



2022 DIVERSITY, EQUITY & INCLUSION REPORT

Executive Summary

Our company's core values of Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy (our term for teamwork) drive everything we do. We believe everyone has a right to be treated with dignity, fairness, and respect — and everyone has a duty to treat others the same way. That requires faithfulness to diversity, equity, and inclusion. An intentional focus on DE&I also can create a competitive advantage, by deepening our understanding of all customers' perspectives, allowing us to reflect the values and contributions of our communities, and making us more responsive and innovative. In short, pursuing DE&I is both the right thing to do and good for business. Hence, we are building a culture of DE&I not only for our employees and the communities we serve, but in partnership with them. DE&I is integrated into all aspects of our corporate strategy.

We understand growing in DE&I is a journey — a marathon without a finish line. We have programs and policies in place to increase diverse hiring and strengthen our culture of equity and inclusion. Our strategy takes a multi-faceted approach to build a stronger DE&I culture at every level, so employees can bring their whole selves to work each day. We're working hard to expand the number of small, local, and diverse companies we look to for the goods and services we rely on. We are committed to supporting and respecting all communities — whether those communities are distinguished by geography, economics, race/ethnicity, gender, or some other attribute.

Some of our notable DE&I accomplishments in 2022 include:

- Raising diverse workforce representation **1.5** percentage points, to **37%**.
- Increasing diversity on our Board of Directors 3 percentage points, to **36%** — nearly double what it was in 2016.
- Announcing the Building Hispanic Talent InitiativeSM and the Promesa: The Hispanic Higher Education InitiativeSM and committing \$2 million and \$1 million, respectively, to those two three-year initiatives.
- Continuing the work of the Dominion Energy HBCU Promise[®] and the Dominion Energy Educational Equity Scholarship Program, contributing **\$4.1 million** and **\$1 million** to those programs, respectively;
- Raising spending with diverse suppliers to **\$1.4 billion**, a 33% increase over the previous year, which raised the diverse share of our procurement spending to 16.9%.
- Expanding our paid family leave policy, effective January 1, 2023, from 120 hours to **160 hours**. Through 2022, we continued to provide free online telemedicine.
- Sharpening our **focus on DE&I internally** by creating; an enhanced performance process; supporting Black, Hispanic, and Asian leaders through McKinsey's Accelerated Leadership Academy; promoting Heritage Months that include events hosted by our employee resource groups; and more.

For more information, please see our full report at: www.dei.dominionenergy.com