

Commitments



Performance Against 2020 Sustainability Commitments

Our Company

Category	2020 & Beyond Commitments	2020 Performance
Values, Ethics & Compliance	To continue to reinforce the importance of ethics and compliance, an ongoing implementation of risk-based program structures will be promoted	<p>On-Track</p> <ul style="list-style-type: none"> Formed an enhanced Regulatory Compliance program with a risk-based approach to centralized oversight of various compliance areas. Completed an enterprise-wide Compliance Ownership and Gap Analysis to confirm organizational responsibility for compliance matters and identify compliance risk areas.

Creating Shareholder Value

Commitments / Performance Against 2020 Sustainability Commitments

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Values, Ethics & Compliance	We will create and adopt a new privacy policy and training program on customer communications	<p>Achieved</p> <ul style="list-style-type: none"> Adopted a comprehensive new Privacy Notice that consolidates separate operating segment policies and incorporates California Consumer Privacy Act compliance requirements. The Privacy Notice confirms our processes: it provides consumers with a comprehensive description of Dominion Energy’s practices for collection, use, disclosure, and sharing of personal information, and consumers’ rights regarding personal information. Conducted communications compliance training with multiple employee-facing teams.
Governance & Risk Oversight	ESG matters will continue to be discussed at each regularly scheduled Board of Directors meeting	<p>Achieved</p> <ul style="list-style-type: none"> The Board of Directors received reports on safety, environmental compliance and staffing diversity at each of its regularly scheduled meetings in 2020. The Board of Directors also received and discussed reports on other ESG matters, including, but not limited to: <ul style="list-style-type: none"> The establishment of the Company’s net zero emission target and the path to achieve it; The Company’s long-term goals and strategy with respect to human capital; The Company’s response and actions with respect the coronavirus; Social justice; and Environmental justice screening with all projects presented to the Board for approval. The Sustainability and Corporate Responsibility Committee met four times with each agenda devoted primarily to Environmental, Social and Governance (ESG) matters.
Governance & Risk Oversight	We will continue to improve our communication transparency on ESG matters with all company stakeholders	<p>Achieved</p> <ul style="list-style-type: none"> Formally declared support for the Task Force on Climate-related Financial Disclosures (TCFDs) providing guidance to organizations on the business risks and opportunities presented by climate change, incorporated in Climate Report.

Creating Shareholder Value

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Governance & Risk Oversight	<p>Corporate Intelligence and Security’s Cyber Security Branch (CSB) will develop and continue to leverage evolving tools, techniques, and processes, which build capacity and capabilities enabling advanced threat detection against hostile nation states and sophisticated criminal groups</p>	<p>Achieved</p> <ul style="list-style-type: none"> • Dominion Energy’s Corporate Intelligence and Security’s (CSB) has become an industry leader with advanced tools, techniques, processes, and intelligence sharing relationships. A partnership with the Department of Homeland Security (DHS) both provides tactical intelligence on threats and an ability to help reverse engineer some attack attempts to determine the source. A strong relationship with the Richmond FBI has resulted in plans for a “honeypot” server placed outside our perimeter to detect nation state and criminal attacks. We are the first utility to work with the CISA branch of DHS to deploy their Cyber Sentry capability within our network to monitor for suspicious activity from advanced persistent threat (APT) actors. CSB deployed a cyber range which allows actual attack scenarios to be played out in a simulated environment to ensure the defensive skills of CSB personnel are at the highest level to counter APTs. The use cases which tailor our SEIM effectively monitor for hostile activity are constantly evolving with the latest threat intelligence to look for patterns of behavior as the techniques of APTs and other threat actors change. CSB built a robust penetration testing program which simulates attacks on key systems to locate vulnerabilities and correct them before they can be exploited.

Creating Shareholder Value

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Delivering Clean, Reliable, Affordable Energy

Category	2020 & Beyond Commitments	2020 Performance
Reducing Emissions	<p>Dominion Energy South Carolina will expand its grid modernization efforts and increase EV charging infrastructure</p>	<p>On-Track</p> <ul style="list-style-type: none"> • Dominion Energy South Carolina launched a multi-year roll-out of advanced meter infrastructure (AMI) across our system, with 110k meters installed. • A Demand Side Management (DSM) incentive program was approved by the Public Service Commission to convert municipal overhead pole lighting fixtures to LED; about 54,000 fixtures were targeted, and 11,500 are currently under contract, with a goal to add additional lighting classes in the future. We also determined an opportunity to leverage the LED model to address public and private options to compensate for lack of private EV charging infrastructure investment while using public transportation electrification growth to build out additional charging resources. • In addition, we identified 2021 critical success factors to create partnerships with vehicle manufacturers to advance transportation electrification.
Reducing Emissions	<p>Net Zero carbon and methane emissions by 2050</p> <ul style="list-style-type: none"> • 55 percent Carbon emissions reduction by 2030 (compared to 2005) • 65 percent Methane emissions reduction by 2030 (compared to 2010) • 80 percent Methane emissions reduction by 2040 (compared to 2010) 	<p>On-Track</p> <ul style="list-style-type: none"> • 43% reduction in carbon emissions between 2005 and 2020. • 32% reduction in methane emissions between 2010 and 2020.

Creating Shareholder Value

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Reducing Emissions	<p>Make Natural Gas Distribution System “Future Energy Ready”</p> <ul style="list-style-type: none"> Convert 4 percent of our Natural Gas System throughput to Renewable Natural Gas by 2040 Prepare the distribution system to receive up to 5 percent hydrogen blend by 2030 	<p>On-Track</p> <ul style="list-style-type: none"> Dominion Energy [representatives] met with state commissions to educate on the Gas Distribution sustainability strategy, including the promotion of on-system renewable natural gas (RNG), and are working with regulators and legislators in each state to develop tariffs and incentives to develop RNG. Implemented on-system projects in Ohio and Utah, and two NCUC-approved RNG pilot programs. In addition, Dominion Energy is expanding the Green Therm program (voluntary RNG offering to customers) in Utah and across LDCs. A Hydrogen blending test pilot at the Utah training center is on track to be completed in 2021. Initial results from that pilot have confirmed that a 5% hydrogen blend did not adversely affect the distribution system or appliance performance. Further testing will be used to plan for an on-system pilot at training centers in Ohio and North Carolina. In addition, a memorandum of understanding was signed in Ohio with the regional transit authority for hydrogen production.
Reducing Emissions	<p>Implement a company-wide travel smart program</p>	<p>On Hold</p> <p>Due to changes in employee report-to-work requirements due to COVID-19 protections, this commitment was put on hold. We are evaluating other offsets to manage air travel and emissions in the future. We continue our partnership with Lyft for employee transportation while traveling.</p>

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Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to reduce carbon emissions across its generation fleet and investing in cleaner solutions	<p>On-Track</p> <ul style="list-style-type: none"> • Our solar operating investments in VA and NC include 1,381 MW of company-owned solar and 1,414 MW of 3rd party power purchase agreements (PPAs) through 2020. An additional 3,269 MW of solar is currently in development or under construction in VA. We filed our first RPS Development Plan in October 2020 with the State Corporation Commission (SCC) laying out our long-term plan to achieve the VCEA renewable development targets. In the same filing, we petitioned for the approval to construct, operate and recover costs for three solar generating facilities, totaling approximately 82 MW, and to contract for 416 MW 3rd party solar PPAs. In addition, we issued a request for proposal (RFP) for 250MW of solar, both acquisitions and PPAs. • The company is planning to deploy three battery energy storage systems (BESS) pilot facilities representing 16 MW in total. Dominion Energy Virginia issued an RFP in 2020 seeking bids for up to 250 MW of new energy storage projects in Virginia. • The company finalized our 12 MW Coastal Virginia Offshore Wind (CVOW) project, the first in federal waters, placed into service January 2021. We have the largest offshore wind farm, approximately 2,600 MW, under development in the United States, targeted to be operating in 2026. In December 2020, the company filed a Construction and Operations Plan with the Bureau of Ocean Energy Management initiating the federal review of the project. • Our Virginia nuclear fleet accounts for about 45% of the Commonwealth’s zero-carbon generation.
Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to enhance reliability and resiliency by modernizing the electric grid and expanding EV charging infrastructure	<p>On-Track</p> <ul style="list-style-type: none"> • We added 45 miles of new transmission line and 11 new substations while refurbishing 185 miles of transmission line and expanding 15 existing substations. We also launched the Online Hosting Capacity Tool, which enables customers in Virginia and North Carolina to evaluate optimal locations to interconnect distributed energy resources (DERs). We completed 22 miles GTP fiber and ramped up the Advanced Metering Infrastructure (AMI) efforts, installing 225,646 AMIs through 2020. • The company launched the Smart Charging Infrastructure Pilot Program, which provides rebates for EV charging infrastructure, in October 2020.

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Clean Energy Diversity & Security – Virginia	Dominion Energy Virginia will continue to engage with industry partnerships and stakeholders to solicit public input on Demand Side Management programs which support the VCEA	<p>On-Track</p> <p>In December 2020, Dominion Energy Virginia filed for 11 new DSM programs, reaching \$476M of the 2018 Grid Transformation and Security Act proposed programs’ goal of \$870M (55%) in the first few years of the ten-year goal, and \$53M of a target \$130M spend goal on low-income programs as set forth in the 2020 VCEA over a ten-year period. In total, the company has 38 active and proposed DSM programs.</p>
Clean Energy Diversity & Security – South Carolina	Dominion Energy South Carolina will continue to reduce its carbon and methane emissions and invest in solutions including Demand Side Management (DSM) programs that make cleaner solutions available	<p>On-Track</p> <ul style="list-style-type: none"> • CO2 mass emissions in DESC down 50% compared to 2005 baseline. • Reducing methane emissions via voluntary leak detection and repair (LDAR) and high-risk excavation monitoring system. • DSM investment of \$143M through 2020, resulting in cumulative energy savings of 925M kWh.
Energy Value	Invest \$7.85M to help families with electric energy bills along with strategic outreach events	<p>Achieved</p> <p>The company assisted 13,000+ vulnerable residential customers via bill assistance program, provided bill assistance to 102 small businesses in support of COVID-19 relief, and weatherized 2,200+ homes. Total EnergyShare spend for 2020 was \$13M+ (includes bill assistance, weatherization, and education/outreach.)</p>
Energy Value	We will achieve a 50 percent increase in savings of natural gas through energy efficiency programs by 2025	<p>On-Track</p> <p>A 47% increase in energy efficiency program funding is planned from 2020 to 2025 (\$38M to \$56M). This funding increase is anticipated to lower customer emissions by more than 150,000 tons of CO2e. In addition, our Utah operations currently has the largest energy efficiency program. Customers have saved more than 3,250,000 Dekatherms since the baseline was established, and they are on track to meet the 50% goal by 2025.</p>
Innovation	Detect and deliver solutions to accelerate net zero carbon and methane for our customers and communities	<p>On-Track</p> <ul style="list-style-type: none"> • The company has implemented the following initiatives: <ul style="list-style-type: none"> • CT Greenbank electric vehicle (EV) charging • Electric school buses • Autonomous shuttle • Airport EV charging program

Creating Shareholder Value

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Innovation	Every Business Segment and DES will develop and implement at least one innovative idea related to environmental stewardship by 12/31/2020	<p>Achieved</p> <ul style="list-style-type: none"> • Across the company, each Business Segment and Dominion Energy Services developed and implemented innovative ideas related to environmental stewardship. • Examples include: an environmental observations program to capture noncompliance and ‘near misses’, and their corrections; the formation of cross-functional compliance task teams to self-identify areas of improvement and best practices; a virtual environmental innovation conference; a horizontal directional drilling project to identify best practices and track inadvertent returns; development of Standard Operating procedures for avian handling; and home sustainability projects and supplementary sustainability training courses.

Protecting The Environment

Category	2020 & Beyond Commitments	2020 Performance
Clean Water	Reduce 21M gallons of water over the next five years	<p>On-Track</p> <ul style="list-style-type: none"> • Reduced 4.5M gallons of fresh water use in first year of goal, and on track to reduce 21M gallons over five years at planned pace of development.
Clean Water	50% reduction from 2000 levels in freshwater withdrawn per MWh to generate electricity by 2030	<p>On-Track</p> <ul style="list-style-type: none"> • Achieved a 49% reduction in 2020 since 2000 levels.
Habitat & Wildlife Protection	We commit to 350 acres of pollinator habitat with native species established or under development by 2025	<p>On-Track</p> <p>Electric Transmission has achieved ~121.5 acres of solar pollinator habitat. In South Carolina, the Yemassee to Burton transmission line that runs through Brewton Place for two miles has been restored to native pollinators through clean-up and management by DESC following the construction of the transmission line. Five additional transmission line segments (spans) will be more extensively managed for pollinators upon right-of-way drying out sufficiently for entry. This will include grubbing the site, adding lime, and utilizing a grain drill for more intensive plantings for specific species. This work is being coordinated with The Audubon Society.</p>

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Habitat & Wildlife Protection	Replace oil-filled electrical equipment to mitigate the risk of an oil release to the environment	<p>On-Track</p> <p>We are continuing the process of replacing oil-filled breakers and power transformers, including the installation of oil containment systems around new and existing transformers and temporary containment systems placed under oil-processing equipment and tankers during oil filling of transformers. Dominion Energy Virginia electric distribution continues to make progress eliminating oil-filled pad-mount switches that are nearing end-of-life with an ongoing proactive switch replacement program.</p>
Sustainable Operations: Reducing Waste	Reduce waste at 100% of offices by 2025	<p>On-Track</p> <p>In 2020, we piloted an interactive recycling and waste sorting “app” at 12 offices, launched five new composting programs, started a “Scraps From Home” initiative to collect employees’ food scraps while working from home, and launched a pilot collaboration with a landscaping vendor to compost wood chips from right-of-way clearings in Ohio, resulting in 94k pounds of organic waste diverted from landfill. To support our commitment to reduce waste-to-landfill impact, a baseline was established at supply chain managed warehouses, which we will use to measure future waste reduction progress.</p>
Sustainable Operations: Supply Chain	Increase partnership and engagement with suppliers, industry peers, and employees to improve environmental and social sustainability performance, to implement best practices, and to minimize reportable environmental events	<p>Achieved</p> <p>We have leveraged our supply chain sustainability strategy and relationships with partner organizations like the Electric Utility Industry Sustainable Supply Chain Alliance (EUISSCA) to continue to guide our path to be a transformational leader in the industry. The Vice President of Shared Services now serves as the Chair among our peer utilities. We also developed a Supply Chain Sustainability Network, which will continue to support efforts to conduct innovative actions to improve sustainability and implement best practices. In addition, we established a qualifications policy that requires environmental and sustainability evaluations during the procurement process. Key suppliers were surveyed to assess their supply chain environmental sustainability practices, social impacts, and environmental impacts.</p>

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Serving Customers and Communities

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Safety	Install approximately 90 remote-controlled or automated valves across company footprint	<p>Achieved</p> <ul style="list-style-type: none"> The company installed 99 automated-shutoff and remote-control valves (ASVs and RCVs) in 2020: <ul style="list-style-type: none"> 14 in Dominion Energy Utah/Wyoming/Idaho 69 in Dominion Energy Ohio 16 in Dominion Energy North Carolina and South Carolina
Safety	We will continue to improve system integrity and reduce methane emissions by reworking storage wells and expand first-time pipeline inline assessments to reduce risk	<p>On-Track</p> <ul style="list-style-type: none"> As of year-end 2020, Dominion Energy Ohio has completed 81% of storage well baseline assessments and is on-pace to complete 100% by 2026. Completed first time inline assessment on 112 miles of pipelines systemwide in 2020. Deployed new technology (Pipetel inline inspection robot) to assess non-piggable pipelines.
Supplier Diversity	Dominion Energy works to ensure that small, local and diverse businesses can participate in our procurement process. To help deliver value to our customers and communities, we will generate a diverse supplier base reflective of the diverse population in the communities we support and achieve 20% in annual diverse spend by 2025	<p>On-Track</p> <ul style="list-style-type: none"> Our strategic plan to increase diverse spend employs several focus areas including leadership focus, outreach and mentoring, category management, analytics, and effective policies. Supporting initiatives have increased engagement with diverse suppliers, leveraged data to identify new opportunities, and increased participation of diverse suppliers in our procurement process. These efforts have contributed to a 63% increase in diverse spend since 2015. In 2020, diversity spend was over \$818M and represented 13.5% of procurement spend. We remained committed to supporting diverse businesses during the COVID-19 pandemic with over 65% of our essential health and safety supplies like surgical masks and sanitizer coming from small, local and diverse businesses. The pandemic allowed us to pivot to our first virtual supplier diversity conference to bring together and unite industry stakeholders to develop business and partnership opportunities for diverse suppliers. Over 300 diverse businesses attended the event with the opportunity to learn about doing business with Dominion Energy, sharpen skills for gaining new business during the pandemic, and to engage with 8 different business areas and over 20 prime suppliers. In partnership with the Metropolitan Business League’s We Care RVA Rebuild Project, Dominion Energy contributed \$400,000 to help small businesses in Richmond as they managed the impacts of COVID-19 to their businesses while engaging in community rebuilding.

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Environmental Justice	We commit to increase inclusiveness of our stakeholder engagement on decisions regarding the siting and operation of energy infrastructure. Our efforts will include a focused effort to include to all people and communities, regardless of race, color, national origin, or income to ensure a diversity of views in our public engagement process	<p>On-Track</p> <p>In 2020, the company developed formal internal processes for Environmental Justice (EJ) reviews. We trained more than 500 employees on environmental justice and how it relates to our business. Also in 2020, every one of our major generation-construction projects was reviewed for environmental-justice concerns, and we performed scores of EJ assessments over the course of the year. Of the 70 screens completed to date, 27 led to outreach coordination between DEES, external affairs and capital project support. EJ reports will be included in Virginia SCC regulated filings for new electric generation facilities beginning in 2021.</p>
Community Development	Expand broadband access to underserved rural communities in Virginia	<p>On-Track</p> <p>A public hearing on the first of three projects was held in February 2021 and a stipulation agreement was reached with all parties agreeing to the terms. Through the Grid Transformation Plan, 22 miles of broadband fiber were installed in 2020.</p>
Community Development	Expand affordable broadband access to underserved rural communities in South Carolina	<p>On-Track</p> <p>In 2020, Governor McMaster formed AccelerateSC and made a strong recommendation for broadband expansion for more than \$100 million. Bill H.3780 signed into law during the 2020 Session, resolving disputes between Internet Service Provider’s and South Carolina Cooperatives. The bill clarifies that electric easements are perfected and no additional easements would be needed if running fiber on existing rights-of-way. In addition, the company partnered with electric cooperatives in South Carolina through pole attachment agreements to focus on under-served broadband areas outside the assigned electric territory. We also engaged in joint trench opportunities with electric, gas, and fiber regarding various construction projects.</p>
Community Development	\$35M over the next six years to support Historically Black Colleges and Universities and provide scholarships to underrepresented minority students	<p>On-Track</p> <p>In 2020, we provided \$5.8M in support of Dominion Energy’s \$25M HBCU Promise. We also created the \$10M Dominion Energy Education Equity Scholarship Program and launched the application for the first class of scholars.</p>

Creating Shareholder Value

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Empowering Our People

Category	2020 & Beyond Commitments	2020 Performance
Attracting Talent & Retaining Talent	Increase capacity and delivery of virtual training by 50 percent over 2019	Achieved All training programs delivered by Learning and Development have been adapted to the virtual learning environment, by which we have increased our capacity to deliver virtual training by 100%.
Attracting Talent & Retaining Talent	Leverage technology and develop tools to streamline a customer-focused hiring process including creating standardized metrics to measure improvements	Achieved Talent Acquisition rolled out a quarterly scorecard measuring five key metrics designed to drive diversity hiring and improve the candidate experience. The five metrics are: percentage of interviews that achieved "Two in Pool", percentage of talent pools that achieved 50% diversity, time-to-fill, time-to-offer, and percentage met of monthly sourcing production goals.
Attracting Talent & Retaining Talent	Increase our diverse workforce representation by 1 percent each year, until we achieve at least 40% diverse representation* * To be adjusted as necessary based on position and market availability.	Achieved In 2020, workforce diversity representation increased from 33.2% to 34.6% (a 1.4% increase), which exceeded our one-percent goal for the year. Despite headwinds that exist related to reduced hiring and increased retirement levels for diverse employees, our commitment to diverse hiring and retention efforts continue.