

## Social and Workforce Metrics

### Workforce Metrics

| YEAR   | 2019   | 2020   | 2021   |
|--|--------|--------|--------|
| Total number in workforce <sup>1</sup>           | 19,191 | 17,331 | 17,387 |
| Women as a Percentage of workforce               | 21.2%  | 22.0%  | 22.4%  |
| Minorities as a percentage of workforce          | 18.8%  | 20.0%  | 20.7%  |
| Women as a percentage of leadership <sup>2</sup> | 16.6%  | 17.1%  | 17.5%  |
| Minorities as a percentage of leadership         | 13.2%  | 13.8%  | 14.8%  |

<sup>1</sup>Updated workforce reporting methodology in 2021, previous-year values have been recalculated. Workforce reflects the headcount of our workforce as of year-end (12/31). Includes all employees, including leaders and executives. Excludes interns.

<sup>2</sup>Employees who are supervisors, managers, directors or executives

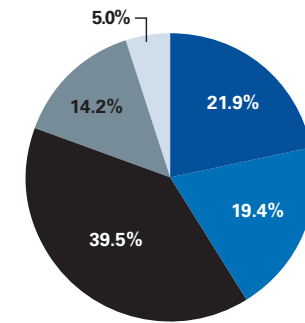
### Employee Safety Metrics

| YEAR   | 2019 | 2020 | 2021 |
|--|------|------|------|
| OSHA recordable injury rate                    | 0.62 | 0.41 | 0.46 |
| Lost-Day/Restricted Duty (LDRD) Rate           | 0.28 | 0.27 | 0.13 |
| Days Away, Restricted and Transfer (DART) rate |      |      | 0.28 |
| Work-related fatalities                        | 1    | 0    | 0    |

### Customer Metrics

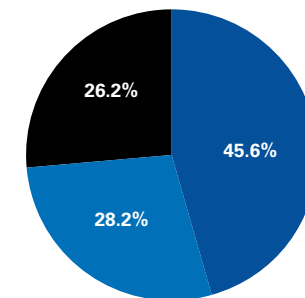
| YEAR                                       | 2019      | 2020      | 2021      |
|--|-----------|-----------|-----------|
| Retail Electric Customer Count             | 3,386,557 | 3,437,810 | 3,444,426 |
| Commercial                                 | 381,761   | 385,514   | 351,127   |
| Industrial                                 | 1,404     | 1,376     | 1,381     |
| Residential                                | 3,003,392 | 3,050,920 | 3,091,918 |
| Average Gas Distribution Customer Accounts | 3,352,371 | 3,420,887 | 3,481,151 |

Breakdown of employees by Dominion Energy business unit



- Dominion Energy Services
- Gas Distribution
- Dominion Energy Virginia
- Dominion Energy South Carolina
- Contracted Generation

Breakdown of employees by Dominion Energy tenure



- 0-10
- 11-20
- 21+

## Governance Metrics

| YEAR  | 2019* | 2020* | 2021* | As of<br>September 1, 2022                  |
|---|-------|-------|-------|---|
| Board of Directors  |       |       |       |   |
| % Board of Directors are diverse  | 31%   | 33%   | 33%   | 38%   |
| Total Number on Board of Directors/Trustees   | 13    | 12    | 12    | 13  |
| Total Women on Board of Directors/Trustees  | 3     | 3     | 3     | 4   |
| Total Minorities on Board of Directors/Trustees   | 2     | 2     | 2     | 2   |
| Years of average tenure on Board of Directors   | 7.9   | 6.6   | 7.5   | 7.2   |
| Ratio of Board Directors with<br>experience in environmental matters <sup>3</sup>       | 62%   | 67%   | 67%   | 62%   |
| Ratio of Board Directors with<br>experience in innovation and technology                | 54%   | 58%   | 58%   | 62%   |
| Total monetary value of political contributions<br>by country and recipient/beneficiary |       |       |       | <a href="#">Political<br/>contributions</a> |
| CEO to Median Employee Compensation Ratio   |       | 73:1  | 74:1  |   |

<sup>3</sup>“Environmental experience” includes experience in managing or overseeing environmental, climate, or sustainability practices, or understanding of environmental policy, risks, regulations, and compliance obligations.

\* 2019: Data as of March 25, 2020

2020: Data as of March 24, 2021

2021: Data as of March 25, 2022

About Us

Clean  
Energy

Sustainable  
Communities

Our People