Dominion Energy®

Creating the Clean-Energy Future Today

2021 Sustainability and
Corporate Responsibility Report

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About Us

High standards. A strong moral compass. A firm belief that we are building something bigger than ourselves for the common good.

Board-level
Sustainability And Corporate Responsibility Committee

38%
gender and ethnic diversity on Board of Directors (as of September 1, 2022)

Forward-Looking Statements

- 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 (FERC) 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 us and third party participants and difficulties in exiting these arrangements;
- Changes in future levels of domestic and international natural gas production, supply or consumption;
- 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 the ability to develop and construct the Coastal Virginia Offshore Wind (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 strategy and 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 Dominion Energy's industries, 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 territory in connection with FERC Order 1000;
- Changes in technology, particularly with respect to new, developing or alternative sources of generation and smart grid technologies;
- 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 system, 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 by Dominion Energy to joint ventures, and retirements of assets based on asset portfolio reviews;
- Adverse outcomes in litigation matters or regulatory proceedings;
- 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 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 employee; and
- Changes in financial or regulatory accounting principles or policies imposed by governing bodies.

Letter From the Chair

At Dominion Energy, our corporate purpose is to safely deliver reliable, affordable, and sustainable energy to our customers, while operating as an employer of choice and creating value for our shareholders. We are leading the transition to the clean-energy future, staying true to the core values that ground us as we pursue our vision of becoming the most sustainable energy company in America.

In 2021, we advanced on all fronts: developing more renewable generation, sharpening our operating performance, and supporting our customers, our employees, and the communities where we all live and work. Such efforts are integral to the company's long-term success. Acting sustainably in all areas of our business ensures we remain a strong, mission-driven enterprise that serves the best interests of all of our stakeholders in the decades ahead.

In this report, you will find an overview of our performance in 2021, along with elements of our progress for early 2022. At the same time, we managed challenges, including the pandemic, while further refining our business strategy. Notably, we completed our transition out of the natural gas transmission business and announced (in February 2022) the sale of our gas distribution business in West Virginia. Throughout, we kept a steady focus on innovation, exploring the potential of new technologies, such as advanced, small modular reactors, and testing how best to blend hydrogen with natural gas to reduce greenhouse gas emissions. We stepped up our efforts around environmental justice, reviewing more than 75 major projects for environmental justice considerations. We continued to improve the electric grid to make it ready for distributed renewable energy, and to ensure we are maintaining reliable service. We continued modernization of our retail natural gas infrastructure, which reduces emissions and improves reliability. And we responded to customer interest in additional services by expanding our menu of green-energy programs.

At all times, we looked to our core values of Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy for direction and guidance. Those values are foundational, as we both plan for the future and execute on what gives us purpose day-to-day: keeping the lights on and gas flowing for 7 million customers, including the more than 100,000 new customers we welcomed in 2021.

We are excited about what is happening at the company, and where we are going. This report describes our progress in 2021. We are building on that momentum. We look forward to even greater progress in the years ahead.

Robert M. Blue
CHAIR, PRESIDENT, AND CEO

September 28, 2022

2021 Highlights

Continued progress on clean energy

- Continuing to build our rapidly expanding solar portfolio. In 2021, we placed in service 15 solar facilities totaling 362 megawatts and, in our second annual clean-energy filing in Virginia, proposed our largest-ever group of new solar and energy storage projects.
- Hitting important milestones and reaching agreement on major contracts for the 2.6-GW Coastal Virginia Offshore Wind commercial project, or CVOW, which will be able to power up to 660,000 homes and is expected to avoid up to 5 million metric tons of carbon dioxide annually.
- Completing ThermH2, a pilot project in Utah to test blending hydrogen with natural gas.
- Increasing the number of renewable natural gas (RNG) projects under construction in our service territory to 10 by the end of 2021, with one additional project already in service.
- Receiving federal approval to extend the license for our Surry Power Station, a nuclear facility in Virginia that provides zero-carbon energy to more than 400,000 homes.
- Investing $450 million in lower-emitting pipeline replacements and upgrades.
- Investing roughly $1.2 billion in electric transmission infrastructure in Virginia, North Carolina, and South Carolina, where we rebuilt or added more than 279 miles of transmission lines, added 15 substations, and finished more than 340 substation-related projects at existing facilities.
- Exceeding installation of a combined 1.5 million smart meters in Virginia and South Carolina.

Further growth in diversity, equity, and inclusion

- Raising our diverse hiring rate to 57.5% (a more than 20-percentage-point increase since 2016) and raising our diverse representation rate to 35.5 percent (a 3.6-percentage-point increase since 2016).
- Increasing spending with diverse suppliers again — achieving $1 billion in supplier diversity spending , an increase of 24.5% from the year before and nearly double since 2016.
- Publishing our first external report on our efforts to promote diversity, equity, and inclusion (DE&I).
- Advancing DE&I efforts beyond our walls, including our HBCU Promise℠ and a rural-broadband program that helps bring high-speed internet to unserved and underserved areas.

Environmental stewardship

- Through the end of 2021, cutting carbon emissions 46% since 2005 and methane emissions 38% since 2010.
- Expanding our Net Zero[1] commitments to include emissions outside our direct operations, including emissions generated upstream from fuel and power suppliers and downstream from gas customers.
- Announcing a Green Fleet initiative that aims (1) to convert 75% of passenger vehicles to electric power and 50% of work vehicles to electric or other cleaner-fuel alternatives by 2030, and (2) to ensure that all new vehicles purchased after 2030 are powered either by electricity or alternative fuels[2].
- Issuing a detailed 2021 Climate Report that follows recommendations from the Task Force on Climate-related Financial Disclosures (TCFD) and explores potential pathways towards our net zero goal and climate-related risks and opportunities.
- Contributing to the circular economy not only by reducing waste but also by increasing our efforts in reuse and recycling.

Excellence on behalf of colleagues, customers, and communities

- Cutting our OSHA recordable injury rate over the past five years by 29% , to 0.46 — less than a third of the industry average of 1.50.
- Decreasing the time our Dominion Energy South Carolina customers went without power by 13 minutes (to less than 75) and the time our Virginia and North Carolina customers went without power by eight minutes (to about 132), from 2020 to 2021, excluding major storms.
- Responding to storms and other problems with speed and determination, restoring service rapidly under trying conditions.
- Keeping energy affordable and providing tens of millions of dollars for energy assistance and bill forgiveness.
- Reducing third-party damage to our gas infrastructure by more than 16% from early 2020 through 2021 through our 811 damage-prevention program.

[1]Dominion Energy's expanded its Net Zero commitments in February 2022. They now cover not only cover those emissions within the company's direct control, but also Scope 2 and material categories of Scope 3 emissions. The company will focus on achieving progress in three material Scope 3 categories: electricity purchased to power the grid, fuel for our power stations and gas distribution systems, and consumption by natural gas customers.

[2]Achievement of goal is subject to market availability and imperatives.

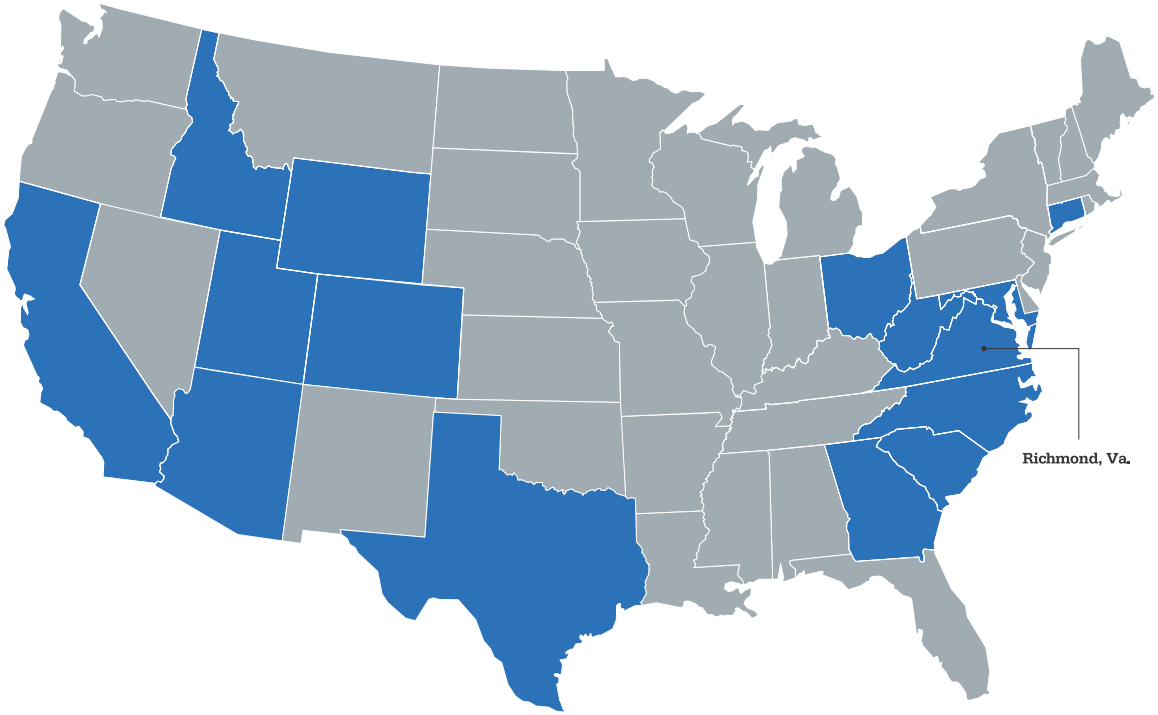
Our Values

Our core values are fundamental to who we are.

We do what is right. We do it well. We do it together. Doing so helps ensure we maintain trust with those who matter most: customers, employees, communities, regulators, investors, and other stakeholders. We know actions speak louder than words, so we deliver on our commitments.

At a Glance

Where we work.
(As of September 28, 2022)



Core Values

Safety

Our first and most important goal is to send every employee home safe and sound, every day.

Ethics

We do not take shortcuts when reaching for our goals and fulfilling our obligations. Our reputation depends on ethical behavior.

Excellence

We work towards continuous improvement in all areas of our business.

Embrace Change

By welcoming new ideas, Dominion Energy champions innovation. Through innovation, we will continue to prosper in the years ahead.

One Dominion Energy

Our shared mission and purpose transcend organizational boundaries. Teamwork leads to strong, sustainable performance.

Our values define who we are. They are fundamental to our culture and strategy. They help create an environment for long-term success.

Safety

Safety is our foremost concern. Nothing matters more than the well-being of our colleagues, customers, and communities. While our work is essential, our focus on safety enables us to keep doing that work. We reinforce its importance relentlessly through safety moments at meetings, companywide safety messages from executives, monthly safety reports to all employees, and much more. From 2017 through 2021, we cut our OSHA recordable injury rate 29%. At 0.46 for 2021, our rate was less than one-third the industry average of 1.50. But we will not be satisfied until no one gets hurt, ever. We took several measures to improve safety in 2021. These include:

- Pandemic management policies such as:
  - Offering COVID-19 vaccinations free of charge at company clinics and giving employees a $1,000 bonus to get vaccinated;
  - Providing expert medical guidance to answer employee questions about vaccine safety and efficacy;
  - Extending remote work and company travel restrictions during the extended period of the pandemic;
  - Implementing workplace health and safety protocols concerning masks and other measures to align with evolving guidance from the Centers for Disease Control and Prevention;
- Incorporating into our annual incentive plan the requirement to develop and implement an innovative safety solution at both the business-unit and enterprise level, and another requirement focused on reducing the incidence of serious injury; and
- In South Carolina, employees began using a new 811 Compliance app to help reduce damage to buried gas lines. Thanks to these and other efforts, the two-year period spanning 2020 and 2021 saw a 16% reduction companywide in third-party damage — the leading cause of damage to buried gas lines. When a gas line is damaged, natural gas can leak into the atmosphere, creating potentially hazardous conditions in the surrounding neighborhood.

For more on this topic, visit our Safety section.

Key Stats

(For the year ending December 31, 2021, unless otherwise noted.)

Environmental

46%

reduction in carbon emissions, 2005-2021

38%

reduction in methane emissions, 2010-2021

~2.2

gigawatts of solar generation capacity

Largest

offshore wind farm under development in the United States — 2.6 gigawatts, enough to power 660,000 homes at peak output

Largest

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

47%

reduction in fresh water withdrawn per megawatt generated since 2000

Social

$1 billion

spent with diverse suppliers — a 24.5% increase over 2020

29%

reduction in OSHA-recordable injury rates 2017-2021

$48.6 million

contributed to address human needs and support education, the environment, and more, including

$14.4 million for energy assistance

$22.2 million from the Dominion Energy Charitable Foundation to support human needs, environmental stewardship, education, community vitality, and social justice

$5.8 million for the HBCU Promise℠ and the Dominion Energy Educational Equity Scholarship program

57.5%

diverse hiring rate

35.5%

diverse workforce representation — a more than 2 percentage-point increase in two years

Financial

$3.29B

reported **earnings**

$63.6B

market cap

#257

on *Fortune* 500
(2022 ranking)

Up to $73B

potential investment in decarbonization initiatives from 2022 through 2035

Governance

Board of Directors

(as of September 1, 2022)

38% gender and ethnic diversity

More than 92% independent

7.2 years average tenure

62%

of Board members have experience in managing or overseeing environmental, climate, or sustainability practices, or understanding of environmental policy, risks, regulations, and compliance obligations.

Board-level

Sustainability and Corporate Responsibility Committee

Executive-level

Climate Council

Awards and Recognition

World's Most Admired Companies
Fortune (2022)

Best Employers for Women
Forbes (2022)

Best Employers for Diversity
Forbes (2022)

100 (perfect) score
Human Rights Campaign Corporate Equality Index (2022)

Best Places to Work for LGBTQ+ Equality
Human Rights Campaign (2022)

Best Employers for Veterans
Forbes (2021)

Top 10 Military-Friendly Employers
G.I. Jobs (2022)

Military Friendly Supplier Diversity
G.I. Jobs (2022)

Military Spouse Friendly Employer
G.I. Jobs (2022)

Best for Vets Employers
Military Times (2021)

HIRE Vets Medallion (Platinum)
U.S. Department of Labor (2021)

Excellence in Workplace Diversity & Inclusion
South Carolina Chamber of Commerce

2022 Women's Business Center of Richmond Corporate Leadership Award

2022 Carolinas-Virginia Minority Supplier Diversity Council National Corporation of the Year

2022 Women's Business Enterprise Council – Greater DMV Outstanding Corporation of the Year

Safety Achievement Award
from the American Gas Association for lowest employee days away, restricted duty, or transferred (DART) rate among companies of similar size and type (based on 2020 performance – awards received in 2021) — Dominion Energy Ohio

Industry Leader in Accident Prevention Award
from the American Gas Association for below-industry-average DART rate below industry average for company size and type (based on 2020 performance – award received in 2021) — Dominion Energy Utah, Wisconsin, Idaho; Dominion Energy North Carolina; Dominion Energy West Virginia

Ventus Award
for supply-chain achievement from the Business Network for Offshore Wind

Emergency Response Award
Edison Electric Institute (for 2021 recovery and assistance efforts in response to two devastating ice storms)

Total Company Safety Award
Southeastern Electric Exchange (Dominion Energy Virginia, Dominion Energy South Carolina)

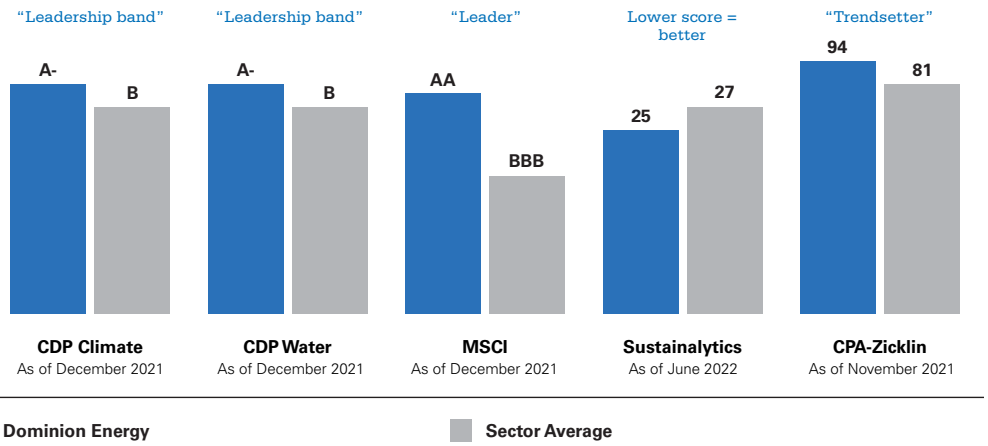
Business Customer Champion 2021
Escalent Market Research (Dominion Energy Ohio, Dominion Energy West)

Emergency Response Award
Edison Electric Institute (for 2020 recovery and assistance efforts in response to Hurricane Isaias — award received in 2021)

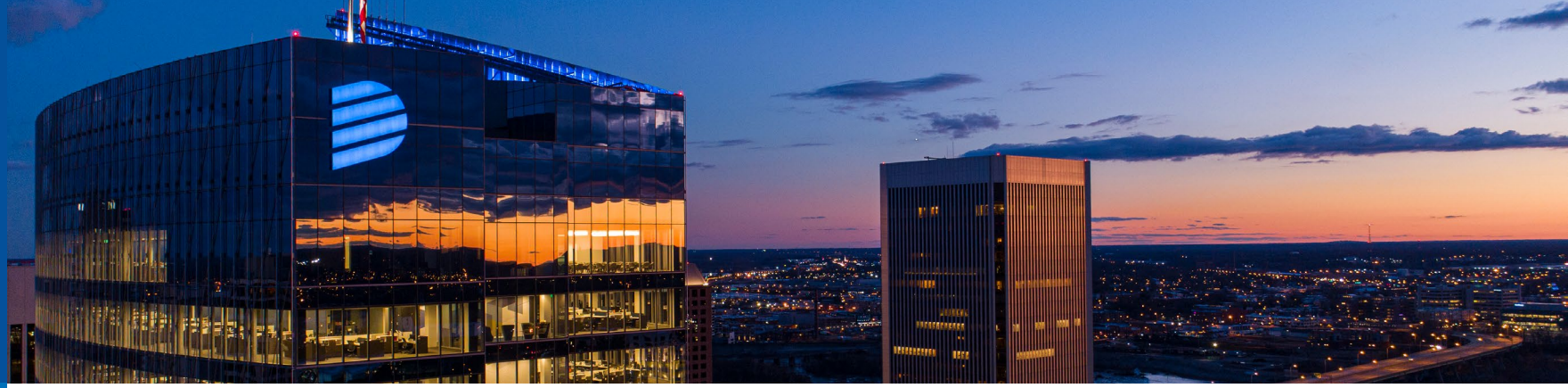
Most Trusted Business Partner 2021
Escalent Market Research (Dominion Energy North Carolina, Dominion Energy Virginia)

Third-Party ESG Assessments

Dominion Energy third-party scoring reflects best-in-class ESG performance



Note: CDP sector average reflects Thermal Power Generation sector; MSCI sector average n=139; CPA Zicklin utility average n=28



Ethics & Compliance

Our expectation is to comply with the letter and spirit of the law at all times 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 and/or are being addressed. While we always aim to meet our legal and regulatory obligations, we set our sights higher than mere compliance.

Dominion Energy maintains a comprehensive Ethics and Compliance Program, which is overseen by the Board of Directors. Our Code of Ethics and Business Conduct sets and enforces our expectations. Additionally, we have an Executive Compliance Council that shares in the responsibility to comply with the letter and spirit of the laws, regulations and policies that apply to our work.

Dominion Energy has other general compliance officers who are responsible for compliance oversight within each business unit, and a compliance officer for NERC and FERC compliance. The purpose of the Compliance Council is to oversee and support an enterprise-wide approach to managing critical compliance matters at Dominion Energy and to ensure that reasonable steps are taken to communicate ethics and compliance awareness that will promote consistency and the flow of information across the company.

In addition to contacting a member of the Ethics and Compliance team directly, employees can contact a dedicated email account, web portal or anonymous hotline to ask questions or seek guidance about ethical concerns and compliance issues. They have a duty to report any concerns whenever they suspect noncompliance, misconduct, or unlawful behavior. In all cases, retaliation for good-faith reporting is strictly prohibited.

Dominion Energy stakeholders can report concerns by contacting the compliance hotline or by communicating directly with the Board of Directors and Chair of the Board's Audit Committee. A compliance attorney oversees all ethics and compliance investigations.

Privacy Notice

We value the trust customers place in us when they provide their personal information. We are committed to protecting their privacy. In 2020, we published a comprehensive privacy notice on our website that describes to customers how we collect, use, retain, and disclose personal information. We consider this more than a *pro forma* notice. Our privacy notice embodies our customer-centric orientation and publication of it reinforces our commitment to transparency. Both are essential components of our mandate to serve our customers and the public.

Environmental Management System

We developed and use an environmental management system (EMS) to track our environmental performance, identify gaps, and make improvements. Consistent with our core values, the EMS is built on 12 corporate standards that set companywide expectations. The EMS describes a clear process with specific roles and responsibilities throughout all levels of the workforce because recognizing clearly defined duties for our employees and leaders is essential for fostering environmental accountability.

Sustainability Philosophy

Dominion Energy's vision is to become the most sustainable energy company in America. That starts with clean energy and environmental protection, but it does not end there. It includes strong governance; supporting our employees and communities; promoting social welfare and social responsibility; growing in diversity, equity, and inclusion; and embracing innovation. We pursue these aims to improve how we meet energy needs today and into the future.

Sustainability Priorities

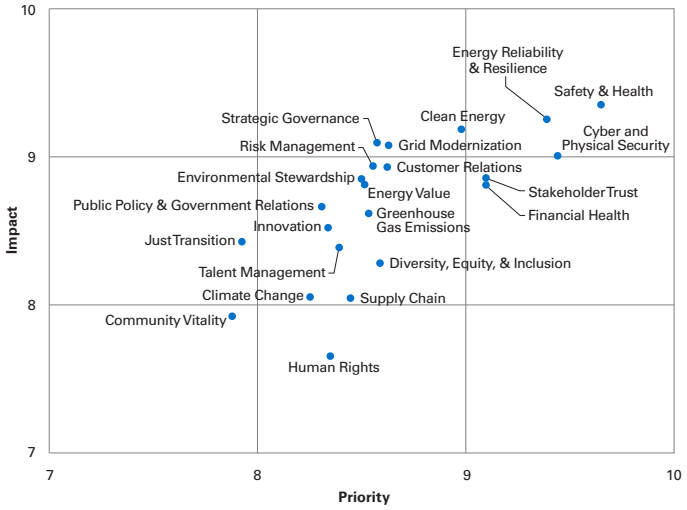
As we refine our sustainability strategy, it is critical for us to understand what aspects of sustainability our stakeholders value – and which ones they value most.

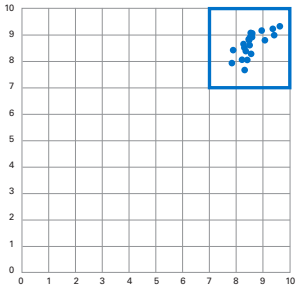
In early 2022, we conducted a Sustainability Priorities assessment in partnership with the Electric Power Research Institute (EPRI). We undertake this work periodically to better understand which sustainability issues our stakeholders consider most material – and also how certain issues rank in terms of priority compared to others. This is one important way we ensure we are listening to those who matter, as results inform our sustainability strategies and reporting.

The process involved detailed research and multiple rounds of direct engagement with both internal and external stakeholders — including customers, employees,

Priority v Impact

Combined internal and external stakeholder perceptions of priority and impact





investors, non-governmental organizations (NGOs), suppliers, and community leaders. 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. Finally, stakeholders were surveyed on the priority each issue merited and also the perceived impact our company can have on that issue. The resulting list of Sustainability Priorities was presented to members of the Dominion Energy leadership team for validation.

The matrix included in this report reflects the results of this process. 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.

This report seeks to capture Dominion Energy's actions and disclosures in these critical areas.

Sustainability Commitments

The company's commitments reflect our priorities as a company, together with a judgment about how best to support customers, employees, investors and the communities we serve. Those commitments are consistent with the United Nations Sustainable Development Goals (UN SDGs), which provide a blueprint for businesses, governments, and other organizations to work together.

Our business focus areas— and the commitments we have made to guide our progress in each of these — map to many elements of the UN SDGs. We know our company can play a key role in advancing sustainable development.

While our Sustainability & Corporate Responsibility Report (SCR) largely reflects our accomplishments from the preceding year, we recognize that our stakeholders are interested not only in how we have performed, but also in what we commit to do in the future. Whether through one of the nation's largest solar and renewable gas portfolios, or the largest proposed offshore wind farm on this side of the Atlantic Ocean, Dominion Energy is committed to leading the clean-energy transition. We continue serving our 7 million gas and electric customers safely, reliably, affordably, and sustainably. Our core commitments include:

- Serving our customers by safely delivering reliable, affordable, and sustainable energy.
- Strengthening our communities through our energy-assistance programs, charitable giving, and focus on environmental justice.
- Empowering our employees to reach their full potential.
- Serving our investors by earning returns on and being good stewards of their investments.
- Protecting the environment by cutting emissions and preserving natural resources.

Historically, we have outlined our "Performance Against Commitments" and "Forward-Looking Commitments" as separate documents, and since 2018 we have mapped sections of our SCR to the UN SDGs. This year we are taking a different approach by combining these documents and mapping to the UN SDGs our business priorities, performance, and commitments. Grounding our approach to commitments in an internationally recognized framework of sustainable targets enables us to provide more meaningful performance updates.

This new format dictates some changes in how we describe our commitments. Some items that were previously listed as commitments – for example, the commitment to discuss environmental, social, and governance (ESG) matters at each regularly scheduled meeting of our Board of Directors — have become integrated into our culture. Rather than a goal, they now define a standard for how we operate. Henceforth, any forward-looking commitments referenced in the Business Focus column are intended to reflect aspirational goals – especially those against which we can be measured.

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 one of the earliest such financing structures in the market, 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 potential $37 billion, five-year growth capital plan — more than 85% of which is slated for emissions-reduction and enabling investments.

Read our Sustainability Commitments

Governance & Risk

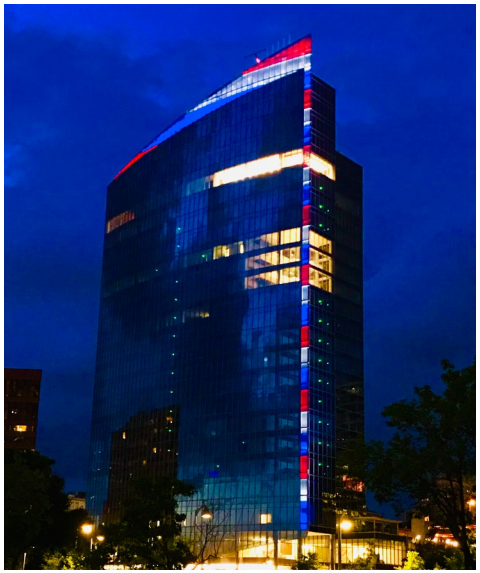
Good corporate governance and risk oversight promotes well-informed, effective decision-making and ensures that Dominion Energy remains a reliable steward of the resources in our care and a trusted partner to our customers and communities.

Governance Structure

For Dominion Energy, governance extends beyond the top of the organizational chart. Governance 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, including ESG concerns. 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 (CTD), Finance and Risk Oversight, Nominating and Governance, and Sustainability and Corporate Responsibility. 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. After considering trends in executive compensation best practices and shareholder feedback, the CTD Committee approved changes to the 2022 long-term incentive plan (LTIP) program designed to increase emphasis on the performance component of the program and to incentivize officers to achieve the company's long-term earnings goals and its goal to reduce carbon emissions. These changes include increasing the weighting of the performance grant to 60% of the total LTIP award, replacing the return on invested capital (ROIC) goal with a long-term earnings per share (EPS) goal, and adding a new goal (10% of the performance grant) tied to increasing the company's long-term non-carbon generation capacity.

In 2021, the Board of Directors and its committees discussed ESG matters including:

- The company's sustainability commitments and performance;

- Investor expectations regarding Board oversight of climate-related matters, which included a presentation to the Board by one of the company's largest institutional investors;
- The company's Scope 3 emissions;
- The company's TCFD-aligned Climate Report with 1.5-degree scenario modeling;
- The company's current initiatives and strategy with respect to human capital, including employee recruitment, retention, and development; and
- The company's ongoing response and actions with respect to COVID-19, including workplace reintegration.

On July 20, 2022, Dominion Energy's Board of Directors elected technology and cybersecurity leader Kristin G. Lovejoy to serve as a director, effective August 1, 2022. Lovejoy serves as Global Security and Resilience Practice Leader for Kyndryl Inc., an IT infrastructure provider. Lovejoy's addition brought the size of Dominion Energy's Board to 13, further strengthening the Board's expertise in security, risk management, compliance, and governance.

For more about our Board and its operations, see our latest Proxy Statement, available here.

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. This includes 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 where the company operates. ESG matters were discussed at each of the SCR Committee's meetings in 2021.

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 strategy[3] through 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). Climate working groups and strategy teams composed of various combinations of senior leaders, subject-matter experts and business-unit advisors manage key initiatives at the Council's direction, support the Council on achieving climate goals and evaluate policy and technology developments in clean energy.

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 the company's interests are advanced by responsibly addressing these risks, whether they are operational, financial, regulatory, environmental, or strategic in nature.

While the Board and its committees oversee risk policies, company management is responsible for executing them. The company has robust enterprise risk management (ERM) processes embedded throughout the organization. We identify and assess, at least annually, major risks and mitigation strategies 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.

Cybersecurity

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, 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.

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

Stakeholder Engagement & Political Participation

We see ourselves as part of the broader social fabric. We believe open, ongoing dialogue fosters the common good. That means not only being transparent about our actions, but listening to customers, investors, communities, and other stakeholders and inviting them to share their input.

Stakeholder Engagement

We pursue engagement by hosting 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 investors, 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 others.

We always look for opportunities to reduce potential obstacles to meaningful engagement. For example, we translate our materials into Spanish and other languages, as appropriate, and advertise with, and seek coverage from, media outlets in the languages spoken by the affected communities. To strengthen our outreach to the Spanish-speaking community, Dominion Energy has joined and/or built relationships with the Hispanic Chambers of Commerce, the Society of Hispanic Professional Engineers, the Hispanic Association of Colleges and Universities, and similar organizations.

In 2021, we launched a new ESG website to improve our transparency on such matters with all company stakeholders.

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 educate, shape policies, and promote effective public and government relations. 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 when engaging elected officials, regulators, environmental and safety agencies, as well as community and business leadership, as we seek to build public trust and form lasting and mutually beneficial partnerships. To that end, in 2022 we intend to publish a report detailing our membership in organizations that influence climate policy.

We routinely evaluate our approach to political contributions and participation. We adopted a lobbying and political contributions policy, which governs Dominion Energy's lobbying activities, including direct, indirect, and grassroots lobbying; our participation in trade associations; and our political contributions. In 2021, we updated this policy to address state and federal political contributions by our political action committee. Specifically, we no longer make contributions to independent-only political expenditure committees in support of or in opposition to a campaign (also known as Super PACs) as defined by the Federal Elections Commission. To learn more, please visit our Political Contributions & Participation website.

Clean Energy

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

46%
reduction in carbon emissions, 2005-2021.

38%
reduction in methane emissions, 2010-2021.

Fundamentals

We are striving to get as clean as we can, as fast as we can, without sacrificing safety, reliability, or affordability.

Fundamentals of Our Clean-Energy Transition

Our first obligation is to keep the lights on and the gas flowing — safely, reliably and cost-effectively. This is a public-service responsibility and a moral duty. In most cases, it is also a statutory requirement. As events throughout the U.S. over the past several years have gravely demonstrated, the failure of an energy system can have fatal consequences. Failure under less dire circumstances can still be disruptive and costly.

We include reliability and affordability in this report's Clean Energy section for a reason. While it might be possible, in theory, to focus solely on reducing emissions without regard for those values, doing so in practice is neither ethical nor, in fact, possible. To make the energy transition sustainable over the long term, the energy industry must ensure that customers can count on receiving service when they want it and that they can afford to pay for such service. Compromising those requirements would undermine support for clean energy and put the transition to a net-zero future at risk.

Electric Diversity and Reliability

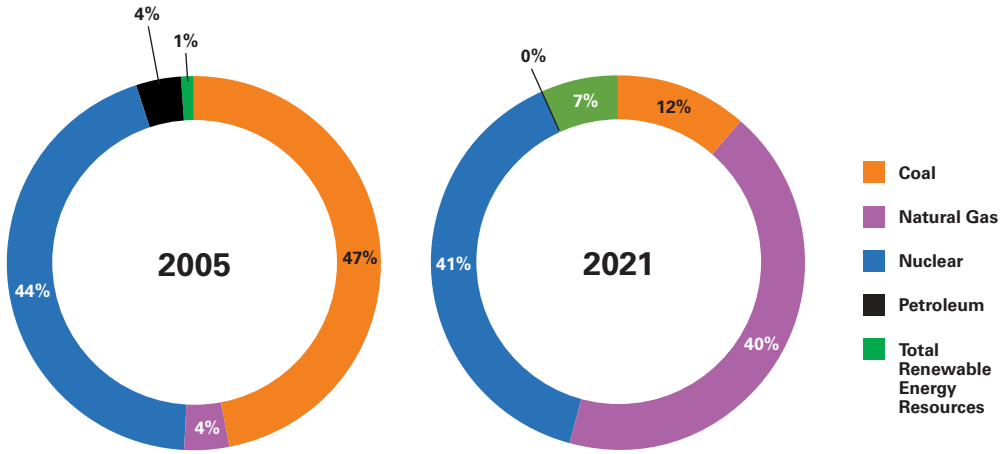
Diversifying our energy portfolio enables us to provide our customers with cleaner options, more choices, and lower bills, while protecting the power supply from potential disruption. Operating a diverse array of generation sources helps maintain reliability by avoiding over-reliance on any given source of power. Doing so also helps maintain affordability by insulating our customers and the company against price shocks for a particular fuel source or generation component.

Change in Generation Mix Over Time

Our changing fuel portfolio has helped drive our emissions reductions to date. In 2005, natural gas generation plants made up only 4% of the power we generated, and coal made up nearly half of our energy generation portfolio. Over the past 16 years, those ratios have shifted. In 2021, coal as a fuel source made up only 12% of our electric generation, and natural gas rose to 40%. In addition, our renewable portfolio continues to grow. These shifts in fuel help us deliver cleaner energy, while maintaining the reliability that is essential to our customers.

As part of our commitment to a sustainable energy future and a cleaner environment for our customers and the communities we serve, the company is studying the eventual retirement of all its remaining coal units in South Carolina. In consultation with stakeholders, Dominion Energy will

2005 & 2021 Combined Net Generation for the Data Year (MWH)



Data reflects post-divestments and equity ownership of assets, consistent with emissions reporting that aligns with the GHG Protocol. Visit our Environmental Metrics for more information.

The Storm Chasers

On January 3, 2022, severe winter weather and storms struck South Carolina and central Virginia. In Virginia, the heavy snow and strong winds knocked down trees, tree limbs, and power lines at approximately 3,000 locations. Roughly 400,000 Dominion Energy Virginia customers lost power in what would prove to be the fourth-worst damaging winter storm in the company's history. The storm also stranded thousands of motorists on a 50-mile stretch of I-95.

Our customers depend on us to provide reliable service, even in the wake of winter storms. Despite hazardous conditions and sometimes impassable roads, nearly 4,800 Dominion Energy crews, support staff, and contractors — along with 900 mutual-aid workers from nine states — swung into action and began making repairs. In hard-to-reach areas, teams used drones and helicopters to expedite restoration.

In South Carolina, damage from strong winds, downed trees, and heavy rains affected service for approximately 60,000 customers. Crews replaced broken poles and downed lines throughout the day, and power was restored to the majority of South Carolina customers within 24 hours.

By January 5, crews had restored service to nearly 400,000 customers in Virginia and South Carolina and continued to work around the clock until power was restored to all. The relentless dedication of our crews and support staff to safely restoring power following major events backs up our promise to be there when our customers need us the most.

review a broad range of retirement and replacement options to select a path forward for regulatory approval. The coal retirement study will help determine the best option to end reliance on coal as a fuel source in South Carolina as early as possible while maintaining safe, reliable and affordable service for customers.

Performance

Our customers depend on the electricity and natural gas we provide. If service is interrupted, people suffer. As we move forward with the clean-energy transition, we continue to prioritize reliability, resiliency, and affordability. We work hard to make sure our customers get the service they deserve.

In 2021, customers in our electric service areas in Virginia, South Carolina, and North Carolina had their power on 99.9% of the time, excluding major storms. Dominion Energy South Carolina customers went without power for less than 75 minutes — 13 fewer minutes than the year before. Our Virginia and North Carolina customers went without power for 132 minutes — eight minutes less than in 2020 and a 17-minute improvement over 2019.

Investing in Infrastructure

We are expanding our generation portfolio and upgrading the electric grid to better meet the next-generation energy needs of the communities we serve.

Through 2035, we see potential for up to

From Coal Mine to Sunshine

In September 2021, Dominion Energy announced a collaboration with The Nature Conservancy to develop a utility-scale solar project that will repurpose roughly 1,200 acres of a former coal mine and surrounding properties in Virginia's Wise and Dickenson Counties.

The Highlands Solar project will contribute to the company's net-zero goals and the aims of the Virginia Clean Economy Act, including the repurposing of formerly used land for solar development. In addition, the project will promote environmental stewardship. In the words of The Nature Conservancy's Brad Kreps, by directing development towards formerly mined areas, the Highlands Solar project "will help us conserve the region's intact forests for wood products, carbon storage, wildlife habitats, outdoor recreation, and tourism. By collaborating with Dominion Energy and other companies on these initial projects, we hope to develop a model that can be replicated in other coal mining regions across the U.S."

$73 billion in climate-focused investments (including up to $32 billion through 2026). To our knowledge, this represents the largest regulated decarbonization investment opportunity for any U.S. public utility company.

These investments will focus on:

Solar

Dominion Energy had approximately 2.2 gigawatts (GW) of solar generating capacity in service across the United States as of early 2022. In August 2021, Dominion Energy South Carolina filed an integrated resource plan update that included a "preferred" plan with additional solar over the next five years. The following month, we proposed expanding our portfolio even further when we submitted for Virginia State Corporation Commission (SCC) approval the largest group of new solar and energy storage projects in state history – over 1,000 megawatts, enough to power more than 250,000 homes. The Commonwealth approved that clean-energy filing in March 2022. Of the up to $73 billion in potential climate-focused investments through 2035, we anticipate up to $21 billion could be devoted to solar.

Offshore Wind

Dominion Energy's Coastal Virginia Offshore Wind (CVOW) commercial project constitutes the largest offshore wind farm under development in North America. With 176 turbines collectively capable of generating 2.6 GW at peak output, CVOW will be able to power up to 660,000 homes — and avoid up to 5 million metric tons of carbon dioxide annually. The project, expected to reach completion in 2026, will also be a significant economic driver for the Hampton Roads region.

In 2021, our company reached agreement on several major contracts for CVOW. And while it represents our first full-scale offshore wind project, we project investments of up to $21 billion for offshore wind through 2035.

In addition, the company is leading a consortium to build the *Charybdis*, a

turbine installation vessel that will serve offshore wind projects along the East Coast, including CVOW. The vessel will operate as part of Dominion Energy's Contracted Assets segment and be homeported in Hampton Roads, Virginia.

Nuclear

Dominion Energy's nuclear fleet constitutes the largest source of carbon-free energy in our generating portfolio. This fleet is essential to our net zero goal. Our nuclear power stations provide over 40% of our total electricity generation production (in MWh). The company's four nuclear units at North Anna and Surry have been — and remain — mainstays of the Dominion Energy Virginia (DEV) generation fleet. They currently supply roughly one-third of DEV's customers' energy needs, and approximately nine-tenths of Dominion Energy Virginia's carbon-free generation output. In 2021, Surry and North Anna's operations avoided roughly 14 million tons of carbon-dioxide emissions. In Connecticut, Millstone Power Station produces more than half of the state's annual electricity consumption and more than 90% of the state's carbon-free power. In South Carolina, V.C. Summer produces enough carbon-free electricity to power 225,000 homes.

As part of Dominion Energy's focus on reliability and our commitment to net zero, the company is working to extend the operation of our nuclear fleet. In May 2021, we received approval from the Nuclear Regulatory Commission to extend the license of Surry Power Station — a two-

reactor facility in southeastern Virginia — for an additional 20 years. We are pursuing similar approval for the renewal of our license at North Anna, also in Virginia. We anticipate investing up to $4 billion to extend the lives of these Virginia facilities through 2035.

The company is also exploring advanced nuclear technologies like small modular reactors (SMRs) as an additional resource to provide our customers with reliable and affordable clean energy. Given their dispatchable capabilities, SMRs could complement renewable generation, providing power when weather idles solar or wind generation.

SMRs can be partially constructed in a factory and delivered to the generation site, reducing construction timelines. Their small size and their modular constructability reduce the investment risk associated with traditional nuclear power, and they can be located on brownfields, such as retired fossil-fuel plants or other industrial areas.

Several reactor vendors have SMR designs under review with the Nuclear Regulatory Commission. Dominion Energy is reviewing those designs, with an eye towards creating options that are safe, cost-effective, reliable, and commercially available for an in-service date as early as the early 2030s.

Electric Transportation

The Environmental Protection Agency (EPA) has identified the transportation sector as the largest contributor of greenhouse-gas emissions in the U.S. We are committed to reducing our own transportation carbon footprint and helping our customers do so as well. To that end, we have launched initiatives aimed at helping electrify transportation. Those include:

- Partnering with 15 school districts to enable the deployment of 50 electric school buses and associated chargers in Virginia through December 31, 2021.
- Continued implementation of our Smart Charging Infrastructure Pilot program, which provides rebates for smart electric vehicle charging stations and installation. In 2021, we approved $966,000 for 58 public fast-charging, multi-family, and workplace chargers.
- The creation, in conjunction with five other major utilities, of the Electric Highway Coalition, with the aim of enabling seamless travel for electric-vehicle drivers by developing a network of charging stations connecting major highway systems from the Atlantic Coast, through the Midwest and South, and into the Gulf and Central Plains regions.

Energy Storage

Energy storage is a vitally important piece in our clean-energy transition. Our company currently operates the nation's largest "battery," a 3,003-MW pumped hydro storage facility in Bath County, Virginia,

in addition to our 576-megawatt Fairfield pumped-storage facility in Jenkinsville, South Carolina. In late 2021 and early 2022, we completed construction of our first 16 MWs of battery storage pilots in Virginia and we are in the process of construction planning for an additional 70 MWs of new battery storage projects in the state.

Additionally, our company is considering alternative battery technologies beyond lithium-ion batteries that could be utilized for future grid requirements, including long duration storage technologies (which can provide battery storage durations of eight or more hours, compared to two to four hours for modern lithium-ion batteries), in support of the energy storage requirements of the Virginia Clean Economy Act (VCEA). Through 2035, Dominion Energy sees potential to invest up to $4 billion in energy storage projects in support of the VCEA.

Grid Improvements

The clean-energy transition is imposing new demands on the systems that transmit and distribute electricity. Our generation portfolio has grown to include roughly 100 renewable generation sites as of 2021, and we expect to have up to 400 by the end of the decade. In addition, by early 2022, we had more than 30,000 net-metering customers in Virginia and the Carolinas with an aggregate capacity of 184 MW — a 54% and 42% increase, respectively,

from the previous year — which creates bidirectional flows of electricity the system was not designed for. Such changes greatly increase the complexity of grid management and require corresponding upgrades to the grid to ensure continued safe and reliable operation.

Dominion Energy Virginia's Grid Transformation Plan (GT Plan) is a comprehensive, 10-year 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 2020, the Virginia SCC approved multiple foundational elements of the GT Plan. One of the elements of Phase I, a hosting capacity tool, has been operational since early 2021. The tool enables customers to see how much solar can be connected at different locations on the grid while limiting the potential for operational issues, thereby allowing them to assess different sites for the most economical and reliable interconnect.

In 2021, we filed Phase II with the SCC, which approved the filing in January 2022. The ruling authorized more than $650 million of investments in 2022 and 2023 that will facilitate and optimize the integration of distributed energy resources such as small-scale solar, energy storage, and electric vehicles by deploying smart meters and intelligent-grid devices that will provide visibility into grid conditions.

Dominion Energy South Carolina has embarked on a multi-year rollout of advanced metering infrastructure, which will provide greater visibility into customer load patterns, enabling greater refinement of decisions we make about the grid.

In 2021, we invested roughly $1.2 billion in electric transmission infrastructure in Virginia, North Carolina, and South Carolina — adding or rebuilding 279 miles of transmission lines and 15 substations, and completing more than 340 substation-related projects.

Through 2035, the company sees potential to invest as much as $15 billion to transform the electric grid.

Strategic Undergrounding

Our Strategic Underground Program in Virginia places underground those tap lines (overhead wires in neighborhoods) that are most vulnerable to outages. Protecting these lines from the risk of overhead damage reduces outages in those communities during heavy storms. 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. In furtherance of energy equity, we monitor the program for unintentional bias or disparate impact

during various stages of the process (for example, during evaluation of project locations and planning), and metrics for both income and ethnicity show no pattern of disparate treatment in lines selected for undergrounding.

In 2021, we converted 888 tap lines (making up a total of 295 miles) to underground. From the program's inception through roughly the first quarter of 2022, we have converted 5,377 tap lines, spanning 1,865 miles.

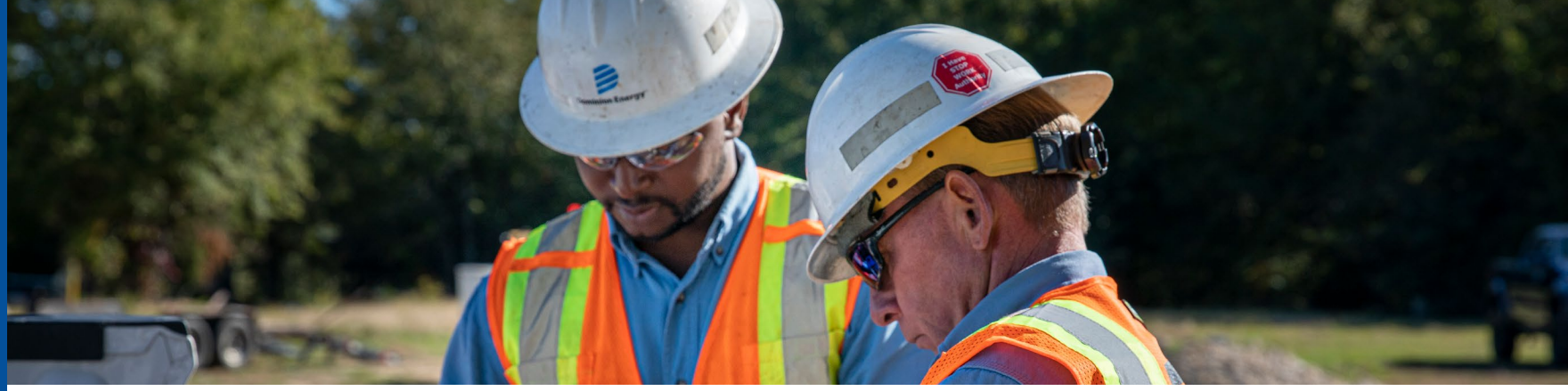
Storm Preparation & Training

Dominion Energy places heavy emphasis on storm preparation and training. Crews work throughout the year to safeguard our lines from hazardous trees and other forms of vegetation before storms hit. A comprehensive vegetation management program is key to reducing damage and to keeping the lights on for our electric customers. We also 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.

This focus on reliability under even the most challenging circumstances routinely receives recognition from industry peers (see the "Awards" section of this report) and from our customers.

Deploying improved technology and hardening infrastructure against increasingly severe weather events increases reliability and system resiliency. As an example, in January 2022, a winter storm struck portions of Dominion Energy Virginia's service territory — leading to broken poles and crossarms, downed power lines, and power outages. Significantly, those portions of our system that had been upgraded through our "main feeder" hardening program — part of our GT Plan — suffered far less damage and fewer outages. Poles that had been strengthened incurred damage to wires and crossarms, but did not break, and did not need replacement — a time-consuming process that delays bringing customers back online. Restoring power in the hardened areas required fewer resources and was completed much more quickly. By reducing damage to our "main feeder" facilities, we can deploy line crews to other damaged areas that much more quickly.

While the crossarms on this line were damaged due to a fallen tree, the pole itself remained intact – a function of our "main feeder" hardening program.



Gas Diversity and Reliability

Millions of gas customers depend on the round-the-clock energy we deliver to their homes and businesses. We are implementing several measures to ensure they can continue to rely on safe, reliable and affordable service for years to come.

Performance

Unlike electric power lines, natural gas pipelines run primarily underground, which means they are less susceptible, in general, to extreme weather. That makes gas service even more reliable, as a general rule, than electric service.

Dominion Energy is making substantial investments to upgrade, replace, modernize and expand its gas distribution system. For example, from 2008 through 2021, Dominion Energy Ohio has invested more than $4 billion in infrastructure improvements.

When an emergency service need does arrive, company crews at our gas distribution companies are typically on site within roughly 30 minutes — half the time required by most state laws.

Investing in Gas Infrastructure

Investing in our natural gas infrastructure improves safety, enhances customer service, and reduces the environmental impact of our operations. Dominion Energy's distribution companies have replaced or are actively replacing older pipeline mains and services with modern materials such as plastic or protected steel, which are more durable, easier to work with, and lower-emitting. In 2021 alone, our gas distribution companies invested $450 million in pipeline replacement and integrity management programs.

To the Rescue

Hi Tracy,

Thank you for reaching out to the Akron Ronald McDonald House over the weekend regarding the recent gas disruption that was a result of the water main break near our building. I can't thank Dominion enough for the superior service that we received throughout the entire reconnection process. I was fortunate to be on-site and serve as the main contact for your crews.

The Leadership team at Dominion should be proud of how every single Dominion crew member, that I met, represented your company. They were focused, respectful, kind, and driven to get our building gas supply restored. It was my pleasure to be on the receiving end of such amazing service. The working conditions were not easy on Saturday and Sunday, many of the crew members had already been working LONG hours, and never once did I receive anything but exceptional service.

Your understanding of the situations that our families are experiencing is greatly appreciated. I know that Dominion was willing to offer our families hotel rooms but in many cases that is just not a good option. Being further away than across the street from their child is often just too far. Your prioritization of our building allowed us to keep serving our families and minimize any added stress to their situation.

Please let everyone at Dominion know how grateful we are for the outstanding service and compassion. Our mission could not exist without dedicated partners like Dominion. Even though our building is fully functional we know the hard work continues for many of your crews. We wish you the best with the remaining work.

Thank you!
Meri

RMHC Northeast Ohio

Meri Skiera
Director, Akron House Program
RMHC Northeast Ohio
www.RMHCneo.om

In January 2022, a water main rupture directly below a natural gas mainline flooded our system in a six-block area of downtown Akron, Ohio. In some cases, the water extended all the way to homeowner appliances. More than 125 customer accounts — many of them multi-tenant — lost gas service, including a nearby Ronald McDonald House. Dominion Energy crews worked through the weekend, in almost continuous snowfall and bitterly cold temperatures, to restore service.

Renewable Natural Gas

Renewable natural gas (RNG) is pipeline-quality gas produced from existing waste streams and a variety of renewable and sustainable biomass sources, including farms, landfills, and food waste. Dominion Energy has created two of the largest RNG programs in the country, partnering with Smithfield Foods to create Align RNG, and with Vanguard Renewables and the Dairy Farmers of America.

In early 2022, Align RNG completed its first project in North Carolina, producing enough RNG from a network of 19 family farms to heat 4,500 homes. Additional projects are underway in Georgia, Colorado, Nevada, Utah, Arizona, and elsewhere.

Customers in Utah, Idaho, and (as of 2022) North Carolina who are interested in renewable natural gas can purchase small, affordable "blocks" of RNG through our GreenTherm program. In Utah, over 2,000 customers participated in the program in 2021, supporting over 19,000 dekatherms of RNG production and exceeding initial program projections.

Energy Value

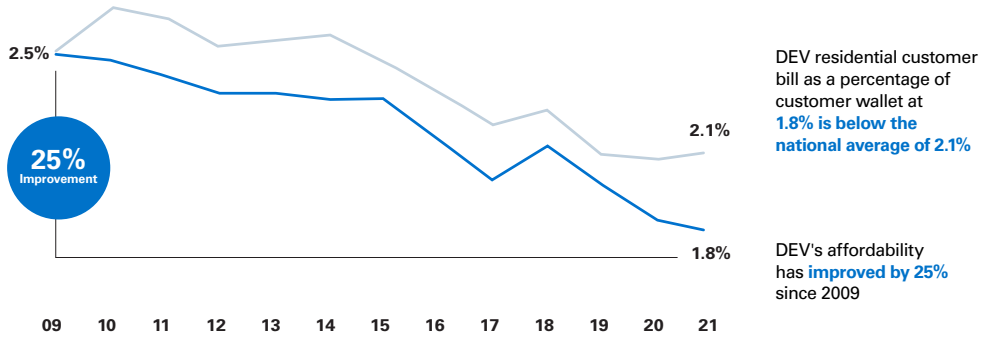
Keeping energy affordable matters just as much as keeping it reliable. Our rates compare favorably to regional and national averages. We know the clean-energy investments we are making will help reduce customer costs in the long run. In the near term, to help our customers manage costs further, we offer a variety of energy-efficiency and demand-side management programs, as well as assistance programs to help those facing financial difficulty get back on their feet.

Rates

Our customers expect a good value from Dominion Energy. We pride ourselves on providing safe and reliable service at competitive rates. We search relentlessly for efficiencies that can improve how we manage costs, and we maintain internal programs to lower the cost of our supply chain and find other savings.

Those efforts continue to pay dividends. At the end of 2021, residential electric utility rate averages at Dominion Energy Virginia and Dominion Energy South Carolina remained below national and regional averages. Based on data from the U.S. Census Bureau, the share of our customer's wallet attributable to Dominion Energy Virginia's customer bill has declined over the years — a testament to the fact that DEV's rates have remained relatively stable despite an overall increase in household income during that time.

Dominion Energy Virginia average residential electric customer bill as % of median household income[1]



[1]Medan household income data per U.S. Census Bureau, Moody's and IHS. Income data is nominal.

[2]U.S. average bill per EIA as percentage of U.S. median household income

Residential gas utility rate averages at Dominion Energy Ohio, Dominion Energy Utah, Dominion Energy North Carolina, Dominion Energy South Carolina, and Dominion Energy West Virginia remained below their respective regional averages. In our Western states, our unique, cost-of-service gas production helps customers avoid price spikes. In fact, we estimate that our customers saved over $100 million in just a seven-day period during the winter storms experienced in February 2021, thanks to this regulatory structure. As Dominion Energy implements its clean-energy transition, customer affordability remains a priority, especially given the increase in inflation the nation experienced in 2021 and 2022.

Demand-Side Management

Helping customers control their energy use helps them save money. Dominion Energy offers a broad array of programs, for both electric and natural gas customers, to promote conservation and efficiency. They include:

- Rebates, bill credits, or other incentives;
- Energy assessments and audits for both homes and businesses;
- Home energy reports;
- Free energy-saving products;
- Inspections and weatherization; and
- Energy-efficiency upgrades.

In September 2021, the Virginia SCC approved an application from Dominion Energy Virginia for an additional 11 demand-side management (DSM) programs to help reach the $870-million, 10-year goal set by the 2018 Grid Transformation and Security Act and the energy-efficiency goals of the VCEA. In South Carolina, Dominion Energy committed up to $15 million of funding for home energy-efficiency upgrades and critical health and safety repairs as part of a comprehensive rate settlement with the Public Service Commission. South Carolina regulators have also approved Dominion Energy's plan to establish four new DSM offerings for natural gas customers. This will expand existing programs currently only available to the company's residential and commercial electric customers.

To learn more about our customer energy efficiency programs, view our "Customers" section.

Assistance Programs

Sometimes even the best value remains out of reach for those struggling financially. For such customers, Dominion Energy offers energy assistance until they can get back on their feet.

EnergyShare

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

In the 2020-2021 program year (program years vary based on location), EnergyShare contributed $14.4 million across all our service areas to provide bill assistance to 15,000 individuals and families — including

more than 1,100 veterans of the armed forces and 1,500 individuals with disabilities — along with 780 small businesses. It also enabled the weatherization of 1,800 homes. In 2021, Dominion Energy expanded EnergyShare's energy efficiency offerings to include heat pump replacement, electric baseboard upgrades, wall insulation, and more. These expanded measures ensure that more vulnerable households can save energy and money. For more about EnergyShare, see its annual report.

Dominion Energy Utah offers financial assistance through REACH, the Residential Energy Assistance through Community Help. The program, funded by Dominion Energy customers, employees, and shareholders, is administered by the Salvation Army.

Pandemic Relief

During the most difficult months of the pandemic, we took a variety of measures to offer customers relief. Those measures included suspending disconnections for nonpayment; payment plan options offering up to 24 months to repay past-due balances; waiving late fees; and donating $5 million to COVID relief efforts. Working with state officials, in 2020 and 2021 we forgave more than $200 million in past-due balances in Virginia and more than $11 million in past-due balances in South Carolina.

PIPP Plus

In Ohio, we offer a Percentage of Income Payment Plan (PIPP) Plus. It allows eligible customers to maintain natural gas service by paying a monthly amount based on 5% of their total monthly household income, or $10 — whichever is greater. Each time a customer makes their required PIPP Plus monthly payment by the due date, the account is credited for the rest of that month's billed amount, plus a 1/24th credit toward the prior account balance. After 24 months of full and on-time payments, the account should be current. Households with a gross yearly income at or below 175% of federal poverty guidelines are eligible to participate. We are working with the Virginia Department of Social Services to implement PIPP in Virginia.

ThermWise®

Our over 1.1 million customers in Utah, Wyoming, and Idaho can improve their energy efficiency, lower their bills, and reduce their carbon footprint through our ThermWise® program. In addition to offering rebates for the purchase of energy-efficient appliances and home improvements, such as increased insulation, our technicians will perform on-site and virtual home energy assessments to identify ways our customers can improve the efficiency of their homes and businesses. In 2021, participation in ThermWise® offerings enabled customers to conserve more than 950,000 dekatherms of natural gas — equivalent to the annual gas consumption of nearly 12,000 homes. In 2022, we are expanding ThermWise® to our North Carolina natural gas customers.

Net Zero

Dominion Energy is committed to doing our part to address climate change. We have cut carbon and methane emissions sharply, and will continue to do so as we aim for Net Zero emissions by 2050.

We have worked for two decades to diversify and transform our generation portfolio to support our decarbonization goals. At the same time, we have implemented an aggressive plan to reduce methane emissions from our natural gas infrastructure. In 2020, we announced a new emissions reduction goal: net zero carbon dioxide and methane emissions, from both our electric and gas businesses, by 2050. In February 2022, we broadened that Net Zero commitment to encompass emissions outside of the company's direct operations.

Dominion Energy's Net Zero commitments now cover what are known as Scope 2 and material Scope 3 emissions – those generated upstream of company operations by suppliers and downstream by customers. Scope 2 emissions are those emitted from electricity the company consumes but does not generate. The Scope 3 portion of the commitment includes emissions from three material categories: electricity purchased to power the grid, fuel for our power stations and gas distribution systems, and consumption by our natural gas customers. These areas cover nearly all Scope 3 emissions measured and reported in the company's 2021 Climate Report. As discussed in more detail below, the company plans to reduce these emissions by continuing to transform our generation fleet, as well as through programs focused on fuel supplier engagement, customer empowerment, constructive public policy, and technology innovation. As we do so, we remain committed to maintaining customer reliability and affordability, and mindful that many of these approaches require legislative and/or regulatory support.

In 2021, we announced a new Green Fleet initiative intended to reduce Scope 1 emissions from company vehicles. Under the program, by 2030 75% of passenger vehicles will be converted to electric power and half of work vehicles will be converted to plug-ins, battery electric vehicles, or vehicles fueled by cleaner-burning alternatives such as hydrogen, RNG, and compressed natural gas (CNG). After 2030, 100% of all new vehicles we buy will be powered either by electricity or by alternative fuels.[4]

In pursuit of that goal, in 2021 we acquired or ordered 33 electric or plug-in hybrid electric passenger vehicles, 27 plug-in bucket trucks, 44 CNG conversion pickup trucks, 41 electric forklifts, and 13 electric UTVs.

Further, we engaged with a consulting firm to validate our fleet sustainability commitment and provide a framework for converting vehicles and installing charging infrastructure, and we developed an internal fleet-charging roadmap to roll out new charging infrastructure that complements infrastructure already in place.

[4]Achievement of goal is subject to market availability and imperatives.

Scopes 1, 2, and 3

Our Net Zero commitments now cover carbon and methane emissions within our direct control (known as Scope 1 emissions) as well as what are known as Scope 2 and Scope 3 emissions. Scope 2 emissions are those emitted from electricity the company consumes but does not generate. Scope 3 emissions are generated upstream of company operations by suppliers and downstream by customers. The graphic below represents examples of each of these scopes of emissions.

Additional Scope 3 sources of emissions that occur but are not currently considered material include: Capital goods (e.g., upstream emissions from manufacturing and transportation of other capital assets purchased in a given year), purchased goods and services (supply chain), employee commuting, business travel, waste generated in operations and disposed of off-site, and transmission and distribution losses from electric operations.

Carbon Emissions Reduction

The energy sector is leading the U.S. in reducing greenhouse-gas emissions, cutting them almost 40% between 2005 and 2020. We are ahead of the industry average, having cut carbon emissions from our electric generation business by approximately 46%.

We are retiring coal-fired generation, investing in renewables, tracking our progress closely to hold ourselves accountable, and providing this information externally. 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 and maintaining reliable service and affordability. (For more, see "Electric Diversity and Reliability.")

Scope 1, 2, 3 GHG Emissions

Upstream (indirect)

Purchased power and fuel for power generation

Natural gas purchased to serve our customers

Facility use of electric power

Direct Control

Owned power generation

Fugitive natural gas emissions from compression, venting, and leaks

Fuel use for vehicle fleet

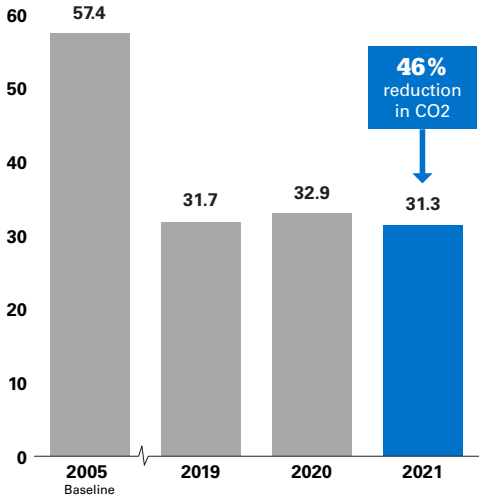
Downstream (indirect)

Customer combustion of natural gas, including:

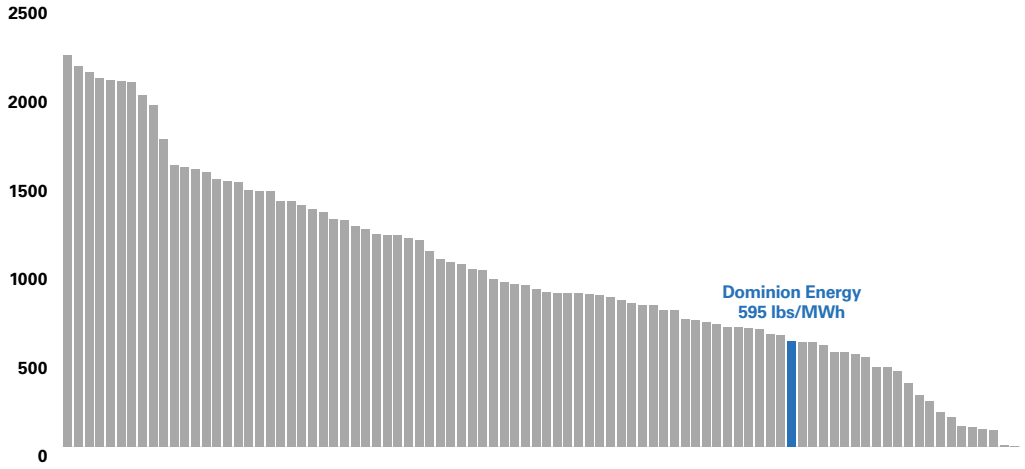
- Residential heating
- Cooking
- Commercial use
- Manufacturing

Carbon Emissions Reduction

CO2 emissions MMT (million metric tons)

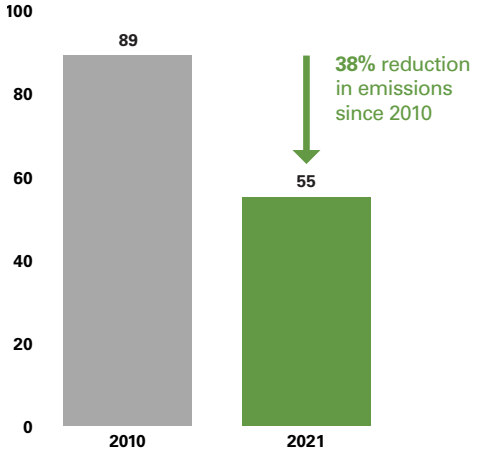


Carbon Emissions Benchmarking - M.J. Bradley Report
CO2 emissions rate (lbs/MWh)



Note: Ratings based on 2020 emissions and generation (by ownership)
Source: https://www.mjbradley.com/content/emissions-benchmarking-emissions-charts

Methane Emissions from Natural Gas Operations
Thousand Metric Tons



Methane Emissions Reduction

We have cut methane emissions substantially by investing in new infrastructure, changing our maintenance programs, and deploying new technology. From 2010 through 2021, we cut methane emissions from our natural gas business by 38%. As part of our Net Zero framework, we expect to cut methane emissions from our natural gas infrastructure 65% by 2030 and 80% by 2040, from 2010 levels. Dominion Energy is a leader in 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.

To reduce emissions from our gas operations, we rely primarily on four approaches:

- Reducing or eliminating gas venting during planned maintenance and inspections. For instance, we use Zero Emission Vacuum and Compressor (ZEVAC®) technology to capture natural gas before maintenance activities or inspections so it can be recycled.
- Replacing targeted infrastructure and equipment with new, lower-emitting or emission-free equipment.
- Expanding leak detection and repair programs. Among other voluntary efforts, we use voluntary Leak Detection and Repair (LDAR) programs to detect and repair minor sources of emissions.
- Innovation. For example, we are using Pipetel in-line inspection robots to inspect gas pipelines not accessible through our usual smart pigging process.

We look for other ways to reduce methane emissions as well. For instance, our Wexpro group developed a prototype to replace pneumatic controllers running on natural gas with electrically driven devices. This prototype was successful and implementation is underway. Even with current supply chain constraints, Wexpro anticipates full conversion on 60 wells by the end of 2022, with complete implementation on roughly 800 wells being completed by the end of 2024. The new approach should both improve safety and reduce methane emissions.

To learn more, read our 2021 Methane Report.

Hydrogen

Hydrogen represents an exciting new energy frontier, potentially capable of producing vast amounts of energy with limited or no carbon emissions. In Utah, we successfully tested the blending of hydrogen with natural gas on a small scale on our distribution system with significant results. Our pilot project confirmed extensive industry research that at modest blending levels, hydrogen can deliver safe, reliable, and sustainable energy without impacting appliance or system performance. We are in the process of expanding our pilot to a Utah community to field-test blending on a broader scale. We are conducting similar pilots in our North Carolina and Ohio training centers, and the company is engaging with regional coalitions in support of establishing a national hydrogen hub.

Upstream and Downstream Emissions

Building on plans to achieve Net Zero carbon and methane emissions from our power generation and natural gas operations by 2050, Dominion Energy is also working to achieve Net Zero for emissions outside of the company's direct operations. These include emissions generated downstream by customers and upstream by suppliers.

We are pursuing a variety of approaches:

- Soliciting emissions disclosures from suppliers, promoting the adoption of Net Zero policies, and building coalitions with industry peers.
- Offering efficiency programs, such as weatherization and industrial audits, and offering a carbon calculator so that customers can better understand how to reduce their emissions.
- Offering carbon offset and renewable natural gas programming throughout our natural gas footprint.

Further, as we transform our generation fleet, bringing more solar and wind power onto the grid, we expect those emissions we directly control will decrease. As they do, we expect a decrease in Scope 3 emissions related to fuel and purchased power.

Supply Chain Sustainability

Our focus on sustainability extends beyond our gas and electric operations. We also pursue sustainability in our office buildings and supply chain. Every day, our employees take steps to help us achieve our commitments and reduce our impact on the environment. We developed a supply chain sustainability strategy focused on increasing partnership and engagement with suppliers, industry peers, and employees to improve environmental and social sustainability performance, implement best practices, minimize environmental harm, ensure respect for human rights, and mitigate potential risks across our value chain. We maintain programs to select and evaluate suppliers based on their commitment to environmental compliance.

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, who leads our supply chain organization, chairs EUISSCA's executive committee. In 2021, Dominion Energy was recognized as the EUISSCA Member of the Year by utility peers for setting a robust 2025 sustainability commitment and

roadmap, actively engaging suppliers on the sustainability journey, and leading supply chain sustainability efforts for the industry.

Annually, we conduct a sustainability assessment on how key material and services suppliers manage environmental impacts across their organization. In 2021, we achieved a 67% response rate, a 25% increase from the base year 2019. By 2025, we will target a 95% response rate to our supplier sustainability assessment and require key suppliers to disclose GHG emissions and targets.

In 2021, we launched Momentum, a supply chain sustainability conference focused on educating and engaging key suppliers. The event included industry insights and highlighted Dominion Energy's supply chain sustainability commitments and key initiatives, including our GHG reporting requirement.

Supplier diversity is also an important component of supply chain sustainability. For more information, see the section on "Supplier Diversity."

Paths, Risks, & Opportunities

This edition of our annual Sustainability and Corporate Responsibility report primarily covers our company's actions for the calendar year 2021. At the same time, 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.

Last year, we published a forward-looking Climate Report to provide more transparency about potential paths toward a Net Zero future. The report, which followed the framework of the Task Force on Climate-related Financial Disclosures, provided analysis of the business risks and opportunities presented by climate change and the transformation of the energy industry. Our aim is to minimize our emissions footprint and ensure resiliency to climate change, continued long-term growth for our investors, and continued support for our communities and other stakeholders. Importantly, we must do so while maintaining the service reliability and affordable rates our customers depend on.

In late 2022, we plan to publish an updated climate report that considers material developments in climate science, market developments, and business considerations, as well as our expanded Net Zero commitments related to Scope 2 and 3 emissions.

Innovation

Dominion Energy's corporate lineage includes companies that operated canals in colonial times and streetcars in the early 20th Century. Today, our deep roots give us strength as we grow in new directions by embracing changes that improve our customers' experience, exceed our stakeholders' expectations, and position our company for sustainable, agile, and long-term success.

Strategy

Our innovation strategy is designed to support the clean energy transition by exploring new markets for existing businesses and new lines of business in adjacent or other markets; enhancing performance; increasing earnings; and accelerating the culture of innovation through employees who work as Innovation Guides and Innovation Accelerators to move ideas forward and embrace an innovation mindset.

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

- A dedicated Innovation team that advances the innovation culture and evaluates transitional technologies.
- **Spark Tank**, a competition that recognizes the best new ideas from employees.
- **The Lyra Innovation Lab**, Dominion Energy's new business incubator where employees learn the skills to launch innovative new efforts within the company.
- **The Chairman's Excellence Awards**, a competition that recognizes the best employee innovations that have been adopted for use in the business.
- **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.
- **The 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

Squeezing More Juice from Solar

How do you use a solar array at night? By helping stabilize the power grid.

Electricity on the grid must be managed to maintain voltage levels within a limited range. Voltage that is too high or too low can damage electrical equipment. As we retire dispatchable steam-driven units and variable generation sources proliferate, controlling voltage will grow more challenging. At present, we use several methods to control voltage. Some are quite expensive. For example, a shunt reactor on a 230-kilovolt line costs roughly $4 million.

A team from Dominion Energy Virginia proposed a more economical solution: using existing solar equipment to provide voltage support at night when the facility is not generating power. Modifying a solar site to provide voltage support can cost as little as $21,000. The company is currently piloting several projects to provide proof of concept for widespread application across the system.

This innovative use of solar facilities provides multiple benefits. It advances sustainability by making efficient use of a renewable resource; it saves customers money by reducing operational costs; and it squeezes more value from the investments we are making in a clean-energy future. For these and other reasons, the team that proposed the idea won the 2021 Chairman's Excellence Award for innovation.

with innovative companies attending to showcase their services and products.

- **External partnerships**, which inject fresh perspectives and facilitate the free exchange of ideas.
- **Envision Tomorrow**, a companywide effort to work smarter, using employee ideas that lead to efficiency, create current or future savings, improve processes and optimize workflows.
- **Incremental innovations** at the operating-segment level that improve performance outside the confines of a formal innovation program.

2021 Developments

Fittingly, Dominion Energy's approach to innovation is constantly evolving.

In early 2021, the company unveiled a new Innovation Recognition and Rewards policy designed to incentivize creativity. Under the policy, employees who come up with new ideas can receive spot cash awards. If the company develops the idea for commercialization, the creators will become eligible for a share of the resulting revenue.

During the course of 2021, we developed a new program to curate and incubate innovations likely to have enterprise-level impact. The Lyra Innovation Lab provides employee innovators with mentorship; professional training on problem validation, prototyping, marketing and scaling; and more.

Our business segments continue to pursue their own innovations. For example, we are placing low-cost, solar-powered mobile weather stations at our solar sites to detect rainfall and improve our response to stormwater runoff. The plug-and-play capability of the stations allows us to add more sensors to monitor other potential environmental issues. We can now monitor local pop-up storms from a central office and respond promptly, improving environmental performance.

In South Carolina, our gas distribution group worked with Dominion Energy's IT analytics team to develop an artificial-intelligence solution to predict high-risk excavations using tickets from our 811 program, which allows customers to mark buried utility infrastructure before they dig. The resulting insights enabled our Gas Damage Specialists to intervene before third-party excavators could dig into our natural gas lines. The process has reduced the frequency of third-party damage by approximately 22% — leading to fewer gas leaks and lower methane emissions.

Just Transition

The clean-energy transition touches many stakeholders: the people who have built and run the energy industry, vendors and suppliers, the communities the industry calls home, and the environment. Making the transition a just one minimizes potential harm and ensures benefits are shared equitably. Dominion Energy is committed to doing so.

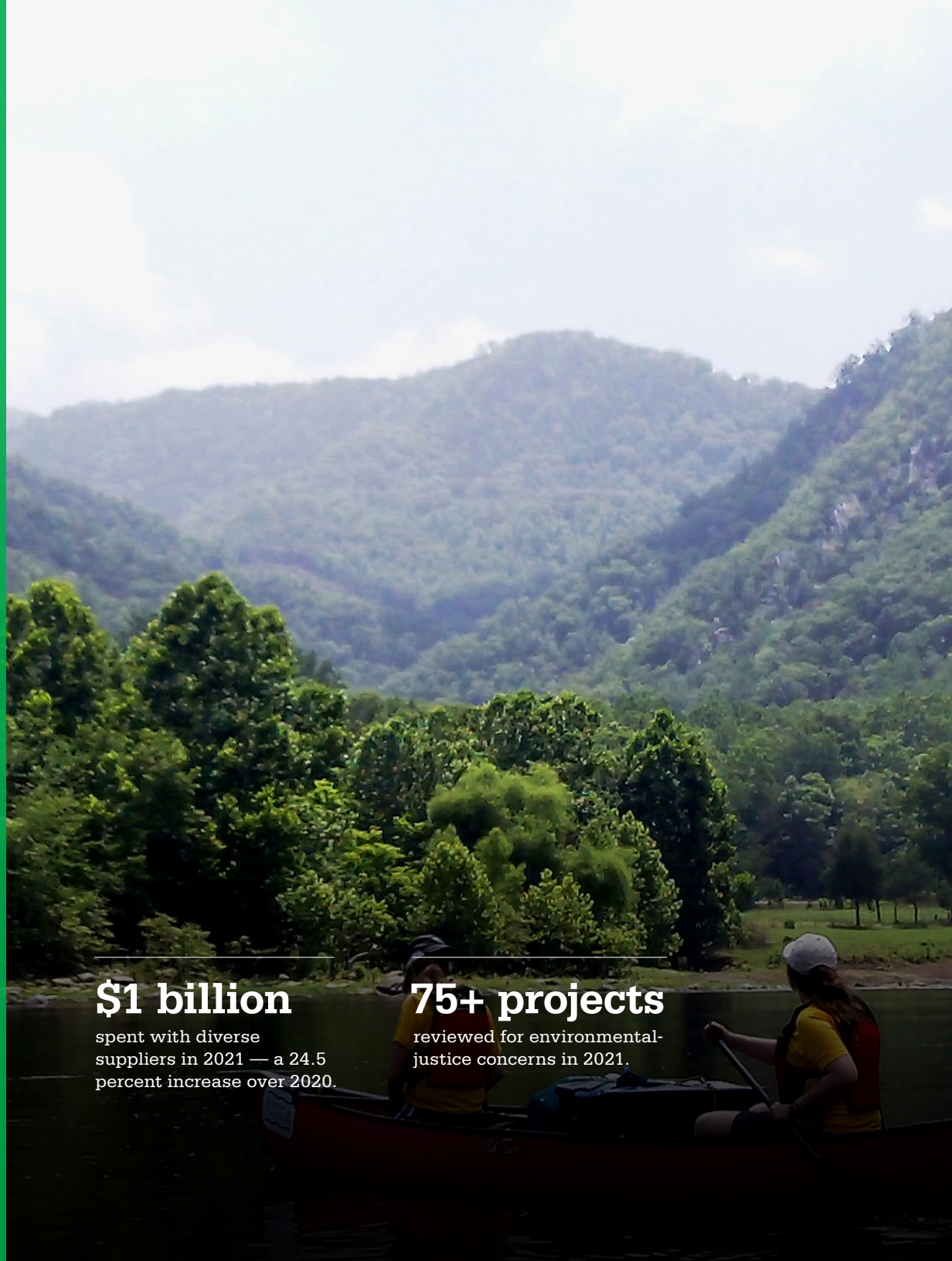
We are already putting the principles of a just transition into practice. We retired our fossil-fuel-powered Bremo Power Station in Fluvanna County, Virginia, in 2019. Nine of the station's employees were impacted by the closure. We offered all of them other positions within the company with the same or better compensation, options for severance packages, or both. Those who left the company did so on their own accord and with support. Many vendors and suppliers continued to support the decommissioning efforts. The company offered and continued to pay full taxes to Fluvanna for an additional two years to assist the local community. Retiring the facility reduces emissions, benefiting the environment and the surrounding region. To ensure environmental safety, environmental efforts will continue well after the site is reclaimed.

This example is not unique. We are offering employees development opportunities through our education assistance program and partnerships with community colleges; internal re-skilling and up-skilling; and employee education about clean energy jobs and retirement opportunities. As we consider closing facilities, we are holding advance discussions with state and local leaders about the effects of such closures, as well as clean-energy opportunities. We are practicing greater outreach and transparency around how external vendors, suppliers, and job seekers can work as part of the clean-energy economy. When developing clean-energy projects, we also are scrutinizing opportunities for environmental protection measures such as preserving prime farmland.

Dominion Energy is committed to making the effects of the clean-energy transition positive as we continue to provide safe, reliable, and affordable energy.

Sustainable Communities

We serve our vision when we serve others — by engaging with our stakeholders so we can better understand their perspectives, by strengthening the communities in which we work, and by supporting worthy causes through our charitable and volunteer programs.



$1 billion
spent with diverse suppliers in 2021 — a 24.5 percent increase over 2020.

75+ projects
reviewed for environmental-justice concerns in 2021.

Safety

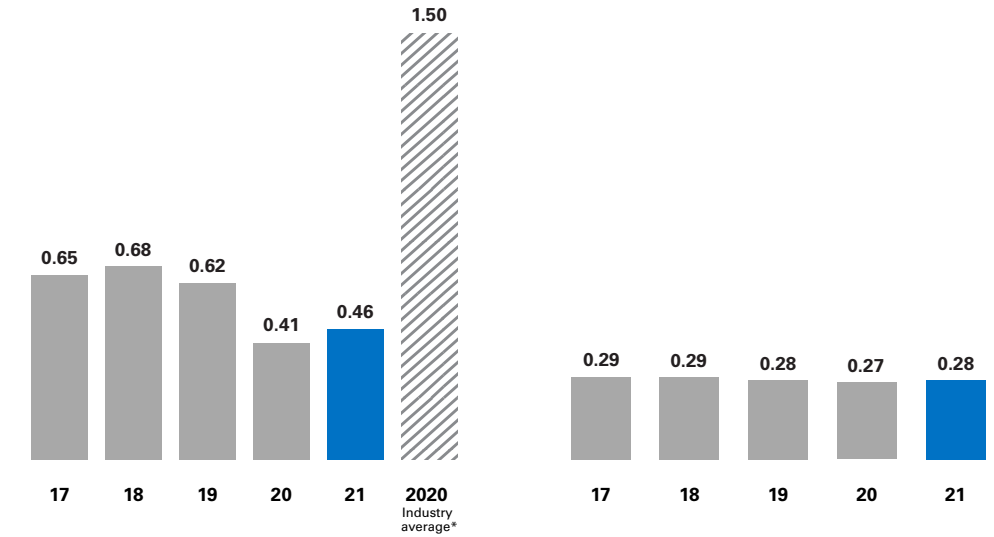
Protecting our employees, customers, and communities always comes first. We prioritize safety ahead of everything else, because nothing else can succeed without it. Our relentless focus on safety has produced gratifying improvements in performance. But we are aiming even higher — because even one accident is too many.

Operational Safety

Our goal is to send every employee home unhurt, every day. That is the only acceptable standard of performance. We have not yet attained a perfect safety record, but we are making progress. From 2017-2021, we cut our OSHA-recordable injury rate by 29%. Since 2006, we have cut that rate 71%. Our rate as of 2021 stood at roughly one-third of the industry average.

To continue improving, we take a comprehensive approach. We maintain safety committees and perform root-cause analyses of every significant safety incident. We 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. Employees receive regular safety messages from executives and local leadership, and

Safety
Five-year performance



*Average of Bureau of Labor Statistics 2020 industry data for electric power generation, transmission, and distribution (NAICS code 2211) and natural gas distribution (NAICS code 2212)

are encouraged to begin meetings with a safety message as well.

In 2021, we increased our efforts. Among other things, we published new standard operating procedures in our gas distribution business to reinforce safe operating practices and adopted, for 2022, new safety objectives through our annual incentive program.

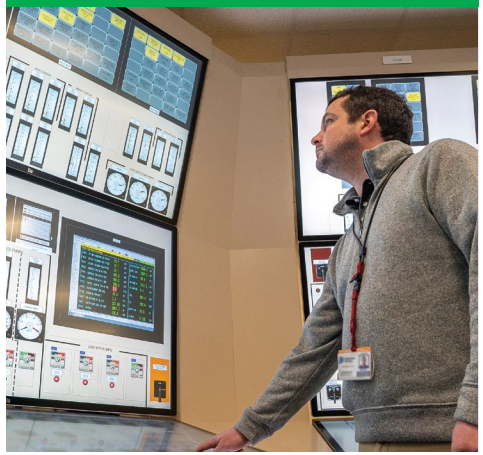
Electric Safety

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, strategic undergrounding, and right-of-way maintenance** to prevent downed lines.
- **811 Call Before You Dig** to keep the public from accidentally 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.
- **Weather 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 safety training program** to instruct employees about job hazard analysis, arc flash hazards, and more.

20%

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



- **Accident investigations** conducted for all injuries and significant near misses.
- **A written hazard communication program** that includes hazard communication plans for all offices.

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. In the unlikely event of an incident, the system will shut down immediately and operators will activate safety response protocols to protect the station and surrounding area. That is precisely what happened in 2011, when a 5.8-magnitude earthquake struck a region of Virginia less than a dozen miles away 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 should fail, 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.

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 uses a holistic approach to enhancing pipeline safety by promoting safety awareness, vigilance, and cooperation company wide. The Pipeline Safety Management Systems Plan includes the systematic, measurement-based approach to identify areas for improvement and share that information widely.
- **An underground storage integrity management program** that includes a life cycle approach, including well design, construction, commissioning, operations, maintenance, and abandonment using effective procedures, training, documentation, and record retention.
- **A transmission integrity management program** that includes threat identification, risk assessment, integrity assessments, remediation, preventative measures, performance and quality assurance, patrols, around-the-clock monitoring, cathodic protection monitoring, and long-term pipeline replacement programs.
- **A distribution integrity management program** that includes threat identification, risk assessment, performance measurement, and results monitoring.
- **Separate distribution programs** to monitor excavations based on risk, leak surveys, cross-bore verification, and root-cause analysis of significant pipe damage.
- **Public awareness campaigns** to educate the affected public, public officials and excavators about damage prevention awareness, hazard awareness and prevention measures, leak recognition and response, call-before-you-dig requirements, pipeline location information, pipeline purpose and reliability, pipeline product and potential hazards, company contacts and response information.
- **Public liaison meetings** with local emergency first responders and public officials to educate and prepare for joint responses to natural gas emergencies. Topics covered include emergency capabilities and preparedness, leak recognition and response, pipeline location information, natural gas properties and hazards, company contacts and basic pipeline-safety information.
- **Emergency response training** focused on proactively familiarizing employees on emergency response plans and the priority of public and employee safety.
- **Emergency shut-down systems** located at specific facilities that can be activated when a leak or rupture occurs. (See the "To the Rescue" sidebar elsewhere in this report.)
- **Damage-prevention efforts** that include risk modeling software, high risk interventions, partnerships with 811 One-Call Centers, damage prevention certification, an 811 "ambassador" program, and more.

In 2021, our gas distribution business segment adopted several new safety measures. These included a new process for conducting and documenting safety self-assessments, new procedures for responding to indoor gas leaks and gas-filled structures, a formalized stop-work authority program, and the deployment of more than 500 personal gas detection monitors for our employees.

Customers

At the heart of sustainability lies concern for the well-being of others. Accordingly, Dominion Energy's sustainability strategy extends beyond our core mission of producing and delivering energy. We work hard to optimize outcomes for all our stakeholders — including customers, those in our supply chain, the communities where we operate, and everyone who values a healthy environment.

Customer Experience

Dominion Energy is dedicated to delivering an effortless, consistent, and customer-centered experience. We have been recognized as a trusted business partner and business partner champion by Escalent Market Research, a behavior and analytics firm. We offer a variety of digital self-service tools that make it easier for customers to meet their needs, including: paperless billing; smart meters that enable remote service suspension and resumption, and empower customers to better manage their power use; customized usage alerts so customers can manage their energy consumption more precisely; the ability to report attempted scams by third parties; and a mobile app that enables customers to manage their billing and payment options and report outages.

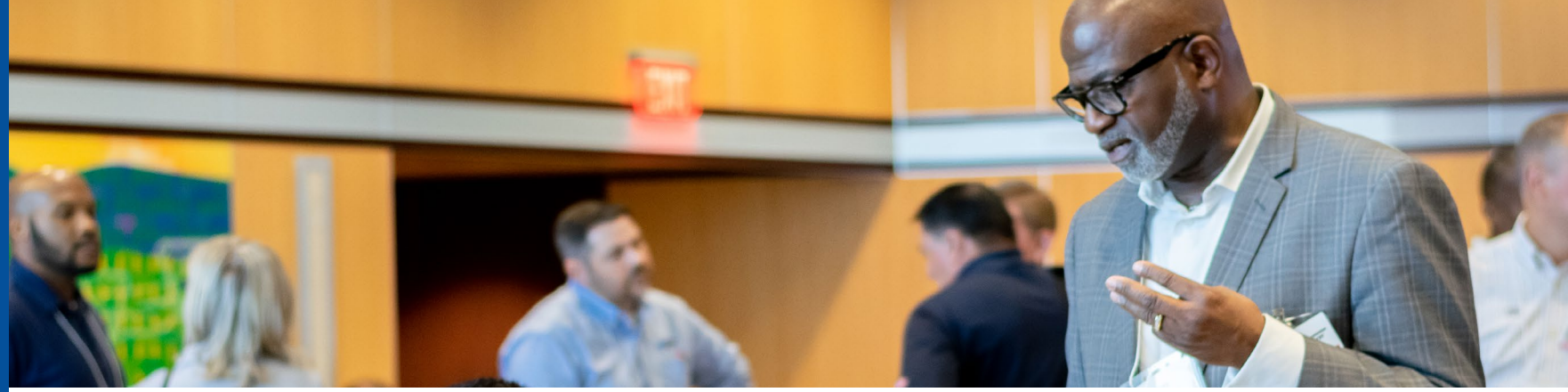
In 2021, Dominion Energy Virginia reached 1 million installed smart meters, and Dominion Energy South Carolina surpassed 550,000. For large commercial, industrial, and governmental customers, we have dedicated key account managers. If a customer needs assistance, our Key Accounts team is available to respond around the clock.

Customer Efficiency and Carbon Footprint Reductions

More than ever, our customers are aware of the intersection of energy and the environment. While safety, reliability and affordability remain our top customer priorities, we know we must deliver increasingly sustainable energy and give our customers tools to manage their environmental footprint. We are rising to this challenge.

We offer an extensive array of energy-conservation programs for both residential and business customers. These programs vary by state, and may include home energy assessments, weatherization assistance for income-eligible customers, appliance recycling rebates, and discounts and rebates for ENERGY STAR and other energy efficient appliances, including smart thermostats.

In 2021, we expanded our menu of green-energy programs. For example, residential customers in Virginia can now buy solar through BrightSuite's residential solar program. Customers in Utah and Idaho can capture the emissions-reducing benefits of renewable natural gas in small, affordable blocks through our GreenTherm program. In 2022, we intend to offer a GreenTherm program that includes RNG and carbon offsets to our North Carolina customers as well. In early 2022, we launched CarbonRight, a new and affordable way for customers in Utah and Idaho to achieve net zero in their home or business. For just $5 per month a typical residential customer can purchase verified carbon credits to offset 100 percent of the carbon produced from their natural gas usage.



Suppliers

We integrate social and environmental considerations across our entire supply chain to ensure that our procurement practices serve the best interests of our suppliers, communities, and the environment.

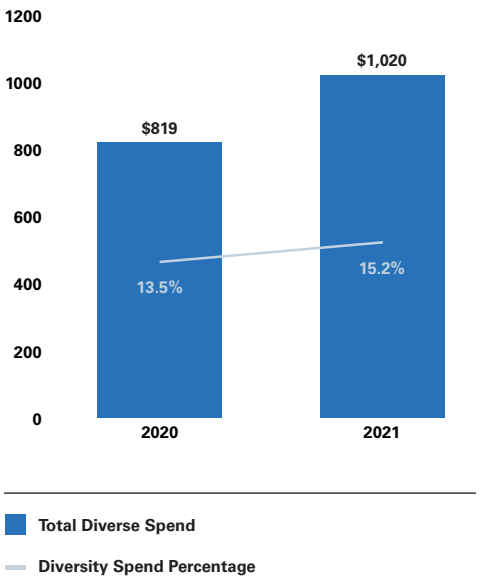
Supplier Diversity

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, innovation, and substantial economic development opportunities to local communities. Our Supplier Diversity Program encourages increased participation by small, local and diverse businesses in our procurement process. To help deliver value to our customers and communities, we are committed to a diverse supplier base reflective of the diverse population in the communities we support. We aim to achieve a diversity spend percentage of at least 20% of our annual procurement spend by 2025.

In 2021, we achieved $1 billion in diverse spend and a diversity spend percentage of 15.2%. Since 2016, we increased spending with diverse suppliers by 95%.

In 2021, we hosted Convergence, our second annual virtual supplier diversity event. More than 250 diverse businesses attended. We also established the Supplier Diversity Showcase Series, which enables business-segment decision-makers to meet with diverse suppliers. Thirty-six showcase meetings were held in the program's inaugural year. The Supplier Diversity Showcase Series and Convergence resulted in new contracts with diverse suppliers and contributed to a 31% increase in spending with Black-owned businesses compared to 2020.

Supplier Diversity Spend Trend

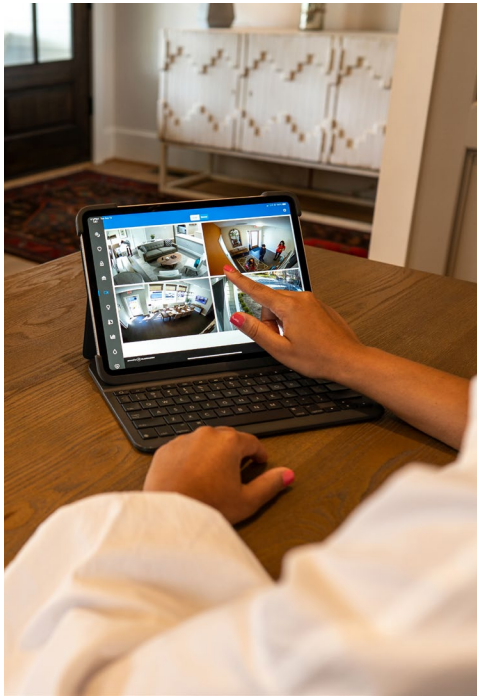


For more on why supplier diversity matters, see our latest Diversity, Equity, and Inclusion Report.

Human Rights

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. Throughout our operations and across our value chain we are committed to a humane workplace free from discrimination, harassment, physical coercion, and any form of workplace violence. This commitment to human rights

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



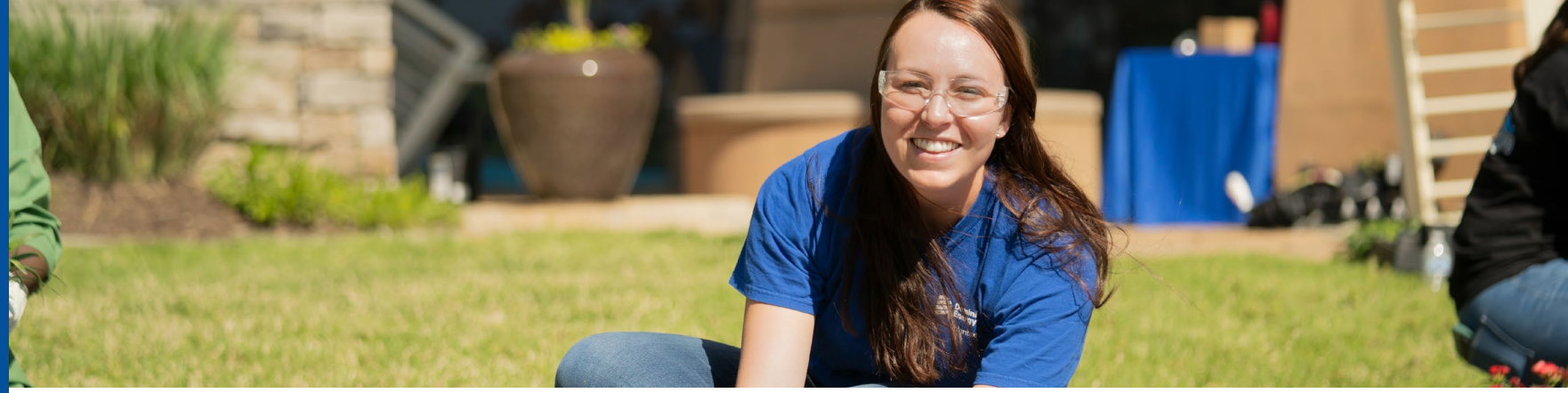
is expressed in our compliance with labor laws; our nondiscrimination policies; our human resources policies, including those dictating procedural rights in personnel matters; and elsewhere.

The company's Human Rights Policy sets out our commitment to human rights in connection with our workforce, supply chain, customers, and communities. It outlines our governance approach to human rights issues and provides instructions for reporting human rights concerns.

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 our minimum expectations, including human labor practices, responsible sourcing, environmental compliance, sustainability, and the health and safety of suppliers and their employees. Suppliers have a responsibility to share Dominion Energy's commitment to human rights and are expected to follow all applicable laws and regulations.

Further extending our supplier expectations, in early 2022, Dominion Energy cosigned the Solar Energy Industries Association's Forced Labor Prevention Pledge, committing to help ensure that the solar supply chain is free of forced labor and supporting the development of a solar supply chain traceability protocol.



Communities

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

Overview

Our core value of Ethics guides us. Helping others is an integral part of our culture as a company with a vital public mission — one reinforced by our long history of supporting our communities. We use a variety of vehicles to strengthen our communities, including energy-assistance programs, grants, matching gifts, event sponsorships, signature programs, and employee volunteerism.

Investing in Communities

In 2021, we contributed $48.6 million to social betterment, including

- **$14.5 million** for energy assistance;
- **$22.2 million** from the Dominion Energy Charitable Foundation for human needs, environmental stewardship, education, community vitality, and social justice; and
- **$5.8 million** for the HBCU Promise℠ and the Dominion Energy Educational Equity Scholarship program.

In addition, through these and other efforts, our total giving to organizations supporting diversity, equity, and inclusion exceeded $11.3 million in 2021.

Philanthropic contributions like these are an important part of our community support, and are coupled with a robust engagement strategy. Investing in communities is more than a simple monetary matter. It is also about taking the time and making the effort to ensure everyone has a seat at the table when our projects are proposed and considered. It is about engaging with partners both to maximize the economic benefits of our operations and to take care that those benefits are distributed equitably. It is about optimizing our infrastructure to ensure the greatest good for the greatest number of stakeholders. And it is about taking time out of our own lives to help improve the lives of others. The following sections discuss these priorities in detail.

75+

major projects reviewed for environmental justice in 2021.

Environmental Justice

Dominion Energy is committed to hearing, learning from, fully considering, and responding to the concerns of all our stakeholders regardless of race, color, national origin, or income as we pursue our infrastructure-development initiatives. We seek to build partnerships and engage with local communities, stakeholders, and customers on environmental issues important to them.

To affirm our commitment, four years ago, we adopted a formal environmental justice (EJ) policy, which ensures that historically marginalized communities are neither disproportionately harmed by our infrastructure development initiatives, nor excluded from our projects' benefits, such as contributing to the local economy and expanding access to high-speed broadband. With the implementation of this policy, we

developed rigorous internal processes to ensure accountability and follow-through. We employ a dedicated environmental justice staff and provide comprehensive training for company employees. More than 1,000 employees have been trained on environmental justice, and all major construction projects are reviewed for environmental justice considerations. In 2021, that totaled more than 75 projects.

At Dominion Energy, our values also recognize that environmental justice considerations must be a part of our everyday decisions, community outreach, and evaluations as we move forward with projects to modernize the generation and delivery of energy. We actively engage with low-income communities, communities of color, Tribal communities, and others who have not always had a seat at the table. We believe all communities should have ready access to accurate information and a meaningful voice in the development process. We also work to ensure that all communities have the chance to benefit from infrastructure enhancements, such as undergrounding distribution lines and middle-mile broadband, as well as the economic opportunities presented by our investments, to the greatest extent possible.

In cases where a community meets the definition of an Environmental Justice community, our process requires us to consider proactive and intentional communication and engagement to ensure understanding and involvement; that concerns are heard and appropriately responded to and addressed; and that we work to mitigate any undue project impacts.

Offshore Wind Chimes In

Stakeholder engagement is critical to the permitting and execution of the Coastal Virginia Offshore Wind commercial project. This innovative clean-energy project has been a decade in the making and would not be possible without important partnerships with environmental organizations, public officials, community leaders, and community members. Outreach began in the collaborative stages over a decade ago, with an advisory group that participated in the CVOW pilot project. Many stakeholders remain engaged today. Engagement efforts intensified and expanded in 2021 in the lead-up to federal and state regulatory filings. Through May 2022, this massive effort included 1,505 outreach encounters reaching 19,768 people, 10 mailings totaling more than 175,000 pieces, hosting 11 virtual and in-person public meetings, producing materials in Spanish and Tagalog, and utilizing an online tool, GeoVoice, which allows the public to view project maps and leave geo-referenced comments. We engaged early and often with Native American Tribes and met directly with leaders and individuals from Environmental Justice communities. The company is committed to continuing outreach with these communities through the regulatory and construction phases of the project.

Tribal Engagement

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 do not stop there. Our aim is to engage with Tribes — regardless of recognition status — to achieve meaningful and long-lasting relationships with Tribal stakeholders. This includes supporting Tribal communities in areas of need. In 2021, we supported Virginia and South Carolina Tribes with volunteer projects supporting Tribal elders and students. We are also continuing to support Native American vendor and employment opportunities in the communities where we operate. The company has a designated manager role — a full-time employee — responsible for leading and facilitating engagement and support of Native American Tribes.

For us, engagement means more than simply listening to what someone has to say. We work directly with Tribal communities to fully understand their members' concerns and determine appropriate measures to avoid or minimize our impacts. To help ensure effective engagement and relationship building, in 2021 we hired a third-party consultant, with existing relationships with three Native American Tribes, to assist in discussions regarding the Snowflake RNG project in Snowflake, Arizona. That led to effective and meaningful engagement with the Tribes.

Green Energy Opportunity


opinion

Green energy opportunity

Hampton Roads poised to be at the center of employment within new industry

The wind energy project taking shape off Virginia's coast may be more than a game-changer for how the commonwealth generates electricity. If projections are accurate, it might also mean an employment boom for the region.

Building, operating and maintaining wind turbines is incredibly technical work requiring highly skilled workers. Many are also high-paying jobs that can be lucrative careers for the men and women who fill them.

As Hampton Roads looks to expand its employment base beyond its three traditional sectors — defense, tourism and the Port of Virginia — the expansion of wind energy, along with other green-energy projects, could be just what the region needs to grow the regional economy....

[I]f Hampton Roads can build that sector of the economy and become a hub for wind turbine construction and green energy jobs, the future looks very bright indeed. Demand for this machinery will only increase as more wind projects win approval, and the region could well be known for this work as much as shipbuilding or our beaches.

At least one major company is considering a $200 million turbine blade manufacturing facility in Hampton Roads, what could be the first of many employers who view the region as ideally situated for the coming green energy boom.

Climate change will force some difficult choices on our communities. There's no denying that now. But the region can do its part to reduce the nation's reliance on fossil fuels while also expanding our employment base and economy if we can establish this as the place for wind energy manufacturing.

What is a crisis could well be an opportunity, and that would change the landscape of Coastal Virginia in more ways than one.

— *The Virginian-Pilot & Daily Press*, August 11, 2021

Partnerships

Families, companies, governments, and more depend on the energy we provide. Dominion Energy depends on many others to help us provide that energy. While the partnerships we have formed are mutually beneficial, they also enhance the communities we serve.

Offshore Wind

As an example of one of these partnerships, in 2020, Dominion Energy selected Siemens Gamesa Renewable Energy (SGRE) as the preferred turbine supplier for our CVOW commercial project. The next year SGRE announced that it would lease more than 80 acres of the Portsmouth Marine Terminal in Hampton Roads for a facility that would produce offshore wind turbine blades — the first such project in the U.S. The $200 million project is expected to create more than 300 jobs, including 50 to support CVOW.

Those benefits represent just a fraction of the economic opportunities likely to be created by CVOW. An independent economic-impact analysis of CVOW estimated that it would support 900 jobs and $143 million in economic output during construction, and 1,100 jobs and $210 million in economic output once complete.

Rural Broadband

As the COVID-19 pandemic demonstrated, broadband internet access is a necessity for families, businesses, education, health care, public safety, and more. That holds just as true for rural communities as for urban and suburban ones. However, population densities and the long distances separating rural residents often make broadband service uneconomical for internet service providers (ISPs).

Dominion Energy has a duty to provide electricity to everyone within our service area, 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 to enhance grid operations. In unserved and underserved rural areas, excess fiber capacity can be leased to internet service providers, which then build the last mile of service to customers' homes at a much lower overall cost.

In 2021, we announced several additional rural-broadband projects in Virginia, including a fiber-to-the-home agreement serving the Pamunkey Indian Reservation in King William County, Virginia. We filed Phase II of the Grid Transformation Plan with the Virginia SCC, which approved the plan in January 2022, incorporating additional telecommunications investments to support the rural-broadband initiative. As of early 2022, we have developed partnerships with more than 25 counties and numerous ISPs and electric cooperatives.

In South Carolina, we executed master contracts with electric cooperatives to expand broadband access and commenced several projects in the Midlands and Lowcountry regions.

Making essential services available to more people and closing part of the digital divide serves the interest of equity and, by doing so, furthers Dominion Energy's corporate purpose.

Volunteering

As governments and the private sector eased the most stringent restrictions of the COVID-19 pandemic, Dominion Energy employees found more ways to serve their neighbors. In 2021, company employees contributed over 81,000 hours of their time to worthy causes — the equivalent of more than a full year's worth of work by 40 people.

Among other activities, company employees helped revitalize a community garden for soldiers and their families at Fort Hood in Texas; planted pollinator-friendly species and cleaned up litter in 32 cities across six states; delivered more than 550 food baskets and hundreds of toys across the South Carolina Midlands to families facing hardship during the Christmas holiday season; and helped to beautify a veterans' nursing facility in West Virginia.

Read more about our employees' volunteer efforts in our Diversity, Equity, & Inclusion Report.

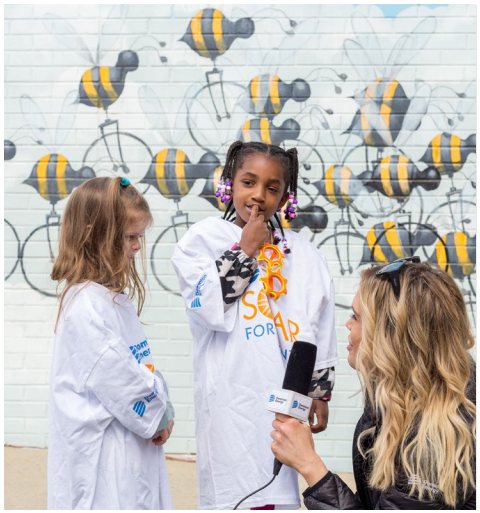
Philanthropy

The Dominion Energy Charitable Foundation is the philanthropic arm of our company and an important expression of our commitment to communities. Its overriding aim 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.

Among the Foundation's signature programs is Solar for Students, which provides students the chance to learn firsthand about harnessing energy from a solar array. Participating public schools and educational organizations receive a



1.2-kilowatt solar system that converts sunlight into electric power, as well as educational materials and training for educators. Students can track their system's power generation online and challenge other participating schools around the world to a solar power match to see who generates the most.

Social Welfare

In 2021, the Foundation's charitable giving amounted to $22.2 million. Among the more than 1,300 recipients were the Nansemond River Preservation Alliance in Suffolk, Virginia; Always Home, a housing nonprofit in Mystic, Connecticut; the Edisto Indian Free Medical Clinic in Ridgeville, South Carolina; and Children's Center, which provides mental-health services to children in Salt Lake City, Utah.

"Without the support of Dominion and other partners providing that funding, we would not be able to do what we do to help through our helpline."

Kathy Harkey,
Director of the Virginia chapter of the National Association of Mental Illness

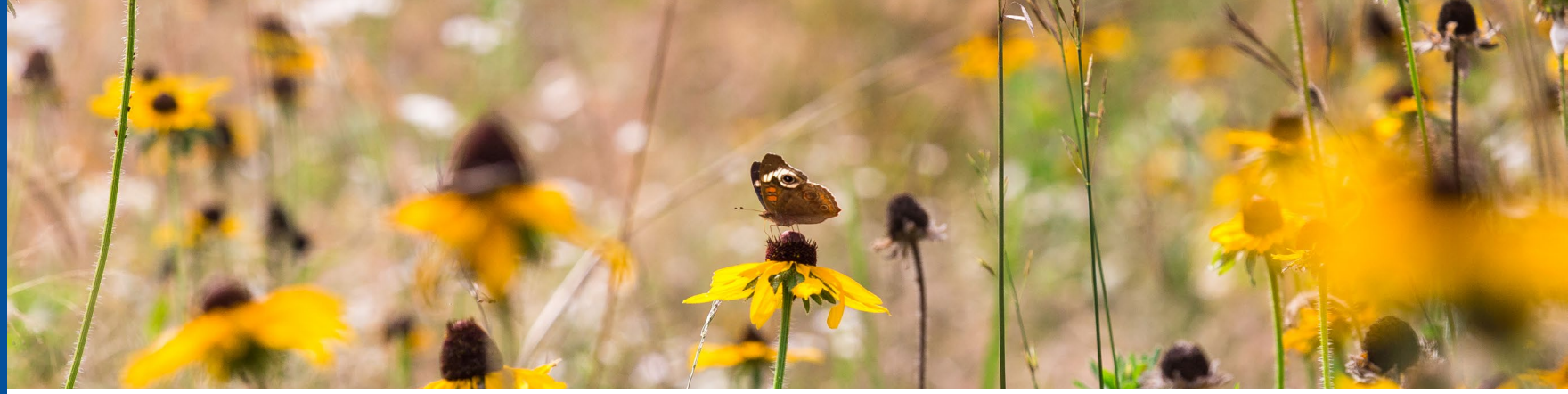
Social Justice

Fostering social justice is a critical part of our approach to supporting communities. In 2021, we contributed $5.3 million toward our six-year, $25-million HBCU Promise℠ — an initiative to support historically Black colleges and universities — bringing the cumulative total to $11.1 million. We distributed a half-million dollars to 60 recipients in the first year of our Educational Equity Scholarship Program (a six-year, $10-million commitment), which provides college scholarships for African American, Hispanic, and Asian-American students and students from other under-represented communities. And we pledged $1 million to the Lawyers' Committee for Civil Rights in support of its efforts to address discrimination.

We also contributed to a variety of other efforts, including an urban environmental-justice project in Richmond, Virginia; an exhibition infusing the art of the African diaspora into mainstream museums in New London, Connecticut; and an initiative in South Carolina to help Black-owned businesses recover from the effects of the COVID-19 pandemic.

Charity Classic

Our veteran-focused Dominion Energy Charity Classic — a PGA Tour Champions golf tournament held annually in Richmond, Virginia —generated $2.1 million for charitable causes in 2021 . Since its inaugural competition in 2016, it has raised more than $7.3 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 event to Richmond.



Environment, Habitat, & Biodiversity

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

We are working hard to reduce our impact on the environment. From preserving wildlife habitats to protecting water quality and reducing waste, we are constantly looking for ways to ensure that future generations will be able to enjoy the world around them.

Our goal is to comply with the letter and spirit of environmental requirements 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. That is why we include discussion on our Environmental Management System in the Ethics & Compliance section of this report.

While we always aim to meet our legal and regulatory obligations, we set our sights higher than mere compliance.

Habitat & Biodiversity

We do our best to avoid disturbing wildlife and natural habitats, and we have adopted a variety of measures to protect them. For example, we designed a Wildlife Exclusion System to minimize bat mortality, without affecting performance of air-cooled condensers at Warren County Power Station. Based on several years of monitoring after the system was installed, bat mortality at the station was reduced by 98 percent. Building on this success, we installed the system at three additional power stations from 2019 to 2021.

In another example, we constructed and operate upstream eel passage facilities that allow American Eels to access their historical range above the Roanoke Rapids and Gaston Dams. To date, more than 2 million eels have passed upstream of the Roanoke Rapids Power Station, including 10,186 that passed upstream in 2021.

Transport of eels above the Gaston Dam commenced in 2018, and 4,472 passed upstream in 2021. In total, Dominion Energy has transported 9,010 eels into Lake Gaston from the eelways below Gaston Dam since 2018. Construction of the new

"People are always surprised that Dominion [Energy] has biologists. Whenever I tell them what I do and for whom, they always ask, 'Why does Dominion [Energy] have biologists?' I tell them, that I make sure we don't harm wildlife by our activities, whatever they may be."

Matt Overton, Dominion Energy Biologist

and improved eel passage facilities below Gaston Power Station was completed in late 2021. These facilities were designed with input from federal and state resource agencies. Simultaneously, Dominion Energy is continuing to research options to provide safe, timely, and effective downstream passage for out-migrating adult American Eels from Roanoke Rapids Lake.

We also train employees on how to avoid disturbing wildlife and wildlife habitat. For instance, our Avian Nest Awareness training instructs employees to contact a company Environmental Compliance Coordinator if a nest of any kind appears to be at risk because of company infrastructure or operations.

We continue to implement new design standards that avoid affecting wildlife, and we are creating habitat for birds, bees, and other pollinators. For example, in 2021 we built a pollinator garden along the right-of-way for our new transmission project in Ashville, North Carolina. Through 2021, we added 446 acres of pollinator habitat, including 127 acres at five utility-scale solar projects that were placed in service in late 2020 and 2021. We also entered into a partnership with Bee Downtown, which places and maintains beehives on corporate campuses — including our Tredegar campus in downtown Richmond, Virginia.

We also recognize and support the work that nonprofits are doing to improve the environment. Through the Dominion Energy Charitable Foundation, we contributed $6,500 to the NC Wildlife Federation toward building community and habitat resilience through wildlife in Raleigh, North Carolina,

Protecting Species

At Dominion Energy, actions speak louder. Habitat and wildlife protection is not something we just talk about. We put them into practice through rigorous analysis, such as our 2020 (and most recent) ecological report for our Millstone Power Station in Connecticut. Data from the report, which covers more than 200 pages, is used by state and federal environmental agencies for fishery resource management, and some study results have been published in peer-reviewed scientific journals.

Ascophyllum nodosum Growth

Results from the past nine growing seasons (i.e., April through the following April) are presented in Fig. 8 (each growing season is named for the year in which most growth occurred, e.g., the plants measured in April 2021 are represented as 2020).Two-way analysis of variance indicated that in 2020, mean tip length at all three stations were all statistically different from one another (Table 3). Averaged by station from 2011 to the present year, growth at FI was greater than at MP and WP. With sites combined, tips from 2020 were not as long as the previous years and more reflective of the declining trend in growth observed from 2011 to 2016 with the mean growth at WP being the second shortest in the time series. To evaluate the assumption that seawater temperature was the primary factor influencing *Ascophyllum nodosum* growth, the hypothesis that tip length was linearly related to annual mean temperatures and annual maximum temperatures was tested but rejected (REG; SAS 1990). These data suggest that factors other than temperature (e.g., light, nutrients) are influencing local *A. nodosum* populations, and results from the current methodology support conclusions drawn previously (e.g., DNC 2012); growth among years is variable, with no consistent among-station relationship, indicating that differences among stations and years are not related to MPS operation.

Table 3. One-way ANOVA by station-year (for the most recent year), by station, and by year of *A. nodosum* growth in millimeters.

Duncan Grouping	Station-Year	Mean Growth
A	MP-2020	124.3
B	FI-2020	117.7
C	WP-2020	99.9

Duncan Grouping	Station	Mean Growth
A	FI	123.5
B	MP	117.3
C	WP	113.7

Duncan Grouping	Year	Mean Growth
A	2017	133.5
A	2011	131.3
B	2019	125.2
B	2012	124.8
C	2013	120.7
C	2014	118.8
D	**2020**	**114.0**
D	2015	112.6
E	2018	100.7
E	2016	100.0

This excerpt from our 2020 ecological report for our Millstone Power Station is just one example of the robust research our biologists do on a variety of species, such as Ascophyllum nodosum, a brown seaweed more commonly known as Bladder Wrack.

and $5,000 toward the preservation of salt marshes in Providence, Rhode Island — just two among scores of grants in the 15 states where we operate. A full list of Environmental Education & Stewardship Grant recipients can be found at www.dominionenergy.com/envirogrants.

For our CVOW commercial project, we signed a memorandum of understanding with the Virginia Institute for Marine Science, which is developing study plans to evaluate baseline information on several commercial fisheries. We also are coordinating with The Nature Conservancy and other stakeholders to minimize the effects of our onshore electric transmission route on habitats. The Arbor Day Foundation has recognized Dominion Energy as a Tree Line USA Utility for, among other things, having a tree-based energy conservation program and tree planting and education programs.

Clean Water

By adopting new technology and applying creative approaches, we are using less water and finding ways to reuse what we do use. We have committed to reducing by 50% the amount of freshwater withdrawn for each megawatt-hour of electricity we produce by 2030. Based on our 2000 water intensity baseline of 136.2 cubic meters of water per megawatt-hour, we have reduced freshwater intensity by 47% and are on track to meet our goal of 50% reduction by 2030.

In our path toward achieving water security, we are committed to reducing water consumption through low-water technologies (for example, using air-cooled rather than water-cooled condensers at our power generation operations, where applicable). We anticipate that water intensity levels will continue to decrease as we employ these technologies and expand our solar and wind generation.

A-

Rating On Water Security From CDP For 2020 Performance

(North American regional average: B)

Saving Streams

Over a century of coal mining in Southwestern Virginia has left a mark: millions of tons of waste coal known as GOB (short for “garbage of bituminous”) has been left in piles, contaminating the ground, water, and air. GOB was the primary contributor to the 1994 listing of Dumps Creek — the largest stream in the area and a tributary of the Clinch River — as an impaired waterway under the federal Clean Water Act .

In 2010, the Virginia Department of Mines, Minerals, and Energy (now the Virginia Department of Energy) authorized reclamation work to commence on GOB piles in the Dumps Creek watershed. Over 475,000 tons of GOB were removed from the watershed of Hurricane Fork, an upstream tributary of Dumps Creek , and converted to energy at Dominion Energy’s Virginia City Hybrid Energy Center (VCHEC), which burns waste coal and biomass, providing an economic and beneficial reuse for these environmentally detrimental waste products that otherwise would remain in place. Reclamation of Hurricane Fork won a national award from the Office of Surface Mining Reclamation and Enforcement and led to the 2016 removal of Dumps Creek from EPA’s list of impaired waterways.

We are taking steps to protect water — for instance, by replacing oil-filled electrical equipment in our Dominion Energy Virginia operation, reducing the likelihood of releases, which could contaminate water resources. In 2021, Dominion Energy Virginia completed replacing all oil-filled breakers along its transmission system and continued replacing oil-filled breakers and switches at the distribution level. Dominion Energy South Carolina has undertaken a similar program, replacing more than 60 oil circuit breakers through the end of 2021.

In 2021, we performed the bulk of construction for our Cayce Fleet Operations facility in South Carolina. It was built to achieve LEED Silver certification and includes special stormwater and domestic water design elements. The site catches and contains all water runoff, filters it through engineered channels, and recycles it through the campus landscaping system. Water usage is metered, with building management software capturing the relevant data. The site also includes electric vehicle charging stations, and a new solar farm provides an approximately 50% offset in anticipated power consumption.

Reducing Waste

Waste has an environmental cost on both ends of its life cycle: It consumes resources that do not get used, and consumes additional resources to be disposed of properly. 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 waste generation, the company maintains an array of waste-reduction programs including recycling, composting, a "Zero E-Waste to Landfill" program for electronics, and a zero-waste approach toward numerous company events. In South Carolina, we beneficially reused over 300,000 tons of coal ash in 2021, including over 190,000 tons that were produced in previous years.

In 2021, strategic sustainability efforts in supply chain operations prevented over 18,000 pounds of pallet waste, 13.4 million pounds of ferrous metal waste, and led to an overall 15% reduction in warehouse landfill waste (nearly 80 tons) compared to 2020. Our new rubber recycling program diverted over 5.5 tons of rubber material from landfills that will be used to build playground equipment. We continue to partner with suppliers on sustainable solutions to drive efficiency and reduce waste.

We look for ways to recycle other material, too. As we renovate our office buildings to provide the best workplace experience for our employees, we strive to give our retiring office furniture a sustainable second life by offering it for donation to local area nonprofits. In 2021, Dominion Energy began a partnership with Green Standards to improve access to furniture donations as we renovated our Innsbrook campus in Glen Allen, Virginia. Through this partnership, more than 81% of the furniture from Innsbrook, or more than 242 tons, was diverted from landfill. In addition to recycling furniture that was past its useful life, 525 pieces of were donated to area nonprofits, and 328 pieces were relocated to other company office locations.

In 2021, Dominion Energy expanded its composting program to include three new locations, including on-site vermicomposting bins at our Remington and Possum Point power stations in Virginia. The program resulted in more than 85,000 pounds of recycled organic waste. Through partnership with our Richmond-based compost service vendor, Natural Organics Process Enterprises, a portion of our finished compost is donated to local schools, farms, and community gardens, such as the Alternative Paths Training School (APTS) in Fredericksburg, Virginia. APTS is a year-round special education day school that uses gardens as part of their curriculum.

"We had gigantic crops last year! … [T]he soil was magnificent!"

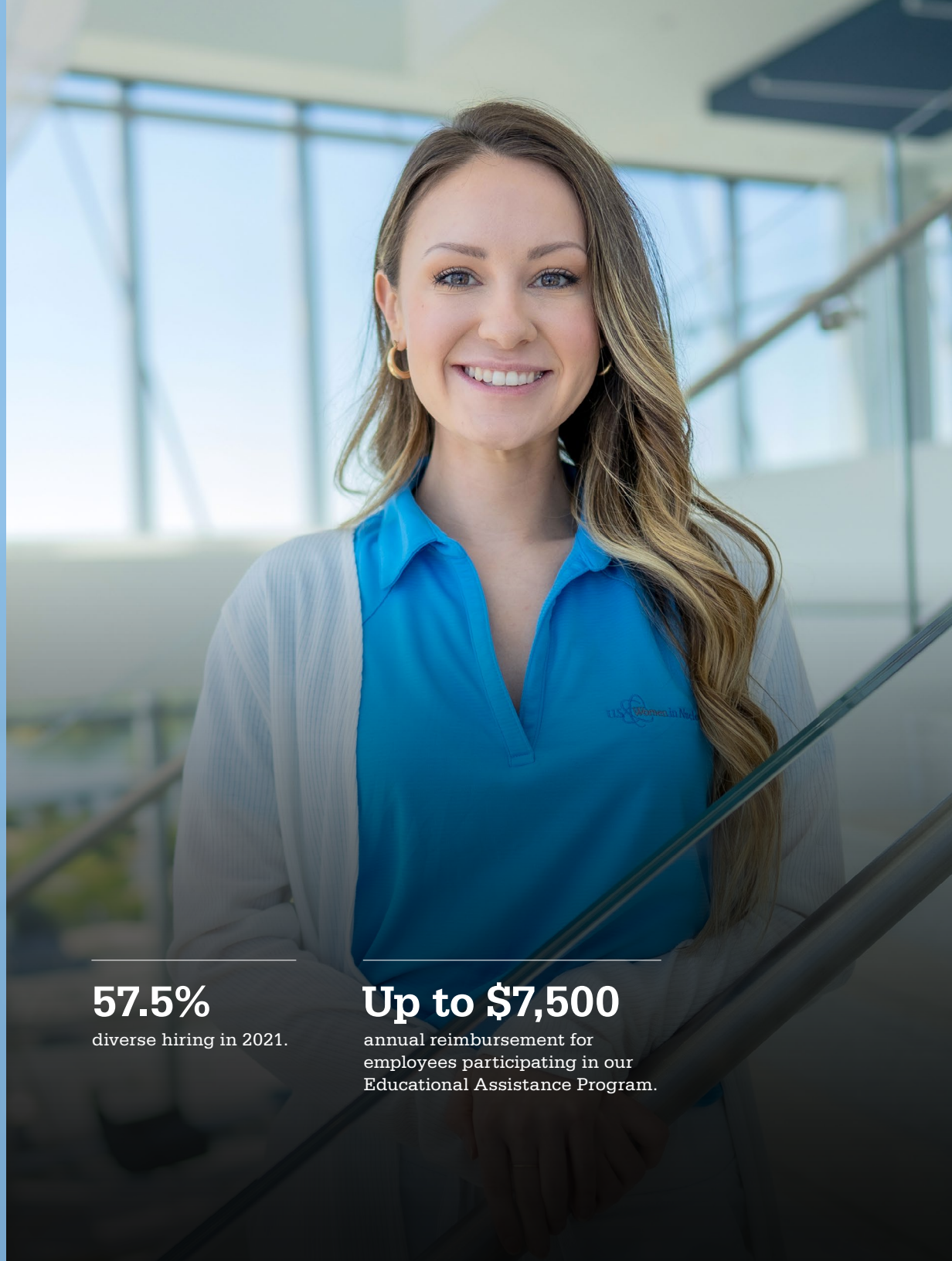
Donielle Thorward,
School Nurse at Alternative Paths Training School in Fredericksburg

Video: How a Dominion Energy compost program is helping a local school.

Our People

We seek out top performers, treat them well, help them grow, and insist on valuing all our employees not just for what they do, but for who they are.

63 Attracting & Retaining Talent



57.5%
diverse hiring in 2021.

Up to $7,500
annual reimbursement for employees participating in our Educational Assistance Program.

Attracting & Retaining Talent

A strong workforce makes a strong company. We seek top performers, and we focus on recruiting and retaining top diverse talent through a variety of outreach efforts and a robust intern-to-employee pipeline. Then we invest heavily in our employees' development to help them reach their full potential. We do not wait for good candidates to come to us; we seek them out through multiple channels to ensure a talent pool that is both broad and deep.

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

- **Educational institutions** (*e.g.*, high schools, trade schools, career & technical education centers, community colleges, and four-year colleges and universities);
- **The military** (*e.g.*, armed forces transition offices, veterans' representatives);
- **Talent-pipeline organizations** (*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);
- **Employment branding** (*e.g.*, through social media and employee resource groups); and
- **Diversity Scholarships and Pipeline Initiatives** (*e.g.*, the Dominion Energy Educational Equity Scholarship Program, our HBCU Promise℠, the Dominion Energy/HACU Building Hispanic Talent Initiative, and our Careers in Energy Diversity Student Conference).

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

In September 2022, we launched the Sustainability Exchange Network, a new employee engagement platform focused on sustainability. The platform, which is featured prominently on our intranet site, supports employee education and collaboration on key focus areas for the company, including Net Zero, grid transformation, natural gas sustainability, electric vehicles, habitat and conservation, and more.

Employee Experience

We offer generous benefits, including flexible work schedules and parental leave. We regularly conduct an employee engagement survey and use the results to refine the employee experience. In 2020, employees said they wanted more interaction with top leadership. As a result, we introduced a series of company town halls where employees could hear from and ask questions to senior officers.

In response to the COVID-19 pandemic, we allowed employees who could work from home to do so. As employees began to return to the office in the third quarter of 2021, we launched a one-year pilot to test whether we could make a 3-2 hybrid work schedule (three days in the office, two days teleworking) a durable part of how we operate at Dominion Energy. More than 7,500 employees responded to the company's feedback survey on the pilot, and results indicated that employees valued how the flexibility of a hybrid schedule helped create balance in their professional and personal lives. As a result, we announced the company would make hybrid work permanent for those whose roles could accommodate it.

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 seek to create and maintain an inclusive work environment.

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.

From 2016 through 2021, we raised our diverse hiring rate from 36.2% to 57.5%, and raised our diverse workforce representation from 31.9% to 35.5%. In 2020, we adopted a goal to increase diverse workforce representation to at least 40 percent by the end of 2026. We are on pace to meet that goal, having increased representation 2.2 percentage points from 2020 through 2021.

Our annual incentive program (AIP) features an annual DE&I requirement that has included respect training, sexual harassment training, leader-led training on discrimination in the workplace, supplier-diversity goals, unconscious-bias training, and allyship training. Since we established the DE&I AIP goal in 2015, at least 95% of leaders and employees have successfully completed it annually.

In light of the ever-growing importance that DE&I is taking in our operations and strategy, in 2021 we issued our first public report on the subject. Our second report, covering calendar-year 2021, can be found here. In addition to EEO-1 data and other workforce metrics, the report also provides further details about how we extend DE&I considerations into our communities and our supply chain.

Labor Relations

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

Conclusion

The foregoing report details Dominion Energy's progress on sustainability and corporate responsibility in 2021. It provides a snapshot of our performance during one calendar year. We remain committed to building on our 2021 progress as we pursue our vision of becoming the most sustainable energy company in America. During the months of preparation for this report, the company has continued to make strides on clean energy; customer service; support for our communities; diversity, equity, and inclusion; and more. For the latest on these developments, we invite you to visit our Environmental, Social, and Governance page; our Media Room; and our Investor Relations site. Specific questions can be sent to esg@dominionenergy.com.

Appendix

About This Report

This report covers the activities of Dominion Energy and its philanthropic arm, the Dominion Energy Charitable Foundation, for calendar year 2021, as well as certain 2022 initiatives. Where relevant or helpful for context, it includes historical information.

The report has been prepared in accordance with Global Reporting Initiative (GRI) standards. An index cross-references report topics with the relevant GRI standards. For the sake of even greater transparency, we have mapped information 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 15 states (see: About Us), and those states define the physical boundary of the company's impacts, with two exceptions: (1) greenhouse-gas 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, calendar-year 2021 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.

UN SDGs & Sustainability Commitments

The company's commitments reflect our priorities as a company, together with a judgment about how best to support customers, employees, investors and the communities we serve. Those commitments are consistent with the United Nations Sustainable Development Goals (UN SDGs), which provide a blueprint for businesses, governments, and other organizations to work together.

As the table nearby demonstrates, our business focus areas— and the commitments we have made to guide our progress in each of these — map to many elements of the SDGs. We know our company can play a key role in advancing sustainable development.

While our Sustainability & Corporate Responsibility Report largely reflects our accomplishments from the preceding year, we recognize that our stakeholders are interested not only in how we have performed, but also in what we commit to do in the future. Whether through one of the nation's largest solar and renewable natural gas portfolios, or the largest proposed offshore wind farm on this side of the Atlantic Ocean, Dominion Energy is committed to leading the clean-energy transition. We continue serving our 7 million gas and electric customers safely, reliably, affordably, and sustainably. Our core commitments include:

- Serving our customers by safely delivering reliable, affordable, and sustainable energy.
- Strengthening our communities through our energy-assistance programs, charitable giving, and focus on environmental justice.
- Empowering our employees to reach their full potential.
- Serving our investors by earning returns on and being good stewards of their investments.
- Protecting the environment by cutting emissions and preserving natural resources.

Historically, we have outlined our "Performance Against Commitments" and "Forward-Looking Commitments" as separate documents, and since 2018 we have mapped sections of our SCR Report to the UN SDGs.

This year we are taking a different approach by combining these documents and mapping to the UN SDGs our business priorities, performance, and commitments. Grounding our approach to commitments in an internationally recognized framework of sustainable targets enables us to provide more meaningful performance updates.

U.N. Sustainable Development Goal Mapping

GOAL	BUSINESS FOCUS	2021 PERFORMANCE
 	SDGs 7 and 13 focus on **Affordable and Clean Energy and Climate Action** – core parts of our business. We are striving to get as clean as we can, as fast as we can, without sacrificing safety, reliability, or affordability. We have established the following commitments in connection with our clean-energy strategy: • Achieving our expanded Net Zero commitments, which, as of February 2022, include Scope 2 and material categories of Scope 3 emissions. • Making our natural gas distribution system "Future Energy Ready" by blending increasing quantities of renewable natural gas (RNG) into our LDC systems, and preparing the distribution system to receive up to a 5% hydrogen blend by 2030. • Achieving a 50-percent increase in natural gas savings through energy-efficiency programs by 2025. • Engaging with industry partnerships and stakeholders to solicit public input on Demand Side Management (DSM) programs. • Continuing to improve system integrity and reduce methane emissions by reworking storage wells and expanding first-time pipeline inline assessments to reduce risk. • Implementing a companywide sustainable travel program. • Carrying out our Green Fleet initiative, which prioritizes electric and alternative-fuel vehicles, subject to market availability and imperatives.	• **Net Zero:** Through the end of 2021, we have cut carbon emissions 46% since 2005 and methane emissions 38% since 2010. Net Zero • **RNG:** We have launched a new RNG web portal to promote on-system RNG development, conducted RNG feedstock assessments in Ohio, finalized an agreement with an on-system landfill project in North Carolina, and continue to work with legislatures and regulators to promote RNG development and increase access for Dominion Energy customers. RNG • **Hydrogen:** We have completed hydrogen blending pilots in Utah, and started similar pilots in Ohio and North Carolina. Our representatives have also been engaging with regional coalitions to support a National Hydrogen Hub. Hydrogen • **Gas efficiency:** We are on track to meet our 50-percent natural gas savings target by 2025, and customers have saved more than 4.2 million dekatherms since our LDC baselines were established. Energy Value • **Demand side management:** In September 2021, the Virginia SCC approved an application from Dominion Energy Virginia for an additional 11 demand-side management (DSM) programs to help reach the $870-million, 10-year goal set by the 2018 Grid Transformation and Security Act and the energy-efficiency goals of the VCEA. DSM • **Sustainable Travel:** We have formed an internal team to collaborate with sustainable travel vendors, and begun trials of sustainable fuel for use in company-owned aircraft. • **Green Fleet:** In support of our Green Fleet initiative, in 2021 we acquired or ordered 33 electric or plug-in hybrid electric passenger vehicles, 27 plug-in bucket trucks, 44 CNG conversion pickup trucks, 41 electric forklifts, and 13 electric UTVs. Net Zero • **Climate risk disclosures:** We published our 2021 Climate Report, which follows the framework of the Task Force for Climate-related Financial disclosures, or TCFD.

GOAL	BUSINESS FOCUS	2021 PERFORMANCE
	SDG 12 focuses on **Responsible Consumption and Production** through sustainable management and efficient use of natural resources, waste reduction, recycling, reporting, and sustainable procurement. At Dominion Energy, we are committed to encouraging supplier and peer-company engagement to enhance sustainability in procurement. Engagement and supplier education will drive innovation, best practice implementation, and Greenhouse Gas (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. Within our offices, we have also committed to reducing waste through source reduction, digitization, recycling, composting of food waste, holding sustainable meetings, and donating surplus furniture during renovations. Our commitment is to reduce waste at 100% of our offices by 2025.	• **Engaging suppliers:** We hosted Momentum 2021, a supply-chain sustainability conference engaging over 300 supplier representatives across 250 companies. Programming for this signature event included Dominion Energy insight on supply-chain sustainability commitments and initiatives, including shifting supplier expectations as we work to form partnerships and move from voluntary to mandatory GHG disclosure by 2025 for key suppliers. Supply Chain Sustainability • **Reducing waste:** We reduced landfill waste across select warehouses by 15% compared to 2020 by expanding existing composting programs and implementing new wood and rubber recycling programs. In South Carolina, we beneficially reused over 300,000 tons of coal ash in 2021, including over 190,000 tons that were produced in previous years. We also diverted 81% of furniture from landfills during a renovation of our Innsbrook office in Glen Allen, Virginia, and donated over 525 pieces of furniture to local nonprofits. Reducing Waste

GOAL	BUSINESS FOCUS	2021 PERFORMANCE
 	SDGs 9 and 11 focus on **Industry, Innovation, and Infrastructure and Sustainable Cities and Communities**. Targets include upgrading infrastructure, promoting innovation, improving sustainable transportation systems, and reducing environmental impact in cities. Supporting our communities is an integral part of our culture as a company whose utilities perform a vital public service. We reflect this in our actions and commitments, which include: • Expanding broadband access to unserved and underserved rural communities in Virginia and South Carolina. • Working 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 populations in the communities we support, and spend 20% of procurement outlays with diverse suppliers by 2025. • Continuing to enhance reliability and resiliency by modernizing the electric grid and electric vehicle (EV) charging infrastructure.	• **Rural Broadband:** Through our Rural Broadband program, Dominion Energy Virginia (DEV) completed the first pilot project in Surry County, Virginia. Ongoing installations are underway in Botetourt and Northern Neck, Virginia. We filed Phase II of the Grid Transformation Plan with the Virginia SCC, incorporating additional telecommunications investments to support the rural-broadband initiative. DESC has initiated several construction projects under these contacts with co-ops in the midlands and Lowcountry counties of South Carolina. Rural Broadband • **Electric vehicle chargers:** Continued implementation of our Smart Charging Infrastructure Pilot program, which provides rebates for smart electric vehicle charging stations and installation. In 2021, we approved $966,000 for 58 public fast-charging, multi-family, and workplace chargers. We also participated in the creation, in conjunction with five other major utilities, of the Electric Highway Coalition, with the aim of enabling seamless travel for electric-vehicle drivers by developing a network of charging stations connecting major highway systems from the Atlantic Coast, through the Midwest and South, and into the Gulf and Central Plains regions. Electric Transportation • **Grid transformation and demand side management:** In September 2021, the Virginia State Corporation Commission approved an application from Dominion Energy Virginia for an additional 11 demand-side management (DSM) programs to help reach the $870-million, 10-year goal set by the 2018 Grid Transformation and Security Act and the energy-efficiency goals of the Virginia Clean Economy Act (VCEA). In South Carolina, Dominion Energy committed up to $15 million for home energy-efficiency upgrades and critical health and safety repairs as part of a comprehensive rate settlement. DSM

GOAL	BUSINESS FOCUS	2021 PERFORMANCE
	SDGs 16 and 17 focus on **Peace, Justice, and Strong Institutions and Partnership for the SDGs**. This Sustainability and Corporate Responsibility Report, and our other company reports, are direct examples of our commitment to transparency. But reporting is only one way we support these SDGs. We believe that Actions Speak Louder, and we regularly take a proactive approach to ensure that everyone has a seat at the table, and all voices are heard. From community meetings and environmental justice councils, to new projects, to the regular meetings of our diverse Board of Directors, sustainability is always at the table. To make that certain, we have adopted the following commitments: • Continuing to reinforce the importance of ethics and compliance by using risk analysis to aggregate, harmonize, and integrate the myriad of compliance requirements that govern the way we conduct business. • Translating our corporate website into Spanish to increase accessibility. • Increasing the inclusiveness of our stakeholder engagement on decisions regarding the siting and operation of energy infrastructure. Our efforts will include a focused effort to include all people and communities regardless of race, color, national origin, or income to ensure a diversity of views.	• **Board of Directors:** 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, including those related to Environmental, Social, and Governance (ESG) concerns. 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. Governance • **Tribal Justice:** In 2021, we hired a third-party consultant which had existing and ongoing relationships with three Native American Tribes to assist in discussions regarding the Snowflake RNG project in Snowflake, Arizona, which led to effective and meaningful engagement with the Tribes. Tribal Justice • **Environmental Justice:** Our formal environmental justice (EJ) policy ensures that all projects are reviewed for environmental justice (EJ) considerations, with more than 75 projects reviewed in 2021. In addition, more than 1,000 employees have been trained on environmental justice. Environmental Justice • **Risk assessment:** In continuing alignment with the U.S. Department of Justice's guidance on effective corporate compliance programs, we conducted a risk-assessment survey to assess the likelihood and impact of various compliance risks and evaluate the effectiveness of current compliance controls. Based upon survey results, we identified certain risks for further assessment in order to develop risk-specific mitigation plans. • **ESG Disclosures:** In 2021, we published a new ESG website, DE&I Report, and Sustainability and Corporate Responsibility Report — all aiming to provide increased transparency. ESG Site • **Political Participation:** In 2021, we updated our Lobbying and Political Contributions Policy, and publicly committed to publish a report on memberships in organizations determined to be influential in climate policy. This report will be published in 2022. Political Participation • **Communication:** Select sections of our customer-facing DominionEnergy.com website have been translated to Spanish as of 2021, and we expect to finish translating all pages on the site by early 2023.

GOAL	BUSINESS FOCUS	2021 PERFORMANCE
	SDG 8 focuses on **Decent Work & Economic Growth**, including innovative solutions to advance industries, fully leverage the workforce (including across gender, age, and disabilities), and protect against forced and child labor. 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. We also support innovation, both within our company through our support of innovative employee ideas, and externally through our sponsorship of the Dominion Energy Innovation Center in Richmond, Virginia.	• **Human Rights:** In September 2022, Dominion Energy published a new Human Rights Policy, reinforcing our commitment to human rights in all of the company's operations. We also continue to include Human Rights expectations for our suppliers through our updated Supplier Code of Ethics and Business Conduct. Human Rights • **Diversity, Equity, and Inclusion:** Our Employee Resource Groups (ERGs) advocate on behalf of individuals from a variety of backgrounds — including women and those with disabilities. Highlights from our ERGs' 2021 activities can be found in our Diversity, Equity, and Inclusion Report. • **Innovation recognition:** In 2021, we unveiled a new Innovation Recognition and Rewards policy designed to incentivize creativity. Under the policy, employees who come up with new ideas can receive spot cash awards. If the company develops an employee idea for commercialization, the creators will become eligible for a share of the resulting revenue. Innovation • During the course of 2021 we developed a new program to curate and incubate innovations likely to have impact at the enterprise level. The Lyra Innovation Lab provides employee innovators with mentorship; professional training on problem validation, prototyping, marketing and scaling; and more.
	SDG 6 focuses on **Clean Water and Sanitation**, protecting clean, fresh water, through targets focused on reducing pollution, increasing clean water recycling and reuse, improving water efficiency, and protecting water-related ecosystems. Dominion Energy has committed to the following goals to protect water across our operations: • Replacing oil-filled electrical equipment to mitigate the risk of an oil release to the environment. • Reducing freshwater withdrawn per MWh to generate electricity by 2030 (from a 2000 baseline). • Reducing 21 million gallons of water in gas distribution production through 2024.	• **Protecting water:** As of 2021, Dominion Energy Virginia has completed its project to replace all oil-filled breakers along its transmission system. Dominion Energy South Carolina has undertaken a similar program, replacing more than 60 oil circuit breakers through the end of 2021. Clean Water • **Reducing water intensity per MWh (power generation):** Based on our 2000 water intensity baseline of 136.2 cubic meters of water per megawatt-hour, we have reduced freshwater intensity by 47% and are on track to meet our goal of 50% reduction by 2030. • **Reducing water use in gas distribution production:** Wexpro continues to reduce fresh water use by reusing produced water though its evaporation facilities and other measures. In 2021, these efforts resulted in 2,654,484 gallons of fresh water savings, leading to a total reduction of 7,149,954 gallons of water since 2019. • **Additional water savings:** In 2021 we performed the bulk of construction for our Cayce Fleet Operations facility in South Carolina. It was built to a LEED Silver certification and contains special stormwater and domestic water components.

GOAL	BUSINESS FOCUS	2021 PERFORMANCE
	SDGs 14 and 15 focus on **Life Below Water** and **Life on Land**, protecting marine and terrestrial life, and include targets for preventing pollution, sustainable resource management, conservation, and supporting biodiversity. At Dominion Energy, we recognize that our business affects the environment, and we're working hard to improve the land and water we share. By preserving habitats (such as eelways), protecting species (such as ospreys), planting pollinator habitat, and preserving marine fisheries around our offshore wind turbines, we not only seek to comply with law and regulations, but also to set our sights higher.	• **Pollinators:** Through 2021, we added 446 acres of pollinator habitat, including 127 acres at five utility-scale solar projects that were placed in service in late 2020 and 2021. We also entered into a partnership with Bee Downtown, which places and maintains beehives on corporate campuses — including our Tredegar campus in downtown Richmond, Virginia. Habitat and Biodiversity • **Saltwater marshes:** We contributed $25,000 toward the restoration of a maritime forest trail on Roanoke Island in North Carolina, and $5,000 toward the preservation of salt marshes in Providence, Rhode Island — just two among scores of grants in the 14 states where we operate. • **Offshore wind:** For our CVOW commercial project, we have signed a memorandum of understanding with the Virginia Institute for Marine Science, which is developing study plans to evaluate baseline information on several commercial fisheries. We also are coordinating with The Nature Conservancy to minimize the effects of our onshore electric transmission route on habitats. Protecting Species
	SDGs 4, 5, and 10 focus on **Quality Education, Gender Equality, and Reduced Inequalities**. These targets include equal opportunity to education, opportunities for skill development to achieve decent employment, the participation of women in the workforce, and the social, economic, and political inclusion of all people. To support these goals, we have adopted the following commitments: • Contributing $35 million (through 2025) to support Historically Black Colleges and Universities and provide scholarships to underrepresented minority students. • Three-year, $2 million partnership with the Hispanic Association of Colleges and Universities to support equity in higher education. • Contributing $5 million to social-justice and community-rebuilding efforts (including $1 million to supporting minority-owned and small businesses). • Increasing our diverse workforce representation to 40% by year-end 2026*. * To be adjusted as necessary based on position and market availability.	• **HBCU Promise℠:** In 2021, we contributed $5.3 million toward our six-year, $25-million HBCU Promise℠ — an initiative to support Historically Black Colleges and Universities — bringing the total contributions to $11.1 million. Social Justice • **Educational Equity:** We distributed a half-million dollars to 60 recipients in our Educational Equity Scholarship Program (a six-year, $10-million commitment), which provides college scholarships for African American, Hispanic, and Asian-American students and students from other under-represented communities. • **Civil Rights:** We pledged $1 million to the Lawyers' Committee for Civil Rights in support of its efforts to address discrimination. • **Diverse Hiring:** From 2016 through 2021, we raised our diverse hiring rate from 36.2% to 57.5%, and raised our diverse workforce representation from 31.9% to 35.5%. DE&I Report

GOAL	BUSINESS FOCUS	2021 PERFORMANCE
	SDGs 1, 2, and 3 focus on **No Poverty, Zero Hunger, and Good Heath and Well-Being**. These topics are broad, systemwide challenges that require collaboration across stakeholder groups, including government, nonprofits, and corporations. While we cannot solve these challenges alone, Dominion Energy is committed to doing our part. The Dominion Energy Charitable Foundation, the philanthropic arm of our company, focuses on four principal areas: human needs, environmental stewardship, education, and community vitality. We work hard to manage expenses and invest prudently to ensure the services upon which our customers depend are as affordable as possible. We also offer energy-efficiency and bill-assistance programs throughout our service territories. Our EnergyShare program is a year-round assistance program to help qualified customers with energy bill payment assistance, ensuring that individuals facing financial hardship can continue to heat and cool their homes.	• **Charitable giving:** In 2021, the Foundation's charitable giving amounted to $22.2 million. Among the more than 200 recipients were Always Home, a housing nonprofit in Mystic, Connecticut ; the Edisto Indian Free Medical Clinic in Ridgeville, South Carolina; and Children's Center, which provides mental-health services to children in Salt Lake City, Utah. Philanthropy • **EnergyShare:** In the 2020-2021 program year (program years vary based on location), EnergyShare contributed $14.4 million across all our service areas to providing bill assistance to 15,000 individuals and families — including more than 1,100 veterans of the armed forces and 1,500 individuals with disabilities — along with 780 small businesses. It also enabled the weatherization of 1,800 homes. EnergyShare • In 2021, Dominion Energy expanded EnergyShare's energy efficiency offerings to include heat pump replacement, electric baseboard upgrades, wall insulation, and more. These expanded measures ensure that more vulnerable households can save energy and money. For more about EnergyShare, see its annual report.

SASB Index

Electric Utilities & Power Generators

Topic	Code	Accounting Metric	Unit of Measure	Location	Omitted	Reason for Omission
Greenhouse Gas Emissions & Energy Resource Planning	**IF-EU-110a.1**	(1) Gross global Scope 1 emissions	Metric tons (t) CO2-e, Percentage (%)	Environmental 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	N/A	Net Zero; Climate Report;		
Air Quality	**IF-EU-120a.1**	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, and (5) mercury (Hg)	Metric tons (t), Percentage	Environmental 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	Thousand cubic meters (m3), Percentage (%)	Environmental Metrics; Water CDP	Percentage of each in regions with High or Extremely High Baseline Water Stress	Information unavailable
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quality and/or quality permits, standards, and regulations	Number	Water CDP		
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	N/A	Environment, Habitat & Biodiversity (Clean Water); Water CDP		

Topic	Code	Accounting Metric	Unit of Measure	Location	Omitted	Reason for Omission
Coal Ash Management	**IF-EU-150a.1**	Amount of coal combustion residuals (CCR) generated, percentage recycled	Metrics tons (t), Percentage	Environmental Metrics		
	IF-EU-150a.2	Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment	Number	CCR Rule Compliance Data & Information		
Energy Affordability	**IF-EU-240a.1**	Average retail electric rate for (1) residential customers	Rate	Residential Rates	Average retail rate for (2) commercial, and (3) industrial customers	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	N/A	Energy Value (Rates)		
Workforce Health & Safety	**IF-EU-320a.1**	(1) Total recordable incident rate (TRIR), (2) fatality rate	Rate	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	Number	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. https://www.nrc.gov/reactors/operating/oversight/actionmatrix-summary.html		
	IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness	N/A	Safety		
Activity Metrics	**IF-EU-000.A**	Number of: (1) residential, (2) commercial, and (3) industrial customers served	Number	Social & Workforce Metrics		
	IF-EU-000.C	Length of transmission and distribution lines	Kilometers (km)	Delivering Energy		

Gas Utilities & Distributors

Topic	Code	Accounting Metric	Unit of Measure	Location	Omitted	Reason for Omission
End-Use Efficiency	**IF-GU-420a.2**	Customer gas savings from efficiency measures by market	MMBtu	Energy Value (Thermwise)		
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	N/A	Methane Emissions Report; Gas Diversity and Reliability (Performance, Investing in Gas Infrastructure); Safety (Natural Gas)		
Activity Metrics	**IF-GU-000.A**	Number of: (1) residential, (2) commercial, and (3) industrial customers served	Number	Social & Workforce Metrics		Reported as aggregate.
	IF-GU-000.C	Length of gas (1) transmission and (2) distribution pipelines	Kilometers (km)	Delivering Energy		

Oil & Gas Midstream

Topic	Code	Accounting Metric	Unit of Measure	Location	Omitted	Reason for Omission
Greenhouse Gas Emissions	**EM-MD-110a.1**	Gross global Scope 1 emissions, percentage methane	Metric tons (t) CO_2-e, Percentage (%)	AGA Metrics; Methane Emissions Report	Percentage covered under emissions-limiting regulations	Information not publicly disclosed.
	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	N/A	Net Zero (Methane Emissions Reductions); Climate Report; Methane Emissions Report		
Air Quality	**EM-MD-120a.1**	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, (3) volatile organic compounds (VOCs)	Metric tons (t)	AGA Metrics	(4) particulate matter (PM10)	Information not publicly disclosed.

Topic	Code	Accounting Metric	Unit of Measure	Location	Omitted	Reason for Omission
Ecological Impacts	**EM-MD-160a.1**	Description of environmental management policies and practices for active operations	N/A	Environment, Habitat & Biodiversity		
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	N/A	Safety (Gas)		

Solar Tech & Project Developers

Topic	Code	Accounting Metric	Unit of Measure	Location	Omitted	Reason for Omission
Management of Energy Infrastructure Integration & Related Regulations	**RR-ST-410a.1**	Description of risks associated with integration of solar energy into existing energy infrastructure and discussion of efforts to manage those risks	N/A	Electric Diversity & Reliability (Grid Improvements); Climate Report		
	RR-ST-410a.2	Description of risks and opportunities associated with energy policy and its impact on the integration of solar energy into existing energy infrastructure	N/A	Climate Report		
Activity Metrics	**RR-ST-000.B**	Total capacity of completed solar energy systems	Megawatts (MW)	EEI Metrics; Environmental Metrics		

Wind Tech & Project Developers

Topic	Code	Accounting Metric	Unit of Measure	Location	Omitted	Reason for Omission
Workforce Health & Safety	**RR-WT-320a.1**	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees	Rate	Social & Workforce Metrics	(b) contract employees	Information not publicly disclosed. Reported in aggregate.
Ecological Impacts of Project Development	**RR-WT-410a.3**	Description of efforts to address ecological and community impacts of wind energy production through turbine design	N/A	CVOW Environmental Stewardship; Communities (Offshore Wind Chimes In)		
Activity Metrics	**RR-WT-000.B**	Aggregate capacity of delivered wind turbines, by wind turbine class	Megawatts (MW)	Electric Diversity & Reliability (Offshore Wind)		

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GRI 102: General Disclosures

Disclosure	Description	Reference/Response
102-1	Name of organization	Front Page
102-2	Activities, brands, products, and services	Letter From the Chair
102-3	Location of headquarters	Located in Richmond, Virginia
102-4	Location of operations	Our Values
102-5	Ownership and legal form	Publicly-traded corporation; 10-K
102-6	Markets served	Our Values
102-7	Scale of the organization	Our Values; Social & Workforce Metrics
102-8	Information on employees and other workers	Social & Workforce Metrics; DE&I Report
102-9	Supply chain	Net Zero: Supply Chain Sustainability; Suppliers
102-11	Precautionary Principle or approach	Governance & Risk; Climate Report
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
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

GRI 102: General Disclosures		
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102-13	Key impacts, risks, and opportunities	Governance & Risk; Climate Report; SEC Filings
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102-16	Values, principles, standards, and norms of behavior	Our Values
102-17	Mechanisms for advice and concerns about ethics	Ethics & Compliance
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102-19	Delegating authority	Governance & Risk
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance & Risk; Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement
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102-22	Composition of the highest governance body and its committees	2022 Proxy Statement
102-23	Chair of the highest governance body	2022 Proxy Statement
102-24	Nominating and selecting the highest governance body	2022 Proxy Statement
102-25	Conflicts of Interest	2022 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; 2022 Proxy Statement
102-27	Collective knowledge of highest governance body's performance	Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement

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102-28	Evaluating the highest governance body's performance	Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability and Corporate Responsibility Committee; Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement
102-30	Effectiveness of risk management processes	Governance & Risk; Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement
102-31	Review of economic, environmental, and social impacts	2022 Proxy Statement; Sustainability and Corporate Responsibility Committee Charter
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102-36	Processes for determining remuneration	2022 Proxy Statement
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102-38	Annual total compensation ratio	2022 Proxy Statement
102-39	Percentage increase in annual total compensation ratio	2022 Proxy Statement, Page 71
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102-40	List of stakeholder groups	Stakeholder Engagement
102-41	Collective bargaining agreements	10-K, page 12; Our People: Labor Relations
102-42	Identifying and selecting stakeholders	Stakeholder Engagement; Sustainability Philosophy: Sustainability Priorities
102-43	Approach to stakeholder engagement	Stakeholder Engagement; Sustainability Philosophy: Sustainability Priorities

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102-51	Date of most recent report	November 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	ESG@DominionEnergy.com
102-54	Claims of reporting in accordance with the GRI Standards	Downloads
102-55	GRI Content Index	GRI Index
102-56	External assurance	Downloads
Electric Utility Sector Standards		
EU1	Installed capacity, broken down by primary energy source and by regulator regime	Environmental Metrics Partial Mapping: Does not include breakdown by regulatory regime
EU2	Net energy output broken down by primary energy source and by regulatory regime	Environmental Metrics Partial Mapping: Does not include breakdown by regulatory regime
EU3	Number of residential, industrial, institutional, and commercial customer accounts	Social & Workforce Metrics
EU4	Length of above and underground transmission and distribution lines by regulatory regime	Delivering Energy
EU 29	Average power outage duration	Electricity Diversity & Reliability

GRI 103: Management Approach		
103-1	Explanation of the material topic and its Boundary	Throughout Report; Downloads
103-2	The management approach and its components	Throughout Report; Governance & Risk
103-3	Evaluation of the management approach	Throughout Report; Governance & Risk; Proxy Statement 2022

GRI 200: Economic		
Economic Performance		
201-1	Direct economic value generated and distributed	10-K pages 73, 81
201-2	Financial implications and other risks and opportunities due to climate change	Climate Report pages 31-50; 10-K pages 30-38
201-3	Defined benefit plan obligations and other retirement plans	10-K pages 145-152
Indirect Economic Impacts		
203-1	Infrastructure investments and services supported	Electricity Diversity & Reliability; Gas Diversity & Reliability; Communities
203-2	Significant indirect economic impacts	Communities; Virgnia IRP; South Carolina IRP

GRI 300: Environmental		
Energy		
302-1	Energy consumption within the organization	Climate CDP; Environmental Metrics
Water and Effluents		
303-1	Interactions with water as a shared resource	Water CDP; Environment, Habitat, & Biodiversity; Environmental Metrics; UN SDGs
303-2	Management of water discharge-related impacts	Water CDP
303-3	Water withdrawal	Water CDP; Environmental Metrics
303-4	Water discharge	Water CDP
303-5	Water consumption	Water CDP; Environmental Metrics
Biodiversity		
304-2	Significant impacts of activities, products, and services on biodiversity	Environment, Habitat, & Biodiversity
Emissions		
305-1	Direct (Scope 1) GHG emissions	Climate CDP
305-2	Energy indirect (Scope 2) GHG emissions	Climate CDP
305-3	Other indirect (Scope 3) GHG emissions	Climate CDP
305-4	GHG emissions intensity	Climate CDP; Environmental Metrics
305-5	Reduction of GHG emissions	Net Zero; Climate Report; Environmental Metrics
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate CDP; Environmental Metrics

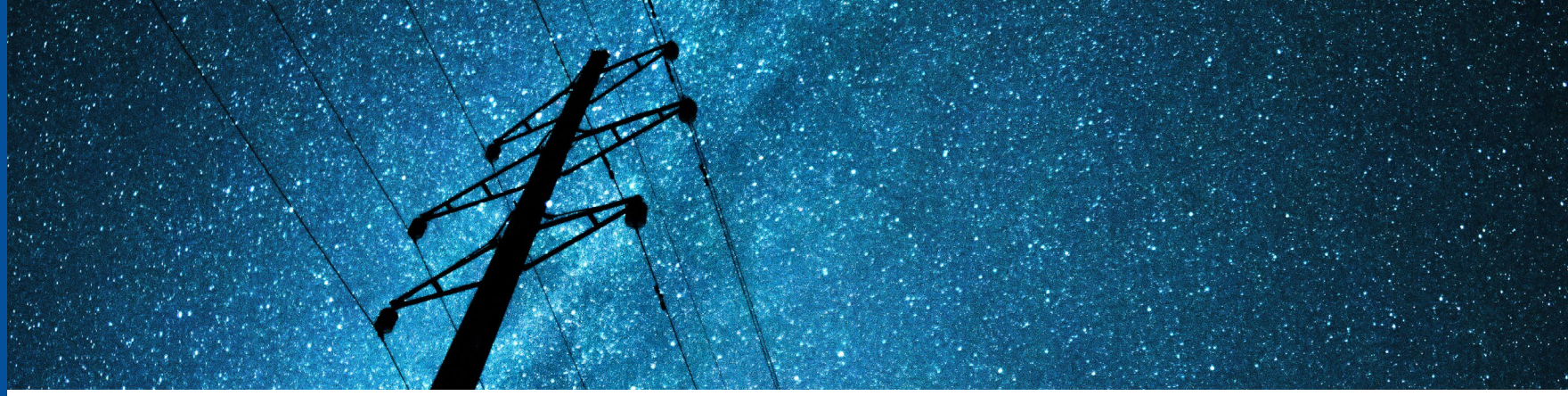
GRI 300: Environmental

Waste		
306-2	Management of significant waste-related impacts	Environment, Habitat, & Biodiversity: Reducing Waste
306-3	Waste generated	Environmental Metrics
Environmental Compliance		
307-1	Non-compliance with environmental laws and regulations	Ethics & Compliance: Environmental Management System; Environmental Metrics
Supplier Environmental Compliance		
308-1	New suppliers that were screened using environmental criteria	Suppliers; Net Zero: Supply Chain Sustainability; Climate CDP

GRI 400: Social

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	Benefits webpage
Occupational Health and Safety		
403-1	Occupational health and safety management system	Safety
403-2	Hazard identification, risk assessment, and incident investigation	Safety
403-3	Occupational health services	Safety
403-5	Worker training on occupational health and safety	Safety
403-6	Promotion of worker health	Benefits webpage
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety

GRI 400: Social		
Training and Education		
404-2	Programs for upgrading employee skills and transition assistance programs	Attracting & Retaining Talent; Net Zero: Just Transition
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	2022 Proxy Statement; DE&I Report; Social & Workforce Metrics
Child Labor		
408-1	Operations and suppliers identified as having significant risk for incidents of child labor	Human Rights Policy; Supplier Code of Ethics & Business Conduct
Forced or Compulsory Labor		
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor	Human Rights Policy; Supplier Code of Ethics & Business Conduct
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Communities; Philanthropy
Public Policy		
415-1	Political contributions	Stakeholder Engagment & Political Participation; Political Contributions



Metrics

In our 2019 and 2020 Sustainability and Corporate Responsibility Reports, following the merger with SCANA Corporation on January 1, 2019, we disclosed separate metrics for Dominion Energy South Carolina. In this report, and moving forward, we return to reporting consolidated metrics, representing our entire company's operations. Data is provided as of 6-30-2022. Identified updates in purchased power emissions in July 2022 have been determined immaterial.

Environmental

Capacity

YEAR	2005 Baseline	2019	2020	2021
Owned Nameplate Generation Capacity at end of year (MW)[5]	22,494	26,035	26,264	26,874
Coal	8,071	5,388	5,046	5,022
Natural Gas	5,068	10,926	10,906	10,883
Nuclear	6,370	5,999	5,999	5,991
Petroleum	2,333	2,143	1,373	1,373
Total Renewable Energy Resources[5]	652	2,579	2,940	3,605
Biomass/Biogas	80	153	153	153
Geothermal	-	-	-	-
Hydroelectric[1]	572	524	524	524
Solar	-	1,752	2,113	2,916
Wind	-	150	150	12
Other	-	-	-	-
Energy Storage	2,384	2,384	2,384	2,384

Generation Production

YEAR	2005 Baseline	2019	2020	2021
Net Generation for the data year (MWh)[5]	**112,461,805**	**118,059,108**	**121,219,126**	**116,829,289**
Coal	52,781,866	13,659,118	12,203,730	13,430,480
Natural Gas	4,198,658	49,357,309	54,109,684	47,290,420
Nuclear	49,143,692	49,316,348	48,573,338	47,997,083
Petroleum	4,657,260	123,323	119,354	178,976
Total Renewable Energy Resources	1,680,329	5,622,355	6,213,020	7,932,330
Biomass/Biogas	694,843	1,007,679	787,986	1,054,927
Geothermal	-	-	-	-
Hydroelectric[1, 5]	985,486	959,571	1,220,060	944,967
Solar	-	3,037,885	3,899,725	5,882,665
Wind	-	597,876	305,249	49,771
Other	-	-	-	-

Owned Generation Carbon Emissions (following GHG protocols)

YEAR	2005 Baseline	2019	2020	2021
Owned Generation				
Total Generation (net MWh) (by ownership)	**112,461,805**	**118,059,108**	**121,219,126**	**116,829,289**
Carbon Dioxide (CO2)				
Total CO2 emissions (MT) (by ownership)[5]	57,441,133	31,749,794	32,911,391	31,298,933
CO2 intensity rate (MT/net MWh) (by ownership)	0.511	0.269	0.272	0.268
Carbon Dioxide Equivalent (CO2e)[4]				
Total CO2e emissions (MT) (by ownership)[5]	59,364,033	31,796,845	32,957,387	31,660,079
CO2e intensity rate (MT/net MWh) (by ownership)	0.528	0.269	0.272	0.271

Purchased Power Carbon Emissions

YEAR	2005 Baseline	2019	2020	2021
PURCHASED POWER				
Total Purchased Generation (gross MWh)	**20,868,925**	**17,312,430**	**12,001,527**	**21,074,593**
Carbon Dioxide (CO2)				
Total Purchased Generation CO2 Emissions (MT)	17,840,409	8,244,067	4,567,006	8,302,444
Total Purchased Generation CO2 Emissions Intensity (MT/Gross MWH)	0.855	0.476	0.381	0.394
Carbon Dioxide Equivalent (CO2e)				
Total Purchased Generation CO2e Emissions (MT)	17,876,090	8,260,555	4,576,140	8,343,956
Total Purchased Generation CO2e Emissions Intensity (MT/Gross MWH)	0.857	0.477	0.381	0.396

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

YEAR	2005 Baseline	2019	2020	2021
OWNED + PURCHASED				
Total Owned (net MWh) + Purchased Generation (Gross MWh)	**133,330,730**	**135,371,538**	**133,220,653**	**137,903,882**
Carbon Dioxide (CO2)				
Total Owned + Purchased Generation CO2 Emissions (MT)[3, 5]	75,281,543	39,993,860	37,478,396	39,601,376
Total CO2 Emissions Intensity, MT CO2 (Owned + Purchased) / Total MWh (Net Owned + Gross Purchased)	0.565	0.295	0.281	0.287
Carbon Dioxide Equivalent (CO2e)				
Total Owned + Purchased Generation CO2e Emissions (MT)[5]	77,240,122	40,057,400	37,533,527	40,004,035
Total CO2e Emissions Intensity, MT CO2e (Owned + Purchased) / Total MWh (Net Owned + Gross Purchased)	0.579	0.296	0.282	0.290

Non-Generation CO2e Emissions

YEAR	2005 Baseline	2019	2020	2021
OWNED GENERATION OTHER AIR EMISSIONS				
Fugitive CO2e emissions of sulfur hexafluoride (MT)[2]	NA	48,603	34,720	41,242
Leak rate of fugitive CO2e emissions of SF6 (MT/capacity)[2]	NA	0.006	0.005	0.005

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

YEAR	2005 Baseline	2019	2020	2021
OWNED GENERATION NITROGEN OXIDE (NOx), SULFUR DIOXIDE (SO2), MERCURY (Hg)				
Generation basis for calculation	**112,461,805**	**118,059,108**	**121,219,126**	**116,829,289**
Nitrogen Oxide (NOx)				
Total NOx Emissions (MT)	89,432	11,318	9,942	10,509
Total NOx Emissions Intensity (MT/Net MWh)	0.001	9.59E-05	8.20E-05	9.00E-05
Sulfur Dioxide (SO2)				
Total SO2 Emissions (MT)	258,864	4,650	3,862	4,868
Total SO2 Emissions Intensity (MT/Net MWh)	0.002	3.94E-05	3.19E-05	4.17E-05
Mercury (Hg)				
Total HG Emissions (kg)	792	39	25	37
Total Hg Emissions Intensity (kg/Net MWh)	7.04E-06	3.32E-07	2.09E-07	3.17E-07

AIR EMISSIONS FOOTNOTES

[1]Starting for reporting year 2021 and forward, we have aligned with the CDP methodology for hydroelectric, which does not include pumped storage. We have updated prior year values and the 2005 baseline following the CDP protocol.

[2]The value for Fugitive CO2e emissions of sulfur hexafluoride (SF6) has been updated from the value reported in 2020, following a GHGRP resubmittal to the EPA. CO2e emissions for DESC Power Delivery increased due to an increase in SF6 reserves as well as added to energized equipment in 2021 compared to 2020. This increased disposition of stored and energized SF6 equates to an increase of CO2e emissions.

[3]Value for 2019 had a typographical error in the 2020 SCR Report, and has been corrected here.

[4]CO2e data for 2005 and 2021 is inclusive of CO2, CH4, and NOx. 2019-2020 data only includes CO2 and CH4.

[5]Values corrected on 1/24/2024.

Water

YEAR	2019	2020	2021
Water reused/recycled (million liters)	8,944,750	9,550,543	6,697,949
Water reused/recycled (million liters/net MWH)	0.076	0.079	0.057
Fresh water withdrawn (billion liters)	8,622	8,461	8,422
Fresh water consumed (billion liters)	25.3	42.3	42.11
Water withdrawals - consumptive (billion liters/net MWH)	0.00000021	0.00000035	0.00000036
Water withdrawals - non-consumptive (billion liters/net MWH)[5]	0.000073	0.00007	0.000072

Waste & Recycling

YEAR	2019	2020	2021
Coal ash produced (million tons)[6]	1.29	1.11	1.07
Coal ash reused/recycled (million tons)[6]	0.28	0.31	0.34
Coal combustion byproducts produced (million tons)[6]	1.62	1.49	1.53
Coal combustion byproducts reused/recycled (million tons)[6,7]	0.67	0.62	0.63
Percent of coal combustion byproducts reused / recycled	41%	42%	41%
Gypsum reused/recycled (tons)	387,687	307,682	297,133
Biomass combustion products reused/recycled (tons)	13,066	14,638	22,176
Oils, fluids for reclamation/recovery (tons)	1,987	1,953	1,884
Scrap metals reused/recycled (tons)	20,342	17,997	83,956
Paper, cardboard, plastic, glass reused/recycled (tons)	5,157	83.72	332
E-waste reused/recycled (tons)	46.31	62.99	106
Organics/compost reused/recycled (tons)	34.39	47.24	42.65
Hazardous waste produced (million lbs)	11.1	5.09	0.57

Other

YEAR	2019	2020	2021
Notices of violation (NOVs)[8]	20	13	12
Environmental penalties paid[9]	$178,200	$1,477,737	$110,276

WATER, WASTE, OTHER FOOTNOTES

[5] 2000 baseline = 0.000136 billion liters/net MWH

[6] In 2022, Dominion Energy refined our coal ash and coal combustion byproduct (CCB) calculation methodologies, which have also been applied to prior-year reported values.

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

[8] BHE Phase 1 excluded from NOVs as of 11/1/2020.

[9] $1,400,000 of the total penalties paid in 2020 was the EPA Consent Decree for legacy events from 2013-2018.

Natural Gas (AGA Voluntary)

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)	DENC, DEO, DEQP, DESC, DEUWI, DEWexpro, DEWV
Business Type(s)	Vertically integrated
State(s) of Operation	CO, GA, ID, NC, OH, SC, UT, VA, WV, WY
Regulatory Environment	*Regulated and Unregulated*
Report Date	September 28, 2022

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. Onshore Natural Gas Transmission Compression Methane Emissions

Ref. No	Metric	Baseline Year 2010	Last Year 2020	Current Year 2021	Definitions
1.1	Number of Gas Distribution Customers	3,084,167	3,420,887	3,481,151	
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)*		39,348	39,986	
1.2.2	Cathodically Protected Steel - Bare & Coated *(miles)*		20,521	20,598	
1.2.3	Unprotected Steel - Bare & Coated *(miles)*		5,105	4,953	

Ref. No	Metric	Baseline Year 2010	Last Year 2020	Current Year 2021	Definitions
1.2.4	Cast Iron / Wrought Iron - without upgrades *(miles)*		21	20	
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 catholdically 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	23	Optional: # yrs by pipe type.
1.3.2	Cast Iron / Wrought Iron *(# years to complete)*		24	23	Optional: # yrs by pipe type.
2	*Distribution CO2e Fugitive Emissions*				
2.1	CO2e Fugitive Methane Emissions from Gas Distribution Operations *(metric tons)*		852,877	837,049	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)*		34,115	33,482	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)		1,777	1,744	
2.3	Annual Natural Gas Throughput from Gas Distribution Operations in thousands of standard cubic feet (*Mscf/year*)		735,695,401	757,886,334	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)		698,911	719,992	
2.4	Fugitive Methane Emissions Rate (Percent *MMscf of Methane Emissions per MMscf of Methane Throughput*)		0.25%	0.24%	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 2020	Current Year 2021	Definitions
1.1.1	Pneumatic Device Venting (metric tons/year)		84	12	Value reported using calculation in 40 CFR 98 Sub W Section 236(b)(4)
1.1.2	Blowdown Vent Stacks (metric tons/year)		1,161	157	Value reported using calculation in 40 CFR 98 Sub W Section 236(i)(1)(iii)
1.1.3	Transmission Storage Tanks (metric tons/year)		158	173	Value reported using calculation in 40 CFR 98 Sub W Section 236(k)(2)(v)
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)		27	251	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)		740	24	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)		204	20	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)		2,373	636	
1.3	Total Transmission Compression Methane Emissions (CO2e/year)		59,333	15,902	
1.4	Total Transmission Compression Methane Emissions (MSCF/year)		123,610	33,130	Density of Methane = 0.0192 kg/ft3 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 2020	Current Year 2021	Definitions
2.1.1	Pneumatic Device Venting (metric tons/year)		129	67	Value reported using calculation in 40 CFR 98 Sub W Section 236(b)(4)

Ref. No	Metric	Baseline Year 2010	Last Year 2020	Current Year 2021	Definitions
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)		13	62	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)		497	83	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)		338	34	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)		267	118	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)
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)		1,243	363	
2.3	Total Storage Compression Methane Emissions (CO2e/year)		31,085	9,083	
2.4	Total Storage Compression Methane Emissions (MSCF/year)		64,761	18,923	Density of Methane = 0.0192 kg/ft3 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 2020	Current Year 2021	Definitions
3.1	Transmission Pipeline Blowdown Vent Stacks (metric tons/year)		3,106	573	Value reported using calculation in 40 CFR 98 Sub W Section 232(i)(3)(ii)
3.2	Transmission Pipeline Blowdown Vent Stacks (CO2e/year)		77,648	14,323	
3.3	Transmission Pipeline Blowdown Vent Stacks (MSCF/year)		161,766	29,840	

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 2020	Current Year 2021	Definitions
4.1	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (metric tons/year)		4,478	3,440	In this section, we have provided all other emissions associated with the transmission and storage segments that are not previously listed above. This includes additional sites not reported under GHGRP, additional ONE Future sources, re-calculated emissions for equipment leaks using LDAR data, and other sources that are not captured under 40 CFR 98 Sub W.
4.2	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (CO2e/ year)		111,948	86,012	
4.3	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (MSCF/ year)		233,226	179,193	

5. Summary and Metrics

Ref. No	Metric	Baseline Year 2010	Last Year 2020	Current Year 2021	Definitions
5.1	Total Transmission and Storage Methane Emissions (MMSCF/year)		583	261	
5.2	Annual Natural Gas Throughput from Gas Transmission and Storage Operations (MSCF/ year)		3,359,660,253	2,411,749,485	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)		3,191,677	2,291,162	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)		0.018%	0.011%	

Natural Gas Gathering and Boosting

1. Methane Emissions

Ref. No	Metric	Baseline Year 2010	Last Year 2020	Current Year 2021	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)		1,137	3,716	
1.1.2	Volume of Gathering Pipeline Blow Down Emissions (scf)		388,179	0	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)		7,563	4,528	

2. CO2e Combustion Emissions for Gathering & Boosting Compression

Ref. No	Metric	Baseline Year 2010	Last Year 2020	Current Year 2021	Definitions
2.1	CO2e Emissions for Gathering & Boosting Compression Stations (metric tons)		105,644	76,019	CO2 combustion emissionsas 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

Ref. No	Metric	Baseline Year 2010	Last Year 2020	Current Year 2021	Definitions
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)		289	1,111	
3.1.2	VOC (metric tons per year)		31	485	

Human Resources

Ref. No	Metric	Baseline Year 2010	Last Year 2020	Current Year 2021	Definitions
1.1	Total Number of Employees		17,394	17,387	Reference Section 7 Human Resources in EEI Definitions tab.
1.2	Percentage of Women in Total Workforce		22%	22%	
1.3	Percentage of Minorities in Total Workforce		20%	21%	
2.1	Total Number on Board of Directors/Trustees		12	12	
2.2	Percentage of Women on Board of Directors/Trustees		25%	25%	
2.3	Percentage of Minorities on Board of Directors/Trustees		17%	17%	
3	Employee Safety Metrics				
3.1	Recordable Incident Rate		0.41	0.46	
3.2	Lost-time Case Rate			0.13	
3.3	Days Away, Restricted, and Transfer (DART) Rate		0.27	0.28	
3.4	Work-related Fatalities		0	0	

Additional Metrics

Ref. No	Metric	Baseline Year 2010	Last Year 2020	Current Year 2021	Definitions
1	TOTAL CORPORATE METHANE AND CARBON EMISSIONS INVENTORY				Consistent with GHG Protocols, the 2010 Methane baseline and 2021 figures represent the DE companies post divestment, acquisitions, and partial equity (Cardinal and Pine Needle). As such, for 2021 reporting, Questar Pipeline (formerly DEQP, divested 1 January 2022) assets and Dominion Energy West Virginia (DEWV) assets, in anticipation of a 2022 sale, are not included. In addition, in the interest of consistency and transparency, Cove Point, LLC's emissions are included in the company's Net Zero commitment at 50% equity share. CO2e as reported in 1.2 includes methane and carbon dioxide only, nitrous oxide is not included for being immaterial to corporate inventory.
1.1	Total Corporate Inventory Methane - Gas Business Post Divestiture and Cove Point, LLC (Metric Tons)	89,986		55,756	
1.1.1	Inventory Methane - Gas Business Post Divestiture (Metric Tons)	89,402		55,437	
1.1.2	Inventory Methane - Cove Point, LLC (Metric Tons)	584		319	
1.2	Total Corporate Inventory CO2e - Gas Business Post Divestiture and Cove Point, LLC (Metric Tons)	3,099,629		2,754,218	
1.2.1	Inventory CO2e - Gas Business Post Divestiture (Metric Tons)	2,992,872		2,182,750	
1.2.2	Inventory CO2e - Cove Point, LLC (Metric Tons)	106,757		571,468	

Social and Workforce Metrics

Workforce Metrics

YEAR	2019	2020	2021
Total number in workforce[1]	19,191	17,331	17,387
Women as a Percentage of workforce	21.2%	22.0%	22.4%
Minorities as a percentage of workforce	18.8%	20.0%	20.7%
Women as a percentage of leadership[2]	16.6%	17.1%	17.5%
Minorities as a percentage of leadership	13.2%	13.8%	14.8%

[1]Updated workforce reporting methodology in 2021, previous-year values have been recalculated. Workforce reflects the headcount of our workforce as of year-end (12/31). Includes all employees, including leaders and executives. Excludes interns.

[2]Employees who are supervisors, managers, directors or executives

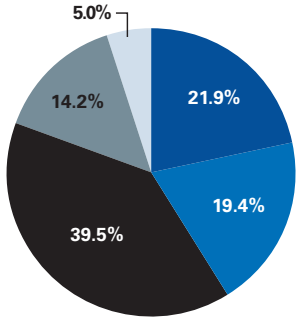
Employee Safety Metrics

YEAR	2019	2020	2021
OSHA recordable injury rate	0.62	0.41	0.46
Lost-Day/Restricted Duty (LDRD) Rate	0.28	0.27	0.13
Days Away, Restricted and Transfer (DART) rate			0.28
Work-related fatalities	1	0	0

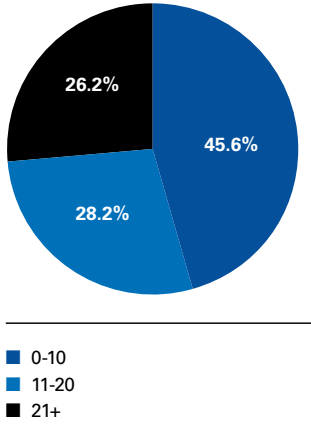
Customer Metrics

YEAR	2019	2020	2021
Retail Electric Customer Count	3,386,557	3,437,810	3,444,426
Commercial	381,761	385,514	351,127
Industrial	1,404	1,376	1,381
Residential	3,003,392	3,050,920	3,091,918
Average Gas Distribution Customer Accounts	3,352,371	3,420,887	3,481,151

Breakdown of employees by Dominion Energy business unit



Breakdown of employees by Dominion Energy tenure



Governance Metrics

YEAR	2019*	2020*	2021*	As of September 1, 2022
Board of Directors				
% Board of Directors are diverse	31%	33%	33%	38%
Total Number on Board of Directors/Trustees	13	12	12	13
Total Women on Board of Directors/Trustees	3	3	3	4
Total Minorities on Board of Directors/Trustees	2	2	2	2
Years of average tenure on Board of Directors	7.9	6.6	7.5	7.2
Ratio of Board Directors with experience in environmental matters[3]	62%	67%	67%	62%
Ratio of Board Directors with experience in innovation and technology	54%	58%	58%	62%
Total monetary value of political contributions by country and recipient/beneficiary				Political contributions
CEO to Median Employee Compensation Ratio		73:1	74:1	

[3] "Environmental experience" includes experience in managing or overseeing environmental, climate, or sustainability practices, or understanding of environmental policy, risks, regulations, and compliance obligations.

* 2019: Data as of March 25, 2020
2020: Data as of March 24, 2021
2021: Data as of March 25, 2022

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

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

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
Investor Connection Newsletter	3X/year