

GRI Index

GRI 102: General Disclosures

Disclosure	Description	Reference/Response
102-1	Name of organization	Front Page
102-2	Activities, brands, products, and services	Letter From the Chair
102-3	Location of headquarters	Located in Richmond, Virginia
102-4	Location of operations	Our Values
102-5	Ownership and legal form	Publicly-traded corporation; 10-K
102-6	Markets served	Our Values
102-7	Scale of the organization	Our Values ; Social & Workforce Metrics
102-8	Information on employees and other workers	Social & Workforce Metrics ; DE&I Report
102-9	Supply chain	Net Zero: Supply Chain Sustainability ; Suppliers
102-11	Precautionary Principle or approach	Governance & Risk ; Climate Report
102-12	External initiatives	Inexhaustive List: CDP, TCFD, Climate Action 100+, EEI/AGA ESG Template, Low-Carbon Resource Initiative, CEO Action for Diversity & Inclusion, CEO Climate Dialogue, Natural Gas Sustainability Initiative (NGSI), NextGen Natural Gas
102-13	Membership of Associations	Inexhaustive List: Electric Utility Industry Sustainable Supply Chain Alliance, Edison Electric Institute (EEI), American Gas Association (AGA), Electric Power Research Institute, Electric Highway Coalition, EPA's Natural Gas STAR (NgSTAR), EPA's Methane Challenge, ONE Future Coalition

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Strategy

102-12	Statements from senior decision-maker	Letter From the Chair
102-13	Key impacts, risks, and opportunities	Governance & Risk; Climate Report; SEC Filings

Ethics & Integrity

102-16	Values, principles, standards, and norms of behavior	Our Values
102-17	Mechanisms for advice and concerns about ethics	Ethics & Compliance

Governance

102-18	Governance structure	Governance & Risk: Governance Structure; 2022 Proxy Statement
102-19	Delegating authority	Governance & Risk
102-20	Executive-level responsibility for economic, environmental, and social topics	Governance & Risk; Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder Engagement
102-22	Composition of the highest governance body and its committees	2022 Proxy Statement
102-23	Chair of the highest governance body	2022 Proxy Statement
102-24	Nominating and selecting the highest governance body	2022 Proxy Statement
102-25	Conflicts of Interest	2022 Proxy Statement; Corporate Governance Guidelines; Related Party Guidelines
102-26	Role of highest governance body in setting purpose, values, and strategy	Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement
102-27	Collective knowledge of highest governance body's performance	Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement

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102-28	Evaluating the highest governance body's performance	Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability and Corporate Responsibility Committee; Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement
102-30	Effectiveness of risk management processes	Governance & Risk; Sustainability and Corporate Responsibility Committee Charter; 2022 Proxy Statement
102-31	Review of economic, environmental, and social impacts	2022 Proxy Statement; Sustainability and Corporate Responsibility Committee Charter
102-32	Highest governance body's role in sustainability reporting	Sustainability and Corporate Responsibility Committee Charter
102-33	Communicating critical concerns	Ethics & Compliance
102-35	Remuneration policies	2022 Proxy Statement
102-36	Processes for determining remuneration	2022 Proxy Statement
102-37	Stakeholders' involvement in remuneration	2022 Proxy Statement
102-38	Annual total compensation ratio	2022 Proxy Statement
102-39	Percentage increase in annual total compensation ratio	2022 Proxy Statement, Page 71
Stakeholder Engagement		
102-40	List of stakeholder groups	Stakeholder Engagement
102-41	Collective bargaining agreements	10-K, page 12; Our People: Labor Relations
102-42	Identifying and selecting stakeholders	Stakeholder Engagement; Sustainability Philosophy: Sustainability Priorities
102-43	Approach to stakeholder engagement	Stakeholder Engagement; Sustainability Philosophy: Sustainability Priorities

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102-44	Key topics and concerns raised	Stakeholder Engagement; Sustainability Philosophy: Sustainability Priorities
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Reporting Practice

102-45	Entities included in the consolidated Financial Statements	SEC Filings
102-46	Defining report content and topic Boundaries	Downloads
102-47	List of material topics	Sustainability Philosophy
102-48	Restatements of information	Environmental, Social & Workforce Metrics footnotes
102-49	Changes in reporting	No Significant Changes
102-50	Reporting period	Downloads
102-51	Date of most recent report	November 2021
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	ESG@DominionEnergy.com
102-54	Claims of reporting in accordance with the GRI Standards	Downloads
102-55	GRI Content Index	GRI Index
102-56	External assurance	Downloads

Electric Utility Sector Standards

EU1	Installed capacity, broken down by primary energy source and by regulator regime	Environmental Metrics Partial Mapping: Does not include breakdown by regulatory regime
EU2	Net energy output broken down by primary energy source and by regulatory regime	Environmental Metrics Partial Mapping: Does not include breakdown by regulatory regime
EU3	Number of residential, industrial, institutional, and commercial customer accounts	Social & Workforce Metrics
EU4	Length of above and underground transmission and distribution lines by regulatory regime	Delivering Energy
EU 29	Average power outage duration	Electricity Diversity & Reliability

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GRI 103: Management Approach

103-1	Explanation of the material topic and its Boundary	Throughout Report; Downloads
103-2	The management approach and its components	Throughout Report; Governance & Risk
103-3	Evaluation of the management approach	Throughout Report; Governance & Risk ; Proxy Statement 2022

GRI 200: Economic

Economic Performance

201-1	Direct economic value generated and distributed	10-K pages 73, 81
201-2	Financial implications and other risks and opportunities due to climate change	Climate Report pages 31-50 ; 10-K pages 30-38
201-3	Defined benefit plan obligations and other retirement plans	10-K pages 145-152

Indirect Economic Impacts

203-1	Infrastructure investments and services supported	Electricity Diversity & Reliability ; Gas Diversity & Reliability ; Communities
203-2	Significant indirect economic impacts	Communities ; Virginia IRP ; South Carolina IRP

GRI 300: Environmental

Energy

302-1	Energy consumption within the organization	Climate CDP; Environmental Metrics
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Water and Effluents

303-1	Interactions with water as a shared resource	Water CDP; Environment, Habitat, & Biodiversity; Environmental Metrics; UN SDGs
303-2	Management of water discharge-related impacts	Water CDP
303-3	Water withdrawal	Water CDP; Environmental Metrics
303-4	Water discharge	Water CDP
303-5	Water consumption	Water CDP; Environmental Metrics

Biodiversity

304-2	Significant impacts of activities, products, and services on biodiversity	Environment, Habitat, & Biodiversity
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Emissions

305-1	Direct (Scope 1) GHG emissions	Climate CDP
305-2	Energy indirect (Scope 2) GHG emissions	Climate CDP
305-3	Other indirect (Scope 3) GHG emissions	Climate CDP
305-4	GHG emissions intensity	Climate CDP; Environmental Metrics
305-5	Reduction of GHG emissions	Net Zero; Climate Report; Environmental Metrics
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate CDP; Environmental Metrics

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GRI 300: Environmental

Waste

306-2	Management of significant waste-related impacts	Environment, Habitat, & Biodiversity: Reducing Waste
306-3	Waste generated	Environmental Metrics

Environmental Compliance

307-1	Non-compliance with environmental laws and regulations	Ethics & Compliance: Environmental Management System; Environmental Metrics
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Supplier Environmental Compliance

308-1	New suppliers that were screened using environmental criteria	Suppliers; Net Zero: Supply Chain Sustainability; Climate CDP
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GRI 400: Social

Employment

401-1	New employee hires and employee turnover	DE&I Report
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits webpage

Occupational Health and Safety

403-1	Occupational health and safety management system	Safety
403-2	Hazard identification, risk assessment, and incident investigation	Safety
403-3	Occupational health services	Safety
403-5	Worker training on occupational health and safety	Safety
403-6	Promotion of worker health	Benefits webpage
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety

GRI 400: Social

Training and Education

404-2	Programs for upgrading employee skills and transition assistance programs	Attracting & Retaining Talent; Net Zero: Just Transition
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Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees	2022 Proxy Statement; DE&I Report; Social & Workforce Metrics
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Child Labor

408-1	Operations and suppliers identified as having significant risk for incidents of child labor	Human Rights Policy; Supplier Code of Ethics & Business Conduct
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Forced or Compulsory Labor

409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor	Human Rights Policy; Supplier Code of Ethics & Business Conduct
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Local Communities

413-1	Operations with local community engagement, impact assessments, and development programs	Communities; Philanthropy
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Public Policy

415-1	Political contributions	Stakeholder Engagment & Political Participation; Political Contributions
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