

**Creating Shareholder Value**

Commitments / 2021 & Beyond Commitments

## 2021 & Beyond Commitments

### Creating Shareholder Value

Category	2021 & Beyond Commitment
Values, Ethics & Compliance	To continue to reinforce the importance of ethics and compliance, an ongoing implementation of risk-based program structures will be promoted
Values, Ethics & Compliance	We will increase the accessibility of our corporate website by providing the resource in Spanish
Governance & Risk Oversight	ESG matters will continue to be discussed at each regularly scheduled Board of Directors meeting
Governance & Risk Oversight	We will continue to improve our communication transparency on ESG matters with all company stakeholders

### Delivering Clean, Reliable and Affordable Energy

Category	2021 & Beyond Commitment
Reducing Emissions	Dominion Energy South Carolina will expand its grid modernization efforts and increase EV charging infrastructure
Reducing Emissions	<p>Net Zero carbon and methane emissions by 2050:</p> <ul style="list-style-type: none"> <li>• 55 percent Carbon emissions reduction by 2030 (compared to 2005)</li> <li>• 65 percent Methane emissions reduction by 2030 (compared to 2010)</li> <li>• 80 percent Methane emissions reduction by 2040 (compared to 2010)</li> </ul>
Reducing Emissions	<p>Make Natural Gas Distribution System “Future Energy Ready”</p> <ul style="list-style-type: none"> <li>• Blend increasing quantities of renewable natural gas into our LDC systems*</li> <li>• Prepare the distribution system to receive up to 5 percent hydrogen blend by 2030</li> </ul> <p>* Replaces previous RNG-focused commitment to reflect updated assumptions.</p>
Reducing Emissions	Implement a companywide sustainable travel program

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Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to reduce carbon emissions across its generation fleet and investing in cleaner solutions
Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to enhance reliability and resiliency by modernizing the electric grid and EV charging infrastructure
Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to engage with industry partnerships and stakeholders to solicit public input on Demand Side Management programs which support the VCEA
Clean Energy Diversity & Security – South Carolina	Dominion Energy South Carolina will continue to reduce its carbon and methane emissions and invest in solutions including Demand Side Management (DSM) programs that make cleaner solutions available
Energy Value	We will achieve a 50 percent increase in savings of natural gas through energy efficiency programs by 2025
Innovation	Detect and deliver solutions to accelerate net zero carbon and methane for our customers and communities

Protecting The Environment

Category	2021 & Beyond Commitment
Clean Water	Reduce 21 million gallons of water over the next five years
Clean Water	50 percent reduction from 2000 levels in freshwater withdrawn per MWh to generate electricity by 2030
Habitat and Wildlife Protection	We commit to 350 acres of pollinator habitat with native species established or under development by 2025
Habitat and Wildlife Protection	Replace oil-filled electrical equipment to mitigate the risk of an oil release to the environment
Sustainable Operations: Reducing Waste	Reduce waste at 100 percent of offices by 2025

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Sustainable Operations: Supply Chain	<p>By 2030, 50% of our work-vehicles including off-road equipment like forklifts and ATVs/UTVs will be powered by plugs-ins or alternative fuels, and more than 75% of our passenger vehicle fleet will be electric. After 2030, all purchases of passenger vehicles will be electric, and all new work-vehicle purchases will be powered by plug-ins or alternative fuels*</p> <p>* Achievement of goal is subject to market availability and imperatives</p>
Sustainable Operations: Supply Chain	<p>We will encourage supplier and peer company engagement to enhance sustainability in procurement. Collaborative engagement and supplier education will drive innovation, best practice implementation, and GHG reduction activities. By 2025, we will target a 95% response rate to our supplier sustainability assessment; require key suppliers to disclose GHG emissions and targets; and include sustainability criteria in the procurement and evaluation process for 100% of key suppliers</p>

**Serving Customers and Communities**

Category	2021 & Beyond Commitment
Safety	<p>We will continue to improve system integrity and reduce methane emissions by reworking storage wells and expand first-time pipeline inline assessments to reduce risk</p>
Supplier Diversity	<p>Dominion Energy works to ensure that small, local and diverse businesses can participate in our procurement process. To help deliver value to our customers and communities, we will generate a diverse supplier base reflective of the diverse population in the communities we support and achieve 20 percent in annual procurement spend by 2025</p>
Environmental Justice	<p>We commit to increase inclusiveness of our stakeholder engagement on decisions regarding the siting and operation of energy infrastructure. Our efforts will include a focused effort to include to all people and communities, regardless of race, color, national origin, or income to ensure a diversity of views in our public engagement process</p>
Community Development	<p>Expand broadband access to underserved rural communities in Virginia</p>
Community Development	<p>Expand affordable broadband access to underserved rural communities in South Carolina</p>
Community Development	<p>\$35M over the next six years to support Historically Black Colleges and Universities and provide scholarships to underrepresented minority students</p>

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**Empowering Employees**

Category	2021 & Beyond Commitment
Attracting Talent & Retaining Talent	Increase capacity and delivery of virtual training by 50 percent over 2019
Attracting Talent & Retaining Talent	Leverage technology and develop tools to streamline a customer-focused hiring process including creating standardized metrics to measure improvements
Attracting Talent & Retaining Talent	Increase our diverse workforce representation by 1 percent each year, with a goal of reaching 40% by year-end 2026* * To be adjusted as necessary based on position and market availability.
Attracting Talent & Retaining Talent	Complete a pilot of a hybrid home/office work environment for eligible employees