



Actions Speak Louder

Building a Cleaner Future for Our Customers and the World

Our Commitment to Sustainability
and Corporate Responsibility





“We are building a clean and sustainable energy future by embracing change and transforming everything we do for the benefit of our customers, our employees, our stakeholders, and the earth. We have set a path to net zero emissions. We are helping our customers and other parts of the economy shrink their carbon footprints. And we will achieve all this through a just and caring approach that lifts up our communities and ensures nobody gets left behind.”

Thomas F. Farrell, II
EXECUTIVE CHAIRMAN

Our Culture

High standards. A strong moral compass. A firm belief that we are building something bigger than ourselves for the common good. These are the spirits that animate our company. They drive our relentless effort to make everything we do a little better than the day before.

Meeting the needs of people today—while ensuring that people tomorrow can do the same.

Determined to be a force for good in the world.



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

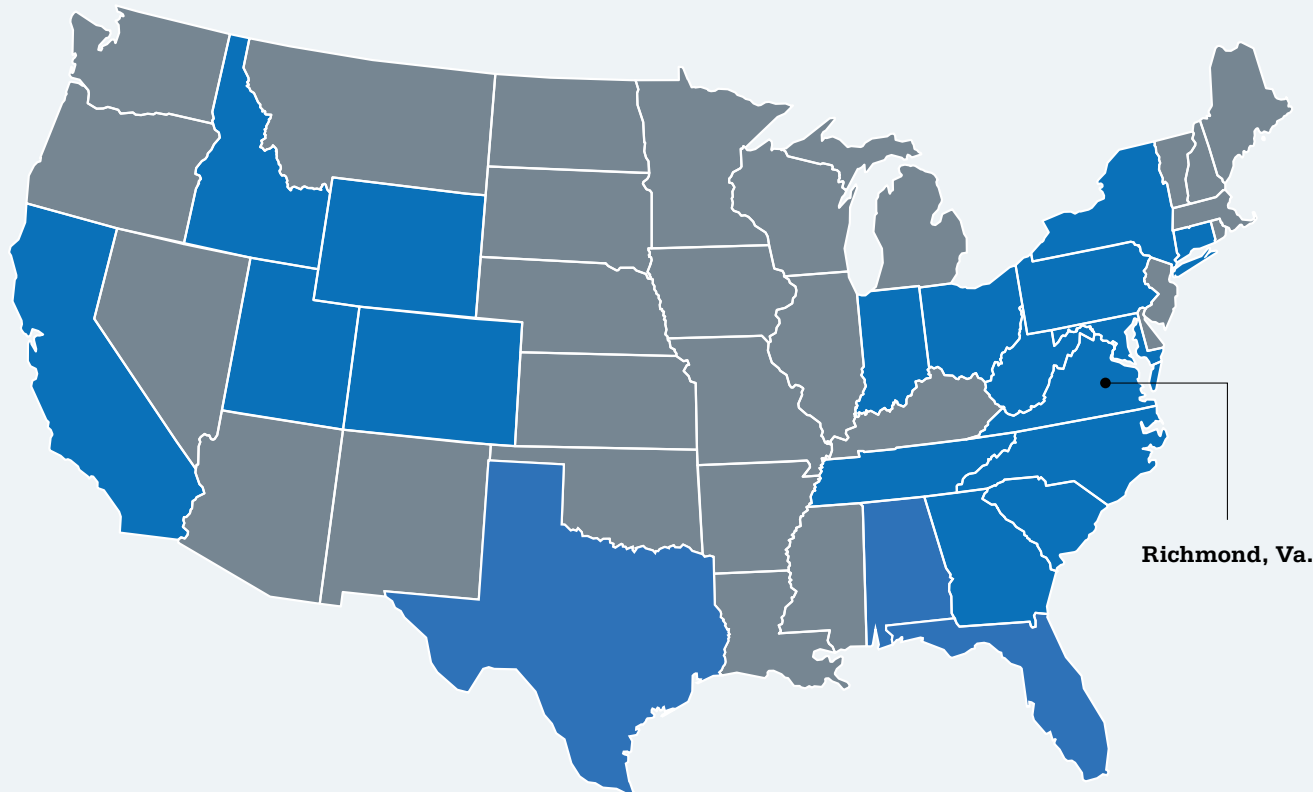
It's about teamwork. It is a unifying outlook that transcends organizational boundaries and focuses on our shared mission and purpose. We know that strong, sustainable performance depends on how well we support one another in executing our business plan.

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

More than 7 million customers in 20 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 to achieving net zero carbon dioxide and methane emissions from its power generation and gas infrastructure operations by 2050. Please visit [DominionEnergy.com](https://www.dominionenergy.com) to learn more.



On Jan. 1, 2019, Dominion Energy officially merged with SCANA Corporation. Those operations supply electric power and natural gas to about 1.7 million customer accounts in the Carolinas.

In July 2020, Dominion Energy announced the pending sale of substantially all of its Gas Transmission and Storage business to Berkshire Hathaway Energy. The sale closing will begin in the fourth quarter of 2020.

To learn more, visit: sustainability.dominionenergy.com

Key Facts

Selected figures drawn from across our operations.



42+ MILLION

metric tons of carbon emissions reduced from our power fleet since 2005.



843,000+

individuals and families helped with energy bills since 1982.

BEST

Employers for Diversity 2020 (*Forbes*).

#197

on the Fortune 500.



50%

reduction in injury rate over the past decade.



\$48.5 MILLION

contributed to community causes in 2019.

LARGEST

RNG partnership.

Delivering Clean, Reliable, Affordable Energy

We work around the clock to deliver safe, dependable, affordable energy — while transforming our business to slash emissions, and help our customers and communities do the same. We are building the largest offshore wind project in the Americas, rapidly expanding our solar generation portfolio, and exploring technologies such as hydrogen, carbon capture, and battery storage so that we can reach net zero emissions by 2050.

Through partnerships with pork and dairy producers, we are turning agricultural waste into clean, renewable natural gas for our customers — a process that captures more greenhouse gases than it produces.

At Dominion Energy, innovation is not a department — it is a constant throughout the culture.

SIGNIFICANT INVESTMENTS

in zero-carbon generation, energy storage, gas line replacement, and renewable natural gas over the next 15 years.



Investing in the Health of Our Planet



3RD LARGEST

solar portfolio among utility holding companies.



20,000+ MW

of new wind and solar over the next 15 years (enough to power 5 million homes at peak output).

IN OUR GAS BUSINESS OVER

1.2 MILLION

metric tons of methane emissions prevented from entering the atmosphere since 2010, of which over 260,000 MT were the result of voluntary efforts.

EXTENDING THE LIFE

of nuclear plants to guarantee carbon-free energy 24/7.

TRANSFORMING

the gas and electric grids to accommodate renewables.

BELOW-AVERAGE RATES

for gas and electricity service.

Protecting The Environment

We have a deep appreciation for the environment around us, and we know others do as well. We're not only aware of our impact on the environment — we're working hard to reduce it and even make it better. From lowering greenhouse-gas emissions to protecting water quality and preserving wildlife habitat, we're constantly looking for ways to ensure that future generations will be able to enjoy the world around them.

40,000+ ACRES OF OPEN SPACE
managed as habitat suitable for birds, bees, and other pollinators.

A Comprehensive Environmental Management System tracks and improves environmental performance across the company.



Reducing Our Impact

BOLD NEW TARGET
net zero emissions for both our electric and gas operations by 2050.

FOUNDING OR LEADING MEMBER
of multiple, voluntary programs aimed at reducing methane emissions.

TOUGH NEW STANDARDS
to protect birds, fish, and other animals near our equipment.



25%
methane emissions reductions since 2010.



NEARLY 50% REDUCTION
in volume of water used per megawatt of energy produced.



57% REDUCTION
in carbon emissions since 2005.



46 TONS
of IT equipment recycled in 2019.

Serving Customers & Communities

Providing clean, essential energy to millions of customers safely is a critical part of what we do. We also strive to serve the common good in other ways — by engaging with our stakeholders so we can better understand their perspectives, by strengthening the communities in which we work, and by supporting worthy causes through our charitable and volunteer programs.



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. So we seek out dialogue with our customers, investors, and other stakeholders and invite them to share their input.

90%+ GROWTH

in spending with diverse suppliers since 2013.

FORMAL ENVIRONMENTAL JUSTICE POLICY

ensures that communities have a meaningful voice in our planning and development.

EXTENSIVE INVOLVEMENT

in collaborations focused on workforce development.



\$2.5 MILLION

gift to International African American Museum in Charleston, S.C.



131,000 HOURS

of volunteer time donated by company employees.

Empowering Our People

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.

\$5,000 SCHOLARSHIPS

to up to 50 diverse student interns each year.

Biannual, companywide employee survey guides decisions about workspace design, leave policies, and more.



What Matters Most

EVOLVING

development program for aspiring leaders.

WIDE ARRAY

of open-registration courses for continued learning.



18

percentage-point increase (from 27% to 45%) in diverse hiring, 2013-2019.

\$5,250 - \$7,500

annual reimbursement for employees participating in our Education Assistance Program.

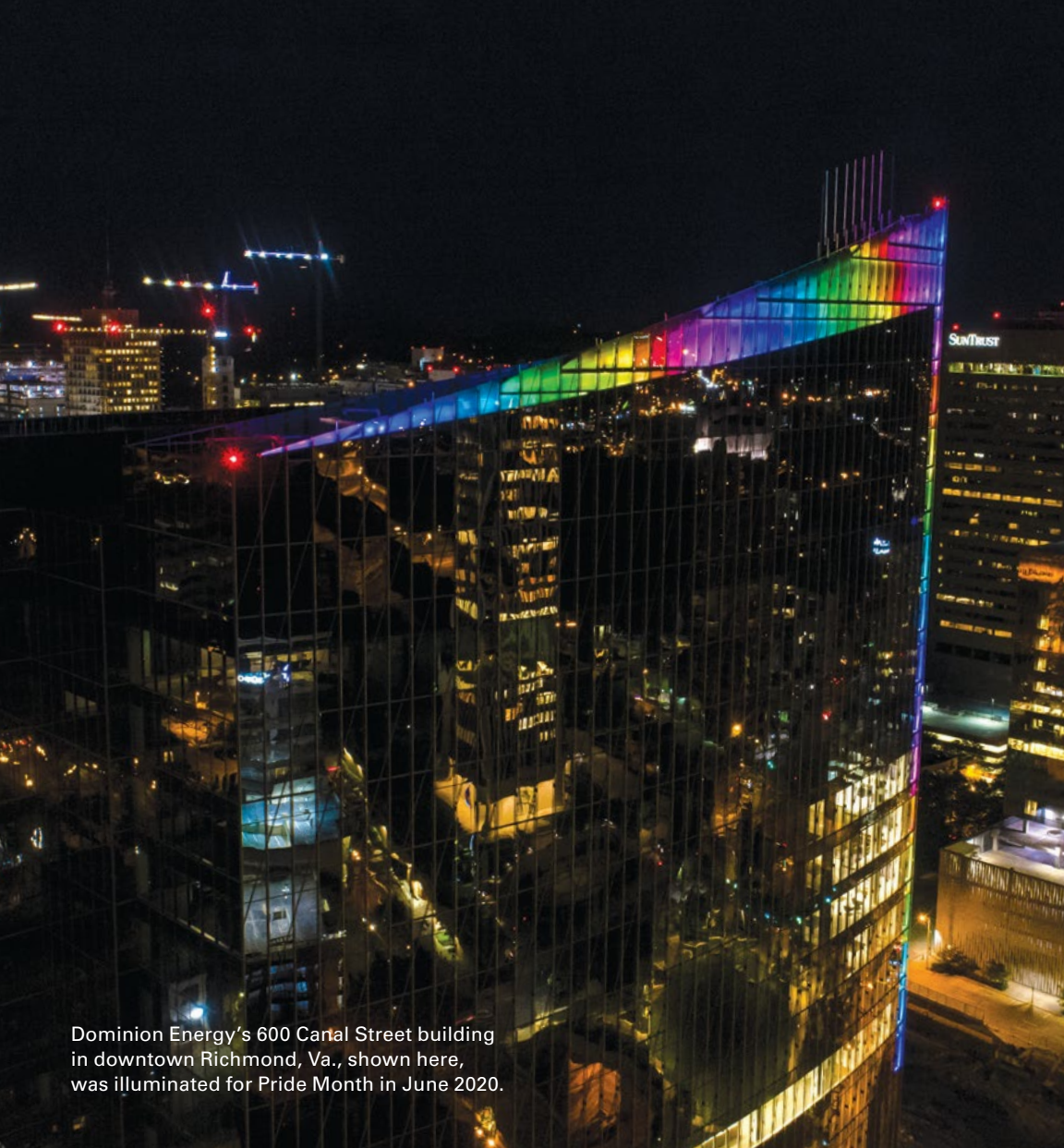
EIGHT EMPLOYEE RESOURCE GROUPS

for African Americans, Asian Pacific Islanders, disabled persons and their caregivers, LGBTQ+ and allies, young professionals, Latinos, veterans, and women.



1 in 5

new hires is a veteran.



Dominion Energy's 600 Canal Street building in downtown Richmond, Va., shown here, was illuminated for Pride Month in June 2020.



LEARN MORE
about our Sustainability & Corporate
Responsibility goals at:
Sustainability.DominionEnergy.com

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