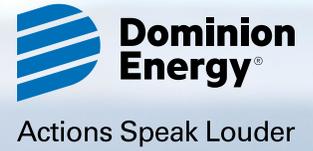


Power Through People:  
**Growing Stronger  
Together**



Tracking our performance holds us accountable.

Our Progress

37.0%

DIVERSE REPRESENTATION advancing toward our goal of 40% by year-end 2026



We make sure everyone feels seen, heard, and valued.

Our People

36.0%

DIVERSE REPRESENTATION on our Board of Directors



We practice inclusion across our value chain.

Our Partners

\$1.4

BILLION spending with diverse suppliers

We move further ahead when we all move together.

Our Communities

\$13.5

MILLION in DE&I-specific charitable giving

"I grew up working on my family's tobacco farm in Southside Virginia. Since joining Dominion Energy as an intern three decades ago, I've worked hard alongside my colleagues and have been afforded many opportunities across the business. Today I have the privilege to lead a company with almost 7,000 employees who serve 2.7 million customers. My journey testifies to many things including Dominion Energy's commitment to diversity, equity, and inclusion and its passion for helping employees from all backgrounds, cultures, and perspectives reach their full potential. As a leader, I want to make sure that I help create and promote a culture where every colleague is supported, valued, and appreciated."

**Ed Baine**

PRESIDENT, DOMINION ENERGY VIRGINIA





Message from Leadership

## Letter from the Chair

At Dominion Energy, we consider diversity, equity, and inclusion (DE&I) profoundly important — both because DE&I makes us a stronger, more successful company, and because we believe treating people right is a moral imperative.

To drive home that importance we set clear goals, and we hold ourselves accountable by tying performance to compensation. In keeping with our company motto, Actions Speak Louder, we publish our track record on this and other important topics so our employees, customers, communities, investors, and other stakeholders can see how well we are delivering on our promises.

In 2020, we embraced a companywide goal to reach at least 40% in diverse workforce representation by year-end of 2026. Through 2022, we have grown diverse workforce representation to 37%, a 3.7 percentage-point increase since the goal was initiated. We have increased the diversity of the Board of Directors from 33% to 36% — nearly double what it was in 2016. We announced the Building Hispanic Talent Initiative<sup>SM</sup> and the Promesa: The Hispanic Higher Education Initiative<sup>SM</sup>, continued to fulfill our commitments to the Dominion Energy HBCU Promise<sup>®</sup> in support of Historically Black Colleges and Universities, hosted another successful Careers in Energy Diversity Student Conference, continued to prioritize recruitment and support of military servicemembers, veterans and their families, and launched other initiatives, such as a Native Pathways internship program to increase Native American representation at our company.



## Letter from the Chair

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But DE&I matters in ways that go beyond hiring and retention. We embed DE&I in all aspects of our business — for instance, through our rigorous environmental justice program. We review every major construction project to make sure it does not place an undue burden on historically marginalized communities, and to make sure such communities have equal access to the jobs and other benefits those projects provide. We take a deliberate approach to building strong relationships with Native American Tribes and have a full-time program manager who leads and facilitates engagement with these communities. As part of our community engagement for our Coastal Virginia Offshore Wind commercial project, we provided materials in Spanish and Tagalog to remove language barriers for diverse communities in southeastern Virginia — an approach that ensures we meet stakeholders where they are most comfortable.



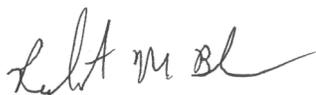
Such efforts are not bolted on to our core operations. They form a central part of our company’s strategy and play a crucial role in the fulfillment of our corporate purpose: safely delivering reliable, affordable, and sustainable energy to our customers, while operating as an employer of choice and creating value for our shareholders. They also play a key role as we strive toward our vision of becoming the most sustainable energy company in America.

Dominion Energy has a track record of success. As we increasingly reflect the communities we serve, our performance on safety, reliability, and affordability has improved, and we have made gains in our clean-energy journey. Our diversity contributes to this success and makes us a better, more competitive enterprise.

As much as we value our employees for what they contribute, we value them even more for who they are. We don’t simply accept differences — we embrace them. When you read some of the stories in this report, you will understand why.

Of course, we have more to do. DE&I will continue to evolve. So, too, does our understanding of it. The DE&I journey is a marathon without a finish line: We will keep moving forward, but we cannot stop. I am proud of our milestones, and I look forward to further achievements down the road.

Thank you,

A handwritten signature in black ink, appearing to read "Robert M. Blue". The signature is fluid and cursive.

**Robert M. Blue**

Chair, President, and CEO



Message from Leadership

## Growing Stronger Together

We're nurturing a culture where everyone feels valued for who they are — where differences are celebrated, each of us belongs, and everyone is empowered to be the best version of themselves, so we can all move forward together.

In 2022, we built on our progress through several new initiatives, including the Building Hispanic Talent Initiative<sup>SM</sup> — a summer bridge program — and Promesa: The Hispanic Higher Education Initiative<sup>SM</sup>, a program supporting Hispanic/Latino students at seven colleges and universities.

We sharpened our focus on DE&I internally by: creating an enhanced performance process and a Native Pathways internship program specifically for Native Americans; supporting Black, Hispanic/Latino, and Asian leaders through McKinsey's Accelerated Leadership Academy; promoting Heritage Months that include events hosted by our employee resource groups; launching a new Southeast chapter of our Asian Pacific Islander (API) Employee Resource Group; and more.



## Values-Based Culture

Dominion Energy believes in the values of DE&I, and the company demonstrates that belief through its norms, policies, practices, and training.

Our five core values — Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy — depend on, and reinforce, DE&I. We count on employees to coach and hold one another accountable on safety, which is much more likely to happen when they feel like an essential part of a greater whole. Ethics involves treating people as they should be treated: with dignity and respect, with utmost fairness, and with a sincere conviction that everyone is needed and appreciated. Achieving excellence is more likely when we welcome the best ideas from everyone — promoting innovation and improving how we understand and serve our communities. Advancing DE&I requires individual and cultural growth, which involves embracing change. And true teamwork can happen only in an atmosphere of genuine inclusiveness.

These values intersect with DE&I in another way. Reinforcing organizational standards encourages everyone to participate and speak up. When employees feel comfortable bringing their authentic selves to work — when they feel *a part of*, rather than *apart from* — they are far more likely to raise a safety or ethics concern, insist there’s a better way, suggest a new idea, and support one another. Employees who second-guess themselves and their place within the company are more likely to remain silent.

That’s one reason new employees learn about Dominion Energy’s DE&I commitment at their new-hire orientation. To further this commitment, Dominion Energy has a clear DE&I strategy, an Executive Diversity Council, as well as Diversity Councils within each operating segment. Our Annual Incentive Plan, or AIP, includes a DE&I component. Leaders conduct sessions on inclusion and respect in the workplace. And our Employee Resource Groups (ERGs) provide opportunities for employees to support one another and increase understanding through activities such as heritage festivals celebrating the experiences, traditions, performances, and foods from both their own, as well as other cultures.

In September 2022, we published our first stand-alone Human Rights Policy, a complement to our long-standing [Supplier Code of Ethics and Business Conduct](#).

While our DE&I culture percolates up through the organization, all of it receives oversight from our CEO and Board of Directors. Ultimately, developing our DE&I culture is a collective endeavor, carried out in the true spirit of One Dominion Energy.



## Strategy

Our vision is to be the most sustainable energy company in the country. Our commitment to environmental stewardship and to achieving net zero carbon and methane emissions across our electric and gas operations by 2050 makes up an important part of achieving this vision. But we view sustainability more broadly. To us, it includes safety, community vitality, social justice, workforce development, and DE&I. These are the areas in which we must excel, and the stakeholder needs we must satisfy, to support the company’s long-term viability — for our customers, employees, and investors.

As we pursue that vision, and as we carry out our core mission, we highlight sustainability by focusing on our work taking place across five pillars:

- Delivering safe, reliable, affordable, increasingly sustainable energy;
- Protecting the environment;
- Serving customers and communities;
- Empowering our people; and
- Creating shareholder value.

For reasons explained below, we consider DE&I essential to strategic execution of all these pillars.

## The Business Case

DE&I conveys clear and practical benefits and is therefore a core part of our long-term strategy for success. Diverse companies that reflect their communities can serve those communities better. Diverse companies, like diverse ecosystems, tend to thrive more than companies where everyone thinks alike. Diverse companies, where all voices are valued, identify both risk and opportunities sooner than others. Drawing on the broadest possible candidate pool to find top-tier talent makes us a stronger, more agile company — and a more innovative one, too.

Having a diverse workforce helps us better understand, establish rapport with, and serve our diverse customers. For example, in our western-state operations, employees such as Maggie Barajas, Peter Ordaz, Jeremy Arends, and others on our bilingual Customer Care team work with Spanish speakers in Utah, Idaho, and Wyoming. In 2022, the South Carolina chapter of our DiverseAbility ERG hosted a Disability Community Summit for state agencies, colleges, and nonprofit organizations.



One of our employees, Pheona Kelly, is a trained and registered American Sign Language (ASL) interpreter. She has inspired and supported our company to better serve our employees who are Deaf and/or hard-of-hearing and their caregivers. As a result, we have increased accessibility at company-sponsored events, either through ASL interpreters on site, or through Communication Access Real-Time Technology. We have hosted students who are Deaf and hard of hearing in our facilities, increasing job awareness, and we have offered ASL classes to colleagues across our footprint, creating a more inclusive work environment.

A diverse workforce also produces better insights into community challenges and opportunities; better recruitment, as candidates see proof of our commitment to DE&I; and better employee retention that comes from a sense of belonging. A diverse workforce also keeps the company attuned to issues of social justice that a less diverse organization might overlook.

Research consistently shows this is true at other companies as well: Diversity correlates with greater innovation and better financial performance. In an era of rapid change, DE&I is not just the right thing to do — it is a business imperative.



Our Progress  
**Overview**

Our company has made strides on DE&I, but we know we have more to do. As society's understanding of DE&I evolves, so does our understanding. Our goal is always to do better today than we did the day before.

In 2022, Dominion Energy continued to build on the progress it has made. We launched new higher-education initiatives to broaden opportunities for diverse students. We continued the internal dialogue about DE&I that has enabled employees to learn from one another. We increased outreach efforts for our Careers in Energy Diversity Student Conference, carried our DE&I commitment into the communities we serve, and improved diverse workforce representation.



**Diversity Drives Ideas**

In February 2022, we hosted our third HBCU Presidents' Forum, part of the Dominion Energy HBCU Promise®. The forum focused on "How Diversity Drives Innovation." To watch a recording of the event, [click here](#).



Our Progress

## 2022 Awards & Recognition

What others are saying about us.



Best employers for women  
*(Forbes)*



Best employers for diversity  
*(Forbes)*



100 (perfect score) on  
Human Rights Campaign's  
Corporate Equality Index



Named one of the best  
places to work for LGBTQ+  
Equality by the Human  
Rights Campaign



Named Outstanding Private  
Sector Partner by the  
Hispanic Association of  
Colleges and Universities  
(HACU)



100% score on the 2022  
Disability Equality Index  
from Disability:IN



Carolinas-Virginia Minority  
Supplier Development  
Council National  
Corporation of the Year



Top HBCU Supporter



G.I. Jobs Military Friendly  
Brand (Top 10)

## Additional Awards

- **100 Companies Championing Women** (Governor's Office of Economic Opportunity in Utah)
- **Top Virginia Employer for Interns** (Virginia Talent + Opportunity Partnership)
- **Best in Class Employer Award** (Gallagher)
- **Women's Business Center of Richmond Corporate Leadership Award for Supply Chain Excellence**
- **Women's Business Enterprise Council Greater DMV Done Deals Corporate Opportunity Award**
- **Campus Forward Award Winner** (Ripplematch)
- **Rosa Parks Award from the Hampton Roads Chapter of WTS** (formerly the Women's Transportation Seminar)
- **G.I. Jobs Top Military Friendly Company**
- **G.I. Jobs Military Friendly Spouse Employer**
- **G.I. Jobs Military Friendly Supplier Diversity Program**





Our Progress

## By the Numbers

**Measuring our progress holds us accountable.**

Our goal is to make sure we are not only on the right track but keeping a proper pace.

## Overview

Dominion Energy reports workforce representation numbers in accordance with federal reporting categories, but we define success more broadly. Among other achievements in 2022, we increased diverse workforce representation by 1.5 percentage points.

While we do not include demographic groups beyond those reported to the U.S. Department of Labor in our reported diversity metrics, we consider them important contributors to our company's overall DE&I efforts. Individuals with different experiences bring unique perspectives to the table, broadening how we look at the world and improving our understanding of how we can be of service to others. In 2022, veterans made up more than 18% of all hires, and veterans currently make up 17% of our workforce.

As required by the Equal Employment Opportunity Commission (EEOC), our EEO-1 Component 1 data does not include an "undeclared" demographic status. Those employees who have chosen an "undeclared" status have been placed in a demographic category in accordance with the EEOC guidance applicable to our EEO-1 Component 1 reporting.

### Reporting Methodology

As a large organization subject to regulation by the Office of Federal Contract Compliance Programs (OFCCP), Dominion Energy annually submits an EEO-1 Component 1 Form. The company publicly discloses EEO-1 data on its workforce demographics by race/ethnicity and gender.

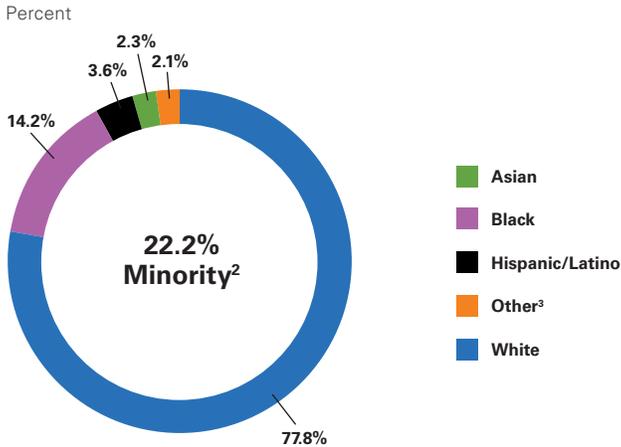
As of the publication of this report, the EEOC has not yet released the 2022 EEO-1 Component 1 Form. We plan to disclose our 2022 EEO-1 data on our website once the EEOC makes the form available.

## By the Numbers

We are intentional in our talent sourcing efforts to increase the likelihood that applicant pools reflect the communities in which we serve. The improvements in our diverse hiring in recent years are a direct result of the outreach, and other efforts, to recruit the brightest and most diverse pools of candidates possible. Certain changes in the business structure, such as the 2022 sale of our natural gas distribution business in West Virginia, can also impact diverse workforce representation.

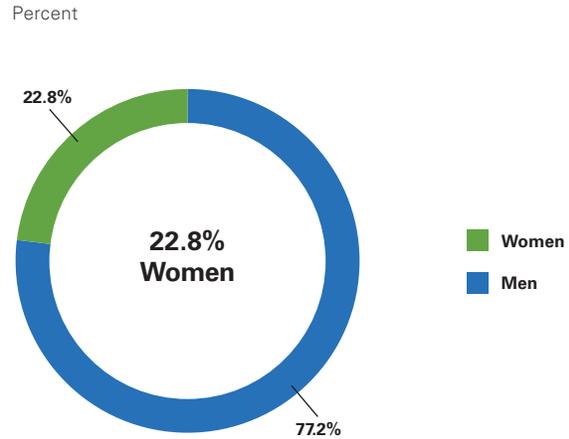
# Workforce Representation

## Total Workforce Representation by Race/Ethnicity



Headcount data as of 12/31/2022

## Total Workforce Representation by Gender



Headcount data as of 12/31/2022

## Workforce Representation

Race	Gender	2021 (17,387 Employees)	2022 (17,211 Employees)	Labor Market Availability <sup>4</sup> (Local)	People Living in our Communities <sup>5</sup> (26 Million People)
Asian	Women	0.8%	0.8%	1.9%	2.4%
	Men	1.4%	1.5%	3.4%	2.1%
Black	Women	5.3%	5.6%	7.5%	10.0%
	Men	8.2%	8.6%	11.1%	8.9%
Hispanic/Latino	Women	0.9%	1.0%	2.1%	4.3%
	Men	2.2%	2.6%	7.2%	4.6%
Other <sup>3</sup>	Women	0.5%	0.6%	0.8%	1.5%
	Men	1.4%	1.5%	1.6%	1.4%
White	Women	14.8%	14.8%	19.9%	32.8%
	Men	64.5%	63.0%	44.5%	32.0%
<b>Diverse Total</b>		<b>35.5%</b>	<b>37.0%</b>	<b>55.5%</b>	<b>68.0%</b>

Data as of 12/31 of specified year

## By the Numbers

### Executive Representation<sup>6</sup>

Race	Gender	2021 (318 Leaders)	2022 (324 Leaders)	Labor Market Availability <sup>4</sup> (National)	People Living in our Communities <sup>5</sup> (26 Million People)
Asian	Women	1.2%	1.2%	2.3%	2.4%
	Men	1.6%	1.9%	4.3%	2.1%
Black	Women	5.0%	5.6%	3.2%	10.0%
	Men	5.4%	6.5%	3.6%	8.9%
Hispanic/Latino	Women	0.3%	0.6%	3.3%	4.3%
	Men	0.0%	0.0%	6.0%	4.6%
Other <sup>3</sup>	Women	0.0%	0.0%	0.9%	1.5%
	Men	0.9%	0.9%	1.3%	1.4%
White	Women	23.3%	21.6%	24.8%	32.8%
	Men	62.3%	61.7%	50.3%	32.0%
<b>Diverse Total</b>		<b>37.7%</b>	<b>38.3%</b>	<b>49.7%</b>	<b>68.0%</b>

Data as of 12/31 of specified year

### Leadership Representation<sup>7</sup>

Race	Gender	2021 (2,273 Leaders)	2022 (2,221 Leaders)	Labor Market Availability <sup>4</sup> (Local)	People Living in our Communities <sup>5</sup> (26 Million People)
Asian	Women	0.4%	0.3%	1.5%	2.4%
	Men	1.1%	1.1%	3.0%	2.1%
Black	Women	3.3%	3.8%	4.9%	10.0%
	Men	6.4%	6.9%	6.3%	8.9%
Hispanic/Latino	Women	0.5%	0.3%	1.6%	4.3%
	Men	1.7%	1.7%	4.2%	4.6%
Other <sup>3</sup>	Women	0.2%	0.3%	0.7%	1.5%
	Men	1.3%	1.7%	1.4%	1.4%
White	Women	11.4%	11.6%	22.4%	32.8%
	Men	73.7%	72.3%	54.0%	32.0%
<b>Diverse Total</b>		<b>26.3%</b>	<b>27.7%</b>	<b>46.0%</b>	<b>68.0%</b>

Data as of 12/31 of specified year

## Hiring

In 2022, through strong outreach and recruiting efforts, we increased hiring among Hispanic/Latino men and Asian women. To improve diverse hiring across the board, among other things, we engage with external diverse organizations and undertake internal efforts, such as our Careers in Energy Diversity Student Conference.

### Total Hires<sup>8</sup>

Race	Gender	2021 (978 Total)	2022 (1,700 Total)	Change from (2021-2022)
Asian	Women	1.3%	1.5%	+0.2
	Men	3.6%	1.8%	-1.8
Black	Women	9.0%	6.9%	-2.1
	Men	12.2%	11.1%	-1.1
Hispanic/Latino	Women	2.6%	2.1%	-0.5
	Men	5.3%	7.0%	+1.7
Other <sup>3</sup>	Women	1.9%	1.2%	-0.7
	Men	2.4%	2.3%	-0.1
White	Women	19.2%	15.0%	-4.2
	Men	42.5%	51.1%	+8.6
<b>Diverse Total</b>		<b>57.5%</b>	<b>48.9%</b>	<b>-8.6</b>

Data as of 1/1 – 12/31 of specified year

## Promotions

We hire high-potential candidates and provide them with training and opportunity to experience different areas of the business and progress in their careers. As we continue to refine our approach to DE&I, we are exploring new ways to identify, develop, and improve the opportunity for diverse employees to be promoted. Some of the efforts include increased postings of manager and director roles, creating opportunities for greater exposure through rotations, and allocation of stretch assignments. In 2022, we increased promotions among White women, Black employees, and those employees who fall under the Other category.

### Total Promotions<sup>10</sup>

Race	Gender	2021 (2,180 Total)	2022 (3,094 Total)	Change from (2021-2022)
Asian	Women	1.0%	1.0%	0.0
	Men	1.3%	1.0%	-0.3
Black	Women	5.6%	8.1%	+2.5
	Men	7.4%	9.2%	+1.8
Hispanic/Latino	Women	1.7%	1.2%	-0.5
	Men	3.3%	3.0%	-0.3
Other <sup>3</sup>	Women	0.7%	0.8%	+0.1
	Men	1.5%	2.1%	+0.6
White	Women	15.2%	16.2%	+1.0
	Men	62.3%	57.4%	-4.9
<b>Diverse Total</b>		<b>37.7%</b>	<b>42.6%</b>	<b>+4.9</b>

Data as of 1/1 – 12/31 of specified year

## Separations<sup>11</sup>

The annual separation rate for Dominion Energy remains below the national and industry-sector averages. Consistent with workforce trends elsewhere, we saw an increase in separations from the company in 2022, particularly among Asian employees, Hispanic/Latino women, and women who fall under the Other category.

### Separation Rates<sup>12</sup>

Race	Gender	2021 (948 Total)	2022 (1,333 Total)	Change from (2021-2022)
Asian	Women	6.8%	9.8%	+3.0
	Men	5.9%	12.4%	+6.5
Black	Women	8.1%	8.8%	+0.7
	Men	5.9%	7.8%	+1.9
Hispanic/Latino	Women	6.7%	13.8%	+7.1
	Men	7.2%	8.1%	+0.9
Other <sup>3</sup>	Women	6.7%	11.0%	+4.3
	Men	7.0%	7.8%	+0.8
White	Women	6.6%	8.6%	+2.0
	Men	4.8%	7.2%	+2.4
Diverse Total		6.7%	8.8%	+2.1
TOTAL		5.5%	7.7%	+2.2

Data as of 1/1 – 12/31 of specified year

## Voluntary Resignations<sup>13</sup>

Voluntary resignations in 2022 increased overall, and increased among all demographic categories, consistent with broader economic trends. The largest increases in voluntary resignations occurred among Asian employees, Hispanic/Latino women, and women who fall under the Other category .

### Voluntary Resignation Rates<sup>14</sup>

Race	Gender	2021 (487 Total)	2022 (699 Total)	Change from (2021-2022)
Asian	Women	6.1%	9.1%	+3.0
	Men	5.1%	10.8%	+5.7
Black	Women	4.8%	5.2%	+0.4
	Men	3.3%	3.6%	+0.3
Hispanic/Latino	Women	6.7%	11.5%	+4.8
	Men	5.1%	6.1%	+1.0
Other <sup>3</sup>	Women	4.4%	8.0%	+3.6
	Men	3.3%	4.3%	+1.0
White	Women	3.5%	4.8%	+1.3
	Men	2.2%	3.4%	+1.2
Diverse Total		4.0%	5.2%	+1.2
TOTAL		2.8%	4.1%	+1.3

Data as of 1/1 – 12/31 of specified year



Our People

## Our Culture of Inclusion

**We're committed to taking good care of what we value most: our people.**

We want everyone to feel comfortable bringing their whole, authentic selves to work so they can stretch their talents and abilities and grow to their full potential.

## Our DE&I Strategy

Dominion Energy's multi-faceted approach begins with the Board of Directors, which oversees the CEO and the CEO's leadership team in the development of the company's DE&I strategy and objectives. The Executive Diversity Council implements our companywide strategy, including programs, policies, and initiatives. Its members serve as Executive Sponsors for Diversity Councils and ERGs. Diversity Councils at the operating-segment level review alignment with the corporate DE&I strategy and make recommendations to enhance the company's efforts.

To raise our performance even further, we incorporated DE&I goals into our AIP for both leaders and individual contributors. In recent years, the DE&I requirement for the AIP has included sexual-harassment training, leader-led training on discrimination in the workplace, supplier-diversity goals, and unconscious-bias and allyship training. In 2022, the requirements included a diverse supplier spend goal; a diverse-supplier showcase event to be held by every operating segment; written commitments from leaders listing three actions they planned to take to advance DE&I; and attendance by individual contributors at leader-led discussions. Since we established the DE&I AIP goal in 2015, more than 95% of leaders and individual contributors have attained it each year.



The company distributes an annual ethics and compliance survey asking employees whether they know of any possible legal violations, including violations of anti-discrimination laws. All allegations of discrimination are investigated to determine whether violations occurred, and how any violations should be addressed.

Finally, we take other steps to foster DE&I, such as reviewing personnel policies to ensure the use of gender-neutral language; encouraging engagement with DE&I through town halls, podcasts, and team meetings; and looking for other opportunities to promote DE&I.

## Our Stories

Millions of people depend on the energy we provide to run their homes and businesses. To deliver that energy safely, reliably, affordably, and sustainably, we depend on the extraordinary people who work for us. Here are a few of their stories.



EMPLOYEE SPOTLIGHT

**Michael Levey**  
**Supervisor-Records & Information Management**

The first day Michael came to work at Dominion Energy, he put photos of his fiancé, Chip, on his desk. It was a sharp contrast from life at a previous employer, where he felt compelled to separate his work identity from his true identity. Pretending to be someone he was not was “tiring,” he says, and he often felt disingenuous.

A supervisor in records and information management for Dominion Energy South Carolina, Michael also serves as the collaboration support lead for one of Dominion Energy’s PRIDE ERG chapters. To those who are unsure how to be their authentic selves on the job, he suggests taking “small steps, and be deliberate.” Today, he finds joy in being able to bring his full self to work — and bring his husband to company events. “I am who I am,” Michael says.



EMPLOYEE SPOTLIGHT

**Noopur Garg**  
**Assistant General Counsel**

As the first member of her family to be born in the United States, Noopur grew up with a foot in two cultures and has, she says, “a strong sense of self as a South Asian woman and a strong sense of self as an American.” Those dual backgrounds, she says, lends her experience in navigating a complex social and professional landscape, including career expectations, and addressing societal preconceptions about Asian women that can limit opportunities for leadership and advancement. As an assistant general counsel working on financial matters and mergers and acquisitions, she has often found herself to be the only South Asian woman in the room. “Be yourself,” she says. “It’s not just about the work you do.... People need to know you, to get to know who you are.”

Noopur believes Dominion Energy is doing a good job increasing diverse representation. “There are a lot more women from different backgrounds in leadership roles than there used to be. Seeing these women in leadership helps others to realize they’re more capable of taking advantage of opportunities that are available to them.”



**Faby Helme**  
**Electric Distribution Emergency Preparedness Center Specialist**

Faby — an electric distribution specialist for Dominion Energy Virginia — credits her strength, resilience, and irrepressible optimism to her parents, who came to the United States from Bolivia and Guatemala. Though they arrived with very little, “they just have the spirit,” she says. “That energy that life is good.”

As a member of the emergency-preparedness team, she coordinates the company’s response to major storms. That can include everything from staging equipment before the storm to arranging lodging for crews in the field.

“When there’s a storm situation, it can get hectic, and our blood is jumping, and we just care so much about our customers,” she says. “We want to get their lights back on.” That shared passion fosters esprit de corps among her colleagues. “People in all of our different offices are working long, long shifts. Honestly, every storm I’ve worked, there is a beautiful sense of camaraderie that happens. It’s really amazing.” No matter who they are or where they’re from, our employees are all part of One Dominion Energy.



**Chasity Bailey**  
**Regulatory Compliance Coordinator**

When Chasity graduated from law school, she started looking for a job in her field. Everywhere she went, though, she was turned away. “The only thing they were seeing was, ‘Something’s going on medically here. What’s going on?’ They knew better than to say, ‘What’s your disability?’ But you can still tell when that’s happening. You still get the memo.”

Eventually, Chasity heard about Dominion Energy from a friend. Today, she works in the compliance department as a regulatory compliance coordinator, making sure the many foreign nationals who are hired by Dominion Energy and who contribute to our workforce diversity are legally authorized to work in the United States and meet all the legal requirements the position entails. Thanks in part to the extensive efforts Dominion Energy has made to improve building accessibility, her Cerebral Palsy is a non-issue. When she’s not working, she tends to her pets — two cats, a dog, and a hedgehog — and pursues her passion for traveling.

“It’s really ironic that the higher you go in education and qualifications as a person with a disability, the more difficult it is to find a job that matches your skill set,” Chasity says. “Society expected me to be working [in a low-skilled job] because ‘that’s where you people belong.’ That’s where we are as a society right now. That’s the next thing we’re going to have to tackle.”

As for her current employer, “If it hadn’t been for Dominion Energy, I don’t think I would have been employed.... The company is doing great [on DE&I] once you get in here and start working. The only issue is getting the word out that the company is disability-friendly.”

## Supporting All Employees

We know a truly inclusive workplace provides policies, benefits, and programs that support all employees. In 2022, we announced an expansion of our paid family leave policy, effective January 1, 2023, from 120 hours to 160 hours. Through 2022, we continued to provide free online telemedicine.

Mental health and substance abuse challenges do not discriminate. They impact the lives of many people, regardless of background. To help employees address such issues, we provide an Employee Assistance Program that provides support, counseling, and treatment. In 2022, the company held a suicide-prevention event to educate employees about the signs that someone might be contemplating self-harm and how to recognize the sometimes indirect ways others cry for help. Later in the year, the company held an event to help employees struggling with grief or loss.

## Our ERGs

We have eight ERGs: the African American Resource Group; the Asian Pacific Islander Resource Group; DiverseAbility (a disability-oriented affinity group); ¡Hola! (Hispanic/Latino); Pride (LGBTQ+); the Veterans Resource Group; We3 (women), and Young Professionals. These ERGs and their 20 chapters give employees with shared interests and backgrounds the chance to connect, to create communities, to enhance our workplace, to develop networks, to share their experiences with others, and to encourage professional development. All ERGs are open to all company employees and interns.



## What they say...

Our ERGs exemplify our “Actions Speak Louder” motto. Among other things, in 2022 our ERGs held a forum on Alzheimer’s and other forms of dementia; conducted two 30-day mentoring programs; convened a summit observing Hispanic Heritage Month; hosted a disability summit in South Carolina; gathered volunteers to assemble wheelchairs; took part in Utah’s annual Pride Parade; celebrated Juneteenth; launched a Southeast Chapter of the Veterans ERG and the Asian Pacific Islander ERG; and more.



“There is nothing like family, and that is the atmosphere and safe space we are committed to providing in the African American Resource Group. Our connections are built on real relationships — we have each other’s back through the ups and downs of life and we lift one another up to ensure each unique skill and ability is seen, felt, and heard. Every part of who we are is brought to the table and embraced. We aren’t like a family, we simply are family!”

**Kimberly Fields,**  
2022 Chair, AARG



“The ERG community feels very open – receptive to listening and considering our colleagues’ perspectives and experiences. We are unafraid to have honest, and sometimes heavy, conversations. It makes me feel as though I can bring my full self to work. I have had the pleasure of being a part of the Asian Pacific Islander ERG leadership team since its foundation. API has developed my event planning/coordination, public speaking, collaboration, and networking skills while also giving me a sense of belonging. We have really become a family over the years. I love having the opportunity to share more about my cultures and because the API umbrella is so vast, I am always learning about other ones too.”

**Connie Tran,**  
2022 Collaboration Support Lead, API

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“When I joined Dominion Energy, it was during the time we were required to work from home. My team is small and when we went back into the office, we worked on a floor all to ourselves. It seemed difficult at the beginning of my career to feel connected to others outside of my team. Luckily, I found the Young Professional’s ERG with other associates looking to build community as they started their career journey at Dominion Energy. Since then, I have been able to attend socials, book clubs, and various seminars to network with other associates and continue achieving my development goals. At the end of 2022, I wanted to be more involved with YP and was able to join the leadership team as co-communications lead. This allowed me to partner with other YP leaders to create flyers, newsletters, and event messaging to ensure our associates are able to take part in all of our exciting events. Overall, I’m grateful that I joined the YP community for my personal and professional development. I encourage all Dominion Energy associates to get involved with one or multiple ERGs as they all offer opportunities to connect with other associates and participate in a variety of events.”

**Jeremy Stanley,**  
2022 Co-Communications Lead, YP

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“Serving as chair for one of our ERGs has made a much larger impact on my career development than I could have previously imagined. The collaborative opportunities that evolved from this role exposed me to working with various members of the management team, including Dominion Energy’s senior leadership team. This has helped me solidify myself as a leader at Dominion Energy while further preparing me for interactions with all employee career levels.”

**Ben Hansen,**  
2022 Chair, DiverseAbility West

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“The summer of 2018 was when I left everything behind back home in Puerto Rico. I was in search of a better future for myself, my family, and the utility sector back home. When I joined Dominion Energy, a few fellow Puerto Rican employees introduced me to the employee resource groups such as ¡Hola! through event invitations and socials. ¡Hola! for me is more than a resource group. It has provided a safe space and a home away from home. A place where other individuals like me know how it feels to leave your family behind. A group who understands how challenging it can be to speak a language that is not your primary. Employees who can relate when you know what you want to say in Spanish, but just can’t find the proper words to express yourself in English. ¡Hola! has made my career in Dominion Energy more than just an 8-to-5. It has allowed me to get involved in the community. In 2022, I became the community lead and with the help of our amazing ¡Hola! participants, we were able to partner with Latinos in Virginia and Waymakers to provide aid to Latino and Hispanic families in the Richmond area.”

**Edwin Rivera,**  
2022 Community Focus Lead, ¡HOLA!

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Our People

# Attracting Talent

In a rapidly evolving world, a diverse workforce is one of our company's greatest strengths.

To create a diverse and equitable workforce, we engage in many efforts to cast a wide net to attract and source top talent and build a more diverse talent pipeline. Those efforts include:



**Educational institutions**



**Student programming and scholarships**



**Employment branding**



**Military installations and members of the military**



**Talent-pipeline organizations**



**Dominion Energy intern experience**



## Attracting Talent

In 2022, we expanded our outreach and promotional activities. We renewed our national corporate sponsorships of the National Society of Black Engineers, the Society of Women Engineers, the Society of Hispanic Professional Engineers, and the Hispanic Association of Colleges and Universities (HACU) among others. We promote our open positions to these organizations and recruit their members. Further, our Talent Acquisition team engages with and sources talent from more than one dozen Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs). When seeking candidates for niche, hard-to-fill positions, the team makes extensive efforts to identify and recruit qualified individuals from underrepresented populations. Finally, in 2022, we added a Native Pathways internship program for Native Americans as well as “Skilled Trades Day” at our line worker training center in Lexington, South Carolina. For the latter event, 50 students from diverse schools across the Midlands area participated.

Reaching out to potential candidates is just the first step. Attracting talent also involves creating an inviting place to work. Dominion Energy does so through a variety of means, such as generous vacation, sick leave, and family leave policies; flexible work schedules where possible; opportunities for advancement; and competitive pay rates. Dominion Energy takes a total rewards approach to compensation, packaging a competitive base salary and incentive pay with robust health, paid leave and retirement benefits. Our compensation programs consider industry data as well as information about the broader labor market. We are committed to compensating employees fairly and equitably, and in accordance with all minimum wage, wage payment, overtime and work hours laws and negotiated collective bargaining agreements.

In addition, many of our work environments are designed not just for productivity but also for comfort and conviviality, as well as amenities such as fitness facilities, focus rooms, and nursing rooms for new parents.



### On the Line

In July 2022, Dominion Energy and the South Carolina Chamber of Commerce hosted a “signing day” at Spring Valley High School in Columbia, where recent graduate Justin McElveen announced he would join our company’s apprentice line worker program. The event grew out of a partnership between our company and the Chamber to create the Chamber’s Center for Diversity, Equity, and Inclusion. Justin, who was among those who attended Skilled Trades Day, is the first person to pursue a skilled-craft career through the partnership.

## Diversity Recruitment

We don't wait for diverse job candidates to come to us; we pursue them through numerous avenues, including:

### Diversity Sourcing and Workforce Development.

Developing a skilled, diverse workforce is crucial to accomplishing our business goals. In 2022, we created new roles tasked with helping us do so. Those include a Workforce Development & Planning Coordinator who works with community stakeholders and industry organizations to expand our talent pool, and a Diversity Partnership & Sourcing Coordinator, who fosters relationships with HBCUs, HSIs, Tribal Colleges & Universities, and other minority-serving institutions, as well as diverse community, industry, and business organizations.

### DiverseAbility Employment Program.

In Richmond, Virginia, we continue to work with the Rehabilitation Research and Training Center at Virginia Commonwealth University to match our talent needs with the skills of individuals with neurocognitive conditions.

### Summer Internship Program.

In 2022, roughly half of our intern cohort represented a diverse community. Historically, we offer full-time employment upon graduation to about three out of four interning seniors. In 2022, three-fourths of those offered positions accepted.

### Careers in Energy Diversity Student Conference.

In 2022, 117 students from 24 states and territories (including Puerto Rico and the District of Columbia), representing 66 colleges or universities (including 12 HSIs and 14 HBCUs) and more than 38 majors, attended the conference. We offered internships to more than 45% of the attendees; 74% of the offers were accepted.



### Building Hispanic Talent Initiative<sup>SM</sup>.

In 2022, we launched a three-year, \$2-million program in partnership with HACU to improve equity in higher education. The Building Hispanic Talent Initiative<sup>SM</sup> creates summer bridge programs to introduce Hispanic and Latino students to STEM careers and the energy industry, and to acclimate them to a university campus and the rigors of academic life. The initiative provides funding to seven institutions: Utah Valley University, Northern Virginia Community College, George Mason University, Sampson Community College, University of Connecticut at Stamford, University of Puerto Rico at Mayaguez, and University of North Carolina at Pembroke. The first year of the initiative was a success:

- 295 summer bridge students from 72 high schools were served
- 61% of those participants identified as Hispanic/Latino
- 88% were from minority groups underrepresented in higher education (i.e., Hispanic/Latino, Black/African American, and Native American)
- 68% will be first-generation college students
- Summer bridge programs exceeded their corresponding institutional Hispanic/Latino enrollment by an average of +32%
- 1,035 college credits were awarded to summer bridge participants through this initiative
- 3 in every 4 summer bridge participants indicated interest in entering a STEM related career field

### HBCU Engagement Events.

Through the Dominion Energy HBCU Promise<sup>®</sup> and other avenues, we continued to support and engage with HBCUs. For example, we joined forces with Virginia State University in Petersburg, Virginia, to develop a Power and Energy Concentration for rising junior and senior engineering students. In October 2022, our CEO met with Virginia HBCU leaders to deepen the relationship between our company and their institutions.

“HACU is proud to partner with Dominion Energy to develop Hispanic leaders for the energy industry by offering summer bridge programs at seven institutions across the nation. Through the Building Hispanic Talent Initiative<sup>SM</sup>, we hope to establish a pipeline for STEM-oriented high school students to pursue careers within the energy industry while acclimating them to the rigors of higher education.”

**Dr. Antonio R. Flores,**  
HACU President and CEO



### Military Recruitment.

Dominion Energy respects and values those who serve in our armed forces — not only for volunteering to keep America strong, safe, and secure, but also for the traits and skills they bring to the table as potential employees. Military veterans are value-driven, mission-focused, nimble-minded, and dauntless in the face of challenge. Having served in an institution with an exemplary commitment to DE&I, they are particularly well-suited to work in and lead diverse groups. We employ about 3,000 veterans — 17% of our workforce — and we continue to be an attractive employer to military spouses.

Our Military Fellowship Program provides service members the chance to work as interns before leaving the military. For the first time in 2022, we also brought aboard a Marine Corps officer through the Commandant’s Corporate Fellowship program. The officer was assigned to our cybersecurity division to exchange ideas and develop relationships in areas critical to the military and the utility industry.

In 2022, we celebrated the 10th anniversary of Troops to Energy Jobs. The initiative, which was spearheaded by Dominion Energy’s late Chair and CEO Tom Farrell, helps members of the armed forces transition to civilian life and find fruitful careers in our industry.

## Workforce Development

We foster diverse workforce development through a variety of ways. Among other things, we are working with the Hampton Roads Workforce Council, K-12 educators, community colleges, colleges and universities, North American Building Trades Union and its state affiliate, Virginia State Building Trades, and other partners throughout the nation to help train today’s workforce and the next generation of clean-energy employees. Since 2007, the company has been a member of the Center for Energy Workforce Development (CEWD) — a consortium of energy companies, unions, educators, and other partners dedicated to developing the workforce of the future. It is the driving force behind the Troops to Energy Jobs program that Dominion Energy helped launch in 2012.

In 2022, we became the inaugural partner with MajorClarity, a career- and college-readiness program, to develop an energy micro-credential for K-12 schools and supported the Virginia’s community-college system’s development of the Virginia Infrastructure Academy, which provides industry training credentials.



“I am continually impressed with Dominion Energy’s commitment to the military members and veterans within the communities we serve, our national security key accounts, and our veteran employees. The dedication to people and mission is embedded in Dominion Energy’s culture and reflected in the Core Values we share — it reminds me of a similar ethos engrained in the Marine Corps when I wore a camouflage uniform. There is rich history here at Dominion Energy as it pertains to those who serve our nation, and we’re constantly coming up with new military recruiting and workforce development initiatives to build upon the proud legacy that Dominion Energy has when it comes to recognizing our veteran population and their families.”

**Drew Warren,**  
Military / Veteran Affairs & State Policy Advisor





Our People

## Developing & Retaining Talent

Once talented people have come through the door, we want them to stay, and to optimize their talents and abilities — for their own sake and for ours.

We've developed an extensive catalog of learning and development opportunities, along with avenues for employees to provide feedback so we know we're on the right track.

We provide a broad array of resources to help our employees learn about different areas of the business and climb the career ladder — including the EMPOWER Career Center, which offers coaching, résumé writing support, interview preparation and group courses that support professional development for both leaders and employees.

### Leadership Development

A multi-stage leadership program guides individuals with strong people-centered management potential. It includes an Emerging Leader Program for individual contributors; a New Leader Boot Camp; the Developing the Dominion Energy Leader program, which prepares high-potential managers for senior leadership roles and gives directors additional training to cultivate an inclusive culture; and the LEAD program, which helps individual contributors explore the skills and mindsets needed to lead others.



## Developing & Retaining Talent

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In addition to company sponsored leadership development programs, Dominion Energy encouraged early and mid-level Black, Asian, and Hispanic/Latino leaders to participate in McKinsey's Connected Leaders Academy. This six-month program is designed to help organizations build their leadership pipelines equitably by giving participants the skills, capabilities, peer networks, and sponsorships to achieve their professional aspirations. Through the program, senior leaders at the company offered cohort members guidance on leadership fundamentals.

### Employee Engagement

Every two years, Dominion Energy conducts an employee engagement survey. The feedback allows the company to be more nimble, innovative, and successful and support our employees and serve our customers better. The results also inform decisions by management. For example, in our 2020 survey, employees said they wanted more interaction with senior leadership. In response, the company began a series of executive town halls where employees could hear from leaders about company strategy, plans, and policies, and ask questions about those and any other issues.

In 2022, employees identified company strengths such as service to customers, clear core values, a safe physical environment, a family-like work culture, and our meaningful focus on DE&I. Like many other companies, we also saw a decrease in engagement from the record high we achieved in 2020. To address concerns, Dominion Energy launched a series of initiatives, from increasing recognition of employee accomplishments to expanding our EMPOWER Career Center to support professional growth.

To better understand the unique experiences of female employees, in 2022 the company conducted a series of focus groups with women to learn more about where these employees find reassurance, energy, and inspiration, as well as their challenges.

We continue to look for new ways to improve talent development. In 2022, we launched a month-long EMPOWER Wednesday series to provide employees with practical support as they pursue career development. Following a successful pilot effort in 2021, we also completed two more Coaching Circles. The Circles provide leaders the opportunity to learn and practice good coaching skills and to learn how to facilitate an environment where people feel heard and valued, where input from everyone matters, and where problems can be overcome by maximizing individual performance and development.



## Around the Company

While our electric and natural gas systems power millions of homes and businesses, those systems don't run themselves. They depend on thousands of Dominion Energy employees who are committed to carrying out our mission: keeping the lights on and the gas flowing. Here are just a few of our dedicated and energetic colleagues whose talent and dedication drive our company forward for the benefit of our customers. Because if we don't carry out our mission, nobody else can carry out theirs.



EMPLOYEE SPOTLIGHT

**Power Generation**  
**Raheem Hodge – Electrician**

Growing up, Raheem Hodge moved from New York to Tennessee to Florida and back to Tennessee. He hasn't stopped moving since: A lover of travel, he's been to Mexico, Indonesia, Singapore, Great Britain, Spain, Egypt, Germany, and more.

At work, he calls Dominion Energy Virginia's Chesterfield Power Station home. There, his role as an electrician has him doing everything from putting up new lights to fixing 460-volt motors. When the workday is done, he likes to host game nights and cook ribeye steaks, garlic mashed potatoes, Southern-style cornbread, and his famous lemon-pepper hot wings.

"Working for [Dominion Energy] is great," Raheem says. "I'm involved in everything I can be involved in: Station recreation, Christmas Mother, the environmental committee, DE&I, ERGs.... On my own time I've helped ... the community outreach department with some events.... This past Christmas day I helped one of our contractors who is a local chef, R. Kearse, feed the less fortunate over in the Northside of Richmond." The bottom line? Working at the company is "truly challenging and fun at the same time."



EMPLOYEE SPOTLIGHT

**Power Delivery**  
**Justin Del Gallo – Electric Meter Worker**

When Justin joined Dominion Energy after college, he started high up: His work as an electric line worker often took him to the top of utility poles. Today, he wires complex metering systems for large commercial customers and manages power delivery to co-ops and other utilities. While working as a line worker, he earned a graduate degree in executive leadership. "Dominion Energy covered most of the cost for my graduate education," Justin says. "I would not have been able to take on this challenge without Dominion Energy's support."

Justin appreciates the diversity he finds at the company. "It provides a refreshing work environment. Having grown up in a diverse community and school system outside Washington, D.C., I'm pleased to see our community at Dominion Energy change and grow for the better just in the short time that I have been here." And you never know what makes up the person working next to you, he adds. "When you ask, you're amazed. What you learn certainly makes for a more stimulating work environment." Case in point? Justin himself. He's been performing magic since age 9, and often uses his skills to entertain his coworkers – who call him "Magic Man."



EMPLOYEE SPOTLIGHT

Gas Distribution  
**Mia Magby – Engineer**

As a storage-operations engineer for Dominion Energy Ohio, Mia helps operate and maintain more than 800 natural gas storage wells and ensure that the systems continue to meet integrity standards. Since she was hired in 2021, she has faced “a steep learning curve,” yet she already has been a part of a team that won recognition for her innovative proposal to use zero-emission vacuum and control (ZEVAC) technology to reduce methane emissions from storage well projects— a process the company now employs.

“Sustainability has always been a passion of mine,” Mia says. “Seeing that Dominion Energy was trying to be the most sustainable energy company in the U.S. made me want to be a part of that effort and team.” She took part in the 2019 Careers in Energy Diversity Student Conference, then joined the company as an intern, which led to her full-time job. “I feel like I have acquired a new work family, and they are all very supportive.” And although she no longer practices the pole-vaulting that earned her a college scholarship, she loves to fish — and once caught a 72-pound yellowfin tuna.

While her mother is Korean, Mia doesn’t think of her diversity as her identity. “Being Asian is what a lot of people notice about me first and [they] ask where I am from. It’s always funny to tell them Kansas.... Appearances and titles may drive assumptions and questions, but you really don’t know the person until you can sit down and hear their story. I am just very happy that Dominion Energy took a chance on me as a candidate and saw what value I could bring to the company.”



EMPLOYEE SPOTLIGHT

Dominion Energy South Carolina  
**Emily Powell – Engineer**

“I have witnessed Dominion Energy’s commitment to DE&I growing noticeably in recent years,” says Emily. As an engineer who works for Dominion Energy South Carolina in Blythewood, she spends her days designing routes for power lines that will feed new residential and commercial development. “I get to be out in the field almost every single day,” she says. “Not only do I enjoy the combination of design work in the office and being out in the field on job sites, but I love that I can be intimately involved in seeing my designs actually constructed by the line crews and come to fruition.”

Emily — who speaks Polish and has a pilot’s license — spent part of her childhood in her mother’s native Poland before returning to the United States. Her foray into business education left her unsatisfied, but she found her calling after switching to civil engineering. An internship with Dominion Energy led to a full-time job she “truly enjoys,” she says. It also comes in handy: More than once, the mother of a toddler has restored power to her own neighborhood after a storm.

“I believe Dominion Energy is making a genuine effort to be diverse and inclusive,” Emily says. “I am involved in several interview and hiring panels and there is a definite emphasis on diversity in hiring.”



EMPLOYEE SPOTLIGHT

Services

**Nicole Biedenbach – Power Storekeeper**

Over the course of more than 15 years — an “exciting and eventful journey,” as she puts it — Nicole has worked at numerous power stations and done just about everything, from electrical work to turbine maintenance to operating dual-fuel generating units. As a Storekeeper at Surry Power Station, she manages station materials and makes sure they pass quality-assurance and compliance muster. “I’ve been fortunate to work in environments [where] everyone is getting a fair chance, being heard, and encouraged to grow to their full potential,” Nicole says.

When she’s not busy at work, she’s busy at home juggling her children’s basketball, skating, and dance schedules. In her few spare moments, she enjoys baking while listening to a good audiobook. Nicole’s husband, Jason Biedenbach, works in the transmission and distribution side of the business, making them one of Dominion Energy’s “power couples.”

To Nicole, the company’s spirit of One Dominion Energy is unmistakable: “No matter who you are, where you’re from, or what you look like, we’re all connected,” she says. That sense of inclusion makes the workplace feel welcoming. “What I like most about Dominion Energy are the countless opportunities to grow [and] the amazing friendships I’ve built. I personally feel like Dominion Energy is one of the more progressive companies when it comes to DE&I and it’s a beautiful thing.”



EMPLOYEE SPOTLIGHT

Nuclear

**Duron Jones – Security Instrumentation & Control Technician**

Getting into a nuclear power station is no easy task — and Duron Jones keeps it that way. As an instrumentation and control technician at our Surry, Virginia, plant, he makes sure high-tech security measures such as cameras, X-rays, and even more specialized equipment are functioning optimally. “If you can’t get through the metal detector, it’s because of me,” the former Army reservist says.

When he isn’t upholding the company’s core value of safety, Duron enjoys smoking brisket, pork butts, and ribs, and working out with his 18-year-old and 10-year-old sons.

“I was always told Dominion Energy is a good place to work,” he says. But after an initial stint at the company, he decided to see what others had to offer. “After bouncing around, I quickly realized no other company is as well rounded as Dominion Energy in terms of compensation, benefits, work/life balance, and employee appreciation.” He also thinks the company’s DE&I efforts are “outstanding. They really put time, thought, and energy into this.... [Dominion Energy has] all different walks of life and personalities. Whether you have a degree or a trade, you can fit in at Dominion Energy. I plan on retiring from here.”



## Our Partners

Being a good partner with our communities also means forming partnerships with businesses in those communities.

We're working hard to expand the number of small, local, and diverse companies we look to for the goods and services we rely on.

We believe in making progress, not just promises. In 2022, we spent \$1.4 billion with diverse suppliers — a 33% increase over our record-breaking year in 2021. That translates to 16.9% of our total procurement spending (1.7 percentage points higher than in 2021), bringing us closer to our commitment to reach 20% by 2025.

## Supplier Diversity Matters

For us, true DE&I is about more than our employees. It involves making sure we conduct our core business in a way that is inclusive. Our supply chain should involve a broad mix of businesses, including a healthy percentage owned and operated by diverse members of our communities. Supplier diversity matters to our customers, to our communities, and to our stakeholders. We know it can be transformational for individuals, families, and communities — and that its benefits can last for generations.



## Our Partners

As with other aspects of DE&I, doing the right thing on supplier diversity also happens to be good for business. It shows our customers and communities that we are committed to their well-being. And a wider pool of suppliers makes the bidding process more competitive: New bidders often bring greater innovation and ingenuity to the table than entrenched incumbents. That’s not just theory: Evidence shows that companies with a strong commitment to supplier diversity earn higher returns on procurement investment.

Relying on local suppliers strengthens local economies. The ripple effects can include more jobs, more infrastructure investment, more resources for basic services, and more investment in education and worker training — all of which benefit Dominion Energy as well.

## Partnerships

We’re eager to work with other organizations that promote diverse businesses, and we reach out to them when we’re looking for suppliers. To date, we have formed partnerships with more than 25 advocacy organizations, from Hampton Roads Business Outreach — Virginia’s first LGBT chamber of commerce — to the Salt Lake City Pacific Island Business Alliance to the Women’s Business Enterprise Council Ohio River Valley. We seek to support such organizations by serving on boards or steering committees, including those of The Metropolitan Business League in Richmond, Virginia, the Carolinas-Virginia Minority Supplier Development Council, and the Women’s Business Enterprise Council – Greater D.C., Maryland, and Virginia, and New York.

Other partners include:

- National Minority Supplier Development Council
- Women’s Business Enterprise National Council
- National LGBT Chamber of Commerce
- Disability:IN
- National Veteran Business Development Council
- Virginia Asian Chamber of Commerce
- Local chambers of commerce
- Local advocacy groups

While suppliers can self-certify as small or diverse businesses, we encourage potential suppliers to obtain certification from independent third parties, including the organizations above, the Department of Veterans Affairs, the Small Business Administration, and similar organizations at the state and local level.



“Dominion Energy’s future looks bright, thanks in no small part to our network of outstanding small, local, and diverse suppliers. As we lead the way into the clean-energy future, we intend to extend that network even further so we and our suppliers can prosper together.”

**Carter Reid**  
Executive Vice President,  
Chief of Staff and President — Dominion Energy Services



### Dominion Energy is All In

People from a variety of diverse backgrounds live in the communities we serve. When we hire diverse businesses, we help these neighborhoods become vibrant and successful. When it comes to our commitment to working with partners and suppliers as diverse as the communities we serve – Dominion Energy is All In.

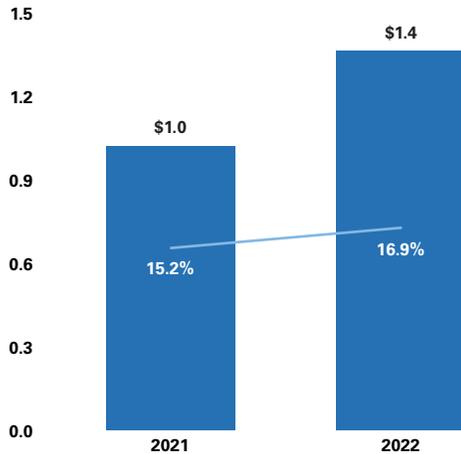
We rely on dedicated, competitive, ethical suppliers in order to produce and deliver safe and reliable electricity and gas to our millions of customers.

## Results

Executing our supplier-diversity strategy has enabled us to increase performance year after year.

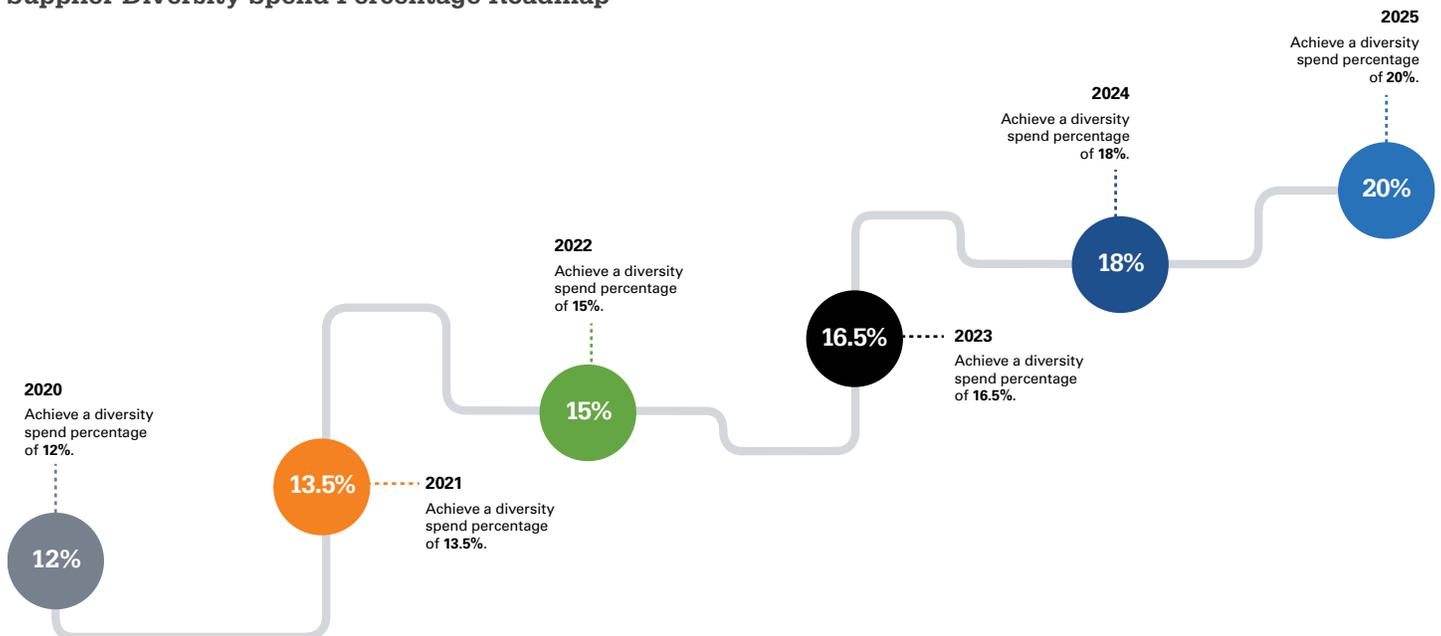
### Supplier Diversity Spend Trend

\$Billion



■ Total Diverse Spend  
— Diversity Spend Percentage

### Supplier Diversity Spend Percentage Roadmap



## Outreach

To maximize our outreach to potential business partners, we organize our own supplier diversity events. In 2022, we hosted 338 diverse suppliers representing 279 companies at Convergence, our annual supplier-diversity fair where Dominion Energy employees can engage and connect with prospective suppliers.

Our leaders from each of our business segments also met with diverse suppliers during Supplier Showcase Meetings. Supplier Showcase Meetings are one-on-one virtual meetings with diverse suppliers where decision makers learn more about supplier capabilities and discuss potential upcoming business opportunities.

## Case Studies

### Wize Solutions

Wize Solutions of Abingdon, Virginia, launched its robotic process automation (RPA) service with a single employee dedicated to Dominion Energy. Since then, the company — a small business led by Wendy Marquez, a Hispanic woman — has grown its RPA segment to 10.

While a small town with fewer than 10,000 residents might not seem the optimal place to start a high-tech firm, Wendy saw an opportunity to employ the college-educated talent that might normally go elsewhere to find work. She says she and Dominion Energy share a commitment to creating economic development in rural communities. “We’re unified by that commitment,” Wendy says. “And I think we would always be grateful to Dominion Energy for giving us a start.”



Wize Solutions

### TI Verbatim Consulting

In 2015, when Jean Ibañez Payne left her job as Manager for the Diversity and Inclusion program at Dominion Energy to start her own company, she did not realize she would become one of Dominion’s Energy’s diverse suppliers. Sticking to what she loves — “Helping people work better together,” which is also her company’s motto — she launched TI Verbatim Consulting (TIVC). In support of Dominion’s Energy’s effort to deliver safe, reliable, affordable, and sustainable energy, TIVC provides multi-language translation services to the company across its service area. Among other things, TIVC translates extreme weather event press releases and social media content, website material, brochures, and forms. Jean says, “I am so grateful to continue to support Dominion Energy’s mission as a vendor and admire their commitment to small businesses such as TIVC.”



Jean Ibañez Payne

TIVC is a Hispanic woman-owned, service-disabled-veteran-owned business with a diverse workforce across the United States which provides cultural assessment, DE&I, leadership development, coaching, workforce training, and language services to numerous federal agencies and commercial entities. “My desire to make a change really goes back to being able to walk the talk. That’s what I love most about Dominion Energy — their mission and what they stand for. The work we do aligns well with Dominion Energy’s commitment to DE&I.”

To learn more about the important value our diverse partners are bringing to Dominion Energy and our communities, visit: [Supplier-Diversity | Dominion Energy](#).



Our Communities

## Supporting Diverse Communities

**Serving the places where we live and work is about more than just delivering energy.**

We are committed to supporting and respecting all communities — whether those communities are distinguished by geography, economics, race/ethnicity, gender, or some other attribute.

To us, sustainability must include everyone by definition; “sustainability for some” is an oxymoron. We want to help everyone thrive and prosper. To that end, we operate a wide variety of programs, initiatives, and sponsorships, including:

- **The Dominion Energy HBCU Promise®:** a six-year, \$25 million commitment to support 11 historically black colleges and universities in Virginia, Ohio, North Carolina, and South Carolina;
- **The Dominion Energy Educational Equity Scholarship program:** A six-year, \$10-million fund to underwrite higher education for students from underrepresented communities in our service area;
- **The Building Hispanic Talent Initiative<sup>SM</sup>:** a three-year, \$2-million commitment to seven HSLs in four states and Puerto Rico to support bridge programs that introduce students to STEM careers;
- **Promesa: The Hispanic Higher Education Initiative<sup>SM</sup>:** a three-year, \$1-million commitment to seven colleges and universities that will primarily support Hispanic/Latino students with scholarships, stipends for faculty-mentored research, and more; and
- **Strong Men & Women:** a program carried out in partnership with the Library of Virginia that honors prominent African Americans, past and present, who have made noteworthy and admirable contributions to Virginia, the nation, and their professions (now in its fourth decade).



## Supporting Diverse Communities

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In 2022, we once again sponsored Black BRAND's Black Diamond Weekend — a conference in Hampton Roads, Virginia, for African American businesspeople — and sponsored the Virginia Asian Chamber of Commerce's ProcureCon Hampton Roads Buyer Expo. In Ohio, the Dominion Energy Charitable Foundation completed a \$500,000 commitment to Say Yes Cleveland, which strives to make a college degree affordable and attainable for every Cleveland public-school student. The contribution will fund scholarships for students who go on to attend two-year or four-year institutions or a trade certificate program. Across the business, we sponsor various events and festivals celebrating Hispanic/Latino culture, Native American heritage, LGBTQ+ pride, Juneteenth, and more.

## Native American Community Outreach

Dominion Energy maintains formal policies regarding environmental justice and relationships with Native American Tribes. The company also has a designated program manager role responsible for leading and facilitating engagement and support of Native American Tribes.

In 2022, we looked for ways to go further. Among other things, the company supported a land transfer by Ducks Unlimited to the Nansemond Indian Nation: Ducks Unlimited acquired more than 500 acres of ancestral forest land from a private owner and transferred title to the Tribe.

With the Building a Hispanic Talent Initiative<sup>SM</sup>, we have partnered with the University of North Carolina at Pembroke — an institution that prioritizes Indigenous students as well as Hispanic populations when recruiting for their summer bridge program due to their proximity to tribal lands.

The company also provided funds to several Tribes to support their annual Powwows.



“Opportunities do not come along often to help Tribal communities reclaim part of their history and traditional Tribal lands. As a member of the Virginia Native American community, I am elated Dominion Energy was able to support Ducks Unlimited in acquiring and returning traditional Tribal lands to the Nansemond Tribe as well as helping preserve these important landscapes for future generations.”

**Ken Custalow,**  
External Affairs Manager

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## Philanthropic Impact

Dominion Energy contributes financially to community well-being through direct corporate giving, energy-assistance programs, and through the Dominion Energy Charitable Foundation.

Investors, rather than customers, underwrite our corporate giving, which supports organizations that provide or promote human needs, environmental stewardship, education and community vitality. The company also supports the veteran-focused Dominion Energy Charity Classic, an annual PGA TOUR Champions golf tournament, which has raised more than \$9.5 million for worthy causes.

In 2022, charitable giving from all sources reached roughly \$45 million. That total includes more than \$4 million for HBCUs through the Dominion Energy HBCU Promise®; more than \$1 million for Dominion Energy Educational Equity Scholarships; and more than \$660,000 for the Building Hispanic Talent Initiative<sup>SM</sup>. Through other contributions totaling more than \$1 million, we also fulfilled our commitment, made in 2020, to contribute \$5 million to support non-profit organizations doing the work of social justice.



### Dominion Energy Charity Classic

For several years, Dominion Energy and the PGA TOUR have presented the Dominion Energy Charity Classic — a pro golf tournament that has raised \$9.5 million since its debut in 2016. In 2022, the company added another golf event in Gastonia, North Carolina, to enhance its charitable efforts by serving as presenting sponsor for the third annual HV3 Invitational, a creation of the HV3 Foundation. The Foundation was started by golf star Harold Varner III as a way to bring awareness to the rising cost of access to sports, provide mentorship to young athletes, and fund equipment and programs to help them pursue their dreams.



Our Communities

## Volunteerism

Our roughly 17,000 employees generously give their time and energy to a multitude of volunteer projects throughout the year.

**In 2022, they volunteered more than 95,000 hours.**

Our core value of Ethics guides us: Helping others is an integral part of our culture as a company whose utilities perform a vital public service — one reinforced by our long history of supporting our communities. The company encourages employees to serve on non-profit boards and lead volunteer activities. Each year, we provide one day of paid volunteer time off for each non-union employee. Additionally, we encourage participation in company-sponsored volunteer events, which contributes to our overall volunteerism goal. To reward colleagues who give the gift of their personal time volunteering in their communities, the Dominion Energy Charitable Foundation's Dollars for Doers program will donate \$500 to a qualifying 501(c)(3) non-profit for every 20 volunteer hours recorded. Employees can use this program up to three times per calendar year.

Employees also look for opportunities to serve on their own. Employees in Action is a grassroots effort driven by Dominion Energy volunteers across the many states and communities the company serves. Each year, hundreds of employee volunteers put their talent, time, and efforts into improving their hometowns during a year-long project blitz. Local employee volunteers work with local organizations on projects to improve parks, schools, shelters, and other community resources.



## Volunteerism

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The Dominion Energy Benjamin J. Lambert, III, Volunteer of the Year Awards were established to recognize Dominion Energy employees and retirees for their individual efforts to improve the communities in which they live. Nominees represent the best in volunteerism excellence and commitment to improving their communities. The awards were named in honor of a longtime Virginia legislator and member of our company's Board of Directors.

In 2022, our employees volunteered to support an annual Troop Appreciation Fishing Derby on Lake Murray in South Carolina; packed care packages for troops overseas and chemotherapy kits for cancer patients through an effort led by AARG; sorted and distributed donations to support families adopted through A Community Christmas in Stark County, Ohio; built wheelchairs for disabled military veterans; and much more.



## To the Rescue

You might say David DelBiondo comes to his career as a senior safety specialist at our Millstone nuclear power station naturally: Looking out for others is in his blood. For more than four decades, he has worked with the volunteer fire department in Old Lyme, Connecticut, where the Connecticut River meets Long Island Sound. In his roles as EMT and firefighter, he answers fire, rescue, and public-service calls along the shore of the river and the Sound, in the surrounding area, and along a busy stretch of I-95 to help people through some of the most difficult moments of their lives.

In recognition of his continued passion for helping others, in 2022 Dominion Energy presented David with the 2022 Volunteer of the Year First Responder award. "To say that David is admired for what he does would be a serious understatement," says Diane Leopold, Dominion Energy's Chief Operating Officer. "He is the person, when he appears on the scene, who causes other volunteers to breathe easier. David is the person everyone looks up to. Countless numbers of people are alive and/or in better condition because of his commitment to volunteerism."



Our Communities

## DE&I Efforts Company- Wide

### Social and economic justice matter.

Whether we're providing financial support, conducting environmental justice assessments, or helping rural communities bridge the digital divide, we strive to increase equity in the communities we serve.

For us, DE&I is not a separate program — it's part of our central nervous system. It pervades everything we do. Our goal is to make sure no one gets left behind, as we move forward.

That's why we offer energy-assistance programs such as EnergyShare<sup>®</sup>, which celebrated 40 years in 2022. The program provides heating and cooling assistance to customers facing financial difficulty. Since the program began, it has helped more than 900,000 individuals and families across Virginia and North Carolina and made more than 21,000 homes more energy-efficient. For more about EnergyShare<sup>®</sup>, see its [annual report](#).

In Ohio, we offer a Percentage of Income Payment Plan (PIPP) Plus. It allows eligible customers to maintain natural gas service by paying a monthly amount based on 5% of their total monthly household income, or \$10 — whichever is greater. Households with a gross yearly income at or below 175% of federal poverty guidelines are eligible to participate. We are working with the Virginia Department of Social Services to implement PIPP in Virginia.



## DE&I Efforts Company-Wide

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Dominion Energy Utah offers financial assistance through REACH, the Residential Energy Assistance through Community Help. The program, funded by Dominion Energy customers, employees, and shareholders, is administered by the Salvation Army. Customers also can lower their bills and improve energy efficiency through our ThermWise® program, which offers rebates for home improvements and energy-efficient appliances. In 2022, we expanded ThermWise® to North Carolina.

We also offer more than 40 efficiency programs, including many designed for residential and age- or income-qualifying customers, to help customers reduce their energy use through energy audits, home weatherization, discounts and rebates on smart thermostats and energy-efficient lighting and appliances, and appliance recycling rebates.

## Environmental Justice

Dominion Energy is committed to hearing, learning from, fully considering, and responding to the concerns of all its stakeholders regardless of economic status, race, color, or national origin. The company seeks to build partnerships and engage with local communities, stakeholders, and customers on environmental issues.

To affirm our commitment, in 2018 we adopted a formal environmental justice (EJ) policy, which sets expectations for project teams that historically marginalized communities should not be disproportionately harmed by our infrastructure initiatives and that they should be part of the planning process. With the implementation of this policy, the company developed rigorous internal processes to ensure accountability and follow-through. In cases where a community meets the definition of an EJ community, our process requires that the company consider proactive and intentional communication and engagement to ensure understanding and involvement; that concerns are heard and appropriately responded to and addressed; and that Dominion Energy works to mitigate any undue project impacts.

In addition to financial controls and checkpoints tied directly to EJ evaluations, the company employs dedicated EJ staff and provides comprehensive training for company employees. More than 1,000 employees have been trained on EJ, and all major construction projects are reviewed for EJ considerations. In 2022, we reviewed more than 60 projects — everything from new and rebuilt power lines to modernizing natural gas assets to the build-out of renewables.



We recognize that EJ considerations must be a part of our everyday decisions, community outreach, and evaluations as we move forward with projects to modernize the generation and delivery of energy. We actively engage with low-income communities, communities of color, Tribal communities, and others who have not always had a seat at the table. We believe all communities should have ready access to accurate information and a meaningful voice in the development process. We also work to ensure that all communities have the chance to benefit from infrastructure enhancements, such as undergrounding distribution lines and middle-mile broadband, as well as the economic opportunities presented by our investments, to the greatest extent possible.

## Just Transition

The company has already begun putting the principles of a just transition into practice. We will balance the operational need for safe, reliable, affordable, and sustainable energy with career longevity for our employees.

As our fossil-fuel generation plants near their scheduled retirements, employees are still needed to ensure they operate safely and as good environmental stewards to their neighbors until their retirement dates. In some instances, we may have to increase staffing in the short term to maintain safe and reliable operations. At the same time, we also must plan for the transition of displaced employees to other roles. We will need to attract, retain, and retrain employees for careers that could span different technologies, and we are working toward those goals.

Dominion Energy's Education Assistance Program provides 100% reimbursement of eligible tuition costs, up to \$7,500 per calendar year, for regular active, full-time, and part-time non-union employees who are scheduled to work at least 1,000 hours per year. This program can help employees gain the education they need and want to transition to other energy jobs. Our Talent Management & Development organization and the Dominion Energy EMPOWER Career Center provide employees with career coaching and resources to help identify the skills and interests that will help them develop a career plan and identify steps to prepare for the clean energy transition. The company also provides planning resources such as retirement learning opportunities and partnerships with community colleges.

Employees and customers are not the only stakeholders affected by the retirement of fossil-fuel facilities. As with the loss of any industry, closing a plant can affect the economy, the environment, and the community in the surrounding areas. Dominion Energy engages with state and local leaders about the effects of such closures. We are also committed to ongoing support of the communities where we have worked, and hope to continue to work, for many years. For example, we demonstrate that commitment through increased focus on clean energy construction on brownfield sites, leading to continued tax payments after fossil-fuel facility retirements.

We also are practicing greater outreach to external vendors, suppliers, and job seekers, and greater transparency regarding how they can work as part of the clean energy economy. Including such information at project open houses and community presentations allows us to reach communities directly.



## Sustainability-Linked Financing

Dominion Energy has been one of the first to tie DE&I metrics to its financial instruments. For example, in 2021 the company entered into a \$6 billion core credit facility, supported by several large banks, which includes multiple sustainability targets and related key performance indicators that directly affect pricing for the facility. One of those targets references a threshold for diverse hiring (50%), above which the company receives a pricing benefit related to fees and borrowings under the facility starting in April of the subsequent calendar year. A separate threshold for diverse hiring (48%) sets the limit below which the company pays a pricing premium related to fees and borrowings under the credit facility starting in April of the subsequent year. In 2021, the company's diverse hiring performance of 57.5% exceeded the upper threshold which provided for a pricing benefit for the \$6-billion Dominion Energy core credit facility starting in April of 2022. In 2022, 48.9% of new hires were diverse, resulting in neither a benefit nor a penalty under the terms of the facility for the period beginning in April of 2023.

The company also has a \$900 million supplemental credit facility that incorporates sustainability-linked principles. Each time the company draws on the credit facility, we may declare a specific "use of proceeds." Dominion Energy may realize a pricing benefit if proceeds are used, in whole or in part, for purposes relating to (i) small- and medium- sized businesses and/or diverse-owned businesses, (ii) COVID-19 and emergency-related response, (iii) measures to increase diversity among new hires and the retention and promotion of women and minority employees, or (iv) solidarity with vulnerable, underrepresented, underserved and/or marginalized populations (including donations or grants made to community organizations or to support educational programs serving underrepresented populations). In 2022, the company exercised its ability to declare a sustainability-linked use of proceeds for borrowings under the credit facility and realized the corresponding pricing benefit.





## About This Report

Information about this report and the definitions used therein, and links to other reports, including previous versions of this report.

This report represents Dominion Energy's effort to share our performance on diversity, equity, and inclusion.

The report focuses on the activities of Dominion Energy and the Dominion Energy Charitable Foundation in 2022. Where relevant or helpful for context, it includes historical or forward-looking information.

The report highlights workforce representation broken down by race/ethnicity and gender. The company also discloses our EEO-1 Component 1 Form data in the report.

Changes in workforce representation data related to demographics, hiring, and departures reflect both strategic workforce policies and practices and the results of mergers, acquisitions, and divestitures unconnected to DE&I efforts.

## Definitions

Term	Definition
<b>AIP Bonus Payouts</b>	Payouts available to non-union employees and through most of our union agreements that are distributed when the company meets certain financial, operating, and stewardship targets. Payment levels depend in part on meeting safety, environmental, and DE&I goals, which are equally weighted in AIP calculations.
<b>Ally</b>	Any person who actively promotes and aspires to advance the culture of inclusion.
<b>Asian</b>	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
<b>Black or African American</b>	A person having origins in any of the Black racial groups of Africa.
<b>Disability</b>	A physical or mental impairment that substantially limits one or more major life activities.
<b>Disability-owned businesses</b>	A business that is owned, operated, managed, and controlled (51% or more) by a person(s) with a disability.
<b>Diverse</b>	Employees who identify their gender as female and/or their race/ethnicity as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, or Two or More Races.
<b>Diversity</b>	The collection of differences and similarities (e.g., race/ethnicity, individual characteristics, values, beliefs, life experiences, culture, preferences, and abilities).
<b>EEO 1 Component 1</b>	Federal annual data collection and reporting regulation that requires all private-sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, to submit demographic workforce data, including data by race/ethnicity, sex, and job categories. The filing is required under section 709(c) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-8(c), and 29 CFR 1602.7-14 and 41 CFR 60-1.7(a). Unlike our workforce representation data, which is a headcount as of December 31, 2021, EEO-1 requires the count of employees' payroll reporting between October and December 31 of the reporting year, which may differ.
<b>Employee Engagement Survey</b>	A biannual survey that measures employee engagement and experiences across varied workplace dimensions.
<b>Equity</b>	The outcome we achieve when we remove barriers and provide the opportunities and resources needed to level the playing field.
<b>Ethnicity</b>	Ethnic background or affiliation.
<b>Gender</b>	The socially constructed concepts of masculinity and femininity. For statistical reporting purposes, either male or female.
<b>Hispanic or Latino</b>	A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.
<b>HUBZone businesses</b>	A business operating in a historically underutilized business zone where at least 35% of employees reside. Must meet all the necessary HUBZone criteria of the Small Business Administration (SBA).
<b>Inclusion</b>	The intentional action of all employees contributing to the company's success by supporting and respecting others so that all can bring their full selves to work.
<b>Leadership</b>	Employees who are supervisors, managers, directors, or executives.
<b>LGBT-owned businesses</b>	A business that is owned, operated, managed, and controlled (51% or more) by an LGBT person or persons.

## Definitions

Term	Definition
<b>LGBTQ+</b>	Acronym used to signify Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex, Gender-Nonconforming, Nonbinary, and Asexual people collectively.
<b>Military Veterans</b>	Any employee who had served in the U.S. Armed Forces, whether in active duty, National Guard, or Reserves.
<b>Minority-owned businesses</b>	A business, regardless of size, that is owned, managed, and controlled (51% or more) by one or more African Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, and Asian-Indian Americans, or another ethnic minority.
<b>Native American or Alaska Native</b>	A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
<b>Native Hawaiian or Pacific Islander</b>	A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
<b>Non-Diverse</b>	Employees who identify their gender as male and their race as white.
<b>Race</b>	Any one of the groups that humans are often divided into based on physical traits regarded as common among people of shared ancestry.
<b>Service-disabled-veteran-owned businesses</b>	A business, regardless of size, that is owned, managed, and controlled (51% or more) by one or more individuals with a service-connected disability.
<b>Small disadvantaged businesses</b>	A business that is owned, managed, and controlled (51% or more) by one or more individuals who are both socially and economically disadvantaged.
<b>Sustainability</b>	How we ensure the company’s long-term success by excelling today in the areas that matter most to our stakeholders: (1) Delivering clean, reliable, and affordable energy; (2) Protecting the environment; (3) Serving customers and communities; (4) Empowering our employees.
<b>Two or More Races</b>	All persons who identify with more than one of the above five races (White, Black or African American, Native Hawaiian or Pacific Islander, Asian, Native American or Alaska Native). For the purposes of this group, identifying as Hispanic or Latino and only one of the listed five race groups does NOT qualify.
<b>Veteran-owned businesses</b>	A business, regardless of size, that is owned, managed, and controlled (51% or more) by one or more veterans.
<b>White</b>	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
<b>Woman-owned businesses</b>	A business, regardless of size, that is owned, managed, and controlled (51% or more) by one or more women.

## Citations

Annotation	Term	Definition
1	<b>Workforce Representation</b>	The headcount of our workforce as of the end of a year (12/31) with breakdowns by race/ethnicity and gender. Includes all employees, including leaders and executives. Excludes interns.
2	<b>Minorities</b>	Employees who identify race/ethnicity as American Indian or Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander or Two or More Races.
3	<b>Other</b>	Employees who disclose their race as American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, or Two or More Races.
4	<b>Labor Market Availability</b>	This information reflects the availability of the working-age population within a reasonable recruitment area. Census information was provided by the <a href="#">American Community Survey (ACS) 2014-2018 EEO Tables</a> using occupation codes that align with the jobs held by our employee population. The reasonable recruitment area for executives is the entire United States; for leaders/individual contributors, availability was calculated using information from local MSAs/counties based on work location.
5	<b>People in our Communities</b>	The population of the counties in Dominion Energy’s service area. Data is based off the County Population by Characteristics from the Census Bureau website.
6	<b>Executive Representation</b>	Employees who are executives or directors.
7	<b>Leadership Representation</b>	Employees who are managers or supervisors.
8	<b>Hires</b>	External hires only; excludes interns.
9	<b>Diverse Hiring Rate</b>	Calculation = # of Diverse Hires / Total Hires
10	<b>Promotion</b>	A title change into a new job with increased responsibility, scope, and/or impact that meets one or more of the following criteria: * Progression to a higher level in an existing job series or within a job family (such as Engineer I to Engineer II or Senior Accountant to Lead Accountant) * Advancement into a higher job category (such as from Supervisor to Manager) * Higher incentive tier and/or * Significant increase in market range (typically at least 10% or greater).
11	<b>Separation</b>	An employee departure, for any reason. Excludes interns and divestitures.
12	<b>Separation Rate</b>	Calculation = # of Separations / Year End Headcount
13	<b>Voluntary Resignation</b>	An employee departure by voluntary termination of employment. Does not include terminations due to retirement, death, long-term disability, or company-sponsored voluntary separation or retirement programs. Does not include intern terminations.
14	<b>Voluntary Resignation Rate</b>	Calculation = # of Voluntary Resignations / Year End Headcount