

DOMINION ENERGY'S HUMAN RIGHTS POLICY



INTRODUCTION

Dominion Energy provides reliable, affordable, and increasingly clean energy to millions of customers in our service territories across the United States. Our core values of Safety, Ethics, Excellence, Embrace Change and One Dominion Energy guide our daily operations and support our long-term corporate strategy. Importantly, these values govern how we treat people, including our employees, customers, and members of our communities; they also inform our expectations of suppliers in our value chain.

OUR COMMITMENT TO HUMAN RIGHTS

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

Dominion Energy is committed to respecting international human rights as identified in the United Nations' Universal Declaration of Human Rights. We support the principles contained within the International Bill of Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Declaration on Fundamental Principles and Rights at Work, and the American Clean Power Pledge in Opposition to Forced Labor. In addition, we seek to establish relationships with entities that uphold our principles and values. We actively engage with the Sustainable Supply Chain Alliance on best practices to promote an ethical and sustainable supply chain, and we were an early signatory to the Solar Energy Industry Association Forced Labor Prevention Pledge.

Our concern for human rights informs our approach to decarbonization efforts, including the retirement of certain legacy generation facilities. We believe that each of our colleagues should have the opportunity, means, and training to obtain energy jobs of the future. To ensure that the economic opportunities of the clean energy transition are spread as widely as possible, Dominion Energy maintains partnerships with community and technical colleges to train workers in renewable energy occupations. Another part of the company's efforts involves philanthropic support to our communities affected by the clean energy transition, including those near coalfields.

Dominion Energy periodically conducts, with the assistance of a third-party, a stakeholder assessment to better understand what aspects of sustainability our suppliers, customers, communities, employees, and other stakeholders value—and which ones they value most. The process involves detailed research and multiple rounds of direct engagement with both internal and external stakeholders, and the results are reviewed with members of the Dominion Energy leadership team. In the most recent assessment, which was conducted in 2024, human rights remained a priority sustainability-related consideration for both internal and external stakeholders, including suppliers, customers, and communities.

WORKFORCE

Dominion Energy seeks to foster a welcoming, innovative and productive work environment in which everyone feels accepted and respected. Leadership is responsible and accountable for oversight of workplace behaviors.

Dominion Energy's [Code of Ethics and Business Conduct](#) outlines our commitments to our employees, including equal employment opportunity, freedom from harassment, workplace safety and protection of personal information. It also mandates that all qualified employees, contractors or other agents or job applicants be treated with respect and consideration without regard to unlawful consideration of race, color, ancestry, sex, gender, religion (including religious dress and grooming practices), national origin, age, actual or perceived physical or mental disability, medical condition, genetic information, sexual orientation, gender identity or expression, military or veteran status, marital status, status as a victim of domestic violence, or any other status protected by applicable federal, state, and/or local laws.

SUPPLIERS

Dominion Energy expects all suppliers to share our commitment to ethics and compliance, including human rights. 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. Dominion Energy expects our suppliers and their employees, agents, and subcontractors to review and comply with our Supplier Code of Ethics and Business Conduct. Noncompliance can result in termination of contracts or removal of a supplier from consideration for future business opportunities.

Under our Supplier Code of Ethics and Business Conduct, when working on behalf of Dominion Energy, suppliers have a responsibility to report any acts (verbal, physical, or visual) of harassment, intimidation, or coercion related to race, color, ancestry, sex, gender, religion (including religious dress and grooming practices), national origin, age, actual or perceived physical or mental disability, medical condition or status, genetic information, sexual orientation, gender identity or expression, military or veteran status, marital status, status as a victim of domestic violence, or any other classification protected by law. Additionally, Dominion Energy strictly forbids the use of or participation in the exploitation of workers, child labor, forced or involuntary labor, prison labor, or human trafficking.

CUSTOMERS AND COMMUNITIES

Dominion Energy strives to be a responsible corporate citizen and an exemplary environmental steward. Our legacy as a public service corporation instills an awareness of our special responsibility to be a good neighbor and to enrich community life.

Dominion Energy is committed to hearing, learning from, fully considering, and responding to the concerns of all our stakeholders regardless of background or geography, including race, color, national origin, income, faith, or disability 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, including fair treatment, inclusive communications, and meaningful dialogue. To affirm our commitment, we maintain a formal environmental justice (EJ) policy that guides a rigorous internal process to ensure accountability and follow-through. We employ dedicated EJ staff and provide comprehensive training for company employees.

GOVERNANCE

The Nominating, Governance, and Sustainability Committee of Dominion Energy's Board of Directors oversees the company's Human Rights Policy.

The company's Chief Executive Officer, Chief Legal Officer and Chief Compliance Officer are responsible for carrying out our enterprise-wide approach to managing critical ethics and compliance matters. The Executive Compliance Council (the "Council"), whose members are senior officers representing each business unit, assists in the maintenance of an ethical and compliant climate and culture in their respective areas of responsibility. The Council provides support and feedback to the Ethics and Compliance Program on training and awareness campaigns, areas of risk and other ethics and compliance educational initiatives for employees across the enterprise.

REPORTING

Potential human rights violations may be reported by contacting the Dominion Energy Compliance Line by phone at 1-800-628-1798, or online at www.dconcern.com.

The Dominion Energy Compliance Line is managed by an outside vendor that specializes in compliance line services. The caller has the option of reporting a concern or seeking advice anonymously. The compliance line vendor does not record telephone calls, track caller ID, trace electronic communications, or otherwise attempt to determine your identity. The Dominion Energy Compliance Line is open 24 hours a day, seven days a week.

Dominion Energy strictly prohibits any kind of retaliation against any individual who, in good faith, reports a concern to the Dominion Energy Ethics and Compliance Program.

ADDITIONAL RESOURCES

- [Leadership & Governance at Dominion Energy](#)
- [Dominion Energy Code of Ethics and Business Conduct](#)
- [Dominion Energy Supplier Code of Ethics and Business Conduct](#)