

A photograph of a Dominion Energy worker in a white hard hat and safety vest, smiling while working on a power line. The worker is wearing a blue shirt and yellow gloves, and is holding a tool. The background is blurred, showing other workers and industrial equipment.

Delivering on Our Mission

2024 Sustainability and
Corporate Responsibility Report



Powering Your Every Day.

Our Company

To Dominion Energy, operating sustainably means meeting our stakeholders' needs today, while also preparing for the challenges of tomorrow.

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Letter From the Chair

To Dominion Energy, operating sustainably means meeting our stakeholders' needs today, while also preparing for the challenges of tomorrow. As a company that's been serving the needs of customers and communities since the early 20th century, we appreciate the value of taking the long view. Today, we are innovating for the future — investing in all forms of energy, improving the customer experience, and exploring new technologies as we carry out our mission to deliver the reliable, affordable, and increasingly clean energy that powers our customers every day.

We understand how important that mission is. The service we provide is critical for society to function. Families, businesses, community organizations and nonprofits, and government institutions — including the Pentagon, the CIA, and the world's largest naval base — are all counting on us to provide the energy they need, no matter what. We also serve Northern Virginia's data center market, through which an estimated 70% of the world's internet traffic passes. Executing our mission is what enables them to execute theirs.

We recognize how important it is to execute our mission sustainably. The impact of our work extends beyond the service we provide, and it can make a difference that lasts for decades and beyond. We are taking the right actions today to ensure the enduring value we provide to customers, protect the health of our communities and the environment,

support the well-being of our employees, and secure the long-term resilience of our business.

This report details the ways in which sustainability is infused throughout our enterprise, and the actions we took in 2024 to advance it. Those include:

- Achieving our second-best safety record ever, outperforming the industry average by 75%;
- Delivering superior reliability during a period of unprecedented demand, and making prudent investments to ensure that our customers will continue to have the power they need, when they need it;
- Maintaining affordability for our customers by keeping our rates below or on par with the national average;
- Expanding our increasingly clean generation fleet, including placing another 377 MW of capacity into service in our solar fleet, the third-largest among utility holding companies in the nation as of December 2024;
- Proceeding on time toward completion of our 2.6 GW commercial offshore energy project, Coastal Virginia Offshore Wind (CVOW);
- Improving the customer experience by offering a simplified electric bill for residential customers, redesigned based on their feedback;
- Contributing \$46.3 million to support our communities through energy



Robert M. Blue
Chair, President, and Chief Executive Officer

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assistance, charitable giving, support for nonprofits, and more — while our employees and retirees volunteered more than 110,000 hours to worthy causes;

- Announcing an innovative joint planning agreement with American Electric Power Company through its Transource Energy affiliate and FirstEnergy Transmission, LLC to propose several new regional electric transmission projects across multiple states, including new high-voltage, 765-kV transmission lines, to further support reliability.

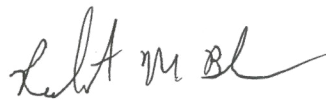
In these and all our activities, we are guided by our company's core values: Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy — our term for teamwork. To us, those values are foundational; they keep us grounded as we execute our mission and explore promising new business opportunities, from small modular reactors (SMRs) to long-duration energy storage (more details on those can be found in the "A Cleaner Portfolio" subsection of this report).

As the need for energy rises, we are growing our generation and delivery systems to meet the increasing demand. Our five-year capital plan, covering 2025-2029, includes \$50 billion of investment opportunity — including 83%, or approximately \$41.5B, investment in clean generation or electric transmission and distribution.

None of this could happen without the hard work and dedication of our

employees, who show up each day knowing they are not only performing a crucial service but also are part of a historic transformation in our industry. You can read about a number of those employees and the work they do for millions of customers every day in this report. Our people are our greatest asset. We cast a wide net to find skilled candidates and provide employees with training and development opportunities to help them reach their full potential.

This is an exciting time for our industry, with tremendous opportunities to grow our business while transforming the way we make and deliver power. With the progress we have made and the momentum we have built, we have laid the groundwork for long-term, sustainable success for our company, our customers, and our communities. With continued focus and a workforce that is committed to our mission, I know we can achieve it.



Robert M. Blue
CHAIR, PRESIDENT, AND CHIEF
EXECUTIVE OFFICER

November 17, 2025



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About Dominion Energy

Dominion Energy (NYSE: [D](#)), headquartered in Richmond, Va., provides regulated electricity service to 3.6 million homes and businesses in Virginia, North Carolina, and South Carolina, and regulated natural gas service to 500,000 customers in South Carolina. The company is one of the nation's leading developers and operators of regulated [offshore wind](#) and [solar](#) power and the [largest producer of carbon-free electricity in New England](#). The company's mission is to provide the [reliable, affordable, and increasingly clean energy](#) that powers its customers every day. Please visit [DominionEnergy.com](#) to learn more.

This report primarily focuses on performance for calendar year 2024 unless otherwise specified. Emissions-related metrics reflect assets owned by the company as of December 31, 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 in our most recent quarterly report on Form 10-Q or annual report on Form 10-K filed with the U.S. Securities and Exchange Commission.

Our Core Values

Our five core values are the foundation of everything we do. They guide our actions, shape our culture, and define who we are as a company. New employees learn about Dominion Energy's values at their new-hire orientation, and the company fosters a commitment to those values through its policies and practices.



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.



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Our Sustainability Focus Areas

Dominion Energy's mission is to provide the reliable, affordable, and increasingly clean energy that powers our customers every day. We must execute this mission sustainably — meaning we not only meet those objectives today, but also position the company to continue to deliver on that mission for many years to come.

To that end, we have mapped elements of our mission to sustainability-related focus areas. While the focus areas are inexhaustive and may evolve over time, they reflect themes which help guide our work.

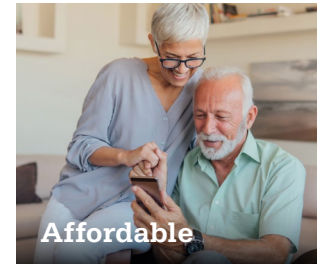


FOCUS AREAS

- Building and maintaining resilient infrastructure, inclusive of grid hardening and a diversified portfolio of power generation resources, and ensuring we are prepared to meet growing future energy demands.
- Maintaining a comprehensive risk-management program, including cybersecurity, physical security, and climate risk analysis.

2024 PERFORMANCE EXAMPLES

- [2025 Virginia IRP](#)
- [2025 South Carolina IRP](#)
- [2024 Annual Report and Annual Report on Form 10-K](#)



FOCUS AREAS

- Providing good value by working to keep our rates affordable and enhancing the customer experience through cost-management solutions including budget billing, alternative rates schedules, and financial assistance programs such as EnergyShare®.
- Developing and implementing solutions, including demand-side management (DSM) programs, that improve energy efficiency and help customers lower their bills.

2024 PERFORMANCE EXAMPLES

- [2024-2025 EnergyShare Annual Report](#)
- [Virginia DSM Programs](#)
- [South Carolina DSM Programs](#)



FOCUS AREAS

- Continuing to maintain and expand zero-carbon resources in our generation fleet.
- Working to achieve Net Zero* carbon and methane emissions for Scopes 1 and 2, and material categories of Scope 3 emissions, by 2050.
- Maintaining a comprehensive Environmental Management System and acting in an environmentally responsible and proactive manner that protects public health, the environment, and natural and cultural resources.
- Integrating sustainability into our procurement process, working to reduce warehouse waste, and engaging with suppliers on GHG disclosure and environmental performance.

2024 PERFORMANCE EXAMPLES

- [Net Zero](#)
- [Sustainability Website](#)
- [2024 CDP](#)



FOCUS AREAS

- Developing a highly skilled, sustainable workforce prepared to address our customers' growing energy needs.
- Leveraging small and local businesses across the communities we serve.
- Making a positive impact on our communities through philanthropic contributions, community engagement, and employee volunteerism.
- Incorporating consideration of fair treatment and meaningful involvement in our project planning and development process.
- Enhancing transparency and stakeholder trust through our Lobbying and Political Contributions Policy and a robust ethics and compliance program.

2024 PERFORMANCE EXAMPLES

- [Careers Website](#)
- [Supplier Code of Conduct](#)
- [Dominion Energy Charitable Foundation](#)
- [Political Contributions](#)

* Net Zero does not mean we will eliminate all emissions. Our approach prioritizes emissions reduction without compromising reliability, to the extent enabled by technological capabilities and customer affordability, with residual emissions addressed through carbon-beneficial initiatives. 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.

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Sustainability Key Stats



Reliable

99.98%

power availability, excluding major¹
storms, in the company's Virginia
and Carolinas service areas

20-year

license extension for
North Anna nuclear power
station approved in 2024

Nearly 2,500

miles of primary distribution
lines placed underground
(2014-2024)

\$2.3 billion

invested in new transmission
across our territory in 2024



Affordable

Consistent
Customer Value

as we invest in reliable
infrastructure

45+

energy-efficiency and
demand-side-management
programs offered

New

Income and Age Qualifying
Residential Bundle Program
launched in 2024

945,000+

individuals and families helped over
the life of our signature assistance
program, EnergyShare[®]



Increasingly Clean

46% reduction

in Scope 1 CO₂ emissions from our
generation fleet,
2005-2024

377 MW

of solar generation
placed into service
in 2024

Approval

of three long-duration energy
storage projects, including iron-air,
zinc-hybrid, and metal-hydrogen
batteries

Largest-ever

utility-led electric school
bus Vehicle-to-Grid (V2G)
discharging event
in the U.S.



People & Communities

0.42

OSHA recordable injury rate, 75%
safer than industry average

\$46.3 million

donated to the communities
where we operate

110,000+

hours volunteered by
employees and retirees

Rural Broadband

program to bring high-speed internet
to unserved areas

¹ The Institute of Electrical and Electronics Engineers (IEEE) defines major events as "events that are beyond the design and/or operational limits of a utility."

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Governance

Good corporate governance ensures that Dominion Energy remains a proficient and trustworthy steward of the resources entrusted to our care. Our 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 operates through five committees: Audit; Compensation and Talent Development; Finance; Nominating, Governance, and Sustainability; and Safety, Technology, Nuclear, and Operations. We have a well-rounded board in the broadest sense — one that reflects a range of professional experience, personal backgrounds, community involvement, skills, geography, and other attributes. For more information on each of our directors, see our [Leadership and Governance](#) website.

The Board works closely with management to balance and align sustainability with the company's operations, strategy, and risks. The Board's Nominating, Governance, and Sustainability Committee receives and reviews reports from management on matters related to sustainability, including Dominion Energy's policies, programs, and activities with respect to sustainability and corporate social responsibility. In support of effective climate governance, the Safety, Technology, Nuclear, and Operations Committee oversees our overall environmental performance and policies, practices, and programs with respect to climate change and the

protection and improvement of the quality of the environment.

Risk Oversight

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 [2025 Proxy Statement](#) and the [Board Committees and Charters](#) 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 a converged security model that brings together cybersecurity, physical security, and threat intelligence within one department overseen by highly skilled and experienced security professionals. For an in-depth discussion of risk factors that may affect the company, see our [Annual Report on Form 10-K](#).

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

Awards

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

Featured Awards:

America's Greatest Workplaces 2024

Newsweek

Military Friendly Employer (since 2010)

G.I. Jobs Magazine

Top Utility for Economic Development

Business Facilities Magazine

Top 25 Veteran Employers for 2025

Military.com

Best Practices Award

Smart Energy Consumer
Collaborative

Best of the Best (since 2012)

U.S. Veterans Magazine

Workforce Innovation Award for Business

Hampton Roads Workforce Council

Top Innovative Practice Award

Nuclear Energy Institute

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customers and 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 2024, the company was recognized as a Trendsetter by the CPA Zicklin Index, a rating that measures political spending transparency and accountability. This is the seventh 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.

Ethics & Compliance

Our company maintains a comprehensive Ethics and Compliance Program. 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. The Audit Committee of Dominion Energy's Board of Directors is responsible for oversight of the company's compliance with legal and regulatory requirements, including the Code of Ethics and Business Conduct. The Audit Committee also oversees the implementation and effectiveness of the Ethics and Compliance Program.

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

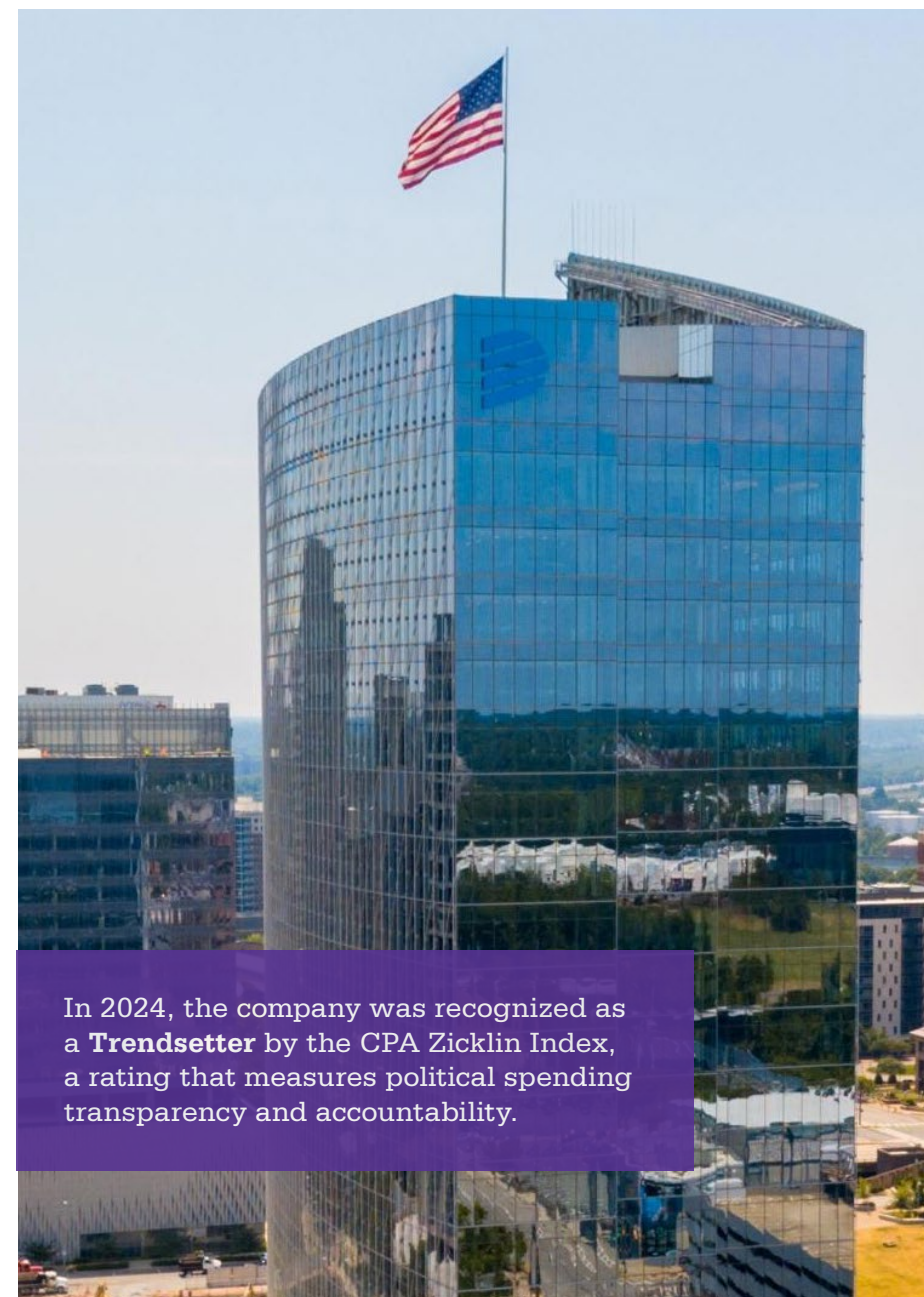
Committee ensures that ethics and compliance expectations are clearly communicated to promote awareness and consistency across the company.

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.

The company also maintains a [Supplier Code of Ethics and Business Conduct](#), which all suppliers, agents, and subcontractors are required to review and comply with.



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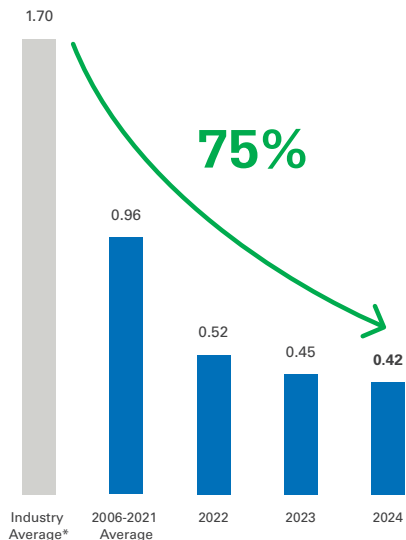
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Safety

Safety ranks as the first of Dominion Energy's core values and is always our top priority — whether in the field, in the office, or on the road.

In 2024, our Corporate Safety & Health group held Dominion Energy's first annual "Safety Day" events at select locations. These events highlighted safety topics including the use of automatic external defibrillators, personal protective equipment, a safety-program digital app, and services offered by Corporate Intelligence and Security, Corporate Health Services, and the on-site fitness teams. Plans to present at more locations are in

OSHA RECORDABLE INCIDENT RATE*



*Number of recordables per 100 employees each work year, data is pro forma for SCANA. Average per Bureau of Labor Statistics 2023 industry data for electric power generation, transmission, and distribution (NAICS code 2211)

progress. In November 2024, Corporate Safety & Health joined forces with HR Benefits to host a mental-health awareness conference to enhance employee mental wellbeing. In early 2025, our Corporate Intelligence and Security team hosted a safety workshop in Cayce, South Carolina, to teach employees how to develop a personal security plan.

In 2024, we achieved an OSHA recordable injury rate of 0.42 — the second-best performance in company history, and a rate 75% better than the industry average. We also tied our record for the lowest number of serious injuries — those resulting in lost days or restricted duty. We train for emergencies with safety as our top priority every day. We will not be satisfied until we reach our goal: making sure no one gets hurt, and everyone goes home safely.

Nothing can prepare us for the loss of a coworker in the line of duty. In March 2025, we experienced a profound loss with the passing of a colleague at a power generation facility in South Carolina. This tragic event serves as a somber reminder of the importance of our ongoing commitment to safety and the need for continuous improvement in our practices.

Safety Culture

Operating a complex energy grid is no small feat, and doing so safely requires our full attention. 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



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safety data management system and shares reports of incidents and root-cause analyses with employees on a regular basis. Companywide safety goals are incorporated into our annual incentive plan.

In 2024, Corporate Safety & Health incorporated High Energy Control Assessments (HECAs) in its Safety Compass Job Hazard Assessment tool. HECAs identify work activities that involve dangerous high-energy sources to eliminate or control them prior to starting work. The HECA process was implemented by all business segments in 2024.

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.

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 public. To keep the public informed about nuclear safety, we 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 our South Carolina natural gas business, we use distribution and transmission 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 risk modeling, emergency

shutdown systems, and public-awareness campaigns. Our public-awareness campaigns include mailings and digital messaging, and they enable customers to order a free “scratch-and-sniff” brochure to learn to identify the smell of mercaptan — the “rotten egg” odorant we add to natural gas to alert customers of potential gas leaks. Additional integrity-program initiatives include a sewer cross-bore plan to proactively identify any potential risks to our system and a damage-prevention program dedicated to safety by focusing on identifying, investigating, and preventing damage to our pipelines.



EMPLOYEE SPOTLIGHT

Leslie Johnson

To say that Leslie Johnson and her role at Dominion Energy make a perfect fit is an understatement. A registered nurse, former Army combat medic, and former medical social worker, Leslie also has a master’s degree in human resource management. Today, as Manager of Corporate Safety & Health Services, she oversees the company’s safety programs, metrics, reporting, and awareness, as well as all non-nuclear drug and alcohol testing and medical reviews. Both her grandfather and her mother spent decades at the company; Leslie herself is now in her 26th year.

“The role seems as though it was made just for me,” says Leslie, who credits her grandfather for her safety consciousness. “He taught me how to do light electrical and plumbing work. He never missed an opportunity to remind me of the hazards involved in every project we did together.”

That focus on avoiding harm informs Leslie’s approach to her work today. “I want our colleagues to see us as a resource for prevention,” says Leslie. “Not just responders during times of need.”

An avid runner who can “clean a blue crab like a champ,” she also crochets — and often donates baby blankets and hats to a local hospital. Given her devotion to safety (“I take seriously the responsibility of supporting the first of our company’s core values and it is never lost on me that everyone has someone who loves them and wants them to come home safely”), one way she unwinds might come as a surprise: “I am a spot-on axe thrower.”



Leslie Johnson’s grandfather, Wilmer F. Todd, Sr. (far left in this early-1950s photo) was a lineman and serviceman for Virginia Electric and Power Company from 1947 to 1980.

Reliable

Providing reliable energy is not just our responsibility — it's the foundation of our commitment to the communities we serve. To ensure that customers have the energy they need, when they need it, we are investing in new generation, expanding and modernizing the grid, and deploying the latest technology.

Reliability

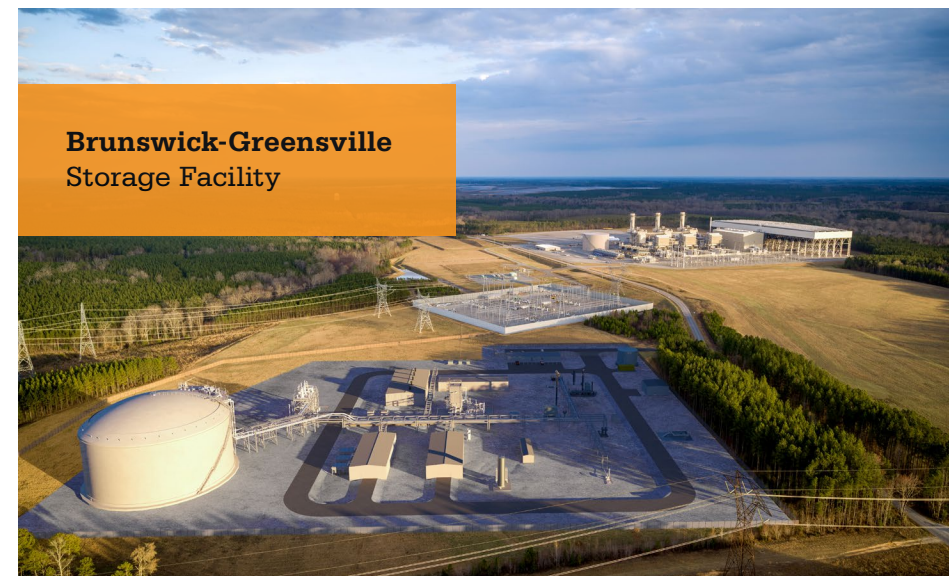
As society evolves and demand for electricity grows, Dominion Energy is evolving to meet the need. In 2024, our customers had power 99.98% of the time, excluding major storms.

We are already seeing marked growth in the need for electricity. In July 2024, Dominion Energy Virginia (DEV) met six new all-time summer demand peaks. Those records soon fell when DEV met three new demand peaks in January 2025. Looking ahead, grid operator PJM projects 6.3% average peak annual load growth within our PJM Virginia transmission zone for the next decade — a rate far above the historical norm.

To keep the lights on, Dominion Energy employs a wide array of strategies and programs. These range in scale from

trimming trees that encroach on power lines to building the Coastal Virginia Offshore Wind commercial project. In March of 2025, DEV received approval from the Virginia State Corporation Commission (SCC) for a liquefied natural gas (LNG) storage facility that will help avoid fuel shortages during extreme weather or other supply disruptions or constraints. The Brunswick-Greenville Storage Facility will provide backup fuel supply to keep our Greenville County and Brunswick County power stations operating and the lights on for more than 700,000 customers.

In South Carolina, we are modernizing our generation fleet by retiring older natural gas-fired units and replacing them with highly efficient, modern generation



**Brunswick-Greenville
Storage Facility**



EMPLOYEE SPOTLIGHT

Warren Taylor

After taking a course on energy systems and power plant operations at North Carolina State University, Warren Taylor knew what he wanted to do. During his senior year, he attended an on-campus job fair so he could meet with a representative from Dominion Energy. In early 2000, he began his career with the company.

As a member of the corporate engineering team in the boiler-and-turbine group, Warren spent more than a decade traveling to company power generation sites, crawling into boilers and heat-recovery-steam-generator units to perform inspections and oversee repairs. Today, as a regional director, he oversees the company's Brunswick, Greenville, Roanoke Rapids, and Gaston power stations. Among other things, he ensures alignment on performance goals, supports site leadership, and acts as a bridge between corporate leadership and plant operations.

The work has involved him in the development of the Brunswick-Greenville LNG Storage Facility. "It's a critical infrastructure project that reflects both foresight and commitment to reliability," Warren says. "By adding on-site LNG storage, we're ensuring that both plants can continue operating for up to four days during supply disruptions. This kind of backup capacity is essential to our customers in today's energy landscape, where reliability and resilience are just as important as efficiency."

When he isn't ensuring that customers have reliable power, Warren enjoys reading, especially history and biographies. "After reading a history book, I like to go and visit the location where the history was made and explore the area," he says. He and his wife also enjoy camping — "especially in state and national parks."

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resources to increase system reliability and to enable our system to better accommodate additional intermittent solar generation. These replacement combustion turbines provide reserve capacity and black-start capability (the ability to restart the electric grid without relying on an external power source) necessary to ensure system reliability. In 2024, the replacement unit at our Bushy Park Combustion Turbine Facility entered commercial operation. Construction at other sites is ongoing, with replacement units at our Parr CT facility anticipated to enter commercial operation by the end of 2025.

Our Grid Transformation Plan (GTP) is the company's comprehensive, multi-year plan to transform its electric distribution grid in Virginia. Among other things, the GTP helps prevent outages by hardening grid components and making other technological improvements. To help make our grid more resilient, our Strategic Underground Program identifies the most outage-prone distribution lines and works with customers and neighborhoods to move those lines underground, protecting them from overhead damage and freeing

our restoration crews to work on other projects. From 2014 through the end of 2024, we placed nearly 2,500 miles of lines underground. Customers who are connected to those lines have seen their annual outage times improve from over 550 minutes a year to under three minutes a year.

Storm preparation plays a major role in maintaining reliability, and it starts well before the first clouds form on the horizon. Beginning in 2019, we adopted new engineering and construction standards that include stronger poles, shorter spans, fiberglass crossarms, and upgraded insulators to better withstand wind and ice. Extensive training ensures that our crews are prepared to respond to extreme weather, and staging equipment and supplies in advance of oncoming storms ensures they have the resources they need to restore power quickly. Through mutual-assistance agreements with other utilities, we take advantage of additional help from beyond our service areas to accelerate the restoration process.

From 2014 through the end of 2024, we placed nearly **2,500 miles** of lines underground.



Weather

Weather can have a major impact on reliability, especially as weather events become increasingly frequent and more severe. Accurate weather prediction enables the company to respond swiftly and appropriately to different conditions — a crucial capability, given that a half-inch of ice can do far more damage than a foot of powdery snow.

Dominion Energy employs its own in-house meteorology team, with decades of experience forecasting specifically for our company. This is considered a best practice in the utility space, as it improves our ability to develop forecasts tailored to our infrastructure and operational concerns. Our meteorologists' predictions

guide the System Storm Center in making daily operational decisions about planning and resource allocation for effective outage response and restoration.

Our in-house meteorology team also provides detailed forecasts for our CVOW area, enabling detailed projections of wave heights and wind speeds that are used by our operations and systems planning staff. The team also consults on emergency planning efforts, helping the company prepare for everything from heat waves to record cold.

The combination of focused forecasting and storm preparation enables Dominion Energy to restore power swiftly. When Winter

Storm Finn struck Virginia in January 2024, we restored power for more than 200,000 customers within 32 hours. Similarly, when Tropical Storm Debby hit our territory in August 2024, our crews restored service to more than 100,000 customers within 24 hours after the storm passed.

Of course, the largest weather event to hit our system in 2024 was undoubtedly Hurricane Helene.

INNOVATION IN ACTION:

We are investing in our technology to enable higher-resolution modeling and AI-driven probability and risk forecasts, helping us better predict power outages.



EMPLOYEE SPOTLIGHT

Jeff Mock and Erin Hurd

Dominion Energy's dynamic weather duo, Jeff Mock and Erin Hurd, bear a heavy responsibility: making sure the company is prepared for the kind of bad weather that could affect service to our customers. Operations personnel rely on their forecasts to stage resources before storms roll in, so that crews can roll out promptly and minimize any outages that might result from downed tree limbs or other storm-related issues.

The work can be challenging. Weather prediction is a science, but it relies on variable forecasts and probabilistic modeling — a point not everyone grasps. And the hours can be long: "Sometimes during big storm events we don't get much sleep and have to cancel personal plans," says Erin. "That can be hard."

But the difficulties don't dampen their enthusiasm. When he isn't monitoring the weather for the company, Jeff — a fan of contemporary jazz — lends his forecasting expertise to community events and local organizations, including his church. "Weather is my life," he says. "I'm getting paid to do my hobby!"

For Erin, a fitness and outdoor enthusiast who fell in love with thunderstorms at a young age while sitting on her parents' porch, the best part of the job is "that I get paid to do something I'm passionate about and would be a hobby otherwise." And then there's the fact that the weather is always changing. "Every day is a little different," she says, "and that's exciting."

Our Company

Reliable

Reliability

Weather

Investing in
Infrastructure

Innovation

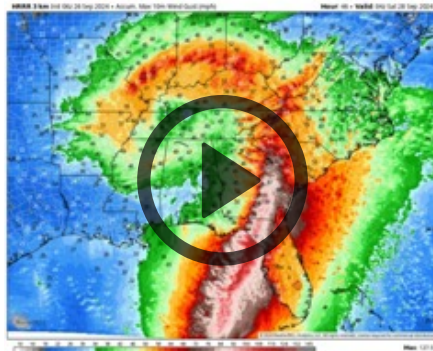
Affordable

Increasingly Clean

People & Communities

Hurricane Helene

On the morning of September 27, 2024, Hurricane Helene struck South Carolina. The storm's unprecedented strength and slow progression, compounded by its interaction with a second weather system over the southern Appalachians, resulted in prolonged rainfall and devastating winds that left widespread destruction in their wake. The scale of the damage surpassed that of previous storms such as Hurricane Hugo, leaving more than 446,000 customers — over half of DESC's customer base — without power.



Video: Coming together after Helene,
[YouTube](#)

The company was ready. For DESC, storm preparation is an everyday event. Before the beginning of every hurricane season, the company brings together key employees as well as the leadership of the South Carolina Office of Regulatory Staff and the South Carolina Department of Transportation to discuss its storm preparation efforts and what may be expected during the upcoming hurricane season. As Helene headed toward land, DESC identified the Western and Columbia

Districts of our service area as high-risk. We initiated planning efforts with a focus on taking care of any last-minute preparations such as ensuring that storerooms were fully stocked and equipment was prepositioned where it would most likely be needed to restore service quickly.

To repair the damage in the wake of Helene, Dominion Energy deployed roughly 4,200 employees and contractors, including about 1,100 from Dominion Energy Virginia, to help fix or replace the 91 transmission lines, 87 substations, 1,444 transformers, 2,525 poles, and 8,190 spans of distribution wire damaged by the storm in a round-the-clock effort that would last until October 8.

Community members — many of them without power at home — sprang into action as well. A local high-school soccer team served pizza to crews in Chapin. Miss South Carolina, Davis Wash, served dinner to crews at a middle school in Johnston. Lexington High School presented approximately 200 thank-you letters to line crews. A Special Olympics volunteer hosted a drive-thru supply drive and collected snacks and beverages for crew members. Several summer camps and youth retreats opened their gates to house crews during the restoration work, and Compass for Hope, a nonprofit serving the area's homeless, provided mobile showers.

"The devastation was unbelievable. We didn't have this many transmission lines down during [1989's Hurricane] Hugo in the whole state," said Keller Kissam, president of Dominion Energy South Carolina. "This community stood by us; they opened their hearts to us in a way that I've never witnessed in my 36 years of service. It's truly overwhelming."

The unwavering community support played a crucial role in helping Dominion Energy restore power and bring a sense of normalcy back to the affected areas.

To further support recovery, the Dominion Energy Charitable Foundation donated \$300,000 to the One SC Fund to support immediate relief needs throughout South Carolina. An additional \$200,000 donation to the American Red Cross supported its response efforts across Virginia, North Carolina, and South Carolina. The company also matched employee donations to these organizations 2-for-1 during October, and made a final round of grants totaling \$122,500 to 16 organizations that supported restoration efforts.

"To everyone involved in restoration efforts, and especially our family of crew members on the front lines — thank you," Kissam said. "The support of the community meant the world, and it is what makes our community so special. Together, we're stronger."

INNOVATION IN ACTION:

In the weeks that followed Hurricane Helene, Florida residents benefited from an innovation developed by Dominion Energy employees — a mobile battery energy storage system (BESS). A reconfigured version of the mobile BESS supported communications, small-tool battery charging, and other energy needs during recovery efforts. For more on the mobile BESS, see the Innovation section of this report.

“

"No other storm has impacted across our service territory as completely and as devastatingly as Helene," said DESC President Keller Kissam. "As a result of that, we have put [in place] all resources that we can possibly muster in order to return our customers' lives back to normal."

”

Our Company

Reliable

Reliability

Weather

Investing in
Infrastructure

Innovation

Affordable

Increasingly Clean

People & Communities

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. In the near term, we have identified \$50 billion in capital investment opportunity between 2025 and 2029.

In 2025, DESC submitted an integrated resource plan — IRP — to regulators, and DEV submitted an IRP update. IRPs are long-term planning documents that lay out different potential pathways to meet customer energy needs in future years. Both DEV and DESC's 2025 IRP filings reflected an all-of-the-above approach in which roughly 80% of new power generation and storage resources selected in the primary modeling scenarios are carbon-free.

As modeled in our IRPs, over the next 20 years we anticipate adding approximately 47 gigawatts of new power generation and storage facilities to meet growing demand from our customers. Our all-of-the-above strategy includes solar, wind, and battery storage, as well as advanced nuclear power and reliable and operationally flexible natural gas, which is key to supporting the addition of non-dispatchable, intermittent renewable resources.

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.

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 resources.

To deliver power to our customers, we continue to invest in the grid. In 2024, DEV and DESC invested \$2.3 billion in electric transmission. Our five-year capital plan anticipates an additional \$15 billion in transmission investments, and approximately \$12 billion in distribution investments.

Meeting the growing needs of customers opens opportunities for innovation and collaboration. In October, we announced a joint planning agreement with American Electric Power Company through its Transource Energy affiliate and FirstEnergy Transmission, LLC to propose several new regional electric transmission projects across multiple states, including new high-capacity transmission lines. In early 2025, PJM approved two 765-kV transmission projects and a separate substation proposed under this partnership, which will be developed through the recently formed Valley Link Transmission Company, LLC.

In 2024, DEV and
DESC invested
\$2.3 billion in electric
transmission.

Our Company

Reliable

- Reliability
- Weather
- Investing in Infrastructure
- Innovation**

Affordable

Increasingly Clean

People & Communities

Innovation

We are determined to embrace changes that enhance our customers' experience, improve how we execute our mission, and position our company for sustainable, long-term success.

From operating the first functioning electric streetcar to building the nation's first 500-kilovolt transmission line, Dominion Energy and its corporate forebears have been breaking new ground for more than a century. Today we are exploring the potential of emerging technologies, such as SMRs, to meet customer demand and contribute to a net-zero future. We encourage innovation across our enterprise through an annual Innovation Expo; the Chair's Excellence Awards; and our Envision Tomorrow program — a companywide effort to work smarter, better, and faster using employee ideas that lead to efficiency, improve our processes, and optimize workflows.

Our relentless focus on reliability helps drive new ideas, such as a mobile battery energy storage system. A company business-incubation contest inspired a team of four employees to develop a battery system capable of being towed by a vehicle. The team joined forces with Baltimore, Maryland-based Power Up Connect, a mobile charging solution provider, to build three small-scale prototypes. Dominion Energy now has a patent pending on the technology, and the reconfigured prototypes were used to help recovery efforts in Florida after Hurricanes Helene and Milton.



Our employees frequently receive recognition for their ideas. In 2024, a multidisciplinary team from Dominion Energy received an AEIC Achievement Award from the Association of Edison Illuminating Companies for developing a system to correct misgrids — situations in which meters are associated with the wrong transformer in the company's customer information platform. Misgrids can send

personnel to the wrong address to fix an outage, misrepresent the actual number of outages in an area, make it harder to detect an overloaded transformer, and cause other problems. Historically, misgrids would often go undetected until a field visit by Dominion Energy personnel — a time-consuming and labor-intensive process. The award-winning team developed a method to automate the correction of misgrids by

using Advanced Metering Infrastructure (AMI) data, a machine-learning algorithm, and robotic process automation. From its inception in September 2023, through April 2025, the system automatically corrected more than 9,500 misgrids, and we continue to investigate opportunities to increase the accuracy of the correction algorithm.

Affordable

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

Value

Keeping energy affordable matters just as much as keeping it reliable. Our customers expect good value from Dominion Energy, and we deliver it. We have a long record of competitive rates, which compare favorably to the national average and to inflation.

Throughout 2024, our residential rates were below or on par with national and regional averages. The share of our typical Dominion Energy Virginia customer's wallet attributable to our bill has declined over the past decade — a testament to the fact that Dominion Energy Virginia's rates have remained relatively stable despite an overall increase in household income during that time. DEV's typical residential rate rose by 1.9% on a compound annual basis between 2015 and 2025, whereas the compound annual growth rate of the Consumer Price Index, a proxy for inflation, was 3.1%. In other words, over the past decade, DEV's residential rates have increased at a rate nearly 40% lower than the rate of inflation.

In March 2025, DEV filed a request with the Virginia SCC for what would be its first base rate increase since 1992, if approved. The request reflects significant inflationary pressures since 2023, including increases in the cost of labor, as well as materials and equipment such as cables and wires, utility poles, transformers, and power generation equipment. The increase also



reflects needed investments to reliably serve a growing customer base. In addition, the company proposed a new rate class for high-energy users, including data centers, as well as new consumer protections to ensure these customers continue to pay the full cost of their service and other

customers are protected from stranded costs. Under the proposal, high-energy users would be required to make a 14-year commitment to pay for their requested power — even if they use less.

Efficiency

In addition to maintaining competitive rates, Dominion Energy offers customers the opportunity to save even more on their energy bills through a wide array of energy efficiency and demand-side management programs. Empowering customers to manage their own energy use produces significant environmental benefits while helping them lower monthly energy expenses. In 2024, our electric utilities serving 2.8 million customer accounts in Virginia and northeast North Carolina offered more than 45 programs. These include:

- Energy audits and assessments;
- Rebates or discounts when purchasing certain ENERGY STAR® products, electric vehicle chargers, and smart home devices. Non-residential customers can save on commercial equipment and services;
- Weatherization assistance to help eligible customers reduce their energy usage;
- Home energy planning, which provides homeowners with a step-by-step roadmap to efficiency improvements; and
- Demand-response programs that encourage customers to shift their energy usage during certain times to help manage load on Dominion Energy's system. In turn, the customer receives a financial incentive for participating.

In 2024, DEV launched an Income and Age Qualifying (IAQ) Residential

Bundle Program, an assessment and improvement program for Dominion Energy customers meeting eligibility requirements in Virginia. The program provides in-home energy assessments and installation of select energy-saving products at no cost to the customer. Through our income and age-qualifying programs, we provided more than \$22 million in rebates to qualifying customers in 2024, and completed 458 solar installations. Also in December 2024, DEV filed for the approval of seven programs, including a residential battery pilot, as well as a number of demand response and energy efficiency programs for large and small business customers.

In 2024, the Smart Energy Consumer Collaborative recognized Dominion Energy with the Small and Medium-sized Businesses Engagement Award for redesigning an existing small business energy efficiency program; the redesign led to a 34% increase in applications. The Residential Efficient Products Marketplace Program in North Carolina and Virginia was recognized by ENERGY STAR® with an Excellence in ENERGY STAR® Marketing Award for implementing a retail program, an online marketplace, and an outreach campaign. The implementation resulted in more than 18,000 residential customer rebates on ENERGY STAR® certified appliances, saving almost 3 million gross kilowatt-hours.

At our electric utility serving more than 800,000 customer accounts in South Carolina, Dominion Energy continued to offer seven residential and three business



In 2024, DEV/DENC offered **more than 45** energy efficiency and demand-side management programs.

programs through the DSM electric portfolio, including our free Home Energy Check-up and Small Business Energy Solutions. To benefit natural gas customers, DESC completed the launch of a suite of DSM programs to support residential and commercial customers. Both portfolios are designed to assist customers with reducing their energy consumption through programs that include in-home energy assessments, online store discounts for energy-efficiency products, education and savings tips, and incentives for customers to upgrade or install certain energy efficient measures and/or ENERGY STAR®-certified

heating and cooling and water heating equipment.

During 2024, DESC residential program participation exceeded forecasted participation by 115%, with over 350,000 customers enrolled in a wide range of programs, resulting in residential energy savings that exceeded the forecast by 137%. Moreover, DESC received approval from the Public Service Commission of South Carolina to expand its portfolio of programs with a new residential Demand Response offering in 2025.



During 2024, DESC residential program participation exceeded forecasted participation by 115%, with over 350,000 customers enrolled in a wide range of programs, resulting in residential energy savings that **exceeded the forecast by 137%**.



EMPLOYEE SPOTLIGHT

Anitra Watson

"I did not choose this career," says Anitra Watson. "This career chose me." A former Housing Rehabilitation and Energy Conservation Program Coordinator at Project: Homes, a local nonprofit in Virginia that specializes in home repairs, energy conservation, and affordable housing, Anitra also has worked as Housing Director for the Crater District Area Agency on Aging. As the Energy Conservation Program Manager at Dominion Energy, she manages the same Dominion Energy Income and Age Qualifying programs that she administered in her previous roles, along with four additional specialized programs.

"I absolutely love assisting our customers by providing minor home repairs to ensure energy-efficiency measures are installed," Anitra says. "I get to see firsthand the impacts of a non-working HVAC system or the impact of a drafty home and the effects it has

on a customer's bill and their well-being.... Working with elderly, disabled, and veteran populations grounds me, I can provide reassurance to customers that assistance is available, and delivering on it aligns with my 'why'."

When she isn't managing assistance programs, Anitra — a native of Keysville, Virginia, with a Bachelor of Science from Norfolk State and an MBA from Virginia Commonwealth University — plans family events. "I am passionate about creating themed events that bring my family together. This year I have a team of family members working with me to host a family reunion." She also has a taste for adventure: On her days off, she'll likely visit a place or attend an event that's new to her, and follow it up with lunch: "I love to try new foods or visit a new restaurant."

Assistance

Competitive rates and energy-efficiency measures may not be enough for customers facing financial hardship. Dominion Energy stands ready to help see them through until they can get back on their feet.

The company offers an array of options to support our most vulnerable customers, including extended payment plans, weatherization, budget billing, energy assistance programs, and the Percentage of Income Payment Program, which is a legislatively directed subsidization program for income-qualifying customers in Virginia.

Since 1982, our signature EnergyShare® program has been helping qualified customers with energy bill payment assistance. What began as a seasonal home-heating program is now a comprehensive year-round program offering help with both heating and cooling bills, as well as sustainable, no-cost home energy-efficiency upgrades.

From its inception through the 2024-2025 program year, EnergyShare® in Virginia helped more than 945,000 individuals and families with their energy needs, including the weatherization of more than 24,500 homes. During its 2024-2025 program

year (July 1 through June 30), Virginia's EnergyShare® program provided approximately 13,200 customers with bill payment assistance — including 1,500 military veterans and 1,200 individuals living with disabilities — and provided weatherization services to 1,200 homes.

EnergyShare® was introduced to South Carolina after Dominion Energy merged with SCANA Corporation in 2019. Since the 2020 program year, it has helped more than 7,200 individuals and families with residential utility bills. In 2024, South Carolina's EnergyShare® helped 1,775 households, including 16 households with veterans and 480 with residents with disabilities.

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](#).



From its inception through the 2024-2025 program year, EnergyShare® in Virginia helped more than **945,000 individuals and families** with their energy needs, including the weatherization of more than **24,500 homes**.

Supply Chain

Maintaining a diverse pool of suppliers strengthens our local economies and allows our supply chain to be more resilient to unexpected economic, social, and/or natural forces. From an affordability perspective, a wider pool of suppliers also makes the bidding process more competitive. Doing business with local suppliers creates more jobs, more infrastructure investment, more resources for basic services, and more investment in education and worker training.

We make significant efforts to engage with and recruit a wide array of potential suppliers in the communities we serve.

These suppliers contribute to the vibrancy and success of local communities, while ensuring a broad and competitive pool of potential suppliers.

To highlight opportunities and further foster connections with small and diverse businesses, we host our annual supplier engagement event, Convergence. In 2024, the event brought together more than 400 attendees, representing 270 small, local, and diverse businesses.





Increasingly Clean

We are committed to being good stewards of the environment. We know that our customers expect clean air, water, and land, and we take seriously our role in protecting our shared natural resources.

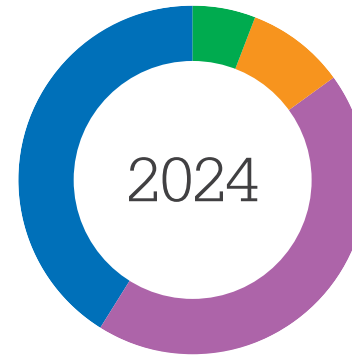
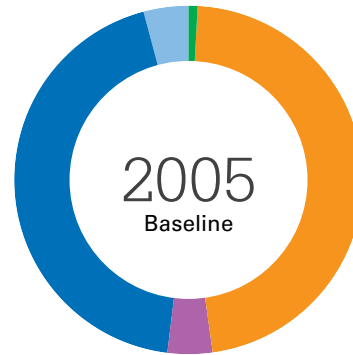
Increasingly Clean

Over the past two decades, we have transformed and diversified our generation portfolio, building additional resiliency while advancing our decarbonization goals. We are pursuing a diverse mix of cleaner, more efficient, and lower-emitting generators to deliver energy.

Nuclear energy remains a mainstay of our generation fleet, representing 41% of all owned net energy generation (in MWh) in 2024. We have also significantly increased our gas-fired and renewable generation, while reducing our reliance on coal and petroleum. These changes have reduced emissions over time.

Diversifying the energy portfolio affords Dominion Energy the opportunity to provide customers with cleaner energy while protecting the power supply from potential disruption. We believe a sustainable approach to the clean-energy transition prioritizes not just emissions reductions, but many other factors as well. 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 customers experience the greatest hardship when reliability and affordability are not maintained. We're dedicated to a sustainable clean-energy transition.

OWNED NET GENERATION (MWh)



| 2005 | 2024 | |
|------|------|-------------|
| 1% | 6% | Renewables |
| 47% | 9% | Coal |
| 4% | 44% | Natural Gas |
| 44% | 41% | Nuclear |
| 4% | 0% | Petroleum |

All environmental and other related metrics are inclusive of assets owned on December 31, 2024. Please see our Form 10-K for the Year Ended December 31, 2024 for a description of assets owned at year-end 2024. Baseline generation and emissions data exclude divested assets.

In Virginia, the Virginia Clean Economy Act (VCEA) establishes a mandatory renewable portfolio standard aimed at achieving 100% clean energy from DEV's generation fleet by 2045. The VCEA also (a) includes requirements concerning proposals for deployment of wind, solar, and energy storage resources; (b) establishes energy efficiency savings targets relative to a 2019 baseline; and (c) provides for certain measures to expand and reform net metering (including an allocation for low-income customers), allowing participating customers to offset their monthly electric bill with electricity generated from an onsite solar installation.



Net Zero Progress

Dominion Energy is working to achieve Net Zero carbon and methane Scope 1 and Scope 2 emissions and material categories of Scope 3 emissions: electricity purchased to power the grid, fossil fuel purchased for our power stations and gas distribution systems, and consumption of gas by natural gas customers. We have updated our 2024 emissions inventory to exclude emissions from natural gas distribution assets sold to Enbridge during 2024. Data below reflect the company's ownership as of December 31, 2024.

Net Zero does not mean we will eliminate all emissions. Our approach prioritizes emissions reduction without compromising reliability, to the extent enabled by technological capabilities and customer affordability, with residual emissions addressed through carbon-beneficial initiatives.

Scopes of Emissions Definitions

Scope 1 emissions:
Emissions that are produced directly by an entity's own operations

Scope 2 emissions:
Emissions from electricity a company consumes but does not generate from its own facilities

Scope 3 emissions:
Emissions generated downstream of company operations by customers and upstream by suppliers

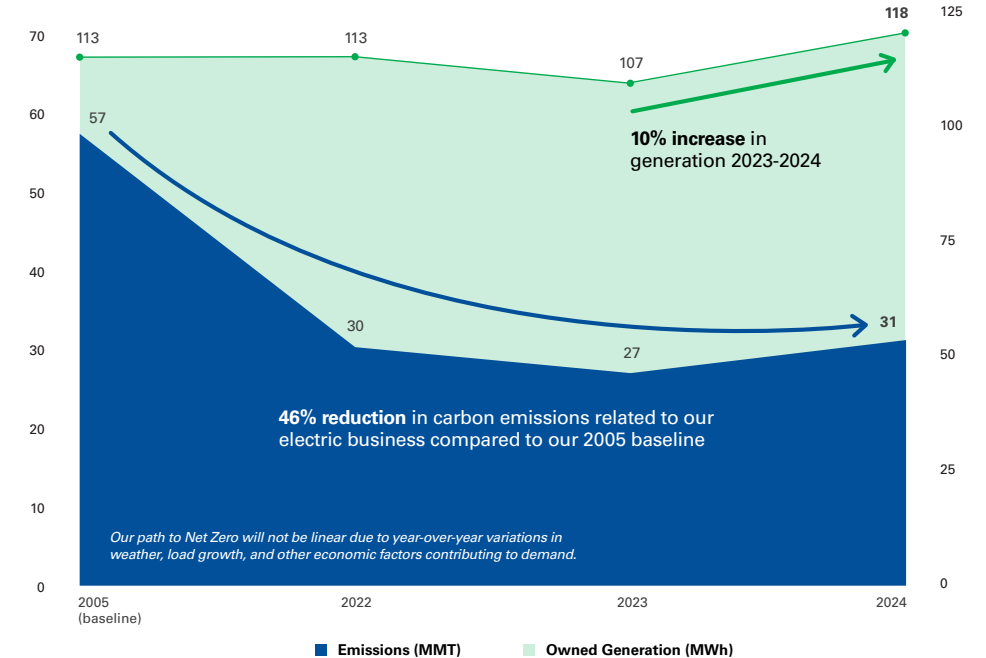
Our path to Net Zero will not be linear. Year-over-year variations in weather, load growth, and other economic factors contributing to demand can cause fluctuations within Dominion Energy's emissions reduction journey. We experienced higher demand in 2024 and generated nearly 11 million more megawatt hours (MWh) of energy in 2024 — a 10% increase over 2023. As noted above, DEV met six new all-time summer demand peaks in 2024, and grid operator PJM projects 6.3% average peak annual load growth within our PJM Virginia transmission zone for the next decade. Additionally, Dominion Energy purchased 6% less non-renewable wholesale power in 2024 compared to 2023, thereby shifting some emissions from Scope 3 to Scope 1, as the company took on more cost-effective direct generation to meet customer needs.

Scope 1

Following the sales of our gas distribution operations, exclusive of those in South Carolina, to Enbridge, Scope 1 emissions from electric operations now make up more than 99% of our overall Scope 1 inventory.

Over time, our changing generation mix has reduced such emissions. Two decades ago, coal made up nearly half our generation mix, while natural gas accounted for 4% of generation. In 2024, coal accounted for only 9% of generation, while natural gas accounted for 44%. Over the next 20 years, we expect to add another 47 GW of generation and storage, roughly 80% of which will be carbon-free.

SCOPE 1 CO2 EMISSIONS AND OWNED POWER GENERATION FROM ELECTRIC BUSINESS



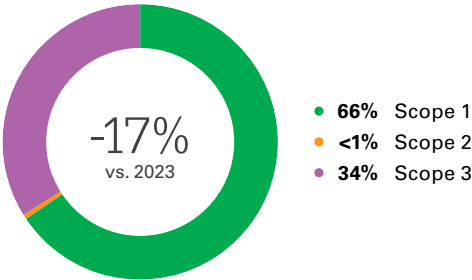
Through 2024, we have reduced Scope 1 carbon and methane emissions from our electric operations by 46% compared to 2005. More information can be found in our [2024 EEI Quantitative ESG Template](#).

As of December 31, 2024, the only natural gas distribution company remaining in our portfolio is DESC in South Carolina. Despite this much smaller footprint, we remain committed to disclosing methane emissions data, which are available in our [2024 AGA Quantitative ESG Template](#).

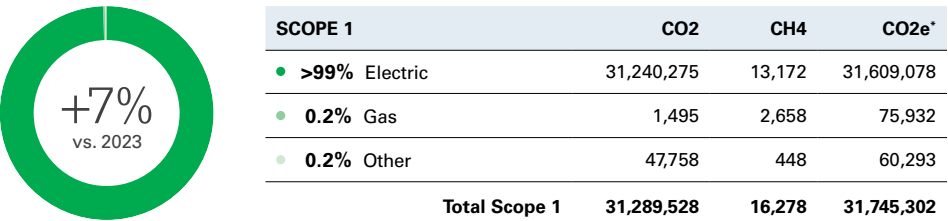
Scope 2

Scope 2 emissions consist of transmission and distribution (T&D) 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.

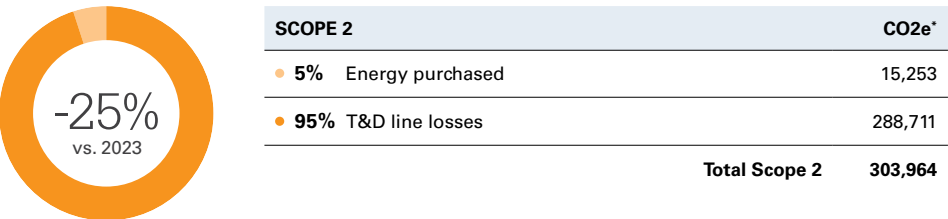
2024 EMISSIONS (MT)



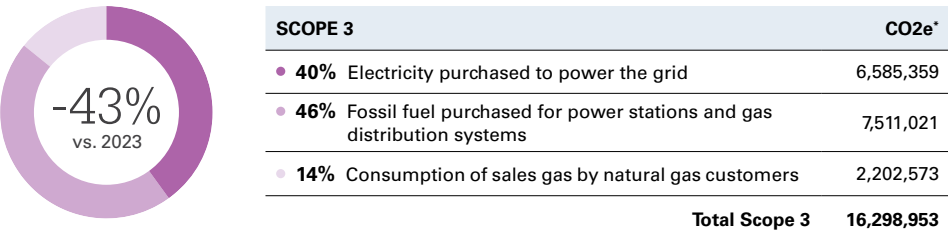
2024 SCOPE 1 EMISSIONS (MT)



2024 SCOPE 2 EMISSIONS (MT)



2024 SCOPE 3 EMISSIONS (MT)



*CO2e represents the sum of the mass of emissions of CO2, plus 28 times the mass of emissions of CH4, as specified by the Intergovernmental Panel on Climate Change (IPCC) AR-5.

Scope 3

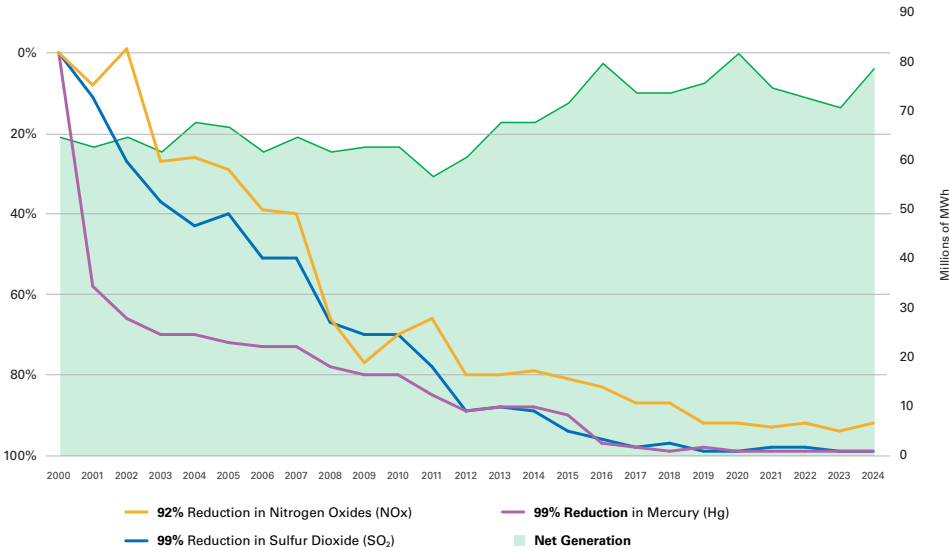
Our Net Zero commitment includes three material categories of Scope 3 emissions: electricity purchased to power the grid, fossil fuel purchased for our power stations and natural gas distribution systems, and consumption of gas by our natural gas customers.

These values have been updated to reflect the divestment of gas assets sold to Enbridge in 2024. As a result, the profile of our Scope 3 emissions is more heavily weighted toward power generation. Furthermore, as discussed in the Scope 1 section, the company generated more

power in-house in 2024 — hence, emissions associated with upstream fuel for power generation also increased compared to 2023. We also purchased roughly 6% less non-renewable wholesale power, and a greater proportion of our purchased power came from renewables, leading to a decrease in emissions related to purchased power in 2024 compared with 2023.

In addition to reducing GHG emissions, Dominion Energy’s environmental strategy has sharply reduced other air pollutants, such as NOx, SO2, and mercury (Hg), and reduced the amount of coal ash generated and the amount of water withdrawn.

2000 – 2024 DEV-OWNED GENERATION AIR EMISSIONS REDUCTIONS



The mercury emissions illustrated in this graph are inclusive of coal-powered generation only.

A Cleaner Portfolio

We are rapidly expanding our generation from zero-carbon resources, while adding storage and on-demand generation to help integrate renewables and provide grid reliability, and exploring advanced SMRs as another potential source of carbon-free power.

Offshore Energy

Our commercial offshore energy project known as CVOW will be able to generate up to 2.6 GW of power, providing enough energy to power up to 660,000 homes at peak output. The project will help maintain American energy dominance while contributing substantially to economic progress: Once operational, CVOW will support more than 1,000 jobs, millions in state and local tax revenue, tens of millions in pay and benefits, and almost \$210 million in economic output.

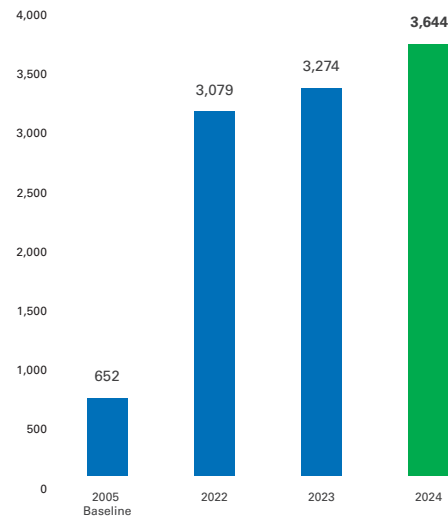
Solar

We produced our first megawatt from solar generation in 2013. Today, we have one of the largest solar portfolios among investor-owned utilities. We continued to grow our solar portfolio in 2024, placing another 377 MW into service. In October, we submitted a clean-energy filing with the Virginia SCC proposing more than 1,000 MW of solar and storage. From 2025 through 2029, DEV plans to invest approximately \$4 billion in solar facilities to serve utility customers.

Energy Storage

Dominion Energy jointly owns and operates the country's largest energy storage facility, the 3,003-MW pumped storage hydroelectric facility in Bath County,

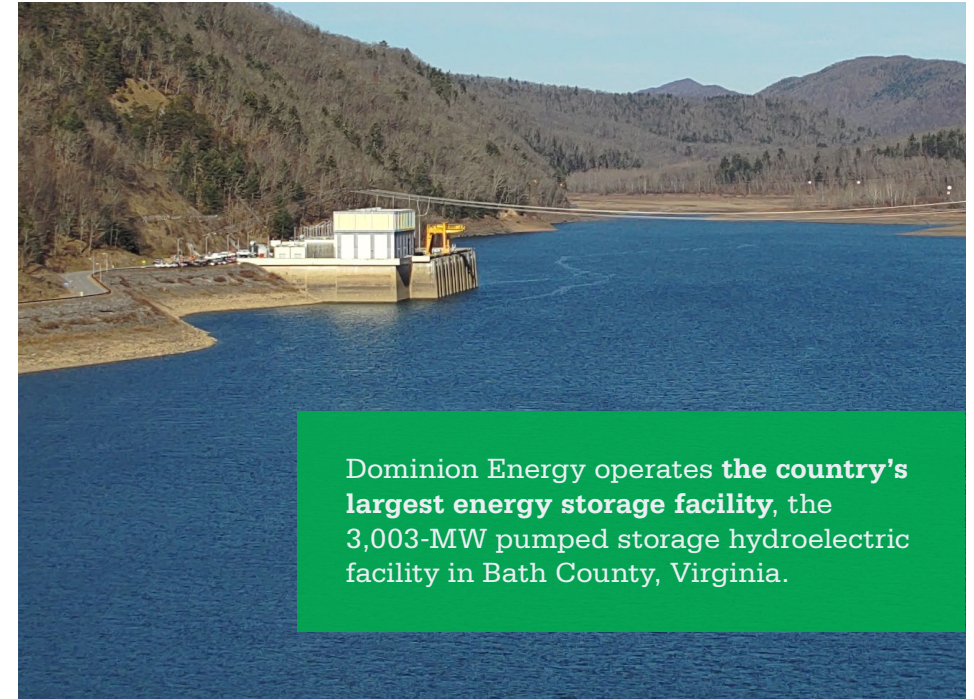
OWNED RENEWABLE CAPACITY (MW)



*Chart represents in-service Dominion Energy-owned infrastructure. Energy storage is not included.

Virginia, which has been operating since 1985, as well as a similar 576-MW facility in Jenkinsville, South Carolina.

To make the most out of renewable resources, we are investing in battery energy storage systems. The company currently operates 34 MWs of battery energy storage solutions, has 76 MWs under construction, and has hundreds of MWs in development. The company also issues requests for proposals to solicit third-party development of energy storage, and executes power purchase agreements. Furthermore, Dominion Energy is committed to continuing to identify battery



Dominion Energy operates **the country's largest energy storage facility**, the 3,003-MW pumped storage hydroelectric facility in Bath County, Virginia.

manufacturers that align with our safety and cyber security commitments. As of December 31, 2024, DEV had approximately 1 GW of energy storage projects under various stages of development with plans to invest approximately \$1.4 billion from 2025 to 2029 to develop battery-storage facilities.

In September 2023, we proposed to the Virginia SCC groundbreaking pilot projects that would test three alternatives to lithium-ion batteries. At our Darbytown facility in Henrico County, Virginia, we are testing 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. For the third pilot project, we are partnering with Virginia State University to develop an innovative 1.5-MW battery storage system to provide backup power to its Multi-Purpose Center. This project will utilize EnerVenue's Energy Storage Vessels based on metal-hydrogen technology, a variation of what's used in the aerospace industry, that can discharge energy for up to 10 hours. These pilot projects support diversification of supply and help progress the development of a nascent energy storage technology industry. The Virginia

Our Company

Reliable

Affordable

Increasingly Clean

Net Zero Progress

A Cleaner Portfolio

Environment

Supply Chain
Sustainability

People & Communities

SCC approved these projects in May 2024 and development is ongoing. We expect the first of these alternatives to be commercially operational as early as 2026.

Natural Gas

Natural gas generation is a valuable resource, providing reliable and on-demand generation less affected by weather and climate patterns that may limit wind or solar. As we continue our transition to increasingly clean energy, it is our responsibility to keep our customers' lights on, including during times when demand is the highest.

In Virginia, we're investing in new natural gas generation at the proposed Chesterfield Energy Reliability Center (CERC), planned to be built at our existing Dominion Energy-owned Chesterfield Power Station. At present, Chesterfield Power Station has two operating natural gas-or-oil combined-cycle units with a capacity of 400 MW. Historically, this station also had four coal units, which were retired in 2019 and 2023.

If approved by the Virginia SCC, CERC would include four new 250-MW natural gas-powered simple-cycle turbines, ready to be deployed in as little as 10 minutes, and flexible enough to run for long or short durations as needed. The facility would serve as a power generation source when other sources are unavailable or insufficient to meet our customers' energy needs and would be capable of producing enough energy for up to 250,000 homes.

In addition to CERC in Virginia, we are also increasing natural gas generation in South Carolina by retiring older gas generation units and replacing them with more efficient, modern units, such as the

modernization project at our Parr facility to replace several older peaking generation units with two new, highly efficient and reliable quick-starting units. Dominion Energy is also planning to develop a new natural gas combined cycle project in the same footprint of a former coal generation site, Canadys.


Renewable Natural Gas

We're interested not only in reducing our own greenhouse gas emissions; where feasible, we're also interested in helping others reduce theirs. Renewable natural gas (RNG) projects capture methane emissions from agricultural waste and convert emissions to natural gas for use by our customers — a process that is carbon-negative. As of December 31, 2024, Dominion Energy had 18 dairy RNG projects under construction in Colorado, Georgia, Idaho, Kansas, New Mexico, Nevada, and Texas, including seven which had begun to produce test gas. Substantially all of the projects are expected to be placed in service in 2025.

Additionally, Align RNG — an equal partnership with Smithfield Foods — had four projects in various stages of development and construction located in North Carolina, Arizona, and Virginia with four project phases in service and three project phases under construction at the end of 2024. The additional phases are expected to be placed in service in 2025 and 2026.

Nuclear

Dominion Energy's nuclear fleet is the largest source of carbon-free energy in our generating portfolio and provides more than one-third of our total electricity generation



The company currently operates **34 MWs of battery energy storage** solutions, has **76 MWs under construction**, and has hundreds of MWs in development.

supply — enough energy to power roughly 3 million homes around the clock.

In 2024, the Nuclear Regulatory Commission (NRC) approved our application to extend North Anna Power Station's operating license for an additional 20 years; a similar license extension was approved for Surry Power Station in 2021, ensuring that the stations will continue serving customers until the middle of the century. We submitted an application for a similar license extension for V.C. Summer Nuclear Station in South Carolina, which was approved in July 2025, and have notified the NRC of our intent to file an application for Millstone Power Station in Connecticut.

SMRs are emerging as a promising evolution in nuclear technology, potentially offering multiple advantages that include enhanced safety, scalability, siting flexibility, faster development time, and flexible power output that can respond rapidly to shifts in customer demand. In July 2024, we issued a request for proposals from SMR developers to evaluate the feasibility of developing an SMR at North Anna Power Station. Later that fall, we also announced a memorandum of understanding with Amazon to explore innovative new development structures that would help advance SMRs in Virginia.

Environment

We have a deep appreciation of the environment — and we are proud to share that focus with our neighbors, communities, and other stakeholders. To preserve natural resources, we strive to protect wildlife and wildlife habitats; conserve water and protect water quality; reduce waste; and take other measures to ensure that future generations will be able to enjoy the world around them.

Dominion Energy is committed to meeting our customers’ energy needs in an environmentally responsible and proactive manner that protects public health, the environment, and natural and cultural resources. We maintain a strict [Corporate Environmental Policy](#) and promote environmental and social stewardship. Our Environmental Management System is built on 12 corporate standards that set companywide expectations for environmental compliance and stewardship. These standards provide the framework to manage, track, and improve the company’s environmental record.

Waste

Dominion Energy works to reduce waste as much as possible and to recycle what waste remains whenever feasible. In 2024, we shredded and recycled 330 metric tons of paper — saving more than 8,700 trees and 692,000 gallons of water. Our IT department maintains a zero-landfill policy, ensuring that electronics are reused or recycled rather than sent to a landfill. In 2024, we reused or recycled more than 118,000 pounds of electronics.

It’s said that one man’s trash is another

man’s treasure, and nowhere is that more apparent than our composting programs. We recycled over 97,000 pounds of organic material in 2024, and have recycled over half a million pounds since 2018. In collaboration with NOPE Compost Company, we have donated hundreds of pounds of finished compost to local schools and nonprofits. In addition, we’ve partnered with our cafeteria service to offer “Grounds for your Garden,” where used coffee grounds are made available to employees to take home for their gardens or compost piles.

As in prior years, we diverted furniture, fixtures, and equipment from landfills from two major office relocation projects. In addition to reusing furniture at numerous Dominion Energy facilities, we donated furniture to charitable organizations.

Our Supply Chain organization is also reducing waste through its Green Warehouse initiative, which focuses on minimizing landfill waste across select supply-chain warehouses. Since establishing a baseline in 2020, the team has consistently exceeded annual waste-reduction goals and as of 2024 achieved a 58% reduction from the baseline. In 2024, Green Warehouse initiatives diverted 166.1 tons of waste from landfills. This includes a program-record 150 tons of scrap wood diverted, along with expanded recycling efforts for pallets, rubber goods (repurposed into playground matting), and recycling of expired surgical masks.

The operation of coal-fired power plants results in the production of coal combustion residuals (CCR) as a by-product of generation. We are committed



Slithering to Safety: American Eel Ramps

We conduct water quality monitoring and biological monitoring at our hydroelectric facilities to study and manage the diversity of aquatic life in the areas of our hydroelectric operations. For 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. Eels climb a ramp with water flowing down it into a holding tank at the top of the ramp. Captured eels are collected and transported above the dam to be released so they can continue their upstream migration.

At Gaston dam, eels are also tagged so they can be identified if captured later. Eel passage at both dams hit records in 2024. At Roanoke Rapids 87,463 eels passed over the dam, the highest number in over a decade. At Gaston dam 20,352 eels passed through — nearly as many as have been passed in all other years of eel ramp operation combined. This dramatic increase is an excellent sign that our efforts are having an impact, as it may signify that enough eels have been passed into Roanoke Rapids Lake that the habitat there is fully occupied, and new eels are continuing upstream across Gaston dam to find space. To date, more than 2 million eels have passed upstream of the Roanoke Rapids Power Station.

to safely closing our ash ponds and responsibly monitoring the sites in accordance with Federal CCR rules and state regulations. We have worked with local communities and organizations to provide information updates about the planned closures. We follow regulatory requirements regarding land disturbance, environmental controls, groundwater protection (including groundwater monitoring, which continues after closure of the CCR ponds and landfills), emergency action plans, and hazard classification assessments.

We implement our Environmental Management System for coal ash pond closures, which includes establishing environmental compliance plans, monitoring parameters to comply with effluent quality standards, written

procedures for consistency, self-assessments, internal auditing, staff training, and structural best management practices. At Chesterfield, Mt. Storm, A.M. Williams, Cope, and Wateree power stations we have converted or are converting systems to reduce the use of water and ash ponds, limiting the potential for adverse impacts to surface and ground waters and avoiding the potential for spillage, leaching, and leakages.

Water

Through our Environmental Management System, we ensure compliance with state and federal water regulations, including the Clean Water Act, while working to reduce our water use through creative approaches and new technology. Additional operational data on our water



The waters off the Atlantic Coast are full of a diverse range of marine life, and Dominion Energy has taken **extensive precautions** to minimize potential environmental impacts from our offshore energy project.



EMPLOYEE SPOTLIGHT

Brooke Winsmann

A typical day for Brooke Winsmann is not what you might expect for someone who works at a nuclear power station. On any given day she might be pulling lobster traps, snorkeling for eelgrass samples, or sorting entrainment samples for fish eggs and larvae. But such is the life of an Environmental Specialist at Millstone Power Station in Waterford, Connecticut.

After growing up in a town north of Worcester, Massachusetts so small it didn't have any stoplights ("they have two now," Brooke notes), Brooke headed off to college. With a B.S. in biological sciences from the University of Connecticut and an M.S. in biological sciences from Boston University, she joined Dominion Energy as a contractor at Millstone in 2021, and eventually was hired as an employee. She considers field work the best part of her job: "There is always something new about a boat trip. Whether it be a lobster hauling day or a bottom trawl day, you never know what you'll pull up!"

Today, she says, "I find a great deal of purpose in advocating for the environment and the recreational activities we get out of our natural resources! Energy is a necessity, and I believe that my work in maintaining plant environmental compliance provides clean, safe energy to the state of Connecticut while also keeping Long Island Sound ecologically stable. I take a lot of pride in advocating for nuclear energy as a clean and safe form of green energy."

When she isn't protecting the marine life of Long Island Sound, Brooke enjoys photography and occasionally freelances for graduation portraits and engagements. The one thing you won't find her doing yet? Fishing — although "I'm hoping to change that this year and get some good starting gear."

consumption and other relevant metrics can be found in our [2024 CDP](#).

The waters off the Atlantic Coast are full of a diverse range of marine life, and Dominion Energy has taken extensive precautions to minimize potential environmental impacts from our offshore energy project. Certified protected-species observers are used to monitor marine species to ensure that impacts from our critical operations are minimized.

Everyone working aboard our project vessels has environmental training, including how to identify certain marine species. The project team monitors underwater sounds in real time. During monopile installation, we deploy a bubble curtain to create two walls of air bubbles, which act as sound barriers to dampen the noise from pile driving. We also monitor avian species for potential impact.

In 2024 a four-story office construction project in Dinwiddie, Virginia, received LEED Silver Certification, employing both stormwater and domestic water conservation elements. Many projects continue to pursue LEED certification and incorporate sustainable best practices into project design and construction. We continued installing and integrating utility meters in our building management systems at key facilities across three states. These allow us to monitor in real time the consumption of gas, electricity, and water in order to reduce consumption.

Habitat and Biodiversity

Our facilities and infrastructure span diverse ecosystems. As stewards of those ecosystems, we conduct our business operations to maintain their integrity. 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.

We routinely assess and monitor projects to determine the ecosystem value and ensure our continued operations on these lands and natural resources are conducted in a sustainable and responsible manner. We conduct targeted and long-term scientific studies that provide representative data that help to assess potential biological and ecological impacts from our business operations, and we use best management practices and innovative technologies to ensure we avoid or minimize our impact.

Close to a third of the rare vascular plants in Virginia are strongly affiliated with open, upland habitats. The rights-of-way maintained by Dominion Energy provide crucial habitat for many of these species, since naturally open habitats have largely been converted to other uses. Rights-of-way can provide the open habitats these rare species need to survive in a landscape where few other suitable habitats remain.

We manage rights-of-way on our transmission system to increase habitat for birds, bees, and other pollinators. We have installed fish deterrent screens on the intakes at most power stations to prevent entrainment and impingement of fish. We designed and installed exclusion netting at nearly all of our Virginia power stations that use air-cooled condensers to prevent bats from flying into the cooling fans, and we have partnered with Christopher Newport University to install and test bat boxes on distribution poles to determine if they can mimic natural habitat.



The Bear and the Bees

Dominion Energy's agrivoltaics efforts began with using sheep for vegetation management at solar sites, a dual-purpose approach to land management that serves both energy and agriculture. Expanding on that effort, in August 2024 we installed four beehives — totaling about 180,000 honeybees — at our Black Bear solar facility in Buckingham County as a pilot project seeking additional agricultural uses for the company's solar-facility land. The hives will help maintain the agricultural character of the area while supporting the pollinator population.

We have installed wildlife ramps at several power station facilities to assist with wildlife exiting stormwater and process water ponds. We maintain an avian protection program that instructs employees on what to do when they encounter birds and bird nests. When a nest is found that is hindering operation or maintenance activities, for example, our avian field guide stipulates: "1. Stop work. Do not disturb the nest. 2. Contact an Environmental Compliance Coordinator (ECC) or the project team lead."

Since the 1990s, Dominion Energy has been erecting osprey nesting platforms at select locations around its service territory. The platforms help prevent nesting on company equipment such as distribution poles and transmission towers, improving safety for the birds and reliability for customers. In 2024, we added four nesting platforms at our Possum Point Power Station in Virginia. As of early 2025, Dominion Energy has approximately 40 osprey platforms in Virginia and North Carolina.

Supply Chain Sustainability

Sustainability is integrated into our procurement process, and we regularly engage with suppliers to support sustainability-related activities.

All suppliers are expected to be aware of, attest to, and adhere to our [Supplier Code of Ethics and Business Conduct](#).

As detailed in the Code, suppliers are expected to, at minimum, share our commitment to safety, human rights, environmental compliance, and sustainability.

Annually, we engage with select suppliers to complete an assessment of sustainability practices and impacts across their organization. We encourage all suppliers to perform due diligence and

understand their potential sustainability risk and environmental impacts. 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.

In 2024, we held our fourth annual Momentum sustainability event to engage suppliers on critical topics and supplier requirements. More than 100 supplier representatives from 68 companies attended. Collaboration with suppliers and utility peers through the Sustainable Supply Chain Alliance (SSCA) helps us further identify and implement best practices to drive change across the industry.





People & Communities

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

Stakeholder Engagement

We are committed to listening to and learning from the communities we are privileged to serve. We believe our stakeholders should have equitable access to information and opportunities to share their feedback, regardless of socioeconomic status or other distinguishing factors.

Each year, we engage with a broad array of stakeholders. As the utility industry undergoes a significant transformation, stakeholder feedback is more important than ever.

We strive to meet communities where they are — by supporting local events and maintaining ongoing engagement with community and education partners. We engage with low-income communities, underrepresented communities, Tribal Nations, and others who have not always had a seat at the table. We also work to ensure that all communities have the chance to benefit from infrastructure enhancements, such as the undergrounding of distribution lines and middle-mile broadband, as well as the economic opportunities presented by our investments, to the greatest extent possible.

Our supplemental disclosure table on stakeholder engagement details many additional examples of [stakeholder engagement](#), including:

- **Customers:** We engage through our website, social media, billing statements, newsletters, call centers, email, our mobile app, community and energy-outreach assistance events, and

direct outreach to large commercial and industrial customers. We also conduct focus groups and host community kickoff events for energy-efficiency programs.

- **Communities and Neighbors:** We hold community partner meetings, support nonprofit and civic events, volunteer (including through board service), and host open houses and energy-efficiency forums throughout the year. For example, in 2024, the company held more than 40 community meetings on electric transmission projects in Virginia, reaching nearly 1,700 attendees.
- **Employees:** We engage with employees through career development programs, internal communications, and engagement surveys. The Dominion Energy EMPOWER Career Center provides coaching and resources to help employees grow and adapt to the evolving energy landscape. We also engage with prospective employees through recruiting efforts and events.
- **Government and Tribal Entities:** We collaborate with state, local, and Tribal governments to ensure reliable, affordable, and clean energy delivery.
- **Suppliers:** We maintain year-round engagement through our supplier website, advocacy organizations, and events focused on supplier diversity and sustainability.
- **Shareholders:** We engage through quarterly earnings calls and our annual meeting, as well as investor calls and meetings throughout the year.



The **Dominion Energy EMPOWER Career Center** provides coaching and resources to help employees grow and adapt to the evolving energy landscape.

Just Transition

Our commitment to our employees and the communities where they live informs how we approach 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 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.

In 2024, we published a [Just Transition](#) summary, highlighting specific examples of

our actions to build long-term community relationships, to engage with the community on energy projects, to retain and retrain our workforce to take advantage of career transition opportunities, and to consider future use of property.

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 approach 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. Our Talent Management & Development organization and the Dominion Energy EMPOWER Career Center provide employees with career coaching and resources to 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.



EMPLOYEE SPOTLIGHT

Ruth Prideaux

Like many of her colleagues, Ruth Prideaux has had a varied career at Dominion Energy. After studying mechanical engineering at Virginia Tech, she landed her first job in nuclear licensing, supporting technical specification programs at Surry and North Anna Power Stations. She also has spent time in customer-facing roles serving large customers, in project construction, and in mergers and acquisitions.

Today, she is Director – Renewable Energy in the Power Generation business unit, where she oversees the operation and maintenance of roughly 3 GW of utility-scale solar and storage facilities. “A big part of my job is also preparing for fleet growth, making sure that we can adequately plan for the needed systems, programs, and workforce onboarding that will be required,” Ruth says.

The work is engaging. “One of the great things about renewable energy is that it is mature enough for Dominion Energy to invest

in, but new enough that it is very open to innovation.... We need to educate people about the types of jobs that are open in renewable energy and help them see how they can use their talents here whether they come from traditional power generation or other industries....Our team is very open to recruiting people who want to create new processes and programs. We want to find people who have an entrepreneurial spirit, whether they have a renewable energy background or not.”

Outside of work, Ruth enjoys spending time with family, enjoying the outdoors, tending to her small garden, and volunteering with organizations such as Ronald McDonald House and her church's food pantry. She also harbors an unusual talent: “knowing Morse Code and having a ham radio license. I was taught by my father-in-law, who was a Ph.D.-level engineer.... He's been gone for many years, but I always smile when I hear the Morse Code dots and dashes.”

Customers

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

Our focus is to continue to improve and modernize our customer experience by reducing customer effort (a key driver of customer satisfaction), training and engaging employees, and utilizing customer insights and data analytics to guide decisions. We use a variety of feedback and measurement sources to assess our customers' experience from their perspective, including customer panels, customer satisfaction surveys, analytics, and more. We seek to understand our customers' experiences so we can improve their "journeys" with us — 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.

Our customer experience strategy is a key component of our mission to provide customers with reliable, affordable, and increasingly clean energy. While customers' expectations continue to increase and evolve, we have learned through their feedback that customers want self-service options like mobile apps to report outages and proactive, personalized communications. Our vision to create a consistent, effortless customer experience has been the driver for ongoing process and technology improvements.

Our vision to create a **consistent, effortless customer experience** has been the driver for ongoing process and technology improvements.



EMPLOYEE SPOTLIGHT

Elizabeth Rhyne

"Every success that I could consider mine is a result of our team success," says Elizabeth Rhyne. "I have only played a part." A senior process analyst who has been with Dominion Energy for 17 years, Liz spends her days managing and improving energy assistance programs, including the Percentage of Income Payment Program, which became operational in January 2024. "Electricity is something that can be taken for granted, but for our vulnerable customers, maintaining the electric service can be hard. Through this job, we can help our vulnerable customers. I love what this team does for the company and the community."

That passion has inspired Liz to set exacting standards for herself and others. "Most people don't know that I am an introvert because I am so driven at work. At work I am very dedicated, very driven and outspoken. I expect the best out of myself and everyone around me,

which can also make me difficult to work with depending on the situation. But I am also very self-aware of my faults."

Adopted from South Korea by an American Army serviceman, Liz also feels passionate about "my family, friends, and my pets. Some of my favorite things to do are to sleep, eat yummy food, and read." This, she thinks, makes her "pretty boring" compared to the work of the energy-assistance team.

"The work our team does is so much more interesting. Our team is very dedicated to what we do for [Dominion Energy's customers]. The people I work with are amazing and I can't speak highly enough about this team. We actually enjoy working with each other, get excited to see each other every day, do the work together, and be successful together."

Our Company

Reliable

Affordable

Increasingly Clean

People & Communities

- Stakeholder Engagement
- Just Transition
- Customers
- Our People
- Communities
- Economic Development

While such improvements in recent years have raised our performance relative to peers on metrics such as net promoter score and customer satisfaction, we continue to look for ways we can do better. In 2024, residential customers in Virginia and North Carolina began receiving redesigned electric bills that are easier to navigate, provide more information to manage their energy use, and offer easy ways to pay their balance. This redesign — the result of customer feedback — reorganized the layout and added details such as color graphs of usage history and a QR code for quick, easy payment.

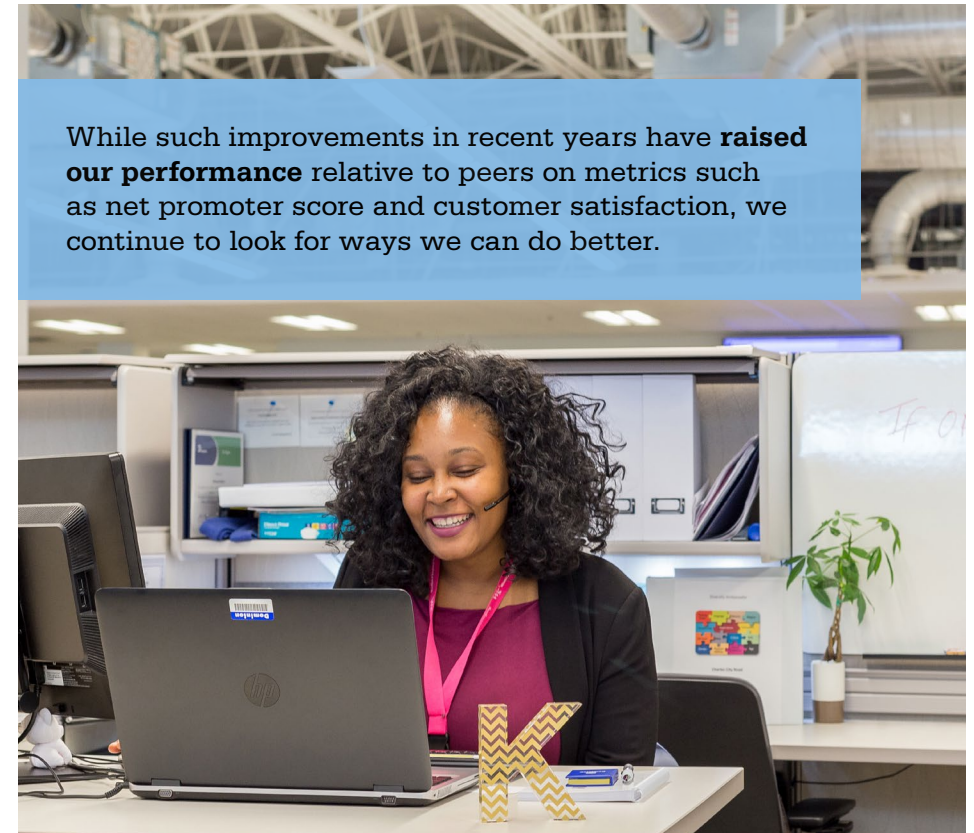
Also in 2024, DEV launched the Customer Voice Community — an initiative that builds on similar efforts in South Carolina. The online customer feedback community will provide regular input that will help guide the company in refining services and improving customer satisfaction. In addition, DEV launched a Percentage of Income Payment Plan (PIPP) program in conjunction with Virginia’s Department of Social Services through which eligible customers pay a fixed percentage of income for electricity each month. PIPP’s

design prioritizes customer experience, guided by journey mapping and best practices from similar programs nationwide. To promote participation, DEV employed a multi-channel outreach strategy, including community engagement, comprehensive printed materials, and website content. As of May 2025, more than 23,000 customers are enrolled, underscoring the company’s commitment to energy affordability and equity.

In South Carolina, we developed the Request Tree Trimming digital experience, which is also integrated into Dominion Energy’s customer app, to enable customers to submit vegetation maintenance inquiries, including photos. This feature enhances response efficiency and reduces the need for field visits while maintaining our robust vegetation maintenance program.

Additionally, the Request Tree Trimming web page educates customers about our vegetation management program and the issues that require attention to ensure system reliability.

While such improvements in recent years have **raised our performance** relative to peers on metrics such as net promoter score and customer satisfaction, we continue to look for ways we can do better.



Our People

Our People-First Culture

Dominion Energy fosters a culture of respect in the workplace, in which employees treat one another with civility and goodwill. Expectations for respectfulness are reinforced through company policies such as the Expectations for Employees Policy, the Harassment and Sexual Harassment Policies, and the Dress Code Policy.

Employees are required to treat colleagues, contractors, and customers in a business-like and professional manner, creating an atmosphere of trust and mutual respect. Harassment of any type is strictly forbidden and must be reported.

Dominion Energy also maintains a Speak Up policy that affords zero tolerance for any form of reprisal, retaliation, or discrimination against anyone who reports in good faith suspected unethical conduct or violations of laws, rules, regulations, or company policies.

Attracting Talent

We are committed to attracting top talent through a comprehensive and diversified recruitment strategy. We engage with a wide range of talent sources to build a strong, inclusive workforce that is committed to our company's mission.

To that end, our recruitment efforts include:

- **Educational Institutions:** We maintain partnerships with high schools, trade schools, career and technical education centers, community colleges, universities, graduate programs, and energy-focused academic programs that help us identify emerging talent and ensure a robust talent pipeline.
- **Military Outreach:** We value the unique skills U.S. military service members and veterans bring to the energy industry. Through partnerships with military transition offices, veterans' representatives, and veteran-focused job boards, we provide meaningful career pathways for U.S. military

service members, military spouses, and veterans and those transitioning from service to civilian roles.

- **Employer Branding:** We invest in building a compelling employer brand that communicates our values, culture, and career opportunities. Through targeted digital campaigns, social media, participation in energy and workforce development forums, our company's career website, and collaborative groups like our Employee Resource Groups and Engagement & Inclusion Councils, we position ourselves as an employer of choice for individuals passionate about powering the future.



EMPLOYEE SPOTLIGHT

Saddiq Holliday

"I have the best job in the world," says Saddiq Holliday. "I get to help my military community every day." An Air Force veteran and military and recruitment program coordinator for Dominion Energy, Saddiq spends his days helping maintain the company's strategic partnerships with U.S. military installations, veteran organizations, and the military community.

"The wealth of knowledge and experience in the military community is extraordinary," he says. "It far exceeds what the average person would expect." That knowledge and experience partly explains why Dominion Energy places heavy emphasis on recruiting those who have served: Nearly one in five hires at the company is a U.S. military service member or veteran.

When he isn't introducing members of the Armed Forces and veterans to the opportunities in the energy industry, Saddiq is apt

to be buried in a book on business, finance, or self-improvement. "I'm a huge reader," he says. He is also a science-fiction fan and a certified scuba diver.

Mostly, though, Saddiq — described by a colleague as an "extremely strategic thinker" who "sincerely cares about the people around him" — is an enthusiastic practitioner of his craft. His current role, he says, allows him "to continue my personal passion of supporting the military community." So what's the worst part about the best job in the world? "That I don't have the opportunity to assist all service members. There are only 24 hours in a day and more military service members and military spouses than one person can reach."

Our Company

Reliable

Affordable

Increasingly Clean

People & Communities

Stakeholder Engagement

Just Transition

Customers

Our People

Communities

Economic Development

- **Professional Organizations:** We engage with industry and expertise-based professional organizations to help connect us with experienced professionals and enhance our industry presence.

Our internship program provides another rich vein of talent. Historically, more than 70% of our interns return for multiple summers. In 2024, we hosted 254 interns; we extended offers of employment to 63 graduating seniors; and of those, 57 accepted.

In 2024, DEV’s Substation and Lines Operations Team partnered with Distribution Operations and Construction and Human Resources for a new initiative that reached out to students in central Virginia. Company representatives made appearances and presentations at in-person and virtual events such as Henrico County Schools’ Career and Technical Education Career Rodeo to educate students and parents about opportunities at Dominion Energy.

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, benefits, and total rewards.

Retaining and Developing Talent

We’re committed to supporting our employees throughout their careers. We want everyone to be able to bring their authentic selves to work so they can stretch their talents and abilities and grow to their full potential. 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. Regular performance conversations also help coach employees in areas where they can enhance their skills and abilities.

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 leaders for more senior roles and provide additional training to cultivate a welcoming and inclusive culture for all.

In 2024, we launched an effort to ensure greater alignment among our leadership programs, to improve the experience for participants, and to connect the programs more directly to the company’s leadership philosophy. We defined leadership behaviors to ensure clarity around our leadership philosophy, which sets forth expectations of current and future leaders with an emphasis on empowering our people, executing our mission, and

Leadership Philosophy

The Dominion Energy leader focuses on **our people, our mission** and **our future**.



PEOPLE

Empowers people to develop and achieve results by fostering an environment of respect, collaboration, open communication, and connection.

Courage
Values Differences
Communicates Effectively

Develops Talent
Drives Engagement



MISSION

Successfully executes the vision, mission and goals of the organization by promoting and modeling accountability for core values.

Customer Focus
Ensures Accountability

Drives Results



FUTURE

Keeps an eye on the horizon, anticipates risks and opportunities and takes action to stay ahead of the curve.

Strategic Mindset
Manages Ambiguity

Action Oriented

focusing on our future. We made significant improvements to the onboarding experience for new employees and their leaders, and developed new toolkits for employees, including toolkits for résumé writing, interviewing, and mentoring.

Employee Resource Groups and Engagement & Inclusion Councils

One of the many ways employees create community and connections in our workplace is through Employee Resource Groups (ERGs), which help to foster a sense of community and offer networking and professional development opportunities.

In 2024 we had nine ERGs, which are open to all company employees: the

African American Resource Group; the Asian Pacific Islander Resource Group; DiverseAbility (a disability-oriented affinity group); ¡Hola! (Hispanic/Latino); NATIV (Native Americans); Pride (LGBTQ+); the Veterans Resource Group; We3 (women), and Young Professionals.

We also have Engagement & Inclusion Councils (E&I Councils) that are focused on enhancing employee engagement and cultivating a culture of inclusion within the respective business segments: Dominion Energy Virginia E&I Council, Nuclear E&I Council, Dominion Energy South Carolina E&I Council, and DES3 (Dominion Energy Strategies, Services, and Solutions) E&I Council.



Parents and Caregivers Employee Resource Group

In 2025, Dominion Energy launched a parent and caregiver-themed Employee Resource Group, the company's tenth ERG. Like all ERGs, this group was developed by employees who recognized a need and seek to build community within the company. The parent and caregiver ERG provides education, advocacy, networking opportunities, and — perhaps most important — a listening ear for employees as they integrate various caregiving roles with their careers at Dominion Energy.



EMPLOYEE SPOTLIGHT

Maggie Hoge

"I never envisioned myself working at Dominion Energy in my early years," says Maggie Hoge, an employee experience program manager. "Especially since my father was involved in nuclear operations, which seemed quite different from my interests." While her father worked at North Anna Power Station in Louisa County, Virginia, Maggie gravitated toward communications and human resources. Over time, she came to appreciate "that while engineering is a significant part of our operations, our mission encompasses much more. When I joined the company in recruiting, I was able to highlight the diverse range of roles and opportunities available."

In addition to her work in recruiting, Maggie — whom a colleague describes as "driven, passionate, and optimistic about the future of our company" — also has spent time managing Dominion Energy's intern program and ensuring employee retention, among other things.

Today, she oversees the company's Employee Resource Groups.

"ERGs are not just social clubs," she says. "They play a crucial role in driving our business strategy. By leveraging the unique perspectives and talents within these groups, we can innovate more effectively and create a more inclusive and productive workplace."

When she's not working, Maggie enjoys running, experimenting with new dinner recipes, and serving on the board of Girls on the Run of Greater Richmond, which blends physical activity with life skills development. She is also an enthusiastic proponent of the company's Kids at Work initiative: "I wish there was an event like this when I was a kid! It would have helped me understand what my dad did during those long hours working on outages and how crucial his work was for our community. These events not only provide insight into the diverse roles within our company but also highlight the future opportunities available, even for those not pursuing engineering. It's crucial to showcase the exciting aspects of working in the energy sector to the next generation. After all, you can't aspire to what you don't see!"

Communities

While our core business serves a vital public mission, we foster sustainability in our communities in other ways as well. To that end, we support our neighbors by volunteering, serving on nonprofit boards, and contributing to community programs and events. The company strengthens these efforts with matching donations and time off to make a difference through service.

In 2024, we contributed \$46.3 million to social betterment, including \$16.5 million from the Dominion Energy Charitable Foundation. Those funds supported human needs, environmental stewardship, education, and community vitality. Our

support benefited groups such as The Nature Conservancy in South Carolina; the Access College Foundation in Norfolk, Virginia; the Eastern Connecticut Ballet; and the Midlands Housing Alliance in Columbia, South Carolina.

Also in 2024, our employees and retirees volunteered more than 110,000 hours in their communities, including providing backpacks and school supplies to students; delivering food for Meals on Wheels; and sprucing up an autism therapy center.

In Norfolk, Virginia, our We3 women’s resource group hosted a “Fill the Bucket Truck” canned food drive to support the



EMPLOYEE SPOTLIGHT

Annette Burnette

“As a kid in high school, I knew I wanted to work at South Carolina Electric & Gas because of its connection and importance to the state,” says Annette Burnette, a Senior Financial Analyst in Fleet Services for DESC. She joined the company as an intern and has worked in multiple fields since then — from accounting and IT to federal regulatory compliance. Today, she provides financial insight and support to improve fleet operations and helps ensure compliance with environmental regulations and the safety of employees and equipment. “My day is different every day,” she says. “Sometimes every hour.”

As president of the board for the Good Neighbor Fund — an employee-led, employee-funded nonprofit — Annette coordinates the annual Christmas Project. Last year, the Project provided a holiday meal to 774 individuals and families and toys and gifts to 642 children. Since its inception in 1982, the Good Neighbor Fund has helped more than 27,000 families.

“My passion for the GNF stems from seeing firsthand the difference we make in people’s lives, especially for those who have nowhere else to turn,” says Annette. “One example is an elderly couple, Mavis and Bill. Bill was severely injured when a tree fell on their house during Hurricane Helene. Unfortunately, Bill has since experienced additional health issues, including a recent cancer diagnosis. The GNF’s support has been crucial in helping them navigate the process of getting their life back on track.”

When she isn’t applying her analytical and problem-solving skills to optimize fleet operations, Annette is likely to be caring for her “endless supply of foster puppies;” visiting a Disney theme park; or helping out with the Good Neighbor Fund: “The gratitude and relief expressed by the families we assist reinforce the importance of our work to build a stronger, more resilient community.... Over the years, my involvement has not only allowed me to help others but has also enriched my life in countless ways.”



Food Bank of Southeastern Virginia and the Eastern Shore. A month-long canned food drive competition among four local Dominion Energy offices collected 4,143 pounds of food.

In central Virginia, we teamed up with the nonprofit Keep Virginia Beautiful to fill wildflower seed packets as part of the Great Virginia Greenup; clean up litter and debris from parks, neighborhood streams, beaches, and trails; and collect used electronics for refurbishment and distribution to veterans. “We particularly like to engage with like-minded organizations that care about the environment,” says Keep Virginia Beautiful executive director Cristi Lawton. “I feel like our work with Dominion is really impactful in that respect. We know that you value environmental stewardship, clean energy, to make sure this beautiful place we call home is here and thriving for future generations.”

In South Carolina, the Good Neighbor Fund (GNF) is an employee-led and employee-funded nonprofit organization committed to providing financial assistance to families facing unexpected hardships. Established in 1982, the GNF has provided one-time assistance to over 13,000 households. Assistance covers non-utility expenses such as food, medicine, doctor bills, rent, or mortgage payments, with average household assistance around \$600. Referrals to the program come directly from DESC employees. For example, last year, Rick Nelson, a lineman for DESC, leveraged the GNF to help an elderly rural customer secure a replacement window air conditioner after discovering during a service call that her unit had broken during the South Carolina heat. The GNF enables employees to give back and make positive

change in their communities. In 2024, Dominion Energy hosted its 42nd annual GNF Christmas project by providing meals and toys to families across South Carolina.

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 throughout our service territory in Virginia.

DEV’s Rural Broadband program has significantly furthered our goal of bridging the digital divide, serving over 30 counties and multiple internet service providers across Virginia. Since its inception, we have completed construction of more than 1,700 miles of fiber and are focused on installing an additional 1,000 miles to support the partnerships currently in place. This initiative highlights our dedication to improving the quality of life and fostering economic growth in the communities we serve.

In October 2024, DEV submitted a filing to the Virginia SCC for proposed new projects aimed at installing middle-mile broadband in Henrico, Greensville, Chesterfield, Powhatan, and Goochland. In March 2025, the Virginia SCC approved the company’s request.

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Economic Development

Energy is essential for business, and Dominion Energy is committed to acting as a good partner to the business community.

Our 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 growth by *Business Facilities* eight years running. In 2024, our Virginia utility's strong focus on economic development helped secure wins in advanced manufacturing, distribution, food and beverage, and health care. The

resulting ventures will bring \$5.95 billion in new capital investment and over 3,490 new jobs to communities across Dominion Energy's Virginia service area. In addition, we support a thriving data center market in Northern Virginia. In 2024, we connected 15 data centers with a combined capacity of nearly 1 gigawatt. From 2020 through 2024, Dominion Energy has supported 137 new economic-development projects representing more than 32,000 jobs and \$18 billion in new capital investment — as well as 81 new data center projects representing more than 1,400 jobs and \$36 billion in capital investment.



Winds of Change

To meet growing global demand for clean energy, a South Korean company is pushing the boundaries of technology and engineering in Chesapeake, Virginia. LS GreenLink is investing \$681 million to build a state-of-the-art, 750,000-sq.-ft. high-voltage direct current submarine cable manufacturing facility to serve the global offshore wind industry. The first facility of its kind in the United States will create more than 330 full-time jobs. The facility is another example of a burgeoning offshore wind industry in the region that has been encouraged by Dominion Energy's offshore energy project, Coastal Virginia Offshore Wind.