

Social, Governance, and Safety

WORKFORCE METRICS			
YEAR	2020	2021	2022
Total number in workforce ¹	17,331	17,387	17,211
Women as a percentage of workforce	22.0%	22.4%	22.8%
Minorities as a percentage of workforce	20.0%	20.7%	22.4%
Women as a percentage of leadership ²	17.1%	17.5%	18.0%
Minorities as a percentage of leadership	13.8%	14.8%	16.2%
Diverse workforce representation ³	34.7%	35.5%	37.0%
Diverse hiring rate	50.7%	57.5%	48.9%

¹ "Workforce" reflects the headcount of our workforce as of year-end (12/31). Includes all employees, including leaders and executives. Excludes interns.

² "Leadership" includes employees who are supervisors, managers, directors or executives.

³ Dominion Energy defines diverse employees as those who identify their gender as female and/or their race/ethnicity as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander or Two or More Races.

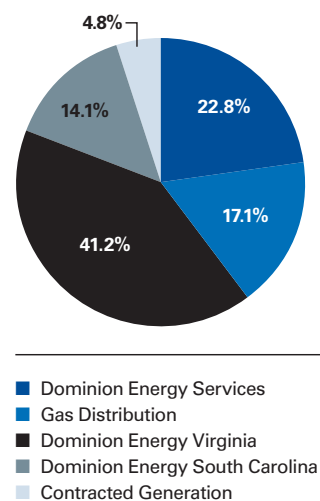
SAFETY			
YEAR	2020	2021	2022
OSHA recordable injury rate	0.41	0.46	0.52
Days Away, Restricted and Transfer (DART) rate ⁴	0.27	0.28	0.35
Work-related fatalities	0	0	0

⁴ Dominion Energy now reports "Lost-Day/Restricted Duty (LDRD) Rate" as "DART" rate. Prior-year values have been updated to reflect this change.

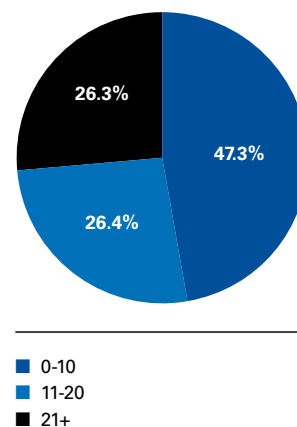
CUSTOMER METRICS			
YEAR	2020	2021	2022
Retail Electric Customer Count	3,437,810	3,444,426	3,467,248
Commercial	385,514	351,127	353,065
Industrial	1,376	1,381	1,376
Residential	3,050,920	3,091,918	3,112,807
Average Gas Distribution Customer Accounts	3,420,887	3,481,151	3,538,252 ⁵

⁵ Includes DEWV customers.

Breakdown of employees by Dominion Energy business unit



Breakdown of employees by Dominion Energy tenure



GOVERNANCE				
YEAR	2020*	2021*	2022*	2023*
% Board of Directors are diverse	33%	33%	38%	36%
Total Number on Board of Directors/Trustees	12	12	13	11
Total Women on Board of Directors/Trustees	3	3	4	3
Total Minorities on Board of Directors/Trustees	2	2	2	2
Years of average tenure on Board of Directors	6.6	7.5	7.2	7.4
Ratio of Board Directors with experience in environmental matters ⁶	67%	67%	62%	64%
Ratio of Board Directors with experience in innovation and technology	58%	58%	62%	64%
Total monetary value of political contributions by country and recipient/beneficiary	Political Contributions			
CEO to Median Employee Compensation Ratio	73:1	74:1	65:1	

⁶ "Environmental experience" includes experience in managing or overseeing environmental, climate, or sustainability practices, or understanding of environmental policy, risks, regulations, and compliance obligations.

* 2020: Data as of March 24, 2021
 2021: Data as of March 25, 2022
 2022: Data as of September 1, 2022
 2023: Data as of March 27, 2023