

2023 SCR Report - Glossary

American Indian or Alaska Native¹

A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.

Asian¹

A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Black or African American¹

A person having origins in any of the black racial groups of Africa.

Carbon

The term “carbon” as used throughout the Report references carbon dioxide (CO₂). “Carbon dioxide equivalent” (CO₂e) means a unit of measurement that is used to standardize the climate effects of various greenhouse gases, which in this report includes methane and carbon dioxide unless otherwise stated.

Disability

A physical or mental impairment that substantially limits one or more major life activities.

Diverse

In metrics, employees who identify their gender as female and/or their race/ethnicity as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, or Two or More Races.

Diversity

The collection of differences and similarities (e.g., race/ethnicity, individual characteristics, values, beliefs, life experiences, culture, preferences, and abilities).

Diverse hiring rate

In metrics, the number of diverse individuals hired in a given year, divided by the total number of individuals hired that year.

Diverse spend

Procurement funds disbursed to a business in one or more of the following categories: Disability-owned, HUBZone, LGBT-owned, Minority-owned, Service-disabled-veteran-owned, Small disadvantaged, Veteran-owned or Women-owned.

Dom Zone

Dominion Energy’s service territory within the regional electric transmission market.

DSM

Demand-side management — a means by which customers can modify their pattern and volume of energy consumption.

EEAG

Energy Efficiency Advisory Group

Environmental Justice (EJ)

The treatment and meaningful involvement of all people, regardless of income, race, color, national origin, Tribal affiliation, or disability, according to ethical principles in matters relating to the activities of Dominion Energy. Please see our EJ Policy for more information.

Equity

The outcome we achieve when we remove barriers and provide the opportunities and resources needed to level the playing field.

Employee Resource Group (ERG)

These self-governed groups are comprised of employees who come together based on similar interests or experiences. The purpose of these groups is to aid in the recruitment and retention of talent, encourage networking and collaboration, provide professional development opportunities, and foster innovation.

Ethnicity

Ethnic background or affiliation.

Executive Representation

In metrics, employees who are directors, general managers, or officers.

Gender

For metrics, the socially constructed concepts of masculinity and femininity. For statistical reporting purposes, either male or female.

Grid Transformation Plan (GTP)

A comprehensive plan to transform the company’s distribution grid to meet the changing landscape of the energy industry while continuing to provide the reliable service that its customers expect and deserve. Please see our Grid Transformation Plan (Phase III) for more information.

HBCUs

Historically Black Colleges and Universities

¹ Definition matches U.S. Equal Employment Opportunity Commission definitions of race and ethnicity.

Hires

In metrics, persons hired from outside the company; excludes interns.

Hispanic or Latino¹

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

Inclusion

The intentional action of all employees contributing to the company's success by supporting and respecting others so that all can bring their full selves to work.

ISPs

Internet service providers

Labor Market Availability

In metrics, the availability of the working-age population within a reasonable recruitment area. Census information was provided by the American Community Survey (ACS) 2014-2018 EEO Tables using occupation codes that align with the jobs held by our employee population. The reasonable recruitment area for executives is all United States; for leaders/individual contributors, availability was calculated using information from local metropolitan statistical areas or counties based on employee residence and work location zip codes.

LD/RD

- (1) Lost days/restricted duty.
 - (2) An injury resulting in one of those conditions.
-

Leadership

Employees who are supervisors, superintendents, managers, directors, general managers, or officers.

Leadership Representation

In metrics, employees who are managers, superintendents, or supervisors.

LGBTQ+

Acronym used to signify Lesbian, Gay, Bisexual, Transgender, Queer and individuals with a "+" sign to represent the many additional sexual orientations and gender identities with which individuals may identify.

LEED

Leadership in Energy and Environmental Design — a rating system used to assess the environmental impact of buildings.

Military Veterans

Any persons who have served in the U.S. Armed Forces, whether in active duty, National Guard, or Reserves.

Minorities

In metrics, employees who identify race/ethnicity as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander or Two or More Races.

Native Hawaiian or Pacific Islander¹

A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

Net Zero

Net Zero does not mean we will eliminate all emissions. Rather, we are working to reduce emissions as much as technology and customer affordability allow and offset the remainder through carbon-beneficial programs. Net Zero includes carbon and methane emissions within our direct control (known as Scope 1 emissions), as well as Scope 2 and material categories of Scope 3 emissions, including: electricity purchased to power the grid, fossil fuel purchased for our power stations and gas distribution systems, and consumption of gas sold to our end-use customers.

OSHA recordable

Any work-related injury or illness that results in loss of consciousness, days away from work, restricted work, or transfer to another job. Any work-related injury or illness requiring medical treatment beyond first aid.

OSHA recordable rate

The number of OSHA recordables in a given year, multiplied by 200,000, and then divided by the number of labor hours at the company during that year.

Other

In metrics, employees who disclose their race as American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Two or More Races.

People in Our Communities

In metrics, the population of the cities and counties in Dominion Energy's service area. Data is based off the County Population by Characteristics from the Census Bureau website.

Promotion

In metrics, a title change into a new job with increased responsibility, scope, and/or impact that meets one or more of the following criteria: * Progression to a higher level in an existing job series or within a job family (such as Engineer I to Engineer II or Senior Accountant to Lead Accountant) * Advancement into a higher job category (such as from Supervisor to Manager) * Higher incentive tier and/or * Significant increase in market range (typically at least 10% or greater).

Race

Any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry.

RNG

Renewable natural gas

SCC

State Corporation Commission

Separation

In metrics, an employee departure, for any reason. Excludes interns and divestitures.

Separation rate

In metrics, the number of separations in a given year, divided by the year-end total employment headcount.

Telematics

A means of transmitting and storing data from remote objects such as vehicles.

Two or more races¹

All persons who identify with more than one of the following five races: White, Black or African American, Native Hawaiian or Pacific Islander, Asian, Native American or Alaska Native. For the purposes of this group, identifying as Hispanic or Latino and only one of the listed five race groups does NOT qualify.

Voluntary resignation

In metrics, an employee departure through voluntary termination of employment. Does not include terminations due to retirement, death, long-term disability, or company-sponsored voluntary separation or retirement programs. Does not include intern terminations.

Voluntary resignation rate

In metrics, the number of voluntary resignations in a given year, divided by the year-end total employee headcount.

White¹

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Workforce Representation

In metrics, the headcount of our workforce as of the end of a year (12/31) with breakdowns by race/ethnicity and gender. Includes all employees, including leaders and executives. Excludes interns.