5.6.A as of November 2020 (https://www.eia.gov/electricity/monthly/current_month/January2021.pdf)

Energy Value

Here are some of the ways we are striving to contain costs for customers:

Demand-Side Management (DSM)

Helping customers manage the energy they use helps them save money. In December 2020, Dominion Energy Virginia filed for an additional 11 new DSM programs that will help reach the \$870 million, 10-year goal set by the 2018 Grid Transformation and Security Act and the energy efficiency goals in the VCEA. The Virginia State Corporation Commission issued its order on the application in September, 2021. With this approval, the company will have 38 active DSM programs when the new programs launch in early 2022. Those include a low-income solar program, which provides installation of photovoltaic solar panels at no cost to qualifying customers. Additionally, the company launched a new time-varying-rate program that will allow eligible residential customers to save money on their bills by shifting the time they use high-energy appliances to more affordable, off-peak hours.

In South Carolina, total investment in DSM exceeds \$143 million and cumulative energy savings add up to 925 million kilowatt-hours — equivalent to the annual power consumption of nearly 79,000 homes.

Customer Efficiency Programs

Conserving energy is one of the simplest ways consumers can save money. Dominion Energy has developed a [host of programs](#) to promote conservation and efficiency. Among them:

- Rebates, bill credits, and other incentives:
 - Acquiring smart thermostats, energy-efficient appliances, and other energy-efficiency improvements;
 - Installing LED bulbs and lighting-control systems; and
 - Upgrading to more efficient HVAC systems.
- Energy assessments and audits for both homes and businesses.
- Home energy reports and insights for efficiency recommendations.
- Free energy-saving products for qualifying customers.
- Extensive retrofitting of multifamily and manufactured housing.

In our gas service areas, programs include:

- ThermWise, which provides home energy assessments and related services;
- Housewarming, which provides inspections and weatherization for low-income customers;
- Home Performance with EnergyStar, which provides energy-efficiency upgrades at no cost to the customer; and
- In North Carolina, the recent rate case settlement agreement increased both the number of energy efficiency programs and the annual budget for such programs (from \$750,000 per year formerly to a budget that rises from \$2.9 million annually in year one to \$4 million annually in year 5), subject to North Carolina Utilities Commission approval.



Delivering Clean, Reliable, Affordable Energy

Energy Value

Cost Containment

Managing our own cost structure helps keep bills low. We constantly look for more efficient ways to do business. We also have a formal program called Buy Smart to promote sustainability and cost-cutting in procurement. In 2019, Buy Smart saved \$77 million. In 2020, the company nearly doubled that performance — saving more than \$150 million. For example, when our gas distribution business in Utah, Wyoming, and Idaho needed high-yield steel elbows for a pipeline replacement project, it saved \$85,000 by soliciting requests for proposals from manufacturers rather than distributors.

Assistance Programs

Sometimes even the best customer value proposition is not enough to help those who are struggling financially. For such customers, Dominion Energy offers energy assistance until they can get back on their feet.

Pandemic Aid

The need for help was particularly great in 2020, as the nation struggled with the effects of the coronavirus pandemic. Dominion Energy stepped up to meet it, making 331 grants, totaling more than \$4 million, for COVID-19 relief. We also provided bill assistance to 102 small businesses. In Ohio and West Virginia, we offered flexible payment options and increased financial support — supplementing \$550,000 worth of assistance through EnergyShare with another \$150,000 for heating assistance specifically for COVID-19 relief. Those measures complemented others we took, such as voluntarily suspending disconnections for nonpayment and reconnecting customers whose service had previously been disconnected.

EnergyShare

EnergyShare began four decades ago as a Virginia heating-assistance program. Today it helps defray the cost of cooling and provides weatherization as well, and has expanded to include North Carolina, Ohio, and — in May 2020 — South Carolina. In 2020, EnergyShare assistance grew to \$18.3 million — more than double the program’s size in 2016, even after accounting for inflation.

During the 2019-2020 program year⁴, EnergyShare helped more than 21,200 individuals and families — bringing the total number of those who have benefitted from the program over its lifetime to more than 848,800.

Year	Total Assistance
2016-2017	\$8.0 Million
2017-2018	\$8.4 Million
2018-2019	\$12.0 Million
2019-2020	\$15.5 Million
2020-2021	\$18.3 Million



Lorraine D., EnergyShare weatherization beneficiary. [Watch video here.](#)

⁴ The EnergyShare program year runs from July through June.

Delivering Clean, Reliable, Affordable Energy

Energy Value

For additional details, please refer to our annual [EnergyShare report](#).

In addition to our EnergyShare efforts, the company's regulated DSM program to provide assistance for low-income customers program has made improvements at more than 24,000 homes since 2015.

ThermWise

Our Western-state business provides energy efficiency help, including home energy assessments, weatherization, and home retrofits, through ThermWise.

In 2020, ThermWise enabled customers to save more than 1.15 million dekatherms — the equivalent of the total gas consumption of more than 14,000 homes over the course of a year.



Delivering Clean, Reliable, Affordable Energy

Innovation



Dominion Energy's corporate lineage includes companies that operated canals in colonial times and electric streetcars in the early 20th Century.

Today, our deep roots give us strength as we grow in new directions by embracing change and creating new opportunities.

Strategy

We are determined to create changes that improve our customers' experience, exceed our stakeholders' expectations, and position our company for sustainable, agile, and long-term success. To that end, our innovation strategy is designed to grow the future, enhance performance, and accelerate the culture.

We pursue that strategy and continue to reinforce our culture of creative problem-solving through multiple avenues, including:

- **Spark Tank**, a competition that recognizes the best new ideas from employees.
- **The Chairman's Excellence Awards**, a competition that recognizes the best employee innovations that have been adopted.
- **Innovation Guides and Accelerators**, who support crowdsourcing challenges, encourage collaboration, research and pilot new technology, and help fellow employees develop their skill sets and flesh out their ideas.
- **Crowdsourcing challenges**, which seek to solve existing problems or generate creative solutions to problems that might arise.
- **Sprint teams**, which join employees from across the company to evaluate innovative technologies and business models.

Delivering Clean, Reliable, Affordable Energy

Energy Value

- **Innovation Expo**, an annual event that brings the company together to listen to keynote speakers, attend breakouts on disruptive technology and the future of sustainable energy, participate in workshops, and network with innovative companies attending to showcase their services and products.
- **External partnerships**, which inject fresh perspectives and facilitate the free exchange of ideas.

2020 Developments

As our employees adapted to new ways of working during the pandemic, they continued to generate and implement ideas to move the business forward. Among them:

- DESC crews began using drones rather than bucket trucks to inspect above-ground pipe bridge attachments, increasing safety and record retention.
- Dominion Energy joined forces with the Connecticut Green Bank on the nation’s first multi-party carbon offset credit project using a new methodology to quantify greenhouse-gas emissions reductions from EV charging stations. Reductions are accredited by Verra’s Verified Carbon Standard Program, enabling third-party certified carbon offset credits, which can be monetized through voluntary carbon trading markets to generate revenue for further investment in EV charging infrastructure. The credits can also be retained to help an organization meet its own compliance obligations.
- We are working with airports in our service areas to research and pilot state-of-the-art electrification projects involving level 2 and level 3 commercial charging stations in daily and short-term garages. This will enable vehicle charging in 4 hours and 30 minutes, respectively.
- The Dominion Energy Innovation Center launched an accelerator program for startup companies focused on sustainable solutions.
- We launched multiple cross-functional sprint teams to research market disruptions, examine changing customer trends, and evaluate new technologies and business models, from transportation decarbonization to hydrogen.
- Our gas distribution business distributed reusable vinyl heat blankets in Ohio and West Virginia to provide more effective and environmentally sustainable insulation against meter freeze-ups. The blankets placed second in 2019’s Spark Tank innovation contest.
- Employees at our Surry nuclear power station won a Top Innovative Practice Award from the Nuclear Energy Institute for using a hydrophobic nanocoating on pumps to reduce the number of cleaning activities that require divers.
- Dominion Energy Virginia stood up a Monitoring and Diagnostics Center that is using advanced pattern recognition technology to identify trends and anomalies in equipment performance in order to predict failures before they occur.



Vinyl heat blanket.

CASE STUDY

Mobile STATCOM

In 2020, Dominion Energy’s electric transmission business won the “Best of the Best” Chairman’s Award from the Southeastern Electric Exchange (S.E.E.) for the mobile STATCOM innovation. A STATCOM, or static synchronous compensator, delivers or absorbs current on the electric grid and helps regulate voltage and maintain reliability. Dominion Energy developed the first mobile STATCOM. Because it can be moved anywhere grid support is needed in only a few days, it provides the company an unprecedented level of flexibility when responding to unexpected outages from extreme weather or other unplanned events.

Overview

We have a deep appreciation for the environment around us, and we know others do as well.

We're not only aware of our impact on the environment — we're working hard to reduce it, and in some instances, make it better. From lowering greenhouse-gas emissions to protecting water quality and preserving wildlife habitats, we're constantly looking for ways to ensure that future generations will be able to enjoy the world around them.

Our goal is to always comply with the letter of the law and to act consistently with our core values. Those include ethics — which requires not only compliance with laws and regulations, but also avoiding harm to people and the environment. While we always aim to meet our legal and regulatory obligations, we set our sights higher than mere compliance.

Our strategy to improve our environmental performance relies on an environmental management system, or EMS. The EMS is built on 12 corporate standards that set company-wide expectations for environmental compliance and stewardship. These standards provide the framework to manage, track, and improve the company's environmental record. The EMS describes roles and responsibilities throughout all levels of the workforce because we recognize that clearly defined duties for our employees and leaders are essential for fostering accountability.

Clean Water



By adopting new technology and applying creative approaches, we are using less water and finding new ways to reuse it.

As we generate and deliver energy to our customers, we strive to minimize our impacts through the use of measures that protect waterways.

Reducing Use

In our path toward achieving water security, we are committed to reducing water consumption by employing low-water technologies (e.g., air-cooled rather than water-cooled condensers at our power generation operations). In 2019, Dominion Energy Virginia's Power Generation division developed an environmental stewardship program to encourage employee involvement. One of the program's projects involved our Bear Garden Power Station in Buckingham County, Virginia: Changing the operation of its cooling tower prevented taking water from the James River, conserving 50 million gallons per year. In our Western-state operations in Utah, Wyoming, and Idaho, our goal for Wexpro is to reduce water use by 21 million gallons over five years. In 2020, the first year of that period, Wexpro reduced fresh water use by 4.5 million gallons.

Protecting the Environment

Habitat & Wildlife Protection

Water Protection

Not only are we using less water, we also are taking steps to protect water bodies. For example, to reduce the risk of releasing oil into the environment, Dominion Energy Virginia is replacing oil-filled breakers and power transformers and installing oil-containment systems around new and existing transformers. The company's electric distribution business unit also continues to eliminate oil-filled pad-mount switches, at the rate of 10 to 15 per year.

At our Bath County and Brunswick County Power Stations, we have developed innovative alternatives to the use of chemicals for treating algae in stormwater runoff ponds. Employees at Bath used Koi from a local hatchery that naturally consume the algae. Employees at Brunswick installed a solar-powered aeration system that will control algae.

Our water-protection efforts extend beyond policing our own activity. For instance, 2020 marked the sixth year we teamed up with the Western Reserve Land Conservancy in Ohio on a Watershed Mini Grant Program, which distributes funds to groups that strive to protect water quality.

HIGHLIGHT

A- Rating

From CDP on Water Security for 2020 performance (North American Regional Average: B)



Habitat and Wildlife Protection



We work to avoid disturbing wildlife and natural habitats, and we have adopted a variety of measures to protect birds, fish, and other wildlife.

We partner with local communities and organizations in these efforts to ensure we have the right expertise in each geographical area. We continue to implement new design standards that avoid affecting wildlife, and we are creating habitat for birds, bees, and other pollinators.

In recent years, these efforts have included initiatives such as new standards to protect raptors and other birds from collision with our infrastructure; netting to prevent bats from flying into power-station air-cooled condensers; construction and operation of fish-passage structures (eelways) that allow American Eels to access their historical range above the Roanoke Rapids and Gaston Dams; and monitoring programs to optimize fishery management.

Creating, Protecting, and Restoring Habitat

Dominion Energy's service territory encompasses a wide range of habitats. We are committed to protecting and restoring these ecosystems and their abundant biodiversity. In 2020, we took the following steps:

- At our Clover Power Station in Virginia, we developed a wetlands management program, through which we will cooperate with the Virginia Department of Wildlife Resources to sustain and improve wetlands on station property.
- At the Virginia City Hybrid Energy Center, employees carried out a clean-up of the banks of Russell Creek, which traverses the station before feeding into the Clinch River, which contains one of the nation's greatest concentrations of rare and imperiled freshwater species. The effort removed 344 pounds of trash.

Protecting the Environment

Habitat & Wildlife Protection

- In Surry County, Virginia, we built wildlife corridors into the design of the Colonial Trail West solar project.
- In our Gas Distribution groups, we’ve leveraged horizontal directional drilling to minimize impacts to the environment when installing new pipeline segments.

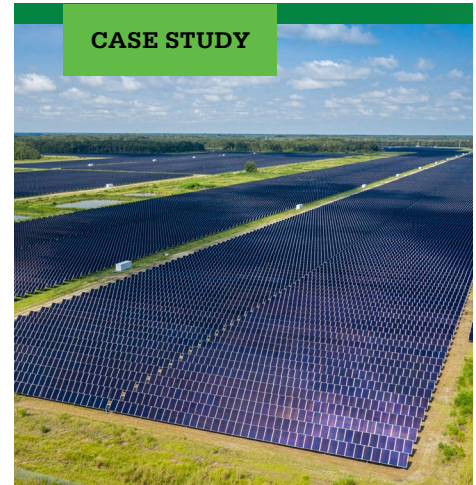
Protecting Wildlife

In 2020, Dominion Energy launched several additional efforts:

- At our North Anna Power Station in Virginia, we responded to the presence of a significant Osprey population by developing a plan to install nesting platforms at five locations around the property. The platforms were installed in early 2021.
- In South Carolina, employees installed 20 Prothonotary warbler boxes in lakes at the former Canadys Generating site in Colleton County. The warbler migrates from distances as far as South America; its native habitat is being impacted by development. Dominion Energy’s sustainability project will help ensure the warbler has a future as bright as its distinctive coloring.



Keller Kissam, President – Electric Operations, Dominion Energy South Carolina and Caleb Gaston, Biologist, Dominion Energy South Carolina, joined Jay Keck, Education Manager of the South Carolina Wildlife Federation, to place 20 Prothonotary Warbler boxes around dark water oxbow lakes at the former Canadys Generating site in Colleton County, South Carolina.



CASE STUDY

Seabrook Solar

In South Carolina, we own Seabrook, a 72-megawatt solar facility located on a 628-acre tract in rural Beaufort County. Thanks to a partnership with Beaufort County Open Land Trust and the ACE Basin Task Force, the project, which can provide enough energy to power 9,000 homes, is the first to be sited on land protected permanently by a conservation easement.

Protecting the Environment

Habitat & Wildlife Protection

Pollinator Programs

We manage our electric rights-of-way to increase habitat for birds, bees, butterflies, and other pollinators, and have committed to establishing or placing under development another 350 acres of pollinator habitat with native species by 2025.

Dominion Energy Virginia is on track to add 160 acres of pollinator habitat by that date, and has exceeded its 100-acre commitment for solar pollinator habitat by more than 20%. Our Project Construction organization planted pollinator species at the Chestnut solar facility in Halifax County, N.C., in 2020.

Following the construction of the Yemassee-to-Burton transmission line, Dominion Energy South Carolina restored two miles of the old transmission line footprint for native pollinators. Five additional sites will be more extensively managed for pollinators in conjunction with The Audubon Society.



Sustainable Operations

Our concern for sustainability extends beyond our direct gas and electric infrastructure.

We also demonstrate it in our office buildings and supply chain network. Every day, our employees are taking steps to help us achieve our commitments and reduce our impact on the environment.

Supply Chain Sustainability

Our supply chain plays an integral role in our commitment to sustainability. Our efforts are focused on increasing partnership and engagement with suppliers, industry peers, and employees to improve environmental and social sustainability performance, implement best practices, minimize negative environmental impacts, ensure respect for human rights, and mitigate potential sustainability risk across our value-chain.

Dominion Energy is a member of the Electric Utility Industry Sustainable Supply Chain Alliance (EUISSCA) and is committed to engaging our peers and suppliers on sustainability to ensure continuous improvement. Our vice president of Shared Services chairs EUISSCA's executive committee.

In 2020, the company established a qualifications policy that requires environmental and sustainability evaluations during the procurement process to help select suppliers who are committed to ensuring environmental compliance are awarded contracts by Dominion Energy. In addition, we annually assess key suppliers on their supply chain.

We have started a program to improve the sustainability of our natural gas supply chain. For details, see the section in this report on "[Reducing Methane Emissions.](#)" We also consider supply-chain diversity an important component of supply-chain sustainability. For more information, see the section on "[Supplier Diversity.](#)"

Sustainable Operations

Reducing Waste

Dominion Energy agrees with the saying that waste is a resource in the wrong place. From coal ash to compost, Dominion Energy has consistently sought new ways to recycle our waste where feasible and reduce the amount of material we send to landfills. To minimize it, the company maintains an array of waste-reduction programs including recycling, composting, and a zero-waste approach to numerous company events.

Coal Ash

As we go forward with planned coal facility closures, the company maintains an extensive program to recycle coal ash, close coal ash ponds, and ensure the safe and environmentally responsible disposition of coal ash. For example, over the next decade and a half, we plan to remove approximately 15 million cubic yards of coal ash currently stored in two coal ash ponds at Chesterfield Power Station in Virginia. The coal ash will either be recycled or moved to a lined landfill that meets federal and state coal-ash regulations. In 2020, we awarded a contract for the beneficiation and use of up to 8.1 million tons of reclaimed coal ash, which will replace virgin raw materials in the production of Portland cement.

In South Carolina, we have recycled more than 200,000 tons of coal ash from our Canadys, Wateree, and Williams Power Stations.

Waste Reduction Highlights

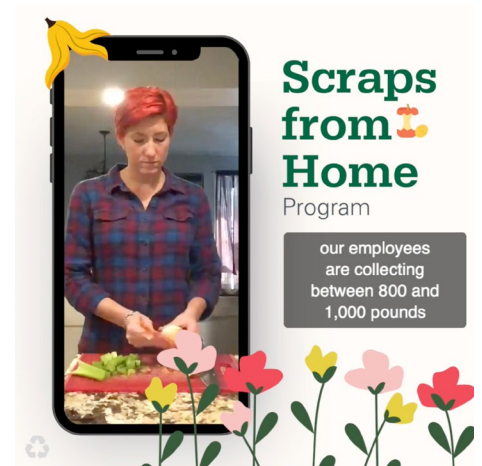
Workplace Sustainability

Sustainability applies as much to those working in our offices as it does to those working on projects in the field. We want employees to cultivate a sustainability outlook throughout the day, whether they are planning a 200-mile transmission line or grabbing lunch in the cafeteria.

To foster that mindset in our offices, our Workplace Sustainability Team — a grassroots collaboration among employees — serves as an advocate for sustainability-focused innovations. The team meets quarterly to vet ideas, track progress, and plan initiatives.

Composting Food Waste

In 2020, we started five new composting programs, including our “Scraps From Home” program that collects 800-1,000 pounds per month of organic waste from employees working remotely, and a pilot program to compost wood chips from right-of-way clearings in Ohio. Our composting program achieved a company record in 2020, diverting over 94,000 pounds of organic material from landfills to be recycled into sustainable soil. In Akron, Ohio, we have partnered with Rubber City Reuse to turn our food scraps into compost for community gardens. In Virginia, employees at our Ladysmith Power Station, located between Richmond and Fredericksburg, explored how to start a composting program, even though the station lies outside the service territory of haul-away composting partners. They concluded that using a contained system with worms, or “vermicomposting,”



Watch video [here](#).

Protecting the Environment

Sustainable Operations

could sustainably recycle organic waste while minimizing costs and maintaining site safety and environmental compliance. The vermicompost system they installed requires no manual operation.

Building and Construction Management

We strive for Leadership in Energy & Environmental Design (LEED) Silver-level certification in new office construction, not only to encourage environmental stewardship, but also to provide an optimized work environment for employees. LEED building practices support healthier, more productive workplaces, reduce stress on the environment by encouraging energy and resource-efficient buildings, and produce savings from increased building value and decreased utility costs.

We employ LEED best practices when renovating buildings, and many of our office buildings use automation systems to optimize the efficiency of HVAC and other facility systems. We track and manage office refrigeration, avoid the use of chlorofluorocarbons, and are replacing our R-22 refrigerant systems with systems that use ozone-safe R-410A.

CASE STUDY



One James River Plaza Demolition

In 2020, Dominion Energy demolished a 21-story office building in downtown Richmond, Virginia. Ultimately, 98.8% of the building's material was recycled, including 4,995 gross tons of metal and 76,568 tons of concrete.

Will Booker, regional manager for the wrecking company brought in to do the job, told Construction & Demolition Recycling magazine: "We went to great lengths to make sure we met and exceeded Dominion Energy and [general contractor] Hourigan|Clayco's goal on this project. In fact, a great deal of the crushed concrete was brought back on-site for building ramps and for other uses on the project, which is certainly rare. You don't often have the same materials crushed and returned to the site for reuse."

Safety



Protecting our employees, customers, and communities always comes first.

We put safety ahead of everything else, because nothing else can succeed without it. Our relentless focus on safety has produced gratifying improvements in performance, but we are aiming even higher — because even one accident is one too many.

Workplace Safety

Our most fundamental workplace goal is to send every employee home safe and sound, every day. That is the only acceptable standard of performance. Nearly two decades ago, we looked at our safety performance and did not like what we saw: An OSHA-recordable incident rate of 4.19 injuries for every 100 workers. More than half of those injuries were serious enough to warrant lost days or restricted duties.

The company launched a vigorous campaign to improve. In the years since, our safety performance consistently improved: Nearly every year, we have logged a lower injury rate than the year before. That was true in 2020 as well, when we set another record low OSHA-recordable rate of just 0.41 injuries per 100 workers. That represents a 77% improvement since 2006. It also falls far below the industry average, which stood at 2.05 in 2019.

Yet while we are pleased by the improvement and the relative standing, we are not satisfied — and won't be until we maintain an injury-free workplace.

Serving Customers & Communities

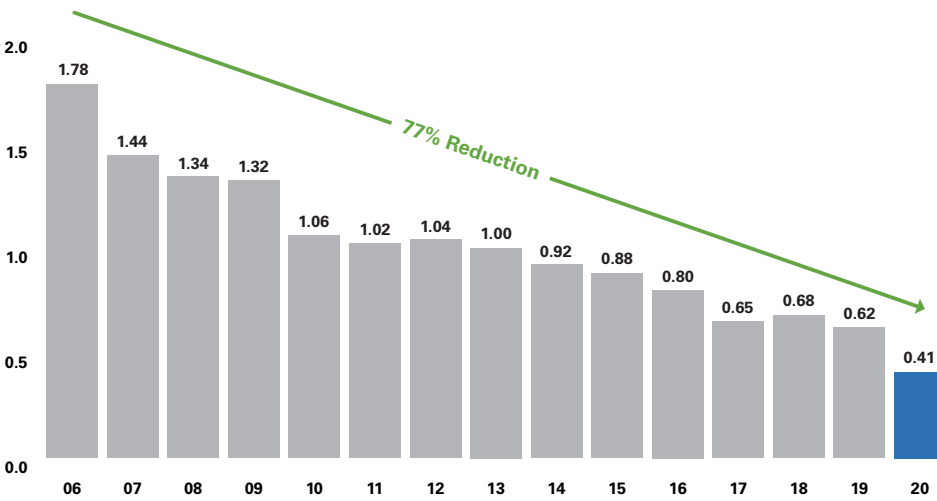
Safety

To continue improving, we take a comprehensive approach. We maintain safety committees, perform root-cause analyses of every significant safety incident, and deploy multiple programs and methods to reduce mishaps: augmented-reality training simulations, regular drills, GPS vehicle tracking, a slip simulator, pre-job briefings, and individualized coaching from sports-medicine trainers. We also conduct rigorous oversight of contractors through site coordinators and audits.



OSHA Recordable Incident Rate¹

Number of recordables per 100 employees



¹ Pro forma for SCANA and Questar

Employee and Contractor Oversight

Dominion Energy also emphasizes the importance of safe work environments by maintaining extensive safety qualifications under Work Zone Traffic Control, OSHA, DOT, and other oversight controls and affiliations. The company also has implemented programs such as job safety assessments, root-cause analyses, a quick-information database called The Source, and health and safety training plans to promote employee awareness. Through these carefully crafted programs, we are relaying to all team members the central role they play in maintaining injury-free work environments.

The same commitment to safety extends to contractors. Here are a few measures we apply:

- Contractors are approved and tracked on safety statistics.
- Contractors are assigned onsite coordinators to monitor their safety performance.
- Dominion Energy conducts field audits to ensure our contractors meet all safety expectations.

Safety

- Contractors, like employees, must report all observed hazards and incidents. We believe the value of reporting and investigating all incidents outweighs simply tracking lost-time injury rates.

Electric Safety

We take extensive precautions to protect our employees, contractors, customers, and the public from electrical mishaps. These include:

- **Emergency action plans** in the event of natural disasters, fires, terrorist threats, and other crises.
- **Crisis response training and drills** covering everything from data breaches to loss of radiation containment at nuclear power stations.
- **Fencing, signage, and asset monitoring** around electric infrastructure and facilities.
- **Aerial inspections** for hard-to-reach areas.
- **Tree trimming and right-of-way maintenance** to prevent downed lines.
- **Distribution pole inspection**, which is conducted on 10- and 12-year cycles.
- **Call Before You Dig** to keep the public from digging near electric infrastructure.
- **Overhead safety messaging** for first responders, contractors, and others who might work in the vicinity of high-voltage overhead power lines.
- **Safety messaging** prior to major weather events to keep customers safe during power restoration efforts.
- **Safety demonstrations** illustrating the dangers of live power lines.
- **A Dominion Energy Virginia Power Delivery safety training program** to instruct employees about job hazard analysis, arc flash hazards, and more.
- **Accident investigations** that are conducted for all injuries and significant near misses.
- **A written hazard communication program** that includes hazard communication plans for all offices.



Natural Gas Safety

We use a wide array of diagnostic tools, preventive maintenance programs, and oversight techniques to identify and mitigate potential issues long before they can become a problem. Among them:

- **A pipeline safety management system** that takes a systematic, measurement-based approach to identify areas for improvement and share that information widely.
- **Well-casing integrity inspections and logging** of storage wells.
- **A transmission integrity management program** that includes threat identification, risk assessment, integrity assessments, remediation, prevention, performance and quality assurance, patrols, around-the-clock monitoring, cathodic protection, corrosion surveys, and long-term pipeline replacement programs.
- **A distribution integrity management program** that includes threat identification, risk assessment, performance measurement, and results monitoring.

Serving Customers & Communities

Safety

- **Separate distribution programs** to monitor excavations, leak surveys, cross-bore verification, and root-cause analyses of pipe damage.
- **Public awareness campaigns** to educate landowners and others about the importance of taking safety precautions near gas infrastructure through means such as the 811 “Know what’s below — call before you dig” program.
- **Public liaison meetings** with first responders to prepare for natural gas emergencies.
- **Emergency shut-down systems** located at specific facilities that can be activated when a leak or rupture occurs.
- **Damage-prevention efforts** that include risk modeling software, damage prevention certification, an 811 “ambassador” program, and more.

In 2020, our gas operations installed 99 automated-shutoff and remote-control valves on our infrastructure.

Natural gas safety isn’t just about our pipelines – it’s also about our people. Because our work sometimes requires us to enter customers’ homes to service their meters, we adopted extensive COVID-19 protection protocols and personal protective equipment (PPE) to protect both our employees and our customers during the coronavirus pandemic.



Nuclear Safety

While nuclear energy is one of the safest power production technologies in the world, Dominion Energy uses redundant systems, rigorous protocols, and constant training to maintain the highest levels of protection and security.

Nuclear power stations are designed, built, operated, and guarded with multiple, redundant layers of safety and security to ensure that nothing will go wrong — and that in the event of an unlikely mishap, the system will shut down immediately and the consequences will be completely contained. That is precisely what happened in 2011, when a 5.8-magnitude earthquake struck a region of Virginia less than a dozen miles from Dominion Energy’s North Anna Power Station. Both reactors shut down automatically, and emergency equipment safely cooled both reactors, as it was designed to do.

In the extremely unlikely event that all redundant safety systems failed, Dominion Energy has a separate set of equipment — including portable electric generators, water pumps, and hoses — that can be deployed to keep the station safe. Such “FLEX” equipment was installed at every nuclear station in the United States following the Fukushima Daiichi accident in Japan in 2011.

Dominion Energy also maintains stringent requirements for those who work at or visit its nuclear stations. Armed security officers are highly trained. Employees are subject to background checks; drug, alcohol, and psychological screening; credit-history reviews; fitness-for-duty standards; random drug and alcohol testing; and regular training and testing. Our nuclear station operators spend 20% of their time in classroom and simulator training.

20%

of our nuclear station operators’ time is spent in classroom and simulator training

Engaging Customers and Communities



Engagement is a two-way street. For Dominion Energy, that means not only being transparent about our actions, but also actively listening to what others think.

So we seek out dialogue with our customers, investors, and other stakeholders and invite them to share their input.

Strategy and Process

We pursue engagement by hosting — sometimes virtually — town halls and other community events, convening stakeholder conferences, conducting surveys, and meeting face-to-face with a broad array of outside interests, from local-government officials to advocacy organizations.

Throughout the year, we meet with nonprofits, community associations, customer focus groups, business associations, civic organizations, tribal communities, members of the media, cultural and historic-resource stewardship organizations, the military, organizations that represent the needs of underrepresented communities, individual property owners, and a host of other stakeholders.

For example, in 2020, and despite the significant obstacles imposed by the coronavirus pandemic:

- We held eight community outreach meetings for our Strategic Underground Program.
- Dominion Energy South Carolina representatives spent more than 450 hours engaging with community members at nearly 100 events related to customer assistance. DESC also emailed 123 civic groups a video featuring the president of DESC to inform customers and stakeholders about a rate-review case.
- Our Western natural gas distribution business carried out more than 60 presentations, public meetings, and other engagement events.

Serving Customers & Communities

Engaging Communities

We always look for opportunities to lower potential obstacles to engagement. For example, we translate our own materials into Spanish and advertise with, and seek coverage from, Spanish-language media. To strengthen our outreach to the Spanish-speaking community, Dominion Energy has joined or built relationships with the Hispanic Chambers of Commerce, the Society of Hispanic Professional Engineers, and similar organizations.

CASE STUDY



Offshore Wind

Our CVOW project represents our largest capital investment at present, and it will have substantial effects on communities in the Hampton Roads/ South Hampton Roads region of Virginia and beyond. To make sure those communities have the opportunity to offer input, we are conducting extensive outreach that includes:

- About 980 outreach encounters reaching 3,600 external contacts since January 2021;
- Print and digital materials translated into Spanish and Tagalog;
- Virtual community meetings with multi-lingual translation service;
- Informational mailer campaigns, entailing seven mailers totaling nearly 170,000 pieces;
- GeoVoice, an online tool allowing stakeholders to provide comments for the project and potential routing options, which are geo-located on a map;
- Working with statewide, regional, and local economic development authorities to enhance offshore wind business opportunities in Virginia;
- Collaborating with educational institutions to develop offshore wind curricula and cultivate student interest in offshore wind careers;
- Engagement with the Virginia Institute of Marine Science and the Virginia Aquarium to review the project's potential effect on marine life; and
- Fisheries roundtables for mariners.

Serving Customers & Communities

Engaging Communities

Customer Experience

To that end, we strive to respond to customer needs — such as the increasing desire for cleaner energy. We are hearing an increasing desire from our customers for programs that enable them to support more sustainable energy to protect and we are responding. For example, programs in both Virginia and South Carolina enable customers to purchase or subscribe to energy from participating new solar facilities throughout our service territory. In addition, South Carolina’s Voluntary Renewable Program allows commercial and industrial customers to enter a three-way contract between a customer, the company, and a solar developer to create new solar farms and provide renewable energy certificates to the customer. Our BrightSuite Solar subsidiary joined forces with Sun Tribe in 2020 to install solar arrays on 21 schools throughout Virginia. (For complete details on our clean-energy efforts, see the section on “[Clean, Reliable, Affordable Energy.](#)”

We also focus on making it easy for our customers to interact with us. For large commercial, industrial, and governmental customers, we have dedicated key account managers. If a customer needs assistance, our Key Accounts team is available to respond around the clock. For residential, small-business, and other customers, we offer various channels to connect, including our contact centers and self-service options via our website.

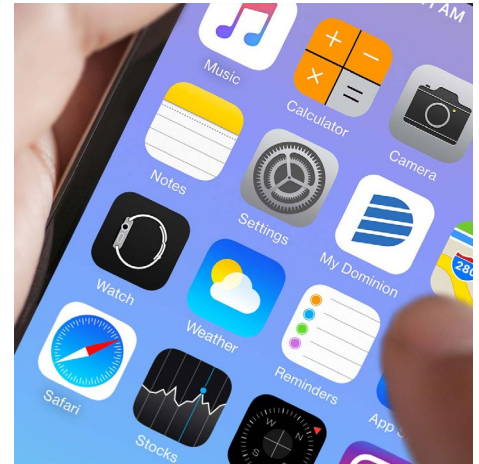
A feature on the company’s website allows customers to report attempted scams by third parties; in Virginia, more than two-thirds of customers wishing to report scams chose the website feature in the first weeks of its availability. During the coronavirus pandemic, in addition to our bill-forgiveness and other relief efforts, business units adopted electronic signature and remote notarization technology for easements and other functions to make transactions smoother under social-distancing requirements.

Flexibility, Ease, and Convenience Through Self-Service

We provide customers with options for managing their accounts that are built around their needs. These include the Dominion Energy Mobile app, which enables customers to manage their accounts, report electricity outages, schedule service requests, and monitor their energy usage. The app has more than 650,000 downloads to date.

Virginia and South Carolina customers with one of the more than 800,000 smart meters we have installed through 2020 can monitor their energy consumption by monthly, daily, and half-hour increments, and customers can receive text or email alerts about their energy usage.

More and more customers have adopted electronic (paperless) billing, which also benefits the environment, and we updated our website to give it a modern look and make it easier to navigate.



Engaging Communities

Experience of the Future

In 2020, we took a significant step in the ongoing modernization of customer service by initiating a multi-year Customer Information Platform project and enhanced customer-facing applications, which will deliver better, more efficient service and deliver the modern experience today's customers and communities expect. Partly because of efforts such as these, Business Facilities magazine included Dominion Energy among its 2021 list of the nation's "Top Utilities."

We seek to improve the customer experience through multiple means. For instance, in our natural gas distribution companies, we implemented a "soft close" process that allows a customer to close an account yet leave the gas service connected at the premises so the next customer can move in without waiting for a technician to turn the gas on.

Our focus on customer service has produced encouraging results. For example, Dominion Energy Virginia and Dominion Energy North Carolina both were designated 2021 Most Trusted Business Partner utilities by Escalent Market Research (also known as Cogent or MSi).



We also receive a large number of gratifying testimonials, such as those included in [this video](#).

Serving Customers & Communities

Engaging Communities

Supplier Diversity

True sustainability is inclusive; we don't want to leave any part of the community behind. We recognize that our company's projects provide important economic development opportunities to local businesses. Our Supplier Diversity Program uses nine diversity classifications to help us source the products and services we need:

- Minority-owned businesses
- Woman-owned businesses
- Veteran-owned businesses
- Service-disabled-veteran-owned businesses
- HUBZone businesses (those located in Historically Underutilized Business Zones, which are designated by the U.S. Small Business Administration)
- Small businesses
- Small, disadvantaged businesses
- Disability-owned businesses
- LGBTQ-owned businesses

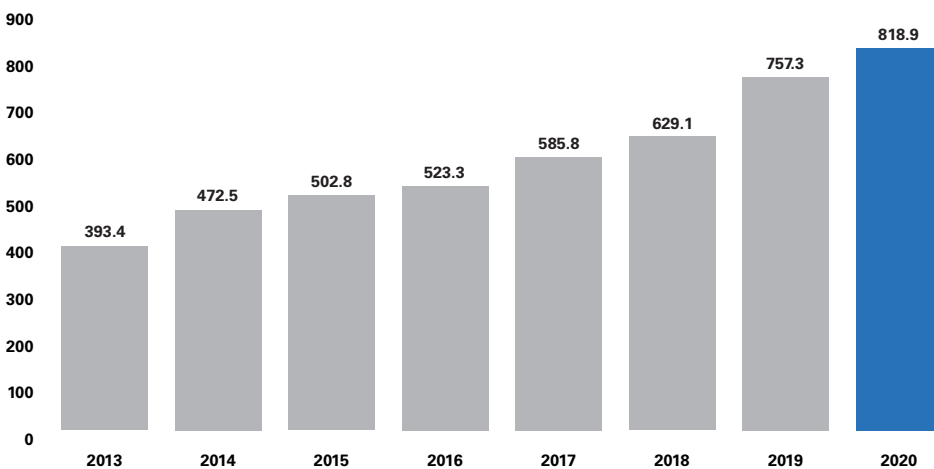
Experience has shown that increased supplier diversity is good for our business, and good for the communities we serve. A broader pool of suppliers encourages competition and helps us better connect with our many constituencies.

Our strategic plan to increase spending with diverse suppliers incorporates leadership focus, outreach and mentoring, category management, analytics, and effective policies. Supporting initiatives have increased engagement with diverse suppliers, leveraged data to identify new opportunities, and increased participation of diverse suppliers in our procurement process. In 2020, spending with diverse suppliers was \$818.9 million, and represented 13.5% of procurement spending. These efforts have contributed to a 63% increase in diverse spending since 2015.



Dominion Energy Spending on Diverse Suppliers

Millions of Dollars



Engaging Communities

We remained committed to supporting diverse businesses during the COVID-19 pandemic. More than 65% of our essential health and safety supplies (e.g., surgical masks and hand sanitizer) came from small, local, and diverse businesses. The pandemic motivated us to pivot to our first virtual supplier diversity conference, Convergence 2020, where more than 300 diverse businesses participated.

As part of the company's \$5 million commitment to social justice and community rebuilding, Dominion Energy worked with the Metropolitan Business League's We Care RVA Rebuild Project and contributed \$400,000 to help small businesses in Richmond, Virginia, as they managed the effects of COVID-19 while engaging in community rebuilding.

Environmental Justice and Tribal Engagement

Dominion Energy is committed to hearing, fully considering, and responding to the concerns of all stakeholders. This commitment includes ensuring a voice in decisions about siting and operating energy infrastructure is given to all people and communities, regardless of race, color, national origin, or income. We strive to engage with low-income communities, communities of color, and others who have not always had a seat at the table. We believe that all communities should have ready access to accurate information and a meaningful voice in the development process. We also want to ensure that all communities have the chance to benefit from the economic opportunities presented by our investments to the greatest extent possible.

The company adopted a formal Environmental Justice (EJ) policy in 2018. More than 500 employees have been trained on environmental justice. All major construction projects are reviewed for EJ considerations. In 2020, that meant more than 50 projects were reviewed. In cases where EJ communities are present, our process dictates that we engage directly and intentionally to ensure their understanding and involvement; that concerns are heard; and that we work to mitigate project impacts. For example, in Fairfax County, Virginia, in 2020, we translated our materials into Spanish and Vietnamese to ensure optimal engagement with two large ethnic minority populations in the area.

A variety of different statutes, regulations, and policies dictate the legal requirements for formal Tribal government-to-government consultation with federally recognized Tribes. Dominion Energy respects and complies with these well-established procedures. But we will not stop there. Our aim is to engage with Tribes — regardless of recognition status — to achieve meaningful and long-lasting relationships with Tribal stakeholders. The company has a designated manager role — a full-time employee — responsible for leading engagement with American Indian Tribes. We are also working to support American Indian vendor and employment opportunities in the communities where we operate.

For us, engagement means more than simply listening to what someone has to say. We work directly with Tribal communities to fully understand its members' concerns and determine appropriate measures to avoid or minimize our impacts.



Community Development



Sustainability is about meeting needs and then fostering the long-term growth not just of Dominion Energy, but also the communities where we live and serve.

Philosophy and Approach

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. We use a variety of vehicles to lift people up, including energy-assistance programs, grants, matching gifts, event sponsorships, signature programs, and employee volunteerism.

Every year, we also conduct or contribute to hundreds of programs and events that improve the lives of people and communities. Broadly speaking, such efforts fall into two main categories: those that help to **sustain** people, communities, and the environment, and those that help to foster **growth**. We define growth expansively, as anything that helps someone move from one place in life to a better place.

Here are two of many such efforts:

Rural Broadband

In an increasingly connected world, broadband internet access is no longer a luxury; it is an absolute necessity for business, education, health care, public safety, and more. To sustain themselves as vibrant places, rural communities need broadband service. However, population densities and the long distances separating residents often make broadband service uneconomical for traditional internet service providers, and rural areas have less access to high-speed internet than urban and suburban communities.



Serving Customers & Communities

Community Development

As a regulated electric service provider, our utilities in Virginia and the Carolinas have a duty to provide electricity to everyone within our service areas, which puts us in a unique position to help solve the problem of the digital divide. As we transform the electric grid, we are installing fiber-optic cable in rural areas. By using fiber capacity for both grid operational needs and broadband access, we can lower the cost of providing broadband for internet service providers — who can then step in to build the last mile of service to customers’ homes.

In 2020, Dominion Energy teamed up with internet service providers, electric cooperatives, and local governments to deliver broadband service to unserved households and businesses in several counties around Virginia.

In our Utah service territory, House Bill 422 provides a mechanism for Dominion Energy Utah to extend natural gas service to previously unserved communities and will provide economic growth opportunities for these areas.

Solar for Students

Through a partnership between the Dominion Energy Charitable Foundation and The NEED Project, the Solar for Students program offers K-12 students and science-focused educators a hands-on learning experience in which they generate electricity from a solar array installed on grounds accessible to students.

Participants receive a 1.2-kilowatt photovoltaic system as well as technical support, educational materials, and training for educators. Each solar array displays real-time data about the amount of electricity generated, and each array can generate enough electricity to power up to 18 desktop computers. Students can track the generation from their array, challenge other participating schools to a solar power match, and learn about their state’s energy resources and how weather and temperature affect solar power.

In 2020, we provided arrays to seven schools in the Carolinas and nine schools in Virginia.

Volunteerism

In 2020, Dominion Energy employees contributed more than 61,000 volunteer hours — the equivalent of a 30-person team working 40-hour weeks for a full year.

Because of the pandemic, many events were held virtually. For example, 514 employees throughout 11 states took part in providing no-sew blankets and hygiene kits for the homeless. Employees received the materials at home, assembled the kits, and donated them to service providers within their communities.

Other events continued in person. In Utah, company employees planted 205 trees in Salt Lake City’s Fairpark Neighborhood — an effort mayor Erin Mendenhall praised for representing “hope, growth, and resilience.”



Volunteer no-sew blanket event.



In Utah, company employees planted 205 trees in Salt Lake City’s Fairpark Neighborhood.

Serving Customers & Communities

Philanthropy

The Dominion Energy Charitable Foundation is the philanthropic arm of our company.

Its overriding purpose is to fund the future in social, educational, and environmental grants.

The Foundation focuses on four principal areas:

- **Human needs** grants that support increased food security, housing and shelter, and access to basic medical and health care;
- **Environmental stewardship** grants to protect natural resources and help non-profit organizations make efficient use of energy;
- **Education** grants to develop the capacity of the future workforce, especially in STEM and energy fields; and
- **Community vitality** grants to foster an appreciation of diversity, revitalize neighborhoods, and ensure a vibrant community through support of cultural endeavors.

In 2020, the Foundation’s charitable giving amounted to \$22.3 million.

Social Justice

In addition, the company made numerous commitments to the cause of social justice. These included a six-year, \$25 million pledge of support to Historically Black Colleges and Universities — our “HBCU PromiseSM.”

At the same time, we established the \$10-million Dominion Energy Educational Equity Scholarship program, which provides college scholarships for African American, Hispanic, and Asian-American students and students from other under-represented communities.

We also committed \$5 million for grants to organizations that do the work of social justice and community rebuilding. Of the \$2 million paid out in 2020 toward this initiative, \$1 million went to causes focused on dismantling systemic racism. Among the recipients was the Urban League of Greater Cleveland, which will use a \$100,000 grant to establish a Social Justice and Civil Rights Institute that will develop strategies to strengthen and empower civic leaders. The other \$1 million paid in 2020 was dedicated to helping small businesses recover and rebuild. Recipients included the Small Business Development Corporation at South Carolina State University.



“Dominion has lived up to its tagline of ‘Actions speak louder’ — and that its actions have been impressive. ... Dominion’s track record of strong support [for HBCUs] has been sustained for decades, and it deserves to be applauded.”

James T. McLawhorn, Jr.
Urban League CEO
Columbia, South Carolina

Covid Relief

The company provided relief funding to help those affected by the coronavirus pandemic, contributing \$4 million through 331 grants. When these and other grants are combined with the company's energy assistance, direct giving, and similar programs, Dominion Energy contributed \$58.1 million to social betterment in 2020.



Charity Classic

Our veteran-focused Dominion Energy Charity Classic golf tournament raised \$1.5 million for charitable causes in 2020. Since its inaugural competition in 2016, it has raised more than \$5 million for worthy causes. In 2021, the event's Pro-Am tournament was renamed the Tom Farrell Memorial Pro-Am in honor of Dominion Energy's late CEO, who was instrumental in bringing the PGA TOUR event to Richmond, Virginia.

CASE STUDY

Say Yes Cleveland

Say Yes Cleveland received a \$500,000 Dominion Energy grant over four years to provide tuition assistance for eligible students graduating from the Cleveland Metropolitan School District. These scholarships will provide full, four-year scholarships to degree and certificate programs at public institutions in Ohio for students whose households earn \$75,000 or less annually. Students whose households earn more will still be eligible for \$5,000 tuition assistance for up to four years of their degree or certificate program at a public institution. Community collaborations also will provide individualized support and wraparound services, including medical, dental, and mental health support, legal aid, and family support, to develop the gifts and talents of each child from pre-K through high school graduation.

Empowering Our People



A strong workforce makes for a strong company. We seek top performers.

We invest heavily in development to help employees reach their full potential. We offer generous benefits, including flexible work schedules and parental leave. And we believe everyone has the right to be treated with dignity, fairness, and respect — and everyone has a duty to treat others the same way.

Dominion Energy has developed comprehensive strategies to attract, develop, and retain talent. In recent years, we have redoubled our efforts to improve diversity, equity, and inclusion in all three areas. These efforts are covered in our DE&I report — [available here](#) — and are touched on lightly below.

Attracting Talent



In a rapidly evolving world, a diverse workforce is one of our company's greatest strengths.

We don't wait for good candidates to come to us; we seek them out through multiple channels to ensure a recruiting pool that is both broad and deep.

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.

Focus

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

- **Educational institutions** (e.g., trade schools, career & technical education centers, junior colleges, and universities);
- **The military** (e.g., armed forces transition offices, veterans' representatives);
- **Talent-pipeline resources** (e.g., the Center for Energy Workforce Development, the Society of Hispanic Professional Engineers, Society of Women Engineers, National Society of Black Engineers, community organizations); and
- **Employment branding** (e.g., through social media and employee resource groups).

Empowering Employees

Attracting Talent

Diversity Recruitment

We consider diversity in the workplace both a moral imperative and a competitive advantage. From 2016 through 2020, through commitment and intentional focus, we increased our diverse hiring by 13.4 percentage points, bringing our diverse workforce percentage to 34.6 as of year-end 2020. The company is committed to increasing diverse representation by 1 percentage point per year until we reach at least 40%. In 2020, nearly 50% of our new hires were diverse.

Technical and Military Recruitment

More than half the jobs at Dominion Energy require no college degree, so we work with career and technical-education high schools to fill them. We also work with community colleges and community organizations such as Goodwill Industries to help develop trained individuals for positions at our company.

Because of their leadership skills, mission and safety-oriented focus, attention to detail, and ability to work well in teams, we also make a special effort to recruit veterans — who make up one out of five new hires. We have established relationships with state departments of veterans' affairs, military installations, representatives of the National Guard and Reserves, and other veteran-service organizations, and offer a variety of benefits to those who served, including scholarships and more than 50 G.I.-Bill-approved on-the-job training and apprenticeship programs.

Internship Program

Our internship program provides another prolific source of company talent. Historically, more than 70% of our interns return for multiple summers, and 75% of our seniors receive offers of employment. In 2020, we offered full-time jobs to 95 of our 2020 senior student employees — more than 75%. Ninety of them accepted.



Empowering Employees

Attracting Talent

Diversity Student Conference

In 2019, we launched an annual Diversity Student Conference, a three-day conference where diverse students learn about our company and the future of energy, and explore career opportunities within the industry. In 2020, we welcomed 125 college students from 72 colleges and universities and 26 U.S. states and territories, including Puerto Rico. Of those who received an offer, four out of five accepted.

Workspaces


We rely on workforce input to design workspaces that meet employees' needs for comfort, convenience, and efficiency. For example, our headquarters on Canal Street in Richmond, Virginia, is designed to improve employee morale, boost productivity, and sustain the company's competitiveness in tight labor markets. To those ends, it provides amenities such as a rooftop garden, a fitness center, focus rooms, break rooms, and ergonomic workstations.

In 2020, we adjusted to the coronavirus pandemic by adopting a work-from-home policy for about one-third of our workforce. Lessons learned from that period are being reviewed with an eye toward flexibility regarding work schedules and telecommuting.



Empowering Employees

Developing & Retaining Talent



We want our employees to enjoy long and fruitful careers with Dominion Energy, so we focus on creating a work culture that values, appreciates, and respects employees.

We provide many opportunities for continuous learning, including career guidance, leadership development programs, and tuition assistance. We have created and/or curated learning resources to support all stages of job and career growth and desired leadership development.

Workplace Safety

Because safety is our first and most important company value, we take extensive measures to reduce the risk of harm in the workplace. For details, see the section in this report on "[Workplace Safety](#)."

Employee Engagement

Every two years, Dominion Energy conducts a company-wide employee engagement survey. We use the results to refine our approach to empowering our people. In 2020, roughly half of our employees responded to the survey. Their responses suggested that Dominion Energy has made progress on focus areas such as collaboration and leadership effectiveness; that innovation has become a core strength; and that team leadership is working well. Employees also expressed a desire for better workload distribution within teams and a continuing wish for more leader visibility.

Empowering Employees

Developing & Retaining Talent

Employee Health and Wellness

Healthy employees make for a healthy company, so Dominion Energy offers a robust health-benefits package and promotes a culture of wellness through free health screenings, onsite fitness centers at many locations, and programs such as “Well On Your Way.” We also accommodate employee needs through a generous parental-leave policy and flexible schedules.

In 2020, we implemented several benefits enhancements in response to COVID-19, including the ability of our employees to go part-time or take a leave of absence during the pandemic without losing their benefits. These changes were carried into 2021.

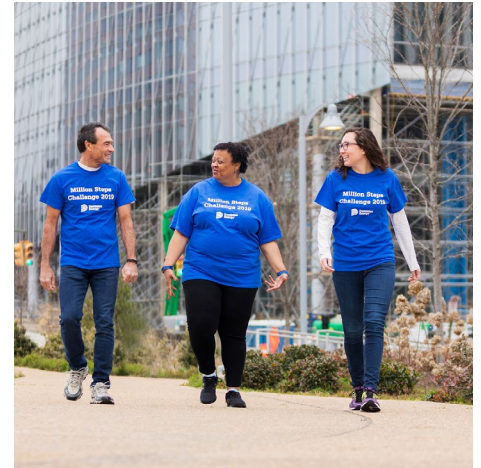
Diversity, Equity, and Inclusion

Diversity, Equity, and Inclusion (DE&I) play a vital role in our corporate strategy. In addition to our efforts to recruit and retain top diverse talent, we want our employees to feel a sense of belonging and show up as their authentic selves so they can contribute to a community where differences are celebrated, and perspectives are broadened. We maintain comprehensive policies regarding DE&I, which are overseen by senior leadership through an Executive Diversity Council, and reinforced with the support of diversity councils for each business segment. We have eight employee resource groups and regional chapters across our footprint for employees with shared backgrounds, experiences, and/or interests, as well as their ally colleagues.

For a thorough disclosure of all our DE&I initiatives, please see our [report](#) on the topic.

Labor Relations

Dominion Energy respects the right of its employees to bargain collectively. Nearly one-third of our employees are union members, and we are committed to building and maintaining relationships with the local unions that represent them.



Protecting the Environment

Methane Emissions Reduction Appendix

Since 2010, Dominion Energy has prevented potential methane emissions from entering the atmosphere by replacing infrastructure, improving processes and systems, pursuing a wide range of voluntary initiatives, investing in innovation, and striving towards best-in-class technical excellence. These cumulative savings efforts have resulted in preventing 307,200 metric tons of methane from entering the atmosphere, which is equivalent to taking 1.7 million non-EV cars off the road for a year, or planting approximately 127 million new trees.



Dominion Energy Methane Savings (Since 2010)

Dominion Energy's methane savings efforts have prevented more than

307,200 MT

(metric tons) of methane from entering the atmosphere since 2010

the equivalent of taking almost



1.7 million

non-EV cars off the road for a year

or planting approximately



127 million

new trees.

While these savings are a testament to Dominion Energy's efforts over the last decade, it is also important to explore methane emissions reductions (a comparison of actual emissions year to year) resulting from Dominion Energy's focus and work toward our Net Zero goal.

In 2020, the company continued to strategically reposition itself to focus on its state-regulated, sustainability-focused utility operations. Following the sale of the majority of our gas transmission and storage assets to Berkshire Hathaway Energy (BHE) in 2020 and the announced 2021 sale of the Questar Pipeline assets, the company adjusted the reporting of natural gas metrics to compare progress towards our Net Zero target with our post-divestment asset portfolio.

Given this approach, in 2020 Dominion Energy has reduced methane emissions from its natural gas infrastructure business by 32 percent (from a 2010 baseline).

In the interest of transparency, Dominion Energy completes a comprehensive annual corporate inventory of emissions that includes sources not required to be reported by EPA and, for 2020, included divested assets for the period of ownership. This appendix provides additional detail on our 2020 corporate inventory of methane emissions.

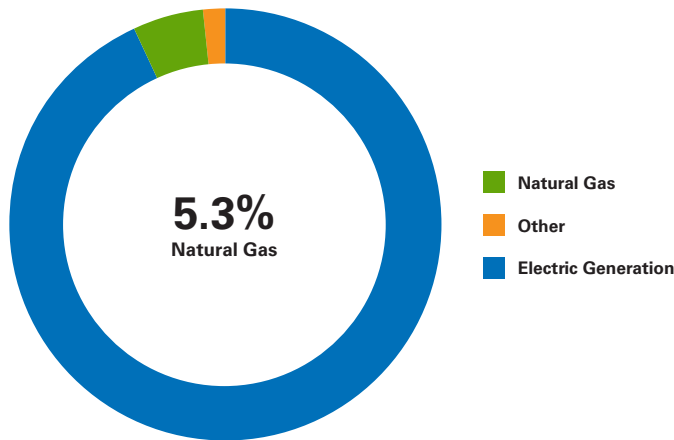
Methane Emissions Reduction Appendix

Understanding Methane Emissions and Sources

Methane Emissions in the U.S.

In the United States, methane emissions make up approximately 10 percent of all greenhouse gas emissions. Agriculture is the country’s largest source of methane, accounting for approximately 38 percent — mostly from manure and the natural digestive process of livestock. The natural gas industry contributes approximately 22 percent of U.S. methane emissions, or approximately 2.1 percent of the national total of carbon dioxide equivalent (CO₂e) emissions.

Figure 1: 2020 Dominion Energy CO₂e Emissions^{1 2 3}



Methane Emissions in Dominion Energy’s Natural Gas System

The primary sources of methane emissions from Dominion Energy’s natural gas system are: pneumatic devices, gas venting from maintenance and inspection activity; minor releases from specific infrastructure and equipment such as uncoated vintage pipe, valves, and fittings; and, small releases from facilities and metering and regulation stations.

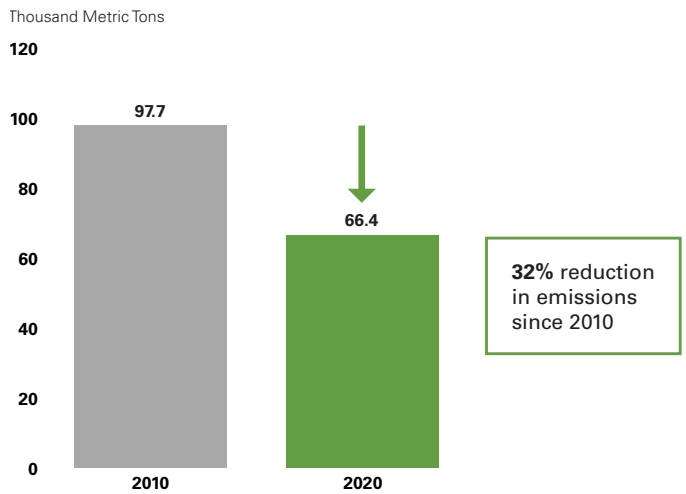
Each of these emission sources is subject to a variety of state and federal regulations, and Dominion Energy maintains programs to ensure strict compliance.

As shown in **Figure 1**, as a share of Dominion Energy’s total carbon dioxide equivalent, or CO₂e, emissions (including methane and carbon) from all electric generation and natural gas operations in 2020, the company’s natural gas business accounted for 5.3 percent of emissions.

Methane Emissions Reductions Progress-to-Date

In 2020, Dominion Energy reduced methane emissions from its natural gas infrastructure business by 32 percent when compared to 2010. **Figure 2** shows 2010 baseline emissions and 2020 emissions.

Figure 2: Methane Emissions from Natural Gas Operations Corporate Inventory^{2 4}



¹ Of the 5 percent of Dominion Energy’s CO₂e emissions from Natural Gas, approximately 4.6 percent was methane and 0.6 percent was from CO₂. CO₂e emissions include carbon dioxide and methane only.
² Excludes divested gas transmission and storage assets sold to Berkshire Hathaway Energy in 2020 and the announced sale of Questar Pipeline assets to Southwest Gas in 2021.
³ “Other” refers to Cove Point, for which Dominion Energy has 50 percent ownership but no operational control.
⁴ Dominion Energy has re-evaluated its methane emissions in light of acquisitions and divestitures. This included a more detailed inclusion of assets in calculations related to the 2010 baseline and reductions over time.

Methane Emissions Reduction Appendix

How Methane Emissions Are Reported

Because EPA’s reporting requirements exclude emissions from some minor equipment and in the interest of transparency, in 2018 Dominion Energy voluntarily adopted our own corporate inventory, which includes additional emissions sources and alternative calculation methodologies. **Figure 3** shows Dominion Energy’s EPA-reported methane emissions from 2011 to 2020 by subsidiary.

Dominion Energy continues to push for even greater transparency and accountability by integrating new, more representative methods and more comprehensive methane source inventories. **Figure 4** shows the company’s corporate inventory of methane emissions as compared to the inventory of emissions required to be reported to EPA for 2020.

Figure 4: Dominion Energy Methane: EPA-Reported vs. Corporate Inventory for 2020^{5,6}

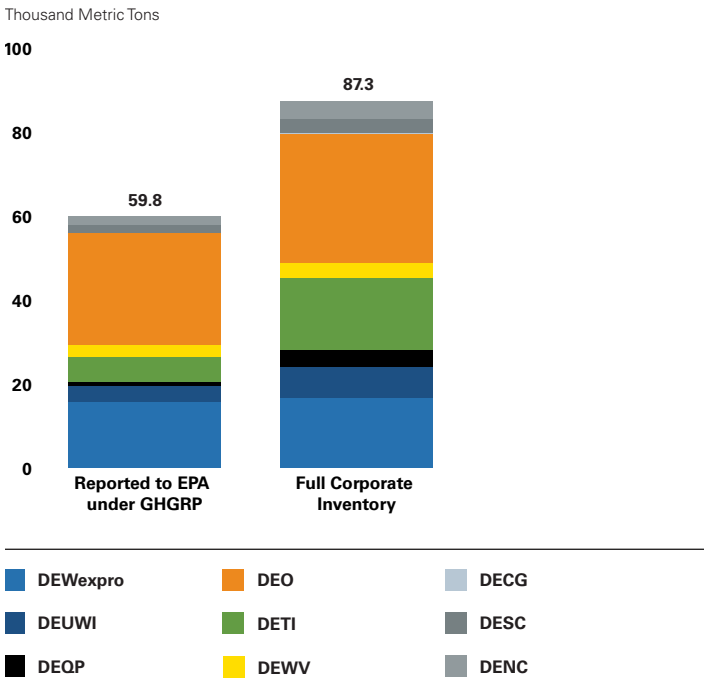
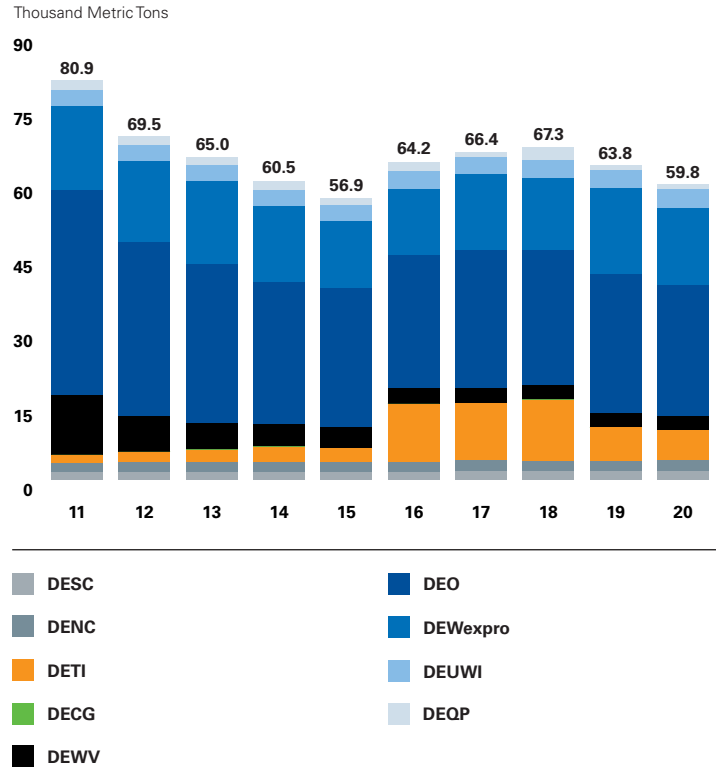


Figure 3: Methane Emissions Reported to EPA by Subsidiary⁵

Additional information on the emissions reported to the EPA under the GHGRP, including station-by-station information, can be found at: <https://ghgdata.epa.gov/ghgp/main.do>.



¹ Transmission Pipeline and Gathering & Boosting added as EPA reporting segments in 2016.
² 2019 (DEO) and 2018 (DEQP) was first year TPL reported under EPA’s GHGRP, prior years were below the reporting threshold.

In addition, Dominion Energy reports emissions on a rate or intensity basis. Emissions rates are measurements of methane emissions as a percentage of the total amount of gas that travels through the Dominion Energy gas delivery chain. **Table 1** and **Figure 5** provide updated methane emissions and emission rates for Dominion Energy’s natural gas assets based on the company’s corporate inventory. In 2020, Dominion Energy’s methane emissions rate across our entire natural gas infrastructure system was 0.100 percent.

⁵ EPA reported emissions include BHE assets and DEQP full year emissions as required by EPA. [Charts updated 2/2022 to revise total from 67.1 to 59.8 as reported to EPA.]
⁶ The full corporate inventory includes DEQP full year emissions. BHE assets and DEWexpro Marathon are included for the time of ownership in 2020.

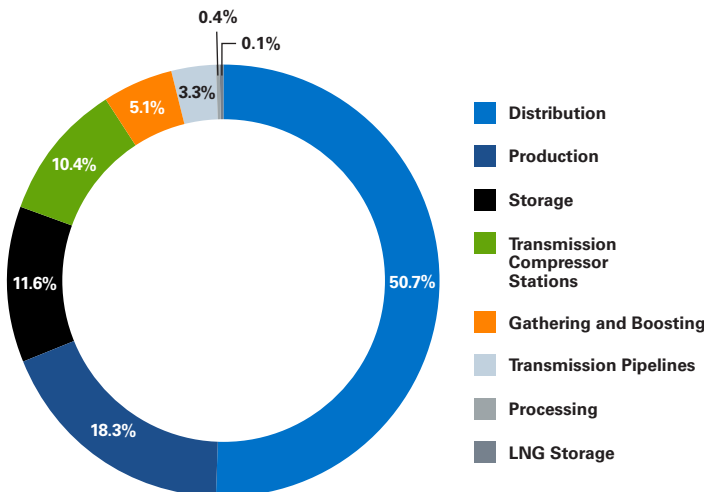
Methane Emissions Reduction Appendix

Table 1: 2020 Emission Rates from Dominion Energy's Natural Gas Operations

Natural Gas System Segment	Total Corporate Methane Emissions (mcf CH ₄)	Total Gas Throughput (mcf CH ₄)	Methane Emission Rate %
Production	830,728	47,258,572	1.758%
Gathering & Boosting	230,137	349,660,102	0.066%
Processing	19,724	33,535,395	0.059%
Transmission and Storage	1,150,608	3,191,627,418	0.036%
LNG Storage	4,830	203,102,282	0.002%
Distribution	2,303,625	699,156,246	0.329%
Total	4,539,652	4,524,340,015	0.100%

This data reflects Dominion Energy facilities and emissions calculated using more stringent methodology for corporate inventory reporting. Segments are consistent with EPA GHG Part 98 Subpart W definitions. Values reported are based on measurements of standard cubic feet of methane. Production, Gathering & Boosting, and Processing throughput calculated following ONE Future Coalition Protocol. Transmission and Storage, LNG Storage, and Distribution throughput calculated based on data from Form EIA-176. Compressed Natural Gas (CNG) is not included above. The CNG segment is not included in Part 98 nor is it included in industry protocols such as ONE Future. This table includes DEQP full year emissions. BHE assets and DEWexpro Marathon are included for the time of ownership in 2020.

Figure 5: Dominion Energy 2020 Methane Emissions by Segment (percent)^{7 8 9}



⁷ Methane emitted by the company's electric generation operations is less than 15 percent of total methane inventory for the natural gas businesses.

⁸ CNG <0.1%.

⁹ The full corporate inventory includes DEQP full year emissions. BHE assets and DEWexpro Marathon are included for the time of ownership in 2020.

Methane Emissions Reduction Appendix

Dominion Energy's Methane Emission Savings Initiatives

Dominion Energy has been a founding member or leading participant in several landmark methane emissions savings and benchmarking initiatives, including the EPA's Natural Gas Star (NgSTAR) Program, the EPA's Methane Challenge Program, the ONE Future Coalition, and the Natural Gas Sustainability Initiative (NGSI).

Natural Gas STAR and Methane Challenge Methane Savings by Business Unit

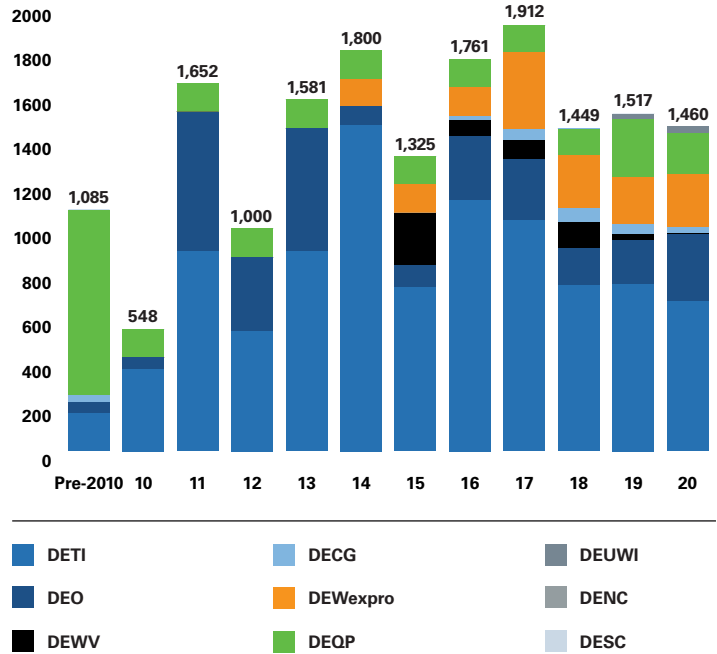
Figure 6 shows annual methane emission savings credits calculated under the NgSTAR and Methane Challenge Programs for Dominion Energy's natural gas businesses, as well as additional savings. Copies of the full reports showing methane emission savings and cumulative credits attributed to Dominion Energy for each NgSTAR and Methane Challenge Report will be available at the links below, once the reports are published by EPA.

EPA Partner Profile websites which include Dominion Energy's annual reports under the Methane Challenge Program:

- DEUWI: <https://www.epa.gov/natural-gas-star-program/dominion-energy-utah-wyoming-and-idaho-methane-challenge-partner-profile>
- DEO & DEWV: <https://www.epa.gov/natural-gas-star-program/dominion-energy-west-virginia-and-dominion-energy-ohio-hope-gas-inc-and>
- DEWexpro: <https://www.epa.gov/natural-gas-star-program/dominion-energy-wexpro-methane-challenge-partner-profile>
- DECG: <https://www.epa.gov/natural-gas-star-program/dominion-energy-carolina-gas-transmission-llc-methane-challenge-partner>
- DETI: <https://www.epa.gov/natural-gas-star-program/dominion-energy-transmission-inc-methane-challenge-partner-profile>
- DEQP: <https://www.epa.gov/natural-gas-star-program/dominion-energy-questar-pipeline-methane-challenge-partner-profile>

Figure 6: Annual Methane Savings Achieved^{10 11}

Million Cubic Feet of Methane Saved



¹⁰ Emissions for these initiatives are based on the full corporate inventory which includes DEQP and BHE assets for the time of ownership in 2020 (BHE is DETI and DECG).
¹¹ In addition to including voluntary savings beyond those from NgSTAR and Methane Challenge programs, minor updates to previous year savings were identified through data verification and have been incorporated for additional accuracy.

Protecting the Environment

Methane Emissions Reduction Appendix

EPA’s voluntary methane reduction programs, NgSTAR Program and the Methane Challenge Program, have provided a platform where proactive and progressive natural gas companies can voluntarily report methane emissions reductions from their operations through implementation of best management practices (BMPs), as well as progress towards commitments made under the Methane Challenge. **Table 2** lists several of the most successful BMPs implemented by Dominion Energy under the NgSTAR Program, Methane Challenge Program, and most recently through Dominion Energy’s internal methane emissions reduction commitments.



Table 2: Dominion Energy Best Management Practices for Reducing Methane Emissions

Capped Emergency Shutdown (ESD) Tests	Replacement of Pneumatic Devices (High Bleed and Intermittent Bleed)
Engine Blowdown Recovery	Replacement of Vintage Pipelines - Mains/Services
Install Plunger Lifts	Rod Packing Replacement Program for Compressors
Reducing Releases before Maintenance - Stations, Pigging, Pipelines (reduce pressure, capturing/rerouting gas)	Use of Hot Taps
Replace Orifice with Ultrasonic Meters	Voluntary Leak Detection and Repair (LDAR)