

## UN SDGs & Sustainability Commitments

The company’s commitments reflect our priorities as a company, together with a judgment about how best to support customers, employees, investors and the communities we serve. Those commitments are consistent with the United Nations Sustainable Development Goals (UN SDGs), which provide a blueprint for businesses, governments, and other organizations to work together.

As the table nearby demonstrates, our business focus areas— and the commitments we have made to guide our progress in each of these — map to many elements of the SDGs. We know our company can play a key role in advancing sustainable development.

While our Sustainability & Corporate Responsibility Report largely reflects our accomplishments from the preceding year, we recognize that our stakeholders are interested not only in how we have performed, but also in what we commit to do in the future. Whether through one of the nation’s largest solar and renewable natural gas portfolios, or the largest proposed offshore wind farm on this side of the Atlantic Ocean, Dominion Energy is committed to leading the clean-energy transition. We continue serving our 7 million gas and electric customers safely, reliably, affordably, and sustainably. Our core commitments include:

- Serving our customers by safely delivering reliable, affordable, and sustainable energy.





- Strengthening our communities through our energy-assistance programs, charitable giving, and focus on environmental justice.
- Empowering our employees to reach their full potential.
- Serving our investors by earning returns on and being good stewards of their investments.
- Protecting the environment by cutting emissions and preserving natural resources.

Historically, we have outlined our “Performance Against Commitments” and “Forward-Looking Commitments” as

separate documents, and since 2018 we have mapped sections of our SCR Report to the UN SDGs.

This year we are taking a different approach by combining these documents and mapping to the UN SDGs our business priorities, performance, and commitments. Grounding our approach to commitments in an internationally recognized framework of sustainable targets enables us to provide more meaningful performance updates.

## U.N. Sustainable Development Goal Mapping


GOAL	BUSINESS FOCUS	2021 PERFORMANCE
 <p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p>	<p>SDGs 7 and 13 focus on <b>Affordable and Clean Energy and Climate Action</b> – core parts of our business. We are striving to get as clean as we can, as fast as we can, without sacrificing safety, reliability, or affordability. We have established the following commitments in connection with our clean-energy strategy:</p> <ul style="list-style-type: none"> <li>Achieving our expanded <a href="#">Net Zero commitments</a>, which, as of February 2022, include Scope 2 and material categories of Scope 3 emissions.</li> <li>Making our natural gas distribution system “Future Energy Ready” by blending increasing quantities of renewable natural gas (RNG) into our LDC systems, and preparing the distribution system to receive up to a 5% hydrogen blend by 2030.</li> <li>Achieving a 50-percent increase in natural gas savings through energy-efficiency programs by 2025.</li> <li>Engaging with industry partnerships and stakeholders to solicit public input on Demand Side Management (DSM) programs.</li> <li>Continuing to improve system integrity and reduce methane emissions by reworking storage wells and expanding first-time pipeline inline assessments to reduce risk.</li> <li>Implementing a companywide sustainable travel program.</li> <li>Carrying out our Green Fleet initiative, which prioritizes electric and alternative-fuel vehicles, subject to market availability and imperatives.</li> </ul>	<ul style="list-style-type: none"> <li><b>Net Zero:</b> Through the end of 2021, we have cut carbon emissions 46% since 2005 and methane emissions 38% since 2010. <a href="#">Net Zero</a></li> <li><b>RNG:</b> We have launched a new RNG web portal to promote on-system RNG development, conducted RNG feedstock assessments in Ohio, finalized an agreement with an on-system landfill project in North Carolina, and continue to work with legislatures and regulators to promote RNG development and increase access for Dominion Energy customers. <a href="#">RNG</a></li> <li><b>Hydrogen:</b> We have completed hydrogen blending pilots in Utah, and started similar pilots in Ohio and North Carolina. Our representatives have also been engaging with regional coalitions to support a National Hydrogen Hub. <a href="#">Hydrogen</a></li> <li><b>Gas efficiency:</b> We are on track to meet our 50-percent natural gas savings target by 2025, and customers have saved more than 4.2 million dekatherms since our LDC baselines were established. <a href="#">Energy Value</a></li> <li><b>Demand side management:</b> In September 2021, the Virginia SCC approved an application from Dominion Energy Virginia for an additional 11 demand-side management (DSM) programs to help reach the \$870-million, 10-year goal set by the 2018 Grid Transformation and Security Act and the energy-efficiency goals of the VCEA. <a href="#">DSM</a></li> <li><b>Sustainable Travel:</b> We have formed an internal team to collaborate with sustainable travel vendors, and begun trials of sustainable fuel for use in company-owned aircraft.</li> <li><b>Green Fleet:</b> In support of our Green Fleet initiative, in 2021 we acquired or ordered 33 electric or plug-in hybrid electric passenger vehicles, 27 plug-in bucket trucks, 44 CNG conversion pickup trucks, 41 electric forklifts, and 13 electric UTVs. <a href="#">Net Zero</a></li> <li><b>Climate risk disclosures:</b> We published our <a href="#">2021 Climate Report</a>, which follows the framework of the Task Force for Climate-related Financial disclosures, or TCFD.</li> </ul>
 <p><b>13 CLIMATE ACTION</b></p>		

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	<p>SDG 12 focuses on <b>Responsible Consumption and Production</b> through sustainable management and efficient use of natural resources, waste reduction, recycling, reporting, and sustainable procurement.</p> <p>At Dominion Energy, we are committed to encouraging supplier and peer-company engagement to enhance sustainability in procurement. Engagement and supplier education will drive innovation, best practice implementation, and Greenhouse Gas (GHG) reduction activities.</p> <p>By 2025, we will target a 95% response rate to our supplier sustainability assessment; require key suppliers to disclose GHG emissions and targets; and include sustainability criteria in the procurement and evaluation process for 100% of key suppliers.</p> <p>Within our offices, we have also committed to reducing waste through source reduction, digitization, recycling, composting of food waste, holding sustainable meetings, and donating surplus furniture during renovations. Our commitment is to reduce waste at 100% of our offices by 2025.</p>	<ul style="list-style-type: none"><li>• <b>Engaging suppliers:</b> We hosted Momentum 2021, a supply-chain sustainability conference engaging over 300 supplier representatives across 250 companies. Programming for this signature event included Dominion Energy insight on supply-chain sustainability commitments and initiatives, including shifting supplier expectations as we work to form partnerships and move from voluntary to mandatory GHG disclosure by 2025 for key suppliers. <a href="#">Supply Chain Sustainability</a></li><li>• <b>Reducing waste:</b> We reduced landfill waste across select warehouses by 15% compared to 2020 by expanding existing composting programs and implementing new wood and rubber recycling programs. In South Carolina, we beneficially reused over 300,000 tons of coal ash in 2021, including over 190,000 tons that were produced in previous years. We also diverted 81% of furniture from landfills during a renovation of our Innsbrook office in Glen Allen, Virginia, and donated over 525 pieces of furniture to local nonprofits. <a href="#">Reducing Waste</a></li></ul>



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	<p>SDGs 9 and 11 focus on <b>Industry, Innovation, and Infrastructure and Sustainable Cities and Communities</b>. Targets include upgrading infrastructure, promoting innovation, improving sustainable transportation systems, and reducing environmental impact in cities.</p>	<ul style="list-style-type: none"> <li>• <b>Rural Broadband:</b> Through our Rural Broadband program, Dominion Energy Virginia (DEV) completed the first pilot project in Surry County, Virginia. Ongoing installations are underway in Botetourt and Northern Neck, Virginia. We filed Phase II of the Grid Transformation Plan with the Virginia SCC, incorporating additional telecommunications investments to support the rural-broadband initiative. DESC has initiated several construction projects under these contacts with co-ops in the midlands and Lowcountry counties of South Carolina. <a href="#">Rural Broadband</a></li> </ul>
	<p>Supporting our communities is an integral part of our culture as a company whose utilities perform a vital public service. We reflect this in our actions and commitments, which include:</p> <ul style="list-style-type: none"> <li>• Expanding broadband access to unserved and underserved rural communities in Virginia and South Carolina.</li> <li>• Working 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 populations in the communities we support, and spend 20% of procurement outlays with diverse suppliers by 2025.</li> <li>• Continuing to enhance reliability and resiliency by modernizing the electric grid and electric vehicle (EV) charging infrastructure.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Electric vehicle chargers:</b> Continued implementation of our Smart Charging Infrastructure Pilot program, which provides rebates for smart electric vehicle charging stations and installation. In 2021, we approved \$966,000 for 58 public fast-charging, multi-family, and workplace chargers. We also participated in the creation, in conjunction with five other major utilities, of the Electric Highway Coalition, with the aim of enabling seamless travel for electric-vehicle drivers by developing a network of charging stations connecting major highway systems from the Atlantic Coast, through the Midwest and South, and into the Gulf and Central Plains regions. <a href="#">Electric Transportation</a></li> <li>• <b>Grid transformation and demand side management:</b> In September 2021, the Virginia State Corporation Commission approved an application from Dominion Energy Virginia for an additional 11 demand-side management (DSM) programs to help reach the \$870-million, 10-year goal set by the 2018 Grid Transformation and Security Act and the energy-efficiency goals of the Virginia Clean Economy Act (VCEA). In South Carolina, Dominion Energy committed up to \$15 million for home energy-efficiency upgrades and critical health and safety repairs as part of a comprehensive rate settlement. <a href="#">DSM</a></li> </ul>

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	<p>SDGs 16 and 17 focus on <b>Peace, Justice, and Strong Institutions and Partnership for the SDGs</b>. This Sustainability and Corporate Responsibility Report, and our other company reports, are direct examples of our commitment to transparency. But reporting is only one way we support these SDGs. We believe that Actions Speak Louder, and we regularly take a proactive approach to ensure that everyone has a seat at the table, and all voices are heard. From community meetings and environmental justice councils, to new projects, to the regular meetings of our diverse Board of Directors, sustainability is always at the table. To make that certain, we have adopted the following commitments:</p>	<ul style="list-style-type: none"> <li>• <b>Board of Directors:</b> Dominion Energy’s experienced, engaged, and diverse Board of Directors oversees the company’s management and direction and is led by our Chair and an active, independent Lead Director with robust and well-defined duties. The Board has a fiduciary duty to uphold business and investor interests, including those related to Environmental, Social, and Governance (ESG) concerns. The Board formed its SCR Committee in 2018 and in 2021 separated its former Compensation, Governance and Nominating Committee into two committees — Compensation and Talent Development and Nominating and Governance — in its ongoing effort to incorporate governance best practices. <a href="#">Governance</a></li> <li>• <b>Tribal Justice:</b> In 2021, we hired a third-party consultant which had existing and ongoing relationships with three Native American Tribes to assist in discussions regarding the Snowflake RNG project in Snowflake, Arizona, which led to effective and meaningful engagement with the Tribes. <a href="#">Tribal Justice</a></li> <li>• <b>Environmental Justice:</b> Our formal environmental justice (EJ) policy ensures that all projects are reviewed for environmental justice (EJ) considerations, with more than 75 projects reviewed in 2021. In addition, more than 1,000 employees have been trained on environmental justice. <a href="#">Environmental Justice</a></li> <li>• <b>Risk assessment:</b> In continuing alignment with the U.S. Department of Justice’s guidance on effective corporate compliance programs, we conducted a risk-assessment survey to assess the likelihood and impact of various compliance risks and evaluate the effectiveness of current compliance controls. Based upon survey results, we identified certain risks for further assessment in order to develop risk-specific mitigation plans.</li> <li>• <b>ESG Disclosures:</b> In 2021, we published a new ESG website, DE&amp;I Report, and Sustainability and Corporate Responsibility Report — all aiming to provide increased transparency. <a href="#">ESG Site</a></li> <li>• <b>Political Participation:</b> In 2021, we updated our Lobbying and Political Contributions Policy, and publicly committed to publish a report on memberships in organizations determined to be influential in climate policy. This report will be published in 2022. <a href="#">Political Participation</a></li> <li>• <b>Communication:</b> Select sections of our customer-facing <a href="#">DominionEnergy.com</a> website have been translated to Spanish as of 2021, and we expect to finish translating all pages on the site by early 2023.</li> </ul>
	<ul style="list-style-type: none"> <li>• Continuing to reinforce the importance of ethics and compliance by using risk analysis to aggregate, harmonize, and integrate the myriad of compliance requirements that govern the way we conduct business.</li> <li>• Translating our corporate website into Spanish to increase accessibility.</li> <li>• Increasing the inclusiveness of our stakeholder engagement on decisions regarding the siting and operation of energy infrastructure. Our efforts will include a focused effort to include all people and communities regardless of race, color, national origin, or income to ensure a diversity of views.</li> </ul>	

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SDG 8 focuses on **Decent Work & Economic Growth**, including innovative solutions to advance industries, fully leverage the workforce (including across gender, age, and disabilities), and protect against forced and child labor.

Dominion Energy believes every person has a right to be treated with dignity and respect; to exercise autonomy and self-determination; to receive fair and equal treatment; and to work in a safe and supportive workplace regardless of individual attributes or membership in a demographic class.

We also support innovation, both within our company through our support of innovative employee ideas, and externally through our sponsorship of the Dominion Energy Innovation Center in Richmond, Virginia.

- **Human Rights:** In September 2022, Dominion Energy published a new Human Rights Policy, reinforcing our commitment to human rights in all of the company’s operations. We also continue to include Human Rights expectations for our suppliers through our updated Supplier Code of Ethics and Business Conduct. [Human Rights](#)
- **Diversity, Equity, and Inclusion:** Our Employee Resource Groups (ERGs) advocate on behalf of individuals from a variety of backgrounds — including women and those with disabilities. Highlights from our ERGs’ 2021 activities can be found in our [Diversity, Equity, and Inclusion Report](#).
- **Innovation recognition:** In 2021, we unveiled a new Innovation Recognition and Rewards policy designed to incentivize creativity. Under the policy, employees who come up with new ideas can receive spot cash awards. If the company develops an employee idea for commercialization, the creators will become eligible for a share of the resulting revenue. [Innovation](#)
- During the course of 2021 we developed a new program to curate and incubate innovations likely to have impact at the enterprise level. The Lyra Innovation Lab provides employee innovators with mentorship; professional training on problem validation, prototyping, marketing and scaling; and more.



SDG 6 focuses on **Clean Water and Sanitation**, protecting clean, fresh water, through targets focused on reducing pollution, increasing clean water recycling and reuse, improving water efficiency, and protecting water-related ecosystems. Dominion Energy has committed to the following goals to protect water across our operations:

- Replacing oil-filled electrical equipment to mitigate the risk of an oil release to the environment.
- Reducing freshwater withdrawn per MWh to generate electricity by 2030 (from a 2000 baseline).
- Reducing 21 million gallons of water in gas distribution production through 2024.






- **Protecting water:** As of 2021, Dominion Energy Virginia has completed its project to replace all oil-filled breakers along its transmission system. Dominion Energy South Carolina has undertaken a similar program, replacing more than 60 oil circuit breakers through the end of 2021. [Clean Water](#)
- **Reducing water intensity per MWh (power generation):** Based on our 2000 water intensity baseline of 136.2 cubic meters of water per megawatt-hour, we have reduced freshwater intensity by 47% and are on track to meet our goal of 50% reduction by 2030.
- **Reducing water use in gas distribution production:** Wexpro continues to reduce fresh water use by reusing produced water through its evaporation facilities and other measures. In 2021, these efforts resulted in 2,654,484 gallons of fresh water savings, leading to a total reduction of 7,149,954 gallons of water since 2019.
- **Additional water savings:** In 2021 we performed the bulk of construction for our Cayce Fleet Operations facility in South Carolina. It was built to a LEED Silver certification and contains special stormwater and domestic water components.

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 	<p>SDGs 14 and 15 focus on <b>Life Below Water</b> and <b>Life on Land</b>, protecting marine and terrestrial life, and include targets for preventing pollution, sustainable resource management, conservation, and supporting biodiversity.</p> <p>At Dominion Energy, we recognize that our business affects the environment, and we’re working hard to improve the land and water we share. By preserving habitats (such as eelways), protecting species (such as ospreys), planting pollinator habitat, and preserving marine fisheries around our offshore wind turbines, we not only seek to comply with law and regulations, but also to set our sights higher.</p>	<ul style="list-style-type: none"> <li>• <b>Pollinators:</b> Through 2021, we added 446 acres of pollinator habitat, including 127 acres at five utility-scale solar projects that were placed in service in late 2020 and 2021. We also entered into a partnership with Bee Downtown, which places and maintains beehives on corporate campuses – including our Tredegar campus in downtown Richmond, Virginia. <a href="#">Habitat and Biodiversity</a></li> <li>• <b>Saltwater marshes:</b> We contributed \$25,000 toward the restoration of a maritime forest trail on Roanoke Island in North Carolina, and \$5,000 toward the preservation of salt marshes in Providence, Rhode Island – just two among scores of grants in the 14 states where we operate.</li> <li>• <b>Offshore wind:</b> For our CVOW commercial project, we have signed a memorandum of understanding with the Virginia Institute for Marine Science, which is developing study plans to evaluate baseline information on several commercial fisheries. We also are coordinating with The Nature Conservancy to minimize the effects of our onshore electric transmission route on habitats. <a href="#">Protecting Species</a></li> </ul>
  	<p>SDGs 4, 5, and 10 focus on <b>Quality Education, Gender Equality, and Reduced Inequalities</b>. These targets include equal opportunity to education, opportunities for skill development to achieve decent employment, the participation of women in the workforce, and the social, economic, and political inclusion of all people. To support these goals, we have adopted the following commitments:</p> <ul style="list-style-type: none"> <li>• Contributing \$35 million (through 2025) to support Historically Black Colleges and Universities and provide scholarships to underrepresented minority students.</li> <li>• Three-year, \$2 million partnership with the Hispanic Association of Colleges and Universities to support equity in higher education.</li> <li>• Contributing \$5 million to social-justice and community-rebuilding efforts (including \$1 million to supporting minority-owned and small businesses).</li> <li>• Increasing our diverse workforce representation to 40% by year-end 2026*.</li> </ul> <p>* To be adjusted as necessary based on position and market availability.</p>	<ul style="list-style-type: none"> <li>• <b>HBCU Promise<sup>SM</sup>:</b> In 2021, we contributed \$5.3 million toward our six-year, \$25-million HBCU Promise<sup>SM</sup> – an initiative to support Historically Black Colleges and Universities – bringing the total contributions to \$11.1 million. <a href="#">Social Justice</a></li> <li>• <b>Educational Equity:</b> We distributed a half-million dollars to 60 recipients in our Educational Equity Scholarship Program (a six-year, \$10-million commitment), which provides college scholarships for African American, Hispanic, and Asian-American students and students from other under-represented communities.</li> <li>• <b>Civil Rights:</b> We pledged \$1 million to the Lawyers’ Committee for Civil Rights in support of its efforts to address discrimination.</li> <li>• <b>Diverse Hiring:</b> From 2016 through 2021, we raised our diverse hiring rate from 36.2% to 57.5%, and raised our diverse workforce representation from 31.9% to 35.5%. <a href="#">DE&amp;I Report</a></li> </ul>

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	<p>SDGs 1, 2, and 3 focus on <b>No Poverty, Zero Hunger, and Good Health and Well-Being</b>. These topics are broad, systemwide challenges that require collaboration across stakeholder groups, including government, nonprofits, and corporations. While we cannot solve these challenges alone, Dominion Energy is committed to doing our part.</p>	<ul style="list-style-type: none"> <li>• <b>Charitable giving:</b> In 2021, the Foundation’s charitable giving amounted to \$22.2 million. Among the more than 200 recipients were Always Home, a housing nonprofit in Mystic, Connecticut ; the Edisto Indian Free Medical Clinic in Ridgeville, South Carolina; and Children’s Center, which provides mental-health services to children in Salt Lake City, Utah. <a href="#">Philanthropy</a></li> </ul>
	<p>The Dominion Energy Charitable Foundation, the philanthropic arm of our company, focuses on four principal areas: human needs, environmental stewardship, education, and community vitality.</p>	<ul style="list-style-type: none"> <li>• <b>EnergyShare:</b> In the 2020-2021 program year (program years vary based on location), EnergyShare contributed \$14.4 million across all our service areas to providing bill assistance to 15,000 individuals and families — including more than 1,100 veterans of the armed forces and 1,500 individuals with disabilities — along with 780 small businesses. It also enabled the weatherization of 1,800 homes. <a href="#">EnergyShare</a></li> </ul>
	<p>We work hard to manage expenses and invest prudently to ensure the services upon which our customers depend are as affordable as possible.</p> <p>We also offer energy-efficiency and bill-assistance programs throughout our service territories. Our EnergyShare program is a year-round assistance program to help qualified customers with energy bill payment assistance, ensuring that individuals facing financial hardship can continue to heat and cool their homes.</p>	<ul style="list-style-type: none"> <li>• In 2021, Dominion Energy expanded EnergyShare’s energy efficiency offerings to include heat pump replacement, electric baseboard upgrades, wall insulation, and more. These expanded measures ensure that more vulnerable households can save energy and money. For more about EnergyShare, see its <a href="#">annual report</a>.</li> </ul>