Transforming the Future of Energy
Our Commitment to Sustainability and Corporate Responsibility
“The people of Dominion Energy are leading the country’s transition to clean energy. We are transforming everything we do to build a more sustainable future for our customers, the planet, and our company. We are setting the standard for a cleaner, greener energy industry.”

Thomas F. Farrell, II
CHAIRMAN, PRESIDENT & CEO
Our Culture

High standards. A strong moral compass. A firm belief that we are building something bigger than ourselves for the common good. A commitment to meeting the needs of people today – while ensuring that people tomorrow can do the same. A determination to be a positive force in the world. These convictions drive our relentless effort to make everything we do a little better than the day before.

Dominion Energy's Five Core Values

Safety
Safety is our highest priority — in the workplace and in the community. Our first and fundamental goal is to send every employee home safe and sound, every day. That is the only acceptable standard of performance.

Ethics
Integrity, individual responsibility and accountability go hand-in-hand with bottom-line results. We cannot and will not take shortcuts to achieve our goals and fulfill our obligations to stakeholders. Ethical behavior matters, and our reputation depends on it.

Excellence
We set high performance standards and are committed to continuous improvement in all areas of our business. The odds of long-term success improve when we go beyond “good” and strive for “great.”

Embrace Change
Transformation and growth are the keys to long-term prosperity. A culture of receptivity to change and passion for innovation propels our company forward, ensuring that our stakeholders will continue to flourish and that our best days still lie ahead.

One Dominion Energy
It’s about teamwork. It is a unifying outlook that transcends organizational boundaries and focuses on our shared mission and purpose. We know that strong, sustainable performance depends on how well we support one another in executing our business plan.

Safe, ethical and exceptional performance: That is how we operate.
The expectation is set at the top. We communicate it to new employees on day one, and to all employees every day thereafter. Management oversight, training, certification and guidance lay down markers of accountability. We are not trying to be the biggest energy company — just the best.
Overview

Nearly 7.5 million customers in 18 states energize their homes and businesses with electricity or natural gas from Dominion Energy (NYSE: D), headquartered in Richmond, Va. The company is committed to sustainable, reliable, affordable and safe energy and is one of the nation’s largest producers and transporters of energy.

On Jan. 1, 2019, Dominion Energy merged with SCANA Corporation, an energy company supplying electric power and natural gas to about 2.1 million customer accounts in the Carolinas and Georgia.

To learn more, visit: sustainability.dominionenergy.com
Notable facts about our company:

**Key Facts**

- **820,000** families assisted with energy bills since 1982.
- **22,000** homes weatherized since 2015 as part of EnergyShare.
- **NEARLY 20,000 EMPLOYEES IN 18 STATES** (as of Aug. 31, 2019).
- **85%** of energy generation comes from either clean energy sources such as nuclear, renewables and hydro, or natural gas-fired generation that supports renewables.
- **TOP QUARTILE** of utilities in ranking by JUST Capital.
- **$100 BILLION** in total assets (as of Jan. 1, 2019).
- **31%** Board of Directors diversity (since Feb. 2019).
- **#1** 2018 best year ever in safety performance.
Clean Energy

We work around the clock to deliver safe, dependable, affordable and clean energy. We produced our first megawatt of solar energy in 2013. Since then, we have increased our total solar generation portfolio nearly 2,600 megawatts, with plans to add 3,000 megawatts of solar and wind by 2022.

Through a partnership with Smithfield foods, we are capturing methane from farming operations and turning it into clean-burning, renewable natural gas — a process that captures more greenhouse-gas emissions than it produces.

Investing in the Health of Our Planet

LARGEST renewable gas partnership in U.S.

MODULAR LNG to deliver cleaner fuel to regions and customers dependent on higher emitting fuels.

EXTENDING THE LIFE of nuclear power plants to guarantee carbon-free energy 24/7.

TRANSFORMING the gas and electric delivery systems to accommodate renewables.

3,000 MEGAWATTS additional solar + wind planned for development by 2022.

4TH LARGEST solar portfolio among utility holding companies.

Energy diversity advances sustainability; it’s as simple as that. So our company is branching out into innovative forms of energy production.

$3.5+ BILLION invested in renewables since 2013.
We all deserve a clean planet. And we all have to do our part to get us there.

**Environment**

Alternative fuels power more than one in three vehicles in our on-road fleet (about 7,000 cars and trucks).

Innovative new systems installed across our operations will save water – tens of millions of gallons a year.

Founding member or participant in several voluntary methane-reduction programs.

**A Record of Stewardship**

43,000

**ACRES OF OPEN SPACE**

converted to habitat suitable for birds, bees and other pollinators.

52%

**REDUCTION**

in carbon emissions since 2005.

250,000

**METRIC TONS OF METHANE**

prevented from entering the atmosphere over the past decade. That is the equivalent of planting more than 103 million trees.

**Bold New Targets**

By 2030, we aim to cut our methane emissions 50 percent compared to 2010 levels.

By 2030, we aim to cut our carbon emissions 55 percent compared to 2005 levels.

By 2050, we aim to cut our carbon emissions 80 percent compared to 2005 levels.
Engagement is a two-way street. For Dominion Energy, that means not only being transparent about our actions, but also actively listening to what others think.

Engaging with Others

Hundreds of meetings, town halls, listening sessions and stakeholder conferences held with community groups, government officials, investors and industry watchdogs.

Formal environmental justice policy to safeguard the interests of underrepresented voices.

Building Communities

Sustainability is about meeting needs and fostering growth – now and in the years to come. Our core business does these things by providing energy for homes and businesses. But we also support many other worthy endeavors that help people and the places they live to flourish.

- $35 MILLION to social betterment through energy assistance programs, grants to cultural and educational organizations, matching gifts and sponsorships.
- 1,433 GRANTS to arts, education and other worthy causes in 2018.
- $629 MILLION spent with diverse suppliers.
- 126,000+ HOURS of volunteer time donated by our employees in 2018.
We seek out top performers, no matter who they are. We invest heavily in development to help employees reach their full potential. We offer generous benefits, including flexible work schedules and parental leave. And we believe everyone has the right to be treated with dignity, respect and fairness — and a duty to treat others the same way.

What Matters Most

The energy industry requires large amounts of infrastructure. But all of the generation plants, pipes, and power lines are useless without the most important components of success: employees and safety. That is why Dominion Energy’s highest priority is taking care of those who work for us.

EIGHT Employee Resource Groups available to all employees to support our diverse workforce, including African-American, Latino, Asian American and Pacific Islander, LGBTQIA, women, employees with disabilities, veteran and young professional.

Our Career Center offers employees goal setting sessions, interview coaching, personal branding assistance and more.

Modernizing workspaces to enhance employee satisfaction and meet LEED sustainable-design standards.

$5,000 SCHOLARSHIPS to up to 50 diverse student interns each year.

11% of employees are veterans.

1 in 5 new hires is a veteran.

UP TO $7,500 Education Assistance Program reimbursement (annual amount per employee).