



Powering Your Every Day.

2023 Sustainability and Corporate
Responsibility Report



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Letter From the Chair

Sustainability is at the core of Dominion Energy's mission of providing the reliable, affordable, and increasingly clean energy that powers our customers every day. Our company's core values — Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy (our term for teamwork) — inform our dedication to sustainability.



That dedication drives our commitment to achieving Net Zero carbon and methane emissions by 2050 and our approach to a sustainable clean-energy transition. It sharpens our focus on serving our customers and communities with passion and pride. And it provides the basis for how we treat all our stakeholders. We firmly believe in taking the right actions today to support the long-term success of our company, our customers, our colleagues, and our communities.

To that end, in November 2022 we announced a top-to-bottom business review, which we concluded with an investor meeting on March 1, 2024. During the review, we methodically and thoroughly examined every aspect of our business. Among other things, we:

- Supported bipartisan utility regulation in Virginia that we expect will put our company on solid and durable footing;
- Closed on the sale of our remaining interest in Cove Point LNG to Berkshire Hathaway;
- Executed three separate definitive agreements to sell three natural gas distribution companies — the East Ohio Gas Company based in Cleveland, Ohio (which closed in March 2024); Questar Gas Company along with Wexpro Company, based in Salt Lake City, Utah (which closed in May 2024); and the Public Service Company of North Carolina, Incorporated, based in Gastonia, North Carolina — to Enbridge;

- Took collective steps to reduce parent-level debt; and
- Secured an attractive non-controlling finance partner, subject to regulatory approval, to significantly de-risk the Coastal Virginia Offshore Wind (CVOW) commercial project, establishing robust cost-sharing that provides meaningful protection from unforeseen project cost increases, and improving our quantitative and qualitative business risk profile through the creation of a highly credit-positive partnership.

As a result of the review, I believe we are even more strongly positioned to create maximum value for our stakeholders.

Beyond the business review, we took additional steps to strengthen our business and the sustainability of our operations. In 2023, we:

- Set a new safety record by reducing the number of employee injuries resulting in days away from work or restricted duty;
- Maintained the superior reliability our customers count on, ensuring that electricity was available 99.98% of the time, excluding major storms;
- Kept our rates well below both the national and regional averages;

- Continued to reduce both carbon emissions from our electric generation fleet, which we have cut by 53% from 2005 through 2023, and methane emissions from our natural gas businesses, which we have cut by 50% from 2010 through 2023;
- Continued to move forward on our CVOW commercial project — the largest offshore wind project under construction in the United States;
- Expanded our solar portfolio, which we have grown from zero megawatts (MW) a little over a decade ago to one of the largest among investor-owned utilities in the country;
- Proposed piloting new forms of battery storage to make the most of renewable resources; and
- Continued to upgrade the grid to make it smarter, stronger, and greener.

In addition, this report, which incorporates our Diversity, Equity, and Inclusion (DE&I) Report, demonstrates our commitment to people and communities, including how we have:

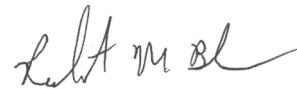
- Continued to emphasize DE&I through outreach, special events celebrating the diversity of our employees, a new employee resource group, and more;
- Embraced new and better ways to carry out our business through our culture of innovation;
- Supported our communities through the Dominion Energy Charitable Foundation, company giving, and employee volunteer efforts;
- Engaged with our communities, customers, and stakeholders through sustained, inclusive outreach strategies;
- Responded to the needs of vulnerable communities by expanding our industry-leading environmental justice program and our ongoing commitment to a just transition and the clean-energy future; and

- Partnered with diverse suppliers throughout our service territories, not only to benefit from their competitive value proposition but also to ensure that our procurement strategy remains resilient, inclusive, and supportive of the communities where we live and work.

In every case, we relied on the talent, skills, and dedication of our outstanding employees — many of whom you can read about in the extended, digital version of this report. To ensure that we sustain our record of operational excellence, and to help our colleagues reach their fullest potential, we have invested thoughtfully in attracting and developing individuals with great potential, and then providing the training and development opportunities that will enable them to fulfill it.

Those employees come to work every day with a sharp awareness that our role in society is critical: If we don't perform our mission, nobody else can carry out theirs. We know that families, businesses, government agencies, schools, emergency responders, hospitals, and many others are counting on us. The work we do sustains our customers' daily lives.

We are energized by the opportunity to execute our mission and grow our business for the benefit of those we serve. Doing so sustainably, while meeting or exceeding their expectations, is how we define success.



Robert M. Blue

CHAIR, PRESIDENT, AND CHIEF EXECUTIVE OFFICER

September 24, 2024



In 2023, we set a new safety record by reducing the number of employee injuries resulting in days away from work or restricted duty.

About Dominion Energy

More than 4.5 million customers in 13 states energize their homes and businesses with electricity or natural gas from Dominion Energy (NYSE: D), headquartered in Richmond, Virginia. The company is committed to providing reliable, affordable, and increasingly clean energy every day and to achieving Net Zero emissions by 2050. Please visit our website, [DominionEnergy.com](https://www.dominionenergy.com), to learn more.

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12 Governance



This report primarily focuses on performance for calendar year 2023 unless otherwise specified. All environmental and other related metrics are inclusive of assets owned in 2023 — specifically, 2023 metrics include assets divested in 2024 as well as those under contract to be divested in connection with our strategic business review completed in March 2024. Some content referenced in this disclosure may include forward-looking information. For a full discussion of forward-looking information, see our [Forward-Looking Statements](#).

Our Core Values

Our five core values — Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy — are the foundation of everything we do. They reinforce (and are reinforced by) our commitments to sustainability and to diversity, equity, and inclusion. For example, employees take seriously their responsibility to hold one another accountable, and employees who feel like an essential and equal part of a greater whole are far more likely to speak up when something feels wrong. True teamwork can happen only in an atmosphere of genuine inclusiveness.

That’s one reason new employees learn about Dominion Energy’s values at their new-hire orientation. To further this commitment to DE&I, Dominion Energy has an Executive Diversity Committee, as well as Engagement & Inclusion Councils¹ within each business segment. And our Employee Resource Groups (ERGs) provide opportunities for employees to support one another and increase understanding of diverse perspectives.

Ethics & Compliance

Our company maintains a comprehensive Ethics and Compliance Program, which is overseen by the Board of Directors. Our [Code of Ethics and Business Conduct](#) explains and promotes lawful and ethical behavior and is a resource for helping us implement our core values in our everyday decisions and actions.

Dominion Energy’s Compliance Committee is composed of senior officers who oversee and support an enterprise-wide approach to managing critical compliance matters. The Compliance Committee ensures that ethics and compliance expectations are clearly communicated to promote awareness and consistency across the company.

Our Core Values



Safety

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



Excellence

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



One Dominion Energy

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



Ethics

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



Embrace Change

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

Employees have a duty to report any suspected noncompliance, misconduct, or unlawful behavior. In all cases, retaliation for good-faith reporting is strictly prohibited.

Employees have multiple options for reporting concerns or asking compliance questions. These channels include a third-party-managed compliance line with an anonymous reporting option and a dedicated email inbox managed by the Ethics and Compliance Program. Direct contact with Human Resources, the Law Department, and the Ethics and Compliance Program is also encouraged.

The company distributes an annual ethics and compliance learning module, as well as a confidential annual survey asking employees whether they know of any possible legal violations, including violations of anti-discrimination laws. All allegations are reviewed to determine whether violations occurred, and how any violations should be addressed.

¹Formerly known as Diversity Councils

Safety

Our focus on safety has made us an industry leader, but we continue to pursue our goal: Making sure no one gets hurt, ever.



Safety Culture

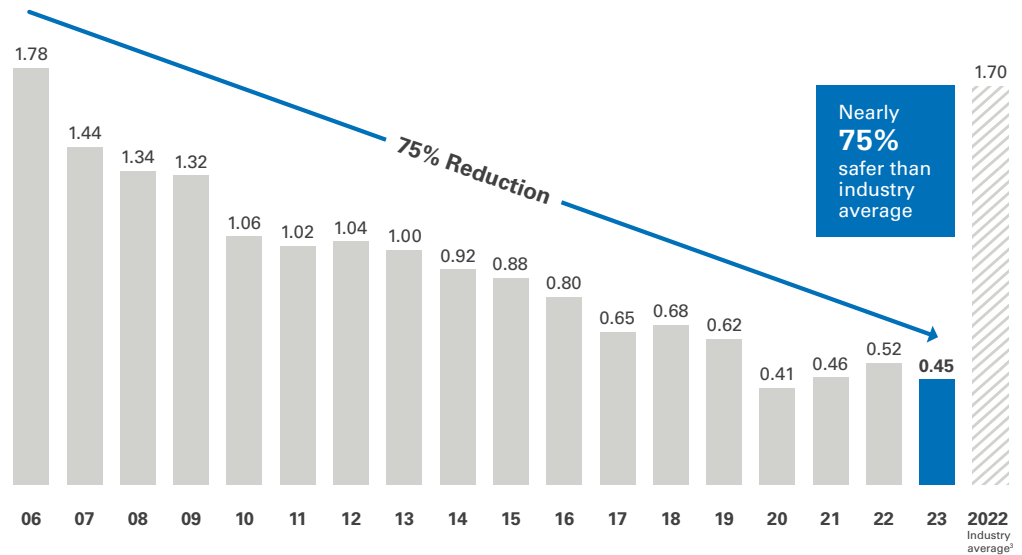
Employees are trained in safety practices during onboarding — practices that are reinforced through employee-led safety committees, safety moments before meetings, safety briefings, and continuous learning modules. The company compiles safety metrics in our internal safety data management system and shares reports of incidents and root-cause analyses with employees on a regular basis. We also developed a new app, Safety Compass, to create a more seamless way for employees to report safety hazards, access the company’s safety policy and similar resources, track metrics and trends, and mitigate small issues early.

Our “Call Before You Dig” program urges members of the public to seek information regarding the location of underground electric cables or gas pipelines to avoid striking them unintentionally. Second- and third-party excavation is the leading cause of damage to gas pipelines; from 2019 through 2023, we reduced excavation damage at our gas utilities by 20.2%.

We continue to strive for a perfect safety record. We have made tremendous progress, cutting our OSHA recordable rate from 1.78 in 2006 to 0.45 in 2023 — our second-best performance ever, and nearly 75% safer than the industry average. In 2023, we set a company record for the lowest number of more serious injuries — those resulting in lost days or restricted duty.

SAFETY – OSHA RECORDABLE INCIDENT RATE²

Number of recordables per 100 employees



² Pro forma for SCANA and Questar

³ Average of Bureau of Labor Statistics 2022 industry data for electric power generation, transmission, and distribution (NAICS code 2211) and natural gas distribution (NAICS code 2212)

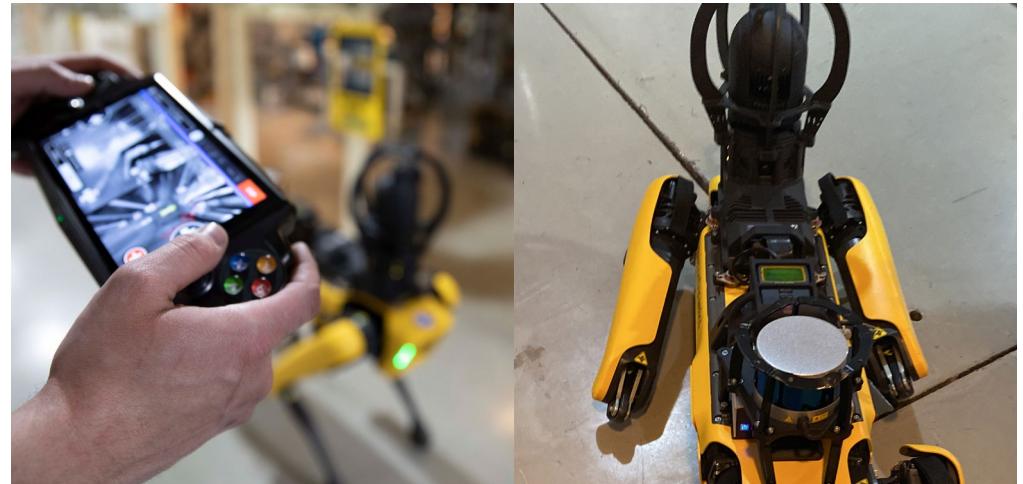
Operational Safety

From security fences at our facilities to inspections that ensure our infrastructure and equipment meet stringent safety standards, we take extensive precautions to protect our employees, contractors, customers, and the public from hazards. Our [“Safety First”](#) website includes guidance on electric and natural gas safety, nuclear safety and preparedness, and safety tips for storms and natural disasters. We also promote the 811 “Call Before You Dig” program to protect contractors, homeowners, and others from contacting dangerous equipment during projects.

To keep the public informed about nuclear safety, we also provide fact sheets; emergency-preparedness guidelines specific to each of our nuclear stations; Protective Action Zone maps and Reception Centers in the event of an evacuation; and general information on safety planning.

In addition, we maintain a website targeted for [first responders](#) (who are often the first on the scene in an emergency), with learning modules on topics including our distribution systems (for both electric and natural gas infrastructure), responding to fires or downed lines, and guidance on precautions to protect the public during an event. This website is also available to the general public.

In our gas businesses, we use integrity programs that include numerous oversight, diagnostic, and preventive-maintenance tools to mitigate potential issues long before they can become a problem. The integrity programs include emergency shut-down systems and public awareness campaigns. One such public awareness campaign enables customers to order a free “scratch and sniff” postcard to learn to identify the smell of mercaptan – the “rotten egg” odorant we add to natural gas to alert customers of potential gas leaks.



Using Robots to Enhance Safety

In 2023, Dominion Energy won a Top Innovative Practice “Best of the Best” award from the Nuclear Energy Institute for using robotics to enhance employee safety. By equipping a robotic dog from Boston Dynamics with a traditional radiation detector, a 3D radiation detector, and a Localized and Mapping Platform, Dominion Energy’s nuclear operators at Surry Power Station were able to evaluate newly installed shielding within the containment chamber and assess radiological conditions without exposing employees to radiation. This technology can be used in any location to minimize hazards to personnel.

2023 Sustainability Highlights



RELIABLE

99.98%

of the time Dominion Energy Virginia customers, excluding major storms, had power in 2023 — the best performance in six years

2,000+ miles

of previously-overhead lines buried underground since 2014 (through May 2024)

20.2%

reduction in excavation damage to gas infrastructure from 2019-2023

AFFORDABLE

14% below

Dominion Energy Virginia residential electric rates, compared to the national average, as of May 2024

18% below

Dominion Energy South Carolina residential electric rates, compared to the national average, as of May 2024

\$17+ million

EnergyShare® contributions in Virginia, North Carolina, and South Carolina in the 2022-2023 program year

INCREASINGLY CLEAN

52%

reduction in Scope 1 CO₂e emissions related to our Net Zero commitment through 2023

12 GW+

of renewable energy in service or under development as of early 2024

2.6 GW

offshore wind commercial project, the largest offshore-wind project under construction in America.

PEOPLE & COMMUNITIES

0.45

OSHA recordable injury rate in 2023 — 13% better than previous year and nearly 75% better than the industry average

37.7%

diverse workforce representation⁴ in 2023

\$46.7 million

donated to the communities where we operated in 2023

\$1.43 billion

spent with diverse suppliers in 2023



Awards

For a list of recent awards, please visit [Dominion Energy's Awards page](#).

⁴ 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.

Governance

Dominion Energy's 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 works closely with management to balance and align sustainability with the company's operations, strategy, and risks.



In May 2024, Susan Story, the former CEO of American Water Works Company, Inc., rotated into the independent Lead Director role. In addition, in June 2024, the Board refreshed its committee structure following a holistic review of its committees' responsibilities considering current governance trends, best practices, and evolving regulatory requirements.

As a result, the updated Nominating, Governance, and Sustainability Committee now oversees our performance as a sustainable company and responsible corporate citizen, including the company's sustainability targets and reporting. The newly formed Safety, Technology, Nuclear, and Operations Committee enables the Board to obtain further insight into the company's operations, including our generation facilities and transmission and distribution program, environmental and safety matters, and our cybersecurity program. The Audit Committee now oversees the implementation of policies with respect to risk assessment and risk management in addition to its responsibilities associated with compliance. The restructured Finance Committee continues to oversee the company's financing activities and financial-related risks, including the company's liquidity, capital structure, stock repurchase programs, energy trading activities, credit and market exposure, insurance coverage, and investor-relations program. The responsibility to oversee director compensation was transferred to the Compensation and Talent Development Committee along with its existing responsibilities for the company's human-capital management and compensation programs.



As part of the committee refreshment, several members of our Board were rotated to different committees to provide fresh perspectives, align their expertise with the adjusted committee responsibilities, and balance time commitments among the directors. Together, these five committees assist the Board in its oversight of the company as we work to deliver compelling long-term value for shareholders, customers, and employees.

Risk

The Board directs our strategy and policies that address the various risks the company faces, including climate-related risk, and relies on management to execute them. Rigorous enterprise risk management processes are embedded throughout the company. We discuss our approach to risk management further in our filings with the U.S. Securities and Exchange Commission and our most recent Climate Report. For more information about our Board and its responsibilities, see our [2024 Proxy Statement](#) and the [Board Committees and Charters page](#) on our website. We also recognize the risks that cyber and physical threats present to our company and our industry. To minimize those risks, we utilize “defense-in-depth” strategies to employ rigorous cyber and physical programs overseen by security professionals.

Political Participation

As a company whose operations are subject to extensive regulation throughout its multi-state service territory, Dominion Energy participates in political processes at local, state, and national levels. Our goal is to contribute to legislative and rule-making activities affecting our business consistent with our corporate values and strategies, and to educate and inform public officials of the practical effects of public policy decisions and objectives they consider. In 2023, the company qualified as a Trendsetter by the CPA Zicklin Index, a rating that measures political spending transparency and accountability. This is the sixth year in a row that Dominion Energy has made the Trendsetter list.

For more on our political participation, please see our [Political Contributions & Participation website](#).



Reliable

Customers expect reliable power – their lives and businesses depend on it. Reliability ranks at the top of our customers' priorities, and ours. In 2023, we maintained outstanding reliability, with customers in our electric service areas in three states having power 99.98% of the time, excluding major storms.

15 Reliable

16 Investing in Infrastructure



Reliable

With demand for energy projected to reach unprecedented levels in our Virginia service area, we are taking steps to accelerate the deployment of resources that will help serve the rapidly increasing load.



On July 28, 2023, Dominion Energy Virginia’s (DEV’s) transmission zone within PJM (the Dom Zone) met a new all-time summer demand peak of 21,993 MW — the fourth consecutive year summer demand has set a new record. In the same hour, DEV also set an all-time summer peak of 17,775 MW. These records were broken again in July 2024, during which the company registered six new all-time peak demand records.

Furthermore, South Carolina became the fastest-growing state in the nation in 2023. Dominion Energy expects customers’ energy demands to continue to grow as new jobs and industry attract new residents and supporting businesses to the state.

When major storms strike, extensive training enables our crews to restore power rapidly. After Tropical Storm Ophelia struck our service area in North Carolina and Virginia, we were able to restore power to 96% of the 170,000 customers affected within 24 hours. To help make our grid more resilient, our [Strategic Underground Program](#) identifies the most outage-prone tap lines and works with customers and neighborhood groups to move those lines underground, protecting them from overhead damage and freeing our restoration crews to work on other projects. The Grid Transformation Plan in Virginia helps prevent outages by hardening grid components and making other technological improvements.

Operating diverse types of generation helps maintain reliability by avoiding over-reliance on any given power source. It also helps maintain affordability by insulating our customers and the company against outsized price shocks for a particular fuel source or generation component.

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Northern Virginia is the largest data center market in the world. To give you a sense of how unique this is, consider that the region is bigger than the next five largest U.S. markets combined. It is also larger than the next four international data center markets combined.

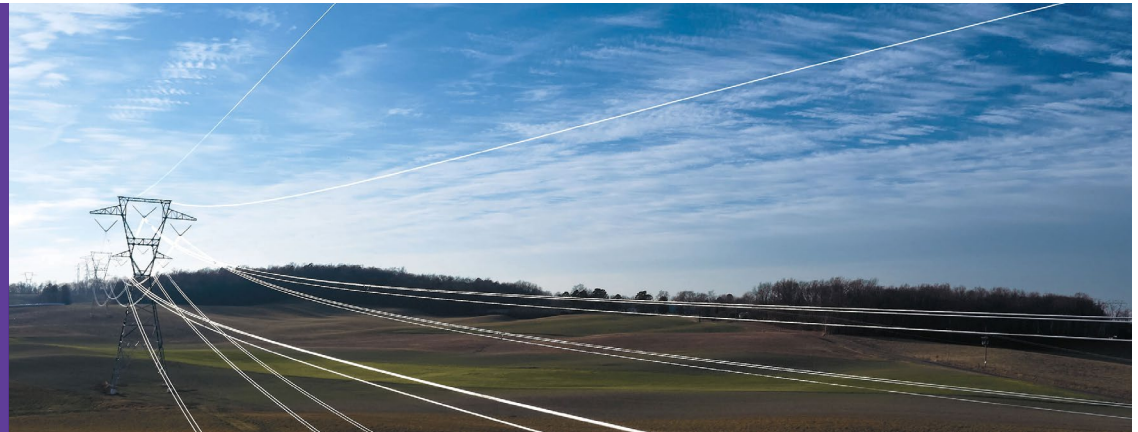
Robert M. Blue,
Chair, President & CEO

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Our changing fuel portfolio — particularly the shift to gas and renewable generation — has already helped us cut emissions while maintaining the reliability our customers depend on. Reliable and operationally flexible natural gas generation resources are key to supporting the addition of non-dispatchable, intermittent renewable resources. Adding more renewables will help us deliver cleaner energy, and adding battery storage will help address the challenges of fluctuating output from solar and wind. Our nuclear power stations’ carbon-free baseload power helps maintain further diversity in our generation mix. In 2021, the Nuclear Regulatory Commission (NRC) extended Surry’s operating license through the early 2050s. In August 2024, the NRC extended North Anna’s operating license through 2060. Also in 2024, Dominion Energy announced it had issued a request for proposals to evaluate the feasibility of developing a small modular reactor at North Anna.

Investing in Infrastructure

In 2023, we invested \$1.9 billion in electric transmission infrastructure in Virginia and the Carolinas. In Virginia, our Grid Transformation Plan is making the grid smarter, more responsive, more transparent to operators, and better able to manage the complexity of integrating distributed renewable generation.



We have identified up to \$43 billion in capital investment opportunity between 2025 and 2029, approximately 80% of which is tied to zero-carbon generation and power delivery infrastructure.

We have created a Grants Office to seek federal funding under the Infrastructure Investment and Jobs Act. As of May 2024, we have been selected for negotiation of an award on two of our applications, one for a bundle of technologies that would improve strategic asset planning and deployment through more coordinated interconnection, and one for installing electric vehicle chargers.

We have also made substantial investments in our gas distribution systems to ensure that customers can count on service even in challenging conditions. In the Dominion Energy South Carolina (DESC) service area, our gas business has continued to improve service reliability while experiencing robust (3.35%) customer growth in 2023. DESC's gas operations did not experience any unplanned system outages in 2023 related to system issues or other deficiencies. The only unplanned system outages in 2023 resulted from excavation damage — which we continue to substantially reduce over time.



Faster, More Sustainable Substations

Our 2023 Chair's Excellence Award for innovation went to a team of employees that developed an innovative approach to streamline the construction of new electric transmission substations. Their new digital substation design for a Drop-In Control Enclosure, or DICE, has demonstrated the potential to reduce substation construction time by up to four weeks and eliminate more than 100,000 feet of copper control wiring. A training version has been installed at our training center in Chester, Virginia, and the company is constructing a dedicated fabrication facility in Loudoun County, Virginia, to keep up with new substation demand.

Affordable

Power is essential to our everyday lives. We pride ourselves on managing expenses carefully, providing our customers with good value for their money, and encourage our customers to adopt solutions to reduce their electricity demand.

18 Energy Value and Affordability

20 Supplier Diversity



Energy Value and Affordability

In Virginia, our rates have remained consistently below national and regional averages for nearly two decades. As of May 2024, our Virginia residential electric rates were 14% below the national average and our South Carolina residential electric rates were 18% below the national average.



Our energy assistance programs provide a range of options for customers struggling to pay energy bills while also paying for other basic expenses, such as housing, food, and medication.

Energy Efficiency

We offer an extensive array of energy-efficiency and demand-side management (DSM) programs that help customers reduce their energy use and save money. In 2023, the Virginia State Corporation Commission approved the implementation of five new DSM programs, including an electric vehicle pilot and four new program bundles to supplement DEV's extensive DSM portfolio.

In early 2023, DESC shared with state regulators its most recent study on the potential for expanding DSM programs within its South Carolina electric service territory. Informed by this potential study, DESC began working on plans to modify its suite of energy efficiency programs (EnergyWise) in collaboration with the Energy Efficiency Advisory Group (EEAG). The EEAG includes stakeholders from state government, environmental groups, and business. In addition, following Public Service Commission of South Carolina approval in September of 2022, DESC completed the full implementation of its natural gas energy efficiency programs in 2023.

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This program is a godsend for me. Being retired and living within a budget this helps to keep costs in check. Thank you so much.

Customer
Virtual Audit Program

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Assistance Programs

EnergyShare® is our year-round assistance program that has been helping qualified customers with energy bill payment assistance since 1982. In 2023, EnergyShare® contributed \$15.4 million to help individuals and families with their energy needs in the communities Dominion Energy serves in Virginia and North Carolina. During its 2022-2023 program year, EnergyShare® provided bill payment assistance to 19,600 individuals and families — including more than 1,500 military veterans and 1,300 individuals with disabilities. It also enabled the weatherization of 1,400 homes. Additionally, through public-private partnerships, EnergyShare® provided cooling relief to 1,300 vulnerable community members through its support of programs like Senior Cool Care in Virginia and Fan Care in North Carolina.

In South Carolina, EnergyShare® provided \$1.75 million in bill payment assistance to over 3,400 households during its 2022-2023 program year. DESC also contributed \$1 million for a two-year pilot program with the United Way Association of South Carolina, [EnergyShare® for Small Business](#), helping 107 businesses, nonprofits, and houses of worship in our South Carolina territory. Another \$115,000 funded by employee and customer contributions was disbursed to the South Carolina Office of Economic Opportunity for residential utility bill assistance. In Ohio, EnergyShare® distributed over \$600,000 during the 2022-2023 season, providing bill payment assistance to over 1,900 households.

Because we operate in a variety of diverse communities, we've made our [EnergyShare® brochures](#) available not only in English, but also [Spanish](#), [Chinese](#), [Korean](#), and [Vietnamese](#).



Supplier Diversity

We are dedicated to building a more diverse supplier base reflective of the variety of diverse communities we serve.



When we hire diverse businesses, we contribute to the vibrancy and success of these communities, while ensuring a broad and competitive pool of potential suppliers.

Encouraging diverse suppliers to bid for our business also benefits our company in numerous ways. It shows our customers and communities that we are committed to their well-being, which in turn strengthens recruiting, leading to a broader applicant cohort. Moreover, a wider pool of suppliers makes the bidding process more competitive: New bidders often bring greater innovation and ingenuity to the table than entrenched incumbents, and they may be willing to compromise on profit margin for the sake of establishing their brand through association with a Fortune 500 company. Evidence validates that hypothesis: Research shows that companies with a strong commitment to supplier diversity earn higher returns on procurement investment.

In addition, doing business with local suppliers strengthens local economies. The ripple effects can include more jobs, more infrastructure investment, more resources for basic services, and more investment in education and worker training — all of which benefit Dominion Energy as well.

In 2023, we continued to increase procurement with diverse suppliers, spending \$1.43 billion — or 16.9% of all procurement spending.



To optimize engagement with diverse suppliers, we host our annual supplier diversity event, Convergence. In 2023, the event brought together more than 350 attendees representing 215 diverse businesses and industry stakeholders.

Increasingly Clean

Dominion Energy is committed to helping address climate change. We have cut emissions sharply as we aim for Net Zero carbon and methane emissions by 2050.

22 Net Zero

24 Environment



Net Zero

Our Net Zero commitment 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.



Reliability and affordability remain fundamental to our clean-energy strategy, because the energy transition will not succeed unless customers can count on safe, reliable, affordable service. We also recognize that the most vulnerable suffer the greatest when reliability and affordability are not maintained. We're dedicated to a sustainable, ethical, and just clean-energy transition.

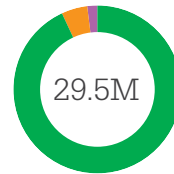
Progress on Emissions Reductions

Most of the company's Scope 1 emissions come from burning fossil fuels in our electric generation fleet. As we carry out our commitment to deliver increasingly clean energy, our changing generation mix has reduced emissions on the electric side. Methane emissions from our natural gas businesses account for a small percentage of the company's overall Scope 1 emissions.

Scope 2 emissions consist of transmission and distribution line losses associated with wholesale purchased power, in addition to electricity consumed by company facilities located outside of Dominion Energy's electric service territories. Scope 2 emissions constitute only a small sliver of our total emissions. Nevertheless, we continue to find ways to reduce electric consumption at our facilities, both within and outside of our electric service territory. In 2023, we installed and integrated utility meters in our building management systems at 16 facilities across three states. These meters allow us to monitor in real time the consumption of gas, electricity, and water in order to track and drive reductions in our consumption.

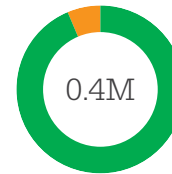
EMISSIONS REDUCTION PERFORMANCE¹

Scope 1 Emissions (MT CO₂e)



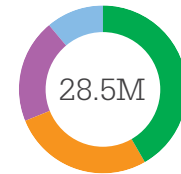
- 93.2% Power Generation
- 5.1% Gas Business
- 1.7% Additional Scope 1 Emissions²

Scope 2 Emissions (MT CO₂e)



- 93.8% Scope 2 T&D³
- 6.2% Third-Party Electricity

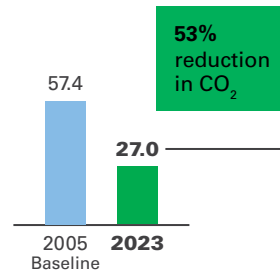
Scope 3 Emissions (MT CO₂e)



- 41.8% Customer End Use (LDC)
- 27.2% Purchased Power Upstream Fuel (Power Generation)⁴
- 20.1% Upstream Fuel (LDC)⁴
- 10.9% Upstream Fuel (LDC)⁴

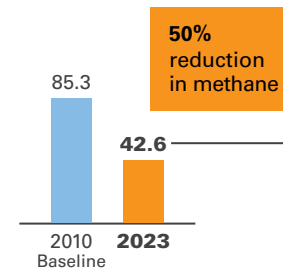
Scope 1 Carbon Emissions from Power Generation

CO₂ emissions MMT (million metric tons)



Scope 1 Methane Emissions from Natural Gas Operations

CH₄ emissions MT (thousand metric tons)



¹ All environmental and other related metrics are inclusive of assets owned in 2023. Please see our 2023 Summary Annual Report and Form 10-K for a description of assets owned in 2023.

² Includes emissions on an equity share basis for Cove Point for period of ownership and from Dominion Energy's renewable natural gas facilities, as well as direct emissions from building heat, corporate aviation, military privatization assets, and the company's on-road and off-road vehicle fleet.

³ Electric transmission and distribution line losses.

⁴ Upstream fuels include fossil fuels (natural gas, oil, and coal) for power generation and natural gas for local distribution company (LDC) gas businesses.

Scope 3 emissions include those from three material categories: electricity purchased to power the grid, fossil fuel purchased for our power stations and gas distribution systems, and consumption of sales gas by our natural gas customers. Scope 3 emissions were almost evenly split between our electric and natural gas businesses in 2023. We are evaluating and implementing solutions to reduce Scope 3 emissions, including customer efficiency measures. When feasible, we are also using certified natural gas — gas that has been certified by a third party to reduce emissions and environmental impact during production and transport — in our gas-fired power stations.

Increase in Renewables

We began building our renewable portfolio in 2013. Since then, we have grown it to roughly 12,000 MW in service or development as of early 2024. We are also adding energy storage to help integrate renewables and provide grid reliability, enabling us to store energy to serve our customers with renewable energy even when the sun isn't shining.

Offshore Wind

With its expected completion in 2026, our Coastal Virginia Offshore Wind commercial project's 176 turbines will have a capacity of up to 2,600 MW — enough to power 660,000 homes and businesses — and will avoid up to 5 million metric tons of carbon emissions per year. In July and August 2024, we announced our intention to acquire two additional offshore wind lease areas, totaling approximately 215,000 acres for potential future offshore wind development.

Solar

In 2013, we brought our first solar generation project online. Since then, we have grown our solar portfolio to roughly 9,000 MW in service or under development as of early 2024 — enough to power 2.25 million homes at peak output. We have one of the largest solar portfolios among investor-owned utilities in the United States. In 2023, we added 200 MW of solar to our system.

Energy Storage

Dominion Energy has jointly owned and operated the world's second-largest energy storage facility, the 3,003-MW pumped-storage hydroelectric facility in Bath County, Virginia, since 1985, as well as a similar 576-MW facility in Jenkinsville, South Carolina, since 1978.

In 2023, we brought online our [Dry Bridge Battery Energy Storage System](#) in Chesterfield, Virginia — a 20-MW system that can store enough electricity to power 5,000 homes for up to four hours. Dominion Energy South Carolina signed power purchase agreements for three hybrid solar projects with battery energy storage.

In September 2023, we proposed to the Virginia State Corporation Commission (SCC) a groundbreaking pilot project that would test two alternatives to lithium-ion batteries: a zinc-hybrid battery developed by Eos Energy Enterprises, and an iron-air battery developed by Form Energy. The iron-air technology has the potential to discharge to the grid for up to 100 hours — 25 times longer than conventional lithium-ion batteries. The SCC approved these projects in May 2024.

We also announced, in November 2023, that we are partnering with Virginia State University (VSU) to develop an innovative 1.5-MW battery storage project to provide backup power to the VSU Multi-Purpose Center. EnerVenue's Energy Storage Vessels use metal-hydrogen technology, a variation of what's used in the aerospace industry, that can discharge energy for up to 10 hours.

Renewable Natural Gas

As of December 31, 2023, through our strategic alliance with Vanguard Renewables, 21 dairy renewable natural gas facilities were under development or construction in Colorado, Nevada, Idaho, Georgia, Kansas, Texas, and New Mexico. They are expected to be completed in 2024 and 2025. Additionally, Align RNG — an equal partnership with Smithfield Foods — had four projects with multiple phases in North Carolina, Arizona, and Virginia with one project phase in service and three under construction at the end of 2023. They are expected to be placed in service in 2024 through 2027.



12,000 MW of renewables in service or under development as of early 2024.

Environment

We're working hard to reduce our impact on the environment — protecting wildlife and habitats, conserving water, and reducing waste — so future generations will be able to enjoy the world around them.



We also strive to make our workplaces sustainable — for example, a four-story building we completed in 2023 is on track to receive LEED Silver Certification. We maintain a strict [Corporate Environmental Policy](#) and promote environmental and social stewardship.

Clean Water

Through our companywide Environmental Management System, we ensure compliance with state and federal water regulations, including the Clean Water Act, while also working to reduce our water use. We report on our water use and management through the CDP. Dominion Energy earned an A-minus for both Climate and Water Security in the 2023 rankings from CDP.

We strive to sustainably manage the water resources we all share. In 2023, Wexpro reused nearly 25.8 million gallons of produced water (water that comes out of the ground during drilling operations), reducing the amount of freshwater withdrawn for operations. Also in 2023, DESC commenced development of a wastewater treatment facility at our Williams facility, supporting compliance with effluent limitation guidelines.

In 2023, in coordination with the Virginia Institute of Marine Science, we initiated studies of three commercial fisheries

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Acting with integrity when it comes to the environment is our obligation and commitment to the communities we serve.

Molly Parker

VP - Environmental & Sustainability
at Dominion Energy

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active in the CVOW project area. We also coordinated on an effort led by The Nature Conservancy and the National Oceanographic and Atmospheric Administration to evaluate how local fish populations react to offshore wind development during construction and operations.

Habitat & Biodiversity

We employ a variety of measures to protect wildlife and natural habitats, such as exclusion systems that keep wildlife away from infrastructure, and we engage with both regulatory bodies and subject-matter experts to inform our approach. In coordination with The Nature Conservancy, William and Mary’s Center for Conservation Biology, and the U.S. Fish and Wildlife service, Dominion Energy continued tagging and monitoring two bird species to study activity in the CVOW commercial project area in 2023.

Waste

In 2023, we reduced landfill waste at select supply chain warehouses by 33% compared to 2020. After citing wood as a major contributor to landfill waste, our supply chain warehouses established a program and have diverted more than 270,000 pounds of wood since 2022. We continue to divert food waste through our corporate composting program; in 2023 the company recycled over 100,000 pounds of food scraps and compostable containers.

Our recycling efforts also benefit our communities. In 2023, we diverted 96% of furniture, fixtures, and equipment (amounting to 543 tons) from three major office renovation projects away from landfills. In addition to reusing furniture at numerous Dominion Energy facilities, we donated gently used furniture to six charitable organizations.

Supply Chain Sustainability

Our suppliers play a critical role in our company’s ability to serve our customers, and we work closely with them to ensure on-time and on-budget project completion. In early November 2021, we created the Virginia Supply Chain Team, which is tasked with working with each major equipment provider to identify the direct and subcontracted activity needed in Virginia, including for the CVOW commercial project. In early 2024, several of our key suppliers for the CVOW commercial project participated in a [video update](#), reinforcing their enthusiasm for and commitment to the project. We also continue to expand our green fleet — which as of the end of 2023 included more than 1,000 electric, plug-in hybrid, and compressed natural gas cars, trucks, and other vehicles.

We work closely with our suppliers to ensure compliance with our [Supplier Code of Ethics and Business Conduct](#), which includes sections on health and safety, human rights, and environmental stewardship. We also work with the Sustainable Supply Chain Alliance (SSCA) to engage our suppliers to be more sustainable, and we conduct an annual supplier sustainability assessment of environmental practices.

We remain dedicated to building a more sustainable supplier base while reducing our environmental impact and protecting human rights within our value chain. Collaboration with suppliers and utility peers through the SSCA helps us further identify and implement best practices to drive change across the industry.

As detailed in our Supplier Code of Ethics and Business Conduct, suppliers are expected to, at minimum, share our commitment to safety, human rights, environmental compliance, and sustainability. Annually, we engage our key suppliers through the sustainability assessment to measure their environmental impact, assess sustainability maturity, and mitigate risk. To further educate and engage these suppliers, we host an annual supply chain sustainability event, Momentum, focused on Dominion Energy commitments and critical sustainability topics.

These efforts contributed to our receiving an A-minus from the 2023 CDP for Supplier Engagement, which is above the average for energy utilities in North America. In addition, we were awarded the SSCA’s Leading Practices in Supply Chain Sustainability Award for Utilities.

Since 2021, Dominion Energy has cosigned the Solar Energy Industries Association’s Forced Labor Prevention Pledge.



Environmental Conservation

In April 2024, Dominion Energy donated 847 acres to The Nature Conservancy in West Virginia to expand conservation protection to areas around the Monongahela National Forest. When added to the company’s previous donation of 477 acres, this donation doubles the size of the original 1,204-acre Bear Rocks/Allegheny Front Preserve Complex.

Communities & People

As a public-service company, we believe in doing what's right for our employees, customers, and neighbors.

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Customers

We aim to provide a consistent, effortless, customer-centered experience.



We use a variety of feedback and measurement sources to assess our customer experience, including customer panels, customer satisfaction surveys, research, analytics, and more. We seek to understand our customers' experiences by replicating their customer "journeys" — the various interactions customers have with Dominion Energy. By viewing these journeys through the eyes of our customers, we can pinpoint strategic areas where we can make meaningful improvements.

Every customer's relationship with Dominion Energy begins with the journey of starting service. We know that experience can be fraught with questions, and those first few interactions can leave a strong, lasting impression. In South Carolina, we launched a customized, interactive digital welcome kit with targeted content and self-service promotions tailored to fit the customer's profile. We developed the content in the welcome kit to proactively address the most frequent questions from new customers — including access to their account numbers and when they will receive their first bill. Eighty-six percent of new customers rated the welcome kit very good or excellent.

Also in South Carolina, we found customers want faster communication about tree trimming. We implemented a new digital self-service application that educates customers — with graphics — on which lines are the responsibility of DESC. Customers can submit requests and attach images, enabling a quicker resolution to many requests without the need for a field visit.

In 2023, we modernized several systems to enhance the customer experience in Virginia and North Carolina, including our billing system and customer portals. For example, we added tools for customers to help them understand their usage, enabling them to make more informed choices. We offer customized usage alerts to help DEV customers avoid a surprising bill. Eligible customers can sign up for daily or monthly usage (kWh) alerts, or monthly alerts with estimated bills, based on a customer-selected threshold. Whenever usage exceeds the established target, the customer receives an email, text, or both. These early-alert options empower customers to make choices that best suit their needs and preferences, and give customers more time to conserve energy before their next bill. We also redesigned customer eBill notifications, to provide easier access to additional resources. Each of these are examples of improvements strategically designed to improve the customer experience with the company.

We have been ranked by a third party as among the best utilities with which to do business. For large commercial, industrial, and governmental customers, we have dedicated key account teams ready to assist.

We are not just providing energy; we are powering our customers every day.



We are not just providing energy; we are powering our customers every day.

Our People

We're committed to supporting our employees throughout their careers.

We want everyone to feel comfortable bringing their whole, authentic selves to work so they can stretch their talents and abilities and grow to their full potential.



Our Culture of Inclusion

Dominion Energy's multi-faceted approach begins with the Board of Directors, which oversees the CEO and the CEO's leadership team in the development of the company's DE&I strategy and objectives. The Executive Diversity Committee develops and supports the implementation of our companywide strategy, including programs, policies, and initiatives. Its members serve as Executive Sponsors for Engagement & Inclusion Councils and ERGs. Engagement & Inclusion Councils review alignment with corporate DE&I strategy and make recommendations to enhance the company's efforts at each operating-segment level.

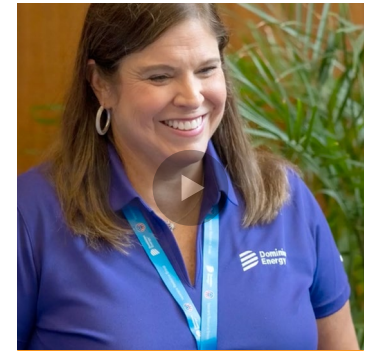
Attracting Talent

We cast a wide net to attract top talent. When seeking candidates, the team makes meaningful efforts to identify and recruit qualified candidates from underrepresented populations. We work with diverse organizations such as the National Society of Black Engineers, the Society of Women Engineers, the Society of Hispanic Professional Engineers, and the Hispanic Association of Colleges and Universities (HACU), among others. Our Talent Acquisition team engages with nearly 20 Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions. In addition, we seek talent through our summer internship program, military recruitment, Dominion Energy HBCU Promise® and Building

Hispanic Talent Initiative®, our Native Pathways internship, engagement with Tribal colleges and universities, and more. In 2023, we hosted our second annual Skilled Crafts Day at our Lake Murray Training Center in South Carolina, during which more than 40 high school students learned about opportunities in the energy industry.

These efforts have produced measurable results. From 2016 through 2023, we have increased our diverse workforce representation from 31.9% to 37.7%.

Reaching out to potential candidates is just the first step. Attracting talent also involves creating an inviting place to work. Dominion Energy does so through a variety of means, such as generous vacation, sick leave, and family leave policies; flexible work schedules where possible; opportunities for development and advancement; and competitive pay rates and total rewards. In 2023, we added several benefits, including: (1) a family planning fertility benefit; (2) access to online learning assistance for both children and adults; and (3) a digital mental health and therapy platform to support behavioral and emotional wellness.



DE&I Video ▶

Developing & Retaining Talent

Once we acquire strong talent, we want them to stay, and to optimize their talents and abilities. We offer a variety of training and development opportunities for all employees with the goal of providing a consistent approach to training that engages the workforce and fosters a culture of learning. To this end, we offer continuous learning opportunities including tuition assistance programs, professional development resources, access to a career center and a self-guided training program for independent learning, as well as leadership development programs.

Our company has increased our focus on engaging employees at various stages of their careers and identifying ways to enhance the employee experience. Starting in 2023, we incorporated improvements to our onboarding processes and launched an Employee Experience site to highlight employee recognition and spotlight perks and resources. We provide a broad array of resources to help our employees learn about different areas of the business and climb the career ladder — including the EMPOWER Career Center, which offers coaching, résumé writing support, interview preparation, and group courses that support professional development.

For aspiring leaders, we offer a multi-stage leadership program that guides individuals with strong people-centered

management potential. It includes the Emerging Leader Program for individual contributors; the Leadership Exploration and Discovery program, which helps individual contributors explore the skills and mindsets needed to lead others; the New Leader Development Program for newly elevated leaders; and Developing the Dominion Energy Leader programs, which prepare high-potential leaders for more senior roles and provide additional training to cultivate a welcoming and inclusive culture for all.

Dominion Energy also places a premium on employee engagement. The company has a history of seeking feedback from employees about their experience with the company through engagement surveys, focus groups, and other channels. This feedback informs decisions by management and enables the company to be nimbler and more innovative, enhance support for our employees, and serve our customers better. In 2023, the company sponsored a number of events for employees and leaders to deepen a sense of engagement. Examples of these include the DE&I Leaders' Summit for ERG and Engagement & Inclusion Council leaders; a Homecoming celebration hosted by the African American ERG; a veterans roundtable hosted by our Veterans ERG; a Powwow to kick off Native American Heritage Month hosted by the NATIV ERG; and a women's conference hosted by We3, our women's ERG.



Rachael Dickinson, DE&I Champion

A leader in the We3 ERG for women and their allies, Rachael Dickinson was hailed as a “trailblazer” for her work on the planning team of Dominion Energy’s first Women’s Conference in 2023. “She has strived to be a change agent and to improve issues that women face in the workplace,” says Emily Wilmoth, the chair of We3, who nominated Rachael for the company’s DE&I Champion Award. Company leaders chose Rachael from among a broad and impressive field of advocates for DE&I. The award recognizes an ERG or Engagement & Inclusion leader who has demonstrated an exceptional commitment to promoting DE&I at Dominion Energy through a range of actions and behaviors that foster an environment where all employees feel respected, valued, and welcome. The winner of the award is someone who inspires others with their inclusive behavior, embodies mentorship and/or allyship, and embraces change and innovative thinking.

Communities

Dominion Energy employees often live in the same communities we serve, so we're invested in supporting our neighbors by volunteering with charities, serving on nonprofit boards, and contributing to community events. The company backs these efforts with matching donations and time off to make a difference through service.



In 2023, we contributed over \$46 million to social betterment, including \$19.5 million from the Dominion Energy Charitable Foundation and our employee giving program. Those funds supported human needs, environmental stewardship, education, community vitality, and social justice. Among the thousands of organizations we contributed to in 2023 were Senior Resources in South Carolina; the North Carolina Coastal Federation; and the Partnership for Housing Affordability in Virginia.

We continued to support students in 2023 through the six-year, \$10-million Dominion Energy Educational Equity Scholarship program, and to support HBCUs through the six-year, \$25-million Dominion Energy HBCU Promise®. We also continued our support of the Building Hispanic Talent Initiative®, a three-year, \$2-million partnership with HACUs, and Promesa: The Hispanic Higher Education Initiative®, a three-year, \$1-million-plus partnership with seven colleges and universities.

In 2023, employees volunteered more than 110,000 hours of their time to worthy causes, including creating outdoor science and art classrooms, planting trees, assembling hygiene kits for underprivileged children, and preparing food baskets and toys to give to families facing financial hardship during the holiday season.



Economic Development

Virginia and the Carolinas rank among the top states in which to do business, in part because of affordable utility costs. In addition, Dominion Energy's team of economic-development experts assists with site selection, infrastructure design, and establishing critical business relationships to help companies expand, relocate, and bring their businesses to our service territory.



The company has been named a Top Utility for Economic Development by *Business Facilities* magazine seven years running.

In 2023, our Virginia utility's strong focus on economic development helped secure wins in advanced manufacturing, distribution, food and beverage, health care, and entertainment. The resulting ventures will bring \$2.6 billion in new capital investment and over 2,200 new jobs to communities across Dominion Energy's service area. In addition, we connected 15 data centers representing an ultimate capacity of 933 MW.

Rural Broadband

High-speed internet is a necessity but providing it to rural communities is often not cost-effective for internet service providers (ISPs). As we upgrade our grid, we can use excess fiber-optic capacity to provide the crucial "middle mile" to help ISPs reach unserved homes and businesses. DEV has partnerships with more than 30 counties and numerous ISPs across Virginia. The SCC approved Phase III of our Grid Transformation Plan in September 2023. Additionally, the company filed its third Rural Broadband petition in October 2023, which included nearly 1,900 miles across 19 counties. DESC is also engaged with telecommunications companies across South Carolina to accommodate requests for make-ready construction and electric service related to broadband deployment.



Powering the Future of Transportation

For its new, \$2-billion vehicle manufacturing facility in Blythewood, South Carolina, Scout Motors needed reliable, affordable energy. Dominion Energy was one of two utilities able to serve the 1,100-acre site, where the Volkswagen subsidiary plans to employ thousands of workers and produce 200,000 electric SUVs and trucks per year. Impressed by our company's robust infrastructure and competitive rates, Scout selected Dominion Energy as its power provider.

Stakeholder Engagement

We are committed to having meaningful conversations with and learning from our stakeholders regardless of income, national origin, race, color, Tribal affiliation, faith, or different abilities.



We seek to build partnerships and engage with local communities, customers, public officials, investors, and other interested parties on issues important to them through a well-defined [stakeholder engagement](#) process. This approach extends to environmental justice (EJ), the just transition, and other stakeholder engagements, such as Tribal relations.

Each year, the company holds hundreds of meetings with a broad array of stakeholders to listen to and carefully consider their input. For example, while we always meet minimum public notice requirements, our communications with the residents near where we work are often extended to ensure everyone who might be potentially affected by our work has a chance to learn about the project and provide feedback.

Another method through which we engage stakeholders is our sustainability priorities assessment. In the spring of 2024, Dominion Energy hired a consulting firm to conduct an updated sustainability priorities assessment, engaging both internal and external stakeholders in evaluating the company's key impact areas related to sustainability. This process involved detailed research on:

- Sustainability reporting frameworks (e.g., GRI, SASB, TCFD)
- Sustainability-related rating agency reports
- Regulatory developments related to sustainability
- Industry and peer company sustainability reports and disclosures

In addition, the consulting firm held independent stakeholder interviews with customers, investors, suppliers, trade organizations, and non-governmental agencies to understand their perspectives and expectations for our company. This research identified several priority focus areas, which were further refined through an electronic stakeholder survey.

The results of this assessment further validated our company's mission: Delivering the reliable, affordable, and increasingly clean energy that powers our customers every day. Key themes from the assessment highlighted stakeholders' concerns around reliability through energy dependability, cyber and data security, and modernizing the grid. Other themes included energy access and affordability, safety and health, improving the customer experience, and reducing greenhouse gas emissions. Furthermore, stakeholders reinforced expectations around business ethics and transparency, which we demonstrate through robust reporting – including this Sustainability and Corporate Responsibility Report.



The results of the sustainability priorities assessment further validated our company's Mission: Delivering the reliable, affordable, and increasingly clean energy that powers our customers every day.

Environmental Justice

Adopted in 2018, Dominion Energy’s formal EJ policy sets expectations for project teams that historically marginalized communities should not be disproportionately harmed by our infrastructure initiatives and that they should be part of the planning process. We have developed rigorous internal processes to ensure accountability and follow-through. In cases where a community meets the definition of an EJ community, our process requires that the company consider proactive and intentional communication and engagement to ensure understanding and involvement; that concerns are heard and appropriately responded to and addressed; and that Dominion Energy works to mitigate any undue project impacts. All major construction projects are reviewed for EJ considerations.

We engage with low-income communities, underrepresented communities, Tribal Nations, 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 2023, we completed 58 EJ screenings for major projects, bringing to 267 the number of such screenings carried out over the life of our formal EJ program, from 2019 through 2023.

Just Transition

The International Labour Organization defines the concept of a just transition as “greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind.”

Our concerns for human rights and EJ inform our approach to a just transition as we continue our decarbonization efforts, including the retirement of certain legacy generation facilities. As with the loss of any industry, closing a plant can affect the economy, the environment, and the community in the surrounding areas. Dominion Energy engages with state and local leaders about the effects of such closures. We also engage in ongoing support of these communities where we have worked, and hope to continue to work, for many years. For

example, our 2023 Virginia Integrated Resource Plan identified retired fossil-fuel generation sites as potential locations for future small modular reactor construction, utilizing existing transmission infrastructure and providing a just transition for the local workforce.

We are focused on balancing the operational need for safe, reliable, affordable, and increasingly clean energy with community support and career longevity for our employees. When our legacy fossil-fuel generation plants are near their scheduled retirements, employees are still needed to ensure they operate safely and as good environmental stewards to their neighbors until their retirement dates. In some instances, we may have to increase staffing in the short term to maintain safe and reliable operations. At the same time, we also must plan for the transition of displaced employees to other roles. We will need to attract, retain, and retrain employees for careers that could span different technologies, and we are working toward those goals.

Dominion Energy’s Education Assistance Program provides 100% reimbursement of eligible tuition costs, up to \$7,500 per calendar year, for regular active, full-time, and part-time non-union employees who are scheduled to work at least 1,000 hours per year. This program can help employees gain the education they need and transition to other energy jobs. Our Talent Management & Development organization and the Dominion Energy EMPOWER Career Center provide employees with career coaching and resources to help identify the skills and interests that will help them develop a career plan and identify steps to prepare for the clean-energy transition. The company also provides planning resources such as retiree learning opportunities and partnerships with community colleges.

Closing

Thank you for reading our 2023 Sustainability and Corporate Responsibility Report. Additional content, including sustainability-related metrics and extended employee highlights, is available on our website at SUSTAINABILITY.DOMINIONENERGY.COM.



All major construction projects are reviewed for Environmental Justice considerations.